

**CITY COUNCIL
HUMAN SERVICES COMMITTEE
SPECIAL MEETING
Tuesday, June 19, 2007
Civic Center - Room 2402
7:00 P.M.**

MEMBERS PRESENT: Aldermen Bernstein, Holmes, Jean-Baptiste, and Tisdahl

MEMBER ABSENT: Alderman Moran

STAFF PRESENT: City Manager, Julia Carroll, Police Chief Richard Eddington, Elke Purze, Rolanda Russell, Vince Jones, Jay Terry, Audrey Trotsky

OTHERS PRESENT: Alderman Rainey, Randy Walker (Evanston Mental Health Board), Cherylette Hilton, Chair Human Relations Commission), William Smith, Bennett Johnson, Judith Treadway, Madelyn Ducre', Patricia Gregory, (See Attached List of Attendees)

PRESIDING: Alderman Holmes

Alderman Holmes called the meeting to order at 7:12 p.m. and explained this special meeting was called to hold discussions with community members regarding their concerns about the handling of Police Department complaints. Tonight's discussion will also look into the possibility of having a Citizens Review Board that would be separate and apart from what is now in place. Staff has prepared and distributed material for this discussion, citizens have also contributed references. Alderman Holmes received a packet of material from San Diego that she shared with the committee and any interested citizens. Chief Eddington was asked to comment on where he thinks we are and where it is possible for us to go and discuss the different approaches and implementations that were included in the material he sent.

Chief Eddington recalled at the June 4, 2007, Human Services Committee meeting asking for solicitation from the community on what the issues were. We have spoken in generalities and been enamored by the label, "citizen review" the and perceived need to address the issue. However, there is no crisis to motivate our decision making and we have the luxury of time to work through this and come to an effective reasonable solution. He is pleased that the information from San Diego was included in the packets and looking at the level of training used in their audit system is a key component of exactly what we want. With that set as a long range goals he is interested in pursuing what is immediate, cost free fixes that we can implement. For example, at the last meeting per Alderman Tisdahl's direction the complaint forms were distributed throughout the City in other City facilities, primarily the Park District. We have to measure how big a problem we have and how much money you want to spend on this. Some of the information provided in the overview material breaks down the cost per complaint and he is once again concerned that he will be in similar meetings with difficult discussions about how much money we have and where we need to spend it. He is not here this evening just for this issue, but looking to the next budget discussions and deciding where the City's resources are most needed. There are low cost options that he would suggest we can tack onto the current system that he hopes will address some of the issues needing to be addressed.

Alderman Bernstein asked if there are any specific prohibitions in our collective bargaining agreement that mandate police officers review police officers. Are there any prohibitions in our current contract that would preclude us from having an entirely citizen review board? Chief Eddington responded, no, if in fact the board merely reviews. If we're going to wander down the road of subpoena power we will be bumping heads and one of the things he got from San Diego was because it's an audit process they talk with the investigators, not the officers, they can sidestep those issues and there is no conflict with the union, their review is of the Chief's policies and decisions. It almost depends on what we come up with that will determine whether there is going to be a conflict. Alderman Bernstein said then that would mean any citizen review board could not impose sanctions but would have to go through the Chief.

Alderman Jean-Baptiste wanted to apologize in advance for having to leave this meeting early. He perceives this process as having time to have some additional sessions and not having to solve everything tonight. He asked the Chief to share with the committee what is the current involvement with citizens in the review of any complaint. Chief Eddington remarked at this point in time the citizen review occurs towards the end of the process. The citizen volunteers come in and read the same summary that the Human Services Committee reads but do not see the discipline given by the Department. We are not attempting to coach them into a decision; they independently arrive at their decisions. When they do the review Commander Wiedlin, the current OPS Commander, is in the room with them to be available to answer any subject matter questions or translate any police jargon that may be in the reports. They discuss the case, get information from Commander Wiedlin, and then render their decision or recommendation. You see that recommendation unfiltered along with the decisions the Department has made. The goal of that is to give you a gauge of the Department's decisions against what the citizens feel is appropriate.

Judith Treadway wanted some clarity from the Chief on the process. The Chief mentioned in order not to have a conflict regarding any sanctioning of a police officer that might conflict with the union contract, the final decision is up to the Police Chief. If that final decision is up to the Chief and if during a Civilian Review Board investigation it is found that the police officer was in error, then it would be up to the Police Chief to dictate what the sanctioning of that officer is according to whatever guidelines are established based on your role as Chief and what you can do in terms of sanctioning a police officer, period, correct? The concern citizens have is more focused on the preliminary process, the initial investigation, the hearing from the citizen, the hearing from the officers. If the officer is found to be acting out of accordance of the expectation of an officer it would still be the Chief's responsibility and duty to sanction that officer appropriately, correct? The Chief, responded, yes, that is his responsibility. Ms. Treadway, added, then we would not have anything to do with that. Chief Eddington's response was, no, but we are revising some things now and want to make sure we're theoretically all together about this because at this time the citizen input and comment doesn't come until the end. Ms. Treadway said, that is on the current process, we're talking about a new process. No matter which process we select or keep, the Chief still has the final decision if an officer has to be sanctioned, correct. Chief Eddington, responded, yes under current state law and contract. Ms. Treadway said all we're concerned with is the process not with having any authority to subpoena or whatever else the Chief mentioned.

Alderman Holmes noted her understanding is trying to take the authority has never been the question. It has always been in terms of the citizens' input. Ms. Treadway said they're not trying to challenge the Chief's authority to make those sanctions; they're only concerned about the process being more open up front.

William Smith, wanted to echo the Police Chief's remarks. One thing about Evanston is we have the ability to fix almost anything and work on any problem and find solutions. As the Chief noted, what we're discussing is the degree of goodness. We do not have a crisis and when we think about the fact that our police force has in excess of 125,000 citizen contacts per year and when you look at the number of complaints that generate throughout the process, even if you multiply that times ten, it is not anywhere near being a crisis situation. **(At this time 7:25 p.m. Alderman Jean-Baptiste left the meeting.)** We are talking about the degrees of goodness because at the end of the day we don't want any complaints, we don't want any police officers misbehaving. We have a lot of good officers and are very proud of the team out there, but occasionally one may misbehave and we want to make sure that doesn't happen any more than it necessarily has to. Looking at the current process, on the onset it appears when a citizen comes in and wishes to file a complaint the citizen makes the determination as to whether they want that complaint to be a formal complaint or an informal complaint. If they decide that is a formal complaint they are required to fill out a complaint sheet, take a sworn affidavit and the interview is taped. During OPS's investigation of the complaint an investigation and an interview with the police officer that is affected is also taped. Mr. Smith asked the Chief if he believes the process was changed and if the citizens could get involved in the process early would that be any violation of any statute law. Also, could that citizen group have access to the taped interviews? Chief Eddington, responded, he was not sure, that is something we would have to look into and research. Whatever paths we go down we have time to look into it, not only State law but what contractual arrangements we have with both the Teamsters and the FOP would also have to be taken into consideration during that review. If that's the direction of the committee he will certainly ask Legal to research this. Mr. Smith said he did not want any money spent on this before going into the process; it was just a thought as to whether or not that data would be accessible if you do decide we want the citizen involvement early on.

Alderman Tisdahl was worried about the process before you even get to the process. Citizens she has talked to sometimes think they filed a formal complaint as they do not understand the difference between formal and informal complaints. She'd like it made clearer to people as to what our complaint process is and how they can file a complaint. Also, she greatly appreciates having complaint forms at recreation facilities and wondered how that is being communicated to the community. Chief Eddington said he hopes we can work through this as a lot of this is a series of miscommunications that are relatively easily addressed. As to how people will know where there are complaint forms available, we have talked with the staffs and caretakers at the recreation locations. Oftentimes citizens will chat with other people they trust before they decide to get involved in this and those caretakers would be the guides to the forms and how to point the citizen, who has a concern, in the right direction.

Madelyn Ducre, remarked most of the people are saying this is just a process of going through the complaint and we're not trying to over step the Chief. If a citizen does not feel the Chief's decision is right there is a step that can be taken which she would imagine would take it to the City Manager who is over the Police Chief. In reference to formal or informal complaints she has heard people say they made a complaint, they talked to the Chief and told him about the problem and nothing was done. At a Human Services Committee meeting several years ago former Chief Kaminski said they only had one complaint that year, the next year or so later he said they only had five complaints. At that time she asked, but received no answer, if it's a complaint when you call the Chief, does he take it as a complaint or just chatting. Maybe something there should also be established.

Alderman Holmes thought that was an education piece that we have to work on in terms of when you see a person of authority whether it's the Chief or one of the Deputies and you are voicing something to them you may think you're complaining but they may not. We have to educate on both ends in terms of the person in charge saying are you registering a complaint or you asking can you take my complaint as I'm concerned about this.

Ms. *Treadway* noted Alderman *Tisdahl* asked if there actually are different forms for formal complaint and informal complaints. She has never filed a complaint against an officer but usually calls in and has a dialogue about the situation. She calls that an informal verbal complaint and does not feel the need to write it down because if she has an issue she could bring it to the Chief to address appropriately for improving police services. Chief *Eddington*, responded, there are formal complaint forms; they're on grey paper with blue highlights. Some have been dropped off at the Civic Center. The informal issues are usually handled via memo or email, if there is no serious rule or regulation violation. If someone sends us an email about a serious matter we would escalate it to formal complaint. Alderman *Holmes* asked if a resident calls about anything that's happening in the neighborhood and speaks to the Officer in Charge would that be an informal complaint as she does not consider that a formal complaint against an officer but something that needed to be reported. Chief *Eddington* responded, if the call was not about something we were doing but about something wrong in the neighborhood that would be a service delivery issue. We overuse the word complaint and in his opinion what we are focusing on this evening is officer conduct. Formal and informal is almost driven by what conduct we're talking about. When you call for police service we also call that a complaint, but that's something he does not want to deal with tonight.

Pat Gregory, wanted to clarify if at the end of the day informal and formal complaints are counted together or are you just counting one and not the other. Chief *Eddington* said at this time you're seeing the formal complaints that deal with citizen matters. You are not seeing the complaints that are generated inside the organization, for instance when somebody wrecks a car and doesn't come to court; those are internal employment complaints that are not reported to Human Services. Ms. *Gregory* said what she meant was how many of the complaints citizens made against police are informal and formal and are they totaled together. Chief *Eddington* said at this time only the formal complaints are reported to Human Services Committee.

Bennett Johnson, commented that the premise of the matter of police complaints is this is a democratic society and all people are equal, clearly some people are more equal than others based on practice and on obtaining power and wealth, also in race, and gender. The law is based upon the assumption that we're all equal in our particular government in the City of Evanston. The role that the police play is predicated upon the set of laws and rules that are promulgated by City Council, State, etc. Therefore, these people are delegated the power by the citizens, they are the enforcers of the law. The people a citizen sees the most as a representative of government are the police. A policeman is to carry out the law as far as investigating crime, pursuing misconduct by any citizen police or other, preventing antisocial behavior, vandalism, etc. Therefore the assumption power is in the people not in the policeman, not in the aldermen. If we go from that premise then a civilian police force is not only appropriate but it is mandated, if we agree we all are created equal and we all have a vested interest in law and order. We delegate the policemen to handle law and order. The problem comes from two places, one is that a policeman has as his duty to deal with people who are miscreants, criminals, antisocial, insane, the problems in our society that cause the disorder and are unlawful. If 80% of the time you deal with people who are criminals you have a distorted view of society. When a policeman who sometimes in good faith, is dealing without any assumption of racism, etc., gets angry or excited and overacts that is where misconduct occurs. What is required is an objective independent group, not the police force that sits down and acts as a jury and reviews complaints by the citizens. One of the problems is that the system in place today lends itself to manipulation by the people who are being investigated. For example, the contact with FOP whose mission is to protect its own, which he appreciates, is given inordinate power to adjudicate or evaluate whether or not something is right or wrong is when problems occur. When the police themselves assume the authority to review and investigate without oversight, again is where problems occur. We in Evanston consider ourselves to be enlightened and progressive, we have a multi cultural society and cannot enlighten and invoke a system that does not lend itself to manipulation of those who are designated by law as judiciary responsibilities to protect and serve, the role given the police officer. He does not think anybody here wants to be a cop other than the ones who are, however we do want to make sure that person to whom we give the authority to put people in jail does not offend, harass and kick those people around who are law abiding citizens. He's not accusing the Evanston police of doing that but we do know that occurs in the City of Chicago and other places. His concern is complaints, there are misdemeanors and felonies and there can be some gradation of what is considered a complaint. A low grade complaint is where somebody didn't like the way the policeman looked at them, rather than somebody who complains about a person handled by the police. All complaints should be a matter of record and reviewed. If we look at the whole picture and say there were 40 calls and complaints of the informal low grade kind and only 3 met the adjudication level, that's fine. Then we really get the true picture as with Ms. *Gregory* and her son that's not the real picture and we are in a state of denial. We're not here to put the policemen on trial, we're here because we want to have a society that is tranquil, that is orderly, where people obey the law. We don't want our children acting ugly and becoming criminals in this criminal justice pipeline just because they are angered they were manhandled or treated unfairly by policemen, nor do we want our children to hate police because of this. That's our concern and the only reason he and all these people are here tonight.

Ms. *Gregory* said if a police officer has a bad day a very minor situation could turn into probable hell for everybody where they may take the authority because they can. Officers don't understand that we live in a very integrated world and these kids talk to each other, black as well as white. When these kids are confronted with the same situation but treated differently that's when you have problems. At the last meeting someone said in South Evanston police officers asked the kids to leave and they wouldn't leave because they felt like they weren't going to be treated fair any way. When you take the time to ask the kids how they feel about the police the first thing they say is it's not fair. We need to be more open about the communication we're having, even tonight, so it can be very productive and everybody can leave here feeling

something was accomplished. It's not going to be that way if we just sit here and continue to cover stuff up. When people talk to a police officer they think they're actually making a formal complaint and it's not, it's not even being documented. People are starting to feel agitated about what's going on, not talking about it and displaying negative attitudes because we don't see it. We come to these meetings when you say it may just be one officer which is not true. That's probably because you don't live in an area where you feel that's an issue, but it is especially in the neighborhood she lives in on the West Side of Evanston and she knows in the South end it's the same thing but on the North end you don't hear about it that much. We talk about kids gathering in crowds but we don't talk about that crowd that stands on Dodge and Davis, that are getting high before 8:00 in the morning and nobody is asking them to move because they won't move. We need to be fairer and open about the guidelines that we have.

Alderman Bernstein thought we're here to formulate some kind of a policy. We have a perception problem; every cop on the street is not a bad guy. For a young person to think that when a policeman comes up to him/her that this cop is a bad guy is wrong. We have to try to change that. Regarding complaints, to him if there is a complaint with respect to the activities of an officer that should be recorded someplace. We are equals but a jury of one's peers determines the facts, a Judge imposes a sentence based upon the law and he does not want to take that responsibility away from the Police Department. We do have contractual relationships with these officers and if we don't like it we're going to have to redo the contract in a couple of years, right now we're subject to the contract we've agreed to. We have a willing new Police Chief who is here giving of his time and trying to make things right. The biggest issue he sees is the perception that you cannot get a fair shake, maybe that's valid. Everybody thinks people take care of their own, they say it about lawyers, about doctors and police officers. Complaints, verbal or written, have different weight, but should all be recorded in some way. What he cannot abide is children, adults, anybody on a corner when given a valid order to move by a police officer and not moving. If you don't think he/she should have had you move then move and then make a phone call. We cannot have a society if the people who are charged with responsibility are not going to be taken as the authority figure. We also can't have a good society if the people who are given that responsibility are going to abuse that responsibility. Unfortunately police officers aren't entitled to have a bad day, the rest of the world is but policemen have to restrain themselves and thank goodness we have people out there trying to do that. You have to be more than human to be a police officer. That's what we're here for now, what happened in the past will give rise to the better system we're going to create for the future.

Officer Tony Correa, Teamster President, wanted to thank everyone for their interest in the department and in the citizens that we serve and would like to address some of the issues brought up today. We as union police officers are highly professional in every attempt where we're in contact with the citizens. He understands that somebody may have a bad day. It is very important that we differentiate between police misconduct and what the citizens think their rights are and what Hollywood tells them what their rights and beyond that what they think the police authority is. Oftentimes we have contact with someone who says you can't do that and we can which escalates the situation with the citizen looking at why that officer is doing that. That gives the perception that we ourselves are raising the level but in essence often times maybe we don't raise it fast enough to eliminate that type of activity, not necessarily to the level of throwing someone to the ground but whatever it takes to eliminate whatever the problem is. Our Police Department is as diverse a Police Department as Evanston is diverse a City. As far as the children being raised having hate toward the police that is not our issue. His father raised him the police didn't. He would contend that is the parents responsibility to instill respect in those kids and instill what is right, what is appropriate and what is inappropriate regardless of whether the police are honored because the complaints he gets in the Problem Solving Team are these kids act up and when you get there they stop acting up and when you leave again act up. Citizens' fears and complaints are what drives us to respond to those calls and take action. The problem is that we respond and take action to what the citizens want and then often times we're criticized by those same citizens. He's not here to argue whether or not there should be a citizens review board, his position is that police officers have rights as well as everyone else has rights. To come in on a daily basis and be served with complaints, officer you did this and the person is upset is defeating not only to the police officer but to the Police Department. There is now going to be a system created that can inundate the staff on researching and identifying, good officers, saying what you are violating is kind of silly. A perfect example is a woman complained that he did not say thank you when she handed him her driver's license. The woman said he just came up, took her information and he wasn't even polite. That's the perception so many of the citizens are not aware of, what the police have to do and how quickly we have to do it. The longer he stays at a stop the longer he tries to make someone feel good is the longer someone else waits for him to get to them. The education aspect of this process really would be served better rather than a citizen review board reviewing the process. Maybe the process is stagnant because the officers aren't receiving additional training. What is spent on that committee could be submitted to the Police Department for officers to receive ongoing training that we don't receive now. A number of officers could be educated in schools that are not available because of budget restraints. This is the differentiation between police misconduct which myself and some of my coworkers are not seeing. Also, as much as you don't think the Police Department is reviewing the police officers ask any officer if they feel that they get a fair shake when there's a complaint, he would content that they think they're under the biggest microscope possible.

Ms. Treadway said she quickly reviewed the civilian review board list the Chief put together and saw it was all based on 4 parameters of what kind of service would be involved, the complaint form, identifying how many officers, and the budget for each department. References were made to an auditing processes and the most sophisticated one was in San Francisco that has quite a large budget for their citizen review board. She did see where there were different variations of assigned personnel for civilian review boards and officer complaints against officers. We have 2 officers assigned to the

OPS. Ms. Treadway asked if these officers also do internal investigations and if there is a designated amount of time they spend on citizen complaints during the course of year. She wondered if the department audited the amount of time they spend on citizen complaints compared to the internal investigations, to which the Chief responded, no they have not done that. Ms. Treadway said what they are proposing is not spending any additional money but just making use of what is already in the budget for the services. Of course, more could be done for education in the community. Since those 2 officers are already there, our vision of a civilian review board would be made up of volunteers from the community and would not be any cost to the Police Department. Chief Eddington said he would direct Ms. Treadway to the San Francisco information provided with the level of training that the citizen volunteers must acquire before they're considered participants in this. He seriously doubts that a volunteer is going to pay for that training. Ms. Treadway noted training a citizen review board which would be approximately 5 or 6 people would incur a cost to the City. The Chief said that would depend what you want to review, when you want to review, and if volunteers want a day off we need a relief factor for them. We need to figure out what resources we want to apply, which would depend on the model we're going to use, how many people and how much training they're going to receive. That's when the cash register starts ringing.

Alderman Holmes remarked if we look at the number of formal complaints we wouldn't have a citizen's review board working that much in terms of time. We would have to get a commitment from the volunteers if the City was to pay for the training as it would not be cost effective to train people every year. People have to be very serious about accepting to serve on this board and would have to commit their service for a number of years.

Mr. Johnson said we have to think in terms of construction, so you can't talk about cost until you decide what you're going to build. The basic problem with this issue is the level of trust. He could go to a group of black kids on a street corner that he has never seen before and get them to move. One, because he knows what language to use, or he might know somebody's mother or preacher, and that gives him a relationship with those kids, also he is not a foreigner to them. At one time there was a policeman who had a very effective reputation for moving kids. Peer group pressure puts the kids on the corners, who intimidate people because they look intimidating; they look goofy, which can be handled if policemen work with people in the community to develop an understanding with who these kids are. An example was brought up about a policeman not saying thank you which is an appropriate complaint primarily because it was registered. There was an offense given to a citizen of our society so that should be considered a complaint, not to give the officer an administrative reprimand but to send him to a place to help him understand or to have a discussion on how to handle these situations. That is the reason to bring policemen in for monthly or bimonthly meetings to debrief and find out what their problems are so they realize they are not an army of occupation, that the kids don't really hate them, and there is a need to develop a real relationship with them rather than have these adversarial issues.

Alderman Holmes noted the items that are to be followed up on for the next meeting; 1) the Chief and the Legal Department is going to check to see if citizens will be able to tape conversations by the police officer and the complainant; 2) what is involved in having citizens input up front; 3) the training cost for volunteer review board members. This information should be available for our follow up meeting.

Alderman Bernstein remarked that Officer Correa made some very interesting statements and thinks training should also be for the police officers. Our police force is younger than he's ever known a force to be, more than 50% of our force have fewer than 5 years of service. After a policeman has been in service for a while he's better at meeting and greeting than he was in the beginning. There is an education process that has to start with the parents who have to instill in the kids that the policemen are there to help us, they're there to serve and protect. The law says if a policeman is beating on you you have to take it and ask questions later, which unfortunately is what you have to do and why we have to educate police officers. Policemen are held to such high standards that he does not how anybody would ever hope to be a police officer. He agrees that anytime a police officer is disrespectful and offensive to a citizen the citizen has a right to call and report the incident, but he also agrees it's not something for which you put somebody against the wall. If everybody is respectful of everybody else our problems would be solved, that's what we have to educate people about. He has attended these kinds of discussions in this community for 30 years. The high school started talking about gangs before there was a gang problem yet the Police Chief, at that time, said there wasn't a problem which was why we didn't have any gang intelligence. This is a society problem that is not going to be fixed tonight. Again, he does not want to be unfair to police officers because they're doing a job they have to do. They do react to citizen complaints, some which are foolish but the responding policeman has to understand because this is a taxpayer and he/she has to deal with the situation. Those things don't come easily and are a matter of education and training and ultimately a matter of experience. The Chief has a big responsibility now because we have such a young force. He's happy we are having this discussion to get these young cops off on the right foot. He wants to see communication, citizen involvement in police work, and people coming forward as the eyes and ears of police officers. We're in this together and as citizens have the right to oversee not just police officers, as aldermen are subject to scrutiny as well, everybody should be.

Pat Gregory is afraid when she sees an experienced officer with a bad reputation. As a teacher in this community, in order for us to be promoted we have to do some type of community service. She remembers when Evanston police presence was not a negative thing; you'd always see a police officer helping at track meets and other community activities. With everybody being so negative towards each other and all the problems we're having maybe having police officers volunteer in the community might be something to look into. The statement, "I can", is a nightmare to her because she saw an officer do something that was wrong removing a kid and asked him why he was doing that, his answer was, "because I

can.” It’s hard when you’ve had a really bad experience with an officer more than once and when you see another officer you’re afraid wondering if you can trust them. Parents have to tell their kids I understand you had a bad experience, but there’s a certain level of respect you have to uphold, and police officers have to do the same thing. She thinks it’s a two sided coin. They do have a hard job and she would never want to be police officer. She also knows Evanston has a lot of good officers that do their job well, there’s just a few that don’t.

Madelyn Ducre’ wanted to comment about the crisis of police officers that has been going in Evanston for a long time. Maybe no one paid attention to it because it was happening to a certain people who didn’t speak up enough to make a dent in anything, or maybe tried to speak and no one paid any attention to them. She has a degree from Northeastern in Criminal Justice and one of the main things she learned was that most of the police officers there said they are human beings just like anybody else. If you’re human beings you are subject to make mistakes like everyone else. As Officer Correa brought up a police officer needs respect, which she agrees with, we need to teach respect but we need to teach respect for each other. Another concern she has is policemen not speaking up against another officer. If we solve that problem where they won’t be penalized for their actions because some officers will not speak up because they have to watch their backs. She remembers from her Criminal Justice class a policeman has to be one step ahead of the citizens, because you don’t know what’s out there. We want is to have some fairness and a balance because when she sees over 80% of people in jail are black people that’s telling her something. As she has told her children and is telling her grandchildren there’s a difference in standards here and there is no other way to look at it. Someone brought up the children standing on the corners, sometimes she feels like telling them off herself, but nevertheless when you approach them they come across in different ways and there’s a difference if the police have to handle it. When the academy teaches police officers to look out for themselves, that’s telling her something. She did some research about academy people and found they were taught to look at a certain segment of a community in a certain way. That is like being programmed beforehand. We are wasting our time if we think we’re going change overnight. It’s a crisis for her seeing so many young blacks and Latinos in jail. Would she feel happy is there were more Caucasians in jail, she does not think so. All she wants to see is young people have a fair chance.

Chief Eddington appreciates that there was a time and place where segments of the community may have been treated differently. However, those days are long gone and we’re in a different world. The Academy we use is Suburban Law Enforcement. He would ask you to take the time to go visit with them and he will set this up for you. He listened to the gentlemen who talked about differential treatment, that’s not there anymore. He would also like to talk about the code of silence which is way overblown. He’s been a policeman and a boss a long time and when cops know somebody else is not right the first person they go to is their Sergeant and ask to get away from that guy which is what happens inside our culture. We understand the rules and how the law works and that we’re not supposed to go outside of that. That code of silence is good for the movies but in the real world doesn’t work that way. He realizes there’s a lot of baggage from the past that he can’t make go away but he has to deal with what’s here and now. There’s a different newer perspective that has to be articulated and recognized and we should also recognize what the Evanston Police Department has done. The decisions to use the Suburban Law Enforcement Academy was made by Chief Kaminski, someone who he thinks has great credibility in the community, who worked very hard at outreach and would not ever tolerate any of this. He realizes you look at things differently and what the urgency of the situation is, his only concern is we don’t get stampeded into bad decisions where we fritter away a lot of time and resources fighting fights we do not have to fight which is why he said the audit versus investigate.

Officer Correa asked that we look at the quality of the caliber of police officers we hired. The vast majority of them have 4 year college degrees and a good number have Master’s Degrees. We’re not talking about people who do not have the ability to think and think outside the box. As far as what their motives are when we talk among ourselves we strive to do better than people think we can do, better than our supervisors sometimes think we’re capable in an effort to know that we are capable. He has 11 years of police experience, he went to Champaign for his Academy and the comment made as far treating different segments of society different holds no water. Even more importantly we don’t want to treat people poorly because we know certain other police officers out there are treating our family members a certain way. He has a wife, a child, a mother and father, and does not want them to get stopped and harassed by the police anymore than he would want to bother anybody. The majority of time we want to make our contacts with the citizens, which more often than not is a negative contact. We don’t have the luxury to stop in just to say hi, if we did somebody would say don’t you have something better to do. The reality is sometimes our contact is brief and may not have the warmth that people like but at the same time we want to get ourselves down the line for the next call. Evanston is an urban community, and as police officers we’re moving from call to call. We don’t want to make mistakes nor do we want our supervisors calling us on making a mistake. We strive to do a good job because we don’t want to be perceived as somebody who is lax a daisy and unwilling to cross a t and dot an i. The majority of us are people who want to serve in some capacity. He’s part of the Problem Solving Team and on his bike in his community as often as he can be there. The only problem is it’s difficult to spend a large amount of time in any one area because there a lot of different areas that want the police there. He’s on his bike in the community on Tuesday through Saturday from 3:00 p.m. to 11:00 p.m. One important thing, the union has not in any way attempted to be adversarial to this community or to this group but is a resource for the community in whatever way possible.

Alderman Holmes’s remarked her best description of Evanston to newcomers is, Evanston is a suburban setting with urban problems that we normally treat with our rural approach. However, we know we have urban problems and need to

work together. There is no one here tonight that does not want to work with the police to make things better. Maybe we have a different view of how that should come together. As far as a citizen review board is concerned she likes the front end more than she likes the lower end of the input from the citizens. It would be best to hear the cases at the beginning and give their views; the decision is still the Chief's no matter what. She has not heard anybody say they want to take that away from the Chief but we want to be able to have some citizens input. She does not know if we need to have another special meeting as this can be continued at a Human Services Committee.

Junad Rizki said to him this review group would be a waste of taxpayers' money and people know his views about wasting tax dollars. Also, he thinks this could be harassing police officers. If the police are rude to criminals what's the problem. He filed a Freedom of Information Request several years ago about law suits the City had faced and how much money was paid. He saw there were very few law suits that cost the City huge amounts of money. This process will take police officers' time to deal with and the police are short handed. At the last budget meeting the police wanted 10 new officers for a special problem unit to deal with problems in this town. Now we're going to take officers and make them spend time away from their police work preparing to deal with these cases and issues. Are we going to provide them with lawyers or do it with our tax dollars? Those filing complaints against the police should be subject to some examination themselves. Some people won't like this but there are criminals in this town that have no business filing these complaints. Why are we looking at the police why aren't we looking at the criminals? We're not talking about little kids on street corners but about criminals with extensive criminal backgrounds and who have been arrested and in court numerous times. What is this committee doing about this? Looking at minor things with police does not make any sense to him.

Ms. Treadway thought what was supposed to come out of this meeting was to establish some doable things based on information already submitted for the potential of the review process. She begs to differ with comments that criminals are the ones who need to be looked at by this committee. We're looking at citizen's complaints; every citizen in Evanston is not a criminal. The Police Department has had extensive training from the Department of Justice Community Services Division which she facilitated in the spring and winter with former Chief Kaminski. Continued service was requested regarding how to appropriately deal with responses, how to engage the community to get to know the citizens versus knowing only the criminals in the community, etc. What we need today is what is doable in the cost effective process for correcting the front end of the complaint process. She made a list of recommendations, three of which are doable. The process for filing a complaint should be confidential and should be filed in sealed envelopes to be opened and reviewed by designated personnel which can be done now. The complaint forms should be available at all locations, which the Chief has already started. Also, ongoing professional training and development for officers that is already in process. We all agreed this process needs to be at the beginning of the complaint process. The history is we as citizens feel we have not been treated fairly in the complaint process and is our reason for being here. We agreed on that and have to move forward making some corrections. We need to compile a list of potential frameworks for correcting the review process or establishing a civilian review board. We need a plan from the Chief for this; there is a plan already in place and the subsequent training that is going to help the police officers. There should be a determination whether a complaint is appropriate for a formal complaint or appropriate for an informal follow up which would take care of having documentation of all complaints. We need more information for the education process in our community and our schools about curfew and certain things in the law. What needs to be reiterated is curfew law, standing on corners, what a police officer can do, what is probable cause, etc. Most people don't understand how probable cause is manifested, because you have a tail light out does not mean you can look in my car, you're supposed to deal with the tail light. A current education piece about basic youth and law issues needs to be put together to be placed in all our community centers. This is the time to flood the community to let the kids know the time of the summer curfew. We need our police to be back on the bikes. She hopes the next meeting will be in a community setting and there will be a check list of the doable things we're going to do to try to establish a civilian review board and improve our complaint process to work better with our law enforcement officers to create better relationships with them and increase communication between the citizens and the Police Department. The goal is for us to all work together. In certain situations the citizen is not always right and the police officer is not always wrong but we have a perception and pattern of all of these complaints being unfounded when citizens make them which is why we want this process to be improved. We're not concerned about what is decided at the end, we're concerned about the process.

Mr. Smith was under the impression when we started this discussion the purpose was to determine whether or not we needed to change the existing process regarding citizen's complaints and police misconduct. If we do need to change that process how do we need to change it and develop certain models to get to where we're trying to go. We spent a lot of time talking about it and his question is whether or not you feel we need to try to reinvent the wheel or would we be better served in the interest of time to start with a particular model, for example like San Diego and then determine how to modify that, if in fact we determine we need to change the process. How then to modify that model so it fits our particular need. He's concerned if you start to build your model from the bottom up you're going to miss a lot of things that you need to be concerned about and will spend a lot of time on things that may or may not have the kind of impact to support it. He would like to recommend for the next session we spend time reviewing and trying to determine whether or not a particular model meets our particular needs and how that model needs to be modified to better fit what is needed.

Mr. Johnson said if we want a model of an efficient police force we should use the German Gestapo model. However in this country we have what we call presumption of innocence, every person is innocent of crime until proven guilty by a jury of his/her peers. There is no such thing as criminal people in the population by definition, they have to commit a crime and

until they are apprehended even if caught in the act of a crime still are not a criminal until they're convicted of that crime. There is no such thing as a criminal walking around the streets. We have anti social people and people who in no way can be rehabilitated. That's not the majority of people who are so called criminals. We talk about perception of misconduct, it's not a perception it's real. When he was President of the NAACP he cannot count the number of complaints he got that were valid. He will certainly agree that it diminished over the past few years. We have to do something about it, trust is important and the need to interface with the police. He believes that we are on the verge of doing something positive but he does not want us to rush into this process, we want to think and talk it out and put something in place that we can all agree upon. It will not be perfect but something that will be effective and efficient and remove the perception and make a reality the fact the policemen who are citizens and the citizens who are civilians can also work together to reduce and eliminate much of the unlawfulness and disorder built on this.

Ms. Ducre' said she filed a complaint against a police officers that came out positive, OPS found the officers to be wrong. It took 3 to 6 months but she followed through with it because she didn't want what happened to her happen to anyone else. You don't know what it is to have two police come into your home when you know your door is closed and then lie about it saying the door was ajar. No one should be able to come in your home just because they think they can. Another issue she is seeing a child being mistreated, she does not care what color they are, they're her child and are not going to be mistreated. Police officers can make mistakes. She hears Alderman Bernstein talk about young officers, it doesn't depend on their age because there are some old officers who should been gone a long time ago. Just because they're young doesn't mean they're going to make a wrong move all the time. A child's life shouldn't be messed with a record because after a while they won't care anymore and feel that's what society thinks of them. All she asks is that you please just have an open mind as she's trying to be open minded as well.

Shona Buranda, wanted to everyone, who was not already aware, to know that the Human Relations Commission has been discussing this issue for the last 3 or 4 years. They conducted extensive research looking into what would be the right model. As was said tonight there is no perfect model, but all 9 Human Relation Commissioners researched this and came up with a model that really would fit. They spent every single month from the year 2004 to 2006 going through and comparing the different models. They met with the City Manager about their research but encountered some strong objections and have been trying to do something about that. She is glad to see this is an ongoing discussion and would like you to check with the Human Services Commission office for the all minutes and information they worked on that you can use. Alderman Holmes said that was acknowledged and recalls the Human Relations Commission brought something they had been working on in terms of citizens review board. She has no idea were all the materials are but will have it tracked down so that work has not been done in vain.

Alderman Holmes announced the next Human Services Committee meeting is July 2nd which will have a full agenda. We could devote the August meeting as a follow up to tonight's meeting and look at the San Diego model as the one that might be modified to suit our needs. Also, we would not have to worry so much about cost, except for training a volunteer board.

The meeting was adjourned at 9: 07 p.m.

Respectfully submitted,

Audrey Trotsky,
Department of Health and Human Services