

**OFFICE OF THE CITY COUNCIL**

**ZOOM VIRTUAL MEETING**

**(NO PHYSICAL LOCATION)**

**CM JOYCE MORGAN CM BOYLAN**

**SAFER TOGETHER WORKSHOP MINUTES**

**MAY 21, 2021**

**9:30 am**

Meeting Convened: 9:32 am Meeting Adjourned: 11:36 am

Attendance: CM Morgan, CM Boylan, and CM Dennis (zoom)

Also: Peggy Sidman and John Phillips, Office of General Counsel; Heather Reber and Jeff Rodda, Auditor’s Office; Richard Distel, Council Research; Dr. Tammy Hodo and Dr. Brian Van Brunt (via zoom)

CM Morgan started the workshop with an overview of the agenda. CM Boylan said this will be the last meeting before Dr. Tammy Hodo creates her report. Dr. Hodo went over the agenda and the previous discussions that have been had during these workshops.

Lt. Charles Shivers talked about the Integrity & Internal Affairs Department and the review process. Lt. Shivers said that there are 7 investigators in the Internal Affairs Division. He went over the complaints from last year and the number of complaints that were sustained, exonerated or unfounded. He explained that the threshold is based on the complaint being more likely than not true. If it is found to be more likely then the case is sustained. There had been 5 terminations in JSO in 2020. Lt. Shivers explained the reason that officers can retire or resign instead of being fired. If an officer resigns or retires then they cannot appeal the process. Dr. Hodo asked if an officer resigns or retires will they be able to just find a job with another county. Lt. Shivers said that the investigation is sustained and will be in the State records.

Dr. Brian Van Brunt asked if there is a rubric to the investigation to assess the credibility. Lt. Shivers said there is a checklist which includes aspects such as reports, visual footage, and body worn cameras. Lt. Shivers said that body worn cameras have been incredibly helpful in giving the investigators a record of what happened and have been crucial in backing up or disproving complaints. Dr. Van Brunt talked about bias. Dr. Hodo asked if the police are investigating the police. Lt. Shivers said yes but clarified that he does not put officers on cases where they have a personal relationship with the officer being investigated. Director Bruno said that 20% of complaints come from other officers.

Maceo George asked about officer retaliation. Director Bruno and Lt. Shivers both stated that they are not worried about retaliation from officers. Lt. Shivers said they do not have any record of retaliation and have no history of it. Dr. Hodo expressed concern about retaliation since it does happen nationwide.

Michael Sampson asked about progressive discipline. Director Bruno said that the progressive discipline is based on a scale system and if an officer lies during an investigation, then they are fired on the spot. Ben Frazier said that the Justice Department should investigate JSO and said that there should be a focus on the institutional racism in the department. Christy Forte asked if officers could remain anonymous when submitting a complaint. Lt. Shivers said they can if it is done through an anonymous complaint card. Shawn Eaton said he believes that every level of JSO is corrupt.

John Phillips, Office of General Counsel, gave an overview of the police review process which is in Ordinance 2020-584. CM Dennis talked about his bill creating a citizen review board and described the makeup of the board. Mr. Phillips outlined legal concerns with the review board and the current review process which covers the state and federal level. Mr. Phillips explained that even if an officer resigns or retires, they can still be sued for their actions. Mr. Phillips talked about the possible bias which could exist on the review board. Bobbie O’Connor read a poem. CM Dennis said he is willing to withdraw his bill if the workshop would like to draft an alternative bill. Director Bruno went over the officer shooting investigation process. Mr. Phillips clarified that the citizen review board could review cases that were exonerated.

Minutes: Richard Distel, Council Research

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