

Community Task Force on Policing Meeting Minutes

Date: March 10, 2022

Time: 6:00-8:00 pm CT

Attendees:

- **Task Force Present:** Tish Calhamer, LeJewel Crigler, Charles Horton, Sherman Blair Jr., Danise Habun, Shimon Blanchard, Marcus Banner, Kevin Zaldivar, Aubree Flickema, Cynthia Rivera, Ismael Cordova, Corey Battles, Walter Blalark, Joshua Brockway, Toby Shaw, Carroll Bailey
- **Task Force Absent:** Karen Arreola, Marcus Bradley, Penelope Williams,
- **Kearns and West:** Sara Omar, Bushra Bangee
- **Councilmembers:** Councilmember Tish Powell
- **Elgin Police Department:** Chief Ana Lalley

Meeting Objectives:

- Review Subcommittee progress and recommendations
- Discuss Task Force Engagement and Next Steps

Agenda

Time (CT)	Topic	Minutes
6:00 – 6:02 pm	Call to Order, Roll Call, and Agenda Review	Meeting started at 6:02PM
6:02 – 6:05 pm	Review and Approve Meeting Minutes	Meeting minutes were approved by my task force members. A moment of silence was taken for community activist Ina Dews, community activist in the city of Elgin.
6:05 -- 6:10 pm	Public Comment <i>Any member of the public who wishes to address the task force may do so via Elgin City Hall</i>	There were no public comments.
6:15 – 6:50 pm	Subcommittees Discussion <ul style="list-style-type: none"> ● <i>Review subcommittee recommendations to date</i> ● <i>Discuss next steps</i> 	Subcommittee: Training, Recruitment, Hiring, Retention, and Promotion: Proposed Recommendations presented by task force member Aubree Flickema Recommendation: <ul style="list-style-type: none"> ● The group agreed to review each aspect of the subcommittee sequentially (i.e. first reviewing recruitment then hiring, training etc.) ● The group reviewed current recruitment efforts (social media push, diverse videos, opportunity to talk to a recruitment

officer etc.). The subcommittee identified no recommendations or amendments.

- The group is currently in the process of review the hiring requirements.
- Recommendation to include high school and/or GED as a requirement.
- Recommendation to have a preference point system that include the following categories. Noting that discussion on points is still underway.

Task Force Comments

A task force member disagreed with giving the military honorable discharge two points on the hiring rubric. The response to that from subcommittee members was that the training from the military can cause individuals to gain white supremacist ideals and perspectives. Additionally, task force members were concerned about the aggressive nature of military training and allowing individuals who have gone through this type of training to police the Elgin community. Concerns around radicalization for individuals within the military were brought up which is why the subcommittee decided to score military honorable discharge as two points rather than five.

Another task force member recommended creating a new category for community service and involvement experience to score applicants on.

Task force members pushed on giving more points on the hiring rubric for military experience and lived community experiences with the police.

A task force member raised the concern that there are officers who currently have ties with white supremacist groups. They also stated that they do not believe that an individual with a degree can serve and protect the community better. They stated that scoring on community service or looking for individuals who are normal members of the community is not an attainable standard to meet. The task force member found the current standards and scoring areas on the hiring rubric as a potential barrier for individuals joining the Elgin police department.

Task force member Flickema reiterated that this is not a list of requirements, this is a scale to gauge new applications based off of. She asked the previous task force member what they recommend changing to the rubric.

The task force member responded with the recommendation to have people coming from the Elgin community who are at least twenty years old. Open the Elgin Police Department training to younger individuals.

A different task member agreed with two previous members about the idea of hiring people from the community, serving the community. An individual with community service work potentially doing social service work, their previous service work should be weighted in a hiring process.

Task force members stated there is value in hiring people from outside of the Elgin community. By opening it up to beyond the Elgin community would open up the hiring pool to many more individuals. By putting many requirements they expressed the concerns that they may be limiting the hiring pool.

A task member mentioned being Deputy Human Resource Director in 1994 and looked at individuals in the military. It is possible to get that information back from 1994. The Police and Fire Board existed and had a lot of power, but that is information that cannot be collected.

A task force member stated that an individual can be recruited from outside of Elgin, but should then move to Elgin within a certain timeframe. They also stated that it is important to assess the knowledge in the hiring process.

Another task force member stated that they are in favor of changing the requirements to college degrees or further education. They stated they think it is important to see the police department made up of the community, but opening up hiring can drive people to the city of Elgin.

A task force member in the chat stated that they liked the recommendation of evaluating someone's training in non violence, mediation, and/or de-escalation.

A task force member explained that allowing people to work in Elgin, but live outside of the city, then they should not take our tax dollars.

A task force member asked the previous task force member what they thought of doing if a police officer is hired outside of the city and does not move to Elgin within the time frame of two years then what would the Elgin police department do? The task force member responded stating that the EPD should ask for the employee's resignation.

		<p>Councilmember Powell explained how residency requirements have become a large subject of bargaining for police officers in the state of Illinois. The recent civil rights bill that was passed last year in the state made some changes to the residency requirements. The bill allows municipalities over 100,000 people to pass residency requirements by ordinance instead of obtaining them through bargaining. Therefore, the requirement of residency for officers may be possible in the City of Elgin through passing an ordinance.</p> <p>A task force member responded to the explanation stating that there are people within the areas surrounding Elgin who do hold negative perspectives of the Elgin area. The task force member urged the subcommittee to be mindful of this.</p>
6:50 – 7:00 pm	Break	Break: 6:52 - 6:67 pm
7:00 – 7:30 pm	<p>Review Upcoming Subcommittee Process and Approach <i>Topic on:</i></p> <ul style="list-style-type: none"> ● <i>Police Culture and Climate</i> ● <i>Atonement and Accountability</i> ● <i>Police Presence</i> 	<p>Subcommittee: Allocation of Elgin Police Department Resource presented by task force member Kevin Zaldivar (6:59 pm)</p> <p>Discussion Topics:</p> <ul style="list-style-type: none"> ● Recruitment and hiring at EPD should be put on hold ● Allow the Elgin Police Department to retire without replacement hires, or increasing the size of the department, to slowly scale down the use of resources (tax dollars), while not compromising the promises already made to existing force members. ● Community engagement programs should be outsourced / Scrap the community service division of EPD and find replacement services amongst the city through nonprofits and professional partnerships. Can reinvest to a full time government. ● Hire 1-2 additional police officers to serve the community and offset the amount of overtime the current police force generates. ● Create a hybrid version of the Smart Stations by installing pods in different parts of the city that are staffed with one police officer and possibly a community service officer to handle non-emergency crimes ● Take the mental health crisis response out of the police department, into the hospitals and educational sectors. ● Get School Resource officers out of our schools <p>Task Force Comments A task force member brought up that there are a few recommendations missing from the presentation. They also disagreed</p>

that officers should be taken out of schools as they build relationships with the students and do not create any intimidation.

Another task force member stated that they felt that the presentation of the subcommittee recommendations were not clear and disjointed.

A different task force member stated that as someone who had worked at the city and had been a student and dealt with police officers, they experienced police officers treating students of color with less patience and more harshly.

A task force member stated that there is a preconceived notion that the larger presence of the police force the more legitimacy the police department will get. This task force member stated that they did not agree with community policing, but instead recommends utilizing community liaisons who know the community and are familiar with community members.

A task force member stated that they did not see their recommendations they had sent to the facilitation team on the presentation as well. They urged the facilitation team to share their recommendations. The task force member shared their story growing up with a police officer at their school and how that encouraged them to become a resource officer.

A task force member recommended that there should not be any presence of police officers at high schools. School shootings primarily happened in white schools and in more affluent areas, but urban schools received more police officers after the shootings.

A task force member stated that mental health was a large topic within the subcommittee. They stated that they wanted the task force to know that the subcommittee looked into the new partnership between the Elgin police department and the collaborative crisis unit. They wanted to notify the rest of the task force that the subcommittee is still reviewing these partnerships and new initiatives.

A task force member shared their experience with an officer engaging them forcefully a few days prior. They stated that being part of the community will enable policing to not promote forced engagement.

A task force member brought up that community policing can be the middle ground between bringing police into the community and keeping them out altogether. They stated that there is a study of School Resource Officers who have arrested many young students starting at age 9 and going to age 14. Black students were arrested 2.5x their percentage of their population. Source: ESBLM Policing Info Sheet.

A task force member clarified about the mental health crisis. They stated they do not want to have the Elgin Police Department respond to the crisis completely on their own. They want to encourage partnerships with groups like the Ecker Center as they are the first responders they should be trained as the partners are not fully available 24/7, therefore they will need to rely on the Police Department as first responders. The task force member recommended training be given to officers on how to respond appropriately to mental health crises. The member also urged that police officers in schools can be very beneficial and can help to build relationships between community and police. They referenced a previous SRO who had passed away who made a positive impact.

Chief Lalley responded to the document (ESBLM – Elgin in Solidarity BLM) stating that this was not in her presentation. Chief Lalley urged the task force to watch the presentations that were referenced in the document as they produced many positive conversations with community members and City Hall and could provide more context to task force members.

A task force said it is important to have the police department create partnerships. They recommended creating a replacement option in lieu of SRO's on campuses.

Another task force member stated that there was a culture in schools before police officers where there were fights and violence and the schools were still safe. They stated that they want their kids to see a police officer and register that the presence of a police officer means that something is wrong, rather than having a police officer at school everyday.

Another task force member argued that law enforcement presence can escalate a situation. In their personal life, they have deescalated a situation, but once a police officer would come they would reevaluate the situation. Instead of putting funds to Student resource Officers, money should be put towards training teachers and school staff on how to deal with these situations.

A task force member raised the concern around violence in society and gun violence in America. They stated that teachers are outnumbered and underpaid, to require more training and responsibilities would be a large burden.

Councilmember Powell reminded the task force that the presence of police officers in schools is more of a district with the school district not the City Council. There is a contract with the city council and the school district, but the city council cannot mandate police officers be

		<p>removed from schools. Councilmember recommended the task force to lobby the school district to remove police officers.</p>
<p>7:50 – 8:00 pm</p>	<p>Wrap-up and Next Steps</p>	<p>A member of the facilitation team explains next steps about recommendations. Subcommittees need to regroup and formalize recommendations for a task force meeting. Once the subcommittees have formalized recommendations the task force can vote on them at the next full task force meeting on March 24.</p> <p>A member of the facilitation team presented subcommittee topics and task force members recommended removing the subcommittee on police presence. Some task force members mentioned that the subcommittee on police presence is already being touched upon in the subcommittee in Racial and Other Profiling Disparities. Another task force stated that if we absorb another subcommittee, then we need more time before the full task force meeting on March 24 to provide recommendations.</p> <p>A different task force member raised the concern around bringing more onto the task force. They asked what the deadlines were for this process and for the recommendations for the subcommittees. They expressed capacity concerns.</p> <p>Two task force members recommended a truth and reconciliation process for the council and police department can undergo using resources in the community.</p> <p>Task force meeting ended 8:11pm</p>