

## Subcommittee on Elgin Civilian Review Board Meeting Notes

**Date:** Tuesday, March 15<sup>th</sup>, 2022

**Time:** 6:00pm-8:00pm

**Attendees:** LeJewel Crigler, Danise Habun, Chief Lalley, Shimon Blanchard, Kevin Zaldivar,

### Meeting Objectives:

- Review discussion from previous meetings
- Discuss roles and responsibilities of civilian review board
- Develop consensus recommendations

### Discussion Agreements:

- Speak for yourself about what has heart and meaning
- Honor the agenda or modify by agreement
- Learn from and understand each other's perspective
- Be respectful, candid, and constructive; address people as they would prefer to be addressed
- Provide balance of speaking time
- Test assumptions by asking questions
- Explore innovative solutions based upon common interests
- Strive to resolve differences and seek common ground
- Discuss topics together rather than in isolation
- Limit side conversations and actively participate

Time (CT)	Topic	Notes
6:00pm	<b>Call to Order and Agenda Review</b>	<b>Meeting started @6:03</b>
6:05pm	<b>Public Comment</b> <ul style="list-style-type: none"><li>• <i>Any member of the public who wishes to address the task force may do so via Elgin City Hall</i></li></ul>	<ul style="list-style-type: none"><li>• <b>No public comment</b></li><li>• <b>No updates from Chief Lalley</b></li></ul>
6:10pm	<b>Review of prior deliberations and approval of minutes</b> <ul style="list-style-type: none"><li>• Recap of discussion, preliminary recommendations, questionnaire results</li></ul>	Subcommittee had guest speaker Cameron McElhiney attend from NOCALE, She will answer any questions on recommendations and how it it relevant to other cities Chief Lalley: Community Advisory Board is

		<p>handling short term problems. Boards are getting combined into one. We meet once a month to speak on things happening in the community. Don't think this is sufficient.</p> <p>Camme responded that Boards open up the application process to the entire community. There is an education process as well.</p> <p>Facilitator Larry going over recommendations thus far that were shared/edited last week in from the spreadsheet that he shared with the group. Continuing with training.</p> <p>Chief Lalley stated for the purpose of civilian oversight. EPD policies are online. If they are not used to our tactics. Training on that should be a week. Give information beforehand and have them come in with their questions 2 to 4 hours. Subcommittee Members agreed.</p> <p>Chief Lalley whatever case comes in front of the board you guys are able to get policies before the meeting and review it. In instances you need to understand policies and some instances not. That concern from Lejewell would come with the discipline. Policy is Policy. It's up to you guys to determine whether you accept my discipline or not.</p> <p>Subcommittee Member Habun agreed that she really liked how this is framed out. I would like the SC to go back and think about whether we want the 2 to 4 overview to be before or after the CRB is placed. 2 to 4 overview can happen before appointment</p> <p>Facilitator Larry reminded us to make sure that we are in alignment with the Open Meetings Act.</p> <p>Subcommittee member Crigler asked if it's only 2 or 4 hours then it should be only when a case comes up. What are we training them for? Wait until the other basic training which is necessary but other</p>
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		<p>than that wait until a case comes up. Habun: CRB will wait for the bigger training on policy and rules and regulations as each case comes forward or the appointments happen and the first two meetings the training happens then.</p> <p>Chief Lalley stated she will provide training on rules, regulations, policy and procedures.</p> <p>Member Battles wanted to confirm the process of the training. We will provide them with training first and then Chief Lalley will provide them training after that on readings that were given to them.</p> <p>Chief Lalley will come to a CRB meeting.</p> <p>Member Habun confirmed the subcommittee is in agreement to have the policy procedure training once individuals are appointed.</p> <ul style="list-style-type: none"><li>• Yes</li></ul> <p>Facilitator Schooler stated that he will use the break to type up the final recommendation. Added the recommendation to the spreadsheet.</p> <p>Chief Lalley stated that she thinks any amount of exposure to the EPD within the comfort of the members will benefit them. We will make accommodations to the comfort level. Battles and Habun spoke to the training that they received from the Chief. The training is open to the public.</p> <p>Member Battles we have reservations: We don't want members to go in favoring the police. Possibly being persuaded. We want people to just be fair</p> <p>Facilitator Crigler stated that she will sustain this...would like to take the training. Heard some things. Would like to see for myself.</p> <p>We can get a class of 5 or 6 people. It's more than use of force training but how we handle calls, you get to see our equipment. I understand Battles</p>
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point. If a case comes in front of the board then you all can put that in a frame for reference.  
Blanchard: I don't feel like they are being persuaded, just more insight.

Member Battles stated that he is cool with it being optional. I really think that it might be needed. Feel this subcommittee should take the course. Visitor Camme stated Giving a CRB as much info as possible to do the job is really important. But also consider the balance. Perception is important. You balance it by getting training on policies and procedures but Constitutional and Civil Rights. Maybe have a cup of coffee with officers, invite officers to sit in on CRB. Make sure it's fairly transparent.

- Firearms training thumbs up
- Wait until all SC members have had it.

Chief Lalley statement in regards to ride a longs: We have paused due to COVID-19 we will resume in the next couple of months. Any citizen can ride a 4 hour block not past 10:45. If a CRM member or TF member wants to we can accommodate that. You can request a certain officer. We do get a lot of people requesting the ride alongs. We are mindful of safety.

Member Crigler voted optional

Member Blanchard: optional but some type of interaction before serving on the CRB

Member Battles: Optional

- Remain optional but with expectation that CRB interact at least once with EPD.

<p><b>6:15pm</b></p>	<p><b>Discussion of comments from Full Task Force</b></p> <ul style="list-style-type: none"> <li>• Review comments, determine what (if any) changes to make to existing recommendations</li> <li>• Review comments, determine what (if any) new recommendations to consider and/or approve</li> </ul>	<p>Subcommittee was on board with Camme’s topics:</p> <ul style="list-style-type: none"> <li>• Training on constitutional policing Civil rights Civilian oversight of Law enforcement understanding the concept of the work. Learning about policy and procedures and the day to day of the EPD is extremely important. Maybe people are getting training from Domestic Violence counselors, from District attorneys’ to help them to understand what law enforcement deals with.</li> </ul> <p>Member Crigler agreed with what Camme presented, this training should go fourth first then EPD policies more so a balance of both.</p> <p>Member Blanchard: Agree with the balance</p> <p>Member Habun: Agree with the terms Camme said immersive, this will be the part to have ahead of time.</p> <p>Facilitator Schooler Going over policy:</p> <ul style="list-style-type: none"> <li>• Explains what governs the release of video. What requires you to release etc.</li> </ul> <p>Chief Lalley explained that they have worn body cameras since 2017 so we know FOIA. I will send the law to the TF. Flagged incidents have to be released by FOIA..any arrest, use of force complaints there is a redaction to protect information.</p> <p>If the camera doesn't fall into one of those circumstances only the subject of the encounter can get that information. Will send what the flag incidents are and when allowed to get information or not. Any video released we work with the legal department to make sure everything is looked at and privacy not violated. People’s privacy should be protected.</p> <p>Is video viewed publicly or in an executive session? You want as few people as possible when releasing the information. There are multiple video recordings of the same thing but in multiple views. 45 minutes per video to redact. Raw footage runs</p>
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the risk of jeopardizing people's privacy. Start with a complaint. Internally or externally reviewed and then it will come to the Civilian Review Board. The Board will be able to talk to the Chief and give recommendations if in line with the board we're done. If not more or less discipline I will come back to the Board and explain that.

Camme explained In most cases the investigation is done internally and externally the community has the option of going to an external place to make a complaint could be an office within the City Gov building. That takes the responsibility of individual members. If the police are doing an investigation the person is taken to the department. Some are sent to the PD and it may get sent back. It varies if done internally. Would just be sent to internal affairs. Sed to be the most common But there are examples that show this doesn't happen anymore. Most cities still use the PD.

Member Habun asked if a community member comes to me about a complaint then that can trigger me coming to the Board about it. Then there will be the next steps in the investigation process. CRB will be assisting in filing the complaint.

Lalley: What is important for clarity if the CRB to do an investigation police officers are afforded certain rights. That is why we have a law firm. There is a process..that is what COPA does. If you are not comfortable with coming to the PD you can go to a trained community member, you can email a complaint, you can go to other offices within the city.

Collective Bargaining you have to negotiate things with a Union that represents the officer.

Blanchard: In agreement

If an investigation is handled, the internal Chief has no subpoena power. An officer, yes, not a citizen.

Helpful for the CRB to have all the information

		<p>possible.</p> <p>Battles: Will there be any kind of appeal process?</p> <p>Schooler: Sort of. If the officer doesn't like the Chief's determination and officer can appeal to the arbitrator. Before arbitration there is a grievance process.</p> <p>Can the person who has the complaint be able to appeal decisions?</p> <p>Lalley: Haven't had that in the years that I have been here. They can choose to say they are not happy with that. There is something that they can do.</p> <p>Powers or redree: The CRB will be able to have some pathway to be able to appeal it somehow.</p> <p>Camme: A lot of the time what happens is that there is a very specific way that discipline is handled. When you try to change that it sets a flag for legal challenges. A Lot of CRB's when there is a disagreement they do an annual report that is made public so that way it is transparent. They can say that the Chief was influenced by the CRB. Make sure you don't impede the process. It's important to have an attorney.</p> <p>Chief Lalley explained when you talk about the subpoena power people want to compel information. There is a chance that the person complaining will have a damaging effect on the person who brought the complaint forward.</p> <p>Some members agreed with subpoena power</p> <p>Member Blanchard: don't support it. The info necessary will be there. But having to subpoena someone the information is available. 3 to 1 vote in favor of Subpoena power</p> <p>Supportive of the first part of procedure Once the chief makes her decision, it won't change the outcome of the recommendation by the chief.</p> <p>Member Blanchard: Agreed</p> <p>Member Crigler asked if the Civilian Review Board</p>
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		<p>will be working with the chief? CRB will work on their own on recommendations? Yes, and bring the review back to the chief.</p> <p>What if the CRB disagrees with the Chief's determination? Can we state that publicly?</p> <p>You get an investigation review, offer recommendation, the chief agrees or disagrees and chief explain why she made the decision then share with the public.</p> <p>They may agree with the disagreement once I come back to explain to the board why I made that recommendation.</p> <ul style="list-style-type: none"> <li>• Arrived at some robust recommendations that will be presented to the TF on the 24th.</li> </ul>
6:55pm	Break	Return @7:05pm
7:00pm	Discussion of additional Subcommittee recommendations	
7:55pm	Recap and discussion of next steps	<ul style="list-style-type: none"> <li>• <b>Announcements: Ready for the officer meetings</b></li> <li>• <b>Subcommittee's Allocation and Training this Thursday</b></li> <li>• <b>Next TF meeting for Disparities is Monday</b></li> <li>• <b>The Full Task Force meeting is on the 24th</b></li> <li>• <b>Expectation the April 4th meetings will be in person, there will be exceptions</b></li> <li>• <b>Recommendations goes to the FT on the 24th</b></li> <li>• <b>Look out for information on logistics for officer meeting</b></li> <li>• <b>Will put recommendations in one place for review</b></li> <li>• <b>Will facilitate a meeting if needed after a</b></li> </ul>

		<b>cohesive list has been presented.</b>
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This meeting will be conducted via Zoom. The meeting video will be recorded and live streamed at <http://cityofelgin.org/watchtaskforce>  
The Adjudication Room (across from Council Chambers on 2nd floor) at City Hall located at 150 Dexter Court, will be open for anyone interested in speaking during the public comment portion of the meeting.

All agendas, meeting minutes and meeting video recordings will be available on the City's website: <http://cityofelgin.org/taskforce>.

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