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# MINUTES

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## BOARD OF FIRE AND POLICE COMMISSIONERS

Tuesday, July 14, 2020

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### COMMISSIONERS:

**Present:** Laura Ford, Chairperson  
Jeff Nelson  
Tilford Flowers

### STAFF:

**Present:** Stephanie Acri, Mayor  
Derke Price, City Attorney  
Darren Gault, Police Chief  
Jeff Snyder, Fire Chief  
Leah Miller, HR Specialist  
Summer O'Leary, Police Executive Coordinator

- 1. Meeting Called to Order**  
Chairperson Ford called the meeting to order at 4:36 p.m.
- 2. Roll Call of Members**  
Roll call performed with all present.
- 3. Approval of Minutes**  
Commissioner Nelson made a motion to approve the minutes of the April 14, 2020, regular meeting as drafted; Commissioner Flowers seconded; roll call vote performed, motion unanimously carried.
- 4. Commission Duties**  
Mayor Acri addressed the Board regarding the responsibilities and oversight of the Board. The Mayor desires to address conflicts that exist between the Labor Contract, City Ordinances and the Rules and Regulations of the Board. The Mayor also desires to educate the Board on what information they have access to on hiring and promotions. Derke Price, City Attorney will hold an orientation and training tentatively planned for a special meeting in August to review and clarify the Rules and Regulations of the Board, information the Board can or cannot obtain through the hiring and promotion process, questions the Board may ask in oral interviews, the role of Assessment Centers and answer any questions from the Commissioners. As a representative of City Council, Mayor Acri encouraged the Commission to communicate back to Council if additional authority is needed by the Board than the current labor agreement permits so that this may be considered during negotiations with the Union. The Mayor explained that the CBA allows the Board to evaluate character as criteria in hiring and promotions. Attorney Price said the Rules and Regulations of the Board are approved by the City Council. He will train the Board on how they can have oversight of the complaint process through aggregated data. The Board does not have oversight of an individual discipline, but it can make recommendations regarding the aggregate data and the process. The Mayor stated that aggregate review of information as a Commission of the Council is important to understand the performance of the Police Department. Items for consideration and further development include how programs are evaluated, formal complaint process review, key drivers of success, data that supports decision making in response to current trends and how this is reported to

City Council. It was suggested that the Board consider customer surveys to assist in monitoring public service activities. The Board was reminded that they may request funds from City Council to fund projects such as community surveys, if needed. All Board members agreed that transparency is key and the sharing of information for review of the Board and Council is critical to build trust and make good policy decisions. Commissioner Nelson said careful consideration of key drivers must be made to determine if they are measuring anything important. Commissioner Ford said it is important to look at trends and it does take a while to create trend data. Commissioner Flowers said it would be important to look at how to prepare citizens of the city to understand the data and also they have an obligation to acknowledge the wins of the department. There is a great deal to celebrate as a leader in the law enforcement community as we acknowledge our successes and build for future success to exceed expectations. The Mayor expressed a desire to keep the oversight within the role of the Board and off of the Council floor to avoid politicization of the process. Commissioner Ford asked Attorney Price if there were any white papers on Board roles. Attorney Price said his office would be working on the proposed changes for the Board.

5. **Commission Election**

The regular June meeting of the Board of Fire and Police Commissioners was cancelled due to COVID-19 and the election of Board officers delayed. Commissioner Nelson made a motion to retain the current slate of officers; Commissioner Flowers seconded; roll call vote performed, motion unanimously carried.

6. **Police End of Probation**

Chief Gault advised the Board that Police Sergeant Derrick Cullison completed his 6-month promotional probationary period on July 5, 2020 and Lieutenant Andrew Raya will complete his 6-month promotional probationary period on August 2, 2020; both have performed exceptionally in their roles and without hesitation he recommends the regular, full-time appointment of Sgt. Cullison and Lt. Raya. Commissioner Nelson made a motion to approve the regular, full-time appointment of Sgt. Cullison and Lt. Raya; Commissioner Flowers seconded; roll call vote performed, motion unanimously carried.

7. **Police Retirements**

Chief Gault advised the Board that Officer Patrick Moody submitted his intent to retire effective July 11, 2020 bringing sworn officers to authorized strength of 81, as the Board may recall the Council had previously authorized a temporary increase to 83 officers. Additionally, Detective Eduardo Alaniz submitted his intent to retire effective July 31, 2020 bring us below authorized strength at 80. We are not currently requesting to hire as there is no an active hiring list and the City is currently under a hiring freeze; however, following the approval of an active list the Board can advocate to City Council for hiring approval in the event that the hiring freeze is still in place. The Board is in the process of establishing a hiring list. Commissioner Flowers made a motion to accept the retirements of Officer Patrick Moody and Detective Eddie Alaniz; Commission Nelson seconded; roll call vote performed, motion unanimously carried

8. **Police Core Competencies**

Chief Gault reviewed the Moline Police Department Core Competencies as an evaluation tool of the department. Chief Gault conducted a thorough review of the department and had it peer reviewed by Davenport Police Chief Paul Sikorski, retired Chief John Reynolds, and retired Chief RT Finney. Chief Gault presented three core competencies: Police Response, Criminal Investigations, and Crime Prevention. A fourth core competency, Supervision and Mandates, applies to all three of the other competencies. Chief Gault discussed that Moline PD has a supervisor on duty 24/7, which is not

common in all communities and is an integral component of our supervision. Moline PD also has supervision of areas such as risk management, and state mandates. The chief provided a list of mandates in Illinois. Chief Gault briefly reviewed the current organizational chart of the department. We are currently operating with approximately 76 officers due to officers on military leave, duty disability and light duty; additionally, we have been operating without a captain for about a year. The number of female and minority officers is also included in the organization chart and is reflective of our community. The chief reviewed staffing models to help determine if we are the right size, the data and numbers suggest that we could support 105 officers; not that we are asking for additional officers, but shows the department is operating lean. The IACP is a best practice preferred over the FBI officers per 1000 model. The 2012 staffing study shows that we require nearly 2 officers to man one post due to benefit time off, administrative and training time. Each officer works approximately 1500 hours on patrol per year. Calls for service have consistently grown from 2008-2019. Prevention initiatives such as Citizens Police Academy and Crime Free Housing have been temporarily suspended due to COVID19, however it is important to get back to these as soon as possible. Criminal investigations continue to work heavy caseloads and specialty assignments. Gun violence continues to rise; however, we have partnered with the Davenport PD to utilize the NIBIN system. As of January 1<sup>st</sup>, 57 firearms have been seized and through NIBIN shell casing analysis there have been 10 matches to other shootings; this is a great partnership to work more efficiently in gun crime investigations. In regards to Risk Management, the Moline PD was one of the first local agencies to implement body worn cameras which was a very big financial commitment by the City but effective for transparency. We are currently pursuing accreditation through ILEAP. We have launched PowerDMS digital platform to organize, review and track policies as part of the accreditation. Looking forward, calls for service are expected to continue to rise along with substantial demand from the community. We anticipate additional retirements in the first half of 2021 which could bring the sworn officers down to 75 by July 2021; making a candidate list that much more important.

**9. Police Training Compliance Report**

Chief Gault reviewed the Departments mandated and voluntary training. This document is just a starting point and look forward to additional discussion on how the Board would like to receive this information moving forward. Currently 2 officers are out of compliance due to being on duty disability and 9 officers out of compliance due to COVID19; as soon as the training is rescheduled and officers return from duty disability all will be in compliance. Training that has been voluntarily completed over the past few years that relates to the national conversation was reviewed. Currently working with HR to provide an Implicit Bias training. The Chief presented the Digest of Mandatory Police Training & Administrative Requirements in Illinois. All law enforcement agencies must complete and submit a roster to ILETSB in July and January each year. Chief Gault informed the Board this roster was submitted in July as required. All mandated training was reviewed, however it is important to note that the Department provides additional training beyond the mandates, but mandated training must be performed through an Illinois certified Mobile Training Unit. The Chief reviewed the Annual, Two Year, Three Year, Four Year and Five Year Requirements. The Chief highlighted the state requirement on Constitutional and proper use of law enforcement authority, Procedural Justice, Civil Rights, Human Rights and Cultural Competency. Six officers are currently crisis intervention team (CIT) certified. The curriculum for probationary officers under state statute was reviewed; timing of hiring is important based on academy start dates. Procedural justice, civil rights, etc. are just some of the trainings that begin from the start for new officers at the academy. The Department continually monitors training mandates to ensure compliance. Decertification reviewed as outlined in 50 ILCS 705/6.1, however this is a state statute and beyond local control. Chief Gault will follow-up with the Board regarding frequency of audit in the area of training to determine a format moving forward. Although Fire has specific training outlined for promotion, the

Police Department is currently working on succession planning with a long-term goal to establish a college catalog style program for career development.

10. **Police Body Camera Compliance Report**

Chief Gault reviewed the body camera compliance report that details every video used for prosecution that is submitted to the state. Although body cameras are not required; departments that have them must adhere to state statute 50 ILCS 706 and 707. The report was submitted to the state on May 1, 2020 as required by law. A copy was provided to the Board.

11. **Police Accreditation Update (ILEAP)**

Chief Gault informed the Board that Moline PD is in the process of becoming accredited through the Illinois Law Enforcement Accreditation Program. Chief Gault advised the Board that the goal is to be accredited within 18 months; as it is important to have policies vetted against best practices that have benchmarks for validation. We are currently in the self-assessment phase of Tier 1 accreditation that includes 67 standards. A Policy Committee has been established to review policies utilizing subject matter experts with final approval from the Chief. Following the self-assessment phase an onsite assessment will be performed followed by a public interaction period. Accreditation is valid for 4 years.

12. **Police Reform Local Status Update**

Chief Gault reviewed a draft document of the Moline response to the local platforms presented by the NAACP and The Resolution in addition to a published document of the Quad Cities Law Enforcement Group response. Currently, The Village of a Thousand Elders doesn't have a list of demands but they are interested in conversation and working together. The NAACP is working on focus groups and currently reviewing the proposed 10 shared principles that was agreed upon by the national NAACP. The Moline document has not yet been released and is in draft form; however, this document shows that many of the proposals by the NAACP are already being met in some fashion. The Resolution has other platforms, some of which are out of local government control. The Quad Cities Law Enforcement Group document was released to the public as a result of a collaborative project of a coalition comprised of the Mayors and Police Chiefs to address and respond to the NAACP and The Resolution as a collective group. Chief Gault also briefed the Board on a Police Social Worker project that is currently being developed. This would be a collaboration between the Moline PD and social service agencies to embed social workers in the Moline PD to address community needs with a 3-pronged approach. There are several challenges and hurdles to overcome, however the legal departments are currently working to establish an MOU with an anticipated phased approach roll out beginning in August.

13. **Other Business**

None.

14. **Public Comment**

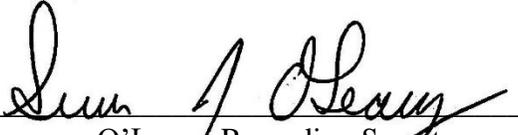
None.

15. **Executive Session**

Commissioner Nelson made a motion to table the biannual review of closed executive session pending legal departments review of these minutes; Commissioner Flowers seconded; roll call vote performed, motion unanimously carried.

16. **Adjournment**

With no further business to discuss, Commissioner Flowers made a motion to adjourn; Commissioner Nelson seconded; meeting adjourned at 5:50 p.m.

  
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Summer O'Leary, Recording Secretary  
Board of Fire & Police Commissioners