

CITIZEN POLICE ADVISORY BOARD
QUARTERLY MEETING
January 26th, 2022 4:00 pm
555 S 10th Street, City Council Chambers

Members Present: Patrick Finnegan
Eric Hoke
Roshan Pajnigar
Cameya Ramirez-Rousseau
Micheal Q. Thompson

Observing via Zoom: Scott Hatfield

Also Present: Chief Teresa Ewins
Assistant Chief of Police Michon Morrow
Internal Affairs Sergeant Michelle Jochum
Sgt Derek Dittman
City Attorney Yohance Christie
Assistant City Attorney Tonya Peters
Mayoral Aide Adelle Burk
Executive Secretary Roy Rivera
Recorder Cheri Howard

Thompson called the meeting to order and acknowledged the meeting falls within the governance of the Open Meetings Act.

Minutes of the October 27th, 2021 meeting were reviewed. **Moved by Ramirez-Rousseau, seconded by Pajnigar to approve as presented. Motion carried unanimously.**

There were no comments from the public.

OLD BUSINESS

None.

NEW BUSINESS

Chief Ewins shared some restructuring occurrences at LPD; as a result, A/C Morrow will now have oversight of Internal Affairs and a second position has been added. Sgt Derek Dittman has been assigned to work with Sgt Michelle Jochum.

2021 Fourth Quarter Incident Summaries and Case Review.

Sgt Jochum reported on the Lincoln Police Department 4th Quarter (Oct 1st-Dec 31st, 2021) IA Case Review, Incident Report Summary, and Employee Use of Control Summary. Of note:

- The statistics provided indicate the number of officers involved in incidents, not the number of incidents or subjects.
- Finnegan asked about Item #8 – a Work Environment classified event. This was a proactive effort to address possible culture concerns by interacting with each officer assigned to a specific team/shift to ensure the environment and conditions were optimal, looking for teachable moments and ensuring clear communication.
- Three of the 11 IA items were Chief initiated (versus citizen) to be investigated.
- Every officer has body cams and four IA incidents resulted in exoneration when events could be clearly and specifically reviewed.
- Two sustained IA incidents involving officers resulted in discontinued employment.

Sgt Jochum and A/C Morrow presented the LPD Annual Review for 2021. Of note:

- Thompson asked about the plausibility of a taser being used by accident. LPD has physical placement of taser on the opposite side of firearm; marked bright yellow.
- Of 12 incidents where a firearm was used as a type of control, 11 were for animals..
- Slight increase in complaints; perceived partially due to increased community awareness and oversight; also an “Inquiry” is not categorized as a complaint.
- Thompson asked how commendations occur. Can be initiated internally or externally. Results in several options of recognition including documentation for personnel file, physical awards and plaques.
- Pajnigar asked if LPD collaborated or reviewed these processes with other comparable departments to garner ideas or share ideas about engagement with employees. Not to date because there are several variables (ie how things are classified) but a good thought.
- Ultimately decisions about discipline are determined by A/C Morrow and Chief Ewins.
- There are random, arbitrary body cam checks to spot check behaviors and compliance.
- Finnegan asked about 2021 reflections; No sustained excessive force complaints/positive and misconduct complaints was the more common complaint. Always looking for ways to improve.

Discussion about support for department employees. There is a contracted Employee Assistance Program as significant pressures on the job is a reality. Addressing mental health needs is a priority with a focus on positive engagement, emotional intelligence and watching for application of the training that’s occurring. Applying for a grant with a First Responders Foundation based in Omaha. Internal Resource Officers (IROs) on staff; work to provide resources directly and discreetly a well.

Thompson asked about a “wish list” for the future. Looking for opportunities and continued development for peer support training, resiliency training, and ability to meet staffing needs.

ANNOUNCEMENTS:

Next CPAB meeting is Wednesday, April 27th, 2022 at 4:00 pm.

Meeting adjourned at 5:05 p.m.