



CALLS TO ACTION

June 2015



CITIZEN-LAW ENFORCEMENT RELATIONS

STL

CITIZEN-LAW ENFORCEMENT RELATIONS: WORKING GROUP MEMBERS

- Dr. Daniel Isom, Ferguson Commission (Co-Chair)
- Brittany Packnett, Ferguson Commission– St. Louis (Co-Chair)
- Dr. T.R. Carr Jr., Ferguson Commission
- Kevin Ahlbrand, Ferguson Commission
- Karen Aroesty, MO/IL at Anti-Defamation League
- Jamel Santa Cruze Bell, Eureka College
- David Klinger, University of Missouri-St. Louis
- Richard Rosenfeld, University of Missouri-St. Louis
- Norm White, Saint Louis University
- Romona F. Taylor Williams, Metro St. Louis Coalition for Inclusion & Equity
- Marius Johnson Malone, Better Together

CITIZEN-LAW ENFORCEMENT RELATIONS: PRIORITY AREAS

In honor of the operating principle, “looking beyond *what is* to create a model for *what can be*,” the Citizen-Law Enforcement Relations Working Group is developing prospective models that address the following focus areas:

- Use of Force Statute and Adequate Documentation
- Accreditation, Accountability and Policing Standards
- Civilian Oversight
- Anti-Bias Learning and Cultural Competency
- Use of Technology
- Community Policing
- Approach to Mass Demonstration
- Prosecution in Officer-Involved Shootings
- Officer Wellness



CITIZEN-LAW ENFORCEMENT RELATIONS: PRELIMINARY CALLS TO ACTION

The Commission previously approved calls to action in the following areas:

- Use of force
- Civilian oversight
- Anti-bias
- Police training

CITIZEN-LAW ENFORCEMENT RELATIONS: PROCESS FOR ID-ING CALLS TO ACTION

Consensus-based decision-making

Working group experts and staff submitted recommendations grounded in preliminary research that were then approved

Public input with real-time community polling



CITIZEN-LAW ENFORCEMENT RELATIONS: CALLS TO ACTION

CALL TO ACTION

ACCOUNTABLE BODIES

PRIORITY AREA: USE OF FORCE

Police departments across the state should revise their policies on use of force to authorize ONLY the minimal force necessary to achieve law enforcement goals and protect officer and citizen safety.

Department executives
MO General Assembly
MO Department of Public Safety
CALEA and MPCA

Police departments across the state should revise their policies on use of force to clarify the instances when officers should withdraw from dangerous situations and call for backup, rather than engage in potentially dangerous encounters (i.e. tactical withdrawal).

Department executives
MO General Assembly
MO Department of Public Safety
CALEA and MPCA

Missouri should establish a publicly available, statewide database on police use of force to inform internal departmental operations, state policy, and the public at large.

Department executives
MO General Assembly
MO Department of Public Safety
CALEA and MPCA

PRIORITY AREA: APPROACH TO MASS DEMONSTRATION

Police departments across the state should clarify the incident command system (ICS) for the public in situations where multiple law enforcement agencies and first responders are present.

Existing LEICS Structures
Existing Emergency Management Systems
Existing municipal agencies

Police departments across the state should enter into mutual aid agreements with neighboring agencies in other jurisdictions.

Existing LEICS Structures
Existing Emergency Management Systems
Existing municipal agencies

Police departments across the state should implement community-wide, reality-based training for incidents requiring the involvement of multiple law enforcement agencies.

Existing LEICS Structures
Existing Emergency Management Systems
Existing municipal agencies



CITIZEN-LAW ENFORCEMENT RELATIONS: CALLS TO ACTION, CONT.

CALL TO ACTION

ACCOUNTABLE BODIES

PRIORITY AREA: ANTI-BIAS & CULTURAL COMPETENCY

Police departments across the state should revise their training policies to emphasize experience-based self-awareness through continually different personal interactions with community representatives, leaders, and youth.

POST Commission
Department executives
All statewide police associations
IACP
CALEA

Police departments across the state should revise their anti-bias training protocols by applying new learning approaches to understand bias and its influence on community service.

POST Commission
Department executives
All statewide police associations
IACP
CALEA

PRIORITY AREA: COMMUNITY POLICING

Police departments across the state should integrate independent civilian evaluation into routine departmental operations, including input on individual officer-citizen interactions and policing strategic plans.

Department executives

Police departments across the state should revise policies directing internal administration to facilitate more positive police-community interactions, social service experience for officers and required community-building field time.

Department executives

Police departments across the state should implement community-wide, reality-based training for incidents requiring the involvement of multiple law enforcement agencies.

Existing LEICS Structures
Existing Emergency Management Systems
Existing municipal agencies



CITIZEN-LAW ENFORCEMENT RELATIONS: CALLS TO ACTION, CONT.

CALL TO ACTION

ACCOUNTABLE BODIES

PRIORITY AREA: ACCREDITATION

At a minimum, police departments across the state should be required to adopt the community-oriented policing standards endorsed by CALEA.

CALEA
MPCA
Department executives
MO General Assembly

PRIORITY AREA: CIVILIAN OVERSIGHT

Municipalities (community organizations, municipal governments) should establish independent civilian oversight boards designed to meet the unique needs of each municipality.

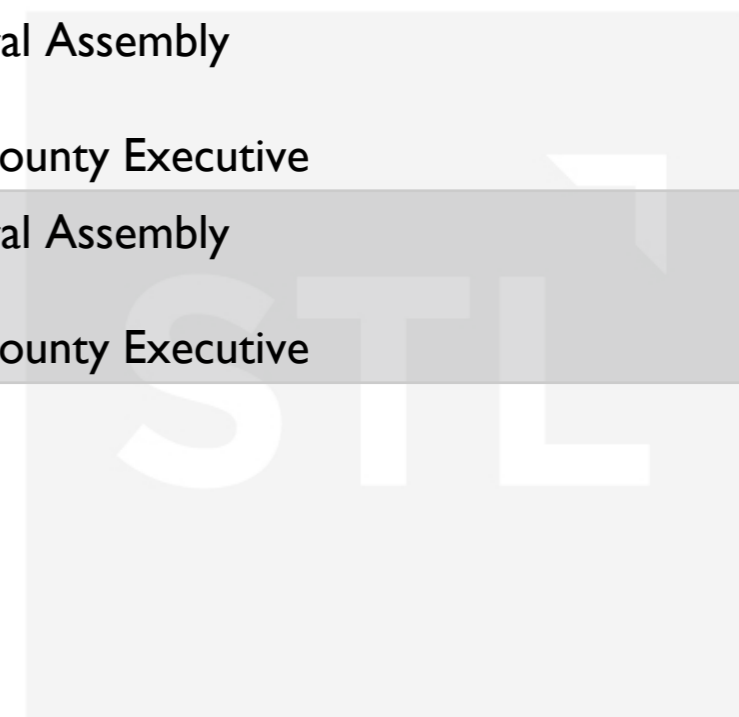
MO General Assembly
Governor
St. Louis County Executive

Counties across the state should establish independent civilian oversight boards designed to manage municipal oversight boards and civilian investigations, particularly when local efforts cannot sufficiently address incidents under review.

MO General Assembly
Governor
St. Louis County Executive

The Ferguson Commission should exercise its influence and national platform to support the passage of the Protecting Communities and Police Act of 2015.

MO General Assembly
Governor
St. Louis County Executive



MUNICIPAL COURTS & GOVERNANCE

STL



MUNICIPAL COURTS & GOVERNANCE: WORKING GROUP MEMBERS

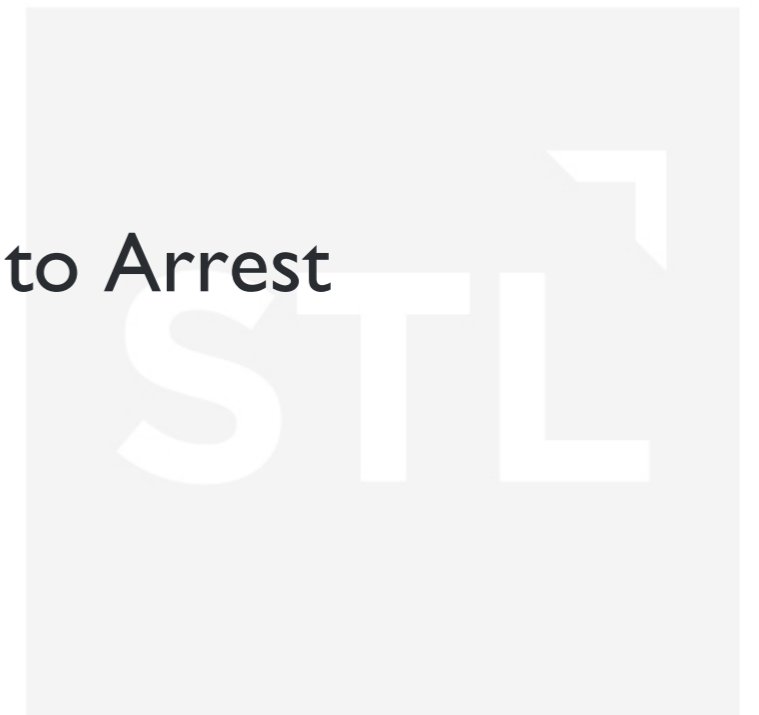
- Rev. Traci Blackmon, Ferguson Commission (Co-Chair)
- Dr. T.R. Carr Jr., Ferguson Commission (Co-Chair)
- Gabriel Gore, Ferguson Commission
- Bryon Watson, Ferguson Commission
- Thomas Harvey, Arch City Defenders
- Monica Huddleston, City of Greendale
- Dave Leipholtz, Better Together
- Deborah Aston, City of Clayton
- Paul Ward, City of Kirkwood
- Mattie Moore, Saint Louis County
- Kevin O’Keefe, Curtis, Oetting, Heinz, Garrett & O’Keefe
- Brendan Roediger, Saint Louis University Law Clinic
- Marvin Teer, Missouri Office of Community Engagement
- Karen Tokarz, Washington University in St. Louis
- Judge Frank Vatterott, City of Overland
- Matt Zimmerman, City of Hazelwood
- Pamela Westbrook-Hodge, Community Member



MUNICIPAL COURTS & GOVERNANCE: PRIORITY AREAS

In honor of the operating principle, “looking beyond *what is* to create a model for *what can be*,” the Municipal Courts and Governance Working Group can confirm the focus areas. The following are prospective issues:

- Judicial Independence and Conflict of Interest
- Number and Nature of Municipal Courts
- Selection of Judges
- Bench Warrants and Bond Issue
- Municipal Incentives for Law Enforcement
- Community Service Models and Alternatives to Arrest
- Revenue Generation
- Oversight for Enforcement



MUNICIPAL COURTS & GOVERNANCE: PRELIMINARY CALLS TO ACTION

The Commission previously approved calls to action in the following areas:

- Community Service Models and Alternatives to Arrest
- Revenue Generation
- Municipal Incentives for Law Enforcement

MUNICIPAL COURTS & GOVERNANCE: PROCESS FOR ID-ING CALLS TO ACTION

Discussed development of prospective calls to action in a two-track approach:
Track One: recommendations in consideration of current system constraints
(additions to SB 5)

Track Two: recommendations without consideration of current system
constraints

Identified prospective consensus-based items for approval using

Polled working group members for consensus items across the two tracks (note:
discussions were lively and reflected significant conflicting values and approaches)

Call to Action Items reflect consensus (broadly defined) not universal agreement
based on simple majority vote and revised language based on group discussion



MUNICIPAL COURTS & GOVERNANCE: CALLS TO ACTION

CALL TO ACTION

ACCOUNTABLE BODIES

PRIORITY AREA: PERSON-CENTERED LAW ENFORCEMENT

Residents must be informed of municipal court procedures and their rights via defendants “bill of rights” delivered with every ticket.

State Supreme Court
Municipal Courts
Police Departments

Rather than focus on punishments, warning letters delivered by municipalities should be written in language that encourages compliance through building relationships with municipal residents.

Municipal courts
Municipal elected officials
County elected officials

In the event of arrest, owners of legally compliant vehicles shall be given a reasonable set number of hours to have their vehicle moved by a licensed and capable driver in lieu of impounding the vehicle as a punitive measure.

Police Departments
Municipal Courts
Municipal Governments
State Supreme Court

Municipal courts will inform residents of court procedures and their rights prior to adjudication of all cases.

State Supreme Court
Municipal Courts

All non-violent offenses committed by minors will be treated as closed juvenile records.

State Supreme Court
Municipal Courts

Minors charged with a criminal offense with jail as a potential sentence, must be assigned a public defender.

State Supreme Court
State Legislature
Municipal Courts

All municipal convictions of non-repeat offenders will be expunged after a defined period of time, predetermined by the Supreme Court.

State Supreme Court
State Legislature



MUNICIPAL COURTS & GOVERNANCE: CALLS TO ACTION, CONT.

CALL TO ACTION

ACCOUNTABLE BODIES

PRIORITY AREA: OVERSIGHT OF MUNICIPAL COURTS

The Supreme Court of Missouri shall be the primary accountable body for recommendations regarding procedures and uniformity of fines and sentencing in municipal courts given its constitutional responsibility to regulate operations of municipal courts..

MO Supreme Court

The Supreme Court of Missouri will not exempt municipal courts from judicial canon on conflict of interest.

MO Supreme Court

We recommend that The Supreme Court of Missouri evaluate and assess the effectiveness and appropriateness of the number of municipal courts for St. Louis County.

MO Supreme Court

Annual audits of Municipal courts should be implemented and the courts required to deliver copies of case records and documents to the Office of State Courts Administrator in compliance with audit request.

MO Supreme Court
Office of State Court Administration

PRIORITY AREA: ALTERNATIVE JUDICIAL INTERVENTIONS AND AUTHORIZING COMMUNITY JUSTICE CENTERS

Building on existing services provided by 24:1 municipalities, we strongly recommend that municipalities consider the feasibility of instituting some form of "community court" as an accessible alternative to residents. Community Court recommendations are further discussed as an addendum to this document.

MO Supreme Court
Municipal Elected Officials
County Elected Officials





MUNICIPAL COURTS & GOVERNANCE: CALLS TO ACTION, CONT.

CALL TO ACTION

ACCOUNTABLE BODIES

PRIORITY AREA: ALTERNATIVE JUDICIAL INTERVENTIONS & AUTHORIZING COMMUNITY JUSTICE CENTERS, CONT.

Municipal courts shall not incarcerate individuals for minor, nonviolent offenses.

Missouri Legislature/Governor
Missouri Circuit Courts
Municipalities

Municipal courts will establish effective alternatives to jail time for violations of municipal ordinances in lieu of the ability to pay.

MO Supreme Court
State Legislature
Municipal Officials

Municipalities should treat minor, nonviolent offenses as civil violations rather than criminal cases.

MO Supreme Court

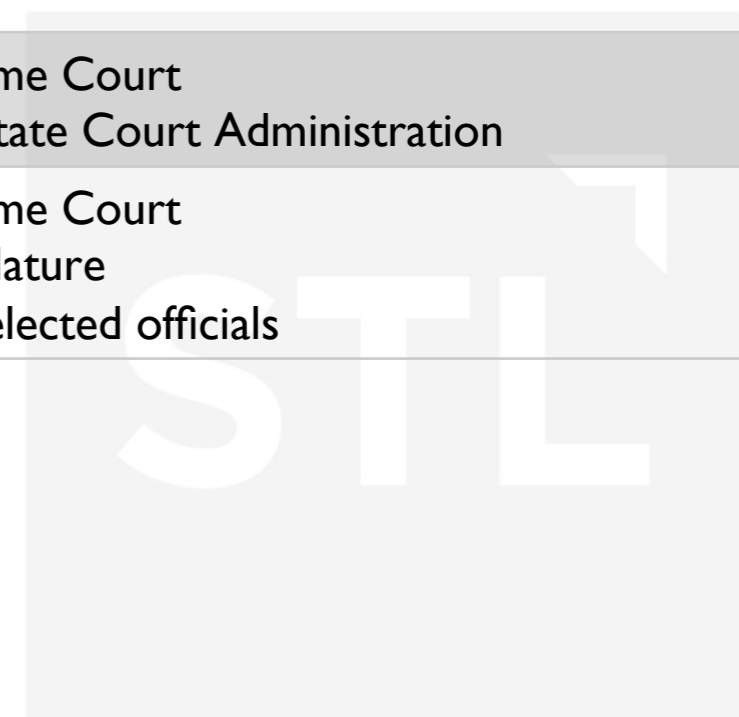
PRIORITY AREA: MUNICIPAL COURT ADMINISTRATION

Municipal courts must establish a published system of documentation and record keeping at every stage of a defendant's court involvement.

MO Supreme Court
Office of State Court Administration

The judge shall be provided options for restorative justice solutions in addition to the existing punitive operating standard.

MO Supreme Court
State Legislature
Municipal elected officials



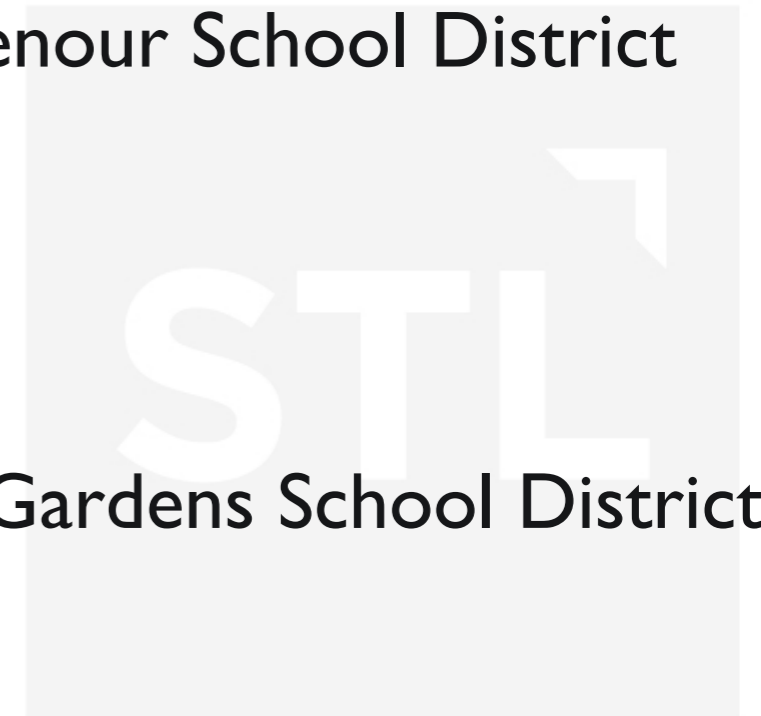
CHILD WELLBEING AND EDUCATION

STL



CHILD WELLBEING & EDUCATION EQUITY: WORKING GROUP MEMBERS

- Becky James-Hatter, Ferguson Commission (Co-Chair)
- Dr. Grayling Tobias, Ferguson Commission Member (Co-Chair)
- Rasheen Aldridge, Ferguson Commission
- Dr. Carol Basile, UMSL, Dean of Education
- Koran Bolden, Entrepreneur, Street Dreamz
- Dr. Crystal Gale, Principal, Roosevelt High School, SLPS
- Dr. Sharonica Hardin, Asst. Superintendent, Ritenour School District
- Katie Kaufmann, Ready by 21
- Dr. Katie Plax, The Spot
- Dr. Ramesh Raghavan, Washington University
- Dr. Scott Spurgeon, Superintendent, Riverview Gardens School District





CHILD WELLBEING & EDUCATION EQUITY: PRIORITY AREAS

- Fairness, Opportunity, and Achievement
- Thriving Youth
- Coordination and Innovation



CHILD WELLBEING & EDUCATION EQUITY: PRELIMINARY CALLS TO ACTION

The Commission previously approved calls to action in the following areas:

- Fairness, Opportunity, and Achievement

CHILD WELLBEING & EDUCATION EQUITY: PROCESS FOR ID-ING CALLS TO ACTION

Gathered input from experts and practitioners

Used consensus-based decision-making

Polled working group members to confirm calls to action



CHILD WELLBEING & EDUCATION EQUITY: CALLS TO ACTION

CALL TO ACTION

ACCOUNTABLE BODIES

PRIORITY AREA: FAIRNESS, OPPORTUNITY, AND ACHIEVEMENT

Veto HB42

Governor
Local School Districts

Negotiate, in good faith, a reasonable transfer rate that serves the best interest of ALL students - those transferring to new districts and those remaining in their home district.

Governor
Local School Districts

Reform rules pertaining to school disproportionality of behavior referrals, suspensions, expulsions, special education, advanced courses, etc. and ensure that multi-tiered levels of support are in place to prevent disproportionality and systems are created to monitor and create accountability.

DESE
Missouri Legislature
Missouri Courts
Governor
Local School Districts

Expand Access Missouri (compliments the earlier call to action - Child Development Accounts)

Missouri Legislature
Governor

Select or create a model that ensures a successful path to equity and excellence:

- (1) Fund the foundation formula
- (2) Revise tax allocation
- (3) Consolidate schools districts
- (4) Create one unified district
- (5) Open enrollment zones

Governor
Missouri Legislature
Missouri Courts





CHILD WELLBEING & EDUCATION EQUITY: CALLS TO ACTION, CONT.

CALL TO ACTION

ACCOUNTABLE BODIES

PRIORITY AREA: FAIRNESS, OPPORTUNITY, AND ACHIEVEMENT, CONT.

Conduct a thorough and inclusive review of the current operating model and outcomes of Missouri Family Support Division

Missouri Governor
Missouri Legislature

PRIORITY AREA: THRIVING YOUTH

Expand parent supports and education and engagement training

Missouri Governor
Missouri Legislature
City and County Government
College and Universities
Business Community
Ready By 21

Expand internships and apprentice opportunities for eligible high school and college students

Missouri Governor
Missouri Legislature
City and County Government
College and Universities
Business Community
Ready By 21

Promote “volunteer paid time off” for employees, including but not limited to expert giving, mentoring and tutoring

Missouri Governor
Missouri Legislature
City and County Government
College and Universities
Business Community
Ready By 21





CHILD WELLBEING & EDUCATION EQUITY: CALLS TO ACTION, CONT.

CALL TO ACTION

ACCOUNTABLE BODIES

PRIORITY AREA: COORDINATION AND INNOVATION

Develop a shared vision, community scorecard and system for coordinating important but fragmented efforts while valuing diversity, inclusion and transparency. Recommended model: Read by 21.

Local Governments
Philanthropic and Business Community

Advance science around measuring child well-being; adopt new coordinated, scalable models for collecting data, in particular subjective well-being

Child Serving Systems
DESE
Local School Districts
Colleges and Universities
Ready by 21

Create the Missouri Innovation Fund

Governor
Missouri Legislature
Local Government
Philanthropic and Business Community

Invest, at the school level, in an quarterly, early warning and coordinated community response system capable of tracking and responding to all students' successes and challenges

DESE
Local School Districts
Missouri Legislature
Governor
Ready by 21



APPENDIX





CITIZEN-LAW ENFORCEMENT RELATIONS: PRELIMINARY CALLS TO ACTION

Priority Area	Call to Action	Accountable Body
Update use of force statute and consider adequate documentation	Update use of force statute to reflect the Tennessee v. Garner; Establish statewide database that would document Use of Force incidences	Missouri Legislature/Governor
Create legal mechanism for empowered civilian oversight that emphasizes civil rights enforcement	Use Missouri Statute 590.653.1 to ensure civilian oversight is in place	Municipalities with police departments in the St. Louis Metropolitan Area
Implement measures and standards for anti-bias training and core cultural competencies	Update Missouri Statute 590.650 so its consistent with principles of impartial policing	Missouri Legislature/Governor Municipalities with Police Departments Police Officer Standards Training Board (POST)
Increase rigor of law enforcement preparation through new certification standards or training opportunities	Support legislation that encourages certification for police departments; Each municipality should evaluate its police department to see how it may be improved; Encourage capacity building opportunities for law enforcement	Missouri Legislature/Governor Municipalities with Police Departments Civic Organizations POST
Ensure police agencies have access to prior records of prospective hires	Legislate to provide access to prior records of prospective hires	Missouri Legislature/Governor POST



MUNICIPAL COURTS & GOVERNANCE: PRELIMINARY CALLS TO ACTION

Priority Area	Call to Action	Accountable Body
Enforce the state-established cap on municipal traffic fine revenue and clarify reporting requirements, enforcement responsibility and definition of traffic revenue	Strengthen SB 5 to include unintended consequences and other Calls to Action noted	Missouri Legislature/Governor
Develop alternatives to imprisonment and fines for Failure to Appear and other issues	No jail for minor traffic violations and other (non-traffic-related) minor infractions; Address Failure to Appear charges and suspensions	Missouri Legislature/Governor Missouri Circuit Courts Municipalities
Provide for an “ability to pay” hearing before any individual can be detained or otherwise penalized for failure to do so	Uniform fine schedule with an analysis of ability to pay in advance	Missouri Legislature/Governor Missouri Circuit Court
Create uniform list of rights and procedural options and consequences across municipalities	Consolidate violations per stop; Re-evaluate the point system	Missouri Legislature/Governor Missouri Circuit Court

CHILD WELLBEING & EDUCATION EQUITY: PRELIMINARY CALLS TO ACTION

Priority Area	Call to Action	Accountable Body
Ensure accountability for students	<p>Prioritize accredited schools in same district when transferring students from unaccredited schools;</p> <p>Adopt the Voluntary Inter-District Choice Corporation (VICC) calculation of \$7,200 as the maximum rate; No denial of transfer based on criteria that does not exclude him/her from attending a school in their resident district (exception: Safe Schools Act violation);</p> <p>Districts accepting students and funds held accountable.</p>	Missouri Legislature/Governor
Strengthen the capacity of school districts to implement policy	<p>Ensure members of assistance teams are qualified, based on their past performance in failing districts with similar circumstances and omit or change language to “may” consider the recommendations of the assistance teams</p>	Missouri Legislature/Governor





CHILD WELLBEING & EDUCATION EQUITY: PRELIMINARY CALLS TO ACTION

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Strengthen the capacity of school districts to implement policy	<p>Ensure members of assistance teams are qualified, based on their past performance in failing districts with similar circumstances and omit or change language to “may” consider the recommendations of the assistance teams</p>	Missouri Legislature/Governor

