

# SMITHVILLE BOARD OF ALDERMAN

## WORK SESSION

September 1, 2020 6:00 p.m.  
City Hall Council Chambers

**Due to the COVID-19 pandemic this meeting was held via teleconference and streamed live on the City Facebook page.**

### 1. Call to Order

Mayor Boley, present, called the meeting to order at 6:00 p.m. A quorum of the Board was present: Mayor Boley and Aldermen Bloemker were in attendance in the City Hall Council Chambers; Alderman Sarver, Alderman Atkins, Alderman Ulledahl, Alderman Chevalier and Alderwoman Wilson attended via Zoom Meeting.

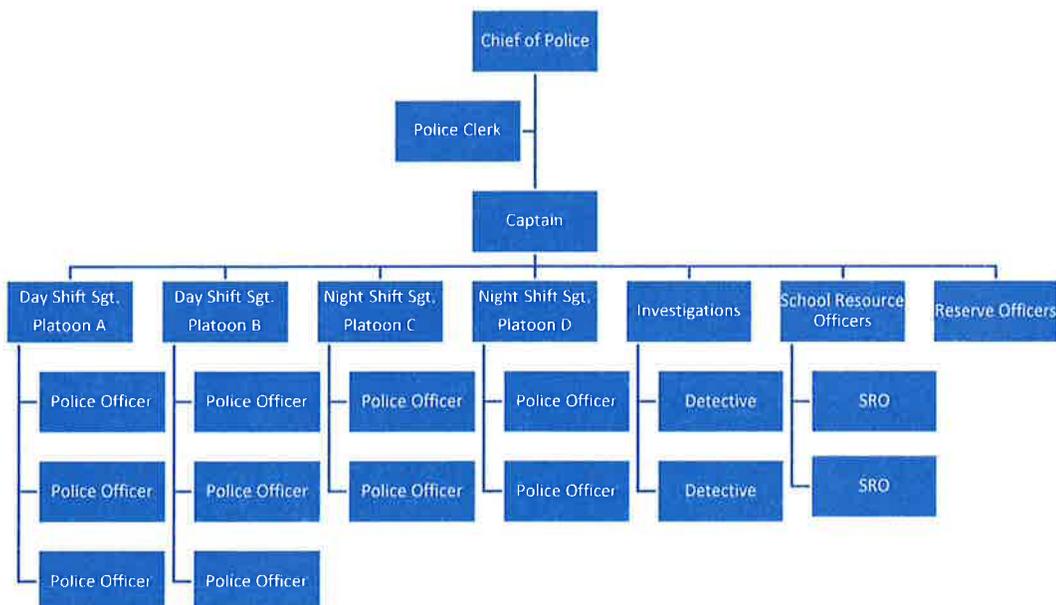
Staff present via Zoom: Cynthia Wagner, Nickie Lee, Chuck Soules, Chief Jason Lockridge, Jack Hendrix and Linda Drummond.

### 2. Discussion of Police Department Procedures and Policies

Cynthia indicated that given the national incidents over the last several months we have discussed having Chief Lockridge introduce some information and provide background on the City's Police Department and its operations. Chief Lockridge has spent the last several weeks putting together information. She said the information included in the packet is quite voluminous. Chief Lockridge will be giving a brief presentation this evening then staff really would like to have some discussion with Board and be able to answer any questions about the Police Department composition, operation, etc.

Chief Lockridge said he realized that there was a lot of information in the packet and his presentation would hit on some of the high points and then he would answer questions.

### Police Department Organizational Chart



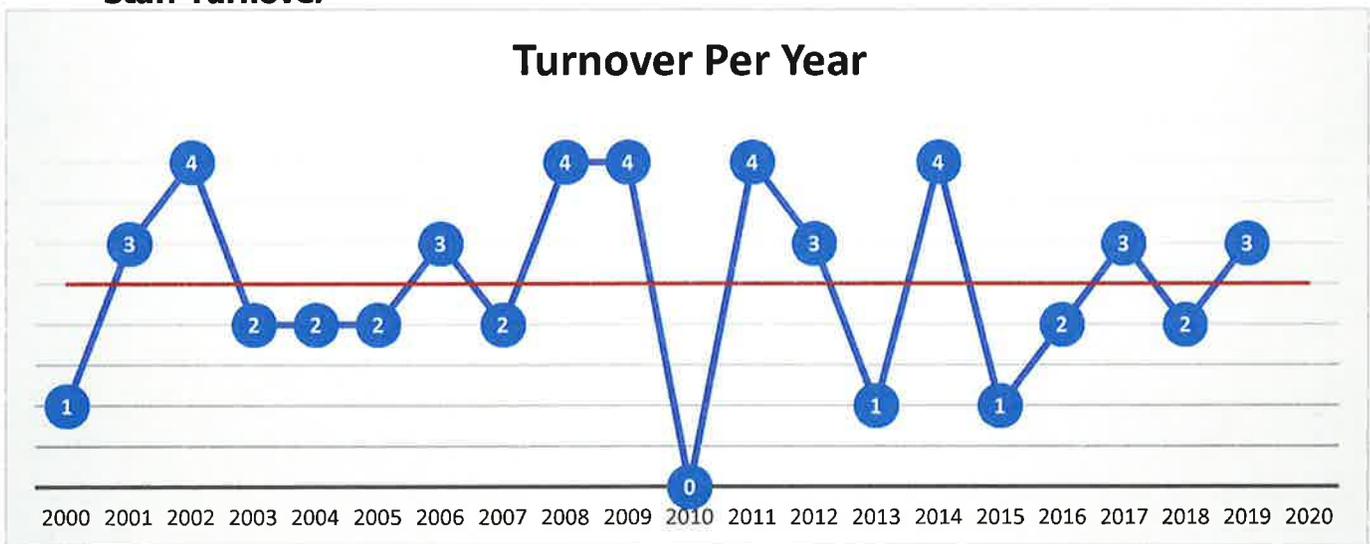
Chief Lockridge explained this is relatively the same makeup, absent a few positions here there, for about the last 14 to 15 years. The same structure has been in place and as we have grown, and the City has grown, positions have been added. The two most recent positions added are the second SRO and the prosecutor assistant / administrative assistant.

**Department Positions**

At this time, there are 21 position in the department.

- Chief of Police
- Captain
- Prosecutor’s Assistant/Police Administrative Assistant
- Sergeants- 4
- Officers- 18
  - 14 patrol
  - 2 SROs
  - 2 Detectives

**Staff Turnover**



Staff turnover is not unique to Smithville nor is it unique to the Kansas City metro area or Missouri. In talking with other Chief of Police this is an issue everywhere. Staff looked back over the last 20 years’ worth of data and averaged that out just for full-time officers. Staff did not calculate in reserve officers shown in red line in the middle of the chart that is fairly flat decreasing ever-so-slightly and has stayed pretty consistent over the last 20 years. In checking with some neighboring agencies staff found not many departments are tracking this information regularly and certainly not able to tell you on average how many officers they have turnover in a year. Chief said they did get some information from several departments in Clay and Platte County and they seem to average somewhere between two and four officers per year. One slightly larger agency than ours averages about five to six per year.

- 2000-2009                      2.6 avg. per year-      21.6% of 2000 staffing levels
- 2010-2019                      2.3 avg. per year-      11.5% of 2019 staffing levels

- 2000-2009 avg. tenure of officer leaving 4.2 years
- 2010-2019 avg. tenure of officer leaving 6.3 years
  
- 01/01/14 to 07/31/20 79 months
- 18 months fully staffed 22.8%

Chief said they have been able to reduce the percentage of turnover and raise the length of employment for officers. Another thing they looked at was staffing levels compared to allocation levels. They look at the data from January 2014 to the end of July 2020 and saw that there were 18 months they were fully staffed. Those are not 18 months consecutive. In checking with some other agencies that's not an uncommon thing for them to see as well. Most agencies run under what their maximum allocation is due to employees leaving, voluntary or involuntary, retirement, etc.

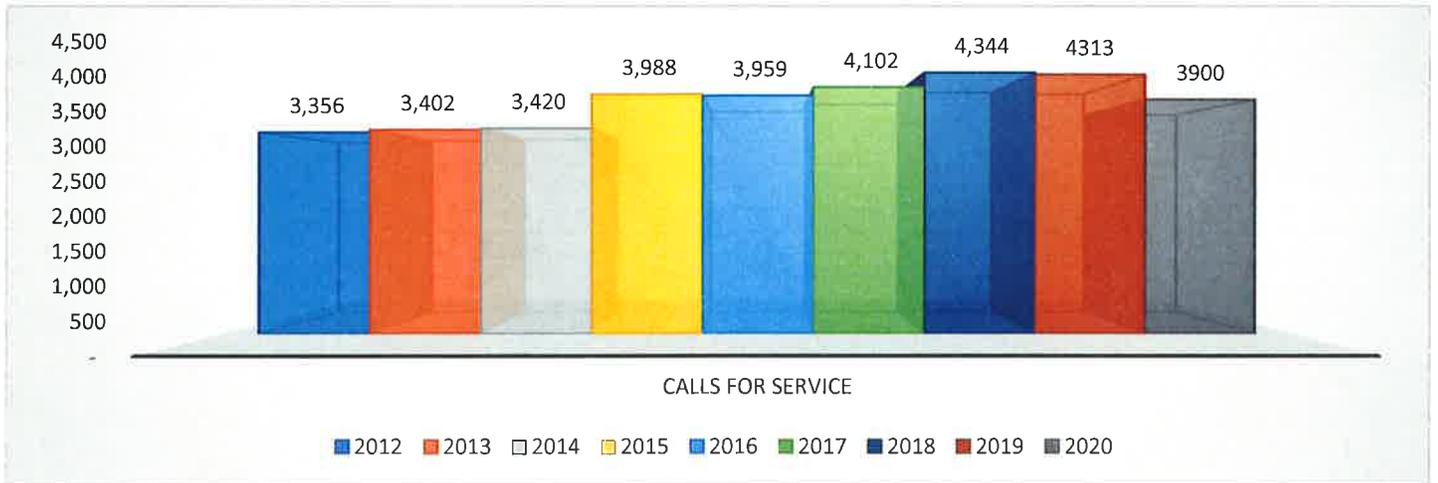
### **Hiring Process**

1. Apply for position through human resources
2. Pass a written/video-based examination
3. Complete a physical agility course
4. PEP Test- (Personality Evaluation Profile)
5. Initial Interview with Captain and Sergeants- standardized questions and scoring
6. Written scores and Interview scores are weighted and combined to rank the list
7. Given Personal History Statement to complete
8. Interview with background investigator
9. Background investigation
10. Interview with Chief of Police
11. Conditional offer of hire- (pending successful completion of steps 12, 13 & 14)
12. Deception detection device or other truth verification test process
13. Drug testing
14. Psychological examination
15. Final Job Offer
16. Successful completion of field training- 4 months
17. Successful completion of probation- 12 months from hire date

Chief Lockridge explained this hiring process has been relatively stable for the last ten plus years. It has evolved over time, but this process has served the department well. Chief noted that in law enforcement circles, our department has a reputation for having a thorough hiring process, particularly the background investigation process. The background investigation process takes anywhere from three and a half to four and a half months to complete.

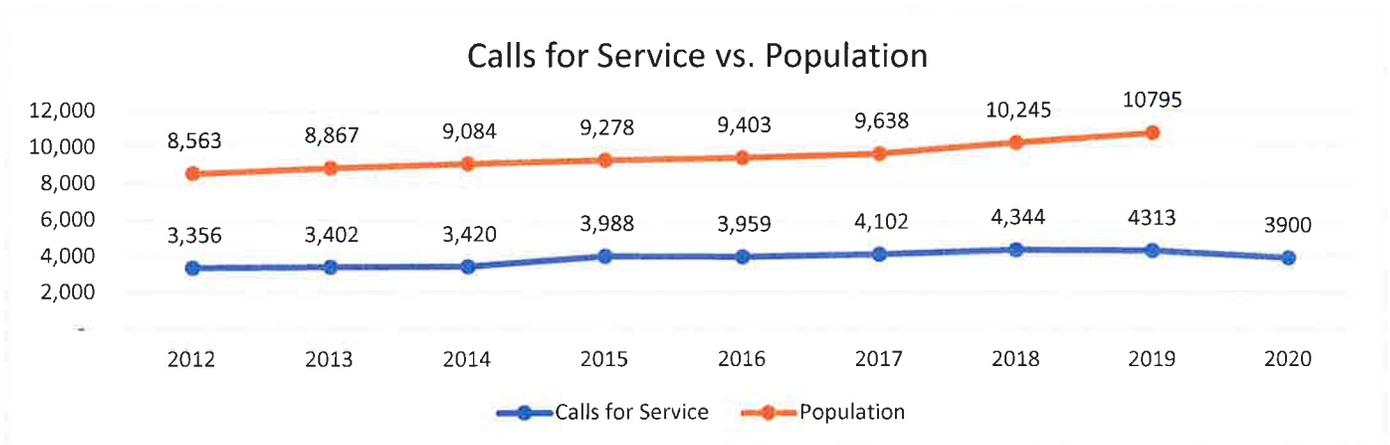
Staff is able to speed up and compress this process on the front end. When getting to into the personal history and the background investigation, it slows the process down. Previously, an effort was made to speed things up on the front end of the process.

## Calls for Service



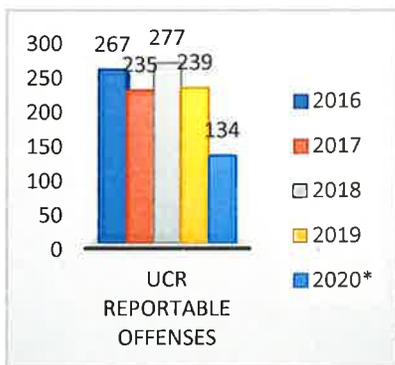
This graph shows the last seven and a half years of calls for service. The 3900 for 2020 is a projected number where staff thinks we will be at the end of the year. This is based on the first seven months of data that showed at end of July we had approximately 2100 to 2200 calls.

## Calls for Service vs. Population



This is the same data but just looking at the calls for service and the population. As more people move into town things get busier. With 2020 being a census year the population number will more than likely increase and so will the calls for service.

## UCR Reportable Offenses



	2016	2017	2018	2019	2020*
Rape	4	7	3	7	1
Robbery	2	0	2	0	1
Agg. Assault	9	5	5	13	7
Simple Assault	142	93	105	106	68
Burglary	11	16	18	15	6
Larceny	89	94	120	91	44
Motor Vehicle Theft	9	19	24	7	7
Arson	1	1	0	0	0
<b>Total</b>	<b>267</b>	<b>235</b>	<b>277</b>	<b>239</b>	<b>134</b>
Agg. Assault- Gun	4	2	1	3	3
Agg. Assault- Knife	0	1	1	2	0
Agg. Assault- Other	5	0	2	8	4

UCR reportable offenses are standardized offenses from the FBI. The charts show the stats that we submit monthly to the federal government to track crime statistics. The FBI's website is where a lot of places get their information when they do the safest cities list.

The 134 number for the 2020 year is the actual number through the end of July. If projected out will total around 230 by the end of the year.

The table on the right shows that numbers are down for most offenses. Staff projects that sexual assaults and rapes are going to be below last year's offenses. Assaults and simple assaults are going to trend really close to the 2019 numbers, burglaries and larcenies are trending to be below the 2019 numbers, auto thefts are going to trend above the 2019 numbers. Chief Lockridge explained that in discussions with administrative staff, the detectives and senior officers, with what they have seen with COVID-19 in the spring they are not surprised by this. The sexual assaults reports are way down, he explained that is common in a lot of departments and a lot of that is because we are not getting the crimes reported involving children. A lot of those reports come through the school and through the counselors and with schools being closed we have not had that avenue.

### Data-Driven Policing

By data driven policing, we mean the current use of a wide variety of digital data sources to inform decision making, improve processes, and increase actionable intelligence within a police service.

Chief Lockridge explained that data driven policing is the modern way of policing, by using data to make better decisions. He said that patrol officers used to fill out a daily log where they wrote down everything, they did for the day then it was filed in a file cabinet and rarely seen. Now we have adapted some infrastructure in our current records management system to allow officers to input that data electronically which allows the data to be easier to access and utilize.

### Example of Data

January 1 to July 31, 2020

Call Type	
Animal Bite	16
Animal Call	191
Business Check	4,421
Citizen Assist	244
Extra Patrol Request	58
Funeral Escorts	22
Missing Persons	14
Open Doors	263
Subdivision Check	13,940
Suicidal Party	16

Average response time to calls for service- 3.9 minutes

Average time on scene of call- 31.3 minutes

The department started electronic input data in early 2019 and we went live department wide in the fall of 2019.

This information lets the department see how many business checks for the first seven months of the year or number subdivision checks. They are able to look at statistics that they just could not see when it was on paper. The citizens assist, the funeral escorts and the vehicle lockout are the kind of things that are small community. Our Police Department is able to offer our citizens more community-oriented services that contributes to that small-town feel and makes Smithville unique.

With this information we are able to track the type of call and where they trend and use that in decision making and guiding the department.

### **Policies**

- LEXIPOL- 10+ years
  - Team of attorneys
  - Comply with law, best practices and case law
  - Daily training of officers

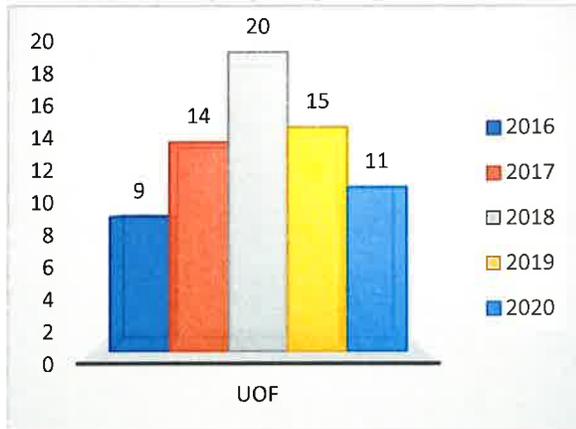
Lexipol is the company the department has used for little over 10 years. Lexipol makes recommendations, they helped write policies that they have a platform with a dashboard to manage all this. Lexipol looks at federal case law, state case law, best practices, local law and in federal guidelines to make sure all our policies meet and fall with them. They also offer a service that we utilized the last 10 plus years for daily training of officers. When the officer starts his or her shift the first thing, they do is log into the Lexipol system to a daily training bulletin. The training bulletin has a short scene or scenario that the officer reads through references back to policy and asked a couple simple questions such as: whether it is policy, what is allowed or not allowed, what should the officer do or not do, then it cites the policy and that is documented.

### **Use of Force**

- Updated definitions- Feasible, Imminent and Totality of Circumstance
- Duty to Intercede and Report
- De-escalation
- Carotid Control Hold
- Warning before use of deadly force
- Medical considerations
- Supervisor Responsibilities
- Training

Chief Lockridge explained that in the packet was a complete copy of Lexipol's recommendations for changes to the Use of Force Policy. Typically, Lexipol makes changes to policies four times a year. Chief said that they received notice earlier Lexipol was going to do some updates before that time and received the policy ten days ago and the redline version was in the packet. All of the recommendations listed are from Lexipol and staff is going to recommend implementing.

## Review of Use of Force Data



Muscling Techniques	22
Defensive Tactics and Holds	6
Taser Display	6
Taser Deployed	2
Less Lethal	1
Firearms Display	30
Firearms Discharge	1

Chief Lockridge explained that Captain Roetman pulled all the data for the last four full years and through July for 2020. Staff broke these down into some basic categories listed in descending order.

### Firearms Displayed

- Armed Parties 9
- Pursuits 14
- Felony in Progress 7

Chief Lockridge explained that the number of the firearms display jumped out at everybody being the highest number. Staff dissected the incidents and found it really comes down to three main areas in the display of firearms armed parties, pursuits and felony in progress.

Pursuits makes up about half of that, which is not a surprise. Officers are taught in the academy and in continued training that when a pursuit ends, they transition to what is called a felony car stop. This is a slow controlled process usually with firearms out, where specific commands are giving, individuals are taken out one at a time and taken into custody one at a time. This is all done under controlled circumstances.

### Use of Force Review Board Policy

- Clarification on when Board convenes regarding firearms discharges
  - Exceptions: training, recreational use and dispatching of injured animals

Chief Lockridge indicated that a copy of the Use of Force Review Board Policy was in the packet. He explained that it has been in place for quite some time. It is not convened on every use-of-force, it is convened when there is serious injury or discharge of a firearm. Some minor changes have been made to the policy that clarify when the boards convene and adding the exceptions.

### Board discussion

Alderman Atkins asked if there is anything that we need to be looking at for the future that has not been covered and if Chief Lockridge sees any concerns?

Chief Lockridge stated that he and Captain Roetman had been discussing that and they do not see anything major. He said what he would ask is to continue as we have been

by replacing equipment as needed and not have to try to replace everything all at once. He said next year we will probably need to start the discussion of replacement of some of the patrol vehicles.

Chief Lockridge explained that as the City grows the Board will see requests for additional personnel.

He indicated that in the budget for FY21 there is a line item for a new records management system for the Police Department. The current system is 20 years old that has had one major update. He said it is a dated system and has limitations. He said that when the new system was purchased, they would make sure that it has the capabilities to gather data, extract data and use data.

Alderman Atkins said that the information needs to be shared instantly now.

Chief Lockridge said that he had visited with other agencies about the records management systems and they are looking at interoperability and data sharing as well.

Chief Lockridge explained that bad guys do not just live in Smithville they are all across the metro. The two from the most recent incident where Taco Bell was broken into overnight, one was from Olathe and one was from Blue Springs.

Alderman Sarver asked if there was a new plan for replacing patrol vehicles similar to the fleet agreement with Enterprise?

Chief Lockridge said Enterprise does only regular fleet vehicles. In talking with them part of that reason has to do with all of equipment we have to mount in and on the vehicles. The modifications and holes that are drilled make the vehicles hard to resell.

Cynthia explained that during the budget process next year we will spend some time studying the Police Department fleet. Typically, in review of a police fleet, it is hard to make comparisons because different agencies operate in different ways. There are a lot of benchmarks such as: age, mileage, use of the vehicles and cost of maintenance. Because we are a smaller department and we are a long spread out community our vehicles are run more so we have higher mileage on our vehicles. We also have a lot of shared vehicles to take into consideration.

When Nickie presented information a year ago this spring we started looking at vehicle replacement in general. That information gave us a better understanding of our fleet. Enterprise will help us with the white fleet which will be driven by resale value. On the police side we will really look at those traditional ways such as age, mileage, and condition.

Alderman Sarver asked if we would be budgeting for future vehicles?

Cynthia said that we had not purchased a new police vehicle since we purchased two in 2018 and put them on hold in the FY19 budget until we could get an assessment of our fleet. We continued that hold in the FY20 budget because of the condition of the police fleet was good. We also wanted to look into vehicle leasing and now that we have delved into that we may see some needs in the department. She said one of the things

we need to look at as well the vehicle replacement and reserve fund that we will be implementing and start putting money aside that will address police vehicles as well.

Alderman Bloemker thanked Chief Lockridge for the thorough information. He said one of the hardest things to do is review the police budget and make sure that we provide for the needs of our citizens from a public safety perspective. The Police Department spending represents greater than 40% of our total budget. He said he remembered the first question he asked Mrs. Wagner when we were interviewing her was how was she going to help us say no to the Police Department when it is appropriate. He understands that is the hard part. He asked how do we provide the right resources at the right time and ensure that we provide what you need? He appreciates the discussion on use of force and the carotid control hold. He said he knows that when you are fighting for your life that is an important tactic to have. This was recently covered by the Kansas City Star and they highlighted the fact that the Smithville and Kansas City were the only departments in the area that were still teaching that method. He asked Chief Lockridge if he believe that is accurate and if so, if it has not been used in the number of years and what are Chief Lockridge's thoughts on how we proceed with that?

Chief Lockridge said that he had that conversation with his administrative staff and staff instructor. He thinks that article mentioned Kansas City and Smithville only because we were the ones who responded to their calls. He knows some departments just did not return the Kansas City Star calls. He said that when they call and ask for information that he can give them readily he does.

Chief Lockridge explained that they have consulted with Lexipol on the issue also. He said the policy does not mention chokehold and that staff had wrestled with this. It was not until they found the bulletin included in the packet from Lexipol that shed some light on it. Chokeholds are not mentioned because they have never been taught by this department, they have never been condoned by this department, never been trained by this department, so they are not an would be acceptable to use or in a life-and-death situation, it would be acceptable to use. Recently we had a local business who donated a truck to a veteran who stopped an active shooter on the Leavenworth Bridge and his weapon of choice was his vehicle. There are situations where an officer may have to do something like that, but we do not teach, we do not train nor is there a class for something like that. Kansas City has been instrumental in the vascular neck restraint. They developed it, taught it and had the research to support it. Chief still maintains that medically the likelihood of injury is a relatively low, so if an officer gets into a situation where he or she needs to apply that because it is an elevated situation where there is a deadly force encounter he would rather them know how to properly apply it to reduce the likelihood of injury. Chief would rather an officer be trained to use it than to just tell them do whatever you need to do to save your life. That is the reasoning behind those who still leave it in their policy. Chief knows of some departments still leave it in there it is getting pushed up the list like what we are doing here to a deadly force encounter. Chief noted that a couple departments anticipate leaving it where it is on their continuum, but we do not know what Kansas City is going to do. Chief Lockridge said that he works here, and his concern is with what goes on here in Smithville.

Alderman Bloemker said that Chief Lockridge addressed what he wanted him to. It is to be used in a truly a life-and-death situation, and if it is truly used in an appropriate manner and trained appropriately, and used, outside of a discharging a firearm, as the

last resort that is available for our officers. They need to be trained appropriately, and medical personnel called appropriately. He thanked Chief Lockridge for covering it.

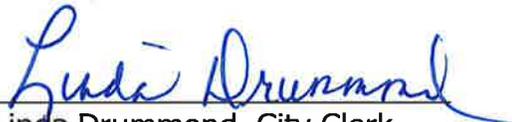
Chief Lockridge said heaven forbid one of our officers ever get in that situation. While he wants them to be able to use it to preserve their life, he also wants them to hopefully not cause lasting injury to somebody else. If we can teach officers to properly apply a technique even though it may be classified as use of deadly force, and to properly apply it to not cause lasting injury but to only to gain compliance and control of somebody, Chief Lockridge said to him that is worth spending the time and effort to do in-service training a few times a year and it keep officers fresh on those kind of techniques. Chief Lockridge thanked the Board for giving the Police Department a chance to present this information.

### **3. Adjourn**

Alderman Bloemker moved to adjourn the Work Session. Alderman Chevalier seconded the motion.

Ayes –6, Noes – 0, motion carried.

Mayor Boley declared the Work Session adjourned at 6:45 p.m.

  
Linda Drummond, City Clerk

  
Damien Boley, Mayor