

Police Services Community Review Board

<http://www.evergreen.edu/committee/policereview/home.htm>

Meeting Notes – February 23, 2017

Revised

Members

Kelly Brown – Student Affairs – present
Justin Puckett, Student – present
Eden Thorkildsen, Student – present
Nigel Jett, FAD Representative – present
Charles Adkins, Student – present
Glenn Landram, Faculty – present
Pat Barte – present second half of meeting
Pat Kahrig – Office Assistant, Police Department – present

Ex-officio

Stacy Brown, Chief of Police Department – present
Wendy Endress, Vice President for Student Affairs – present

Notes

All present participated in introductions with the exception of Pat Barte.

Reviewed and approved the Meeting Notes from 1/26/17.

Chief Brown requested bylaws – Kelly to send out to everyone.

Chief Brown passed out Leadership Framework packets for review and stated her philosophy and hopes of being a department becoming a mission and values based department instead of using command and control. She stated she wants to be seen as the “Nordstrom’s of Law Enforcement”, meaning providing excellent customer service to all. She said she is looking for “Brains over Braun” in hiring good people to work in the department. The following words outline her steps to review current practices in the areas of Leadership, Policy, Training, Supervision, Discipline, Partnership and Relationship.

Chief Brown described each document in the Leadership Framework packet as the following:

Mission – each Officer will sign this document when sworn in,

Oath – taking a vow to take care of the community,

Ethics – this is the most important document the officers will sign,

Motto – this document means everything and represents an opportunity every day to make a positive difference

Values – doing the right thing when nobody is looking

She has 9 officers (currently down one position) for 24/7 coverage, the packets were handed back in to Pat Kahrig.

Chief Brown stated some of the training requirements for officers; online testing with the college and public safety testing as well as a written test, they are in the Police academy for 6 months, with a field officer for 3 months and are required 24 hours yearly training in

leadership, self-care and mental health. She is proud of the diversity in the department and would like to increase it, she referenced the challenges in attracting new officers with Evergreen's compensation in comparison to larger agencies. Traditionally the campus has been thought of more as a training ground for officers and she is hoping to change the culture to attract and retain them.

Glen inquired if the pay was set by the college or legislature, Chief Brown stated that there was no set answer to that, both can have input.

Chief Brown presented an award to Justin Puckett – Certificate of Appreciation.

Wendy Endress presented a series of incidences and talked about ACAB – graffiti and posters. She described the incident on January 9, 2017 which was a planned welcome reception for Chief Brown where a group of people interrupted the program and defaced a police car. Wendy stated that incident was followed up with a flyer linking Chief Brown to something that had happened 10 years ago and a caricature which showed violence against Chief Brown. The image of the Chief was biased, there was also an opinion piece which also intended to misrepresent Chief Brown. She stated that this type of communication shuts down bridges to positive relationships with the police department and the college. The students that were present at the welcome reception were unwilling to have any dialogue, defaced property and stole from the food bank.

Discussed that communication has to happen both ways and the following were examples:

- Learn more about the police department
- The group that was involved in disrupting the welcome reception represents only a small group of people at the college who have issues/problems with the Police Department
- Do things to empower people with positive feelings towards the police department
- Empower people to speak up
- Provide positive statistics on calls made
- Job fairs to encourage employment with the police department
- Positive image of the police department needs to be fostered from the faculty as well
- Do more out-reach activities
- Have counter posters put out showing notable things done in the community
- Students in support of police should be able to acknowledge **their support** in public versus being **behind** the scene

Kelly Brown discussed the proposed length of time for the meeting being either twice a month or have a longer meeting once a month. It was decided to hold the meeting an extra hour longer once a month on the 4th Thursday of each month from 2:00 – 4:00.

Confirmed next meeting date: March 23, 2017 from 2:00-4:00 in the police department conference room.