

MINUTES

CITIZEN REVIEW BOARD

OLD CITY HALL, 510 GREENE STREET

MONDAY, April 22, 2013

A regular meeting of the City of Key West Citizen Review Board was held in the Commission Chambers, Old City Hall, on Monday, April 22, 2013.

Chairman Kevin Collins called the meeting to order at 6:02 p.m.

Answering roll call were Board members Virginia Altobello, Joe Pais, Michael Behrend, Tom Milone, Hayward Magby, Vice Chair Larry Beaver and Chairman Kevin Collins. Also present were Executive Director Susan Srch, Counsel Robert Cintron, and KWPD Sgt. Joe Tripp.

The pledge of allegiance to the flag of the United States of America was given by all present.

CHANGES TO THE AGENDA:

There were no changes to the agenda and it was approved.

MINUTES – March 25, 2013

Mr. Milone points out that the meeting minutes show the meeting was held in the side room of the Commission Chambers when the meeting was held in the main room.

Mr. Milone made a motion to approve the minutes of March 25, 2013 with the correction, second by Mr. Pais. Motion passed.

ACTION ITEMS

1) Contract Renewal Executive Director

Mr. Milone makes a motion to renew the Executive Director contract, second by Ms. Altobello. Motion passes.

DISCUSSION ITEMS

1) Key West Police Department Training

Sgt. Joe Tripp gave a synopsis on training received by new officers in the police academy, in the field training program as well as continuing training within the department.

Mr. Milone asks if there is money made available for officers wanting to attend college. Sgt. Tripp replies that the Department does not offer that any longer due to City budget constraints however the department does its best to accommodate scheduling so that officers can attend classes.

Mr. Milone asks how long the Field Training program lasts and is advised it is 9 weeks including 2 weeks of orientation.

Mr. Milone asks about post academy orientation physical fitness and asks if officers are given structured fitness programs and if they work out at work or at gym of their choice. Sgt. Tripp replies that during Field Training program, training officers will go with them to suggest workout routines or make a plan for them. Manpower allowing, officers can work out one hour during their shift. They are working to make the wellness program better.

Mr. Pais asks about training and asks if there's any difference for male and female officers. Sgt. Tripp says no not usually. There is one class that he's aware of – self-defense for women, but all other training for officers is the same.

Mr. Beaver inquires about the Field Training program and the 12 hour shifts and asks if probationary officers experience both shifts. Sgt. Tripp says yes, almost always, unless there are special circumstances. Mr. Beaver then asks if they have the same training officer for the entire program. Sgt. Tripp advises that the first three (3) phases are with different officers, the 4th phase is with the first training officer in a shadow program. During the shadow program the training officer is in street clothes and observes the recruit. The training officer is not allowed to insert themselves in a situation unless absolutely necessary so as to see how the recruit will work on his/her own.

Dr. Collins asks what percentage of the officers has some college. Sgt. Tripp estimates that 40-50% have some college; and those with degrees are probably half that percentage. Dr. Collins also asks about the probation period and when it starts. Sgt. Tripp advises that it begins the day the officer is hired. Dr. Collins inquires about "customer service" training as that appears to be the kind of complaints the CRB receives. Sgt. Tripp states that the department has hired someone to teach verbal judo.

This is a class that teaches ways of speaking to people and as well as how different cultures react to different mannerisms of speech and words.

Mr. Milone asks for an estimate of cost to the department to train a new hire and to provide additional training to experienced officers? Sgt. Tripp states just the salary; new hire is \$40,000/year that's invested. This doesn't include the miscellaneous such as cost of ammunition for training, salary and benefits, etc. Mr. Milone asks about the high rate of turnover among officers on the department. Dr. Collins points out that the turnover rate is a problem in every part of business in the keys.

Mr. Cintron asks about stress in officers and what the department offers to the officers. Sgt. Tripp talks about the wellness program and EAP (Employee Assistance Program) which offers guidance and options for officers experiencing something like this. Sgt. Tripp further states that there are classes in the academy that deal with stress on the job and how to deal with it.

Mr. Pais asks if the department does socio-economic cultural presentation to the officers to tell them it's impossible to afford to live in Key West. Sgt. Tripp states that they have to be careful about what is asked prior to hiring as some of those questions can infringe on their privacy. He goes on to say that they try to get insight as to whether this person will stay here and whether, based on where family, friends etc. are located, and will they be a good fit and stay. Mr. Pais asks if Sgt. Tripp thinks the Chief gives preference to locals. Sgt. Tripp says that he hopes so. "We get a decent number of applications from locals but because of nature of law enforcement many are eliminated."

Ms. Altobello points out that all police officers in Florida do not get paid the same. She asks if Key West officers get paid more because cost of living is so high. Sgt. Tripp states that Key West officer salaries are commensurate with other departments of our size. He further states that the Mayor and City Commission set the salaries.

Mr. Magby thanks Sgt. Tripp for his presentation and information. He goes on to ask about locals and hiring and inquires about what type of programs are available for recruitment; in specifics, minorities. Sgt. Tripp replies that it's mostly word of mouth by officers on the street that works the best. He goes on to talk about the PAL program, which offers the opportunity for cops and kids to know each other. He states that KWPD usually only hires those already certified so, the recruitment officer will go and talk to various academy classes about recruitment. He says the department had an explorer program in the past as well as auxiliary program but those were discontinued for some reason. Mr. Magby asks if the PAL program leads to becoming an officer or just relationship. Sgt. Tripp states just a relationship, and doesn't know of anyone becoming an officer through the PAL program.

2) Tom Milone Re-Appointment

Mr. Milone states that since the last meeting when he indicated his interest in a second term on the Board, he has decided to run for the City Commission. He goes on to say that he wanted the Board to know of his decision and perhaps put this on the next agenda as an action item so that the Board can vote on how to proceed. He will agree to whatever the Board decides; i.e. whether he should resign now so as to appoint someone else or, wait until the election.

Chair Collins states he believes it's Mr. Milone's decision to make when he feels comfortable.

ED points out that since his is a Board appointment the process is not the same as a commission appointment and therefore doesn't have to be decided on at this time.

The consensus of the Board is that Mr. Milone will stay until it becomes necessary, if that time occurs, for him to resign.

REPORTS:

1) 1st Quarter TASER report

Mr. Magby asks about where officers are trained to aim when deploying the TASER. Sgt. Tripp advises center mass; i.e. the largest part of the body. Mr. Magby further states that through some research he's noticed that some companies that manufacture the TASER are saying officers shouldn't aim for center mass. He goes on to give an example of a subject that had died after being tased due to a heart condition. Sgt. Tripp states that TASER International has changed the recommendation to say that people should be tased in the back. He goes on to say that it's difficult to do because usually the TASER is used when someone is confronting the officer. He further states that situations of the type Mr. Magby is referring to occur when other conditions exist, i.e., drug use or pre-existing heart condition.

Mr. Milone asks about the response to resistance reports as there seems to be a discrepancy in the number of reports and number of incidents reported. Sgt. Tripp says that some of them are multiple incidents within the same report.

Mr. Milone goes back to the training presentation and asks about the on-line training officers take during orientation. He asks if the officers are given a test on the information they read to determine their understanding. Sgt. Tripp states that they do not.

PUBLIC COMMENT:

There was no public comment nor did anyone sign up to speak.

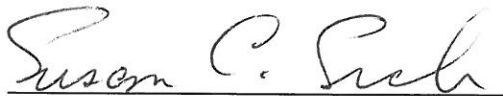
BOARD COMMENT:

Mr. Milone says that he has some questions for the next meeting and that he will e-mail the Executive Director with the information including the vetting process, qualifications, and officer turnover.

Mr. Pais asks Sgt. Tripp who makes the determination on whether a crime is a felony or misdemeanor arrest. Sgt. Tripp states that it's determined by the state.

ADJOURNMENT:

There being no further business the Chairman adjourned the meeting at 8:01 p.m.

A handwritten signature in cursive script, reading "Susan C. Srch", is written over a horizontal line.

Susan C. Srch, Executive Director