

**Monroe Council Minutes
Regular Meeting of Council
June 23, 2020 – 6:30 p.m.**

**This meeting was held electronically (remotely) pursuant to
Ohio Revised Code Section 121.221**

Pledge of Allegiance

Mayor Frentzel opened the regular meeting of Council at 6:30 p.m. with the Pledge of Allegiance.

Roll Call

Council members present: Jason Frentzel, Keith Funk, Todd Hickman, Christina McElfresh, and Robert Routson.

Mr. Funk moved to excuse Mr. Callahan and Mrs. Hale; seconded by Mrs. McElfresh. Voice vote. Motion carried.

Approval of the Minutes

Mr. Funk moved to approve the Council Minutes of June 9, 2020 and the Finance Committee Minutes of June 16, 2020; seconded by Mrs. McElfresh. Voice vote. Motion carried.

Visitors

None.

Committee Reports

None.

Old Business

Resolution No. 36-2020. A Resolution authorizing the City Manager to enter into an Indefeasible Right-to-Use Agreement by and between the City of Monroe and the SouthWest Ohio Computer Association for the utilization of fiber systems specifically for traffic signals. (Second Reading)

Mr. Brock noted this is a 10 year lease for our traffic signals.

Mr. Funk moved to consider this the second reading of Resolution No. 36-2020 and have it read by title only; seconded by Mr. Routson. Voice vote. Motion carried.

The Clerk of Council read Resolution No. 36-2020 by title only.

Mr. Funk moved to adopt Resolution No. 36-2020; seconded by Mr. Hickman. Roll call vote: five ayes. Motion carried.

New Business

Emergency Resolution No. 41-2020. A Resolution accepting the lowest and/or best bid submitted for the Britton Lane Tank Rehabilitation Project, authorize the City Manager to enter into an agreement with L & T Painting Company, Inc. for said project, and declaring an emergency.

Mr. Brock reported that the tank is currently empty and he would like to move forward on the repairs to get the tank filled back up.

Mr. Funk moved to suspend the rule requiring the reading of Emergency Resolution No. 41-2020 on two separate days, authorize its adoption on the first reading, and have it read by title only; seconded by Mr. Hickman. Voice vote. Motion carried.

The Clerk of Council read Emergency Resolution No. 41-2020 by title only.

Mr. Funk moved to adopt Emergency Resolution No. 41-2020; seconded by Mr. Routson. Roll call vote: five ayes. Motion carried.

Resolution No. 42-2020. A Resolution authorizing the City Manager to enter into an agreement by and between the City of Monroe and US Bank for banking services.

Mr. Brock explained this will designate US Bank as our depository. We have used them since 2009 and Mrs. Ervin is pleased with their services.

Mr. Funk moved to consider this the first reading of Resolution No. 42-2020 and have it read by title only; seconded by Mrs. McElfresh. Voice vote. Motion carried.

The Clerk of Council read Resolution No. 42-2020 by title only.

Mr. Funk moved to approve the first reading of Resolution No. 42-2020; seconded by Mr. Hickman. Roll call vote: five ayes. Motion carried.

Resolution No. 43-2020. A Resolution accepting the recommendation of the Butler County Tax Incentive Review Council of May 21, 2020.

Mr. Brock advised that the Butler County Tax Incentive Review Council recommended that the City of Monroe amend the Community Reinvestment Agreement with Rivertown Brewery due to their failure to pay the first half property taxes in February of 2020. If Council accepts the recommendation staff will then discuss with Council on how to proceed with this agreement.

Mr. Funk moved to consider this the first reading of Resolution No. 43-2020 and have it read by title only; seconded by Mr. Routson. Voice vote. Motion carried.

The Clerk of Council read Resolution No. 43-2020 by title only.

Mr. Funk moved to approve the first reading of Resolution No. 43-2020; seconded by Mr. Routson. Roll call vote: five ayes. Motion carried.

Resolution No. 44-2020. A Resolution authorizing the City Manager to enter into an agreement by and between the City of Monroe and the Ohio Department of Transportation for the construction of a 2.3 mile long trail along the Great Miami River associated with the Federal grant funds awarded.

Mr. Brock stated that this resolution, and the next, are related to the grant funds received from OKI for the Great Miami River Trail and required by the Ohio Department of Transportation.

Mr. Funk moved to consider this the first reading of Resolution No. 44-2020 and have it read by title only; seconded by Mr. Hickman. Voice vote. Motion carried.

The Clerk of Council read Resolution No. 44-2020 by title only.

Mr. Funk moved to approve the first reading of Resolution No. 44-2020; seconded by Mr. Routson. Roll call vote: five ayes. Motion carried.

Resolution No. 45-2020. A Resolution authorizing the City Manager to enter into an agreement by and between the City of Monroe and the Ohio Department of Transportation agreeing to participate in the construction of a 2.3 mile long trail along the Great Miami River.

Mr. Funk moved to consider this the first reading of Resolution No. 45-2020 and have it read by title only; seconded by Mr. Hickman. Voice vote. Motion carried.

The Clerk of Council read Resolution No. 45-2020 by title only.

Mr. Funk moved to approve the first reading of Resolution No. 45-2020; seconded by Mr. Routson. Roll call vote: five ayes. Motion carried.

Resolution No. 46-2020. A Resolution adopting the Tax Budget for the City of Monroe, Ohio, for the 2021 fiscal year.

Mr. Brock reported this is the first reading of the Tax Budget and required by the Ohio Revised Code. It shows the counties that we are in need of the tax levies and the public hearing will be held at the next meeting.

Mr. Funk moved to consider this the first reading of Resolution No. 46-2020 and have it read by title only; seconded by Mrs. McElfresh. Voice vote. Motion carried.

The Clerk of Council read Resolution No. 46-2020 by title only.

Mr. Funk moved to approve the first reading of Resolution No. 46-2020; seconded by Mr. Routson. Roll call vote: five ayes. Motion carried.

Consideration of Motion authorizing the expenditure of \$50,321.62 for the purchase of a T66 T4 Bobcat Compact Track Loader for the Department of Public Works.

Mr. Brock advised that the Public Works Committee reviewed items for capital purchases needed and it is part of the state procurement contract.

Mrs. McElfresh asked if the old one will be kept and Mr. Brock replied that we are keeping the old one. Mr. Morton noted that the trade-in value is very low and there are times where we need multiple machines.

Mr. Funk moved to authorize the expenditure of \$50,321.62 for the purchase of a T66 T4 Bobcat Compact Track Loader for the Department of Public Works; seconded by Mr. Routson. Voice vote. Motion carried.

Consideration of Motion accepting the January through April 2020 Finance Reports as submitted.

Mr. Funk moved to accept the January through April 2020 Finance Reports as submitted; seconded by Mr. Routson. Voice vote. Motion carried.

Consideration of Motion to continue the suspension of water shut offs for reasons of non-payment until such time as the Ohio Environmental Protection Agency lifts this suspension.

Mr. Brock reported that the water shut-offs have been suspended and the Ohio Environmental Protection Agency will lift the restriction on July 10, 2020.

Mr. Hickman asked there were any shut-offs that would have occurred during this time. Mr. Brock explained that water shut-offs are typically performed weekly and there is a slight uptick in the delinquent bills, but not drastic.

In response to Mayor Frentzel's question, Mr. Brock advised that the notice of shut-offs being reinstated will be on the utility bills and on social media. Mr. Brock added that payment plans will be offered.

Mr. Hickman asked how long residents can go without paying. Mr. Brock replied that it is a tiered payment plan.

Mr. Funk moved to continue the suspension of water shut offs for reasons of non-payment until such time as the Ohio Environmental Protection Agency lifts this suspension; seconded by Mr. Routson. Voice vote. Motion carried.

Administrative Reports

Mr. Brock referenced the solicitation permits and staff is reviewing a "Do Not Knock" list that could be a possibility.

Law Director Callahan continues to receive calls from attorneys on this and recommended that the band on this restriction be lifted; provided, that the solicitors follow the social distancing and mask guidelines from the Governor and the Ohio Department of Health.

Mrs. McElfresh asked how many permits have been issued for solicitation because she has had people coming to her door. Mr. Brock noted that it is an enforcement issue and sometimes we are unaware they are out there.

Law Director Callahan pointed out that residents can put a sign on their door and solicitors should not violate that.

Mr. Funk moved to rescind the restrictions on the solicitation permits; seconded by Mr. Routson. Voice vote. Motion carried.

Mr. Brock introduced Chief Buchanan who will provide a presentation in response to the emails that the City has received about the policies and procedures of our department revolving around current events in the nation.

Presentation by Chief Buchanan – Police Department Operations

The purpose of this presentation is to provide a broad overview of the Monroe Police Department's practices as it relates to our policy, procedures, reporting and accountability efforts. In light of the societal issues that have gripped our nation, this is a good time to reflect on what your police department has done over the past couple of years, answering questions that the public may have, and look ahead to the future of policing as it may impact the City of Monroe.

The Mission Statement of the Monroe Police Department is in our policies and procedures and a foundation for everything we utilize. The Mission of the Monroe Police Department is a continued commitment to a partnership with our every-growing community that promotes a safe and secure environment and enhances the quality of life for our citizens. We will accomplish this with Honor, Integrity, and Professionalism. We focus hard on our core values which is Honor, Integrity, and Professionalism. We believe that to be the cornerstone of everything we do as a law enforcement agency.

The following is our core values and how we put them into practice:

- Recruitment and Hiring Process. This is one of the most important things we do. The department has a recruitment plan, as well as recruiters who work to develop interest in people from all backgrounds in joining the Monroe Police Department. The goal is to have a Police Department that reflects the diversity of our community, this includes those who live, work in, and visit our City. The hiring process is extensive and requires several steps that include:
 - Written Test
 - Structured Panel Interview
 - Background Investigation
 - Truth Verification
 - Additional Interview
 - Psychological Assessment

- Accreditation. Commission on Accredited Law Enforcement Agencies (CALEA) is a guide for principles used by the department. This is an international group made up of both private and public enterprises. We have proven that we are following policies. In 2016, the Monroe Police Department began the process of achieving accreditation through CALEA. Policy development to match standards set by CALEA and procedures put in place and demonstrated that we are following policy. In 2018, we were awarded Advanced Law Enforcement Accreditation. This means that we were in compliance with all 304 mandatory standards established by the Commission that includes subjects such as use of force, prohibitions, and training. In addition, we were compliant with 58 of the 66 non-mandatory standards.

The Ohio Collaborative is essentially a State accreditation process. It includes 23 standards over eight topics that include such items as body worn cameras, use of force, pursuits, hiring, etc. These standards are also included in the CALEA standards. In the future Chief Buchanan will look at the Ohio Collaborative accreditation process. However, they are already a recognized CALEA agency that covers the Ohio accreditation standards.

- Policy Development. Part of the process with CALEA is we consider ourselves a learning organization. We continuously evaluate our policies, procedures and training methodology; police development involves all levels of the organization; and the department focuses on being up-to-date with the latest trends in law enforcement. We not only look at what is happening on the road, but in the counties, state, and national conversations.

This process has led to implementation of such items as body worn cameras that have been worn by Monroe Police Department officers since 2017. Also revised the Vehicle Pursuit Policy to limit pursuits to felony or crimes of violence; and revised the Use of Force Policy to include requiring the display of a firearm or Taser be reported and reviewed. Our deescalating training has been successful.

Our Use of Force Policy is one of 35 chapters within the policy and procure manual that the department uses. An excerpt of this policy reads, in part:

The use of force by law enforcement personnel is a matter of critical concern, both to the public and to the law enforcement community. Officers are involved on a daily basis in numerous and varied interactions and, when warranted, may use reasonable force in carrying out their duties.

Officers must have an understanding of, and true appreciation for, their authority and limitations. This is especially true with respect to overcoming resistance while engaged in the performance of law enforcement duties.

The Department recognizes and respects the value of all human life and dignity without prejudice to anyone. Vesting officers with the authority to use reasonable force and to protect the public welfare requires monitoring, evaluation and a careful balance of all interests.

Officers shall only use that amount of force that reasonable appears necessary given the facts and circumstances perceived by the officer at the time of the event to accomplish a legitimate law enforcement purpose.

The reasonableness of force will be judged from the perspective of a reasonable officer on the scene at the time of the incident. Any evaluation of reasonableness must allow for the fact that officers are often forced to make split-second decisions about the amount of force that reasonable appears necessary in a particular situation, with limited information and in circumstances that are tense, uncertain and rapidly evolving. Given that no policy can realistically predict every possible situation an officer might encounter; officers are entrusted to use well-reasoned discretion in determining the appropriate use of force in each incident.

This is the foundation of our use of force philosophy. We utilize this in our training programs and on the street.

Additional policies are:

- Duty to Intercede. This is one of the questions that has been brought to the forefront from a number of our citizens. Any officer present and observing another officer using force that is clearly beyond that which is reasonable under the circumstances shall, when in a position to do so, intercede to prevent the use of unreasonable force. Any officer who observes another employee use of force that exceeds the degree of force permitted by law should promptly report these observations to a supervisor.
- Firearms and Use of Deadly Force. Use of deadly force is justified in the following circumstances:
 - An officer may use deadly force to protect him/herself or others from what he/she reasonably believes would be an imminent threat of death or serious physical harm.
 - An officer may use deadly force to stop a fleeing subject when the officer has probably cause to believe that the person has committed, or intends to commit, a felony involving the infliction or threatened infliction of serious physical harm or death, and the officer reasonably believes that there is an imminent risk of serious physical harm or death to any other person if the subject is not immediately apprehended.
 - Under such circumstances, a verbal warning should precede the use of deadly force, where feasible.

Mrs. McElfresh asked when new officers are hired from another agency, is their past history checked to find out why they are leaving and if they jump around from job-to-job. Chief Buchanan advised that the same background is performed on new officers and lateral entry officers such as, true verification. They not only go through that background process, we also go through field training.

Mrs. McElfresh referenced body cameras and asked if they are always on. Chief Buchanan advised they are and also have in-car cameras on.

Mayor Frentzel asked if the testing is a standardized test. Chief Buchanan replied that the Personnel Board determines the testing and CALEA also has procedures that must be followed.

Mayor Frentzel asked if the report reflecting the display of a firearm or Taser is just internal or is it readily available as a public record. Chief Buchanan advised that we make that available and anyone can ask for that.

Mr. Hickman asked if he could receive a copy of a BCI Investigation and Chief Buchanan indicated he could.

- Training, Training, Training. Training topics that are at the forefront of the current discussion include de-escalation training, mental health crisis response training, biased-based police, lethal and less than lethal use of force.

The Monroe Police Department has focused the last several years of training on these topics for all of our officers that include:

- Annual training on ethics and professionalism
- Annual training on traffic stops and non-biased based policing
- Annual testing on use of force policy and procedures.
- Over half of the department has been certified in Crisis Intervention Team training to help officers deal with individuals in a mental health crisis taught by a mental health professional from the Mental Health Recovery Board of Warren and Clinton Counties. When it comes to de-escalation issues this has been very helpful.
- Participation in use of force is a de-escalation training scenario as part of the Warren County Combined Training Group.
- Specialized instructor in verbal defense and influence/de-escalation is on staff. Certified instructors on staff for all firearms and less-lethal force options that the department has a policy on. This includes unarmed self-defense and part of this is the carotid hold, which has been associated with the chokehold.

The current debate on “Choke Holds/Carotid Holds’ is ongoing. There is a difference. A chokehold is where you are cutting off someone’s airway and a carotid hold is focusing on blood flow to the brain. We have realized and looked at this long before all of this came about. The officers of the Monroe Police Department are currently trained in the use of carotid holds.

We have two instructors who not only have been certified by the State in unarmed self-defense techniques, but have advanced certification training in ground fighting self-defense skills. They are able to come back and teach the officers “hands-on” training. In addition, we sent them to specialized training to focus on ground fighting techniques. This includes mixed martial arts style (MMA) and ground fighting. The reason we started this a few years back is because people that were being trained in this style from wrestling and Brazilian Jujitsu. The officers were encountering people that had this type of training. We started looking at counter moves and have someone come into compliance with what we were trying to do.

The carotid hold is part of that advanced training. They are trained in that and receive that original training They are recertified every year. The focus is always on proper application and technique. We emphasize the difference between a carotid choke and a choke. Our use of force policy governs that the application of this technique must be reasonable. I support banning the airway chokehold and we are very cognizant of the recent announcement by Governor DeWine and will be involved in those discussions and policy decisions. I believe in banning certain types of chokeholds and believe in banning those that have not been through the training process. As with all of our techniques if the officer is not comfortable in utilizing it they do not utilize it. Except when it arises when you are in a position to save yourself or someone in the community. That is the basis that we look at this. We will then determine if there are any policy amendments necessary.

Mr. Hickman asked if a chokehold is necessary if someone is in handcuffs. Chief Buchanan explained that depending on the circumstances we look at a reasonable officer on the scene at the time. It depends on the circumstances that we were under at the time.

Mayor Frentzel asked if someone is complaining they cannot breath or something else while in this hold is there a policy to readjust or a different technique. Chief Buchanan advised that any use of force you have to analyze what you are doing and you are looking at getting compliance from someone to get a lawful effective. Within that, if the incident is not working you adjust to something else. If you are not receiving compliance to what you are doing, the officers are trained to adjust to what they need to do. With a carotid hold if they feel the person has gone unconscious or complying you check to see if the person can hold up their hand to adjust the pressure to do all those things to make sure you are not cutting off their airway. There is a laundry list that are taught to the officers.

Mr. Hickman asked if that was needed if the person was complying with the officers and Chief Buchanan replied that if the person is complying with the officers there is no need for the force. That is the purpose for the force is to gain compliance. To get someone to stop or submit to the lawful objective that the officers are trying to reach. We use only the amount of force necessary to gain compliance.

Mr. Hickman asked Chief Buchanan if he saw the hashtag “8can’twait.” Chief Buchanan acknowledge that he saw it and thought it was someone’s perspective of all of this and a lot of things people are discussing we have already complied with. The difficulty you run into is the validation of some of the studies. If you look at the websites the word “reasonable” is used frequently. We always make sure we are up-to-date on all of the policies and training.

Mrs. McElfresh respects what Chief Buchanan has shared so far, but was concerned and asked for a scenario where you have a suspect that is handcuffed where a chokehold or carotid hold would be applicable. Chief Buchanan stated he is not trying to avoid the question of someone that is handcuffed. It is more of what the officer is facing at the time. We have to take it from the reasonableness of the officer on the scene at the time. Giving an exact scenario you ask what is the officer trying to achieve. The officer could be in an elevated position and the person is handcuffed and still pulling away from the officer, that carotid hold is used to pull the suspect back from the ledge. We could go into a whole lot of what ifs in that. The officer could feel they are about to go over the ledge and this is my best option at this time. We train our officers that force is a last resort and utilized to not inflict harm, not torment, not punish it is used to gain

compliance to protect yourself and the individual that you are dealing with. To also effect that lawful objective. Our use of force is always governed by the actions of the individual that you are dealing with and that is the challenge that we are dealing with.

Mr. Routson stated that back in the day we really didn't have a cell, but we had a bench with an eye bolt going through it. We had a gentleman that was handcuffed with the handcuffs going through the eye bolt so that he couldn't escape. The bench probably weighed 150 lbs. and typical people probably wouldn't be able to do anything sitting on the bench waiting for transportation to Butler County Jail and this gentleman was able to pick that bench up, with the handcuffs on, and started swinging the bench around in the old police department. He had to be restrained and I do not recall that anyone used a chokehold, but he was taken down and it was one of those situations just because you have handcuffs on, doesn't mean that all the fear and whatever could happen to an officer because it can. The handcuffs are part of the restraint, but sometimes there has to be a little more.

Mr. Funk appreciated everything that Chief Buchanan has shared and the thought and the caring that goes into any of these procedures. Mr. Funk did not feel some of his procedures are the root cause we see from some bad apples. He would imagine that other departments that experience some poor behavior from officers have pretty good procedures in place as well. He asked if there were systems in place that help you comb through your team. You are constantly evaluating the team and not just training. Some of these issues are mindset issues.

- Leadership and Professional Development. For the past several years we have focused on this. Officers with leadership potential are identified and sent to first line supervisors training. First line supervisors and command staff are sent to advanced leadership schools that include the Supervisor's Training and Education Program, Police Executive Leadership College, and Certified Law Enforcement Executive Training. These are intensive in-house trainings. We send out to Butler Tech for some of the other supervisor training.

Command staff are instructors in local advanced law enforcement training programs on first line supervision. Officers are commonly sent to specialized training to enhance the capabilities of the department, as well as contribute to their professional development. These trainings include Drug Recognition Experts, Evidence Technicians, Emergency and Pursuit Vehicle Operations, Investigation and Interview, etc.

- Community Oriented Policing Mindset. This is a mindset within the department and we are committed to developing a culture of cooperation with our community. Our Community Service Officer is one component of this. Our School Resource Officers are one component of this. We utilize this with all of our officers that develop a relationship with all of the community to help us do our job.

The Community Service Officer is engaged with our business and community members and developed relationships with several of our homeowners associations and has several meetings with them.

Our School Resource Officers are active in our school system and interacting with our children on almost a daily basis.

Citizen Police Academy is held annually and is a great opportunity to learn about your police department. Community engagement and meeting opportunities such as Monroe Night Out, Monroe Safety Town, Touch-a-Truck, Food Truck Events, and other events are conversation starters. Monroe is a unique and diverse community. We lack a downtown, so we use these events to get out and about and engage the community throughout the year.

- Supervision and Oversight. A focus of the last five- year strategic plan was to restructure the department to provide the necessary supervision. Achieved in 2018 and 2019 with the assignment of a sergeant and lieutenant to each shift. One of the sergeant's primary responsibility is the supervision of the officers on the road. Going call to call to provide this vital component of oversight and professionalism. One of the lieutenant's primary responsibility is the administrative oversight, which includes use of force reviews, pursuit reviews, and report approvals. There is nothing that we do that doesn't have a report and a review by a supervisor. There is a lot of work that is done behind the scenes after a call for service.

Process is designed for multiple layers of supervisory approval at all stages of the officer's work on the road. Chief Buchanan sees every use of force report. It comes to him at the end of the approval process and he must sign off on it.

- Accountability. Policy provides mechanisms for review of all use of force incidents, including the display of use of force incidents. Body worn cameras and in-car cameras are used for incident review. The lieutenants also randomly pull recordings from body cameras and review. It helps us to understand what is happening on the road, formulate training, and the officer's annual evaluation. These officers have conversations throughout the year with their supervisors and not just with their annual evaluation.

Supervisors utilize a documentation system through the department's records management system to document performance, which is reflected in the officer's evaluation. This is known as an early warning system that provides guidance to the supervisor to monitor individual officer performance. For example, the number of use of force incidents, sick time usage, complaints against an officer, vehicle pursuits, etc. are tracked and once a pre-determined number is reached it triggers a documented counseling between the officer and a supervisor. It is a counseling and not punitive or discipline. It is to see if there are any issues they are dealing with as they are human.

Citizen complaint process and review. The policy of the Monroe Police Department is that any and all complaints against the agency will be investigated by a supervisor. The process is defined in our policy and forms are made available to any citizen who wishes to file a complaint. Each individual who files a complaint will be notified of the outcome of the investigation. All complaints and dispositions are documented and reviewed annually.

There were over 20,000 calls for service last year. Almost 5,000 of those resulted in a report made to our RMS system. I had seven citizen complaints last year. That alone

gives me a little indication, but we do not lose sight of overseeing what our officers do. It makes you accountable to the citizens that we serve.

Officers are held accountable for their actions and discipline is documented. Chief Buchanan stated he receives more compliments of the officers than complaints. An officer can't be perfect as we all make mistakes.

The disciplinary process is not for punishment it is for guiding behavior to make sure we are doing things the right way. All members of the Monroe Police Department hold themselves to the high standards that we have established for ourselves. The disciplinary process is well defined and established within the City's Personnel Policy Manual, the Monroe Police Department Policy, and the Collective Bargaining Agreement. In the event that an investigation reveals that discipline is warranted, the disciplinary process is utilized. Keeping in mind that the goal of discipline is to change behavior and train an employee, both manuals and the collective bargaining agreement provide processes for termination if necessary.

- Analysis and Transparency. The Monroe Police Department completes annual reviews and an analysis of critical areas such as use of force and non-biased policing initiatives, and citizen complaints. These analyses are made available through in the department's annual report, which is posted on the Monroe Police Department's section of the City website. In addition, the department reviews other areas such as hiring plans, traffic enforcement, and community policing initiatives, which are included in the annual report.

Mr. Funk did not see in the presentation pride. In the beginning of the presentation it was indicated that when onboarding new hires they are taught the Monroe way. He believes pride is one of the things that make our police department so great. Mr. Funk asked what benefit would you gain in covering up in saying an officer or two or three, didn't use force when they actually did. Chief Buchanan replied that there is no benefit. Mr. Funk thought it would be the opposite as if there were these officers inside my organization that could potentially cause problems again.

Chief Buchanan emphasized that for him personally, he has been working on this for 20 years. When I got into law enforcement we have been working on police and community initiatives. We know we are not perfect. We know we make mistakes as a profession. When it comes down to what your police department is doing and what we are trying to achieve, Chief Buchanan has no problem saying that he gets to come to work with the finest individuals in the country. Each one of these officers know they have my utmost respect and if they don't, they will hear it here. They absolutely do a fantastic job day in and day out and he could not be prouder to serve with them. Chief recognizes that they are not perfect nor is he or anyone else. We know we are working hard and the things that you see in Minneapolis do not happen here. We do everything we can that it never happens. That includes people that feel they haven't been heard. We want them to be heard. He received a phone call from a lady yesterday that identified herself as an African American female that was pulled over by one of the officers. She was in tears because of how afraid she was and in the next sentence she said thank you to the officer, T J Allen, on the outstanding job that he did and the professionalism. She just wanted to say thank you because she was so worried when she got pulled over. Chief Buchanan added that it was a shame that she has to feel worried when getting pulled over by a police officer. He cannot put himself in her

shoes, but the officers action made all the difference in the world. It reaffirms his belief in his department. When he sees what is going on nationally he gets angry, but when he thinks of Monroe and its citizens and cannot thank them enough. He cannot be more proud of Police Department that we have here. It is pride of place and pride of the department.

Mr. Funk expressed his appreciation for everything Chief Buchanan does.

Chief Buchanan referred to the actions of the Minneapolis police officer and, for him personally, it was horrible and nothing other than a crime. I can't find anyone that says otherwise. I also understand the court has to go through its process. We are committed to continue to work with our community partners, have honest discussions, listen, continue to educate while at the same time continue to focus on learning ourselves. We know that we do not know everything, but are committed to being the best law enforcement professionals we can. We will not tolerate crime. Period. Yes, there is discretion. There is the decision of the officer to issue a ticket or not issue a ticket. Criminal activity in and of itself is a quality of life issue. It is our main focus and making sure we serve the community in the best possible way that we can.

As a public statement directly to his police officers, Chief Buchanan stated he could not begin to express how proud he is of each and every officer for the work that they do every day, the risk to their lives that they bravely face, the manner in which they stand in the face of bias criticism against our profession and the fact that they continue to show the highest levels of Honor, Integrity, and Professionalism.

To the Monroe community, Chief Buchanan stated he and his department are honored to serve this City and thank you for the outpouring of support that you have given. We want you to know that we will continue to put on our uniforms and provide you the best law enforcement services that we possibly can. We realize that we may not all agree on every topic, but we also value the undeniable truth that everyone deserves to be heard and have the opportunity to discuss issues. We welcome the opportunity to have this conversation and we are committed to ensuring that everyone has that chance.

Mrs. McElfresh commented that she looks at things happening on a national level and, while we are not a metropolitan city, at the same time we are a great city and have fabulous first responders. She is thankful to all of them.

Mayor Frentzel thanked Chief Buchanan for putting the presentation together. The citizens probably do not understand what goes on with all of the policies and procedures and only see what is on social media and the news. It is unfortunate that all first responders are put into a light because of a few doing what they shouldn't be doing. Mayor Frentzel personally has received almost nothing but compliments and the way the Monroe Police Department has handled themselves and it is truly a pride with the officers.

Mrs. McElfresh asked if the presentation can be shared with the community. Chief Buchanan indicated that it can be put on the website. There is obviously more discussion that needs to take place, but it would take him about five days to put everything together. We want to have more dialogue and have a responsibility as a profession to have that conversation and be the best organization in southwest Ohio.

Mrs. McElfresh asked Mr. Brock about the community rooms. She has had some organizations asking when they could reserve one of the two rooms. Mr. Brock indicated they do not have a time frame as we need to determine how we will be cleaning it and it may require a reduction in the amount of times it can be rented. We are continuing to put the policies together.

Executive Session. To review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment.

Mr. Funk moved to adjourn into executive session to review negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment; seconded by Mrs. McElfresh. Roll call vote: five ayes. Motion carried.

Council adjourned into executive session at 8:07 p.m.

Mr. Funk moved to reconvene into regular session; seconded by Mrs. McElfresh. Voice vote. Motion carried.

Council reconvened into regular session at 8:27 p.m.

Adjournment

Mr. Funk moved to adjourn; seconded by Mrs. McElfresh. Voice vote. Motion carried.

The regular meeting of Council adjourned at 8:27 p.m.

Respectfully submitted,

Angela S. Wasson, MMC
Clerk of Council