

City of Iowa City's Report on Racial Equity 2017

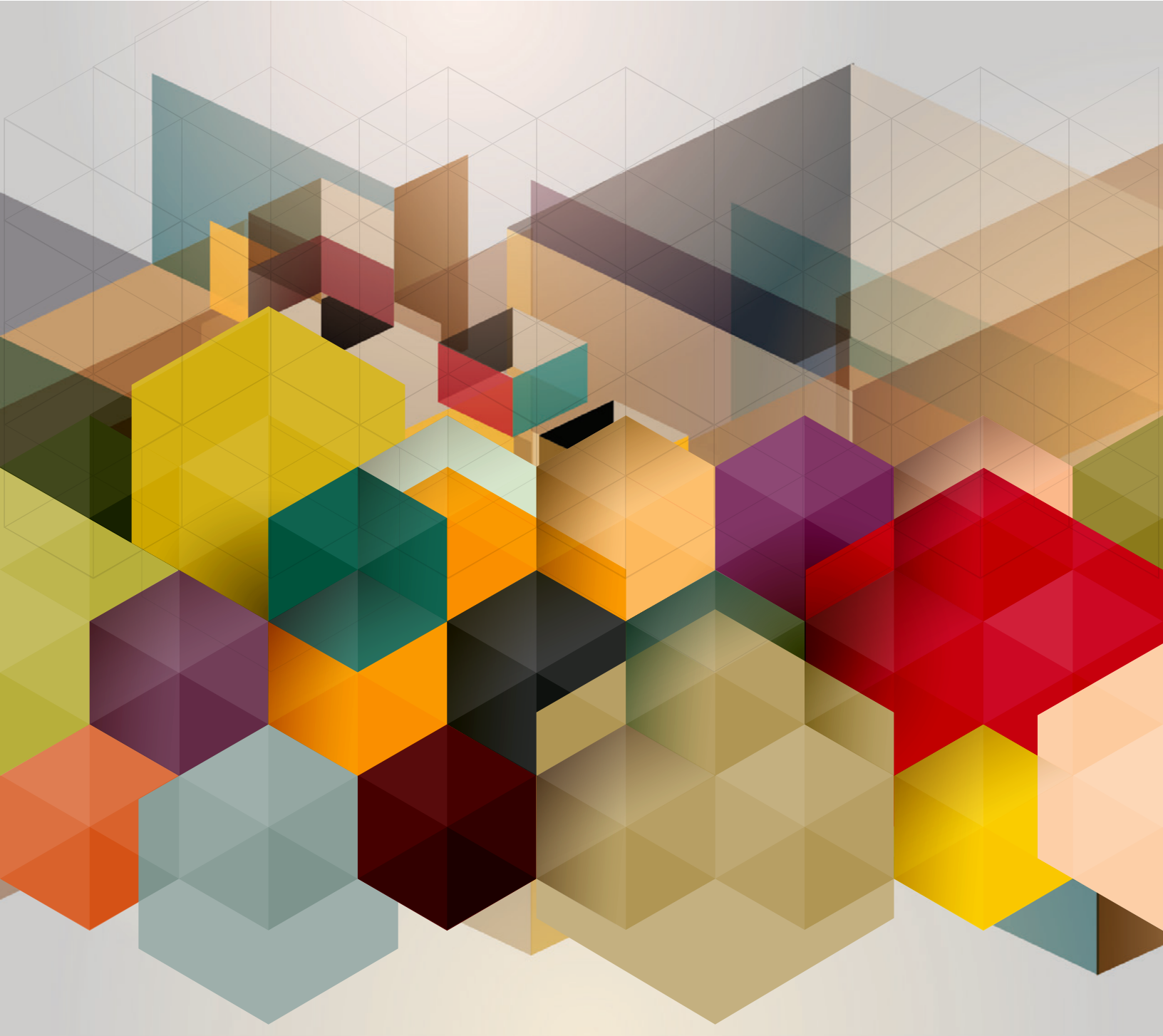


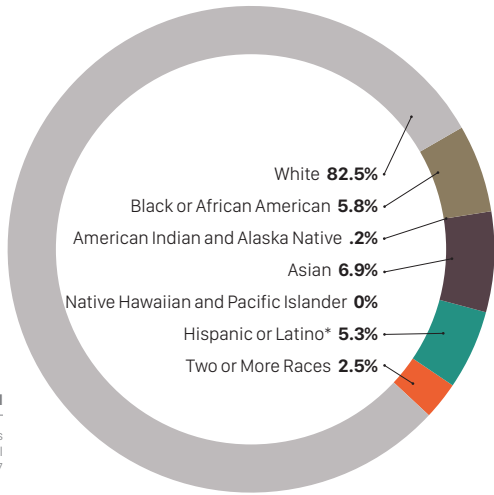
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The following data reports are on calendar year 2017 except for the data of the Human Rights Commission and Community Police Review Board whose data is on a fiscal year for 2017 (FY 17).

Race and Hispanic origin populations in Iowa City as of April 1, 2010

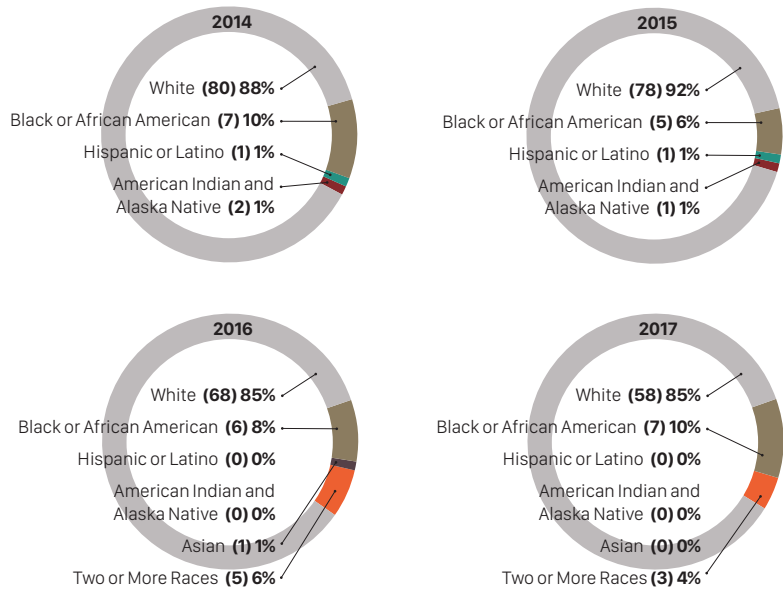
*The U.S. Census Bureau asks persons to mark the "race or races with which they most closely identify." [Ethnicity distinguishes between those who report ancestral origins in Spain or Hispanic America (Hispanic and Latino Americans), and those who do not (Non-Hispanic Americans). Hispanics or Latinos may be of any race, so also are included in applicable race category.



Boards and Commissions

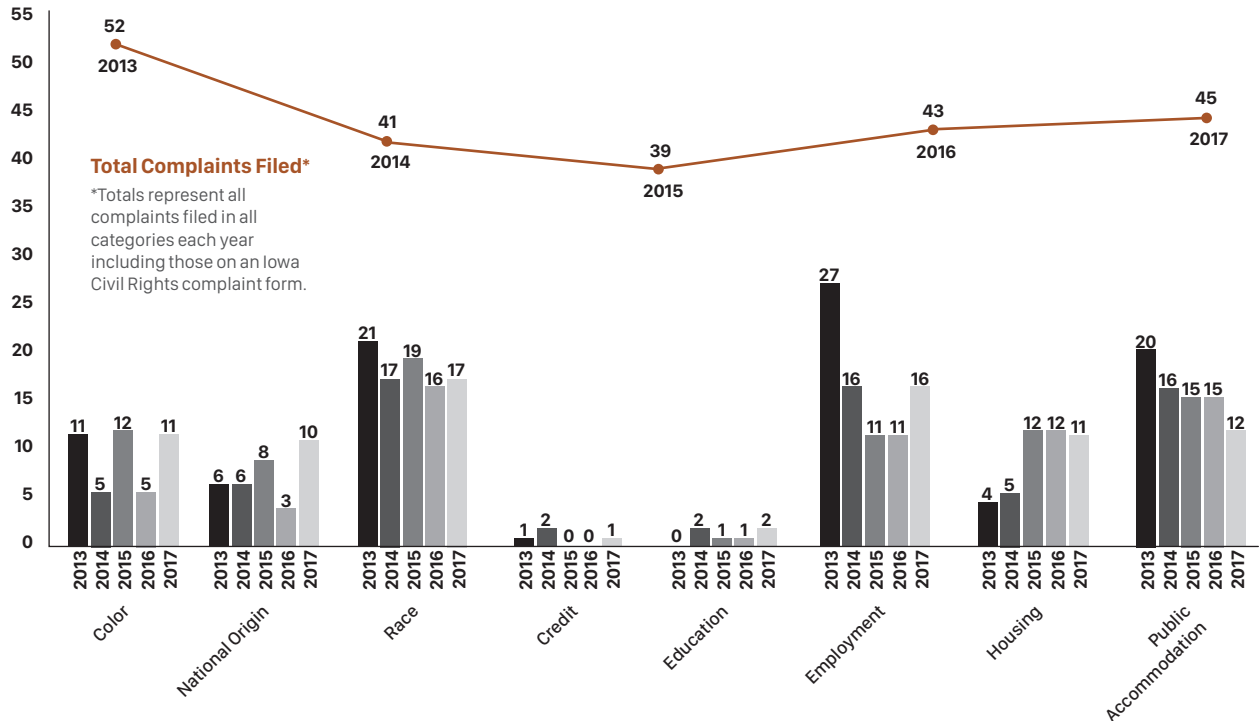
Source: Voluntary Survey for Current Board/Commission Members

Approximately 115 persons serve on boards and commissions, 68 responded to the 2017 voluntary survey. In prior years a higher number of responses were received averaging 82.5 from 2014-2016.



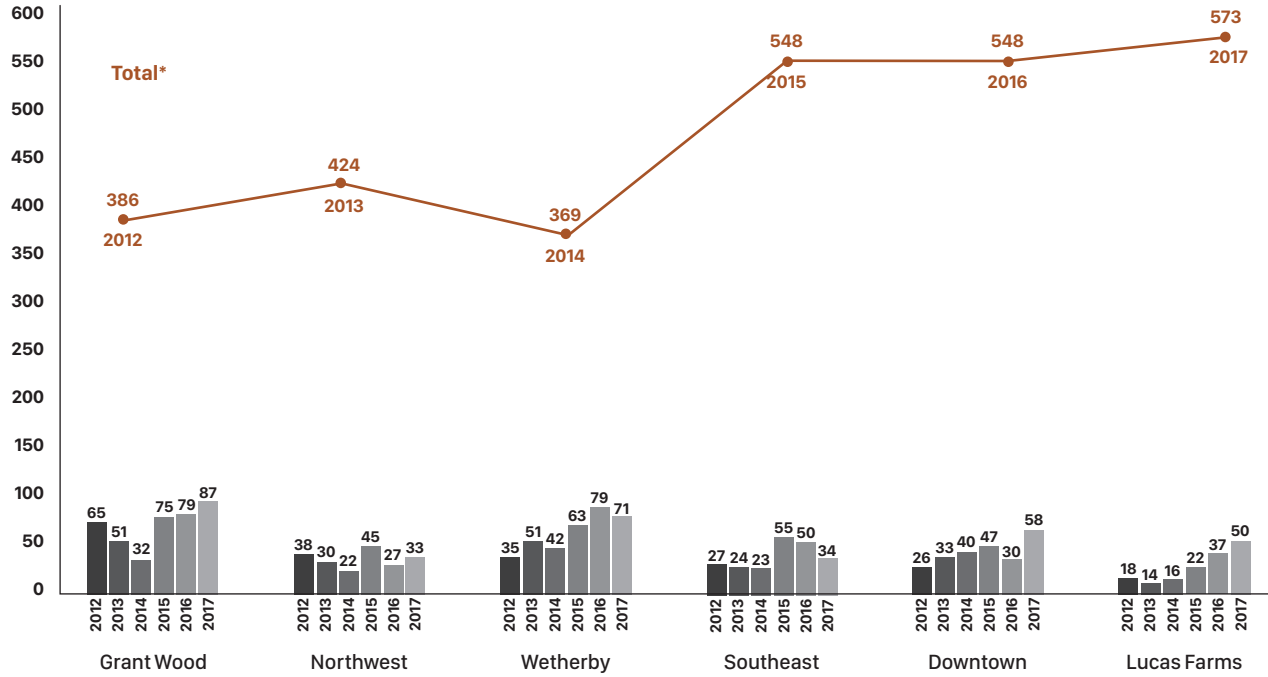
Human Rights Commission

Source: Human Rights Commission Annual Report FY17



Top Five Neighborhoods for Youth Related Calls for Service

Source: Iowa City Police Annual Report 2017

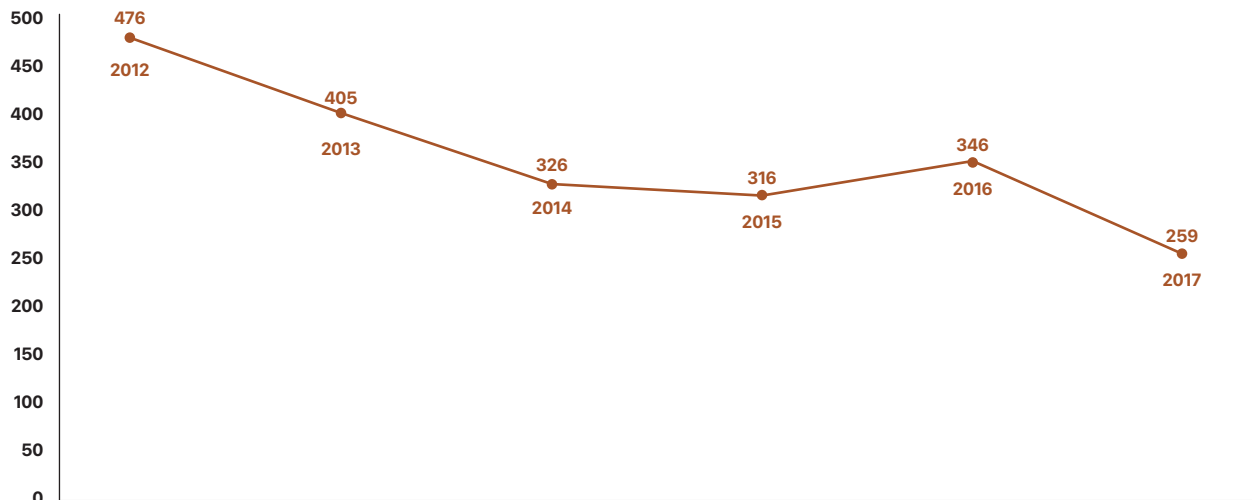


*Totals represent calls for service specifically classified as juvenile related complaints. This number does not encompass all youth related calls for service, as the original call for service may not have been classified as involving youth, but was listed by the type of incident, for example, shoplifting.

Juvenile Court Services Referrals/Charges*

Source: Iowa City Police Annual Report 2017

Overall referrals to Juvenile Court Services declined by 46% from 2012 to 2017.



*Totals represent the number of charges, not the number of individual subjects charged. Some individuals may have been charged more than once.

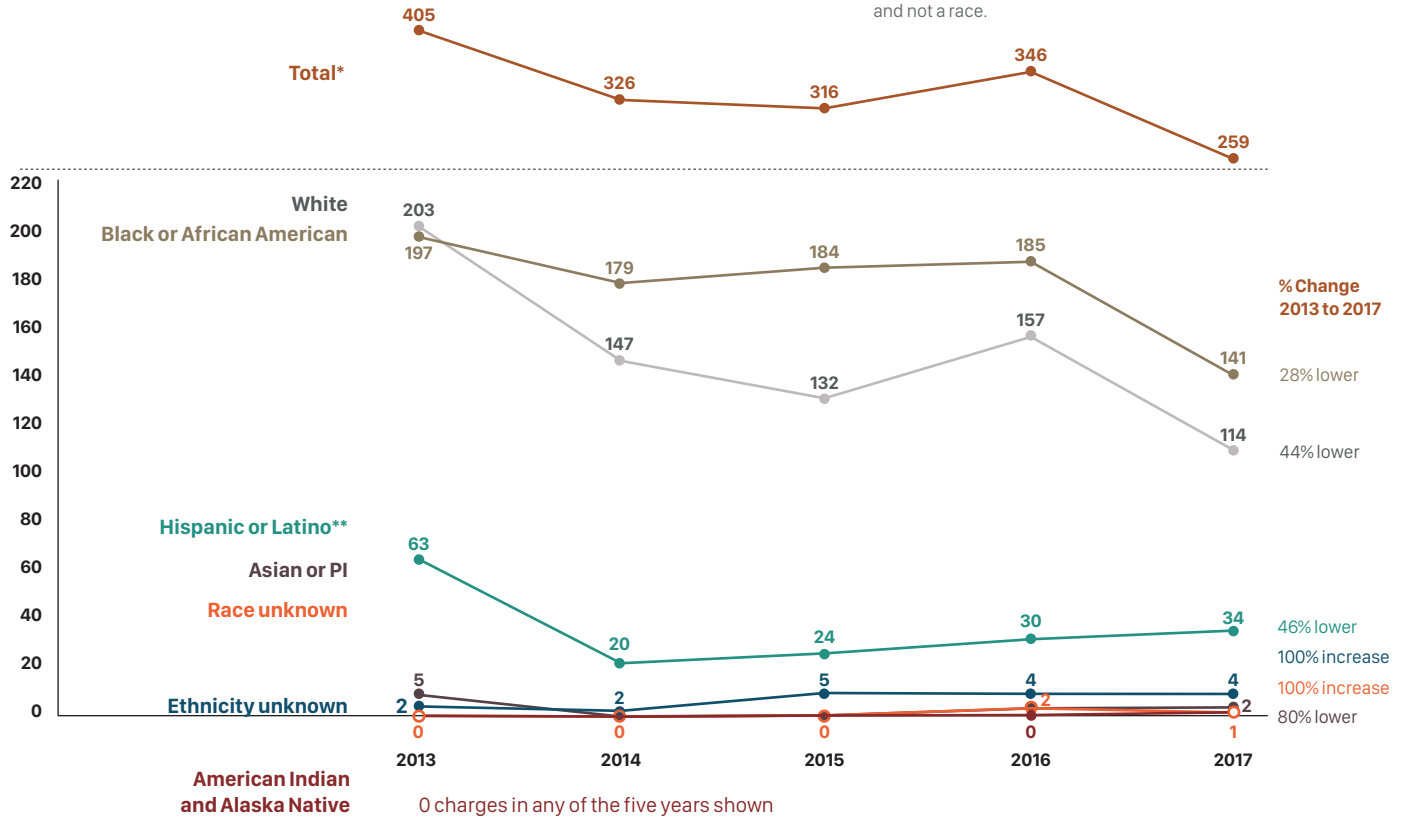
Total Juvenile Referrals/Charges by Race and Hispanic Origin

Source: Iowa City Police Annual Report 2017

Youth charges are referrals to Juvenile Court Services.

*Totals represent the number of charges not the number of persons charged. Some may have been charged more than once.

**The Federal Bureau of Investigation (FBI) Uniform Crime Report (UCR) requires all law enforcement agencies to report charge referral race, however Hispanic is defined as an ethnicity and not a race.

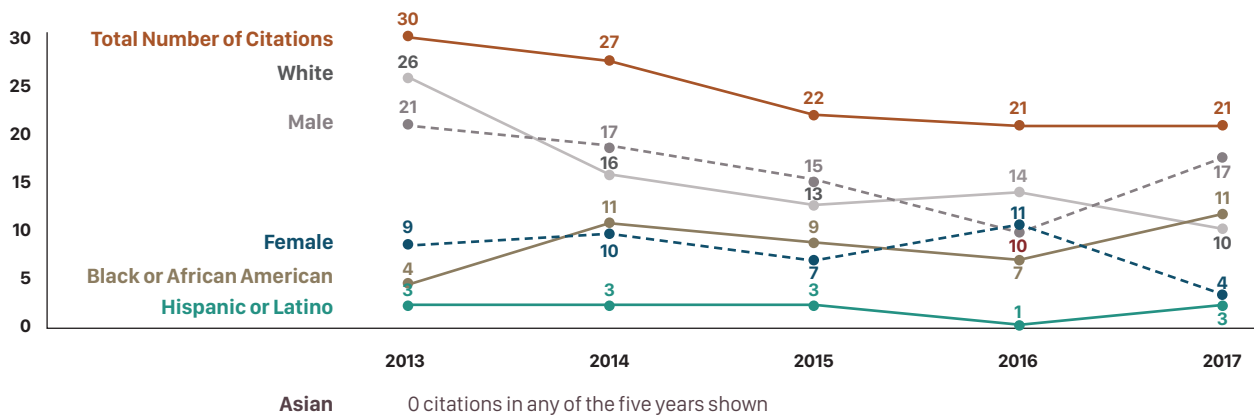


Juvenile Curfew Violations

Source: Iowa City Police Annual Report 2017*

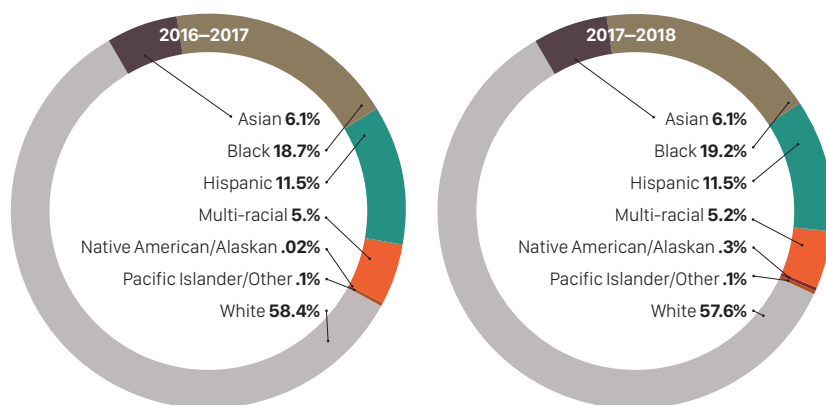
*Although not under the jurisdiction of the Juvenile Court Services youth can be cited for the local curfew law.

**The Federal Bureau of Investigation (FBI) Uniform Crime Report (UCR) requires all law enforcement agencies to report charge referral race, however Hispanic is defined as an ethnicity and not a race.



Race and Ethnicity Comparison, 2016–2017 to 2017–2018

Source: Iowa City Community School District Enrollment, Demographics and Class Size Report Winter 2016–2017, 2017–2018



Calls for Service to Schools

Calls for service are only for schools physically located in Iowa City.

Source: Iowa City Police Department Calls for Service Elementary, Jr. and Sr. High 2017
Iowa City Community School District Enrollment Report 2017-2018

| | 2017 | Asian | Black | Hispanic | Multiracial | Native Am/ Alaskan | Pacific Island/ Other | Total Minority | White |
|------------|------|-------|-------|----------|-------------|-----------------------|--------------------------|-------------------|---------|
| Alexander | 41 | 4.3% | 46.3% | 16.7% | 5.7% | * | * | 72%-76% | 24%-28% |
| Hoover | 29 | * | 8.3% | 6.7% | * | * | 0 | 18%-22% | 78%-82% |
| Horn | 7 | 15% | 25.5% | 7.9% | 5% | * | 0 | 52%-56% | 44%-48% |
| Lemme | 0 | 3.2% | 8.2% | 17.1% | 6.8% | | * | 33%-37% | 63%-67% |
| Lincoln | 41 | 8.3% | 7% | 7.8% | 9.1% | * | 0 | 31%-35% | 65%-69% |
| Longfellow | 58 | * | 8.2% | 3.8% | 4.4% | * | 0 | 18%-22% | 78%-82% |
| Lucas | 24 | 3.1% | 22.5% | 22.1% | 6.6% | 0 | * | 53%-57% | 43%-47% |
| Mann | 24 | * | 13.6% | 27.3% | 5.8% | 0 | 0 | 46%-50% | 50%-54% |
| Shimek | 15 | * | 6.6% | * | 4.9% | 0 | 0 | 15%-19% | 81%-85% |
| Twain | 61 | * | 25.1% | 31.7% | 4.2% | 0 | 0 | 61%-65% | 35%-39% |
| Weber | 24 | 7% | 32.1% | 3.4% | 3.8% | * | * | 44%-48% | 52%-56% |
| Wood | 85 | 3.2% | 46.2% | 20.2% | 5.5% | * | 0 | 74%-78% | 22%-26% |

High Schools

| | | | | | | | | | |
|-------|-----|-------|-------|-------|-------|-------|-------|---------|---------|
| City | 182 | 4.1% | 18% | 16.3% | 4.9% | * | 0 | 42%-46% | 54%-58% |
| Tate | 49 | 0 | 38.8% | 13.3% | * | 0 | 0 | 55%-59% | 41%-45% |
| West | 193 | 10.6% | 17% | 8% | 4.9% | | * | 38%-42% | 58%-62% |
| TREC* | 27 | ----- | ----- | ----- | ----- | ----- | ----- | ----- | ----- |

Junior High

| | | | | | | | | | |
|-----------|----|------|-------|-------|------|---|---|---------|---------|
| Southeast | 99 | 2.7% | 16.4% | 16.6% | 4.3% | * | 0 | 38%-42% | 58%-62% |
|-----------|----|------|-------|-------|------|---|---|---------|---------|

The Theodore Roosevelt Educational Center (TRC) serves students in 7th through 12th grade. Students are referred to TREC from their secondary school (referred to as homeschool).

* Cell sizes less than 10 have been suppressed.

**The numbers for Longfellow are skewed with the two locations (Seymour and Barrington), as there was a concentrated effort to ensure safety at the new school on Barrington with extra patrols and speed enforcement.

City of Iowa City Workforce by Race and Hispanic Origin

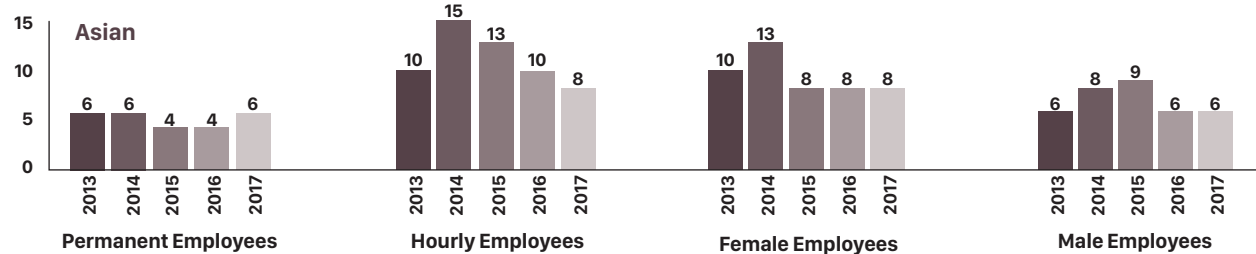
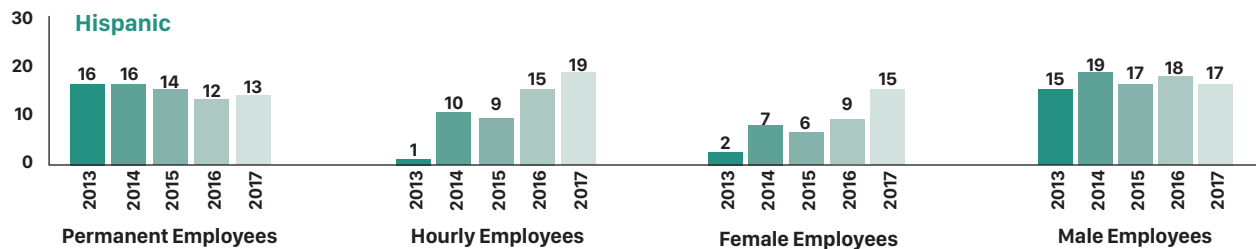
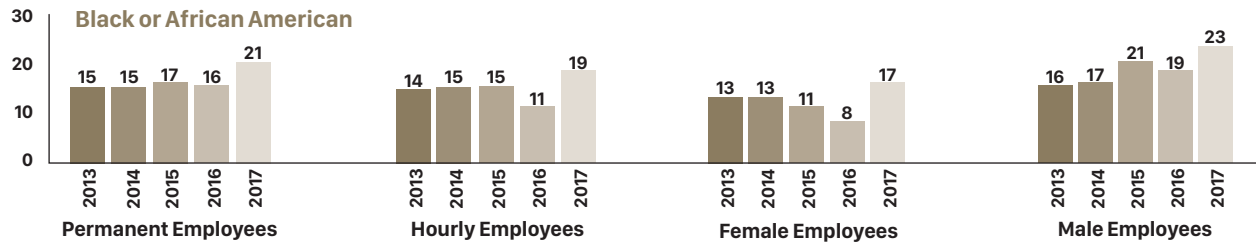
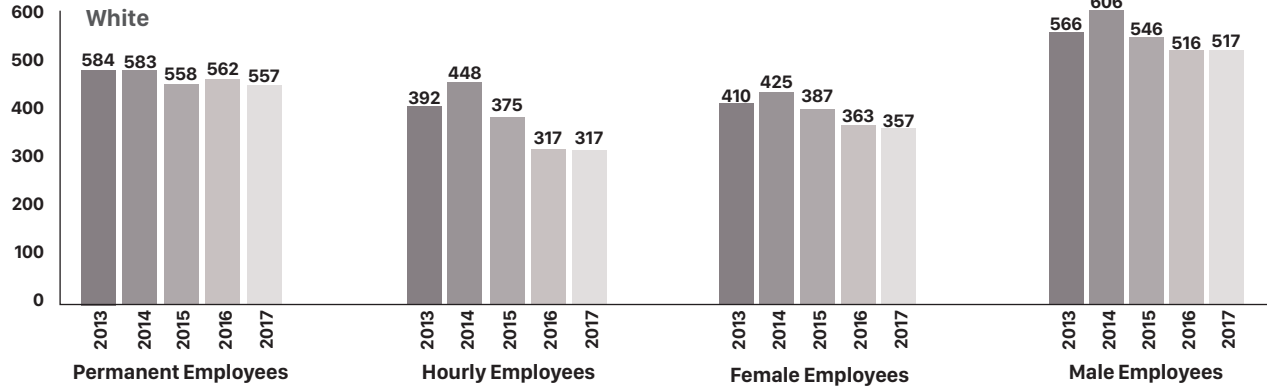
Source: Iowa City Employee Statistics Report January 2017

| Total Permanent Employees | 2013 | 2014 | 2015 | 2016 | 2017 |
|---------------------------|------|------|------|------|------|
| | 622 | 621 | 594 | 595 | 598 |
| Total Hourly Employees | 2013 | 2014 | 2015 | 2016 | 2017 |
| | 419 | 491 | 414 | 355 | 366 |
| Total Female Employees | 2013 | 2014 | 2015 | 2016 | 2017 |
| | 438 | 461 | 414 | 390 | 399 |
| Total Male Employees | 2013 | 2014 | 2015 | 2016 | 2017 |
| | 603 | 651 | 594 | 560 | 565 |

The City has had no staff identify as Native Hawaiian/Other Pacific Islander from 2013-2017.

Since 2013 the number of City employees has decreased.

Since 2013 the number of Black or African American, Hispanic, Asian, and American Indian or Alaska Native male staff has increased 18.9% and for females 50%.

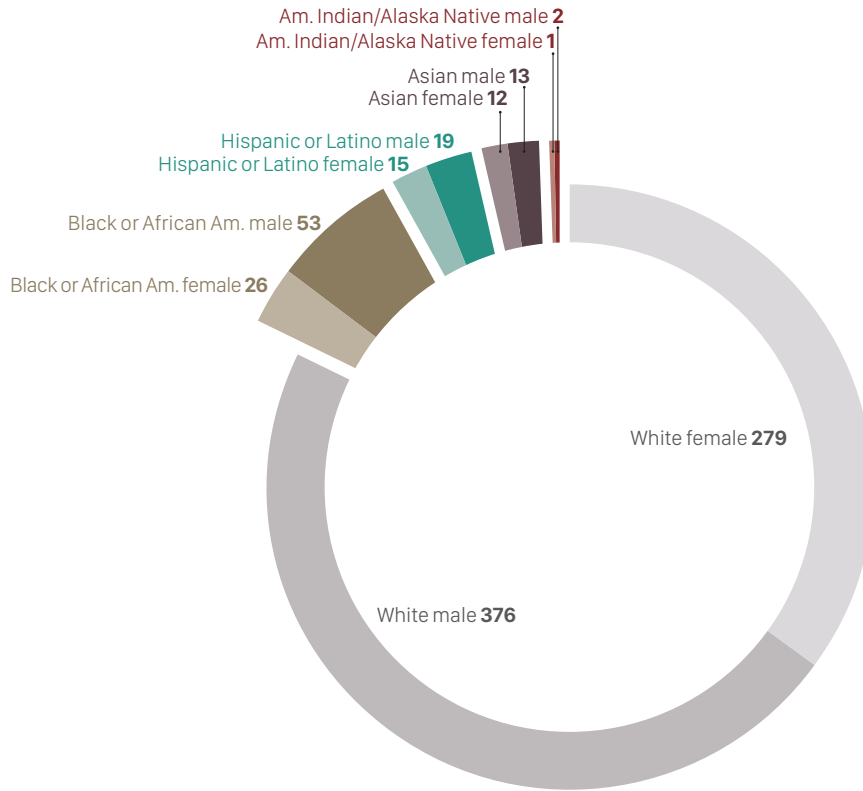


Persons Applying 2017

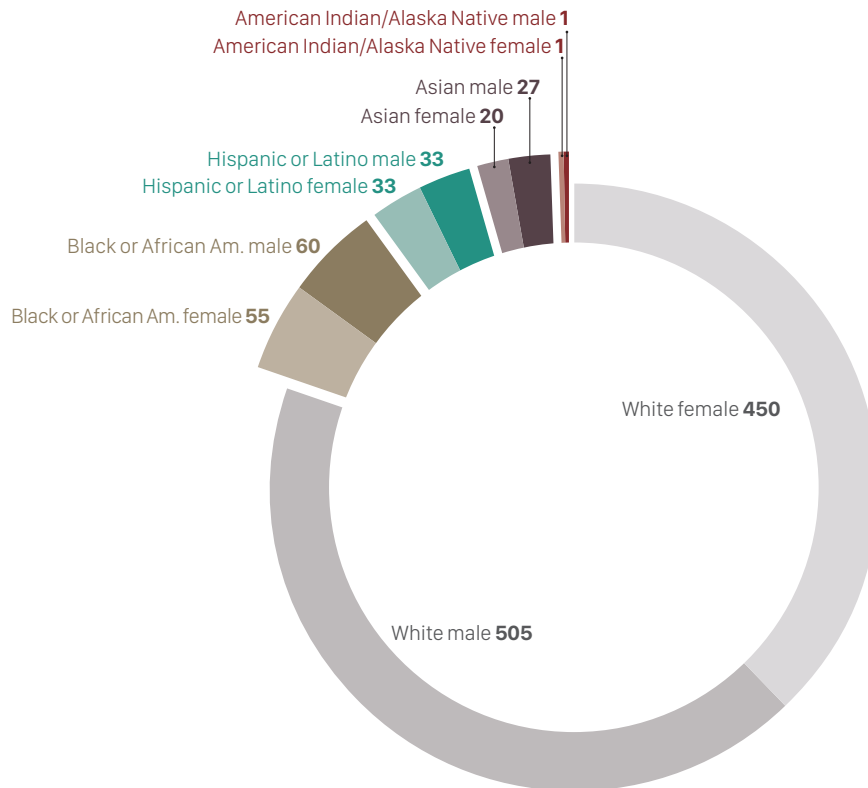
Source: Munis Enterprise Resource Planning

This is a voluntary survey for persons applying for positions with the City and so the number of applications does not match the number of responders.

2016 Total Applications 1419



2017 Total Applications 1506



Traffic Stops by Age, Race and Gender (Male)

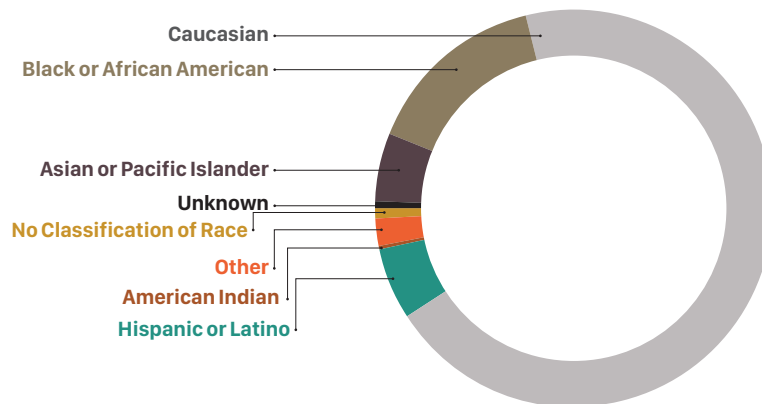
Source: Iowa City Police Department Traffic Stop Report 2017

| Totals for All Races (Male) | 2013 | 2014 | 2015 | 2016 | 2017 |
|-----------------------------|-------------|-------------|-------------|-------------|-------------|
| Under 16 | 53 | 47 | 72 | 62 | 55 |
| Age 16–19 | 620 | 717 | 838 | 947 | 879 |
| Age 20–29 | 3263 | 3599 | 3908 | 4034 | 3747 |
| Age 30–39 | 1275 | 1279 | 1271 | 1313 | 1409 |
| Age 40–49 | 903 | 859 | 795 | 807 | 877 |
| Age 50–59 | 718 | 674 | 690 | 586 | 645 |
| Over 60 | 428 | 409 | 474 | 419 | 537 |
| Total | 7260 | 7584 | 8048 | 8168 | 8149 |

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| | Under 16 | 16-19 | 20-29 | 30-39 | 40-49 | 50-59 | 60+ | Total |
|---------------------------|-----------|------------|-------------|-------------|------------|------------|------------|-------------|
| No Classification of Race | 0 | 7 | 24 | 8 | 8 | 6 | 5 | 58 |
| Asian or Pacific Islander | 1 | 44 | 239 | 60 | 28 | 14 | 7 | 393 |
| Black or African American | 3 | 114 | 472 | 235 | 149 | 93 | 22 | 1088 |
| Caucasian | 39 | 394 | 2272 | 809 | 614 | 563 | 371 | 5062 |
| Hispanic or Latino | 8 | 42 | 152 | 105 | 70 | 30 | 17 | 424 |
| American Indian | 0 | 3 | 8 | 5 | 4 | 1 | 2 | 23 |
| Other | 1 | 11 | 78 | 42 | 20 | 9 | 3 | 164 |
| Unknown | 1 | 5 | 18 | 11 | 10 | 2 | 1 | 48 |
| Total | 53 | 620 | 3263 | 1275 | 903 | 718 | 428 | 7260 |

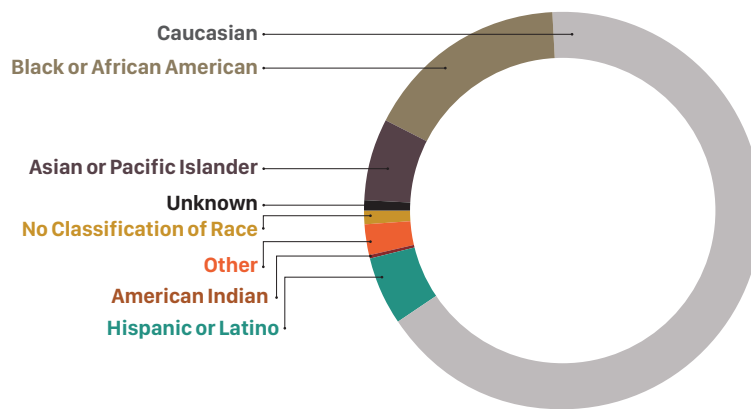


Traffic Stops by Age, Race and Gender (Male)

Source: Iowa City Police Department Traffic Stop Report 2017

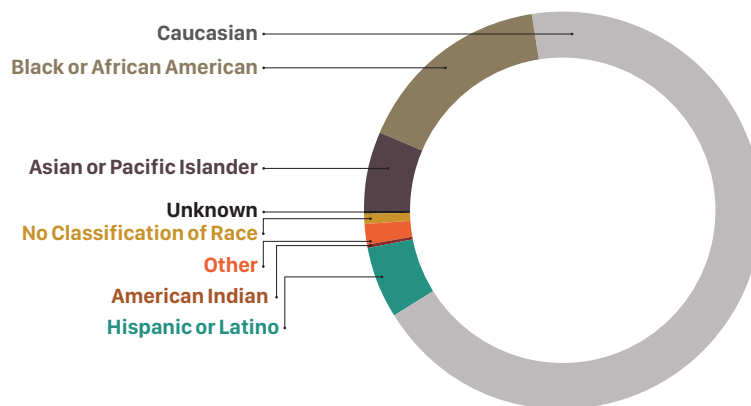
2014

| | Under 16 | 16-19 | 20-29 | 30-39 | 40-49 | 50-59 | 60+ | Total |
|---------------------------|-----------|------------|-------------|-------------|------------|------------|------------|-------------|
| No Classification of Race | 1 | 2 | 36 | 14 | 7 | 6 | 8 | 74 |
| Asian or Pacific Islander | 0 | 67 | 335 | 58 | 30 | 17 | 5 | 512 |
| Black or African American | 9 | 130 | 554 | 274 | 167 | 94 | 23 | 1251 |
| Caucasian | 32 | 455 | 2382 | 784 | 536 | 498 | 361 | 5048 |
| Hispanic or Latino | 3 | 37 | 176 | 91 | 82 | 31 | 4 | 424 |
| American Indian | 0 | 0 | 9 | 3 | 1 | 1 | 1 | 15 |
| Other | 1 | 16 | 67 | 42 | 31 | 21 | 5 | 183 |
| Unknown | 1 | 10 | 40 | 13 | 5 | 6 | 2 | 77 |
| Total | 47 | 717 | 3599 | 1279 | 859 | 674 | 409 | 7584 |



2015

| | Under 16 | 16-19 | 20-29 | 30-39 | 40-49 | 50-59 | 60+ | Total |
|---------------------------|-----------|------------|-------------|-------------|------------|------------|------------|-------------|
| No Classification of Race | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 3 |
| Asian or Pacific Islander | 3 | 78 | 335 | 69 | 27 | 15 | 6 | 533 |
| Black or African American | 9 | 109 | 669 | 254 | 143 | 82 | 15 | 1281 |
| Caucasian | 51 | 580 | 2588 | 802 | 537 | 529 | 436 | 5523 |
| Hispanic or Latino | 6 | 50 | 205 | 100 | 59 | 42 | 13 | 475 |
| American Indian | 0 | 0 | 6 | 4 | 2 | 1 | 1 | 14 |
| Other | 2 | 13 | 65 | 26 | 19 | 12 | 1 | 138 |
| Unknown | 1 | 8 | 39 | 16 | 7 | 8 | 2 | 81 |
| Total | 72 | 838 | 3908 | 1271 | 795 | 690 | 474 | 8048 |

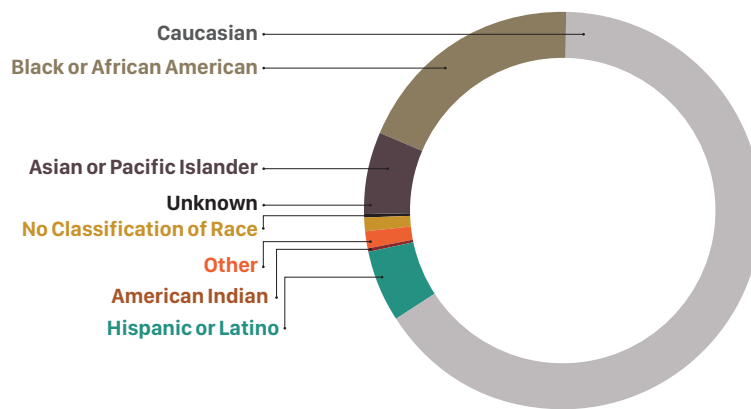


Traffic Stops by Age, Race and Gender (Male)

Source: Iowa City Police Department Traffic Stop Report 2017

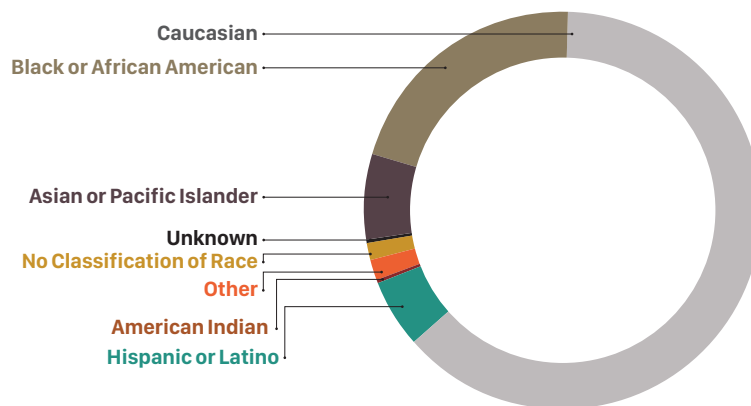
2016

| | Under 16 | 16-19 | 20-29 | 30-39 | 40-49 | 50-59 | 60+ | Total |
|---------------------------|-----------|------------|-------------|-------------|------------|------------|------------|-------------|
| No Classification of Race | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Asian or Pacific Islander | 2 | 55 | 385 | 52 | 38 | 17 | 5 | 554 |
| Black or African American | 11 | 142 | 777 | 326 | 185 | 88 | 19 | 1548 |
| Caucasian | 44 | 653 | 2551 | 794 | 497 | 441 | 381 | 5361 |
| Hispanic or Latino | 4 | 68 | 224 | 88 | 53 | 25 | 7 | 469 |
| American Indian | 0 | 2 | 7 | 3 | 2 | 3 | 0 | 17 |
| Other | 0 | 10 | 49 | 34 | 17 | 8 | 1 | 119 |
| Unknown | 1 | 17 | 41 | 15 | 15 | 4 | 6 | 99 |
| Total | 62 | 947 | 4034 | 1313 | 807 | 586 | 419 | 8168 |



2017

| | Under 16 | 16-19 | 20-29 | 30-39 | 40-49 | 50-59 | 60+ | Total |
|---------------------------|-----------|------------|-------------|-------------|------------|------------|------------|-------------|
| No Classification of Race | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Asian or Pacific Islander | 2 | 60 | 353 | 82 | 40 | 24 | 17 | 578 |
| Black or African American | 8 | 174 | 751 | 390 | 232 | 115 | 33 | 1703 |
| Caucasian | 40 | 570 | 2304 | 806 | 503 | 457 | 465 | 5145 |
| Hispanic or Latino | 4 | 51 | 217 | 77 | 60 | 29 | 14 | 452 |
| American Indian | 0 | 0 | 3 | 1 | 2 | 2 | 0 | 8 |
| Other | 0 | 13 | 65 | 31 | 22 | 16 | 6 | 153 |
| Unknown | 1 | 11 | 54 | 21 | 18 | 2 | 2 | 109 |
| Total | 55 | 879 | 3747 | 1409 | 877 | 645 | 537 | 8149 |



Traffic Stops by Age, Race and Gender (Female)

Source: Iowa City Police Department Traffic Stop Report 2017

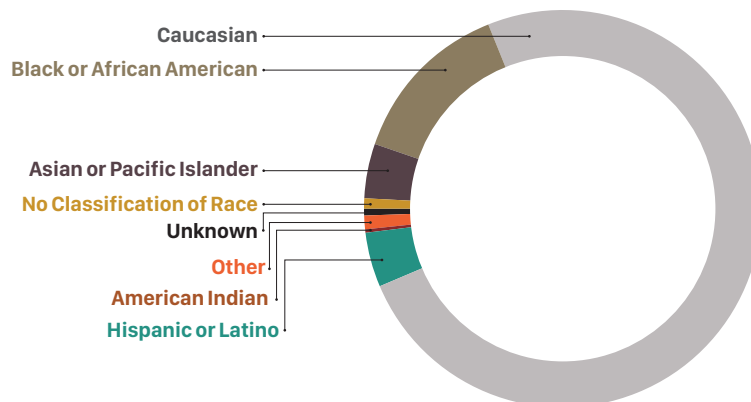
| Totals for All Races (Female) | 2013 | 2014 | 2015 | 2016 | 2017 |
|-------------------------------|-------------|-------------|-------------|-------------|-------------|
| Under 16 | 43 | 42 | 58 | 50 | 54 |
| Age 16–19 | 435 | 450 | 559 | 662 | 622 |
| Age 20–29 | 2103 | 2182 | 2211 | 2244 | 2267 |
| Age 30–39 | 700 | 703 | 762 | 617 | 693 |
| Age 40–49 | 622 | 479 | 547 | 473 | 462 |
| Age 50–59 | 422 | 402 | 374 | 346 | 381 |
| Over 60 | 252 | 256 | 282 | 243 | 318 |
| Total | 4577 | 4514 | 4793 | 4635 | 4797 |

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| | Under 16 | 16-19 | 20-29 | 30-39 | 40-49 | 50-59 | 60+ | Total |
|---------------------------|-----------|------------|-------------|------------|------------|------------|------------|-------------|
| No Classification of Race | 2 | 3 | 18 | 10 | 11 | 4 | 1 | 49 |
| Asian or Pacific Islander | 2 | 16 | 115 | 35 | 19 | 6 | 8 | 201 |
| Black or African American | 6 | 56 | 285 | 131 | 91 | 41 | 8 | 618 |
| Caucasian | 30 | 327 | 1564 | 461 | 465 | 348 | 230 | 3425 |
| Hispanic or Latino | 3 | 21 | 87 | 47 | 21 | 17 | 3 | 199 |
| American Indian | 0 | 2 | 3 | 4 | 1 | 0 | 0 | 10 |
| Other | 0 | 6 | 20 | 8 | 12 | 3 | 1 | 50 |
| Unknown | 0 | 4 | 11 | 4 | 2 | 3 | 1 | 25 |
| Total | 43 | 435 | 2103 | 700 | 622 | 422 | 252 | 4577 |

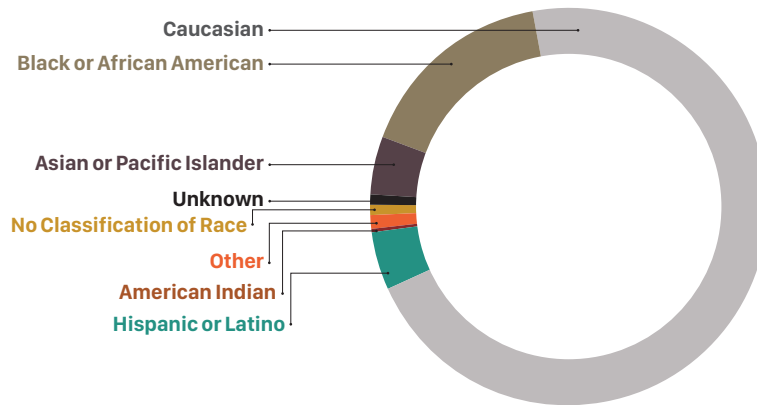


Traffic Stops by Age, Race and Gender (Female)

Source: Iowa City Police Department Traffic Stop Report 2017

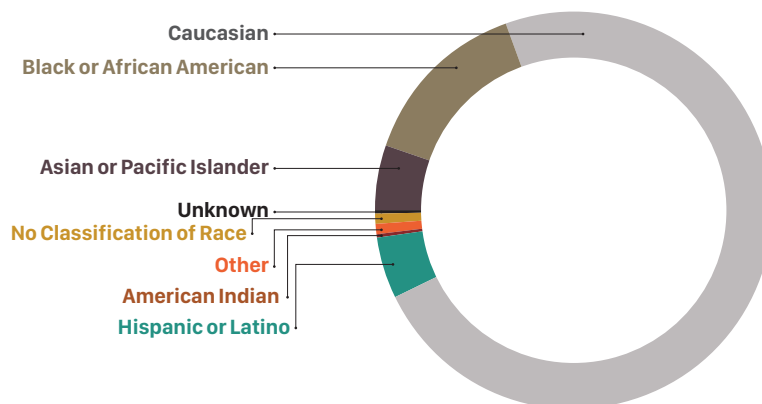
2014

| | Under 16 | 16-19 | 20-29 | 30-39 | 40-49 | 50-59 | 60+ | Total |
|---------------------------|-----------|------------|-------------|------------|------------|------------|------------|-------------|
| No Classification of Race | 0 | 4 | 15 | 7 | 7 | 4 | 4 | 41 |
| Asian or Pacific Islander | 4 | 13 | 143 | 24 | 18 | 10 | 5 | 217 |
| Black or African American | 3 | 84 | 378 | 152 | 76 | 34 | 10 | 737 |
| Caucasian | 31 | 314 | 1529 | 447 | 334 | 330 | 230 | 3215 |
| Hispanic or Latino | 3 | 22 | 79 | 52 | 28 | 19 | 6 | 209 |
| American Indian | 0 | 0 | 7 | 4 | 0 | 1 | 1 | 13 |
| Other | 1 | 10 | 17 | 9 | 12 | 2 | 0 | 51 |
| Unknown | 0 | 3 | 14 | 8 | 4 | 2 | 0 | 31 |
| Total | 42 | 450 | 2182 | 703 | 479 | 402 | 256 | 4514 |



2015

| | Under 16 | 16-19 | 20-29 | 30-39 | 40-49 | 50-59 | 60+ | Total |
|---------------------------|-----------|------------|-------------|------------|------------|------------|------------|-------------|
| No Classification of Race | 1 | 0 | 2 | 1 | 0 | 0 | 0 | 4 |
| Asian or Pacific Islander | 2 | 36 | 152 | 28 | 23 | 10 | 3 | 254 |
| Black or African American | 7 | 76 | 317 | 159 | 71 | 39 | 11 | 680 |
| Caucasian | 38 | 407 | 1599 | 511 | 404 | 303 | 261 | 3523 |
| Hispanic or Latino | 5 | 29 | 101 | 43 | 34 | 17 | 4 | 233 |
| American Indian | 0 | 2 | 3 | 2 | 2 | 0 | 1 | 10 |
| Other | 2 | 3 | 18 | 10 | 6 | 3 | 0 | 42 |
| Unknown | 3 | 6 | 19 | 8 | 7 | 2 | 2 | 47 |
| Total | 58 | 559 | 2211 | 762 | 547 | 374 | 282 | 4793 |

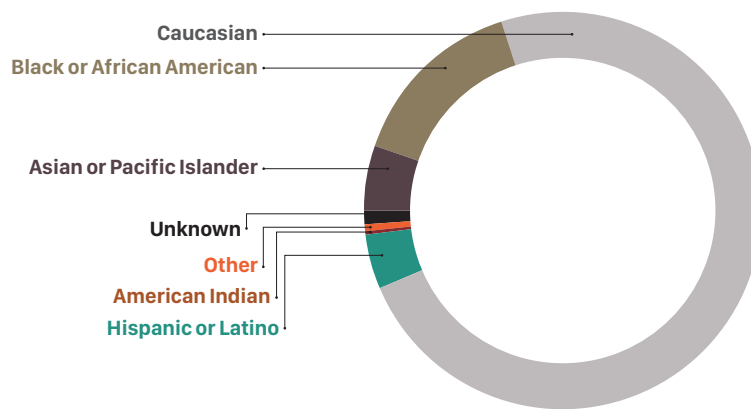


Traffic Stops by Age, Race and Gender (Female)

Source: Iowa City Police Department Traffic Stop Report 2017

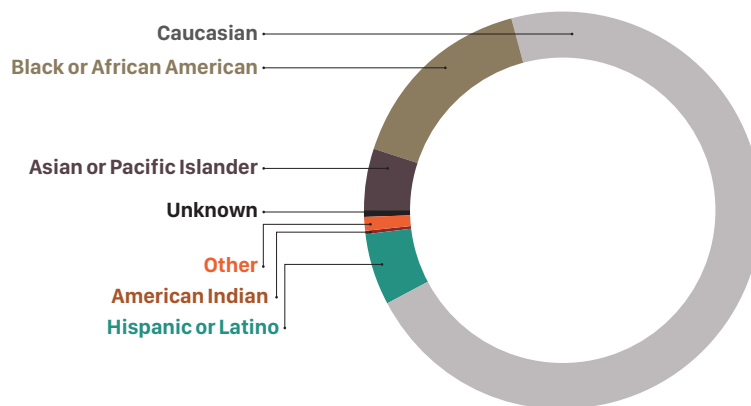
2016

| | Under 16 | 16-19 | 20-29 | 30-39 | 40-49 | 50-59 | 60+ | Total |
|---------------------------|-----------|------------|-------------|------------|------------|------------|------------|-------------|
| No Classification of Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Asian or Pacific Islander | 3 | 31 | 151 | 25 | 25 | 14 | 6 | 255 |
| Black or African American | 2 | 99 | 351 | 144 | 51 | 25 | 9 | 681 |
| Caucasian | 42 | 496 | 1601 | 396 | 362 | 289 | 222 | 3408 |
| Hispanic or Latino | 3 | 29 | 100 | 33 | 26 | 15 | 4 | 210 |
| American Indian | 0 | 1 | 2 | 0 | 0 | 0 | 1 | 4 |
| Other | 0 | 3 | 12 | 12 | 8 | 1 | 1 | 37 |
| Unknown | 0 | 3 | 27 | 7 | 1 | 2 | 0 | 40 |
| Total | 50 | 662 | 2244 | 617 | 473 | 346 | 243 | 4635 |



2017

| | Under 16 | 16-19 | 20-29 | 30-39 | 40-49 | 50-59 | 60+ | Total |
|---------------------------|-----------|------------|-------------|------------|------------|------------|------------|-------------|
| No Classification of Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Asian or Pacific Islander | 1 | 22 | 154 | 27 | 23 | 12 | 4 | 243 |
| Black or African American | 6 | 75 | 418 | 145 | 66 | 32 | 20 | 762 |
| Caucasian | 37 | 481 | 1529 | 461 | 328 | 311 | 283 | 3430 |
| Hispanic or Latino | 7 | 34 | 127 | 46 | 28 | 23 | 9 | 274 |
| American Indian | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 4 |
| Other | 0 | 4 | 14 | 5 | 9 | 2 | 0 | 34 |
| Unknown | 2 | 6 | 22 | 9 | 8 | 1 | 2 | 50 |
| Total | 54 | 622 | 2267 | 693 | 462 | 381 | 318 | 4797 |

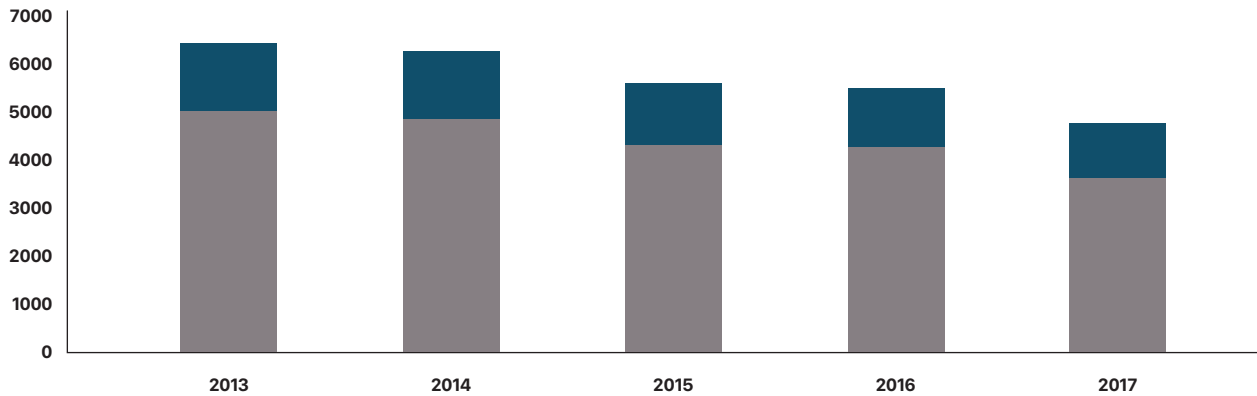


Charges by Gender, Hispanic Origin and Race

Source: Iowa City Police Department Charge Report 2017

Each number represents a charge filed and not necessarily a custodial arrest. An individual could be charged with more than one criminal offense.

| Totals by Gender | 2013 | 2014 | 2015 | 2016 | 2017 |
|------------------|------|------|------|------|------|
| Female | 1405 | 1392 | 1301 | 1232 | 1142 |
| Male | 5000 | 4832 | 4276 | 4241 | 3593 |

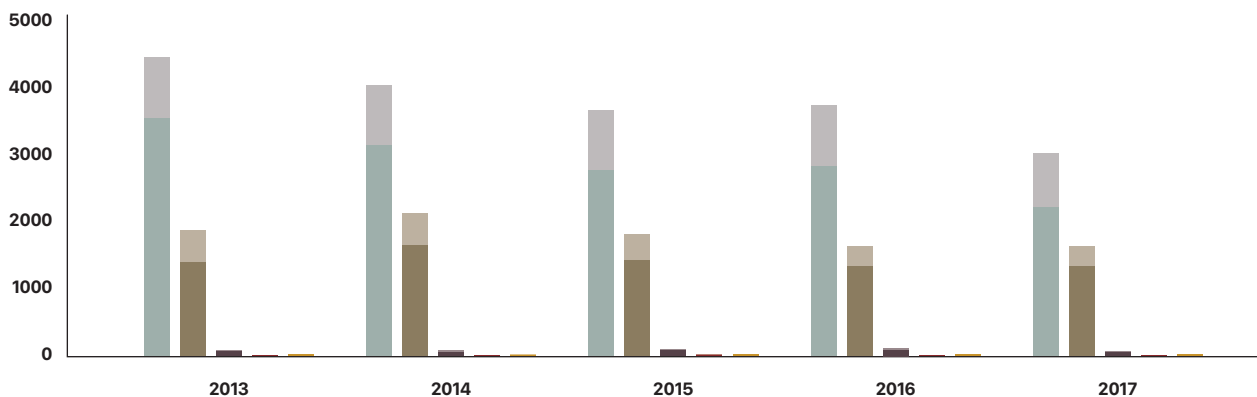


| Totals by Ethnicity | 2013 | 2014 | 2015 | 2016 | 2017 |
|------------------------|------|------|------|------|------|
| Hispanic or Latino | 553 | 440 | 397 | 439 | 349 |
| Non-Hispanic or Latino | 5804 | 5712 | 5106 | 4936 | 4299 |
| Unknown | 48 | 68 | 68 | 92 | 82 |

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| Totals by Race and Gender | 2013 | 2014 | 2015 | 2016 | 2017 |
|---------------------------------------|------|------|------|------|------|
| White Female | 902 | 890 | 889 | 906 | 806 |
| White Male | 3517 | 3118 | 2747 | 2802 | 2200 |
| Black or African American Female | 478 | 471 | 384 | 294 | 306 |
| Black or African American Male | 1389 | 1638 | 1418 | 1327 | 1324 |
| Asian or Pacific Islander Female | 21 | 25 | 19 | 22 | 19 |
| Asian or Pacific Islander Male | 63 | 55 | 81 | 89 | 48 |
| American Indian or Alaska Female | 0 | 0 | 3 | 3 | 2 |
| American Indian or Alaska Native Male | 9 | 7 | 14 | 3 | 4 |
| Unknown Female | 4 | 6 | 5 | 7 | 8 |
| Unknown Male | 22 | 14 | 16 | 20 | 17 |



Source: Community Police Review Board Annual Report FY17

Number and Type of Allegations

Three complaints (16-05, 17-01, 17-02) were filed during the fiscal year July 1, 2016 – June 30, 2017. Three public reports were completed during this fiscal period (16-03, 16-04, 16-05). Two complaints filed in FY17 are pending before the Board (17-01, 17-02).

Allegations

Complaint #16-03

1. Unlawful Entry – **NOT SUSTAINED**
2. Unnecessary Use of Force – **NOT SUSTAINED**

Complaint #16-04

1. Unnecessary Use of Force (all officers) – **NOT SUSTAINED**
2. Failure to Activate Body-Worn Cameras (1 of 3 officers) – **SUSTAINED**

Complaint #16-05

1. Violated Complainant's First Amendment Right to Freedom of Speech – **NOT SUSTAINED**
2. Improper/Unlawful detention/arrest – **NOT SUSTAINED**
3. Improperly/Unlawfully did not allow Complainant to provide verbal identification – **NOT SUSTAINED**
4. Failure to offer/administer a pre-arrest sobriety/breath test – **NOT SUSTAINED**
5. Failure to inform Complainant of reason of arrest – **NOT SUSTAINED**
6. Improper/Unlawful search after arrest – **NOT SUSTAINED**
7. Improper handcuffing and intentionally causing pain and injury to Complainant – **NOT SUSTAINED**
8. Profanity – **NOT SUSTAINED**
9. Fabricated probable cause – **NOT SUSTAINED**

The Board made comments and/or recommendations for improvement in police policy, procedures, or conduct in two of the reports:

Complaint #16-03 – It was evident from the time the police arrived on the scene that it was their intent that the suicidal person would receive necessary care at the hospital. It was also evident that the police intended that no one be arrested, no charge would need to be filed and that the transportation of the patient occur as peacefully as possible without incident.

The Board felt the officers handled a very difficult situation very professionally; however, one of the officers made the following comment at the hospital after the patient stated that they were fine: "well you should have been fine earlier". Also, one of the officers made the following comment to one of the arrestees: "you're a grown ass man, look how you're acting". The Board felt that these comments were unnecessary and inflammatory and de-escalation training may be in order to improve future situations, especially in the case of distressed individuals.

Complaint #16-05 – Officer A did an excellent job of handling the situation. It should also be mentioned that he was not only dealing with the complainant but he also did an excellent job of encouraging his friends to keep a safe distance.

The Board was concerned that there was no audio with one of the videos. The Board wants to ensure that the department's equipment is both operating the way its intended to, and is operated by the officers the way it is intended to.