

Important according to community

The ideal candidate will have experience in and demonstrate commitment to include police and community relations, community oriented policing, intergovernmental, team leadership ability, communication skill, participative management style, ability to work with diverse groups and individuals. Personal int. responsibility, respect, teamwork, results.

Anthony Cobb

Opening remarks

Grandson of Nettie and Dexter Clayborne. Second oldest of five boys. Single parent home. Absentee father. Product of public aid and Champaign public school. Assistant Chief of police in City of Urbana. First community policing officer with Urbana. Developed community policing program and approach currently being used by UPD. Former detective. Still works with young people. Shift sergeant and member of the Church of living gods. Children at Urbana high and mentor. Mentoring young people. HS football coach, Baseball coach. Sport umpire. I am Anthony Cobb, I am from this community, I am a part of this community, and I care about this community.

Questions

- 1) What in your background prepares you for the job

All stated in introduction. 19 years with Urbana police dept. Wonderful background with work within the Union. Leadership at the UPD for more than 13 years (shift sergeant on up) extensive background in negotiation. Product of this community with ties and vested relationship in the community to be instrumental.

- 2) Change and improve relationships with Black community and department

Philosophy of policing: transparency and accountability. Accessible to public and people, visible in the community for interaction. Recognizes all the issues to tackle. Doesn't have all the answers and solution, everyone needs to be a part of the solution. Open and honest with our mistakes to correct them. Healthy dialogues to address and take challenges on.

- 3) Understanding of the federal secure communities program and opinion

Fed enacted program designed to get illegal immigrants who commit crimes deported as to not having them prey upon the society. Understand concerns, the intent of why it was created had not always been a practice. Misuse of the practice. Solution: legislative. Dialogue b/w law enforcement and community. P.Os need to be fair respectful and consistent with these issues regardless of intersectional positions of the subjects. Consistent practice of this policy. i.e take a DUI for example... time ran out.

4) How important is it to rebuild the moral of the police dept.

Huge, very imp. One of the biggest challenges facing the new chief. If a new chief truly wants to be successful he has to get brought in not just by the community but by the department. Has to go in and pay some dues, mend some bridges, make some relationships to get by in for the rank and file there. So that's very huge.

5) African Americans make up 16% of driving, comprise 34% of all stops in Champaign. Address disparities

Breaking down numbers, more accountability and checks and balance. Audio and video recorded. Required. If equipment in the car in Urbana is not working, the car isn't on the street. Looking to make sure we're doing everything professional and consistent in our enforcement. Become more versed in I-Dot and other types of data to get officers to articulate what and why they're doing what they're doing, and if they can't do this they will be accountable.

6) What are your thoughts about a CRB

If you guys go back and look at the vid from when Urbana went through this process, very involved, during that time union president. A citizen's police review board could be a good thing if done correctly. Get a motion out of it, get core heads at the table and look at what are the issues. Strength assessment of the department, what do we do and what do we want to maintain about it? What are the best practices to go about it. Unf in Urbana, in my opinion, I don't think we did that right. There's a lot more I would love to see that board able to do to help strengthen things in that community.

7) How do you feel about a residency requirement for officers?

I do think it's important for officers to be a part of and take stock in the comm. Other ways this can be done other than residency. Rec. pos have the right to choose where they want to live. There are things that can be done as dept head to encourage officers to invest in the community in other ways, taking stock in the community in some fashion.

8) There have been several high profile police incidents creating concern over the community, what steps will you take to reduce community anger and fear, repair harm done

Get by it immediately within and from outside. New chief to be visible and accessible and truly be a leader in name and face. Imp for command staff to take on leadership. Repair. Ask the community to be supportive of the agency. The day to day operations of the agency, regardless of all this, hasn't stopped. The men and women of CPD are doing their job but at the same token, moral is very low. Need to retool and retrain, reengage and interacting and partnering with community.

- 9) Tell us about successful initiative, experience, or program you've been involved with to prove confidence for perspective position

Healthy dialogues with community. Engaging convo with community and students. Invited to Black house several times to dialogue, @ diff classes in urbana high and middle school. Part of transparency we're talking about

- 10) Standard criteria for the use of force policy and training needed to ensure officers apply force properly

Policy to be appropriate in multiple ways. Interpretation of policy is the issue when dealing with accountability. What does the law say we can do. A lot of instances where the law says one thing and the community not pleased. Community moral and how to make a good community deal with how to make things accountable. Can't speak on that particular incident. Interaction from both sides, is that the way we will want our citizens to interact with the police. Will require work, dialogue to decide what will be the policy and how to hold people accountable.

- 11) Would you support implementation of cultural and linguistic training as part of training plan

Yes, we live in div community and brings a lot of dynamics and cultures to the community. Blessed by this.

Closing comments

Thank Champaign for opportunity. Look forward to be able to work, be open, be engaging, recognize if selected, have trying times ahead of us. Committed to do my part need all citizens to also be committed in doing their part. Think CPD is up for the challenge and would love the opportunity to work with you. Hold them accountable and make sure they do their part. From there we can make a better community.

Gregory J. Anderson (white supremacist)

Opening statement

Humbled and honored to be considered. He and his family excited about the potential of being part of the Champaign community and making Champaign their home. How he came to decision to come to Champaign. Position opening caused a double take: CPD has an outstanding reputation with other law enforcement throughout the state of Illinois. Community: research, News-Gazette online (really...), came down in September police partnership meeting. Excited to hear comments people made about the attributes they wanted for chief. Communicator, leadership, accountable.

- 1) Had been police chief for over four years now. Experience in being outside chief. Experience coming into new police departments and making them successful. Budget restraints... community policing and PROBLEM ORIENTED policing background. Working, creating with, and being exclusive with the community providing services.

- 2) Won't single out the Black community alone, serving community exactly the same. Monthly meet the chief meeting with an open forum. Free shot at the chief of police. Gain input from the residents and talk to them about what's happening in the police community. You just cannot police in this community, the police are the public and the public are the police.
- 3) Designed to remove violent criminal and people with excessive immigration violations in the communities. For some communities this does work. I support this program, we need to use whatever tools we can to keep this community safe. I'm not comfortable with someone who only commits a minor violation having to go through a rigorous procedure project wastes resources. A federal issue.
- 4) Doesn't think the moral of the police is bad. It is important the police are part of the city government and part of the community. Needs to foster cooperation. Teamwork philosophy of policing. Inclusive.
- 5) Take a look at the data specifically to find out what has occurred. Most crime. More police resources focused in Afr Am community because of high crime rate. Hesitant to make decision that there is any type of issue without delving into data. Worked closely with Black neighborhood groups and insisted on more police in their neighborhood and appreciated the number of traffic stops.
- 6) Building and maintaining public trust is the cornerstone of successful policing. Have to be concise, clear, and transparent. Have to admit sometimes police misconduct does occur. Decision to be made by council and if so decided, will do everything in power to help. Strong history in internal standards and affairs to work on building community trust. CRBs don't always work. i.e. in Urbana not resolved to peoples liking. If we're going to have it we have to make it effective. There are other ways to do this that don't involve a CRB.
- 7) You tend to limit your possible candidate pool. Are you looking to get the best police officers in the city of Champaign or the best police officers of the people willing to live in Champaign? Those can't be two separate things. May not be conducive to move, at least not initially.
- 8) Communication. We can't be afraid to tell the truth. Accountability. Use of force training: involve community leaders, residents, some of the media, and have them come to our trainings. Willing to stand up and say we made a mistake and discipline.
- 9) Involved in variety of things with Aurora pd dealing with youth. Police athletic league, midnight bb programs, youth department gymnasium, brought programs into facility and provided midnight basketball programs and other types of activities. School resource officer program

- 10) What a reasonable police officer would do at that time. Right to employ force when we feel necessary and to overcome any force being used against us. What's reasonable for those officers based on those criteria. Cannot go back in hindsight and can only apply in what the officer knew at that time. Regular and ongoing training. Going over the use of force policy and make this clear. If this is not clear to every officer, that is the fault of police chief and police leadership.
- 11) Absolutely, worked with aurora pd a program for cultural competency. More than cultural diversity training for all police officers. Already have a history of doing that successfully and succinctly.

Closing remarks

Thank Champaign, this process has been thorough and clear to us as to what the ground rules have been and also community involved. They want to get this right. It is a big opportunity for the community given the visibility of the Police Chief. The city needs to be credited with doing a good job in doing that. Will bring a lot of passion hard work and hours to do the best he can to serve Champaign.

Anoinette Filla

Opening remarks

Thank you for opportunity, interesting. Resume and bio: law enforcement 38+ years. St. Louis police dept. Diverse, depressed, affluent areas. Been a part of every part of the police. Commander of internal affairs, director of the academy. St. Louis PD run by the state, unique and was a liaison between the board of police commissioners and the chief. Learn the operations of police politics, state politics etc. don't be in one place too long, become stagnant, so avoid by moving around and staying fresh.

- 1) My various assignments throughout the 38 yrs in law enforcement. Developed budgets, grants, to help community. North St. Louis people felt PD and city had neglected them. Challenge because they didn't trust the police, considered dumping ground of the police department. Citizens upset about that type of reputation. Took six or seven years to change that reputation so the community trust us and makes sure the officers do their job. Everybody treated everybody with respect and wasn't considered a dumping ground anymore. Work with federal government on a cease fire program.
- 2) To get change you need communication. Lack of communication and lack of respect. Make a point of going to community meeting, everyone is free to voice their opinion, doesn't go into the community and tell them what the problems are and we'll work together to solve those issues. All of us working together to solve the issues
- 3) Not real familiar with it but I understand it is similar to stabilization program in St. Louis to stabilize neighborhood and prevent homicides and the circle of violence. To make the

community safer for everybody. So we work very closely with stabilizing the neighborhood and getting everyone involved and making sure everyone is involved and safe. We need to develop a learning environment for them in the school. Something else, in other words she has no idea what this is.

- 4) Moral is very important. Moral is diminished usually over something that happened or if they haven't had a pay raise in many years. To build moral we need to talk to the officers and where there's change we need to explain to them how it's changed and what change is happening. the only way to boost the moral is to treat the officers with respect, as human beings, and fairly, they'll do just about anything for you.
- 5) I think every city has that issue, if I was appointed here, the best way to do it is to educate the officers. A lot of times they don't think they're doing this, unless we sit down, talk to them, and show them, they don't realize they are doing this, all goes to educating the officers, making sure they know the job, can't just violate people's rights anytime you want to just because you carry a gun and a badge.
- 6) Most cities have issues with internal affairs and complaints with them on their officers. The PD shouldn't have anything to hide and if they don't have anything to hide they shouldn't criticize getting a CRB. We found cities that did have a CRB it didn't change the outcome very much but it did make the PD accountable to the city to explain what they do and how they do their investigation. The community understood more. I don't think this is a bad thing, the case is to keep the communication open within the community and the police department.
- 7) No problem with that. Some officers don't want to live in the city and use the excuse of the public school system. We should be working towards helping the board of education approve their accreditation. Another reason is officers fear they're going to arrest someone and run into someone they arrested. They think that's a terrible thing but that is a community, no matter where you are you run into people, it's a small world. I don't have a problem with the residency, but those are two things I've heard and I don't think they are viable reasons.
- 8) Go out into the community and educate them on use of force process and the fact that we tell our officers to use the least amount and progress from there. Officers also need to be educated because they seem quick to use pepper spray or a tazer when they need to be trying to deescalate in other ways.
- 9) Worked with north side community center for at risk youth. We had a gang infested area with a lot of narcotics, truancy, and curfew. Got money to supply resources to families and juvenile.
- 10) Ongoing training, every year periodically on the use of force because we do use it quite often so they need to be educated on the use of it. A lot of times they get tunnel vision and forget rules and regulations so you have to remind them. Again letting the citizens know what we're doing and how we're doing it.
- 11) Yes, communities are evolving every day. A few years ago I was in command of a dist. Where we worked with the int inst a lot of the people coming over from Bosnia, we didn't know each others culture. It was very challenging for me because in Bosnia they didn't recognize female leaders. We got and institutes and training on how to handle. Classes also on their language. It made the communications between the citizens and our officers much easier.

Closing remarks

Thank you again, been an enlightening experience. Spent 38 years in law enforcement all in St. Louis, to come here is a great city. Vibrant city. I've done everything I can in St. Louis and I'm looking for a new challenge and it's happily between St. Louis and Chicago, and my son lives in Chicago. Has friends in Peoria so been here quite a few times. I look forward to it and working with all of you closely.

Kim Johnson

Opening remarks

Thank you for inviting me, excited to be here. Everyone has my resume of course, I just wanted to mention some of my strengths. Community policing background. Started in the early nineties and ran it for a good ten years. My job to make sure all police officers will do community policing all over the city. A wonderful way to police. Staff development initiative. Developing own task internally. Develop them to be better leaders as the move up the rank. Leadership skill set. Personal communication skills: interest and desire to work with individuals on a personal basis. I feel I have a strong ethic when it comes to my communications skills.

- 1) Growing up in Detroit, how raised. Treat people with dignity and respect. Education and experience. Different divisions and ranks in Lansing 30+ years.
- 2) Getting back into the community. Listen to the community and see what's important, make some long term solutions. Be open, develop trust. Make sure staff in position to provide necessary service in the community.
- 3) Very limited experience with that. Not much experience with that in East Lansing, but willing to learn, listen, and understand it to enforce the laws on the book in an ethical and appropriate way.
- 4) With a change in leadership is a time to regroup and gather moral, if in need start to rebuild and put things on the table. The grey issues. If they see us working towards common goods and goal, they'll see us with high integrity and want to communicate with one another up front and personal and talking about things that need to be talked about to get things moving in the right direction.
- 5) Responsibility with the PD to see why that is happening, talking to command staff and seeing what areas they're targeting that may be making this disparity. Intersections with high accident crime scenes, school zones, stuff like that. If there are issues, it becomes my responsibility to dig down deep in the grey area to see what's happening and why we're making these stops.
- 6) We don't have them in East Lansing, I've been working as a cop for thirty years, our community supports the police. So I'm not in favor of a CRB, please give me time to work within to see where we're at. If that still doesn't work, give me some time to make our investigations more transparent. If that doesn't happen and the boss says to enact a CRB I have no problem with that. I don't think it's the end of the world, it's a growing thing. We have video cameras in our

cars and years ago they didn't want to be in cars with video cameras, now they don't want to be in cars without them, so it's a growing thing.

- 7) Not in favor. Sometimes it is difficult to have the best people to service our community. We may have individuals from a surrounding community. It is also critical for us to look within the community to have people join the force who already live in the community. Importance of a recruitment team.
- 8) Big challenge. Hopefully it is a group effort. I will bring my energy and resources to address the community. Have staff with me so people see more faces of the police, not just myself. We need to work to do more problem solving and be more transparent. We have to be more open to the community to show people what we do. We have to spend some time getting to know one another. The more we are around trying to make a difference, hopefully they will realize that we are doing things right. If we do the right thing, we'll be ok. It is important to get that "marketing" out back into the community to make sure we work together and not against one another.
- 9) Police athletic league, spend time in the neighborhood. In the schools. We just try to be available and do things that the community takes for granted. We are always trying to expose ourselves with the youth of this community. I.e. the shop with a cop program. It's just one these things I feel do something to build that relationship. Those kinds of small programs have been good with us. I spend a lot of time with my volunteering in Detroit with the youth in my personal time.
- 10) Continuous to go over and review policy and procedures every year. Cover everything to let staff know what they can and can't do. Use of force instructors are the best in Michigan. Proper training, strong guidelines everyone understand, and consistency.
- 11) I used to teach cultural diversity training in law enforcement. Both good and bad. Resistance. Learn culture and diversity but go back to doing what they were doing. Training is a nice foundation but we need to develop a culture where we have a respect for one another and the "color thing" goes away. So we won't have to work about training because they treat everyone equally. Not to disregard training but it's not the cure all. It has to be a belief with how we want to treat a community. Must develop a culture and education.

Closing remarks

Thank you for invitation. Concerned about the community, if we weren't we would be back home watching basketball on tv or whatever (?) People watching it on tv are concerned, want to make sure the next police chief is part of the community and we can work together and make sure we're a part of the community just like everyone else. We all work for the city. And that'll be my role, that's the chief's role.