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**Audio quality:** Great

**Moderator questions in Bold,** Respondents in Regular text.

KEY: **Unable to decipher** = (inaudible + timecode), **Phonetic spelling** = (ph + timecode), **Missed word** = (mw + timecode), **Talking over each other** = (talking over each other + timecode).

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Kwasi Fraser: Each member of the public will be granted three minutes to speak on this. I would now like to introduce Sally Hankins, who will provide a staff presentation.

Sally Hankins: Thank you.

Kwasi Fraser: Thank you, Sally.

Sally Hankins: So, at the meeting on July 20th 2020 town council adopted Resolution 20-07-02 stating its desire to establish a community policing advisory committee. It directed staff to prepare in collaboration with interested citizen and ordinance, creating that committee and describing its purpose, its membership, its scope of authority and its duties. We have published the legally required advertisements for adopting that ordinance, and tonight is the public hearing on that ordinance, which is in the packet for the agenda tonight. There were 2 issues that we asked council to take a look at before concluding the meeting tonight so that we have some direction for the next meeting, and that is our membership. You will see that one of the issues is we've limited membership on the committee to residents of the town, and business owners or business managers of businesses located in the town. I think we'd like council to consider whether it wants to allow for the appointment of persons who may not meet these 2 criteria, but may have extraordinary expertise in the field that would be beneficial to the committee, and the second issue, it's unclear from the ordinance as its drafted right now how the committee will work with the police department.

It set up as an advisory committee that advises the town council, but it is likely that this committee and the members of the committee will have some appearance of authority in the community because part of their purpose is to dialogue with community members, and when doing so they will represent that they're on this committee, the community policing advisory committee, and so when people talk back to these members of the committee and explain that they're frustrated with something, we need a process for how those frustrations get to the administration, because the administration is where that problem should land in our form of government, so that something can promptly be done to address that problem if it needs prompt address. If it's something that could take more time, we certainly could bring it to council if it's a policy issue or a legislative matter, but if it is something other than that, something more administrative, a failure to abide by already adopted policies, for example, we would need a process for that. So, our recommendation as to that issue is that the committee members be obligated, they have a duty under the duties that are listed that we would add, they have a duty to promptly share any complaint or communication with not

only the town council, but also with the town manager and the chief of police, since those are the administratives in our government who can direct action to address those complaints.

With that I conclude my comments and turn it over to any public comments, and, well, I would like to add one more thing. We did send the draft of the ordinance, well, the policy statements and the missions and the duties, the purposes, we sent that out as it existed after the last meeting to all of the citizens who indicated they were interested, and we got four comments from interested citizens back, four sets of comments, those were included in the packet tonight, and those comments were reviewed and much appreciated and incorporated into the draft that's before you tonight.

Kwasi Fraser: Thank you very much, Sally. We have here 3 individuals requesting to make comments, the first individual is Erin Raynor.

Erin Raynor: Good evening, I'm Erin Raynor, 108 Upper Heyford Place in Purcellville. I have one concern to this committee, just a couple of statistically questions and then a couple of questions to be answered or for thoughts when creating this committee. What I would like to know is what problem in Purcellville concerning law enforcement would the committee need to address, or feel a need to correct or fix? Is there data in our town that shows that we have a system, or do we have systematic racism with our police department or police brutality or lack of accountability within the department? Also, do we believe a committee driven out of the (mw 55.58) the police movement can actually partner with the police successfully, and finally, do we want to contribute to a current situation where we have a 60% reduction in law enforcement officers? Do we want to chase out potentially really good officers? Thank you.

Kwasi Fraser: Thank you very much, Erin. We'll now here from Doug McCollum.

Doug McCollum: Thank you, Mr Mayor, council, my name is Dough McCollum, I live in 133 Amalfi Court, Purcellville. I'd like to present a different model of community policing for the council to adopt. Purcellville is a very law-abiding community. The crimes reported to the police department are by and large minor matters. In my opinion the police department has the trust of the community, and it performs its duties professionally, I am uncertain just what a CPAP is trying to remedy. While I was in the US Attorney's Office in DC, which (inaudible 56.58) both federal and local crimes, I witnessed first-hand the benefits of Chief Jerry Wilson's community policing efforts during the tumultuous periods of the late 1960s and late 1970s, (inaudible 57.10) the assassination of Martin Luther King and Robert Kennedy, and the (inaudible 57.15) and anti-war (mw 57.17), through his leadership of the Metropolitan Police Department's community policing efforts, however, Chief Wilson went all over the local community. I strongly believe in community policing. I've seen it work in a much more challenging environment. I was a member of the interview panel that voted in (inaudible 57.35) that hired Chief McAlister. One of the things she said she believed in was community policing, and she believed it would fit well with Purcellville. She was right then, and it's correct today. I think she deserves the town council giving the police department the leadership role in community policing where the police department can be held accountable to the town council and CPAP and community, to be the leader of the town's community policing effort, however in my view, not require the police department to be a member of CPAP.

Now, (inaudible 58.06) I have a few other major points to make, and if I don't make it for three minutes you can refer to my comments in our town authority's staff report. CPAP's charged to make clear that while CPAP is the liaison between town council, the police department and the community, the police department has a responsibility for law enforcement, and for all the police department has lawful authority for the enforcement of criminal laws, not CPAP. More important the police department has to manage whatever budget authority the town council provides it each year. A police department's annual budget should include such community policing matters such as police training and various community policy initiatives such as community police relations and public education of policing matters. A police department will present the proposed budget to the CPAP for assessments and suggestions of its members, and the CPAP's assessment and suggestions should be invited into the police department. To the extent possible, the police department would incorporate the CPAP's comments and suggestions into the proposed budget. Where they cannot agree, the police department should send the CPAP assessment and suggestions and explain to the town council why the police department rejected or couldn't modify them, and then it will be the town council's job to resolve this.

It is possible that matters will go to the community policing, maybe it goes there directly, to CPAP rather than the police department. CPAP will present these to the police department for its comments and reactions. IF CPAP is dissatisfied with the police department's response, the CPAP may raise its concerns with the town council at a town council meeting. My vision of community policing is that if a town council rejects the police department's enforcement policies based on the CPAP's advice, or rejects CPAP's advice, this could become an election issue. That is what elections are for. (TC 01:00:00) Moreover, CPAP has an established means of making the public aware of CPAP's concerns about enforcement issues on an ongoing basis, representing the (mw 01.00.09) of the public town council meeting. This is the approach I believe that should be approved by the town council. It calls for liaison via the police department and meaningful cooperation with CPAP. Thank you.

Kwasi Fraser: Thank you, Mr McCollum. We'll now hear from Charlene Lane.

Charlene Lane: Good evening, Mayor, good evening council. My name is Charlene Lane and I live at 104 Ravello Court, the Courts of St Francis. I was one of the first of two women who graduated from the North of Virginia Police Academy way back in 1970. We were the only girls there with a lot of guys. That place is now called the Northern Virginia Criminal Justice Training Academy, where the 13 officers of the Purcellville Police Department attend. I was married for 45 years to an Alexandria police officer, for 6 years I was an investigator in Alexandria, I investigated crimes committed to and by the youth of Alexandria and sex crimes. In 1990 my husband and I moved to the rural county of Loudoun where he became a farmer and I became a school teacher, and I worked right up the road here at Emerick Elementary School, and I taught kindergarten, and then I went back to school and became a school librarian. Later I have retired, decided to stay home and be grandma. My husband died and I moved to the small little town of Purcellville. In retiring, I rarely even read the paper until lately, when I saw about the police community board that you all were talking about. I should have come to it months ago, I hadn't read about it then, but I looked in the paper, I went online and I read the proposals. 13 people in Purcellville Police Department. We're not

Chicago. We're 13 officers, they get up every morning and wonder if they're going home in the evening.

I want the Purcellville Police Department to continue to be directed by the constitution, by the federal and state laws, by the ordinances of Loudoun County and Purcellville, and not have their actions be second-guessed by a community advisory committee that won't be swayed by what is politically correct at this time. Good police officers are leading municipalities or towns and city councils, with the help of citizens group, are deciding what is politically correct rather than what is legal. Officers are told to stand down and allow rioters to loot and burn in total contradiction to the law. Police officers are demeaned, spat on, thrown things, assaulted, and they are told not to react. When respect for the law and law enforcement has gone, so will be the peace in our community. Establishing a committee to oversee the police may seem an easy way to correct the past. In reality it is putting a layer of unelected people between the citizens and the law. I want good officers to want to come to work here in Purcellville, not to shun us because we've established a committee that by its mere existence, and the following one I say as well I got from reading online about the proposal, will show that we mistrust our police and need to oversee their every action. A committee that encourages individuals and community groups to look for bias in police actions, a committee that will hold town officials and police accountable through the press if the policy recommendations are not adopted.

At present there are ways to present grievances police actions. There are ways to change ordinances. Use them. Investigations are done by internal affairs. These can be objected to and reviewed by the commonwealth attorney who is an elected official, by judges in court, demand these be fair and impartial, make these more up-to-date. Every day our police officers leave for work not knowing if they will come home. I know that feeling. I know that feeling having a policeman as my husband and wondering if my children would have a father. They see things in their job that none of you, unless you were a shoulder at war time, have ever seen. They are haunted by the worst of what people can do to each other. The second they take to wonder if a committee will disagree with their action may be the second that gets them killed. These are politically charged times and town councils are looking for ways out of trouble, ways to transfer their responsibility. Do not make the mistake of marking our town as one a good cop would not want to come to. The money in the police budget that would be used to establish this committee can best be used to purchase body cams for our officers. This technology will protect the citizens and officers of Purcellville, and it holds no bias or political correctness, and if you do decide to establish CPAP I have a few requirements for its members. First, course I've lost track of my next page, I'll just tell you what they were.

The first one was I think that anyone who's a member should do a ride-along once a month, and that ride-along should be on different shifts, one month at midnight, one month on evening and one month on daylight, and if you ride along with a police officer he's not responsible for your safety, you decided to be on this committee. The second thing that I feel that if you're a member should have to do is you should have to attend a viral-, gosh, I haven't written down, I forget what it's called, but they have it at the police academy where actually it puts you right into the scene, it puts you right into a shoot-out, it puts you right into the wrong person coming out. The police officers who go to the academy have to go through this, and so should the members of this committee if you decide to (inaudible 01.06.37). Third, if

you become a member of this committee, I hope that every day you ride along you pray to God that he gets you home safely, just like every officer in the city or town of Purcellville. Thank you.

Kwasi Fraser: Thank you very much. Now we'll hear from our pastor, Dave Milam.

Dave Milam: Thank you, Mr Mayor and council members, Mr Rakowski, I heard that you said something online when I was listening to the meeting about a Pandora's Box and then you switched to pandemic.

Mr Rakowski: (mw 01.07.21), yes.

Dave Milam: So, I come with a Pandora's Box just for you.

Kwasi Fraser: Pastor, just for the record your address?

Dave Milam: Oh, I live at 122 Amalfi Court and I'm the pastor of St Andrew Presbyterian Church at 711 West Main Street here in Purcellville. I'm speaking on behalf of or in favour of this kind of advisory committee. I've actually had the opportunity to spend a good deal of time with our police chief over the summer, and have really enjoyed, if she's back there, yes, having time to talk with her, and some of the comments that the woman made just before me about the drive-alongs and so forth were wonderful things I think the police chief mentioned. I did get a sense in my conversations with Chief McAlister that there is a possibility in this committee of a broader sense of participation of citizens in the work of the police here in Purcellville, and a benefit to the police department especially, and I know of course in these times as we've seen, things happen in the news about George Floyd and many others that we've seen, the effects of racism that are under the surface, many of us who are white and have grown up in our bubbles, wherever they may be, I grew up in San Diego and I lived in a bubble I found out there, we just don't realise some of the things that people of colour will face, and so part of my sense of dealing with this is to learn about this more deeply, and to be open to change. I do hope that as a regular part of what we do as a town is not to just put things off so that we're only reactionary, but that we have things in place where we are able to respond and in preparation be responsive to what our situations are.

I see great prospects both to support our police department here in Purcellville by this advisory committee, and also to have a greater opportunity to listen to people especially who live without their voices being heard. So, I ask that you would go ahead and pass this ordinance tonight, and would appreciate it if you do.

Kwasi Fraser: Thank you, Pastor Milam. Former council member, Ned Omogaman. (TC 01:10:00)

Sally Hankins: Thank you, Mr Mayor, Ned Omogaman 140 South 32nd Street. So, I want to first thank you all, all of you on council, for already voting for the resolution in support of this community policing advisory committee. So, for this idea, my understanding since the Love & Unity March and the expression that we had at different council meetings and subsequent meetings is this is a question of details about how this committee would work, not about whether the town needs it or wants it. That's the first thing that I will say. Some of you

all might change your minds, but that would be different. Up to now you've all said this is what you all are supporting, so in addition to that I just wanted to say of course, our town has lots of volunteer citizen committees, commissions and boards, and the assumption with all of them is that they're force multipliers, that they're enhancing our governance, they're not a detriment or a heel or a hindrance to it. I would completely expect that this committee would be the same. We shouldn't be talking about a committee if it's by anybody's design meant to hamstring or undermine our own government, and I completely disagree with any notion that that's what this would be doing. In fact, 100% this would be a force multiplier, not for police or citizens separately, but for how we want law enforcement to be carried out and public safety to be carried out in our community.

That's what at issue here, and I'm also wanting to be one of the first people to say that we're lucky and blessed to have a great police force and a safe town, but that's not always the case and it might not always be the case. It hasn't always been the case in the past and it might not always be the case in the future, and things that are happening elsewhere in our country, we do have an obligation to think about them and think of ways that we can learn from those things and make our own community better. That's what I think this is all about. Now, with respect to the actual ordinance document, which I read carefully, as did my colleagues that were on the task-force that you all directed us to create back in June 23rd, during that council meeting. We think that this is a good document overall, but there are a couple of things that to us feel like they're either areas of omission or commission. One of the biggest issues there is that like other citizen advisory committees in our town that advise the council and give guidance from which the council can potentially learn and make decisions, is that they tend to be separate from the town staff. The town council has the luxury and the benefit of hearing from citizens and also hearing from the great employees that we have in our town, but it doesn't make sense to mix those and have towns' employees through citizens' committees give advice, and also give advice as town staff.

There are some benefits to the staff, to our government and for you all of having citizen advisory committees be distinct from staff committees, and there's not any language in the ordinance that says that town staff would not be voting members of this kind of a committee. There are also a lot of qualifying adverbs and adjectives that I don't think exist with other committees, so I'd want to know this committee is treated differently than other ones. Why does this committee need to become deeply informed at their own expense, but that's not the case with the planning commission, that's not the case with any of our other committee commissions and boards, and if it is then I think that that's a consistent model. I agree with saving our staff some time and placing their valuable resources in other things, but then let's be consistent across everybody, and that goes to the idea of minutes. This ordinance says that this committee would be responsible for keeping its own minutes, which I don't think that that's a problem, but I think that that's something that's good to be consistent in. This ordinance would actually be a good opportunity if that's the direction you all want to go in to do that for all of them, because it's also about the other committees, commissions and boards, but generally I'd say if there's a reason for singling this committee out for different standards, then that needs to be made really clear and it needs to be functional, not because we're coming at it from a position of distrust or something like that.

I think it's important for this in the whereas (ph 01.16.08) statements of this where there's a

chronology of how this came about, to acknowledge both that this was in part born out of more than a 1,000 person demonstration of unity with our police about seeing injustice in what's happened elsewhere. That this committee was born of that, that this town council or the previous town council asked some of the people who wanted to start this committee to go and make a task force and do deep research and come back with proposals about what places have done elsewhere. And that task force then went and listened to what the town council said and systematically went through and tried to address every one of the issues that was brought up initially, and that process is part of this. It didn't just start with what I think was described in the statements as, 4 community members provided written feedback. So, you have a committee, task force, that this council blessed and asked to go and look, being considered as 1 individual in the community, then 3 other individuals that wrote in being equal to that. That doesn't seem accurate or true to me, and nowhere in the document is there any recognition of the effort that the other citizens put in to researching and looking at this and working on this. If you all want to minimise that, do it intentionally, come out and say, 'We don't like this task force that we tried to put together, so we're going to throw that under the bus and move on with what three other people say.' Be brave and do it honestly. Alright, yes, I think that's it. Generally I think that this is a good document, I think that this is what our town needs and I think that this will be a force multiplier precisely for our police and our law enforcement and for the rest of our citizens as well. So, thank you.

Kwasi Fraser: Thank you Mr Omogaman. Any comments from the folks online virtually, is there anyone?

Erin Raynor: Yes.

Kwasi Fraser: Please announce your name for the record and address.

Erin Raynor: Hi, this is Lana (mw 01.18.47), I live at (mw 01.18.49) in Upper Heyford Place, in Purcellville. I have lived here for 2 years, I have 2 small children, I love our police and how they protect my family. I've also been practising criminal defence for 22 years in the Commonwealth and the district of Columbia, representing people accused of everything from reckless driving to some of the most heinous crimes that have occurred in Northern Virginia in the last couple of decades. As part of my work I've dealt with local police, county police, state police and every federal law enforcement agency that exists, and I've seen the results of bad policing and good policing. In Purcellville it's been all good, and it is because I have the greatest respect and an excellent working relationship with law enforcement that I don't want to tie their hands in the name of political correctness. I don't want this committee to be that which a prior described as what she fears it could become, and I fully support the requirements that she had spoken of and more. That's why if there's going to be a committee (TC 01:20:00) I'd want to serve on it, because I have found in 22 years of practice that the good cops and agents exist in overwhelmingly larger numbers than the questionable ones, the ones that let their biases cloud their judgement in investigation, enforcement or testimony in court. I haven't witnessed any systemic problems in Purcellville, but I would love to help keep it that way to whatever extent is necessary. If a committee is formed I want to be on it because I want to help the community trust our police, and importantly I want the police to know they are trusted and appreciated. In addition I've ran a law for 12 years and I can contribute to the discussions and everything, any ordinances or mission statements or

planning documents, as well as the proposed process and pipeline for complaints that Miss Hankins was speaking of earlier. Thank you all for your time and consideration.

Kwasi Fraser: Are there any other questions or comments virtually?

Doug McCollum: Yes, I'd like to make some comments.

Kwasi Fraser: Please state your name and address for the record.

Doug McCollum: Yes, my name is Rosemary Wagner, I live at 127 Misty Pond Terrace in Purcellville. I have to tell you this is very upsetting for me, when I first saw the comments or I guess the attempt to get this committee together, the first thing that struck me was it is punitive against the police. We have seen what's happening with the sheriffs department, this looks to me like a similar situation. I'm afraid that this committee could be staffed with anti-police type people, they could do a lot of damage. I just have the same question, what's happened out here that has caused this committee to really come about? What have you not told us about all these problems we're having with the police? Because I don't see it. The police that come to my neighbourhood are welcome and have done very good things for us, and have handled difficulty situations. I've lived here 16 years but also worked with the SWAT (ph 01.22.28) for 30 years, so don't tell me this is not political. These people that have been commenting on the budget of the police, what kind of background do they have? How dare they. I have 30 years of handling billion dollar budgets, you can't give them training, one or two courses and say they're capable, they understand what law enforcement has to go through? I went through 9/11 and I was thinking, 'God that policeman was coming for me.' So, I have a hard time with what you're doing and this is very political and I really don't want this to go forward. If we have problems then everybody should know it, I don't see it, I see this as an attempt to hamstring the police. To do the political bidding of either somebody on that council, I'm looking at that now to see which one of you all, and what this thing with the staff member proposed, that's the most bizarre thing I've ever heard of. I've been trying to read everything you all have put out on this and I have seen nothing that talks about the problems we have, everything but. The lady that spoke earlier that was a former police officer, I was right there with her. This to me is insulting to the police, and pretty soon they won't want to do anything for us. I for one am worried when the people do come to loot and burn, because I'm not going to stand still and wait for them to take me down. I'll be fighting for our lives, whether it's politically correct or not. I'm very worried about this, I'm an elderly person who still has a lot of fight. Just so you know, I was an analyst for NASA and the DOD, you're not dealing with some fool here, okay? This to me is disgusting, I'm really sorry that I live in Purcellville now, what is going wrong here? You have answered none of those questions about what problems we have, why this meeting, this is very punitive and you are not going to convince me otherwise that this isn't something coming from the left. Let's call it what it is here. Thank you for listening.

Kwasi Fraser: Marley?

Doug McCollum: Hi, this is Marley (mw 01.25.16), my address is 535 Rigby Ct. (ph 01.25.20) I'm (mw 01.25.20) thank you for voting half the resolution (mw 01.25.24). I strongly support the creation of this committee, (mw 01.25.28) what this committee should



entail. I hadn't (mw 01.25.36) there are people asking what problems does this committee need to solve, because I lived in Purcellville for my entire life and I remember just in recent history two huge lawsuits that cost this town a lot of money. Another student at my high school was (mw 01.25.56) so clearly the problem with everyone in the US right now, we're not exempt from it. I think that it's important that we do something to make sure that our police are serving our community and protecting every member of our community regardless of who they are. I think this committee can help work towards that. I also think it's an issue of fiscal responsibility, as other people have said our town is extremely safe. Yes, without very much crime we're still spending a lot of money on police, it's like a quarter of the town's spending. So, I think it's a great idea to have a committee that isn't punitive, that can't really do anything except make recommendations to town council, that's its only power really. It can be an outside perspective that isn't embroiled in the day to day of law enforcement that can bring new fresh ideas to make our town police as effective and efficient as possible. I feel that's so important and I'm really excited to see what this committee can do and what new insights can be brought to make our town police the best they can be. We are such a safe town that I think this can only be a really good thing to make our police better. Also on the topic of body cams as mentioned earlier, this is a really low cost method to try and make our town police more efficient, as opposed to body cams which would be far more expensive. So, I'm really in support of this initiative and I urge you all to vote yes on this ordinance, thank you.

Kwasi Fraser: Now I will open for town council comments, Tip?

Dave Milam: I'll save my editorial comments to town council when we get to the town council member comments, so I don't want to slow down the public hearing part of this. I did want to thank Nedham (ph 01.28.10) for his review and thoughtful edits of the proposed ordinance that Sally has contained in our staff package this evening, so that gets me through point 1/point 2. I agree, and this is point 3, I only have 4 points. Point 3 was I agree with Nedham, we ought to compare and contrast this proposed ordinance with all of the other CCB ordinances. 1 of 2 things should happen, we should change the other ordinances to conform or we should change this to conform. Bottom line is across however many CCB's we have, they should be remarkably consistent in language and how we scope and bound those functions. So, I think that's a good thing. My 4th and final point goes to a point that I think Doug made in the staff package. I think there was some legislative action being considered by the Commonwealth this month. I think we need to loop into that to understand what that legislation is, I don't think that legislation should slow us down, but I do think we should certainly understand what that legislation is driving us towards. The 2nd part of that 4th point was, and I think Doug also made this point and it's a fair point, there is some fear in our community that we have politicised something (TC 01:30:00) that was actually designed to be, like Nedham says, a force multiplier where we actually give the community more of a voice in creating partnerships. All that being said, if we are absent with how we do that in this ordinance then we will lose confidence, in other words, I get it, I was one of the guys that said I didn't want a committee doing the budget. Point of fact, everybody gets to do the budget because the budget is a public process, so we don't really have a problem with them doing the budget. What I do think is that we've got to build confidence in our community that they're not something else, so in other words contrary to what Nedham says is we may want to be explicit in some places by design to build confidence for our community. In other

words, 'We want you guys to review the budget.' Okay, that's great. 'When you review the budget we want you to submit it to staff and council, your recommendations. Then when the police department comes forward they need to tell us what they liked about your recommendations and what they didn't like about those recommendations.' So, in other words, we have a transparent and fully disclosed discussion. Right now when I read that ordinance you're kind of just going too vague in this world, and I think that's what creates some fear amongst our community. So, I would ascribe to the point that we probably need to spend a little bit more time addressing the points of how. Not to call them out as different from the other committees and boards, but to actually build confidence that this is not a political stunt but it is a bipartisan, if you will, multi-partisan effort to actually engage our community in building partnerships. Later on this evening I will talk about those partnerships and the fact that in the Commonwealth local government is designed and divided by design between the county and the incorporated town. We are not separate cities, and so we are very dependent on our partnerships, and that's the point that we ought to be driving home in this ordinance is that it's designed to go after and enhance partnerships, not to divide, but to unite and create partnerships. With that I'll stop.

Kwasi Fraser: Any other comments from council?

Kwasi Fraser: Thank you Mr Mayor. I'll be point blank honest here, I have some issues with this whole process. I think the idea itself is sound, and chief I'm going to ask you to present some numbers here in a few minutes if you don't mind, I'm going to put you on the spot. The question I keep hearing is, 'What are we trying to fix?' The young lady here spoke about it, people there. When I'm talking to people around town they're asking that. I did a little bit of research, chief, and you probably have better numbers than I do. I tried to break down if there was any kind of complaints against the PD, I mean I saw a whole bunch of different stuff. I can't see everything because some of it is PII, and I get that, but I don't know. I'd like to know, are we targeting one populace of this town more than others or anything? Before you go chief, and I'll definitely give you some time, is I went through this packet, I highlighted a lot of stuff I have here. I agree that this is actually a pretty good idea, the chief is on board, she likes the idea, but I disagree when people say that it's an even tone. The original draft that came before this council was very much pre-emptive, and that's where I take my issue with. Some of the things that came up there, and again I'll post this all up here, but some of the things that came up that I saw, service liaison, full diversity between the Purcellville community and the police department, but then they talk about investigatory authority and stuff like that. That's what we're here for, when they talk about that. Tip brings up a good point, the budget is wide open, everybody can have an input, that's kind of what the town does. I do worry if we have somebody up here, when it first came out I think there was a statement, and I don't believe it's in here now, no law enforcement is allowed. I disagree with that vehemently. We have representatives in this town who are tax paying citizens, they should be able to be represented on this. So, if we're going to do that, we're talking about building a community, and then we're talking about excluding certain members of that, that just does not fly, it doesn't make any sense to me. So, when you talk about this my biggest thing is, again, I think with the scope of some of these duties. I think overall the idea is sound, I think it helps, what I would love to see is a give and take. I told somebody earlier this week, because there have been comments about stacking this committee, and that's going to be no matter how we vote on it and how we get on there, people are going to say that.

What I responded with, 'I would love to see people who are very pro, not very pro, but pro de-fund the police, along with people who are back the blue.' I happen to be in the back the blue category. Because that's the way you're going to have full representation within our town. I do think what we need to do is be very cautious with the message we're sending. When people start talking about authorities and oversight, that's where our town manager comes in, because that police chief works for our town manager, the town manager is accountable to us. I think that's where that accountability needs to stay. I do like the ideas, I've said before, and I want to be very clear on this, that the idea is not a bad idea. I think the way it's written right now appears to be overreach, and that piece I do not agree with. Chief, could you answer my question for me please?

Mary Jane Williams: Good evening. We did look at our numbers and we looked at administrative investigations since I've been in the department which has been the last 5 years. We have had 35 internally generated complaints that we have looked into, that we felt needed to have an eye on them to see how the officer did, and to ensure the officer did the right thing, and if the officer did not do the right thing, that we addressed it with training, and if needed, some level of discipline. We've had 21 complaints from the external environment, which is our citizen and community. When we go through those, we look at everything as far as what the officer did, what were the interactions, we investigate everybody we possibly can, get in touch with who was on the scene and witnessed it. We get medical records, all sorts of records. We look at past records to find out, so that we get a full, unbiased, thorough investigation. In the internally generated complaints, we did have 13 oral counselling, 3 written reprimands, 1 resignation, 1 termination and 1 suspension. For the externally generated complaints, we did give 4 oral counsellings, 4 written reprimands. So, we do listen to the public, but what I want to say is most of those complaints that we have on the officers, and when we want to check their skills and abilities, it comes from the internal. It comes from somebody inside, a supervisor, a co-worker seeing something that an officer might have done improperly. I want to also talk about our arrest records. When we look at our arrest stats from 2016, I think that's when we switched over our records management system. So, some people say there's systemic racism in the police department. They say it might be in all departments, it might be in all of us, in every profession. But, we looked at our numbers and we come out to 12% African Americans are arrested in criminal cases, and 7.12 in traffic cases. So, I think when you look at our population, it's pretty comparable to our population. Often times, the arrests that we make are not town residents but it's people who pass through our town and come into our town to commit crime and then traffic violations happen.

We do keep a good eye on what we're doing. We, I feel, have a great accountability for our staff, and I think our police department has come a long way. I will say, I am in favour of a citizens' advisory committee, however, I think it should be a committee that is friendly. I feel this one has a certain tone to it sometimes when I hear people talk. I do not mind the difficult questions, I do not mind pushback, I do not mind questions about why we do and what we do. In those dialogues, and when I wanted to plan it, I wanted representatives from our community really splitting down homeowners or just subdivisions that have names in town, and bringing people together at the table. I don't think there's anyone who can say that I never call them back. I think every time a person comes to me, we sit down, we give them the time, they come in my office, we answer the questions. My cellphone number is on the bottom of my signature of all of my emails, so everybody can get in touch with me. We will,

once we get all of our general orders updated and up to standards, we will publish those on our website, and if anybody wants those they're more than welcome to have those. I think as far as transparency, I think we have it. I want to be engaged with the community, I think it's important to be engaged with the community, but I am concerned about this being more of a political drive because of what's happening in our country, and I think (TC 01:40:00) like several people have said, this is Purcellville, this isn't Chicago. Thank you.

F3: Thank you, any other comments from town council? Council member Grewe, go first.

M: A couple of comments on this. First of all, thank you for the public comment on the matter. I think Ted is correct, he's heard a fair bit about this, as have I. I do think this committee has acquired or this proposal has acquired, whether it intended to or not, a hostile perception in the public relative to the police. I think as long as that perception is held, the committee will be viewed adversarially, it will be viewed as an attempt at IA in a sense. I think it will be viewed as hostile, maybe not overtly said by law enforcement and frankly by members of the community. Considering the origination of it, I can't fully blame people for taking that perception. I admit, and (inaudible 01.41.23), I voted for, as we did, for the resolution to draft the ordinance. Glad to do that. Frankly, it's hard to have a debate over whether this should be a thing or not until we know what the thing is. You have to form the thing before you can have an intelligent debate on it, so I don't have a problem saying I voted for the resolution to draft ordinance. I do have a problem voting for the ordinance, at least as presented right now. There's a series of concerns, I think some of which are policy, some of which are process, and some of which I think are a lack of specificity as mentioned earlier as to how this works. There was a practical question of, do we treat all the committees equally for training? We'll bring people in to do training for the planning commission, we did that for the town council for different things, that's great, and I know when new council members are on, they'll send them off for training and the public pays for that because they think it's valuable for their staff and their elected representatives to have that training, that's great. I don't see why we can't put that in here as well if we're going to do that, that's a thing. There's some stuff that's just technical, process stuff, but there's some other stuff here where I think this comes from a posture that doesn't look like a partnership, or at least it's being received that way. I think until that is addressed, I don't think this works. We can talk later in comments about how to go about that, I do have some concerns about this. I think you were talking about use of force training earlier at one point, I think that's an excellent idea.

Marley: (inaudible 01.42.51) virtual simulation of police confrontations, and they have a (inaudible 01.43.00).

M: Yes, I think that would be an excellent thing, I think that's a useful thing for people to go through. Until you essentially walk a mile in their shoes, it becomes challenging to judge the manoeuvre. There's grave concern that we face as the public where we're seeing a massive reduction in people that are willing to apply to be part of law enforcement. 60% drop nationwide, of people that are willing to go through the academies and apply to it. I think that's about right, Chief, is that correct?

Mary Jane Williams: It was 60% decline after Ferguson, and then lately people are (mw 01.43.38).

M: There's the resignations on top of that, correct. 60% after Ferguson, I'll repeat it for the record, and then resignations on top of that. You're seeing that being the news around the country. What concerns me with that is actually not the 60% that say, 'I'm not going to be part of it.' What concerns me is the 40% that are left, because you want good law enforcement, you want good officers that use their authority responsibly and carefully, and you've just shrunk the pool by over half. Understand that in every part of life you run into people that conduct themselves wisely or unwisely. I want more wise people in law enforcement, I want more wise applicants to choose from. I want a higher quality of calibre and character of the people in it and if the actions we're taking are diminishing the pool, the likelihood that we get a bad apple goes up. That's not good for anyone, and I think we need to be careful in how we go about this. I'm not sure this, as written, does good in that field, and I think we need to think that through. There's more comments for later, but as far as the actual ordinance, I have a handful of concerns with it that I want to put out there. One of them, and Sally, this maybe isn't an answer question but probably a thing to think through. Are we putting a staff liaison on here? I didn't see that in there. They serviced a liaison, but I don't see us putting staff with it. There will be of course a cost to this as far as a budget component of staff etc. I think there probably is a reasonable reason to have the staff liaison be a law enforcement officer, because then there's an automatic channel to move those complaints through, that could actually be done even if they're not voting, they're at least present. I do think having the town council liaison count toward quorum but be non-voting doesn't work, I think it needs to be one or the other as a practical thing. I am concerned about the IT idea as far as making complaints, comments, questions accessible to the committee, and then under public record and how that works. There's a question of disclosure of information that comes in there. I know we had a concern a couple of years ago where one of our law enforcement officers was doxxed and his public information, his home address, his wife's name, I believe his kids' school was made public.

That's not okay, particularly not for the people that aren't the law enforcement, their family, their kids. That's not a great piece of history, and I don't want to people in a position where that could happen by accident, so I'm really careful about (mw 01.46.17) automated system for one. I also think about the practical ability, if people are doing oversight in some form, whatever we make that, I don't want to put people that aren't trained, that don't have the skills, and frankly the binding oath, to be careful on how they use that information. It can easily be something that is abused, and so, if we want to increase trust within our community I don't want to make it us vs them. We have enough of that in politics today and we don't need any more of it. The internal investigation practices which is, I think, 0.9 on the powers and duties section under section A, I want more detail on that before we go forward on that. It does feel like we're setting things up as internal affairs in a sense, or component of it with B3, I don't know if that's quite what was intended, but it's probably something worth clarifying on that. I would agree with Tip on the own expenses as far as the policing and paying for that. I don't see any reason why the town doesn't pay for that. If you're going to be on it, the learning forward thing, I think the idea of the ride alongs makes a lot of sense, I think that's a great idea. If we do this, I think that should be incumbent on it, because I think you need to understand the decisions you're asking to make. It's one of the reasons I think it's valuable

where we as council will occasionally spend time in the trenches, go to the wastewater plant, go to the water treatment plant, wander through the basement of here, stop by Liz's office, go through finance, talk to Brian about how we're doing code enforcement, why? Because we need to know the impact of our decisions. Not to say we're bound to those staff, but to understand when we make decisions what that flows out like. Because sometimes you make a decision and you're like, 'It'll just happen', well, it doesn't just happen. There are people that have to make that somehow work, and thinking that through and knowing both sides of it is, I think, really important.

I think we should probably think through what happens if someone misuses their position, if they've accessed information that's not generally applicable. There's nothing about that, and frankly, for most of our other committees, that isn't really a concern. I guess there is a little bit when it comes to information that someone may have that's proprietary relative to EDAC (ph 01.48.12) or something, but as a rule, I want to know what the consequence is, and I frankly think people should know what the risk factor is to them if they're going to serve on it. It's their stuff that's binding to them, that's different than others, I don't know what those answers are. I don't think we're ready to vote on this tonight. There's a lot of discussion that has to happen and I'm glad for the public input, more is better, bring it on, on all sides. If we can refine this and come to a place where people go, 'Yes, this is something that is helpful to the community', I mean, the Chief proposed a public safety committee which basically was a citizen review, it had an input thing years ago if I'm not mistaken, and there wasn't any interest. I'm glad there is now, but I think there's a way to do this well. I'm not sure we're there yet on this one. Until those things are addressed, I don't think I can vote for this.

F3: Any other comments from council members? Council member Milan.

Tip Stinnette: Thank you Mayor. I think there's a lot of misinformation that has (mw 01.49.28) the true message of this committee to the people. The committee would be a preventative measure. I've heard people asking, 'Why has this come about?' There may not be any issues in Purcellville, but the idea is to not have any issues in Purcellville. What (inaudible 01.49.53) the nature. All the things that council member Grewe started to discuss are good points. (TC 01:50:00) We're not putting this into vote now. Also, the things that the council has to come to an agreement on before even putting this out as a possible to vote on. I've been to a graduate of 3 police academies, (mw 01.50.18) police academies. You're doing this on states, Washington State, Virginia, there are 2 police academies in Virginia and 2 police academies in Washington State. So, I understand (inaudible 01.50.37) is about, I was a betrayal (ph 01.50.39) officer. I was on betrayal when I got a call from a 12-year-old kid whose granny showed a weapon at a bus stop. I've (inaudible 01.50.49) on this kid, 1 o' clock in the afternoon, I had to contact my partner's cover, and I'm telling this child, 'Don't do anything, listen to my voice, let me see your hands', he reaches under his t-shirt, pulls out what appears to be a weapon, and it was a toy gun. He dropped it. If it had been 2 o' clock at night, he would have been shot. One of the sentences (ph 01.51.14) mentioned was a training seminar called a FAT, firearm training, it's similar, where you are presented with situations like that where you're interacting with a (inaudible 01.51.28), when you give a voice command it's responding back to you, and then you have a decision which you (mw 01.51.37). Yes, you have those issues where you have to make snap decisions, but I don't recommend that whoever we select is going on these committees, attends the civilian

invasion of a police academy, understand what our actual police officer is going through. It needs to have a selling of hours (ph 01.51.57), boredom, (inaudible 01.51.59) of pure terror. That's all (mw 01.52.03) happens, you have to make a quick decision. Law enforcement officers are the only judge, jury and executioner out there on patrol, so with these committees, it's just an oversight.

It's not the demand (ph 01.52.17) policy, that's what the town council is for. People that mention these staff should be on the committee, the police Chief should be the (inaudible 01.52.31). She's already described her internal reviews and external reviews on how she handles complaints. That's my point of liaison, and the rest of the citizens should be chosen from the community. None of the law enforcement on the committee at all. It bothers my mind to hear all this fear. There's nothing but fear and misinformation has got the town in an uproar. We used to say in the Navy, (inaudible 01.53.06), start a rumour and see where it goes, and that's what's happening. We have not come to a decision on anything in this document, it has to be reworked. We're not going to vote on anything tonight, we're not going to decide on what's going to happen. It has to be massaged, looked through thoroughly, because this is very important. I moved here 2 years ago, and I got (mw 01.53.32) by the police. My son would drive in front of the house, getting out of the car coming into the house the police would stop him and say, 'Where are you going?' He said, 'I'm going home' and some (mw 01.53.41). So, I don't want to hear about this, 'I'm afraid they're going to burn up (inaudible 01.53.47)' that's stupid. That's not the intent of this committee, it's preventative. We don't want bad things to happen to (mw 01.53.56). That's why this committee was formed.

F3: Any other comments? Council member Bertaut.

Ted Greenly: I'll try and keep it brief. A question that's come up again and again is what problem is the CPAC going to attempt to fix? I think one way of looking at this as not as was previously stated as a force multiplier for citizens, but really as a lens. So, if we involve citizens on a regular basis in dialogue with both the police department and the town council, it will enhance communications between all of them. One of the things that, in my view, led to the situation in Ferguson, Missouri, was that the police were put in the horrible position of being the enforcement arm for a city government that basically treated the residents and those passing through as a piggy bank. They had an awful lot of their budget coming from court costs fines, and other legislated means of getting money from citizens that was not taxation. I think that a committee like this could help to avoid situations like that, because in engaging in this regular discussion with both the police and the town council and other citizens, they can make it clear to the town council when they're making a possible error in terms of proposed ordinances and they can perhaps make it clear to the police on occasion when something that has happened is not being perceived in the optimal way by the citizens. They can help the police as well by providing a means for citizens to register complaints in an organised fashion or to provide suggestions in an organised fashion both to the police department and to the town council. I think this requires more work in terms of the ordinance. I think we as a council need to have a little less projection and a little more reflection and that's all I really have to say on the topic.

F3: Thank you. Vice Mayor?

Mary Jane Williams: When I was reading through this, the big thing, and I had had a discussion with Chief McAllister, it's the perception. As a mother of a 20-year-old, the perception of the young is that the police aren't there for them and that's one of the questions I had about membership. Why did they have to be 18 to be on this committee? I think we need to get the young involved to really understand, and as Stan put it, yes, it is preventive or proactive. In other words, yes, we live in a great town, but the young in certain areas feel that they are targeted. As my son was one of the marchers, he just has this feeling that he has a target on his back whether he's driving or just walking down the street, because as a black male in Purcellville, you are not one of the majority, and being a member at Valley, he also felt that racism. I know our statistics show that we don't have a lot of the racism when we show arrests, but the kids' perception or the perception of the people that live here, we have that. I see it from a different perspective just because of who my son is, and the fact that he's involved in this. It is proactive. And one of the other things I wanted to change in this is it says the purpose is racial injustice and we had discussed it's not just racial injustice. Are we treating people differently based upon their age? Are we targeting? That's the term the kids use as a former teacher, the younger kids, the ones that are just getting out of school, and what areas are we seeing more problems in Purcellville? At what times? When we had normal school, was it at 4 o'clock at the McDonald's, the kids from Valley would cause problems. Well, that's just something we need to look at as a whole. That brings in, of course, what do we have for the kids? Chief McAllister and I talked about, you know, there are going to be more domestic violence issues, mental issues, we've got to find a way to be proactive and have people realise that there's help out there for them. I don't want people to think of this committee as punitive, I want to see it as open, come and let's find out how we can get to know our police and where can we get help from all sides? Thank you.

F3: My comments are as follows. There was no intent to make this a political football, and I believe some folks are pushing it to that. My reason for supporting this committee is (TC 02:00:00) again, I see it as a force multiplier, and I see it as a way to strengthen our partnership and relationship with the police department and the community at large. I know a lot of folks in this room don't have to go home to 2 black boys, but I do, and Mary-Jane has to go home to her son. There is a perception of mistrust for the police, and that is prevalent in the black community. That perception fact or fiction, the only way we address that is through what I call evolution of conversations. When I say that, we have a tendency to just have polite conversation, I'd meet you at a grocery store, I smile, I say hi, I say bye, nothing ventured, nothing gained. The next level of conversation is debate conversation, and that's what we are getting into right now because it becomes political. I win, you lose. Then, the next third level of conversation is what we call reflective conversation. You try to put yourself in the shoes of someone else. Understand where that person is, where they are coming from, and that level of conversation is called reflective. Once you evolve from the reflective level of conversation, you go into the realm of courageous conversation where you sit down and you lay it all on the table. There is a risk of a relationship being ruined, but you see that risk as being small compared to what you can build. This police advisory committee is in that realm of courageous conversation. What we are not saying, what we are afraid to talk to or about, we are able to come together with our police department and the community, not a political entity, to understand truly what is going through the minds of those 2 young



black men walking down the street and so on and so forth. This is what I see this committee as getting to. David brought up a good point, this town over the past month, we were able to provide to the business community over \$500,000. Do you know how many people applied for that? 27. That is sad, because you have \$500,000 being able to stimulate this economy but people do not know it's there or people are fearful to raise their hands and say, 'Okay, can you help me?'

I bring that up to say, what we do not hear or see as violence, that does not mean that there isn't an underlying issue, and the only way we get to that underlying issue or raising that level up is for us to have courageous conversation. That was the goal of this. What I would propose to our members and the community and town council is let's look at this committee once we form it. Let them have a mandate that every year they pick out 2 or 3 officers for exemplary service, people that you can see exemplify community policing, and offer them an award. We can have a police banquet. Let's look at things like that. We could insert that in there. So, I end my comment with saying that this was never meant to be a political football, I'm doing this part-time, I'm getting \$7,000 a year so it's just volunteer service, but I love serving the community. We talk a lot about listening post, we shouldn't have to wait for a survey. This committee will enable us to get continuous feedback so we could enhance what is already good.

M: We made a comment earlier, this was for public comment and then possibly action. It seems like a consensus that we're not going forward with a vote on this tonight, is that correct?

F3: We never made this for possible action.

M: I know it was only stated comment (ph 02.04.44), I just wanted to clarify that for the public, correct?

F3: Correct, we never made that for action tonight. Any other comments from the council? So, with that said, we'll officially close this public hearing, thank you very much.

F3: Now that the public hearing is closed, I would like to ask a question about the next steps because I think that would be important to moving this forward. Would you like for your staff to take the comments we've heard tonight and maybe recommend some changes to the document, the ordinance as it was presented in the packet and come back at the next meeting or in 2 meetings, how would you like to proceed?

F3: Yes, let's move it to the next meeting based on the feedback that we receive, and even to some of the questions that were asked, let's provide some answers. I saw former council member Omogaman and Pastor Mylam (ph 02.05.44), I saw you folks as the applicant because you were able to rally the forces to bring a document together, so hopefully you can answer some of these questions. It was a lot of work you did and I thank you for that.

M: I believe the next session is a work session and I think it's full. Is it possible to push it to the next business meeting, so the first in October?

F3: Yes, we can do that, and I think what we will be coming back with are some red lines, suggested changes to the ordinance that you saw tonight. Also, some questions that we have that we may not have been able to answer that we're going to need some more direction on. For example, training is a topic that requires a significant budget, but maybe like our other committees, this is really just to funnel comments from the community in a fairly layperson's capacity and not necessarily have that kind of training, or maybe we do want that training, the simulation and the understanding of what it is like to be a police officer. In which case, we need to find funds for that. There's questions we're going to have that aren't going to make it into an ordinance the next draft, but we can certainly get a next draft for you based on what we've heard and then separately list whatever issues we think still remain to be discussed and resolved.

F3: I would like to move it to voting at the next meeting, because this was the first public hearing on this. Let's get the draft together again based on the input because I do not subscribe to this document being vague. I saw just 2 to 3 points of difference, so incorporate what was suggested, that's my recommendation, and then we look to make a vote at the next meeting. Council Member Greenly.

Kwasi Fraser: Thank you Mr Mayor. I'm going to have one of those courageous conversations with you right now. Your comments were spot on. I think what we're really at is a communications issue, and I think at this point, and correct me when you talked about Mr Omogaman and the Pastor down there, that you're asking them to keep (mw 02.08.12) at this point? At this point, I think it belongs to this council, and I think at this point we've got the input, we have questions and concerns, and I think they can all be answered, but I think at this point if we're going to vote on it and staff is going to draft, I think the responsibility rests here.

F3: Correct. What I was saying is that Mr Omogaman and Pastor Mylam and their host of other folks that were responsible for crafting this. If there are any specific questions on the intent and so on, it should go back to them. They're not making the decision, but they're the originators of the document.

Kwasi Fraser: So, again, I'm going to push back a little bit on that Mr Mayor because I think the intent, it was stated in the document, and I think what we're really getting to is, just figure out where's that happy medium? I use the term overreach, and I'm only saying that because there were some things I'm like, 'Well, maybe not.' I think your comments were spot on about trying to get in the mind of that young child walking down the street and all that, I think that's where we need to get. I think the intent, the documentation is there, it's well written, but I think it was a little bit constrictive, that's my humble opinion. When I listen to my colleagues here, Stan obviously has a great background in this, and when I listen to my other colleagues, I think we have the intent. It's up to us to figure out how deep do we want to go? I'm looking for a collaborative piece. I'm looking for, as I said earlier, somebody who's in the defund camp and also somebody who's in the pro-police department or back the blue and so I think what we have now, I think we have more than enough material to look at it and say at least we can make a decision and put it out there.

F3: That's fair, and that's courageous, I appreciate that. Are you saying by next meeting we should be able to look at a draft and (talking over each other 02.09.58)?

Kwasi Fraser: I would hope, Mr Mayor, because I know that's your intent, (TC 02:10:00) and because there was an email you sent to me earlier about let's keep these wheels moving, and I agree with that. I think what it would really be is asking David and the staff, how much time do you have to give to this? I would love to be in a position where, as a council, we could say, 'We're ready to take a look at it, we've seen the draft, we're ready to vote', or, 'Let's wait.' What I don't want to do is get ahead of ourselves, get out over your skis. I was in special ops too, Tip, so I know exactly what you're talking about slow and steady. So, at this point, I think we owe it to our community because the perception, no matter what we think up here, the perception out there in the community is this is a political football and we have to help them get past that. When I talk to people, everybody says, 'I like the idea, what are you trying to say? Oh, you're doing this, what about the investigation piece?' So, I think if we can work that, we can get to yes, we will get there, but it's really a case of what does the flavour look like when we put the ice cream in there?

F3: I'm not in a bit of disagreement because you do have a section of the community that believes that this is warranted and needed as of yesterday.

Kwasi Fraser: That's why I'm saying (talking over each other 02.11.07). That's why I'm saying I liked your email when you said, 'Let's keep those wheels rolling', and that's a nod to that sentiment, you're absolutely right. We have an opportunity here, but I really think it now rests up here.

M: There were a number of questions, comments and concerns that I think in the next 2 weeks between the business meeting and the work session there's still (inaudible 02.11.42) to tackle. I do agree strongly with Sally, that there's a number of questions that we cannot resolve unless we have a very informal, courageous, deliberative dialogue with the council. The best place to do that is at a work session. What I would suggest is we work on what we feel we can bring out to get a community consensus from the opposing views that we heard tonight, and bring some of the questions so the council can have some deliberative dialogue with staff. That will give us the final answers to do a final draft for your first meeting in October. That would basically take us back to where we really should be going at the first meeting of the month, business meeting, second meeting of the month a deep dive, and some substantive work session issues.

F3: Are you suggesting that the work session on this committee would be in September or October?

M: The work session in September, the formal vote and consideration by the council in October.

F3: I'm just one vote, what are your thoughts on that? Council member Milan.

Tip Stinnette: I think this document is far from being ready to vote on. Mainly because you have to (inaudible 02.13.21). He's coming from the side with politicised, there was a lot of defund the police and all this other stuff, that's political jargon. So, I agree with the town

manager where we have to have a working session where the town council reviews this document, so we are representative of the people. The people have spoken and shown some fear, we have to instil, inform them the intent and purpose of this council, this commission, and ensure them that it's not punitive, it's not political, it's proactive. Because we don't want to be on the news again for something that happened in our police department. That one exposure already, I don't want the other chiefs exposed. We need to sit down as a town council, review this document, have a consensus, and then prepare for the town. Their (mw 02.14.27) view may be, I don't know, and then put it out and they vote on it, (inaudible 02.14.32) I'm not ready to vote today, there's nothing in the agenda that states we've got to vote on anything today. We need to stop fuelling fire, and the misinformation that the town is hearing. (mw 02.14.48) in what we say and do, and transparent in letting the town know what the intent and purpose is for this project.

F3: Thank you. Council Member Grewe.

M: The proposal that you made was that we kick this to the work session in 2 weeks, and then we have hopefully a draft 2 weeks after that. I'm also conscious of the fact that this is not the only ball we're juggling, right? I presume, although we don't actually set our agendas that far in advance, I think we probably need to but that's a different discussion, that we generally have at least pencilled in ideas of what the work sessions are going to be doing. I imagine this will take an entire session, there's a lot of pieces in this. If we push this to next council meeting, what are we pushing off? Because we have to balance that as well. Is it rate, is it budget, is it the water and sewer stuff, is it a thousand other things that are all on the general pile of it'll get a work session, and that that pile is higher than I am tall, what are we shoving off that's in 2 weeks?

M: We can accommodate this in 2 weeks, we're shoving off some other priorities into the month of October.

M: What are those?

M: One is a separate meeting just for the temporary police headquarters and the permanent police headquarters, that would be with Moseley and with our financial advisor. Whether that be 2 hours or 6 hours, so we have some policy direction on what to do short term lease, long term lease, new building, because we've been going at this for about a year but we're not any closer. The other issue is we actually are probably going to schedule this in an off council week but that would be a session with myself, the town clerk and the town attorney to talk about work flow and the agenda process, and really allowing the council and the management team to get in synergy towards establishing a strategic plan. The management team right now is revising their top 10 recommendations. We'd like to give those to council, we have the council either amend, (mw 02.17.18), reject, replace, but just give us 10 projects and give us a sense of priority. That in itself, we're hoping will be a considerable dialogue and will give us a focus towards accomplishing a comprehensive strategic plan.

F3: That makes sense. With that said, do we have any opposition of having the work session in 2 weeks and then a proposed decision the first meeting in October? Any objections to that?

Kwasi Fraser: I think that's a great idea, and that'd also sweeten the pot a bit more if let's just say during that work session we could come to an agreement, I would be in favour of voting that. It's an option, I think we should keep that on the plate, because that will do is it will force us to go out and start really working this issue. I know you're adamant about not wanting to drag our feet on this and I agree, so if we can come to an agreement, why not vote then? But I think we need publicise that as well.

F3: The only concern there is we would like to get the actual language in the ordinance and get the ordinance published to go forward with it. So, Sally, the direction, I don't think we need to make it a motion, but the nod is that in 2 weeks we'll have a work session, etch issues out and then the first meeting in October which I believe is October 13th, we'll be able to come together, make a decision.