

1 City of Keene
2 New Hampshire

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4
5 AD HOC RACIAL JUSTICE AND COMMUNITY SAFETY COMMITTEE
6 COMMUNITY FORUM
7 MEETING MINUTES
8

9 **Thursday, October 29, 2020**

6:00 PM

Remotely via Zoom

Members Present:

Pierre Morton
Dr. Dottie Morris, Co-Chair
Eli Rivera
Richard Van Wickler, Co-Chair
Gail Somers
Aditi Saleh
Tia Hockett
Catherine Workman, Councilor
Julia Atkins

Staff Present:

Elizabeth Dragon, City Manager
Rebecca Landry, IT Director
Shane Maxfield, Police Lieutenant

George Hansel, Mayor

Members Not Present:

Stacey Massiah

10
11 Co-Chair Van Wickler read a prepared statement explaining how the Emergency Order #12,
12 pursuant to Executive Order #2020-04 issued by the Governor of New Hampshire, waives
13 certain provisions of RSA 91-A (which regulates the operation of public body meetings) during
14 the declared COVID-19 State of Emergency. He called the meeting to order at 6:04 PM. Roll
15 call was conducted. Ms. Landry noted that Ms. Somers is present via phone but muted due to the
16 environment she is in.

17
18 **1) Public Input Topic: Laws, Policy, and Policing**

19
20 Co-Chair Van Wickler stated that the Ad Hoc Racial Justice and Community Safety Committee
21 (AHRJCS) has been meeting for a few months and has focused its initial efforts on learning
22 about the Keene Police Department (KPD), its policies, and its plans for the future. He
23 continued that the committee is also looking into policies and practices in Keene's education
24 systems and matters of social and community justice. The committee has invited various guest
25 speakers to their meetings and invited experts into their discussions. The committee is planning
26 to present recommendations to the City Council early next year. Public input is extremely

Meeting Minutes

27 valuable to the committee and will help formulate recommendations specific to Keene. The
28 recommendations will promote racial equity and social justice in Keene for the long term.

29
30 He continued that tonight's meeting is one of three public forums the committee will have. The
31 second forum will be on November 17 at 6:00 and the topic will be Community Education and
32 Schools. The third forum will be December 2, at 6:00 PM, and the topic will be Social and
33 Community Issues. Tonight's topic is Laws, Policies, and Policing. They encourage participants
34 to share ideas for policies that would advance racial equity and ideas that facilitate the
35 integration of racial equity into decision-making, and identify impacts of desired policy
36 solutions. The committee wants to note that a similar initiative was completed at the State level
37 by the Commission on Law Enforcement, Accountability, Community, and Transparency
38 (LEACT), that promises to yield some changes here at the local level. People can review the
39 Commission's report at www.governor.nh.gov/accountability.

40
41 Ms. Landry stated that there are seven members of the public present. She gave information
42 about how they can speak.

43
44 Jan Cohen, of East Surry Rd, stated that she found out about this meeting about an hour ago, so
45 she is not as prepared as she would like to be. She continued that she is involved with the Cohen
46 Center for Holocaust and Genocide Studies at Keene State College (KSC) and the Auschwitz
47 Institute for the Prevention of Genocide. In both organizations they have developed, through
48 Professor Jim Waller, Police Training. It is a two-week course taught online. She did not get a
49 chance to get together with Mr. Waller before this meeting so she does not have details about
50 how, when, how much, and so on and so forth, but there are modules being offered and she
51 would love for the KPD to be able to consider participating in some of this training. The training
52 is about profiling and all of the things the community is talking about today. If there is a way for
53 her to get back to Mr. Van Wickler, Lt. Maxfield, Sheriff Rivera, or someone else, she would
54 welcome to the opportunity to provide more information.

55
56 Ms. Landry gave her address and her phone number. She stated that if someone sends
57 information to her regarding the committee's work she will share it with the committee and send
58 it to other department heads and City Staff members, if the sender would like her to. She asks
59 that Ms. Cohen or others who share information with her to be clear about what they would like
60 her to do with the information.

61
62 Councilor Jan Manwaring asked if someone on the committee could give some information
63 about the Police report that was mentioned around dealing with bias. Co-Chair Van Wickler
64 asked if she means the LEACT report from the State. Councilor Manwaring replied yes.

65
66 Co-Chair Van Wickler replied that it is extremely comprehensive and he has read the summary
67 but not the whole thing; there are about 10 or 12 pages of summary recommendations. He
68 continued that any of the recommendations are that NH Police Standards and Training Council
69 "should" do a variety of things but there are very few mandates. He does not want to go too far

Meeting Minutes

70 out on that ledge because it involves the NH State Legislature funding for these changes. It does
71 mandate an increase in the number of training hours, from about 8 to 24 over the next three
72 years, which he was delighted to see, but that has a fiscal impact on each local police agency.
73 There were some specific courses that they strongly encouraged police departments to engage in
74 for training, not just for recruits, but on an ongoing basis, which he thought was very good. The
75 best thing to do would be to take a look at that report and print it out to read it. It is very
76 comprehensive and well done. His only criticism of it is that there are a lot of recommendations
77 but no real mandates that he saw, other than the increase in training. He yields to others who
78 have read it.

79

80 Ms. Landry stated that she agrees with the recommendation to read it online; the first 15 to 20
81 pages are the meat and potatoes of it. She continued that she will read a couple of excerpts
82 where they specifically call out bias:

83

84 “Beginning January 1, 2021, they strongly encourage all law enforcement to require their
85 Officers to participate and receive, at a minimum, two hours annually of training in implicit bias
86 and cultural responsiveness, ethics, and de-escalation.”

87

88 “The Police Standards and Training Council should improve and augment Police Academy in-
89 service training on implicit bias and procedural justice by adopting the IACP-recognized Fair
90 and Impartial Policing training or similar training.”

91

92 “To promote equal justice under the law in all aspects of the criminal justice system, the
93 Commission strongly encourages implicit bias and racial profiling training for all prosecutors,
94 including all police prosecutors, all criminal defense attorneys, and all judges.”

95

96 Ms. Landry stated that those are three small excerpts from the report, but hopefully it provides
97 some insight into the depths that they go into specifically on the matter of bias.

98

99 Co-Chair Van Wickler stated that he would reiterate that it is very thorough, good, and in depth,
100 but as Ms. Landry read that, you heard “encourage,” “should,” and “recommend.” They will see
101 how that goes.

102

103 Mr. Rivera stated that the Governor has executed an Executive Order mandating that State
104 agencies begin the process of implementing these recommendations that were put forward. He
105 continued that for example, body cameras, the training at the academy, training for the Troopers,
106 and so on and so forth – all state agencies. That only covers State. The goal is that local and
107 county agencies follow their lead, based on the Governor’s Executive Order on these trainings.
108 For example, the Cheshire County Sheriff’s Department has taken the recommendations that
109 were submitted, to see what can they do to implement those, and where does it take them as an
110 organization. They have had a lot of conversations with local police departments in the county
111 about how to do it, because smaller agencies might have to depend on another agency to help

Meeting Minutes

112 them get the training. He knows that adopting the recommendations has been put into place at
113 the State level.

114

115 Co-Chair Van Wickler asked Mr. Rivera if he knows if a fiscal impact statement was given in the
116 report at all. Mr. Rivera replied that they are basically saying “Look at your budget and see what
117 you can do,” so they can start looking at what funding they need to ask for to implement this.

118 Body cameras for State Police could easily cost millions of dollars. The training now being put
119 forward at the academy will have an impact downwards as well because departments have to
120 send folks there to get the training and cover overtime for those attending or cover shifts, so there
121 is an impact there. A dollar amount has not been put forward yet because people are still
122 gathering that information.

123

124 Lt. Maxfield stated that in the text of NH Executive Order 2020-19, he believes there is a portion
125 that mandates minimum training hours in areas like bias, ethics, and topics like that. Thus, there
126 are some mandates for local agencies as well; it is not just concentrated on the State. He
127 continued that he encourages everyone to take a look at that.

128

129 Tiffany Matthews, of 85 Nims Rd, thanked the committee for having this forum. She stated that
130 she is wondering what it will take for the Governor to bring this from a recommendation to a
131 requirement. Will it all need to be quoted out and priced out and then resubmitted to him? It is
132 odd to hear that it is an executive “order” but a “recommendation.” It does not seem like
133 enough, and this is long overdue.

134

135 Mr. Rivera stated that some of the recommendations put forward by the LEACT Commission
136 were able to be done by Executive Order and can be done by changing the rules of the Police
137 Standards and Training. Others require some legislative change and there is a process for that.
138 Some legislator would have to put a law before the body and it would have to be voted in, with
139 appropriate funding for it. So, some of these recommendations can be done right away and others
140 might take longer because of the way the statute is written. When you submit a legislation for
141 consideration you have to submit a cost analysis of how much it would cost to implement and the
142 impact of the law to the taxpayer.

143

144 Co-Chair Morris asked if Lt. Maxfield could talk about some of the things the KPD was planning
145 to implement even before the Executive Order. Lt. Maxfield replied that even before the
146 Executive Order came out the KPD was planning to increase training hours, specifically in
147 biased-based patrolling, cultural understanding, and topics like that, and they are almost done
148 making a comprehensive package on de-escalation training. They have always taught de-
149 escalation and it has been and will continue to be wrapped up in all of the Use of Force training,
150 but now they are making it more of a specific, stand-alone topic as well.

151

152 Mayor George Hansel thanked the committee for having this public forum and thanked the
153 members of the public who are participating. He continued that his question/comment on the
154 committee’s great work is: has there been any thought about digging into the hiring practices for

Meeting Minutes

155 the city overall, beyond policing? He enjoyed hearing from Ms. Cohen about the potential
156 training opportunities and what the State is looking at for training after someone has been
157 recruited or hired. But for a lot of these jobs there are a set of skills evaluated. He wonders if
158 diversity and equity awareness plays into that at all, and if there are any models out there to
159 evaluate that for job candidates in general.

160

161 Ms. Landry replied the first thing the committee did was try to organize their thoughts, to have
162 an organized approach to tackle all of the topics they wanted to tackle. She continued that that is
163 where these three buckets/three different forums are coming from. The notion of hiring practices
164 for the City of Keene and employers in general has come up. However, it has not been
165 something the committee has yet formulated a recommendation on. The committee has been
166 focused on research and collecting data, and hearing from guest speakers who are providing
167 testimony. At some point they will go back and look at all of the information they have gathered
168 and provide those recommendations. Based on the input she has received so far from the
169 committee, her notes do indicate that they do need to make some sort of recommendation in the
170 committee report regarding hiring and recruitment practices.

171

172 The Mayor stated that it is great that they are working toward that. He continued that it would be
173 helpful if the committee could find and include some sort of model or best practice. It could
174 apply to the City, most certainly, and could also extend out to the rest of the community. He
175 suspects that the report will be read by more than just the City Council. Local businesses may be
176 interested in it, and local nonprofits and other governmental agencies. The committee can keep
177 this in mind as they are writing recommendations and try to come up with recommendations that
178 would be useful not just to the City but also cut across different organizations in the community
179 and be used toward the same goal.

180

181 Co-Chair Morris stated that there are models that other towns of this size use. She continued that
182 when any one of the major businesses are trying to recruit people from out of the area, there is
183 something called “the trailing spouse.” If they can come up with a way to provide the “trailing
184 spouse” with potential jobs in the area that would be great as well. That helps not just with
185 recruitment but also retention. There are some town models, probably of the size of the Keene.
186 If they were in or near a large city they would not have this kind of discussion. But because they
187 are in an area like this, if someone moves here for a job their spouse might have to travel, and
188 “the trailing spouse” is one model used in other places for forming a type of job clearinghouse.
189 For example, if someone comes to KSC and has a spouse who would want to get a job, they
190 would have all of the job opportunities in one location and provide that information to the spouse
191 or other family member. The committee will look further into these ideas.

192

193 Councilor Workman stated that she wants to spring some discussion and go back to what they
194 were talking about as a committee – how to better support the KPD now in their hiring deficit
195 and the challenges they are facing to find new recruits and new Officers, and also, how they can
196 best support the existing Officers. Some things that the committee talked about have included

Meeting Minutes

197 having additional mental health services and models geared toward first responders. That might
198 be something the public would want to discuss.

199
200 Rose Kundanis of 22 Woodbury St. stated that she attended the summer event and was very
201 pleased to see such a great turnout. She continued that she is pleased to hear from Ms. Landry
202 that it informed the three forums. There is a real lag there, however, and she would like to note
203 that there were several people who clearly wanted to see body cameras for the KPD. She would
204 like to know if there has been progress there. Also, how are they moving this along so the public
205 gets positive feedback about their input?

206
207 City Manager Elizabeth Dragon stated that the body camera issue has gone to the Finance,
208 Organization, and Personnel Committee (FOP) for review. She continued that the KPD has done
209 some initial work and determined costs and possible options. The FOP Committee has voted for
210 them to move forward to the next step, which is to try out some cameras in the cars and on their
211 uniforms, which will happen sometime after the election, which is soon. That is the next step.

212
213 Co-Chair Van Wickler stated that regarding how to determine if the public's input was received
214 and heard and applied, as the Mayor indicated earlier, he is sure the report will be available not
215 just to the City of Keene but to anyone who wants the report. They will be able to see the work
216 the committee and therefore the City Council has put into it. He can assure Ms. Kundanis that
217 based on his experience so far the City of Keene will address the concerns.

218
219 Suzanne Krautmann of 258 Court St. asked if anyone from the SAU Board is on this committee
220 or if the SAU administration is in contact with the committee. Ms. Landry replied that Julia
221 Atkins is here, and she is a representative of the SAU Board, and Superintendent Rob Malay will
222 be at the next committee meeting to talk to them about what is being done in the schools,
223 regarding their policies and programs and opportunities for diversity and racial justice. She
224 continued that the public is welcome to participate in that meeting as well. Ms. Atkins stated
225 that that she wants to clarify that she is a member of the AHRJCS Committee but not as a
226 representative of the SAU Board. She continued that the SAU Board would have to vote for her
227 to represent them on the AHRJCS Committee.

228
229 Ms. Atkins stated that regarding Ms. Kundanis's comments, she wants to let her and others know
230 that the Committee's meeting minutes are public. She continued that the committee meets every
231 three weeks and then Ms. Landry posts the meeting minutes – they are a public record. After
232 each meeting is done, the public can see the minutes. Ms. Landry replied that the minutes are on
233 the City of Keene's website: from the "Residents" menu, click "My City Government," and
234 navigate to the page for the AHRJCS Committee. After the minutes are reviewed by Staff and
235 adopted by the committee by vote, the City Clerk's Office adds the minutes to the website. The
236 City Clerk's Office is currently very busy with the upcoming election, so she will check on the
237 status of past minutes to see if they are up to date with the posting, and if not, she will help the
238 City Clerk's Office with that.

239

Meeting Minutes

240 Councilor Workman stated that she wants to note for the last caller that the November 17 forum
241 at 6:00 PM will be discussing Education and Schools.

242

243 Ms. Krautmann asked if there is an agenda for the next meeting. She continued that one of the
244 things she is interested in is educating the public about appropriate language.

245

246 Co-Chair Van Wickler replied that what they are doing with the forums is getting information
247 just like what she just gave them, and compiling it. These public forums do not have an agenda
248 because the committee does not know what the public's input is. It is their opportunity to
249 contribute to the committee and the committee is glad to receive whatever input the public has to
250 help them make solid recommendations.

251

252 Co-Chair Morris stated that before the committee's next meeting, an agenda will be released.
253 The meeting is in a week.

254

255 Mr. Rivera asked if Ms. Krautman could be more specific about what she means by "language."
256 Does she mean profanity? Or does she mean pronoun guidance regarding transgender folks? Or
257 something else?

258

259 Ms. Krautman replied that she is not referring to profanity. She continued that it is more about
260 how to refer to people and what is appropriate and acceptable now. There have been so many
261 terms thrown around, including in school, and in history books. People do not want to offend
262 anyone but might not know [how].

263

264 Mr. Rivera stated that that was one of the topics the LEACT Commission talked about, too,
265 regarding appropriate pronouns for transgender people. That is being addressed in the law
266 enforcement community as well.

267

268 Co-Chair Van Wickler asked if anyone else has thoughts on law, policies, and policing.

269

270 Ms. Atkins stated that something that has crossed her mind, which may not be directly impactful
271 to the Police but is related to policy and the impact to the Black and Brown community, is the
272 topic of bail – for example, not being able to make bail and thus having to stay in jail and losing
273 your job. She does not know if there is anything the City can recommend as it relates to those
274 types of policies but maybe they could review the impact of the policies around systemic racism,
275 per se, that impact people once they are arrested. Maybe they could research that as well.

276

277 Ms. Matthews stated that she is not sure if people have heard, but there is or was a Halloween
278 decoration across from Wheelock School, which seems to be a person hanging upside down.
279 She continued that several people in the community were concerned that it looked like a
280 lynching. People called the City Manager and contacted the KPD. Many people were told that
281 nothing could be done about it, because it was on private property. A City Councilor talked to
282 the owners and supposedly the owner was going to take it down but then changed their mind and

Meeting Minutes

283 decided to leave it up. There was a lot of back and forth on social media. A person posting
284 about it felt unsafe and took down the post or reset their privacy settings. A lot of heat was
285 coming out of the woodwork. She does not know if everyone was from this area or if it caught
286 wind with other communities but it started to get scary quickly. In the future, if something like
287 that were to happen again, or if possibly this thing is still hanging there from the tree across from
288 the school, what should the public do if they are concerned and their friends and loved ones who
289 see this are triggered to think of lynching? Some people said “Just drive another route and avoid
290 it,” but people *are* driving past this and children are seeing it and wondering. What can they do,
291 if something like this triggers someone, and someone else says “It’s just a Halloween
292 decoration”? What can the community do to respect that this may be crossing a line?
293

294 Ms. Landry stated that that is very troubling, of course. She continued that she thinks people did
295 the right thing by starting with reporting it to the City. She asked if Lt. Maxfield has any
296 information about situations like this in which people feel threatened, and what the KPD’s
297 response is.
298

299 Lt. Maxfield stated that if people feel threatened they can call the KPD and an Officer will go out
300 to take a look. He continued that there are several fairly involved Halloween displays up right
301 now. If anything looks blatantly offensive to people the KPD would probably talk to the
302 property owner, but these are Halloween displays on private property and the KPD does not have
303 the power to do anything about them. Talking is free and they talk to a lot of people.
304

305 Co-Chair Morris stated that sometimes there are certain types of restrictions with school zones.
306 She asked if there is any regulation about not allowing something that could be frightening to
307 small children, based on the interpretation of a reasonable person, within a certain distance from
308 a school. Lt. Maxfield replied no, not that he is aware of.
309

310 Mr. Morton stated that he had an experience when he first moved to Jaffrey. Every year the
311 community puts scarecrows up in common areas. He continued that there were scarecrows that
312 looked like blackface, with his skin color, large noses, and big lips, and when he drove by it his
313 heart leapt into his chest. He began to ask around about what was happening. He spoke with the
314 Town of Jaffrey and learned that it was ignorance, not done intentionally. The scarecrow was
315 supposed to be Mary Poppins when she was going down the chimney. He appreciates that a
316 town goes and talks to people and tries to educate them. He thinks what Ms. Matthews is talking
317 about relates to obscenity laws. He does not know if Keene has obscenity laws. They are about
318 what Co-Chair Morris just spoke about – whether a reasonable person would feel threatened
319 (which is more than “offended”) by something, based on typical cultural knowledge. In law,
320 policy, and policing, maybe they need to consider looking at obscenity laws in Keene to see if
321 those cover something like that. If Keene does not have those, maybe that could be a
322 recommendation to the City Council.
323

324 The City Manager stated that in NH towns and cities get their authority from the State. She
325 continued that they only can make laws and regulations as allowed by the State structure and

Meeting Minutes

326 every state is different. She is not aware of any statute that would enable the City to do
327 something like that. Maybe they could talk about this at the State level and see if something can
328 be brought through the legislature to allow towns and cities to have that ability. It is always a
329 balance between free speech and the question of, if someone is offended, does it offend
330 everyone? Who does it offend? How is it offensive? She received several calls about the
331 Halloween decoration. Unfortunately there was nothing the City could do. They looked at it and
332 did reach out. It was a stuffed person, blue, hanging from a tree upside down. Apparently this
333 decoration has been put up multiple years. It did ignite a passionate, important conversation.
334 Maybe they do not realize it was bothering someone. That is why the work of this group is so
335 important, so they can have these conversations so people can understand that more. But in
336 terms of a law they would have to bring something through the legislature in order to enable the
337 City to do anything. She is happy to check into that and let them know.

338

339 Ms. Kundanis stated that she is really, personally interested in profiling. She continued that she
340 wonders if the Police or other areas of the City are working on profiling. She has a friend who,
341 as an African American male, was approached by the Police because they were looking for an
342 African American male. She thinks that is intimidating. It goes beyond images and gets to
343 people being approached. This person ended up leaving the city. That is just one example and
344 she has others. She is really concerned about the profiling by the Police and by people in
345 general. This might be an educational issue. Is there anything on the radar about this?

346

347 Lt. Maxfield stated that the KPD has annual training requirements on biased-based patrolling and
348 profiling. He does not know about the specific incident Ms. Kundanis referred to.

349

350 Co-Chair Morris stated that any really good implicit bias training could help with some of the
351 assumptions made about who is more criminal and who is not, or about how not all of one group
352 of people [should be seen as criminal], because that is part of it as well. It is based on how
353 people think about who is dangerous and who is not, and it is deeply rooted. Even though the
354 recommendations are recommendations, she is hoping most police departments will in some way
355 engage in the deep training that needs to be done, to unwire your brain, so to speak, to undo
356 those automatic actions based on prior experiences, lack of prior experiences, or assumptions. If
357 that deep work does occur, in theory, they should see less and less of some of those incidents like
358 Ms. Kundanis is reporting. She knows they are really working on this at the Police Academy to
359 do this work with the cadets, to do this work starting early on, and repeatedly.

360

361 Ms. Landry noted that there are no hands raised by anyone wishing to speak. Co-Chair Van
362 Wickler stated that the committee will look back at this record and put this input into the
363 categories of law, policies, and policing. He continued that he is reflecting that this is such a
364 challenge for the community. It is terribly disheartening that someone would leave the
365 community. That is not what they want to happen. They want people to stay in the community
366 and be a productive part of it, which is why this committee was formed. He thinks they can
367 make a difference. The fact that someone has hung something upside down for several years is
368 not an excuse to do it for several more. He thinks as a country, state, and community they are

Meeting Minutes

369 becoming more and more enlightened. Speaking for himself, even though he is at the age that he
370 is and the stage that he is in life, he is still learning about these issues. His only regret is that he
371 did not learn about it so many years sooner. That just gives him all the more drive and passion to
372 do something about it now. He is grateful for all of the great feedback tonight.

373
374 Councilor Workman stated that regarding that Halloween decoration, it is great that they tried to
375 use it as a teaching moment for the property owner. She wonders if, post-COVID, if something
376 like that were to happen in the future, rather than just having an Officer go out or having the City
377 Manager make a phone call to the property manager, this committee could make a
378 recommendation that something be done more on a community level. She continued that they
379 could have a community meeting and invite the public and the property owner, in a safe space to
380 have that conversation. Even if you think the display is inappropriate and wrong, they also do
381 not want property owners to have threats of violence against them, either. Maybe the City could
382 look to do more community mediation and have discussions like that in a public forum in a safe,
383 appropriate environment. She also wanted to discuss something she keeps circling back to when
384 they are discussing recommendations: funding. It always comes down to money. It will only get
385 worse moving forward, with an unstable economy now. She asked if there is anything the City
386 Manager could say about this, maybe educating the public about the City's grant writing process
387 so instead of increasing the City's debt or putting the financial burden on the residents they are
388 still able to implement things.

389
390 The City Manager stated that the City is quite skilled at grant writing and getting grants, in all of
391 the departments. She continued that it is decentralized – the Fire and Police Departments write a
392 lot of their own grants, as does the Airport and other departments. They do have some
393 professional support for certain grants, like CDBG ones, but for the most part, the department
394 heads are very skilled at getting funds. One of the things she was hoping from the State's report
395 was that they would *require* body cameras, because that would have required funding, and made
396 it a lot easier for all of the communities. The City of Keene has more resources than many of the
397 small surrounding communities and she sees it would be very difficult for these smaller
398 communities if they do not have some available grant sources for the body camera program. She
399 does not have the numbers in front of her, but it is over \$400,000 to implement it for a Keene-
400 sized department. Hopefully there will be a push at the State level to open up some grant
401 funding. Even Federal level. She continued that again, the City has been quite successful with
402 grant writing. During COVID, Staff has strategized and has been able to access every pot of
403 money that was available to them and got the maximum contribution from the State through the
404 GOFERR funds recently, \$550,000, which was reimbursement for the City's response to
405 COVID. If there is grant money that becomes available for something like body cameras, City
406 Staff will be going after it.

407
408 Co-Chair Van Wickler asked if anyone had any final comments. He thanked everyone for their
409 participation and feedback and stated that the next forum will be November 17, at 6:00 PM, and
410 the topic will be Community Education and Schools. Hearing no further business, he adjourned
411 the meeting at 7:09 PM.

Meeting Minutes

412

413 Respectfully submitted by,

414 Britta Reida, Minute Taker