



Wilkerson responded that the investigation was a joint operation between the Riley County Police Department and Geary County Sheriff's Office. The investigation led to a number of federal convictions, several of which were out of Geary County. Wilkerson directed Valerius to speak with Geary County Attorney Steven Opat to obtain additional information concerning which cases were prosecuted at the federal level and those that were prosecuted in Geary County. He added that the investigation may have been a significant investment, but there were significant results, which led to a large number of convictions of individuals moving and selling illegal narcotics.

**Brian Johnson- President, Fraternal Order of Police Lodge #17:** Johnson shared with the Board the latest fundraising efforts of the Fraternal Order of Police (FOP) Lodge #17. On May 9, 2015 at noon the FOP will host a Cooking for Cops event at Triangle Park. Proceeds from the barbeque will support the Manhattan Arts Center and the Manhattan Senior Center Meals on Wheels Program. Johnson encouraged the Board and public to join the FOP and Z96.3 for the worthwhile cause.

**I. Board Member Comments:** Commissioner Reddi explained that April is Sexual Assault Awareness Month (SAAM). She stated that while in Aggieville Saturday evening she saw Kansas State University and U.S. Army Sexual Harassment/Assault Response & Prevention (SHARP) representatives discuss sexual assault with bystanders. She was pleased that Aggieville Business Association Executive Director Rod Harmes was a part of it as well. She simply wanted to raise public awareness about the important issue.

**J. National Correctional Officers' Week Proclamation:** Chairman Boyd read the National Correctional Officers' Week Proclamation declaring that all citizens of Manhattan and Riley County observe the week of May 3<sup>rd</sup> through May 9<sup>th</sup>, 2015 as National Correctional Officers' Week, in honor of the men and women whose diligence in supervising incarcerated individuals and effectively providing custody and care ensure our public safety. Riley County Police Department Correction Sergeant Larry Greinke, and Correction Officers Jason Schaaf, Sharlene Beverly, Derrick Smith and David Russell accepted the proclamation on behalf of the Department.

**K. National Police Week Proclamation:** Chairman Boyd read the National Police Week Proclamation declaring that all citizens of Manhattan and Riley County observe the week of May 10<sup>th</sup> through May 16<sup>th</sup>, 2015 as National Police Week in honor of those police officers who, through their courageous deeds, have lost their lives or have become disabled in the performance of duty. Riley County Police Department Captain Josh Kyle and Police Officers William Pushee and Kevin Baker accepted the proclamation on behalf of the Department.

**L. RCLEA 2015 Meeting Resolution:** The Board discussed the possibility of changing the date, time and location of the Law Board Meetings for 2015 with the desire to increase public attendance and participation. Director Schoen stated his preference to schedule the regular meetings during the third week of each month chiefly due to payroll and billing matters. Following discussion, Wells moved to continue to have the regular meeting of the Riley County Law Enforcement Agency at noon on the third Monday of each month. McCulloh seconded the motion. On a roll call vote, motion carried 5-2 (Butler and Reddi opposed).

**M. Approval of General Order 2014-006- Leave Program:** Provided to the Law Board as part of their packets was General Order 2014-006- Leave Program. Assistant Director Doehling and the Board discussed the proposed modifications to the policy.

Policy 22.2.1 Leave Program states that bereavement leave is authorized for employees who suffer a death in the immediate family with certain stipulations. Reddi stated that the policy describes bereavement leave as a blood or marital relative or legal relationship. She wished to know why there is no mention of a domestic partner, fiancé or significant other in the policy.

Schoen replied that different lists exist which cover what is considered an employee's immediate family; some of which are driven at the federal level. The philosophy of RCPD has been to do what is required. In some instances, the Department does much more. The Department is not required to offer bereavement leave, but it does. There are a number of familial situations which could give rise to an employee needing to take leave. It is difficult to have a list that covers everything. In his opinion, the list probably ought not be so expansive to cover everything. Employees have regular leave and sick leave available to them should they need to care for someone that they are close to who is ill or attend a funeral for someone who is not on the list. However, should the Board wish to add a particular category to the list it could be accomplished and brought back before the Board at a later date.

Doehling added that the Department has recently discussed the matter with the City. The City is in the process of revising their FMLA policies to include language that has been changed at the federal level with respect to same-sex marriages. The Riley County Police Department tries to keep with the legal definitions of familial relationships. He intends to keep an eye on this topic. Should the City of Manhattan or State of Kansas decide to include additional relationships, RCPD will likely do the same.

Reddi said that she knows several couples who have been together for years but elected not to get married. In her opinion, domestic partners (same-sex or heterosexual) should receive some of the same privileges as those who are married.

McCulloh agreed with the comments made by Reddi.

Doehling replied that the Department could extend the policy to include domestic partners. However, the question then becomes how far would the Board like to extend the benefits? Should a domestic partner of 6 months receive the same benefits of a partner of 10 years? How should it be defined and what should be the cutoff? Presently the line is being drawn at the legal definition of marriage.

Butler said that it makes sense to go with the FMLA definition, which the Department has done. Bereavement leave falls under administrative leave. That means that bereavement leave is in addition to the employee's regular leave and sick leave. Butler believes that there needs to be parameters. The policy as written does not prevent an employee from attending a funeral as he/she may use other accumulated leave.

McCulloh moved to approve General Order 2014-006- Leave Program as presented. Beardsley seconded the motion. On a roll call vote, motion carried 7-0.

**N. Body-Worn Camera After Action Report:** An after action review of phase II of the body-worn camera project, as well as recommendations for phase III was provided to the Board as part of their packet. Captain Hegarty explained that Phase III will involve two separate projects. First is the full deployment of cameras for officer use in the field. The second is Computer Aided Dispatch (CAD) integration. The final cost associated with Phase III involves an increase in upload

bandwidth to the tune of \$12,000 annually. With an initial payment of approximately \$85,000, it will be necessary to budget \$87,000 annually for all body-worn camera costs from 2016-2018.

Butler sought clarification regarding the decision not to equip School Resource Officers (SROs) with body-worn cameras.

Hegarty said that it was their feeling that school officials may not be comfortable with SROs having body-worn cameras. One thing to note is that the Department is very rarely, if ever, at full employment. Should the Department and school agree to furnish SROs with body-worn cameras there would be equipment available to do so. Moving forward with this plan still provides enough cameras for everyone if needed.

**O. Approval of General Order 2014-053- Body-Worn Cameras:** Wilkerson moved to approve General Order 2014-053. McCulloh seconded the motion. On a roll call vote, motion carried 7-0.

Doehling called to the attention of the Board one correction to the General Order. Page 62 of the packet, paragraph L. states that *“Requests for deletion of portions of a recording as a result of an inadvertent inclusion of an interaction listed in D below)...”* Doehling stated that it should read *“Requests for deletion of portions of a recording as a result of an inadvertent inclusion of an interaction listed in 4C above...”*

Wilkerson made a friendly amendment to approve General Order 2014-053 with the noted correction. McCulloh seconded the motion. On a roll call vote, motion carried 7-0.

**P. Assurance Partners Workers Compensation Presentation:** Assurance Partners Claims & Business Analyst Leslie Webb, and Assurance Partners Account Manager for the Riley County Police Department Alicia Weiland provided the Board with an overview of the Workers Compensation and Risk Management Project. Webb explained that the project chiefly centered on the frequency, control and cost of occupational injuries. Key goals and objectives for the project were identified and are as follows:

- Increase Efficiency and Reduce Operating Cost
- Improve Employee Recruitment and Retention
- Reduce Direct and Indirect Claim Cost
- Improve Defense for Employment Actions
- Reduce Employee Absenteeism
- Enhance Employee Communication and Satisfaction

Utilizing the above goals and objectives, Assurance Partners developed an Occupational Health and Fitness Program with five components: institutionalization of the hiring process, stay at work and return to work, occupational recovery, workplace safety, and employee fitness and wellness. The program was developed with the understanding that avoiding and helping to control occupational injuries begins at the hiring process and continues through to assisting employees with personal wellness and fitness.

Weiland explained that as part of the program, Assurance Partners carried out a few changes. Chief among them was the decision made two years ago to move forward with the implementation of a workers compensation deductible. A significant amount of analysis and cost projection was

conducted to make sure that it was beneficial in both the claims administration process and also in the return on investment. Assurance Partners projected a savings of \$55,555 for the first year the deductible was implemented. In the end, the Department saved \$82,116. It was a very successful first year.

Webb addressed future workers compensation cost saving projections. She explained that as the program continues to mature, Assurance Partners looks for the ability to increase deductible savings by way of a premium credit. However, through managing workplace injuries, cost, employee recovery time, etc., they hope to further reduce the expected cost. They anticipate the savings to level out in the neighborhood of \$135,000, but could go as high as \$200,000 annually simply by retaining the first \$5,000 of each claim.

Webb stated that workers compensation rate reduction really has to do with creating efficiencies within the program. Again, reducing cost that is being transferred to the insurance company reduces future insurance costs. The primary reason for the program is to get the appropriate medical response to an occupational injury. The cost savings is a benefit. She added that Assurance Partners and RCPD are near  $\frac{3}{4}$  of the way through implementation of the project and it has been a very successful collaboration.

**Q. 2016 Budget Development:** At the March 23, 2015 Law Board Meeting members of the Board were provided copies of RCPD 2016 Budget Narrative and Proposed Budget Draft 1 for consideration. Director Schoen announced that a Special Law Board Meeting has been scheduled for Thursday, April 30, 2015 at 5:30 p.m. in the City Commission Meeting Room. The purpose of the meeting will be to obtain input from the Board and answer any questions they may have concerning the proposed budget. He explained that the topic is on the agenda today in order that if the Board has guidance the Department may prepare any necessary documents for the upcoming meeting.

Butler noted that on April 16, 2015 City Manager Ron Fehr drafted a memo regarding anticipated shortfalls in the RCPD Fund by the end of the year due to delinquent property taxes. In the memo Fehr stated that the City Commission elected not to budget for an anticipated 2% delinquency in the 2015 budget, hoping that receipts would eventually come in. However, those taxes likely will not be received in order to fully cover the required December payment to RCPD. The anticipated shortfall could be in excess of \$500,000, which they would be required to pay out of City funds to meet RCPD's December monthly payment. Fehr hoped that the Board would consider making a finding for any shortfall due to delinquent property taxes collected by either the City or County as a reason and justification for using the RCPD's Emergency Reserve Fund to help cover the shortfall. Given that the RCPD Emergency Reserve Fund was recently used to acquire computer equipment and software that, in his estimation, could have been planned for, it would be reasonable to assume that the fund could be used for uncollected revenues.

Butler asked if the Director received a copy of the memo.

Schoen said that he received a copy via email on Friday afternoon.

Boyd proposed the Board discuss the matter at the April 30, 2015 Special Law Board Meeting. The Board concurred.

Wilkerson stated that he drafted a letter to the Attorney General's Office seeking a final opinion regarding the applicable statute. He explained that the statute states that the City shall, not may, levy a tax sufficient to raise the amount of the budget for which the city is liable to fund for the operation of the law enforcement agency. In his estimation this does not constitute an emergency, but rather something that came up in 2014.

**R. Director's Contract:** At the April 9, 2015 Special Law Board Meeting Commissioner Reddi expressed her desire to move the Law Board's annual review of the Director's contract to the month of December. It was also suggested that a Special Law Board Meeting be scheduled each year for the review of said contract. As a result, RCPD Attorney Michael Gillespie emailed the Board a proposed addendum to the Director's contract.

The Board agreed to review the addendum to the Director's contract at a future Law Board Meeting. McCulloh suggested the topic be added to the May Law Board Meeting agenda for possible action.

**S. Executive Session:** At 1:20 p.m. Wilkerson moved to go into executive session for the purpose of discussing non-elected personnel matters not to exceed five minutes. Attorney client privilege was not needed. Beardsley seconded the motion. On a roll call vote, motion carried 7-0.

At 1:25 p.m. the open meeting reconvened.

**T. Affirmation or Revocation of Discipline:** Wilkerson moved to affirm the Director's disciplinary actions. McCulloh seconded the motion. On a roll call vote, motion carried 7-0.

**U. Adjournment:** The April 20, 2015 Law Board Meeting adjourned at 1:25 p.m.