

**RILEY COUNTY LAW ENFORCEMENT AGENCY  
LAW BOARD MEETING  
City Commission Meeting Room  
1101 Poyntz Avenue  
Manhattan, KS  
July 20, 2015 12:00 p.m.  
Minutes**

**Members Present:** Craig Beardsley Wynn Butler  
Karen McCulloh Usha Reddi  
Ron Wells Barry Wilkerson

**Absent:** Robert Boyd Captain Hegarty  
Director Schoen

**Staff Present:** Assistant Director Doehling Captain Fink  
Captain Hooper Captain Moldrup  
Lieutenant Breault

**I. Establish Quorum:** By Vice Chairman McCulloh at 12:00 p.m.

**II. Pledge of Allegiance:** Led by Assistant Director Doehling.

**III. Consent Agenda:**

- A. Approve June 15, 2015 Law Board Meeting Minutes
- B. Approve 2015 Expenditures
  - a) Seizure Expenditures
  - b) Budget Expenditures/Credits
- C. Juvenile Transport Reimbursement
- D. County Inmate Medical, Facilities, Maintenance & Repairs Expenditures- (*Review*)
- E. Riley County Jail Average Daily Inmate Population- (*Review*)
- F. Monthly Crime Report- (*Review*)

Reddi referred to the Monthly Crime Report for June 2015. According to the report, the year to date number of arrests for Driving Under the Influence (DUI) is up 12 from 2014. In addition, the yearly projection for 2015 is 15.2% higher than 2014. She sought additional information concerning the locations of the arrests; whether they are concentrated within Aggieville or elsewhere. She also requested information on the age demographic of those arrested for DUI in 2015.

Doehling agreed to provide Reddi with the requested information.

Reddi moved to approve the consent agenda. Wilkerson seconded the motion. On a roll call vote, motion carried 6-0.

**IV. General Agenda:**

**G. Additions or Deletions:** At the request of Assistant Director Doehling, Grace Strategic Services, Inc. Employee Engagement Survey was added to the general agenda as item J.1.

**H. Public Comment: Jon Held- Manhattan Resident:** Mr. Held briefed the Board on the multiple thefts that have occurred at his residence since 2013. Held explained that the caretaker of his Manhattan residence was the individual who first noticed the thefts. Held believes that over the course of 2-3 months he suffered a loss of \$340,000 from damage to property and theft. The crimes were reported to the police along with information regarding the individual whom Held believed to be responsible for the crimes.

Held voiced his dissatisfaction with the way in which the Riley County Police Department and County Attorney's Office handled the case. In his opinion, the prosecutor assigned to his case neglected to introduce pertinent evidence at the pretrial hearing which was gathered by Held. In brief, he would like the police department to investigate, and the County Attorney's Office to prosecute, personal property crimes.

McCulloh deferred to Assistant Director Doehling for input concerning the status of Mr. Held's complaint.

Doehling responded that Mr. Held met with RCPD Internal Affairs Lieutenant and former Investigation Division Lieutenant Mark French last week to discuss his concerns. Lieutenant French has taken Mr. Held's information and is preparing a case to send to the County Attorney's Office.

Held inquired about a meeting with County Attorney Barry Wilkerson to discuss his case.

Wilkerson agreed to meet with Held on August 3, 2015 at 9:00 a.m.

Butler explained that approximately two years ago he spoke with Mr. Held regarding his case. The information was subsequently shared with Director Schoen. In Butler's estimation, the police department did everything possible with respect to the case. Some of what is being said by Held today is hearsay. Butler added that Held made a number of public accusations against certain individuals which could be considered slanderous. Additionally, the evidence simply does not support the claims. The court system has made a determination concerning the case. Butler did not feel that the Law Board Meeting was the appropriate venue to voice such allegations.

**James "Bud" Valerius- Manhattan Resident:** Mr. Valerius described an incident that occurred at his business (Pit Stop Automotive) a few months prior. The incident involved a married couple who did not have permission to be at his shop afterhours and were smoking marijuana. His neighbor called the police. With permission from Valerius, a RCPD police officer and canine searched for the marijuana hidden by the couple somewhere within the shop. Valerius observed the officer and canine during the search. Valerius said that the first thing the canine did was urinate on antique 1928 and 1929 Ford running boards. Photos of the damage were provided to members of the Law Board.

According to Valerius, the officer reported that the canine "hit" on the shelf where the marijuana was hidden. Valerius said that was not true. After searching for quite some time, his employee was able to ascertain from the couple the exact location of the marijuana. The employee handed the marijuana to the police officer. Valerius stated that he would like the police officer and canine to receive additional training so that this sort of thing does not happen again in the future.

**I. Board Member Comments:** Butler commented briefly on the statements made by Mr. Valerius. The photos provided to the Law Board were forwarded to Butler earlier via email. Butler said that he had a long discussion with Director Schoen concerning the matter. The Director conducted an investigation and spoke with the officers who were present during the search of Mr. Valerius' business. Essentially, what the Board has is two stories of what transpired. Butler said that while he cannot discount either story, the Director did conduct an investigation, and he believes appropriate corrective action has been taken.

**J. Life Saving Award Presented to Citizen Bob Brown:** Vice Chairman McCulloh presented citizen Bob Brown with a Riley County Police Department Life Saving Award in recognition of his role in the rescue of a two-year-old child from a residential fire in Riley, Kansas on June 13, 2015. Due to his quick thinking and selfless actions he was able to save the life of the young child.

**J.1. Grace Strategic Services, Inc. Employee Engagement Survey:** Ted Davis, Founder and President of Grace Strategic Services Inc., (GSSI) briefed the Board on the results of the Actively Engaged Employee Survey conducted for RCPD in 2015. The survey measures the degree to which employees connect with their work and feel committed to the organization and its goals. A total of 197 employees were invited to participate in the survey and of those, 137 responses were received (69.9%), which is slightly up from that in 2013.

The results of the survey revealed that the Riley County Police Department remains a healthy organization. Most employees understand and support the mission of the Department. Most perceive their leaders as being fair and honest. Overall, many are satisfied with career opportunities, whether it is to stay in his or her position for a full career or to become competitive for promotion. Employees consider the Department to be professional, and would recommend it as a place to work.

Identified as potential areas for improvement include:

- Review career management tracks and coaching.
- Determine how to improve inter-department teamwork.
- Conduct an IT audit and develop an improvement program to be shared with employees.
- Evaluate the factors that drive optimism and take actions to increase it.
- Review criticism regarding favoritism and determine how to address the problem.

Davis reiterated that RCPD is a good, healthy organization. The question simply becomes how does the good get even better?

Beardsley was curious as to how the Department intends to translate the recommendations into an improvement plan.

Doehling said that the process will be very similar to that in 2013. Members of Command Staff will review the survey results, identify actionable items and establish a plan to address them. The actionable items are typically included as part of the Department's annual goals, which are presented to the Law Board. At present, a plan is in place to improve education and communication among supervisors. Another issue that will likely be addressed this year pertains to career track planning. The Riley County Police Department has already begun a program to improve the ability

for employees to prepare themselves for promotion opportunities and other duty assignments within the Department.

Reddi noted that there were several concerns from employees involving the integration of technology and large number of Department policies. She suggested that when new policies are added Command Staff review dated polices and remove them, if necessary.

McCulloh thanked Davis for his report on the survey.

**K. Approval of General Order 2015-007-General Health and Physical Fitness Requirements:** Beardsley moved to approve the General Order as presented. Wells seconded the motion. On a roll call vote, motion carried 6-0.

**L. Executive Session:** It was determined that an executive session was not needed.

McCulloh mentioned that she spoke with Carol McCullough, CPA of Reese & Novelly, P.A. who had wonderful things to say about RCPD Accountant Annette Moran. McCullough shared what a delight it has been for her to work with someone like Moran who is extremely helpful, capable, and efficient in her job.

**M. Adjournment:** The July 20, 2015 Law Board Meeting adjourned at 12:57 p.m.