

Wilson noted one correction to the May 21, 2018 Law Board Meeting minutes. Page nine of the packet, paragraph four should read “The ~~contact~~ *contract* for services will be finalized and brought before the Board for approval at the next regularly scheduled meeting.”

Reddi moved to approve the Consent Agenda as amended. Wilson seconded the motion. Beardsley polled the Board and the motion passed with Dodson, Wilson, Reddi, Stoney, Rodriguez, Wilkerson, and Beardsley voting in favor, and no one voting against. The motion passed 7-0.

IV. General Agenda:

F. Additions or Deletions: None.

G. Public Comment: None.

H. Fraternal Order of Police Lodge #17 Comments: Brian Johnson, President, Fraternal Order of Police (FOP) Lodge #17, explained that he often likes to discuss Riley County Police Department (RCPD) and FOP community engagement efforts with the Law Board. On Saturday, June 16, 2018 the FOP and RCPD employees participated in the Annual Juneteenth Celebration held in the City Park. Johnson said that the employees were happy to win the barbeque contest, but more importantly they appreciated the opportunity to participate in the event and share the accomplishments of the African American community. He added that it is a good time to come together and reflect together as a community.

I. Board Member Comments: None.

J. Community Advisory Board Update: Lewis Smith, Vice Chairman, Community Advisory Board (CAB), briefed the Board on the CAB activities to date. He explained that in addition to public comment and updates provided by RCPD administration, the CAB routinely has guest speakers. Wynn Butler, Commissioner, City of Manhattan, attended the meeting in March. Bruce Snead, Engineering Extension, Kansas State University, attended the meeting in April. At both meetings the CAB discussed the composition of the seven member Law Board, specifically the Citizen At-Large position. Smith stated that the CAB serves in an advisory capacity as a liaison between the police department and the public. The CAB does not make formal recommendations to the Law Board. However, the CAB thought it important to inform the Law Board of the great discussion that took place. A consensus was reached among the CAB to educate the community regarding the opportunity that exists for the public to serve on the Law Board.

K. Public Hearing for 2019 Budget: At the May 11, 2018 Special Law Board Meeting the Board approved RCPD Budget Draft 2 for publication. The budget includes basic salary adjustments, a 1.7% Cost of Living Allowance (COLA) for all personnel, the addition of three corrections officers and one video clerk, and the reduction of one court security screener. The Department published the proposed 2019 budget of expenditures in the Manhattan Mercury. Now comes the June 18, 2018 Law Board Meeting at which a public hearing must be conducted on the 2019 budget of expenditures. Following a public hearing the budget can be formally adopted by the Law Board.

Chairman Beardsley opened the public hearing for the 2019 RCPD budget. No comments were received.

L. Approve 2019 Budget: Chairman Beardsley opened for comments from the Board concerning the 2019 RCPD budget.

Reddi voiced her preference for RCPD Budget Draft 3 which includes the 2019 base personnel budget, a 1.7% COLA for all personnel, the addition of one video clerk, and the reduction of one court security screener. These options represent a 3.76% increase over the 2018 approved RCPD budget when the 2017 carryover is applied.

Reddi explained that historically the Department has underspent in the personnel line of the budget. In 2017, RCPD budgeted \$12,367,000 and spent only \$11,462,000. In 2016, \$11,886,000 was budgeted and \$11,174,000 was expended. In 2015, \$11,651,000 was budgeted and \$10,845,000 was expended. In 2014, \$11,369,000 was budgeted and \$10,761,000 was expended.

Reddi said that she was not in favor of cutting positions. She felt that with Budget Draft 3 the Department could reallocate personnel moneys to hire the three additional corrections officers and one video clerk.

Dodson concurred with Reddi.

Reddi stated that the City of Manhattan is looking at a 1.6% COLA for their employees. To remain equitable across the board, she suggested the same be considered for RCPD. The reduction would amount to approximately \$12,000.

Schoen explained that the Department uses the Consumer Price Index for All Urban Consumers (CPI-U) in the Midwest to determine the COLA each year.

Wilson stated that the County is also proposing a 1.7% COLA for employees because it was the annualized December figure from the CPI-U Midwest Region. He echoed some of the comments made by Reddi. He explained that the County has delved further into their budget process and they anticipate increases to purchase emergency radios and to fund additional ambulance department expenses, to name a few. He stated that he was in favor of Budget Draft 3 and preferred to defer the hiring of additional corrections officers for another year.

Dodson also favored Budget Draft 3. In order to get where they need to be in future years, he suggested RCPD administration restrict the salary portion of the budget to what is actually expended and not allow funds to slide into other things that might be needed throughout the year. Dodson said that it will cause some problems for the Department in terms of flexibility, but it tends to discipline the budget. In short, the Department can only spend what has been budgeted unless RCPD administration returns to the Law Board for an exception. Dodson agreed that the three additional corrections officers and one video clerk could be hired in 2019 under Budget Draft 3.

Johnson encouraged the Board to consider the 1.7% COLA for RCPD. He explained that the Department has used the CPI-U Midwest Region for a number of years. He cautioned that even with a

minimal reduction, RCPD salaries could quickly fall below the established average market rate (50th percentile). He felt it appropriate to go with a 1.7% COLA in order to keep salaries competitive with surrounding agencies.

Chairman Beardsley opened for public comment. No comments were received. The public hearing for the 2019 budget was closed.

Rodriguez said that he understood the desire to reduce the budget. He also understood that RCPD is in a competitive market. He explained that it costs more to hire and train new employees than to train existing employees. Employees who stay with the Department and live within the area get to know the community and do a better job as law enforcement and corrections officers.

Wilkerson voiced his preference for a 1.7% COLA for RCPD.

Dodson moved to approve RCPD 2019 Budget Draft 3 in the amount of \$21,479,652.70 and the hiring of three corrections officers and one video clerk. Additionally, funds allocated for personnel can only be used outside of the budget line following Law Board approval. Reddi seconded the motion.

A roll call vote was taken and the results are as follows:

Dodson	Yes	Wilson	No
Reddi	Yes	Stoney	Yes
Rodriguez	Yes	Wilkerson	Yes
Beardsley	Yes		

The motion passed 6-1.

M. Mental Health Co-Responder Interim Report: Matthew Myers, Crisis Services Director, Pawnee Mental Health, provided the Board with an update on the Mental Health Co-Responder Program that began in 2017. He explained that there are presently two co-responders contracted through Pawnee Mental Health who work at RCPD. Jaylyn Beaty has been with the Department since May 2017 and Brynne Haverkamp joined the program in January 2018 as the replacement for Jessica Blasi who left the Department in October 2017.

Myers explained that the goals of the Mental Health Co-Responder Program are to reduce repeat 911 calls for service, arrests, and length of time served for those who have mental health issues, as well as reduce unnecessary visits to the emergency room. Co-responders receive daily reports of persons arrested by RCPD which allows them to conduct follow-up as necessary with those who inmates who have mental health issues while they are incarcerated and after they are released.

Myers reported that January 1, 2017 through December 31, 2017 approximately 200 persons generated 231 calls for service. Fifty-five percent of the persons contacted by the co-responder were not receiving mental health services. Approximately 20% of the persons contacted had substance use issues. Twenty-five percent of the persons contacted would have gone to the emergency room for immediate treatment had the co-responder not been present. Approximately 72% of the persons contacted by the co-responder were referred for follow-up services.

Pawnee Mental Health and RCPD are involved in discussions with Fort Riley regarding increased support and service access for active duty, dependent, and veteran clients. Myers noted that coordination of care has improved in the RCPD jail as well. Hunter Stanfield, who is working on his doctorate to become a Licensed Marriage and Family Therapist (LMFT), will be starting in July to provide services to inmates. He will be working ten hours a week in the jail.

Myers stated that the co-responders train with RCPD officers, and plan to conduct training with the Kansas State University Police Department in July 2018 so that they may utilize co-responder services in crisis situations. There are approximately twelve to fifteen RCPD officers scheduled to attend Crisis Intervention Training (CIT) in September.

He noted that Robbin Cole, Executive Director, Pawnee Mental Health, has reported that grant funding has been made available through the Kansas Department for Aging and Disability Services (KDADS) in the amount of \$725,000 for a Crisis Stabilization Unit in Riley County. The grant is under review to be accepted by Pawnee's Board of Directors.

Myers stated that he is pleased with the progress of the Mental Health Co-Responder Program and the professional working relationship between the co-responders and RCPD.

Members of the Board thanked Myers for the thorough report.

N. Manhattan-Ogden, USD 383 Security Plan: Eric Reid, Assistant Superintendent, USD 383 presented the district's security plan to the Law Board. He explained that the district has had numerous discussions regarding how to improve school security and prevent the entry of unauthorized individuals or delay their access until law enforcement responds. Reid stated that as far as security planning, training and preparation, USD 383 is probably one of the forefronts in the state. However, they are looking to improve their facilities by implementing a new security protocol which would allow visitors through the first entrance and then enter an office before they would be allowed into areas that can accommodate students.

Reid stated that the district has talked about other ways to improve school security. Even with all of the money and staffing things are never 100% or guaranteed. However, they want to be as responsible and proactive as they can, but still be reasonable to the community.

Reid stated that RCPD, in conjunction with USD 383 faculty, Manhattan Fire Department, and Riley County Emergency Medical Services, provides active violence training to local schools. He appreciates the professional working relationship they have with their emergency service partners.

Following additional discussion, Dodson asked if USD 383 provides funding for the three School Resource Officers.

Reid responded that the positions are fully funded through the RCPD budget.

O. Approval of General Order 2018-002- Other Personnel Programs: Provided to the Law Board as part of their packets was General Order 2018-002- Other Personnel Programs. Assistant Director Doehling provided a brief synopsis of the modifications to the policy.

Doehling explained that the primary change to the policy deals with maternity duty. The purpose of the policy is to provide options that allow an employee who is pregnant to remain working in a full-time capacity while performing a combination of full-duty and light-duty assignments for as long as reasonably possible. The policy establishes procedures that allow the temporary modification of a full-duty, level four (or greater) job position for a pregnant employee when they are unable to safely perform all of the essential functions of their normal assignment, to include the physical agility course.

Johnson stated that the FOP supported the proposed changes to the policy.

Wilkerson moved to approve General Order 2018-002 as presented. Dodson seconded the motion. Beardsley polled the Board and the motion passed with Dodson, Wilson, Reddi, Stoney, Rodriguez, Wilkerson, and Beardsley voting in favor, and no one voting against. The motion passed 7-0.

P. McGrath Human Resources Contract for Services: Provided to the Board was the updated agreement between McGrath Human Resources Group (McGrath) and the Riley County Law Enforcement Agency (Law Board) for the recruitment and selection of the next Director of the Riley County Police Department.

Reddi explained that an oral agreement was reached between the Director Search Committee and McGrath stipulating that *all* candidate information (applications, resumes and other documents) would be provided to the Committee. However the contract states that the agreement supersedes all prior written and/or oral agreements and understandings between the parties. She requested language be added to the contract to reflect the oral agreement that was reached between the Committee and McGrath.

Reddi also requested the nondiscrimination clause be restored to the agreement which reads as follows: *“McGrath and Agency shall not unlawfully discriminate in any manner on the basis of age, race, creed, color, disability, marital status, sex, national origin, ancestry, sexual orientation, gender identity and expression, ~~arrest record, conviction record,~~ membership in the armed forces, national guard, or any reserve component of the armed forces, or any other status protected by applicable law, with reference to the performance of this Agreement.”*

Law Board Attorney Michael Gillespie agreed to make the requested changes.

Dodson moved to authorize Chairman Beardsley to sign the agreement as modified between the Riley County Law Enforcement Agency and McGrath Human Resources Group. Wilkerson seconded the motion. Beardsley polled the Board and the motion passed with Dodson, Wilson, Reddi, Stoney, Rodriguez, Wilkerson, and Beardsley voting in favor, and no one voting against. The motion passed 7-0.

Q. Director Selection Process: Chairman Beardsley informed the Board that Ronald Moser, Lead Police Consultant, McGrath Human Resources Group, has been assigned as the project manager

to work directly with the Committee during the search for the next director of RCPD. The cost for the assessment center, recruitment and interviews is roughly \$37,000, excluding advertising expenses. Two community meetings will be held mid-July; one in Manhattan and the other in North County. Focus Groups will also be held to gather input from the public regarding community needs/expectations and what they desire in a director. The next meeting of the Director Search Committee will be scheduled the week of June 24, 2018.

Reddi added that individuals unable to attend the community meetings will be provided the opportunity to offer comments online.

R. Executive Session: At 1:53 p.m. Wilkerson moved to recess into Executive Session until 2:43 p.m. for the purpose of discussing non-elected personnel matters and attorney client privilege. Rodriguez seconded the motion. Beardsley polled the Board and the motion passed with Dodson, Wilson, Reddi, Stoney, Rodriguez, Wilkerson, and Beardsley voting in favor, and no one voting against. The motion passed 7-0.

At 2:43 p.m. the open meeting reconvened.

Wilkerson moved to return to executive session until 3:13 p.m. for the purpose of discussing non-elected personnel matters. Dodson seconded the motion. Beardsley polled the Board and the motion passed with Dodson, Wilson, Reddi, Stoney, Rodriguez, Wilkerson, and Beardsley voting in favor, and no one voting against. The motion passed 7-0.

At 3:13 p.m. the open meeting reconvened.

Wilkerson moved to return to executive session until 3:24 p.m. for the purpose of discussing non-elected personnel matters. Reddi seconded the motion. Beardsley polled the Board and the motion passed with Dodson, Wilson, Reddi, Stoney, Rodriguez, Wilkerson, and Beardsley voting in favor, and no one voting against. The motion passed 7-0.

At 3:25 p.m. the open meeting reconvened.

S. Affirmation or Revocation of Discipline: Wilkerson moved to affirm the Director's disciplinary actions. Dodson seconded the motion. Beardsley polled the Board and the motion passed with Dodson, Wilson, Reddi, Stoney, Rodriguez, Wilkerson, and Beardsley voting in favor, and no one voting against. The motion passed 7-0.

T. Adjournment: The June 18, 2018 Law Board Meeting adjourned at 3:26 p.m.