DATE: Monday, April 29, 2024
TIME: 7:00 p.m.
PLACE: 400 S. Vine Street, Urbana, IL 61801

The City Council of the City of Urbana, Illinois, met in special session Monday, April 29, 2024, at 7:00 p.m.

ELECTED OFFICIALS PHYSICALLY PRESENT: Darcy Sandefur, City Clerk; CM Maryalice Wu, CM Christopher Evans, CM Shirese Hursey*, CM Jaya Kolisetty, CM Chaundra Bishop, CM Grace Wilken, ***PRESENT AFTER ROLL**

ELECTED OFFICIALS ABSENT: Diane Wolfe Marlin, Mayor; CM James Quisenberry

STAFF PRESENT: Bourema Ouedraogo, Carol Mitten, Richard Surles, Larry Boone

OTHERS PRESENT: Michele Weinzetl, Senior Manager at BerryDunn.

1. **Call to Order and Roll Call**

   With a quorum present, Mayor pro tem. Maryalice Wu called the special meeting of the Urbana City Council to order at 7:00p.m.

2. **Approval of the Minutes of the Previous Meeting**

   a. **03-18-2024 City Council Minutes**

   b. **03-25-2024 City Council Minutes**

   Mayor pro tem. Maryalive Wu noted that CM Wilken suggested changes to be made regarding the straw polls for clarity and the listed Chair.

   Motion to approve, as amended, by CM Wilken and seconded by CM Bishop.
   Voice Vote:
   AYE: Wu, Evans, Kolisetty, Bishop, Wilken
   NAY: None.

3. **Additions to the Agenda**

   Mayor pro tem. Maryalice Wu moved the regular agenda item, Ordinance No. 2024-04-019, to the next City Council meeting.

4. **Presentations and Public Input**

   a. **Public Input**

   Janice Walker shared childhood experiences realizing the lack of representation for black people in police and the funding of police through their own taxes. Spoke in opposition to the hiring of additional police officers, citing their inability to make a community safer. Suggested the public research the history behind policing, pointing toward "The Beginning of American

[Policing: The English Influence](#)" on sagepub.com and the works of Professor Daanika Gordon at Tufts University on residential segregation and policing practices. Stated $2,000,000 could be used to instead improve the lives of the most vulnerable as policing cannot assist those in poverty and going through mental health crises. **Dorcus Withers** stated that those who do not fully live in a community cannot fully comprehend the daily conditions of those living there. Shared personal experiences of growing up in the City of Chicago, his encounters with the police in his community, and his 27 years spent in jail before a judge listened to his explanation. Noted that during that time in incarceration, a significant amount of youth was being incarcerated with excessive sentences encompassing their whole life. Stated that he found his purpose in life through rebuilding his community that he once participated in destroying. Spoke in opposition to the hiring of 15 officers, as suggested by BerryDunn, stating that the funds could better be spent on de-escalation training and bettering the community relations of current police officers. Suggested a panel with the community and police department to be formed to listen to community needs, address the impact of mental illness within inner-city youth, and allocate funds to activities between the community and the police department. On behalf of First Followers, offered to participate on such a panel with the Urbana Police Department. **Camille Cobb** spoke on personal experience with methodology used in conducting research similar to what has been done in the BerryDunn report. Praised the initial efforts to research methods for alternative response models by CM Kolisetty and CM Bishop. Expressed disappointment in the findings presented by BerryDunn, citing poor research methodology and lack of meeting the initial goals. Drew attention to a study conducted by BerryDunn for the City of Oak Park, citing direct similarities in wording between both studies. **Danielle Chynoweth** spoke on Cunningham Township's calls received regarding assistance for crises and the action done to mitigate crime by partnering with First Followers, CU TRI, Win Recovery, RPC, and other organizations. Stated that Cunningham Township is missing the following resources to further assist the community: shelter beds, subsidized housing, affordable housing, and a 24/7 drop in space for those dealing with mental health crises. Expressed a community need for a responder model that sends experts to calls for service to provide trauma informed and equitable care. Voiced support for the implementation of an alternative response model for community calls and for it to be implemented before considering hiring additional police officers. Stated the justification for hiring additional police officers to allow for officers to have more time for officer-initiated contact is wrong and would lead to an increase in racially biased traffic stops. Stated that public safety needs to adjust toward new public safety issues such as severe weather, housing instability, substance abuse needs, and mental health needs. **Ben Joselyn** stated that the suggestion of disinvestment in the Urbana Police Department's budget does not equate to being anti-police as funding could be instead invested in alternate responders which can alleviate the burden of police work while better supporting the community. Expressed that an increase in police officers would never eventually lead to a decrease, citing an incorrect statement by BerryDunn regarding the decrease of police staff due to calls for defunding the police. Stated that the current police staffing model of 12-hour shifts cannot properly respond to peaks in call for service due to contractual limitations, and that community responders could have greater flexibility to better respond to calls during peak hours. Voiced a need to invest in the community itself in order to improve it. **Sana Saboowala** spoke in opposition to hiring of additional police officers, citing its inability to contribute to community safety and its recent presence at a peaceful protest at the University of Illinois at Urbana-Champaign campus displays its sufficient staffing. Noted that the statistic provided by BerryDunn showing that most emergency calls are not for criminal displays an area where community responders could fill rather than additional police officers with the funding that would have been allocated to hiring additional police officers. Requested further information on community service responder personnel that would be developed within the Urbana Police Department, stating those roles could be better fulfilled by already existing community organizations. **Lilah Leopold** spoke in support for the development of alternative response models outside of the recommendations provided within the BerryDunn report.

Noted inconsistencies in data and recommendations proposed, pointing to the vague nature of how the sworn officers and non-sworn officers would work together. Echoed support for the development of community service responders through already existing community organizations rather than the Urbana Police Department. *Mayor Pro Tem. Maryalice Wu read written public input from Dua Aldasouqi. CM Bishop read written public input from Jane McClintock. Written public input was also received from Danielle Chynoweth.*

5. **Council Input and Communications**

CM Wilken thanked the public for providing input on the BerryDunn study tonight and Police Chief Boone for listening to the input. Addressed the police presence at the student protests at the University of Illinois Urbana-Champaign (UIUC) campus, stating support for de-escalation practices and acknowledging the lack of control City Council and the public have over police departments. Hoped for productive conversations between UIUC and the protesters, and for a safe space for students and the community. *CM Kolisetty* expressed appreciation for the community feedback regarding BerryDunn and hopes for the community to continue to stay engaged in the process of identifying and establishing an alternate response model. Noted that the initial intent behind supporting the study by herself and CM Bishop was to find an alternate response model that would serve the best interests of the community. Echoed concerns expressed by CM Wilken regarding the peaceful protests and supporting the right to free speech. Stated opposition to police interference against free speech and peaceful protest. *CM Hursey* shared personal experience of growing up in the City of Urbana, seeing the protests against apartheid South Africa, and living in various cities across America. Expressed that people raised in other cities that are currently living in the local area are attaching their issues with their previous police departments to the Urbana Police Department. Shared personal experience of dealing with the Urbana Police Department, citing a single, sole incident where a police officer had followed her home without any further escalation. Voiced how police presence is not seen in her neighborhood, despite there being statements made on how the neighborhood is overpoliced. Stated communities need police, pointing to an experience where a call for service was left unanswered due to a shortage in staffing. Hoped for people to consider the community and the Urbana Police Department without imposing personal experiences with other police departments onto the UPD.

6. **Unfinished Business**

None.

7. **Committee of the Whole** (*Council Member Maryalice Wu – Ward 1*)
   <u>1. Consent Agenda</u>

None.

<u>2. Regular Agenda</u>

   a. ~~**Ordinance No. 2024-04-019:** An Ordinance Revising the Annual Budget Ordinance (Budget Amendment #8 - Omnibus) - HRF~~

   Moved to the next City Council meeting on 05-13-2024.

8. **Reports of Special Committees**

None.

9. **Reports of Officers**

None.

10. **Discussion**

a. BerryDunn Study

Mayor pro tem. Wu introduced the discussion, stating a list of questions was provided for BerryDunn to answer here and that there will be time for additional questions from City Council. Presented by Michele Weinzetl, Senior Manager at BerryDunn. Provided an overview of where BerryDunn is currently in the process of their review, stating that these questions are regarding the outcome of the staffing study report. Stated the next portion of the study will cover essential calls for service, and a proposed alternative response plan will be coming after following meetings with the community as the portion of the study that would follow suit. Stated that the development and implementation of the alternative response plan is going to come after that plan has been established and put forward by BerryDunn after community collaboration. Voice appreciation for feedback from those who spoke during public input, stating its importance to the review process and to modern policing. Noted that BerryDunn stands behind its data and methodologies used during the review, stating that those concerns will be addressed in later answers to questions. Acknowledged the length of the report, noting that terms are frequently explained to increase accessibility and the report could be shorter if written for a narrower audience. Addressed a statement made which quoted herself saying alternative response models would not reduce workloads, stating that if she had made a statement along those lines that it was incorrect and untrue. Elaborated on the previous statement, saying that alternative response models do not necessarily equate to a significant decrease in workload and that it will be further discussed come later phases of the review.

Questions

General

1. When did BerryDunn release this report to the Urbana Administration and the Urbana Police Department? (The Urbana City Administrator told two of us council members in early February that the Administrator had already read the BerryDunn report.) (CE #28)

The initial report was provided on 12-06-2023 with the intent of being reviewed externally for typos, appropriate reference language, inaccuracies, ensuring the scope of work is being met, and for questions on the content within the draft. Noted that the staffing model used by BerryDunn has three categories of work: operational labor (obligated workload), administrative labor (report writing, follow-ups, and evidence processing), and noncommitted time.

2. What is the definition of "obligated workload"? (CE #14)

Defined "obligated workload", or "operational labor", as the total amount of time that patrol officers spend on answering calls for service from the community and addressing on view situations encountered by officers. Stated that it is the total criminal and non-criminal traffic and backup activity that is sourced from community calls or incidents that officers see.

3. Why is the 30-30-40 model recommended? What do officers typically do in their unobligated time?

Stated the model used by BerryDunn is considered the national standard for consistently calculating workloads for police personnel used by the International Association of Chiefs of Police, Police Executive Research Forum, and the International City/County Management Association. Stated other models that were previously being used are more flawed and outdated as they rigidly calculated time

spent on a call for service instead of using known data to calculate that time. Stated that officers typically initiate public service contacts, traffic stops, field interviews, business and pedestrian contacts, and participating in elective activities such as community policing and problem solving during their unobligated time. Mentioned that while there are no standards in place regarding job/task analysis, but there is an understanding that not all time spent at work will be productive. Noted that the 30-30-40 model assumes that all time spent is productive, except for the break times allocated through administration and that this impacts the study because it views 100% of the activity within work.

4. Is there any evidence or case studies to demonstrate the positive impacts of this 30-30-40 model?

Stated that it is currently unknown whether studies have been conducted comparing the 30-30-40 model to other models. Noted that it is anecdotally known, with data to support it, that overburdened staff lead to attrition, elongated response times, well-being issues, and reduced public safety efforts.

5. Has there been any assessment or public input on if this (30-30-40) model is best or wanted in Urbana?

Stated that BerryDunn did not ask the City of Urbana if the 30-30-40 model was wanted to be used as it is a national model that has been used by BerryDunn. Touched on administrative labor, the second 30, includes items such as: report writing, patrol briefings, administrative preparation, report check offs, meal and personal care breaks, court attendance, on-duty training, vehicle maintenance, meetings with supervisors, special administrative assignments, personnel and payroll, field officer training, and equipment maintenance. Noted that administrative labor is self-reported by organizations and it has been seen to be consistent across studies and mirrors the amount of time spent on obligated workload. Additionally noted that most organizations do not consistently track the data behind administrative labor.

6. Is there any data to support BerryDunn's assertion that on page 63, "*The modern United States population is highly mobile- and this includes criminal perpetrators- who often travel between cities to conduct criminal activity and escape scrutiny from law enforcement. It should be expected that such travel habits and patterns would make it likely for crime and perpetrators from much larger regions to affect public safety conditions in Urbana.*" …like, documented home addresses of those convicted of felonies in Champaign County? (CE #12)

Stated the mobility of criminals is common, well known, and documented in general urban areas and areas such as major interstate highways. Stated the data for this was occurring in the City of Urbana was not sought out, but it is still generally known to occur.

7. Did BerryDunn ever find any instance where someone died because of a too-late officer response time? (CE #6)

Stated that BerryDunn did not seek that data and therefore is not aware of any such cases.

8. Is BerryDunn going to do more community meetings with the Urbana public? (CE #18)

Reiterated that the next stage of the study, exploring opportunities for alternative service, will involve meetings with practitioners and service providers at the minimum. Stated that there will also be guided meetings with a committee to discuss possible solutions and work with the City of Urbana to gather those solutions and implement them when appropriate.

Data

Michele Weinzetl prefaced the questions and answers regarding data by stating that the data comes from various sources. Noted that data from Computer Aided Dispatch (CAD) used to quantify obligated

workloads, identifies a call for service as a type which is often changed once the data is entered into the Urbana Police Department's Record Management System (RMS). Explained that a call for service could come through CAD as a burglary, but once it is entered into RMS it can be changed to theft after the officer's review of the on-site situation. Also stated that data types listed within CAD can vary from data types within RMS. Explained the connection between data from RMS and the National Incident-Based Reporting System (NIBRS) and that data categorization also differs between RMS and NIBRS. Stated that the data used for the report was filtered for calls for service managed by patrol officers and filtered data from the supplanting of capacity done by those who are not meant to respond to calls in the same manner as patrol officers.

9. Did the Urbana Police Department have 18,963 Calls For Service in 2022? (CE #21)

Pointed to Table 2.32 which measured the cumulative calls for service volume in CAD by three categories: crime, service, and traffic. The next table, Table 2.33, displays community-initiated calls, showing a total of 16,264 calls across those three categories. Table 2.34 then shows officer-initiated calls, which had a total of 2,699 calls across the three categories.

10. How many <u>police reports</u> did UPD file in 2022? (CE #26)

Defined a police report as an entry written into the RMS containing a narrative of events with 22 different disposition categories. Noted that the UPD self-reported this data as it is typically not tracked within organizations as single incidents could have multiple reports. Stated the total number is not known to either UPD or BerryDunn, but based on the number within CAD, the number of police reports is most likely larger than the one per shift that was self-reported by UPD.

11. On November 6, 2023, at the Urbana city council meeting, the Urbana Police Crime Statistician told the public and the city council that in 2022, there were 44 shots fired in Urbana. On page 66 of your report, in <u>Table 2.20</u>, you account for <u>142</u> shots fired. On page 99, you report <u>137</u> shots fired having more than one unit responding in 2022. How did BerryDunn discover so many more incidents of shots fired in 2022? (CE #3)

Reiterated that the data found within CAD can differ greatly from the data within RMS or NIBRS. Noted that Table 2.20 differs from Table 2.48 due to the filtering of data. Stated that the UPD does not push every CAD data entry into RMS and the CAD dataset is more complete than what is in RMS.

12. On page 83, in <u>Table 2.36</u>, none of the <u>total</u> numbers for the hours in the categories seem to add up correctly from the numbers listed above. What am I not understanding? (CE #4)

Stated Table 2.36 displays the top five most frequent events by time spent within the categories of crime, service, traffic (motor vehicle crashes only), and traffic (no motor vehicle crashes). Stated that the listed totals within table will not equal the total of that category because they only represent the five most frequent events and others are not listed.

13. On page 80, in <u>Table 2.33</u>, the total number of Community-Initiated Calls For Service is 16,264 calls. On page 92, in <u>Table 2.40</u>, the total number of Community-Initiated Calls For Service is 10,791. Why is there a difference in these total? (CE #5)

Explained that Table 2.33 shows the total number of community-initiated calls for service as managed by patrol officers, and Table 2.40 shows response times by priority level to calls. Stated that in Table 2.40, calls for service without a priority assignment number or arrival time were removed, explaining that some calls may be managed over the phone. Stated that the purpose of the table was to assess the average response time and succeeds despite lack of time listed on some calls.

14. Were there 765 motor vehicle crashes in Urbana in 2022? (page 103, Figure 2.9) How come motor vehicle crashes doesn't appear in Table 2.37 on page 84 for most frequent events? (CE #16)

Stated that Figure 2.9 reflects 765 motor vehicle crashes per hour within all types and Table 2.37 displays solely the most frequent events and it did list some motor vehicle incidents.

15. If there were 765 motor vehicle crashes (page 103), and there were 434 vehicle complaints that are Community-Initiated (page 80), and there were 1,466 Officer-Initiated traffic stops [1,235 traffic stops + 231 miscellaneous] (page 81 and page 101, Table 2.49) wouldn't that mean there were a total of 2,665 traffic events on the patrol workload count? What am I not understanding about the discrepancy count of 3,037 on page 102, Table 2.50? (CE #17)

Stated that the community-initiated calls for service regarding traffic are for road hazards, driving complaints, parking, etc. Explained that officer-initiated traffic stops are self-initiated and fall outside of obligated workload and would not be counted when measuring obligated workload.

16. What am I not understanding about the discrepancy between 5,401 Crime Calls For Service (Community-Initiated + Officer-Initiated) in 2022 on pages 80-81, Tables 2.33 and 2.34; and the total number of criminal incidents on page 137 in Table 2.75 of 2,695 in 2021? The methodology of CAD data calculations must be different than the National Incident-Based Reporting System (NIBRS)? (CE #22)

Reiterated that Table 2.32 shows combined totals from Tables 2.33 and 2.34 and is not the correct reference for the total of criminal incidents. Stated that the NIBRS data is calculated differently from the CAD categorization used by BerryDunn. Explained that BerryDunn categorized anything possibly criminal, including reported ordinance violations, even though they may not result in a charge. Further stated that BerryDunn does not use data from RMS for calculating workload due to RMS lacking timestamps and that CAD does not contain all records of calls for service.

17. Is the only reason BerryDunn included surveillance technologies and weapon issues in the report was because you were told by UPD staff that those were their concerns? (CE #23)

Stated that BerryDunn was not instructed to include those items.

18. Using just straight math and thereby creating an even workload for every officer every day (unrealistic), could it be said Urbana police officers handle, on average, 5 calls for service in a 12-hour shift, taking up 6 hours of their time per shift? (18,000+ CFS,… 50 CFS per day… 10 officers a day….71 minutes per CFS) or is the spike for CFS during the peak times of 11:00 am to 11:00 pm and the lull in the overnight hours make this straight math formula to arrive at an average just far too inaccurate? [Maybe you've already answered this question.] (CE #34)

Stated that ideally workload would be distributed evenly across officers, but 64% of calls for service volume occurs between 11:00am and 11:00pm and officers in that period manage greater volumes of calls for service, resulting in a larger number of present staff in those hours compared to outside of those hours.

19. Do police officers feel they weren't using the tasers enough, or do they literally need to buy more tasers to equip more staff with tasers when they say, "more extensive deployment of conductive electronic devices" on page 48? (CE #24)

Clarified that the question is referring to a response from UPD officers from the culture and climate survey conducted and that the statement was suggesting that more tasers may need to be acquired in order for them to be fully available to all officers, not a suggestion on frequency of use.

20. Based on page 109 about average leave for one individual officer over a year's time, is it correct to say: That on average officers miss 15 days a year, doing 6 days of vacations, 2 days sick, taking 3 days comp time, and 2 days training? (CE #25)

Referred to Table 2.54, which details officer leave data, showing an average of 313 hours for leave (excluding training). Detailed the averages of leave time based on 12 hour shifts of 12 vacation days, 6 comp time days, 2 personal days, and 1 military leave day. Noted that this is the average which takes into account data from officers who have more leave time available and from those who have less time available due to their recent hiring.

21. A yearly number of hours available at 1,719 hours leaves <u>361 hours</u> from the standard 2080 hours-52 week-40 hours a week model. Should we divide that 361 hours where officers are not available by the number of hours on a shift at 12 hours to arrive at an average number of days an Urbana police officer doesn't work in a year at <u>30 days?</u> (CE #31)

Answered yes, detailing the way patrol schedules are set in rotations which follow the Fair Labor Standards Act. Elaborated on the methodology behind designing patrol schedules (example: 2080 hours in a year ÷ 12 hours per shift = 173 shifts). Noted that officers within the UPD work an average of 143 shifts in a year, displaying a flaw in the balanced shift schedule design which would require 900 shifts to be pulled within a year (30 days missing a year × 30 patrol officers = 900 missed shifts in a year). The 900 missed shifts are said to represent how the patrol schedule is short 5.2 police officers within a year. Stated that most police departments do not account for this variable when setting schedules.

22. While this question may well be outside the scope of BerryDunn to answer, are there investments that can be made to reduce obligated workload that doesn't involve investments in responding to the workload? (CE #32)

Affirmed that there are many methods of reducing obligated workload through diverting calls for service through more efficient methods such as outsourcing, having online reporting methods, and through the implementation of technology. Noted that obligated workload could also be reduced through the reduction of service types offered, reiterating the example provided of outsourcing calls for service for being locked out of a car to a locksmith. Confirmed that many methods of reducing obligated workload are being considered and are part of the conversations being held as part of the study.

23. Is BerryDunn saying that the current 6 detectives, 10 sergeants, and 31 patrol officers are <u>unable</u> to handle the workload of 5,322 crimes in 2022? (CE #33)

Stated that BerryDunn is not making any such statements, but are saying that the obligated workload and variables within the calls for service distribution of a day require 44 patrol officers to manage within the 30% obligated workload model. Stated that the increase in patrol officers would allow for better adherence to a community policing model and for sergeants to return to administrative work instead of supplementing patrol functions. Stated that BerryDunn deemed that the number of detectives is currently sufficient, but may require an increase in staffing in the case of a redistribution in criminal cases being handled by patrol officers.

24. Did BerryDunn recommend UPD should hire 1 deputy chief of police and three public engagement police officers last fall? (CE #35)

Stated that this was not a BerryDunn recommendation.

25. When BerryDunn uses the word "internal", does it mean internal within the police department? (CE #36)

Confirmed, yes.

26. Am I understanding correctly that 72% of <u>all</u> Calls For Service by patrol have <u>backup</u>? (13,689 calls that have backup in a total Calls For Service in 2022 of 18,963) 83% of Community-Initiated <u>service</u> CFS have backup? (8,732 service calls that have backup out of a total 10,508 service CFS) 73% of Community-Initiated <u>crime</u> CFS have backup? (3,905 backups to a total of 5,322 community-initiated <u>crime</u> CFS) (from page 98) How can BerryDunn say UPD has a low backup rate (page 101)? (CE #9)

Noted that the data has comingled between community-initiated data and officer-initiated data, explaining that when reviewing backup officer-initiated data is not considered. Stated that in Table 2.46, it displays that 16,264 calls for service were responded to by patrol officers and 13,689 calls for back-up were responded to, for a total of 29,953 responses. Elaborated that based on that data, UPD averages less than 1 back-up unit (0.84) per call for service. Stated that there are a higher number of independent calls for service responses (without any back-up) because there are multiple units responding at once and certain calls for service would not have any back-up recorded. Stated that the task of reviewing that data would be too complex and fall outside of the scope of the report.

27. On page 113, <u>in Table 2.58</u>, you list the average <u>time</u> an officer spends on types of CFS <u>much lower</u> than the average time an Urbana patrol spends on a CFS (71-72 minutes) that's listed on page 81. Am I misunderstanding this discrepancy? (CE #15)

Stated that Table 2.35 reflects the cumulative number UPD spends on calls for service, including back-up responses. Stated that the data in Table 2.58 reflects broken up data within primary and back-up responses and is also used to generate 2.35. Noted that in a few tables motor vehicle crash data is merged into the service data and can be seen when data for service, criminal service, and traffic is shown together.

28. How many Calls For Service does an Urbana Police officer, on average, answer on an average 12-hour shift? Near 8 as they self-reported? (CE #27) - skipped

29. On page 105, BerryDunn says, "UPD has expressed interest in exploring additional alternative response options and models including a review of essential calls for service. Such efforts might decrease the number of incidents and total hours that sworn police officers need to spend responding to community-initiated calls for service. "…and…at 3:08:31 in the March 25 presentation, it was said, "Again, the recommendation from BerryDunn is, particularly in this case, it's a question of balancing your workloads against your capacity. And effectively, what we're saying is that your capacity is not sufficient based on your workloads, however, you don't necessarily need to solve that simply by adding more police officers to that equation." vs. at 3:55:51 where it was said, "As the conversations progresses toward additional response the- it's unlikely that you're going to significantly reduce obligated workload even through the additional things that come out of those types of additional resources. Which is why our position is- it's not premature to advance your budget based on the recommendations." The question is: Will workload decrease <u>for police</u> if we had a Community Service Responder unit of some type? (CE #29)

Stated that alternative response includes two types of diversions for calls for service: internally and externally. Explained that the internal methods include online reporting, telephone services, and non-sworn service responders with the goal of matching the response type to the most reasonable resource. Stated that the BerryDunn review notes that various calls for service can be directed internally to their

appropriate resources. Addressed the workload decrease, stating that it is expected for police workload to decrease if non-sworn officers or other internal resources were used as responses. Explained external alternative response include methods such as outsourcing or a collaborative co-response. Stated that external alternative response has the potential to reduce police workload, but the volume of the reduction is uncertain as external alternative response models have not been generally seen to reduce the workload in a one-to-one volume. Stated that BerryDunn will be exploring these models with the alternative response committee as the study progresses.

30. Does BerryDunn recommend the Urbana Police Department seek License Plate Readers?... Or…does BerryDunn recommend "UPD should form a collaborative police and community working group to explore the addition of modern technology that can leverage human resources at UPD while protecting the rights of the community they serve. BerryDunn recognizes that technology in law enforcement comes with great potential but also significant hazards that require balancing efficiency and effectiveness with responsibility and obligations to the community. Consequently, while BerryDunn finds UPD lacking in technology in some areas, the addition of powerful technology is a decision that should be made collaboratively with the community the police department serves." (page 166) (CE #30)

Stated that BerryDunn has not made a specific recommendation to seek License Plate Readers, but that UPD explore available technologies, evaluate their benefits and risks, and implement them when appropriate.

METCAD

31. On page 24 of your report, it is said all 9-1-1 calls are from METCAD- "METCAD answers emergency 9-1-1 calls for all of Champaign County and provides direct dispatch service for all law enforcement and fire agencies in Champaign County." But on page 65, you refer to "BerryDunn displays Part 2 crime data derived from UPD computer-aided dispatch (CAD)." My question is: What is UPD computer-aided dispatch (CAD)? (CE #1)

Stated that UPD CAD and METCAD are the same data, but is a play on words. Explained that UPD CAD data is from CAD which is gathered from METCAD.

32. Is UPD (CAD) ….data derived from METCAD that occur only in Urbana? Or does the Urbana Police Department have its own computer-aided dispatch system separate from METCAD? (CE #2)

Reiterated that UPD CAD data is data originating from METCAD, and that UPD does not have an independent CAD system.

Beats

33. Is there any data where patrol officers responding to a call out-of-beat were unable to respond to a call in their assigned beat happening at the same time while they were in another beat? Or a CFS comes in and the officer must abandon backing up the CFS in another beat, and go to their assigned beat where a new CFS is happening in their assigned beat- causing added response time? (CE #7)

Stated that this is generally not tracked despite recommendations for tracking this data. Stated that UPD generally has one officer working a beat at a time and any time back-up is used, one has to be pulled from another beat.

34. Could you reconcile on page 97 in 2.6.4 Cover Cars, you say "54.30% of the data in CAD related to primary officers, and 45.70% was for backup response"… with… on page 96 where you say, "only 23% of UPD primary Calls For Service are conducted in the assigned beat of the officer." Where are 54.30% of the Primary Officers going mostly- in beat or out of beat? (CE #8)

Stated that the data points are unrelated as Table 2.46 reflects primary responses and back-up responses while Table 2.44 relates to in beat and out of beat responses. Stated that a primary officer can respond to a call outside of their beat while still being a primary officer.

35. What makes a patrol officer a "Primary Unit"? The Call For Service is located in their beat? (CE #10)

Reiterated that the primary unit is what the assigned officer by dispatch is referred to. Stated that if a primary unit within the beat cannot be found, another officer from a different beat will be assigned as the primary.

Staffing

36. On page 96, you say, "*the UPD was operating well below its sworn strength*" (12-13 officers per shift). Is full sworn strength in 2022, a roster of 31 patrol officers? If UPD was at full sworn strength of 31 patrol officers, wouldn't UPD still be sending only one officer (5 total) per 12-hour shift to each 5 geographical beats? [Might be a question for UPD command staff] (CE #11)

Stated that this question is dependent on the officers working at any given time. Pointed to Table 2.64 as it displays officer allocations within the 24-hour work day and the shift allocation is at a maximum of 8, assuming nobody takes time off. Stated that 8 officers are allocated during peak hours within the schedule, but as 900 shifts are removed within a year due to leave, therefore staff is less than the maximum or desired amount. Noted that BerryDunn is collaborating with UPD to review the structure of beats to see if any adjustments are necessary to better fit the calls for service volumes.

37. If under-response is occurring in UPD and thereby jeopardizing officer safety (page 100), is there an injury-to-officer count directly related to not having enough officers at a scene? (CE #13)

Stated that BerryDunn does not have any data on this topic.

CPRB

38. On page 148, the report says the Civilian Police Review Board has the "power to subpoena witnesses, records, and evidence, administer oath, take testimony, and ability to exclude witnesses." Have you check that against the 2023-2026 Fraternal Order of Police Lodge #70 union contract? (The side letter at the end of the contract and Article 22 in the contract prohibits the CPRB from doing much of what your report describes as the CPRB's powers.) (CE #19)

Stated that BerryDunn has reviewed the language of the FOP contract and is not offering legal opinion on the capacity of the CPRB.

39. The Urbana Police Department has had a racial disparity problem with its traffic stops for over 17 years. The latest study finds 46% of all traffic stops by UPD are of African Americans. Wouldn't the imbalanced traffic stops in Urbana be a strong reason to implement "early warning or early intervention systems (EIS)… data-based management tools designed to identify officers whose performance exhibits problems or potential problems" as indicated on page 152? Shouldn't UPD be "pulling traffic tickets", that is, checking every traffic ticket and compiling data as to which specific officers have an inordinate propensity to stop minorities? (CE #20)

Stated that BerryDunn did not study impartial policing data as part of the scope of the study. Stated that early intervention systems (EIS) cover various arrays of data that could alter police departments to problems within an officer's conduct that can include data on items such as how many times force was used, the number of times officers were involved in pursuits, the number of complaints against officers, and the frequency of leave time use. Stated that EIS are generally not used to assess impartial policing as that is typically done through internal analysis. Further stated that collecting impartial policing data on all non-consensual police contacts and the monitoring of that data is an industry best practice.

40. How would a community alternative response model impact your staff recommendations for police and fire departments?

Stated that this question will be addressed in the next phase of the study.

41. What are the potential monetary costs of a community response system?

Stated that this question will be addressed in the next phase of the study.

Michele Weinzetl directed everyone to view the tables provided to them during this meeting to further discuss them. Stated that Tables 3.4 and 3.5 are derived from Tables 2.37 and 2.36 from the first BerryDunn report. Noted that service volume on Table 3.4 accounts for a large amount of agency activity, but many service calls are not best responded to by an independent, non-sworn personnel. Pointed to Table 3.5 which displays time spent on calls for service, stating that domestic incidents comprise the largest volume of hours spent on a service. Noted that this information is important when considering alternative response models as it shows how much time can be diverted and how much time cannot due to the presence and absence of various structures and systems. Mentioned that there are 11 calls for service types that require the work of half a police officer to manage that volume on an annual basis. Stated that Tables 3.6 and 3.7 display the UPD self-evaluated calls for service categories which were determined to be either capable of being diverted or not.

Mayor pro tem. Wu requested clarification on the data from Tables 3.4 and 3.5 to confirm that the data was from CAD and not RMS.

Stated that the data was gathered from CAD data from independent events.

CM Wilken asked for confirmation on the figure of 16,264 on Table 3.4 being the total calls for service count in 2022.

Stated that the 16,264 on Table 3.4 represents the total volume of community-initiated calls for service which were managed by patrol officers, excluding calls for service responded to by detectives and sergeants.

CM Wilken requested clarification on where homicides, assaults, and crimes similar to them would be categorized as.

Stated that Tables 3.4 and 3.5 are abridged tables and the data CM Wilken is referring to would be located in the primary report. Clarified that CAD data is categorized in a certain way by BerryDunn's standards to allow for use over multiple studies and that the best place to search for the requested data is through NIBRS.

CM Wilken asked who would serve on the committee as referred to on Question 8.

Stated that the decision would not necessarily come from BerryDunn, but at a minimum the UPD, City Council, and those within the service committee who have an interest in being service providers would be a part of the committee.

CM Bishop asked for clarification on what the category of "Make Your Own Case" means.

Stated that it is used when an officer visually can see an incident and is immediately responding to it, but creates a temporary record in CAD to create of a record of the response. Noted that the more complete report and data would be located within RMS if a report were to result from that.

CM Bishop requested clarification on the definition of "CSO".

Stated that CSO refers to Community Service Officers and non-sworn field response individuals.

CM Evans thanked Michele Weinzetl for answering the questions provided.

Mayor pro tem. Wu requested clarification on the statistic of supervisors spending 70% or a high proportion of their time on supplementing patrol officer duties.

Stated that supervisors have been identified to spend several hundreds of hours on responding to calls for service, displaying that they spend a significant portion of their time on managing patrol functions when they should be fulfilling their primary function as supervisors and fulfilling administrative duties.

Mayor pro tem. Wu asked if data on patrol responses include the time spent by supervisors on patrol responses.

Stated that the data is on patrol officers responding as primary responders and is filtered to only view data from assigned patrol officers. Noted that the time spent patrol officer duties by sergeants display a large volume of hours that should be addressed by patrol officers, but are unable to be met by patrol officers due to various reasons.

Mayor pro tem. Wu asked what work is not being completed when administrative officers are supplementing the work of patrol officers.

Stated that mentoring, personal development, coaching, supervisory tasks, and administrative functions are not being done as the volume of time spent on patrol duties exceed what it normally should be.

CM Hursey asked for clarification on the usage and terms of obligated workload, operational labor, and non-committed workload.

Stated that operational labor is the same as obligated workload, but is generally not referred to as operational labor within the report. Clarified that within the 30-30-40 model, the first 30 represents obligated workload, the second 30 represents administrative workload, and the 40 represents

unobligated time. Clarified that non-committed workload is the same as unobligated time.

CM Hursey asked for further clarification on the relationship between operational labor and obligated workload as a question on reports had an answer that stated there were different definitions of what a report was. Further asked how much of the time is spent on documenting and action, and its effects on community interaction.

Stated that operational workload (obligated labor) begins when dispatch calls an officer and ends at the end of the call for service. Clarified that police reports, filing evidence, and uploading body camera footage are examples of what is categorized under administrative workload/labor. Provided the example of events such as internal training within police departments, developing lesson plans, and special routine assignments as falling under administrative workload, but is typically not tracked. Stated that from analysis, the volume of administrative workload mirrors obligated workload. Further stated that due to the lack of tracking, there is no clear data on time spent on administrative workload.

CM Hursey asked if there were significant amounts of paperwork following a call for service, seeking clarification on the innerworkings of the police department.

Provided an example of being called to respond to fireworks that were unable to be heard or found, stating that it would take five seconds upon arrival to enter the notes on the incident and close the call. Contrasted the previous example for a similar incident where an individual lighting fireworks was found who had repeatedly been caught lighting fireworks in the past, it would result in the writing of a ticket through the RMS, the writing of a report, and filing evidence which would take substantially more time. Stated that DUI/DWI arrests tend to take 2-3 hours or longer. Stated that many calls can take little time and other calls can take a significant amount of time. Further clarified that administrative work can derive from obligated work.

CM Wilken asked if there were written answers for the questions that were provided.

Stated that there were notes written for herself that are not in a format that can be shared, but could work on a copy to provide.

CM Wilken asked for a current unobligated workload estimate for the Urbana Police Department.

Stated that the unobligated workload is gauged through the remainder of time outside of known data. Further stated that as obligated workload and administrative workload increases, a decrease is seen in officer-initiated activity. Noted that many organizations do not track data on community engagement or problem oriented policing activities, despite its importance. Provided a simple answer that unobligated workload is generally unknown. Further elaborated on how the currently known obligated workload of 39.27% on Table 2.59 can be used to estimate a mirrored administrative workload, which provides an estimated 80% figure of committed time which would reduce the possibility for the utilization of uncommitted time.

CM Wilken requested clarification on if the almost 40% figure provided on obligated time and the mirrored amount on administrative workload, totaling to 80% would theoretically leave 20% of time for unobligated workload.

Confirmed, yes.

CM Wilken asked if the draft provided to City Administration would be able to be shared if given permission by City Administration.

Stated that draft reports are unable to be shared as they fall under work-products.

CM Bishop asked regarding unobligated worktime, with the data of it being largely spent on traffic stops despite being an opportunity for other community oriented tasks, if time spent on community tasks would be prioritized over conducting traffic stops.

Stated that the method of prioritizing unobligated work within a police departments is determined by the police department itself. Acknowledged conversations surround traffic stops and noted that, within a community policing oriented department, unobligated workload is meant for community policing activities and problem solving. Stated that the prioritizations of a police department will result from what is prioritized by a city's administration and its community.

CM Wilken expressed frustrations on the lack of transparency behind which recommendations were provided by the City Administration and which were provided by BerryDunn.

Stated that the City and UPD did not direct BerryDunn to make any specific recommendations or to prevent from making any specific recommendations.

CM Wilken asked for clarification as to the answer provided for question 24 asking if a recommendation was made to the City and UPD.

Stated that the recommendation was not made by BerryDunn and it was not within the report itself. Further stated that all recommendations in this first phase were all independently provided by BerryDunn.

Mayor pro tem. Wu stated, as promised to Police Chief Boone, that there are good results coming from the report and a clearer understanding of UPD as a result. Highlighted the findings within the report of UPD's feeling of being well trained and well supported by the City of Urbana, that UPD has exceeded mandated training requirements from the State of Illinois, and that UPD has good hiring practices.

11. **Adjournment**

    With no further business before the Urbana City Council Mayor pro tem. Wu adjourned the meeting at 9:11 p.m.

    Seok Hyun Cho
    Deputy City Clerk

    This meeting was video recorded and is viewable on-demand HERE.   **Minutes approved:** 05-20-24

QUESTIONS

General

1. When did BerryDunn release this report to the Urbana Administration and the Urbana Police Department? (The Urbana City Administrator told two of us council members in early February that the Administrator had already read the BerryDunn report.) (CE #28)

2. What is the definition of "obligated workload"? (CE #14)

3. Why is the 30-30-40 model recommended? What do officers typically do in their unobligated time?

4. Is there any evidence or case studies to demonstrate the positive impacts of this 30-30-40 model?

5. Has there been any assessment or public input on if this (30-30-40) model is best or wanted in Urbana?

6. Is there any data to support BerryDunn's assertion that on page 63, *"The modern United States population is highly mobile—and this includes criminal perpetrators—who often travel between cities to conduct criminal activity and escape scrutiny from law enforcement. It should be expected that such travel habits and patterns would make it likely for crime and perpetrators from much larger regions to affect public safety conditions in Urbana."*...like, documented home addresses of those convicted of felonies in Champaign County? (CE #12)

7. Did BerryDunn ever find any instance where someone died because of a too-late officer response time? (CE #6)

8. Is BerryDunn going to do more community meetings with the Urbana public? (CE #18)

DATA QUESTIONS

9. Did the Urbana Police Department have 18,963 Calls For Service in 2022? (CE #21)

10. How many police reports did UPD file in 2022? (CE #26)

11. On November 6, 2023, at the Urbana city council meeting, the Urbana Police Crime Statistician told the public and the city council that in 2022, there were 44 shots fired in Urbana. On page 66 of your report, in Table 2.20, you account for 142 shots fired. On page 99, you report 137 shots fired having more than one unit responding in 2022. How did BerryDunn discover so many more incidents of shots fired in 2022? (CE #3)

12. On page 83, in Table 2.36, none of the total numbers for the hours in the categories seem to add up correctly from the numbers listed above. What am I not understanding? (CE #4)

13. On page 80, in Table 2.33, the total number of Community-Initiated Calls For Service is 16,264 calls. On page 92, in Table 2.40, the total number of Community-Initiated Calls For Service is 10,791. Why is there a difference in these totals? (CE #5)

14. Were there 765 motor vehicle crashes in Urbana in 2022? (page 103, Figure 2.9) How come motor vehicle crashes doesn't appear in Table 2.37 on page 84 for most frequent events? (CE #16)

15. If there were 765 motor vehicle crashes (page 103), and there were 434 vehicle complaints that are Community-Initiated (page 80), and there were 1,466 Officer-Initiated traffic stops [1,235 traffic stops + 231 miscellaneous] (page 81 and page 101, Table 2.49) wouldn't that mean there were a total of 2,665 traffic events on the patrol workload count? What am I not understanding about the discrepancy count of 3,037 on page 102, Table 2.50? (CE #17)

16. What am I not understanding about the discrepancy between 5,401 Crime Calls For Service (Community-Initiated + Officer-Initiated) in 2022 on pages 80-81, Tables 2.33 and 2.34; and the total number of criminal incidents on page 137 in Table 2.75 of 2,695 in 2021? The methodology of CAD data calculations must be different than the National Incident-Based Reporting System (NIBRS)? (CE #22)

17. Is the only reason BerryDunn included surveillance technologies and weapon issues in the report was because you were told by UPD staff that those were their concerns? (CE #23)

18. Using just straight math and thereby creating an even workload for every officer every day (unrealistic), could it be said Urbana police officers handle, on average, 5 calls for service in a 12-hour shift, taking up 6 hours of their time per shift? (18,000+ CFS,... 50 CFS per day...10 officers a day....71 minutes per CFS) or is the spike for CFS during the peak times of 11:00 a.m. to 11:00 pm and the lull in the overnight hours make this straight math formula to arrive at an average just far too inaccurate? [Maybe you've already answered this question.] (CE #34)

19. Do police officers feel they weren't using the tasers enough, or do they literally need to buy more tasers to equip more staff with tasers when they say, "more extensive deployment of conductive electronic devices" on page 48? (CE #24)

20. Based on page 109 about average leave for one individual officer over a year's time, is it correct to say: That on average officers miss 15 days a year, doing 6 days of vacation, 2 days sick, taking 3 days comp time, and 2 days training? (CE #25)

21. A yearly number of hours available at 1,719 hours leaves 361 hours from the standard 2080 hours-52 week-40 hours a week model. Should we divide that 361 hours where officers are not available by the number of hours on a shift at 12 hours to arrive at an average number of days an Urbana police officer doesn't work in a year at 30 days? (CE #31)

22. While this question may well be outside the scope for BerryDunn to answer, are there investments that can be made to reduce obligated workload that doesn't involve investments in responding to the workload? (CE #32)

23. Is BerryDunn saying that the current 6 detectives, 10 sergeants, and 31 patrol officers are unable to handle the workload of 5,322 crimes in 2022? (CE #33)

24. Did BerryDunn recommend UPD should hire 1 deputy chief of police and three public engagement police officers last fall? (CE #35)

25. When BerryDunn uses the word "internal", does it mean internal within the police department? (CE #36)

26. Am I understanding correctly that 72% of all Calls For Service by patrol have backup? (13,689 calls that have backup in a total Calls For Service in 2022 of 18,963) 83% of Community-Initiated service CFS have backup? (8,732 service calls that have backup out of a total 10,508 service CFS) 73% of Community-Initiated crime CFS have backup? (3,905 backups to a total of 5,322 community-initiated crime CFS) (from page 98) How can BerryDunn say UPD has a low backup rate (page 101)? (CE #9)

27. On page 113, in Table 2.58, you list the average time an officer spend on types of CFS much lower than the average time an Urbana patrol officer spends on a CFS (71-72 minutes) that's listed on page 81. Am I misunderstanding the discrepancy? (CE #15)

28. How many Calls For Service does an Urbana Police officer, on average, answer on an average 12-hour shift? Near 8 as they self-reported? (CE #27)

29. On page 105, BerryDunn says, "UPD has expressed interest in exploring additional alternative response options and models including a review of essential calls for service. Such efforts might decrease the number of incidents and total hours that sworn police officers need to spend responding to community-initiated calls for service."... and... at 3:08:31 in the March 25 presentation, it was said, "Again, the recommendation from BerryDunn is, particularly in this case, it's a question of balancing your workloads against your capacity. And effectively, what we're saying is that your capacity is not sufficient based on your workloads, however, you don't necessarily need to solve that simply by adding more police officers to that equation." vs. at 3:55:51 where it was said, "As the conversations progresses toward additional alternative response the- it's unlikely that you're going to significantly reduce obligated workload even through the additional things that come out of those types of additional resources. Which is why our position is- it's not premature to advance your budget based on the recommendations." The question is: Will workload decrease for police if we had a Community Service Responder unit of some type? (CE #29)

30. Does BerryDunn recommend the Urbana Police Department seek License Plate Readers?... Or...does BerryDunn recommend "UPD should form a collaborative police and community working group to explore the addition of modern technology that can leverage human resources at UPD while protecting the rights of the community they serve. BerryDunn recognizes that technology in law enforcement comes with great potential but also significant hazards that require balancing efficiency and effectiveness with responsibility and obligations to the community. Consequently, while BerryDunn finds UPD lacking in technology in some areas, the addition of powerful technology is a decision that should be made collaboratively with the community the police department serves." (page 166) (CE #30)

METCAD

31. On page 24 of your report, it is said all 9-1-1 calls are from METCAD- "METCAD answers emergency 9-1-1 calls for all of Champaign County and provides direct dispatch service for all law enforcement and fire agencies in Champaign County." But on page 65,

you refer to "BerryDunn displays Part 2 crime data derived from UPD computer-aided dispatch (CAD)." My question is: What is UPD computer-aided dispatch (CAD)? (CE #1)

32. Is UPD (CAD) ....data derived from METCAD that occur only in Urbana? Or does the Urbana Police Department have its own computer-aided dispatch system separate from METCAD? (CE #2)

BEATS

33. Is there any data where patrol officers responding to a call out-of-beat were unable to respond to a call in their assigned beat happening at the same time while they were in another beat? Or a CFS comes in and the officer must abandon backing up the CFS in another beat, and go to their assigned beat where a new CFS is happening in their assigned beat- causing added response time? (CE # 7)

34. Could you reconcile on page 97 in 2.6.4 Cover Cars, you say "54.30% of the data in CAD related to primary officers, and 45.70% was for backup response"... with.... on page 96 where you say, "only 23% of UPD primary Calls For Service are conducted in the assigned beat of the officer." Where are 54.30% of the Primary Officers going mostly- in beat or out of beat? (CE #8)

35. What makes a patrol officer a "Primary Unit"? The Call For Service is located in their beat? (CE #10)

STAFFING

36. On page 96, you say, *"the UPD was operating well below its sworn strength"* (12-13 officers per shift). Is full sworn strength in 2022, a roster of 31 patrol officers? If UPD was at full sworn strength of 31 patrol officers, wouldn't UPD still be sending only one officer (5 total) per 12-hour shift to each 5 geographical beats? [Might be a question for UPD command staff] (CE #11)

37. If under-response is occurring in UPD and thereby jeopardizing officer safety (page 100), is there an injury-to-officer count directly related to not having enough officers at a scene? (CE #13)

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38. On page 148, the report says the Civilian Police Review Board has the "power to subpoena witnesses, records, and evidence, administer oaths, take testimony, and ability to exclude witnesses." Have you checked that against the 2023-2026 Fraternal Order of Police Lodge #70 union contract? (The side letter at the end of the contract and Article 22 in the contract prohibits the CPRB from doing much of what your report describes as the CPRB's powers.) (CE #19)

39. The Urbana Police Department has had a racial disparity problem with its traffic stops for over 17 years. The latest study finds 46% of all traffic stops by UPD are of African Americans. Wouldn't the imbalanced traffic stops in Urbana be a strong reason to implement "early warning or early intervention systems (EIS)... data-based management tools designed to identify officers whose performance exhibits problems or potential problems" as indicated on page 152? Shouldn't UPD be "pulling traffic tickets", that is,

checking every traffic ticket and compiling data as to which specific officers have an inordinate propensity to stop minorities? (CE #20)

40. How would a community alternative response model impact your staff recommendations for police and fire departments?

41. What are the potential monetary costs of a community response system?

Table 3.4: Most Frequent Agency Activity

Description	Event Type	2022 Event Count	Percent
Domestic	Service	1174	7.22%
Check Welfare	Service	1124	6.91%
Remove Subject	Service	1098	6.75%
Alarm	Service	823	5.06%
Meet Complainant	Service	786	4.83%
Disorderly	Service	679	4.17%
Crisis Intervention Team	Service	621	3.82%
Theft	Criminal	555	3.41%
Music Complaint	Criminal	543	3.34%
Accident Property Damage Report	Motor Vehicle	457	2.81%
Subtotal		**7860**	**48.33%**
Total		**16264**	**100.00%**

Source: Staffing Study Table 2.37: Most Frequent Agency Activity by Volume [Abridged]

Table 3.5: Most Frequent Agency Activity (Time Spent 2022)

Community Initiated	Hours on CFS	Pct. of Total by Category	Pct. of Overall Total
Service			
Domestic	2,035	18.47%	10.66%
Medical	1,533	13.91%	8.03%
Remove Subject	940	8.53%	4.92%
Check Welfare	903	8.19%	4.73%
Disorderly	549	4.99%	2.88%
Service – Total Annual Hours	**11,021**	**54.08%**	**57.72%**
Traffic (Motor Vehicles Crashes Only)			
Accident with Injuries	1,030	65.34%	5.40%
Accident Property Damage Report	439	27.85%	2.30%
Accident with Injuries Report	70	4.45%	0.37%
Accident Unknown	32	2.02%	0.17%
Accident Unknown Interstate	5	0.33%	0.03%
Total Annual Hours (M/V Crashes Only)	**1,577**	**100%**	**8.26%**

Source: Staffing Study Table 2.36: Most Frequent Agency Activity by Time Spent (2022) [Abridged]

Table 3.6: Resource Suggestions and Comments (UPD)

CFS Category	Notes (other resources; alternative response; other comments)
BOOTED VEHICLE	Parking; Parking Enforcement; Not working 24hrs; Community Resource Officer
CHECK WELFARE	Ambulance/UFD; Respond only after sergeant request; Telephone Response; Crisis Team; Fire/EMS; CCRT; Not working 24 hours; Community Resource Officer; Majority of check welfare calls are medical and should be handled by medical, others are students who have not called home and could be a CSO response, occasionally lead to dead body
LOCK OUT BUILDING	We do not do these; Locksmith, Community Resource Officer; Not offered by UPD
MISC INCIDENT	Depends on the nature of a provided; Dispatch; Who knows; Often handled by light duty officer on phone; Vague call for service
PARKING COMPLAINT	Parking Enforcement; Telephone Response; Alternative: Parking Enforcement limited; Not working 24 hours
PUBLIC ASSIST	UFD; Ambulance/UFD; Fire Department; Telephone Response; Community Resource Officer
RECOVERY OF STOLEN VEHICLE REPORT	Crime Scene Techs; CRO; Often handled by light duty officer/CSO, if created
BURGLARY OF MOTOR VEHICLE	Light duty officers do this now; Crime Scene Techs; Community Resource Officer; Telephone; Online; Currently handled in person, most are vehicles left unlocked which could be handled by CSO/Tele-Serve; If forced entry officer response or CSO trained in processing
CRIMINAL DAMAGE TO PROPERTY	Online report/police; Light duty officers do this now; Telephone response; Community resource officer; Online
HARASSMENT	Light duty officers do this now; Telephone Response; CSO could handle call; Telephone; Often cleared with phone call and advised; Dependent of time of offense/offender presence

CFS Category	Notes (other resources; alternative response; other comments)
ILLEGAL DUMPING	Light Duty Officers Do This Now; Telephone Response; CSO Could Handle Call; Online
SHOPLIFTER NOT IN CUSTODY	Online Report/Police; Light Duty Officers Do This Now; Telephone Response; Online Reporting; Alternative: Sometimes; CSO Could Handle Call; Dependent Of Time Of Offense/Offender Presence
THEFT	Online Report/Police; Light Duty Officers Do This Now; Telephone; Online; Alternative: Sometimes; Community Resource Officer; Online Reporting Unless In Progress; Dependent Of Time Of Offense/Offender Presence
CARCASS	Public Works; Champaign County Animal Control; Urbana Public Works, Telephone Response; No need to go unless actively presenting a hazard;
CRISIS INTERVENTION TEAM	CCRT; Telephone Response; CCRT/Social Worker; Crisis Team; Not working 24 hours; Crisis Response Officer
DRIVE OFF	Online report; Light duty officers do this now; Telephone Response; Alternative: Mostly; CSO could handle call
INJURED ANIMAL	Animal Control; Champaign County Animal Control; UPD only to put animal down; Animal Control; PW/Animal Control; not working 24hrs; Community Resource Officer, Public Works
MEDICAL	UFD; Ambulance/UFD; Fire/EMS; Value depends – dying or not?; No need to go; Often fire reaches full arrest/etc. patients just as quickly as a UPD response
MISC ANIMAL	Animal Control; Telephone Response; Fire EMS; not working 24 hours
SUICIDAL THREATS	CCRT; Crisis Team; Telephone Response; Not working 24 hours; BHD/Social Worker Response limited by hours and program; CCRT not on at night
SUICIDE ATTEMPT	CCRT; Crisis Team; Not working 24 hours; CCRT not on at night; Crisis Response Officer

CFS Category	Notes (other resources; alternative response; other comments)
TROUBLE ALARM	Depends on the nature of a provided dispatch; Fire Department
MEDACC - SINGLE FIRE APPARATUS TO CRASH	Ambulance/UFD; Called to assist med PD often not actually needed; Fire EMS; Fire
REGULAR - MULTI FIRE APPARATUS RESPONSE	UFD; Ambulance; No need to go; EMS
RESACC - MULTI FIRE APPARATUS RESPONSE TO CRASH	Ambulance/UFD; Police necessary for accident with rescue; Involving Crash?
RESCUE	UFD; Ambulance; Value: Depends – dying or not?; No need to go; Fire EMS Only; Involving Crash?
STILL - SINGLE FIRE APPARATUS RESPONSE	UFD/Ambulance; No need to go
ALARM VEHICLE	Daytime Alarms w/no responder info; Time of day can dictate response; If people don't provide proper info we shouldn't respond; Location, Type, Time, all weigh into response; majority of alarms are false and do not have a responder available; however, occasionally we do respond to an actual crime in progress
FIREWORKS	Community Service Officers if we can hire them; Time of year specific to response; Community Resource Officer; UofIPD Party Patrol; could be handled by Fire Dept; Community Service Officer; Online Report/ CSO
MUSIC COMPLAINT	Community Service Officers if we can hire them; CSO could handle call; Dropped when no specifics; UofIPD Party Patrol; CSO if created; Not currently a UPD program
NOISE COMPLAINT	Community Service Officers if we can hire them; CSO should handle call; Dropped when no specifics; Community Resource Officer; UofIPD Party Patrol; Sometimes noise complaints are the beginning stages of bigger problems; CSO if created
OPEN ALCOHOL	Dropped when no specifics; Community Resource Officer; UofIPD Party Patrol; Dealing with public drinking can be proactive in dealing with other problems

CFS Category	Notes (other resources; alternative response; other comments)
PANHANDLER	CSO could handle call; Dropped when no specifics; Community Resource Officer; Dependent on aggression of panhandler
RUNNING AT LARGE (ANIMAL)	Animal Control; Animal Control not on 24 hours; CCAC Response
RUNNING AT LARGE (VICIOUS)	Animal Control; Police and Animal Control; Animal Control not on 24Hrs; CCAC Response; Few Animal Control on nights
STOLEN VEHICLE	Community Resource Officer; Often handled by light duty officer; CSO if created; Dependent of time of offense/offender presence
STOP ARM VIOLATION	Light duty officers do this wow; Telephone Response; Traffic Detail; Community Resource Officer; Online
THREATS	Light duty officers do this wow; Telephone; Depends on level of threat; Community Resource Officer; Often cleared with phone call and advise

Table 3.7: Resource Suggestions (Community)

CFS Category	Community and Stakeholder Suggestions
BOOTED VEHICLE	Parking Staff, Towing Company
CHECK WELFARE	Social Worker, Social Services, Cunningham Township, Merci's Refuge, Trauma & Resiliency Initiative, Restoration Urban Ministries, DREAAM, Urbana Neighborhood Connections Center, Angel's Youth Center, First Followers Reentry Program, Champaign County Health Care Consumers, Rosecrance, Carle Pavilion, University Of Illinois School Of Social Work, University Of Illinois College Of Psychology, C-U At Home, Kingdom Connection Outreach Center, Alcoholics Anonymous, Narcotics Anonymous, R.A.C.E.S., Courage Connections, Up Center, Youth Assessment Center, Unit 116 School District, And The Churches, Medical Personnel, Fire Department, Civilian
LOCK OUT BUILDING	Locksmith, Building Owner, Community Liaison Officer,
MISC INCIDENT	Staff who can handle non-criminal complaints, Community Liaison Officer. This is incident specific and might change, based on the circumstances.
PARKING COMPLAINT	Parking Staff, Towing Company
PUBLIC ASSIST	Social Worker. This is incident specific and might change, based on the circumstances.
RECOVERY OF STOLEN VEHICLE REPORT	Towing Company
CARCASS	Animal Control, Road Cleanup, Public Works, Street Maintenance
CRISIS INTERVENTION TEAM	Social Worker, Co-Response,
INJURED ANIMAL	Animal Control, IDNR, Emergency Veterinary Services
MEDICAL	Ambulance, Fire Department
MISC ANIMAL	Animal Control, IDNR, Humane Society
SUICIDAL THREATS	Mental Health Professionals, Social Workers, Social Services, Fire Department, Crisis Intervention Team

CFS Category	Community and Stakeholder Suggestions
SUICIDE ATTEMPT	Mental Health Professionals, Social Workers, Social Services, Fire Department, Crisis Intervention Team
TROUBLE ALARM	Building Owner, Medical Personnel, Mental Health Professional
ALARM – GENERAL	Fire Department, Service Provider, Business or Homeowner, Keyholder, Private Security Contractor

Sandefur, Darcy

From:	Dua Aldasouqi < ███████████████ >
Sent:	Sunday, April 28, 2024 8:58 PM
To:	!City Council
Subject:	PUBLIC COMMENT - NO TO MORE POLICE

Hello City Council,

Please read my comment out loud during public input.

Hello council - my name is Dua Aldasouqi, CU local, member of the CU Muslim Action Committee, and quite familiar to you all. I know the council has been presented with a request to increase the police force and I am asking the council to choose other alternatives to keeping the community safe.

I have written and rewritten my comment multiple times and each time it felt like I didn't know enough and needed to research more before sending it in. This topic is not as natural to me as my Palestinian descent and experience.

But, actually it is. I was on campus on Friday when police started showing up in riot gear and with tear gas and batons to disperse students standing up for the sanctioned murder of Palestinians, funded by their tuition money at UIUC.

I was there as Urbana Police arrived on scene because in our system it is considered an appropriate response to invoke violence against protesters and some tents. I was there as outside police forces were called in for a nonviolent campus issue. I was there.

If Urbana police were truly in need of more officers, they wouldn't have the capacity to respond to ridiculous outside calls.

More police does not make it safer for all of us and we need safer for all of us right now. Not some. All.

Sincerely,
Dua

Dua Aldasouqi, *MA, RDN*
Owner & Founder

A Muslim Dietitian
www.amuslimdietitian.com
IG: @amuslimdietitian

ALMAZ Wearables
www.almazwearables.com
Pinterest: @almazwearables

Cho, Seok Hyun 'Rafael'

From:	Jane McClintock < ▓▓▓▓▓▓▓▓▓▓▓▓▓▓ >
Sent:	Monday, April 29, 2024 7:08 PM
To:	!City Clerk; !City Council
Subject:	Crime and Service Calls in Urbana
Attachments:	Crime and Service Calls Urbana.pdf

Hi all,

I hope you are doing well. As we continue our study of 911 calls and options for emergency response in Urbana I wanted to reach out and underscore the huge potential we have to unburden our police officers and to provide a better, safer and less costly alternative to gun-carrying enforcement officers for the vast majority of the emergency incidents in Urbana. I noticed that if noise and music complaints are removed from the list of "Crimes" the percentage of non-criminal service related calls are a staggering 72% of all the calls currently being handled by police officers (not to speak of fireworks, panhandling and illegal dumping currently listed as crimes). We have better options for these non-criminal and non-violent issues.

I was very disappointed to hear that BerryDunn does not apparently take this opportunity seriously when, during their last appearance at the City Council, they indicated that an investment in alternative responders for these non-violent service calls would not reduce the workload of the police department at all. This makes no sense. If they are not going to take the request to study alternative response seriously, I suggest we cut our loses and hire a different consultant or simply get down to the work of engaging local agencies and building an alternative response system. I appreciate their work to gather this data but we need a consultant who understands alternative response to help us build it.

I have found it helpful to put the breakdown of service calls next to the breakdown of criminal calls so I have attached that chart for your reference.

Please read my letter into the public record if you get this email in time. Thank you!

Sincerely,
Jane McClintock

Crime		Notes (see below)	Service		
Incident Type	**Count**		**Incident Type**	**Count**	Notes (see below)
Serious Crimes (Part 1)	1696	*			
Music Complaint	543	**	Domestic	1174	***
Noise Complaint	348	**	Check Welfare	1124	
Hit and Run	303		Remove Subject	1098	
Threats	296		Alarm	823	
Battery	290		Meet Complainant	786	
Criminal Damage	251		Disorderly	679	
Harassment	243		Crisis Intervention Team	621	
Deceptive Practice	242		Accident Property Damage Report	457	
Fight	158		Standby Request	395	
Trespass	150		Juvenile Problem	246	
Shots Fired	142		Suspicious Person	244	
Armed Subject	122		Make Your Own Case (MYOC) [Officer Generated]	235	
Violation of Order of Protection	101		911 Hang Up	231	
Drug Activity	75		Suicidal Threats	223	
Fireworks	72		Accident with Injuries	213	
Forgery	48		Suspicious Activity	188	
DUI	41		Medical	182	
Panhandler	41		Assist Other Agency	163	
Running at Large Vicious	31		Suspicious Vehicle	104	
Illegal Dumping	27		Assist Fire	95	
All Others	102		Found Property	94	
Grand Total	**5322**	**33.62%**	Check Vehicle	82	
			Barking Dog	81	
			ATL	75	
			Man Down	75	
			Ambulance Only	72	
			Intoxicated Subject	59	
			Missing Adult	59	
			Runaway	57	
			Miscellaneous Animal	52	
			All Others	521	
			Grand Total	**10508**	**66.38%**

*Part 1 crimes do not appear to be broken down and the number is not specifically listed anywhere but the total crime on page 81 is listed as 5322 which leads to the inference that Type 1 crime for 2022 must have been 1696. An explanation of Part 1 crime appears on page 68, "Within the policing industry, the Uniform Crime Reporting (UCR) categories established by the FBI had been the standard for decades. Under those standards, crimes were separated into two categories: Part 1 crimes (more serious) and Part 2 crimes (all others). The crimes classified as Part 1 crimes under UCR included: murder, rape, robbery, aggravated assault, burglary, theft, motor vehicle theft, and arson."

**It is unclear why music and noise complaints are considered criminal. On page 65 of the BerryDunn report: "In its analysis, BerryDunn classifies ordinance violations and anything that could be a crime as criminal." If Music Complaints and Noise Complaints are included in "Service," service calls make up 72% of the total. If Illegal Dumping, Panhandling, Fireworks are 73%

***Per BerryDunn report: "Although some domestic incidents can become criminal, when that occurs the incident is generally recorded as an assault (though oftentimes this occurs after officers conduct an investigation)." (p. 77)

Cho, Seok Hyun 'Rafael'

Below is my input from tonight's council meeting. Please register this in the public record.

Good evening. My name is Danielle Chynoweth and I serve as Cunningham Township Supervisor, Public Health board President, Executive Committee member of the Continuum of Service Providers to the Homeless, and as a Field Instructor of the UI School of Social Work.

Township is regularly called on to respond to crisis: we directly served over 5,000 residents last year. Township and our partners - first followers, CU TRI, win recovery, RPC and others - definitely helped to create two years of record low crime rates in Urbana.

As we build this scaffolding with our partners, it has become very clear where there are missing pieces:
- shelter beds (we have about half we need),
- subsidized housing (we have about a fifth of what we need),
- affordable housing (two thirds of Urbana renters need this),
- 24/7 drop in space for those dealing with mental health crises (living room has closed entirely due to funding issues)

We need a responder model that sends the right expert to calls for service from the community -- and does so in a way that is safe for all, trauma informed, and equitable regardless of race, gender, class, student status etc.

We are progressive community who are well positioned to build an alternative responder model like the dozens of sister communities our office has studied. It is clear to the public that Councilmembers Bishop and Kolisetti requested this in that spirit.

To investigate Alternative Responder Models, we have committed over a quarter million dollars to the work by Berry Dunn. I have reviewed the Berry Dunn report carefully and have the following questions:

- In our review of successful alternative responder models, they have always built in close community partnership with existing organizations who have expertise in providing crisis response. **How does the City and Berry Dunn intend to move in collaboration to build an effective model that works?**

  I suggest a council create an Alternative Responder Model task force and I offer to chair as a 20-year trained facilitator.

- I have shown the Berry Dunn model to nearly a dozen academics in data analysis and no one can answer my question about how they draw some the recommendations from the data they found.

The most obvious question is **on what basis can Berry Dunn/City administration recommend 14 more police staff members when 72% of all service calls are either for non-crimes (64%)... or music or noise complaints?** We have 2-3 times the calls for service as similarly studied cities.

Such numbers cry out for the obvious: to create an alternative responder model prior to further police investment to reduce call burden at a fraction of the cost: A sworn police officer with the requirement of 16 weeks of training - costs about $100,000 annually. Compare that to a licensed social worker with 6 years of education which costs about $55,000 a year.

- The first of phase BerryDunn reports recommends adding 7 sworn officers (along with 7 non-sworn staff) – none of them focused on Alternative Responder model, according to BerryDunn representative before council in March.

  We should take a close look at the justification for this -- which is not due to over time, nor being short on officers, it is to free up 40% of police time to do "officer-initiated contact." The data shows "officer-initiated contact" is largely concentrated on traffic stops.

  Given that traffic stops in Urbana have a long record of unacceptable racial bias, why are looking a multi-million-dollar recommendation to invest in freeing up police time, when such funds could be invested in services.

In my reading of the past 7 years of city budgets, there has been a relocation of general fund resources away from community development and community based programs towards police and fire -- and yet we have not seen an adjustment of public safety institutions to the new reality of public safety -- severe weather: heat, cold and smoke, housing precarity, and an increase in mental health and substance abuse needs.

We must embrace and invest in a new model and the services to connect people to --especially mental health, pathways to income, and stable housing. It is going to take the work of all of us - our partners, council, Mayor, city staff - to create the model of public safety that we want - that is created by us - and that works for us.

Danielle Chynoweth
Cunningham Township Supervisor
Dignity * Support * Respect

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217-384-4144