

BOARD OF POLICE COMMISSIONERS' RESPONSE

TO

PUBLIC COMMENTS AT THE AUGUST 09, 2016, MEETING

The Board received comments and questions from a number of people at the August 9, 2016. Meeting, including Dr. Vernon Percy Howard, Ms. Justice, Luke Pretz, and others for whom we have only first names, Britt, Alice, Anna, Ashely, Angela, and Diane. Inasmuch as many of the comments and questions overlapped, this response will be directed to the comments and questions raised and not to any individual speaker.

- I. Ryan Stokes. A number of questions were raised regarding the death of Ryan Stokes. Since Mr. Stokes' family has sued the Department, we cannot discuss this matter in great detail.
 - a. This matter was presented to the Jackson County Prosecutor, who chose to present the file to the Grand Jury. The Grand Jury issued a "No True Bill," declining to indict Police Officer Thompson. Additionally, the file was provided to Mr. Stokes's family in response to a Sunshine Law request investigating a possible civil suit against P.O. Thompson. With the Grand Jury declining to charge P.O. Thompson, the file is inactivated, making it an open record that may be requested by the media and other members of the public.
 - b. As P.O. Thompson was not indicted by the Grand Jury. Thus, there is no basis for revoking the commendation given to either him or P.O. Tamara Jones. Attached as Exhibit A is the supporting documentation for the commendations given to P.O. Thompson and P.O. Jones as well as the current Department policy titled "Awards and Commendations." A prior, but similar, version was effective when P.O. Thompson received his commendation.

- II. Officer Involved Shootings. The Department, the Jackson County Prosecutor, the U.S. Attorney and the FBI now have a process for investigating use of force/potential civil rights violations that was memorialized in a written Memorandum of Understanding executed in 2015. A copy of the MOU is attached as Exhibit B. This was not in effect at the time Mr. Stokes was killed.
 - a. The time an officer is allowed to provide a statement following an incident was negotiated by the Department and labor groups representing Department members. The time was approved in the final MOA's for the 3 labor groups by the Board. There is a misconception by the public that any other person (not an officer) would automatically be jailed and forced to provide a statement to detectives during a

criminal investigation. That of course is not the reality. Both the citizen and the officer who are considered suspects have Constitutional rights they must be afforded. When a KCPD officer is involved in a shooting, the officer is listed as a “suspect” and the KCPD’s Assault Squad initially investigates the shooting. The Assault Squad detectives are trained to investigate officer-involved critical incidents, unlike some other law enforcement agencies which have no dedicated or specially-trained detectives for such incidents (this is why those agencies call in other agencies to investigate).

The officer who is a suspect is afforded the same Constitutional rights as any other citizen. For example, the officer could “plead the 5th” and not provide a statement at all. As a result, the officer is afforded time to consult with an attorney and determine whether he or she will provide a statement to the Assault Squad detective assigned to the case.

If an officer declines to provide a statement, the Department’s Internal Affairs Commander would nevertheless order a statement be given. But in that situation, the statement would be inadmissible in court against the “suspect” officer per the United States Supreme Court’s decision of *Garrity v. New Jersey*, 385 U.S. 493 (1967). Thus, the Department attempts to avoid this scenario by working with the officer and the officer’s attorney to obtain a voluntary statement by the Assault Squad.

- b. As to transparency, all investigation records are closed until they become inactive, regardless of the type of underlying incident. For an officer involved shooting, the file is prepared and delivered to the Prosecuting Attorney, who then decides whether to charge an officer with a crime or present the file to a Grand Jury. This must be done to protect the integrity of the criminal process. Additionally, employment records are generally exempt from disclosure under the Sunshine Laws. As to internal investigations, officers do not get to see the internal affairs/OCC “packet” unless they are facing disciplinary action. At that time they may review so they can respond to the pending disciplinary action.

The Department is not hiding facts. The Stokes file was timely provided to the Stokes family pursuant to a request made under the Missouri Sunshine Law. Any person or entity may request and be provided a copy of the investigation file now, as the case is now inactive. It is unknown whether Ms. Justice or any of the other public commenters at the meeting have requested the inactivated case file. To request the file they should call Sergeant Jamie Brown, or send Sergeant Brown an

email at jamie.brown@kcpd.org. The Department always endeavors to appropriately comply with the Sunshine Laws.

- III. Citizen Oversight Board. Some have requested that a new citizen review board be formed to investigate complaints and questions surrounding police law enforcement use of force and other KCPD law enforcement activities. The Department already has independent oversight. It is governed by a Board of Police Commissioners who are appointed by the Governor and confirmed by the Missouri Senate, plus the Mayor of Kansas City. All of the members are residents of Kansas City, Missouri. Additionally the Office of Community Complaints which operates independently of the Department reports directly to the Board. OCC continually reviews its procedures to ensure that its independence is maintained and that it operates as transparently as possible given the sensitive nature of the information it reviews. The Board fails to see a conflict of interest with these procedures.

Under the authority of the Kansas City, Missouri Board of Police Commissioners, the Office of Community Complaints (“OCC”) was formally instituted on September 25, 1969. The OCC is a non-police, civilian oversight agency charged with the responsibility of protecting community members from the possibility of abuse or misconduct on the part of members of the Kansas City, Missouri Police Department (“Department”), while at the same time, ensuring that the member of the Department is not unfairly accused of wrongdoing and that they are professionally adhering to the policies and procedures mandated by the Board of Police Commissioners. The OCC is authorized to receive and process complaints against members of the Department which allege bias-based policing, discourtesy, excessive use of force, harassment, improper member conduct and improper procedure. A complaint can be registered by completing the Community Complaint Report (<http://kcmo.gov/police/office-of-Community-complaints>) and submitting it to communitycomplaints@kcpd.org or mailing it to: The OCC, 635, Woodland, Suite #2102, Kansas City, Missouri, 64106. For additional information regarding the OCC’s various outreach and mediation programs please call (816) 889-6641.

The Office of Community Complaints thoroughly investigates legitimate complaints that are made to it. The OCC’s dispositional statistics (sustained, not sustained, exonerated) are in line with national averages as provided by other civilian oversight agencies. While the Board understands and in many ways concurs with community concerns regarding the appearance of the OCC in terms of its organizational logistics (e.g. KCPD

identification cards, “kcpd.org” email address extensions, etc.), these issues will be addressed in the future.

The OCC has absolutely no involvement in matters concerning officer involved shootings. It has been a longstanding agency directive that excessive use of force complaints receive an investigative review. The Stokes family did not file a complaint with OCC, and if they had it would have been referred to the Internal Affairs Unit for consideration as a possible Miscellaneous Investigation.

The OCC is not directly involved in the disciplinary process. The OCC generally does not track information related to discipline of officers following an OCC investigation. The OCC will consider adding this information to its annual report. Absent specific complainant identifiers, the OCC cannot review the individuals that were sent to the OCC that did not receive any “help” or provide any additional details regarding their complaint or interaction with the Department or the OCC. The OCC can provide information for previous annual and semi-annual reports, but will not provide access to complaint files as they are considered confidential employee records. The new policy, which is posted to the OCC page on the city’s website, went into effect on January 1, 2016: <http://kcmo.gov/police/office-of-community-complaints/>. The OCC is working on a way to provide additional information to complainants that would give greater insight into the rationale for the disposition of the investigations, but that document must first be vetted by the Board, the Department, and legal counsel for appropriateness.

- IV. Training. Some speakers claimed inadequate training of officers. Attached as Exhibit C are training requirements for Academy entrant officers and in-service training requirements for existing officers. The information details the number of hours required by Police Officer Standards and Training, the number of hours the Department provides to students, and the categories of information covered. Within the State of Missouri, the training requirements for the KCPD are matched only by those of the City of St. Louis and the Missouri Highway Patrol. Every sworn member of the Department must complete in-service training each calendar year.
- a. Many of the members working the Hot Spot program are assigned to specialized units. Specialized units include detectives, members with primarily administrative duties, training officers, etc. These members have all worked in the field. The majority of specialized units require a minimum number of years in a field assignment prior to being considered for a position in the unit. Because of the time-in-field requirement, most members working Hot Spots have been sworn law

enforcement officers for at least three years, with many having a more significant amount of tenure. As training is ongoing, members gain additional knowledge and experience over time. More tenured officers equal a more seasoned, educated, and astute workforce. The Hot Spot program takes full advantage of this group of officers by utilizing their specialized skills and law enforcement tenure to work a variety of assignments throughout the City. KCPD law enforcement officers of all ranks, and in all specialized positions, operate with the understanding that they could be called for field duty at any time. Therefore, all members attend regularly scheduled In-service training. Members in specialized units sometimes have additional training requirements to adhere to as well as the education they receive as members of professional organizations in their field of expertise. Many members also choose to work off duty employment. This usually requires wearing the police uniform and interacting with the public in a manner much like the duties of a member assigned to a field assignment.

- b. The Mounted Patrol is very effective at crowd control. Officers must apply to serve in this unit and receive specialized training. See Exhibit D. The horses are also trained prior to entering service. Injuries to members of the public interacting with member of the Mounted Patrol are rare.
- V. Victims' Advocates Team. The Department has a victims' advocate Civilian Jenny Miller who is ready to assist any victims of crimes.
 - VI. Mediation. Mediation is an option in the OCC process. Once a lawsuit is brought, however, the OCC process is held in abeyance until the termination of the lawsuit.
 - VII. Fraternal Order of Police. Negotiations will begin this fall to renew the Memoranda of Agreements with the three bargaining units. The existing MOAs are public records, and may be requested and will be disclosed to those seeking information. Labor negotiations themselves are exempt under the Sunshine Laws, although any agreements reached will be public.
 - VIII. Accountability for Officers. Attached as Exhibit E are the Chief's Memoranda releasing quarterly disciplinary actions taken against Department members, as well as reports to POST (Missouri Department of Public Safety, Peace Officer Standards Training Division), by the Department. The Department began issuing these Memos in the second half of 2015 to be more transparent with regard to disciplinary actions and POST reports to educate Department members of the Department's standards and to assist members in

avoiding ethical pitfalls and other policy violations. All of the disciplinary actions reported in the Memos are permanently retained in the Department members' personnel jacket. Disciplinary actions are ranked in severity as Termination, Demotion, Unpaid Suspension Days, Involuntary Transfer, Letter of Reprimand, and Disciplinary Counseling. Non-disciplinary corrective actions (referred to as Instructional Interviews) are retained for 6 months to 12 months in the member's personnel jacket and are then removed. Instructional Interviews are not formal discipline, but may consist of coaching, counseling and training requirements. Instruction Interviews may also be assessed in combination with formal discipline.

Below is a summary of recent disciplinary actions:

- a. July through September 2015: 1 Termination, 4 assessments of unpaid suspension days; 8 Letters of Reprimand; 16 Disciplinary Counselings.
- b. October through December 2015: 3 Terminations; 5 assessments of unpaid suspension days; 1 Involuntary Transfer (combined with unpaid suspension days); 9 Letters of Reprimand; 10 Disciplinary Counselings.
- c. January through March 2016: 6 assessments of unpaid suspension days; 6 Letters of Reprimand; 19 Disciplinary Counselings.
- d. April through June 2016: 2 Terminations; 8 assessments of unpaid suspension days; 12 Disciplinary Counselings.
- e. July and August 2016: 1 Demotion; 7 Letters of Reprimand; 3 Disciplinary Counselings.

- IX. Officer Intimidation of Complainants. The Code of Ethics and Rules of Conduct, PPBM 201-9, apply to any actual or attempted retaliation, or intimidation of any witness, victim, or complainant. Such behavior would be deemed "conduct unbecoming" a law enforcement officer, in addition to possible other violations of 201-9. Such behavior would also be a violation of Procedural Instruction 15-12, Response to Community Complaints, which states in part:

Section I.

B. The Department takes seriously the complaints and comments of the residents of Kansas City, Missouri and those visiting the city.

C. Members will not interfere with, discourage, or delay the making of any complaint or the investigation thereof.

- X. Racial Profiling. The Department complies with federal and state laws regarding traffic and pedestrian stops. Pedestrian and traffic stops must be supported by reasonable

suspicion. Additionally, traffic stop data must be recorded and reported to the Missouri Attorney General annually. Finally, the Department provides mandatory training on the legal standards for making pedestrian and traffic stops and also requires training for bias-free policing and related topics.

- XI. Twitter Limits. Chief Forte' has had some followers comment incessantly on his posts, taking away from the intended message. At some point, the same repetitive comments and questions become disruptive and unproductive. Chief Forte' has offered an open line of communication through social media, but there are some who choose to attempt to garner more attention for themselves and their agenda than move forward with a productive discussion. Chief Forte' welcomes communication that is challenging and of difficult topics but the misleading, slandering and unproductive rhetoric of those intending to hinder relations between the community and police are not welcome. Everyone, including Chief Forté, who uses social media also has the ability to block other users who make misleading and slanderous comments.

- XII. Military Equipment. The Department has not received any military equipment from the Department of Defense in decades. The Department has one BEAR and one BearCat (armored rescue vehicles) that it uses for rescue operations. These are not armed tanks.

EXHIBIT A

Commendations

CERTIFICATE OF COMMENDATION
OFFICERS TAMARA JONES & WILLIAM THOMPSON

Officer William Thompson and his partner Officer Tamara Jones were working their Hot Spot assignment at the Central Patrol Division on July 29, 2013. When their shift ended at 2 a.m., both of them volunteered to stay and assist the other officers in the Power and Light District because of recent problems with auto theft and other crimes in parking garages and lots nearby. Officer Thompson and Jones were posted on foot in the parking lot of the northeast corner of 12th and McGee when they heard on the radio that suspects of a theft were running east-bound on 12th near Grand.

About two minutes after hearing the description of the suspects, Officers Thompson and Jones saw two men matching the description entering the parking lot where they were located. The two suspects were standing near a red Chevrolet Monte Carlo that was parked. Officer Thompson observed the suspect that was closest to him had a handgun in his hand, with the weapon pointed toward the direction of the pursuing officers. The other suspect did not appear to have a weapon.

Officer Thompson drew his weapon and told the man to drop his gun and get on the ground. Officer Jones verbally engaged the other suspect, who did not appear to be armed. Officer Thompson continued to command the armed suspect facing the direction of the pursuing officers to drop his weapon. Officer Thompson was in fear that the suspect would ambush the approaching officers. With the refusal to show the officers his hands, Officer Thompson felt he had no choice but to fire his weapon at the suspect. Thompson struck the suspect with a fatal shot, ending the threat to all officers involved.

Investigators later learned the suspect Officer Jones engaged also was armed but had thrown his gun under the vehicle.

For their dedication and commitment to the performance of his duties, Chief Darryl Forté, along with the Board of Police Commissioners, is pleased to present the Certificate of Commendation to Officers Tamara Jones and William Thompson.

**MINUTES OF THE
BOARD OF POLICE COMMISSIONERS MEETING
TUESDAY, AUGUST 26, 2014**

A meeting of the Board of Police Commissioners of Kansas City, Missouri was held on Tuesday, August 26, 2014, at the South Patrol Division, 9701 Marion Park Drive, Kansas City.

PRESENT:

Commissioner Alvin L. Brooks, President
Commissioner Michael C. Rader, Vice President
Commissioner Angela Wasson-Hunt, Treasurer
Mayor Sylvester "Sly" James, Jr., Member
Darryl Forté, Chief of Police (left at 9:45 a.m.)
Mr. David V. Kenner, Secretary/Attorney

This meeting was called to order at 9:07 a.m. by Commissioner Brooks.

The invocation was provided by Pastor Kenneth Ray.

1. Awards and commendations.

Officer Joseph Smith received the Life Saving Award for coming to the aid of a woman who began choking on some food at a restaurant. Officer Smith was off-duty having lunch at the same restaurant when he performed the Heimlich maneuver on the woman.

The Meritorious Service award was presented to Sergeant Cindy Cotterman and Forensic Specialist Alexis Lalli for their dedication and consistent involvement

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with the Missouri Special Olympics. They both have participated in many of the fundraising events in support of the Special Olympics.

The Certificate of Commendation was presented to Officer Tamara Jones and Officer William Thompson for their dedication and commitment to the performance of their duties. While working in the Power & Light District Officers Jones and Thompson encountered suspects who were being pursued by other officers. One suspect had a handgun pointed in the direction of the pursuing officers. Officer Jones and Thompson drew their weapons and told the suspects to drop their weapons and get on the ground. One of the suspects refused to drop his weapon and Officer Thompson was forced to fire his weapon at the suspect, fatally injuring him and ending the threat to all officers involved.

The Purple Heart was presented to Officer Eric Johnson and Retired Police Officer James Knight. Officer Eric Johnson and then Officer James Knight responded on a suspicious person call and officers found a man who was uncooperative and tried to walk away from the officers. The man tried to punch Officer Johnson and then both officers were injured while trying to take the suspect into custody.

The Board took a recess at 9:16 a.m. and resumed at 9:27 a.m.

2. **Chief Darryl Forte'** Chief Forte' discussed the success of hotspot policing as it relates to the homicide rate. He said that during the past several years over 50 percent of the homicides have occurred in the hotspot areas. This year there have been no homicides in two of the hotspot areas and only 22 percent of the homicides for the year have occurred in hotspot areas.

He said the community forums held at patrol divisions have been very positive and he will continue to hold such forums.

Chief Forte' said he continues to have meetings with the community leaders in the northland neighborhoods.

Nomination**Nomination ID:** 181 **Date Approved** 7/7/2014 **Status:** Closed**Originator:** SGT RACHELLE VOLKER **Related CRN (if applicable):** 13-053356**Nominee(s)**

Nominee Name	Element	Award
PO WILLIAM THOMPSON	Research and Development Division	Certificate Of Commendation

History

Activity	Date	Performed By	Details
Originated	2/28/2014	SGT RACHELLE VOLKER	Nomination Originated
Nominee	2/28/2014	SGT RACHELLE VOLKER	Nominated PO WILLIAM THOMPSON For Certificate Of Commendation.
Documentation	2/28/2014	SGT RACHELLE VOLKER	Uploaded nomination writeup Award Recommendation - Thompson.docx.
Forwarded	2/28/2014	SGT RACHELLE VOLKER	Nomination Forwarded To CAPT RICHARD GLAESER For Review
Documentation	3/7/2014	CAPT RICHARD GLAESER	Uploaded supporting document William Thompson officer involved shooting award submission.docx.
Endorsed	3/7/2014	CAPT RICHARD GLAESER	On 7/29/2013 at 0258 hours while conducting "Hot Spot" patrol near 1220 McGee, Officer William Thompson was involved in a police shooting. Officer Thompson was responding to assist another officer who was involved in a foot chase. When Officer Thompson confronted the suspect, he observed him to have a handgun in his right hand. Officer Thompson ordered the suspect to drop the handgun at which point, the suspect ran toward a red Monte Carlo, parked in the parking lot, opened and closed the door with his back toward Officer Thompson. The suspect, still with his back toward Officer Thompson and his hands at waist level, ran toward the front of the vehicle. Officer Thompson believing the suspect still had a gun in his hand, continued to order the suspect to "drop the gun" and "show me your hands", several times. Officer Thompson then observed more officers coming into the parking lot. Believing the suspect was still in possession of the firearm and that he had been refusing to follow his verbal commands to show his hands, Officer Thompson discharged his firearm at the suspect to protect the approaching officers. During the night of July 29th, Officer Thompson was performing his duty as an officer while completing "Hot Spot" patrols. He volunteered to stay past the end of his regular tour of duty as he knew other officers may need assistance with the bars closing that night in the Power and Light District. Hearing an emergency situation on the radio, Officer Thompson responded to assist without hesitation. Officer Thompson performance on that night was above and beyond the call of duty and I support the recommendation for a Certificate of Commendation.
Forwarded	3/7/2014	CAPT RICHARD GLAESER	Nomination Forwarded to the Prof Development and Research Bureau.

Activity	Date	Performed By	Details
Forwarded	3/13/2014	CIV SARAH BOYD	Nomination Forwarded To LTCOL CHERYL ROSE For Review
Endorsed	3/14/2014	LTCOL CHERYL ROSE	Recommend favorable consideration for the Certificate of Commendation. DC Cheryl Rose 3-14-14
Forwarded	3/14/2014	LTCOL CHERYL ROSE	Nomination Forwarded to Awards Committee For Review
Endorsed	5/28/2014	MAJ RICHARD LOCKHART	recommend approval.
Forwarded	5/28/2014	MAJ RICHARD LOCKHART	Automatic Forward To Chief's Office For Review
Approved	7/7/2014	CIV SARAH BOYD	Concur with Awards Committee.
Forwarded	7/7/2014	CIV SARAH BOYD	Automatic Forward To Media Unit For Award Presentation
Closed	8/27/2014	CIV SARAH BOYD	Nomination Closed

On 7/29/2013 at 0258 hours while conducting "Hot Spot" patrol near 1220 McGee, Officer William Thompson was involved in a police shooting. Officer Thompson was responding to assist another officer who was involved in a foot chase. When Officer Thompson confronted the suspect, he observed him to have a handgun in his right hand. Officer Thompson ordered the suspect to drop the handgun at which point, the suspect ran toward a red Monte Carlo, parked in the parking lot, opened and closed the door with his back toward Officer Thompson. The suspect, still with his back toward Officer Thompson and his hands at waist level, ran toward the front of the vehicle. Officer Thompson believing the suspect still had a gun in his hand, continued to order the suspect to "drop the gun" and "show me your hands", several times. Officer Thompson then observed more officers coming into the parking lot. Believing the suspect was still in possession of the firearm and that he had been refusing to follow his verbal commands to show his hands, Officer Thompson discharged his firearm at the suspect to protect the approaching officers.

During the night of July 29th, Officer Thompson was performing his duty as an officer while completing "Hot Spot" patrols. He volunteered to stay past the end of his regular tour of duty as he knew other officers may need assistance with the bars closing that night in the Power and Light District. Hearing an emergency situation on the radio, Officer Thompson responded to assist without hesitation. Officer Thompson performance on that night was above and beyond the call of duty and I support the recommendation for a Certificate of Commendation.



KANSAS CITY, MO. POLICE DEPARTMENT

PERSONNEL POLICY

DATE OF ISSUE

07/02/2015

EFFECTIVE DATE

07/02/2015

NO.

610-10

SUBJECT

Policy Series 600: Awards and Assistance to Members
610 – Commendation and Honor Awards

AMENDS

REFERENCE

P.I. – Uniform and Personal Appearance Regulations

RESCINDS

PPBM 610-9

I. INTRODUCTION

- A. The Department recognizes personnel for commendable and honorable deeds or acts performed in the line of duty through awards.
- B. The Awards Committee, appointed by the Chief of Police, reviews the recommendations for these awards and other awards given by outside agencies and organizations.
- C. The awards described in this policy do not restrict or limit awards presented to members by civic organizations or other agencies, e.g., VFW Police Memorial Post Certificate of Appreciation, Officer of the Year Award, etc.
- D. Members are authorized to wear any ribbons awarded to them throughout their tenure on the Department; however, only those awards conferred by the Department may be displayed on the uniform. Other awards may be displayed with the approval of the Chief of Police or his designee.

II. ADMINISTRATIVE GUIDELINES

- A. Any member may recommend another member or element for the Medal of Valor, Distinguished Service Medal, Purple Heart, Certificate of Commendation, Meritorious Service Award, Special Unit Citation Award, and Lifesaving Award.
- B. Requests from outside organizations to recognize a specific member or element shall be handled by the appropriate division. Documentation will be forwarded through the chain of command to the Media Unit with the appropriate information.
- C. Any requests for information from outside organizations who wish to consider an unspecified member or element for awards shall be directed to the Media Unit.

III. DESCRIPTION OF AWARDS

- A. Medal of Valor

This is the highest award the Department may bestow upon a member who performs an exceptionally valorous act far above that which is normally expected, while aware of the imminent threat of personal danger. The recipient will receive a medal, a certificate, and a ribbon.

B. Distinguished Service Medal

This is the second highest award the Department may bestow upon a member who performs above and beyond the duty required. It is presented to a member who performs a dangerous and distinguished act that conspicuously exceeds the performance which is normally expected. The recipient will receive a medal, a certificate, and a ribbon.

C. Purple Heart Award

- *1 The Purple Heart shall be awarded to department employees who receive a wound or injury to a degree necessitating hospitalization or the immediate care of a physician. This injury must be of a serious nature capable of causing death or extended disability.
- *2. To qualify for this award, the wound or injury must appear to have been caused:
 - a. By the deliberate actions of another in an attempt to cause injury to the employee or some other person, thing, or property; or
 - b. In the attempted apprehension of a person; or
 - c. In an attempt to save a human life placing oneself in immediate peril.
- *3. The injury may also be related to any action in which the member receives favorable consideration of the Medal of Valor, Distinguished Service Medal, or the Certificate of Commendation.
- *4. Generally, an accident will not be considered for this award.
- *5. For a line-of-duty death, the decision to award the Purple Heart will be made by the Chief of Police. The recipient will receive a medal, a certificate, and a ribbon. A medal, a certificate, and a ribbon will be presented to the member's surviving family or next of kin.

D. Certificate of Commendation

This may be awarded for an exceptional police act which brings credit to the Department and the member, and is highly recognized by fellow officers and citizens as an outstanding accomplishment of police duty. The recipient will receive a certificate and a ribbon.

E. Meritorious Service Award

This may be awarded:

- 1. To a member for the successful development or accomplishment of an administrative task or project in which the candidate displayed exceptional initiative, tenacity, and expertise.

2. When a member's submission of an idea, device, or method has been adopted by the Department and has increased the administrative or operational efficiency of the Department.
3. As a means of rewarding exemplary, continuous, long-term professionalism by a member.
4. To acknowledge any member for significant actions, ideas, and/or progressive leadership which contribute to the accomplishment of department goals.
5. When superior problem-solving skills have been utilized to achieve a long-term significant impact on an external problem e.g., drug house, neighborhood problem, etc.
6. The recipient will receive a certificate and a ribbon.

F. Special Unit Citation Award

This may be awarded to a unit, element, section, or personnel who, as a group, performed in a manner which, if performed by an individual, would merit recognition in the form of the Certificate of Commendation or the Meritorious Service Award. The plaque awarded shall be retained in the element being recognized.

1. Recommendations should include the names of members who took part in the action being recognized (may include members who have since transferred in or out of the element but were involved in the action).
2. Bureaus, divisions, or watches, as a whole, would normally be excluded; however, under certain circumstances, they may be considered.
3. The element recommended must have further exhibited superior or outstanding performance over a period of time which:
 - a. Is above and beyond that required by department policies.
 - b. Occurred as a result of a coordinated and cumulative effort of all assigned members performing as a team.
4. This award does not preclude awards to individual members for accomplishment during the element's activities.

G. Lifesaving Award

This may be awarded for commendable life-sustaining actions in a life or death situation. The recipient will be awarded a certificate and a ribbon.

H. Military Service Ribbon

Any member of the Department, sworn and non-sworn, who has been honorably discharged from any branch of the United States Armed Forces, or who is currently serving on active-duty or in a reserve capacity for any branch of the United States Armed Forces is eligible.

I. Firearm Proficiency Ribbon

Members who demonstrate proficiency with a department-approved firearm carried during the normal tour of duty are eligible to receive the Firearm Proficiency Ribbon.

To receive the ribbon, the member must achieve a score of 100 percent firing the current Firearms Qualification Course as approved by the Department and administered by the Training Division.

Thereafter, a silver star will be awarded annually for a 100 percent score. Upon achieving a perfect score annually for five years, a gold star will be awarded.

J. Physical Fitness Ribbon

Members who demonstrate physical fitness excellence by successfully completing the annual Physical Abilities Test will receive this ribbon.

Thereafter, a silver star will be awarded for each year of successful completion of the test. Upon successful completion of every fifth test, a gold star will be awarded.

K. Trainers Ribbon

This ribbon is awarded to members assigned to designated training positions which have been approved by the Chief of Police as eligible to receive the ribbon. Approved eligibility memorandums will be retained by the Media Unit. A silver star will be awarded for every five primary members trained.

Academic Section Instructors will receive the ribbon upon completion of training one full six-month entrant officer class; they will not receive silver stars.

L. Safe Driving Ribbon

To recognize the safe driving habits of all members, the Safe Driving Ribbon will be presented to members who complete five consecutive years of service without a preventable vehicular accident as defined in the current written directive entitled "Police Vehicle Operations."

A silver star will be awarded for each additional five consecutive years of safe driving thereafter.

M. Good Conduct Ribbon

Members who continuously demonstrate conscientious adherence to all departmental rules, regulations, guidelines, and policies are to be recognized for such dedication. The award will be based on cumulative time as a non-sworn and sworn member.

Members who have not received any suspension days and no more than two letters of reprimand (including vehiculars) within a consecutive five-year period are eligible for the ribbon. A silver star will be awarded for every five consecutive years of good conduct thereafter.

N. Tenure Service Ribbon

Members shall be recognized for every five years of consecutive service. The award will be based on cumulative time as a non-sworn and sworn member. A silver star will be awarded for every five years of consecutive service.

O. Certificate of Appreciation

The Certificate of Appreciation is for citizens and may be presented to any individual, business, organization, or member of another law enforcement agency who has provided outstanding assistance to the Kansas City Missouri Police Department. Any department member may initiate a recommendation for the awarding of the Certificate of Appreciation. The recommendation is submitted through the Award Tracking Database and may be approved by the Chief of Police or his/her designee.

P. Police Cross

The Department may bestow this award upon members who lose their lives during honorable, duty-related police service. The award is presented to the officer's surviving family or next of kin. The Media Unit will prepare the award and make notifications of the presentation ceremony.

IV. AWARDS COMMITTEE

- A. The Awards Committee shall evaluate and make recommendations on the circumstances of exceptional acts for which recognition has been recommended. Committee recommendations are made on the following awards:

- Medal of Valor
- Distinguished Service Medal
- Purple Heart Award
- Lifesaving Award
- Certificate of Commendation
- Meritorious Service Award
- Special Unit Citation Award
- Certificate of Appreciation

- B. All members and alternates are appointed by the Chief of Police from a pool of volunteers and will serve for two years. The chairperson will be appointed by the Chief to serve for a period of two years. A non-voting member from the Media Unit will be a standing member appointed by the Media Unit Commander.
1. Chairperson - major.
 2. Voting members (6) - one captain, one sergeant, three police officers or detectives, and one civilian.
 3. Alternate members - four selected.
 4. A non-voting member from the Media Unit - This member will ensure consistency by advising rotating appointed members which types of deeds and actions have previously merited awards.
- C. Volunteers will be solicited in September prior to the January appointment time. The standing Media Unit member of the Awards Committee will record and maintain the list of volunteers and provide that list to the Chief of Police on the first of November preceding January appointments. The Media Unit will be responsible for creating a special order to solicit volunteers.
- D. The chairperson will be a non-voting member; except, in the event the committee is composed of an even number of voting members and a majority decision cannot be reached, the chairperson will be empowered to cast a vote to form a majority decision. The chairperson will:
1. Notify an alternate to replace a regular member who is unable to attend a scheduled meeting.
 2. Direct the Media Unit to perform any necessary duties.
 3. Ensure any original investigative case file is returned to the Internal Affairs Unit and that information relevant to the outcome of all committee recommendations also is forwarded for inclusion in the file.
 4. Receive requests from outside organizations for awards to unspecified members or elements and forward to the Media Unit.
 5. Ensure the awards committee members meet bi-monthly, to review submitted award nominations.

V. PROCEDURES

- A. Medal of Valor, Distinguished Service Medal, Purple Heart Award, Lifesaving Award, Certificate of Commendation, Meritorious Service Award, and Special Unit Citation Award.
1. Any member may nominate another member by accessing the Award Tracking Database via the link on the Intranet page. The directions for completing the nomination are located in the user guide on the intranet.

2. The member will then forward the nomination to a supervisor. The database will notify the supervisor by department email that they need to review the nomination. The nomination will continue through the chain of command. Every department member will be able to view the database, but only commanders and supervisors in that specific chain of command will be able to make a recommendation regarding the nomination. The Awards Committee will be responsible for maintaining the database.
 3. Members of the chain of command can approve, disapprove, or reclassify the recommendation. The supervisors will detail their reasoning in the endorsement section. The database will notify the Awards Committee by department email that they need to review a nomination once the Bureau Commander has made a recommendation.
 4. The Awards Committee will review the recommendation then evaluate all reports and witnesses' testimony. The Committee will provide one of the following recommendations to the Chief of Police:
 - a. The circumstances surrounding the exceptional act have met the prerequisites for the award and should be awarded to the member.
 - b. The justification for recognition is present, but the recommendation should be reclassified.
 - c. The facts, as presented, warrant no further action. The recommendation is disapproved.
 - d. If additional inquiries are required, the Awards Committee Chair will use whatever investigative tools are necessary to make the recommendation, including the Internal Affairs Unit, originating member or other division resources. The committee will also identify, in writing, to the Chief of Police any other facts contained in the case file considered to be pertinent.
 5. The Chief of Police will review the Awards Committee's decisions for final disposition.
 6. The Awards Committee will use the database to generate a department email that will be sent to the department member who originally wrote the nomination of the final disposition.
 7. The Media Unit will schedule the presentation of the award if approved.
- B. Safe Driving Ribbon, Good Conduct Ribbon, and Tenure Service Ribbon
1. Supervisors/Commanders will annually review subordinate members:
 - a. Driving records to determine eligibility for the Safe Driving Ribbon after five consecutive years of safe driving and every five consecutive years thereafter.

b. Demeanor records to determine eligibility for the Good Conduct Ribbon after five consecutive years of good conduct and every five consecutive years thereafter.

c. Years of service to determine eligibility for the Tenure Service Ribbon after five years of service and every five years thereafter.

2. Supervisors/Commanders will submit recommendations for these ribbons through the chain of command to the bureau commander for final approval and forwarding to the Media Unit.

3. The Media Unit will forward original recommendations to the Personnel Records Section. Copies of the recommendations and the award ribbons will be forwarded to element commanders for issuance.

C. Trainers Ribbon

1. Supervisors/Commanders will submit recommendations to the Bureau Commander on the selection/qualification of members to be designated as trainers. They will also submit notification each time a trainer has completed training of five primary members (except Academic Section Instructors).

2. Upon approval, Bureau Commanders will forward recommendations and notifications to the Media Unit.

3. Media Unit personnel will verify the element has a designated trainer position approved by the Chief of Police. If a trainer position is not approved, the recommendation will be returned to the Bureau Commander.

4. The Media Unit will forward original recommendations to Personnel Records Section. Copies of the recommendations and the award ribbons will be forwarded to element commanders for issuance.

D. Firearms Proficiency Ribbon

Training Division will forward the names of members who have successfully fulfilled the requirements of the Firearms Proficiency Ribbon to the Media Unit for issuance.

E. Physical Fitness Ribbon

The Training Division will forward the names of members who have successfully fulfilled the requirements of the Physical Fitness Ribbon and/or stars to the Media Unit for issuance.

EXHIBIT B

Memorandum of Understanding Among the Department, the Jackson County
Prosecutor, the U.S. Attorney and the FBI

**MEMORANDUM OF UNDERSTANDING
FOR THE INVESTIGATION AND POTENTIAL PROSECUTION OF
CIVIL RIGHTS VIOLATIONS**

I. PURPOSE

This Memorandum of Understanding (MOU) establishes and delineates the responsibilities and obligations between the United States Attorney's Office for the Western District of Missouri; the Jackson County Prosecuting Attorney's Office; the Federal Bureau of Investigation; and the Board of Police Commissioners of Kansas City, as governing body of the Kansas City, Missouri Police Department (KCPD), whenever there is an incident involving a KCPD member committing a possible violation of the federal civil rights statutes and/or applicable state criminal statutes.

This MOU is further designed to assist in making the initial assessment of which law enforcement agency (FBI or KCPD) will be responsible for being the lead agency in overseeing an investigation. This decision will ultimately be dictated by the determination of whether or not the incident should result in no investigation or a federal civil rights investigation or a state criminal investigation.

This MOU is designed with the explicit purpose of ensuring cooperation among the parties and outlining a uniform procedure for handling the initial assessment, investigation, and ultimate prosecutorial decision, regardless of which party to this MOU receives the initial notice of an incident.

II. BACKGROUND

A. Parties

The United States Attorney's Office for the Western District of Missouri (USAO) is the federal agency with exclusive jurisdiction over all federal criminal matters that occur within the western half of the State of Missouri, including the City of Kansas City and Jackson County;

The Jackson County Prosecuting Attorney's Office (PAO) is the state agency with exclusive jurisdiction over all state criminal matters that occur within Jackson County, State of Missouri, which includes the majority of the territory and population of the City of Kansas City;

The KCPD is the primary law enforcement agency responsible for investigating all alleged state criminal and city ordinance violations that occur within the City of Kansas City;

The Federal Bureau of Investigation (FBI) is the federal law enforcement agency responsible for investigating all alleged violations of the federal civil rights statutes that occur within the western half of the State of Missouri, including the City of Kansas City and Jackson County.

B. ISSUE TO BE ADDRESSED

Historically, all parties to this MOU have at various times been the agency first notified of incidents committed by KCPD members that could be possible violations of the federal civil rights statutes and/or applicable state criminal statutes. Prior to this MOU, there has not been a mechanism in place to ensure cooperation by the parties and consistency in assessing, investigating and prosecuting such incidents. Incidents of this nature often times involve potential violations of both state and federal statutes.

III. SPECIFIC POLICY AND PROCEDURES

Whenever any party to this MOU receives initial notification of an incident committed by a KCPD member, the receiving agency will assess the information and notify the other parties. The FBI will make an initial determination whether or not a federal civil rights investigation is warranted. If in the FBI's professional judgment no federal civil rights investigation is warranted the matter may still be investigated and considered for applicable state criminal charges.

If a party to this MOU determines that notification about an incident as described in the preceding paragraph is necessary, the party's designated point of contact will contact the others and attempt to determine which agency should be the lead agency conducting the investigation. The KCPD's point of contact will also request the FBI to notify the KCPD's Chief of Police in writing of an FBI-initiated investigation.

If it is uncertain as to whether the incident should be investigated as a possible federal civil rights violation or a state law violation, then a meeting will occur involving all four parties to this MOU to review the incident and determine whether the incident should be investigated as a possible federal civil rights violation or a possible state law violation.

The following are the positions designated by each party to this MOU as the party's point of contact:

United States Attorney's Office, Western District of Missouri
Criminal Civil Rights Coordinator

Jackson County Prosecuting Attorney's Office
First Assistant

Kansas City, Missouri Police Department
Deputy Chief of the Investigations Bureau

Federal Bureau of Investigation
SSA Public Corruption and Civil Rights Squad

In determining whether or not an incident should be investigated as a possible federal civil rights investigation, a number of factors will be considered to determine if there is a substantial federal interest present. Those factors include, but are not necessarily limited to the following:

- The nature and seriousness of the offense, including the importance of the actual or potential impact of the offense on the community and the victim;
- The deterrent effect of the prosecution, which is particularly relevant if the offense itself appears relatively minor, but if repeatedly committed would have a substantial cumulative impact on the community at large;
- The culpability and position held by the subject (KCPD member) of the investigation;
- The character and history of the subject of the investigation, including whether or not the subject has been investigated for having committed similar incidents in the past;
- The strength of the state's interest in the possible prosecution;
- The state's ability and willingness to prosecute effectively; and
- The probable sentence if the subject is convicted of a federal offense compared to the probable state charge and/or sentence if convicted.

Regardless of whether FBI or KCPD is the primary investigative agency, both agencies agree to work collectively during the investigating and possible prosecution.

In those instances where the determination is made that a federal civil rights investigation led by the FBI is the most appropriate course of action, the USAO will make every effort to successfully resolve the investigation at the federal level. However, in those rare instances, where it becomes apparent through the investigation, that a state charge would be more appropriate, the USAO and FBI will work with PAO to assist them in every way possible to effectuate that end. Additionally, the USAO will be mindful of the statute of limitations issues involving a state prosecution and will timely inform the PAO so that sufficient time is left for the PAO to make an informed charging decision.

Any party who wishes to withdraw from this agreement may do so, but must first provide written notice of their intention to the other parties at least 30 days prior to the date of withdrawal.

Signed and dated.

Date: 9/23/15



Tammy Dickinson
United States Attorney, WDMO

Date: 9/28/2015

Jean Peters Baker

Jean Peters-Baker
Jackson County Prosecutor

Date: 9/28/2015

[Signature]

Eric K. Jackson
Special Agent in Charge

Date: 9-28-15

[Signature]

Darryl Forte
Chief of Police, KCPD

[END OF DOCUMENT]

EXHIBIT C

Training Requirements for Academy Entrant Officers and In-Service for Existing Officers

KANSAS CITY REGIONAL POLICE ACADEMY

158th Entrant Officer Class

June 7th, 2016- Dec 29th, 2016

MPOLE: Friday, 12/23/2016

Graduation: Thursday, 12/29/2016

Block of Instruction	Code	Received	Lecture	PA	Exam	POST	Instructor	Date(s) Instructed
Administrative Procedures	100					Total Hrs 3		
Rules and Regulations	101	3	3			1	B. Bartch	
Basic Study Skills/Note taking	102	2	2			2	B. Bartch	
LEGAL STUDIES								
Constitutional Law	200	32	30		2	Total Hrs 32	L. Morris	
Introduction to Legal Blocks	201					2		
The Criminal Process	202					2		
Rules of Evidence	203					3		
Admissions/Confessions/Miranda	204					5		
Contact/Detention/Arrest	205					4		
Prisoner Rights and Privileges	206					2		
Searches, Seizures, and the Search Warrant	207					2		
Non-Fourth amendment Seizures	208					2		
Stop and Frisk	209					1		
Search Incident to Arrest	210					3		
Searches and Seizures Without a Warrant	211					4		
Peace Officer Liability	212					2		
Missouri Statutory Law	300	34	32		2	Total Hrs 32	T. Lacey	
Criminal Code Overview	301					1		
General Provisions	302					2		
Justification-Use of Force	303					4		
Criminal Statutes	304					23		
Civil Process	305					2		
Traffic Law	400	13	9	3	1	Total Hrs 13	Rizzo	
Uniform Citation	401					4		
Registration, Licensing and Insurance	402					3		
Traffic and Vehicle Equipment Regulations	403					6		
INTERPERSONAL PERSPECTIVES								
Ethics and Professionalism	500	4	4			Total Hrs 4	B. Bartch	
Domestic Violence	600					Total Hrs 32	K. Shaw	
Domestic Violence Response	601	28	20	7	1	26	K. Shaw	
Child Abuse & Neglect (Tested with 1300)	602	8	8			6	L. Hacker	
Human Behavior	700					Total Hrs 24		
Tactical Communications	701	9	8		1	8	K. Shaw	
Communication Obstacles	702	6	6			6	M. Hannah	
Cultural Diversity	703	9	6	2	1	4	J. Woods	
Dealing with Aggressive Behavior	704	12	8	3	1	4	N. Christmann	
Dealing with Death	705	2	2			2	K. Knapp	
TECHNICAL STUDIES								
Patrol and Jail Management	800					Total Hrs 56		
Patrol Tactics: (801 & 812)						8 Hours		
Introduction to Patrol (Tested with 812)	801	12	11		1	4	Rizzo	
Survival Mentality (Tested with 801)	812	6	6			4	Rizzo	
Crime Prevention	802	4	4			4	K. Shaw	
Radio Communication Procedures	803	9	4	4	1	1	Rizzo	
Jail Population: 804 & 806		7	6		1	6 Hours	Shaw	
Processing and Documentation	804					3		
Basic Security Principles	806					3		
Field Interviews (Tested with 1202)	805	2	1	1		2	G. Knapp	
Car and Ped Checks: 807 & 808		28	15	12	1	14 Hours	Christmann/Hannah	
Search of Person/Vehicles	807					6		
Vehicle Stops	808					8		
Emergency Response/Building Searches	809	24	11	12	1	9	Hannah	
Gangs, Transients and Organized Crime	810	4	4			4	G. Knapp	
Civil Disturbance Response	811	8	4	4		4	W. Hewitt	
Hazardous Materials	813	8	8			4	Reilly	
Homeland Security	900					Total Hrs 12		
Terrorism/WMD Awareness	901	6	6			4	S. Campbell	
ICS-100 (Intro to ICS)	902	4	4			4	P. Thilges	
IS 700 (NIMS)	903	4	4			4	P. Thilges	

KANSAS CITY REGIONAL POLICE ACADEMY

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Block of Instruction	Code	Received	Lecture	PA	Exam	POST	Instructor	Date(s) Instructed
Traffic Accident & Law Enforcement	1000					Total Hrs 38		
Accident Investigation: 1001 & 1002		16	10	5	1	10 Hours	J. Lamb	
STARS/Accident Report Writing	1001					6		
Accident Investigation	1002					4		
Introduction to Traffic Radar	1003	2	2			2	C. Penyweit	
DWI Investigation & Reporting	1004	40	40			24	K. Smeiska	
Traffic Control & Direction	1005	2	2			2	M. Tourtillott	
Criminal Investigation	1100					Total Hrs 53		
Interrogation Process	1101	4	3	1		4	G. Knapp	
Informant Use	1102	1	1			1	G. Knapp	
Case & Trial Preparation	1103	2	2			2	L. Morris	
Crime Scene Investigation (1105-1120)	1104					46 Total		
Criminal Investigation: 1105 & 1108-1120		29	28		1	28	J. Woods	
Introduction to Basic Investigation	1105					2		
Property Crimes Investigation	1108					1		
Theft Investigation	1109					1		
Burglary Investigation	1110					2		
Assault Investigation	1111					2		
Robbery Investigation	1112					2		
Death Investigation	1113					6		
Drug Id and Investigation	1114					1		
Sexual Investigation	1115					4		
Bad Check Investigation	1116					1		
Auto Theft Investigation	1117					1		
Criminal Intelligence	1118					1		
Arson & Explosive Investigation	1119					2		
Jurisdiction Specific Investigation	1120					2		
Crime Scene Processing	1106	12	6	6		12	G. Knapp	
Fingerprint Evidence	1107	6	4	2		6	G. Knapp	
Report Writing	1200					Total Hrs 37		
Introduction to Report Writing	1201	5	5			5	D. Browning	
Interviewing Skills(Tested with 805)	1202	5	3	1	1	4	G. Knapp	
Report Writing Exercises	1203	29	2	27		26	D. Browning	
Criminal History Reporting	1204	2	2			2	G. Knapp	
Juvenile Justice and Procedures	1300					Total Hrs 6		
Juvenile Justice (Tested with 602) 1301-1304		9	8		1	6	L. Hacker	
First Responder	1400	40		39	1	Total Hrs 40	Wendleton	
SKILL DEVELOPMENT								
Defensive Tactics	1500	178				Total Hrs 62	PT/DT Staff	Hours Include 1500 & 1700
Defensive Tactics: 1501-1507 & 1509		131					M. Huth	Physical Training & Defensive Tactics
Concepts of Defensive Tactics/Use of Force	1501			5		4	C. VanDraska	
Handcuffing and Restraint Devices	1502			9		4	A. Huth	
Control Techniques	1503			9		4		
Active Defensive Measures	1504			9		8		
Intermediate Weapons	1505			9		4		
Weapons Retention & Disarming	1506			16		8		
Ground Fighting Techniques	1507			9		8		
Mechanics of Arrest and Control	1508			6		6		
Use of Force Scenarios	1509			30		18		
Vest Care & Wear & Maintenance	n/a			1				
De-Escalation and Care & Custody	n/a			2				
Wagon Loading and Unloading	n/a			1				
Foot Chase Guidelines & Safety	n/a			2				
Bagging Arrests' Property During/After Search	n/a			1				
Taser	n/a			8				
Response to Resistance Reporting	n/a			4				
DT Review	n/a			2				
Response to Resistance Review	n/a			4				
Firearms	1600	120		120		Total Hrs 66	Firearms Staff	
Fundamentals of Marksmanship	1601					2	W. Smith	
Shooting Stance/Loading/Dry Fire	1602					4	D. Angle	
Skill Development - Handgun	1603					22	W. Conroy	
Handgun Qualification	1604					4	D. Andress	
Shotgun Introduction	1605					4	A. Herrera	
Skill Development - Shotgun	1606					12	M. Fogel	
Shotgun Qualification	1607					4		
Stress Combat Courses	1608					8		
Night Fire - Handgun/Shotgun	1609					4		
Shooting Decisions	1610					2		

KANSAS CITY REGIONAL POLICE ACADEMY

158th Entrant Officer Class

June 7th, 2016- Dec 29th, 2016

MPOLE: Friday, 12/23/2016

Graduation: Thursday, 12/29/2016

Block of Instruction	Code	Received	Lecture	PA	Exam	POST	Instructor	Date(s) Instructed
Physical Training and Wellbeing	1700	56				Total Hrs 34		
Physical Training (Hours included during DT-1500)	1701	49				30	PT/DT Staff	
Stress Management (Hours included during DT - 1500)	1702	4				2	PT/DT Staff	
Health, Fitness and Nutrition (Hours included during DT - 1500)	1703	2				2	PT/DT Staff	
Physical Abilities Test	n/a	1				1	PT/DT Staff	
Driver Training	1800					Total Hrs 24	Driving Staff	
Emergency Maneuver Techniques	1801	2	2			2	M. Moats	
Skill Development Day/Night	1802	24		24		16	D. Parker, J. Heins	
Fundamentals of Law Enforcement Driving	1803	6	6			6	M. Throckmorton	
PRACTICAL APPLICATIONS/SITUATIONALS		64		64		Total Hrs 32	Assigned Instructors	
TOTAL POST HOURS		877	335	337	18	600		
NON - POST COURSES								
Active Shooter		8	2	6			Sgt. Truman	
Automated Reporting System		2					A. Huth	
Booking		2					A. Huth	
Below 100		4					J. Heins	
CIT		4					Sgt. Bryant	
Crisis Intervention		19	19				K. Shaw	
Cultural Diversity Fair		5					J. Woods	
DV Strangulation		2	2				J. Green	
Ethics and Professionalism		4	4				Sgt. Bartch	
Fair & Impartial Policing		6	6				Christmann	
FBI Training		2		2			FBI	
Field Assignments		16		16			Field Training Officers	
Field Search								
Geography		3	2	1			Browning	
Highway Patrol Updates		4					MO State Hwy Patrol	
In-Car Video Coban		2					Digital Technology	
In Her Shoes		4					K. Shaw	
Interdiction		2					D. Neimier	
Introductions to Roll Call		2		2			Basic Training Staff	
Introductions/Welcome		1	1				Basic Training Staff	
Live Scan		7	7				Michelle Fry	
KCVAP		2	2				Susie McLannan	
K-9		4	4				Brown	
Mediation		4					M. Bennekin	
Mentor Program		1	1				Captain S. Price	
Minority Relations		4					Miles/Cardova	
Mock Trials		8		8			KC Prosecutor	
MPOLE		3					C. Waters	
Off-Duty Encounters		2					E. Greenwell	
REJIS LEWeb		24	11	10	3		A. Huth/REJIS Staff	
Robbery Tracking System		4	1	3			T. Templeton	
Security & Awareness		1	0.5		0.5		A. Huth	
Sexual Harassment		2	2				V. Murray	
Soverign Citizens		3	3				G. Knapp	
Squad Meetings/Tour		1					Squad Supervisors	
Stop Sticks		4					Driving Staff	
Ticketing		8					A. Huth	
Total NON-POST Hours		174						
TOTAL REGIONAL HOURS (POST & NON POST)		1051						
<i>The following courses were taught to KCPD Only</i>								
Live Scan		6					H. Stivers	
Drug Enforcement Unit		1					DEU Staff	
FOP		1					S. Miller	
PAL		1					Sgt. Cox	
MOSAR		1					Major Houston	
User ID		1					B. Bartch	
Technology		1					M. Grigsby	
Vice		1					Sgt. Dumit	
Intro to TRT		2					T. Sicks	
KCPD Rretirement System		1					J. Pyle	
Police Care Team		1					J. Miller	
Private Officers Section		1					P.O. Staff	
Deffered Comp/ING		1					HRD Staff	
TOTAL KANSAS CITY HOURS (POST & NON-POST)		1069						
NON-INSTRUCTION HOURS								
Pictures			1				Basic Training Staff	
Blood Drive			2				Red Cross	
Open Hours							Basic Training Staff	

KANSAS CITY REGIONAL POLICE ACADEMY

158th Entrant Officer Class

June 7th, 2016- Dec 29th, 2016

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<i>Total Non-Instruction Hours</i>		3					
TOTAL REGIONAL ACADEMY HOURS COMMITTED/ATTENDED		1054					
TOTAL KCPD ACADEMY HOURS COMMITTED/ATTENDED		1072					

* Extra Training consists of varying topics and extra field assignments. The topics and field assignments vary from recruit to recruit based upon other training issues.

MEMORANDUM

1-27-2016

TO: Sergeant Tom Clark, Supervisor, Professional Training Section
FROM: P.O. Michael Mezzacasa, Professional Training Section
SUBJECT: Revision to 2016 In-Service Training Itinerary

*** REVISED SCHEDULE ***

As you know, the proposed 2016 In-Service schedule has been changed to accommodate additional Defensive Tactics training. The revisions to the schedule will only affect the Instructors and the time frames of some of the affected classes. It will in no way change the dates or the time frames of each training day.

The revisions can be found on page two of this document. All previous versions should be destroyed and replaced with this version to avoid any confusion.

The following dates have been set aside for In-Service:

Dates in bold Black: Monday/Tuesday

Dates in bold Orange: Tuesday/Wednesday due to a holiday on Monday

Traffic Division

0700-1600 Hours

Eight Hour Schedule	February 1/2	February 8/9	February 16/17
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Patrol Bureau

0700-1700 Hours

Ten Hour Schedule	February 22/23	February 29/ March 1	March 7/8	March 14/15	March 21/22
	March 28/29	April 4/5	April 11/12	April 18/19	April 25/26
	May 2/3	May 9/10	May 16/17	May 23/24	May 31/June 1
	June 6/7	June 13/14	June 20/21	June 27/28	

All other department elements

0700-1600 Hours

Eight Hour Schedule	July 5/6	July 11/12	July 18/19	July 25/26	August 1/2
	August 8/9	August 15/16	August 22/23	August 29/30	September 6/7
	September 12/13	September 19/20	September 26/27	October 3/4	October 10/11
	October 17/18	October 24/25	October 31/Nov 1		

Clothing and equipment needed:

***NO SHORTS, OPEN TOED SHOES, TANK TOPS, SKIN TIGHT OR REVEALING CLOTHING**

-Firearms Training: BDU pants or jeans, duty weapon, department issued uniform duty belt with magazine pouches and magazines, flashlight, **NO DUTY AMMO** for In Service Training.

-Defensive Tactics: ***NO WEAPONS OF ANY KIND WILL BE ALLOWED IN THE D/T TRAINING ENVIRONMENT.** Comfortable appropriate athletic attire or BDU style clothing with department issued duty belt, handcuffs & handcuff key. Mat shoes or socks only on the Mat.

-Report Writing, CPR/First Aid/AED, Officer Involved Shootings/In Custody Deaths, E.A.P./Mental & Physical Disabilities, and Legal: Casual Apparel. No Sweat Pants, Shorts, Tank Tops, or Flip Flops.

Note: ● :

1/2 of class/ 10 hour schedule only

Purple: (Group A) A single class flipping with a block of classes in blue/ 10 hour only
Blue: (Group B) A block of classes flipping with one class in purple/ 10 Hour only
Black: Entire group

Days Eight (8) Hour Schedule:

No more than (30) participants

DAY ONE	A.M. Hours
Firearms	0700-1100
Lunch	1100-1200
Drivers Training/ Stop Stick	1200-1300
E.A.P./ Mental & Physical Disabilities	1300-1400
Legal	1400-1600
DAY TWO	A.M. Hours
Defensive Tactics	0700-1200
Lunch	1200-1300
CPR/ First Aid/ AED	1300-1600

Days Ten (10) Hour Schedule:

No more than (60) participants

DAY ONE	A.M. Hours
Firearms●	0700-1100 (Group A) & 1200-1600 (Group B)
Lunch	1100-1200
Report Writing ●	0700-0800 (Group B) & 1200-1300 (Group A)
Officer Involved Shootings/ In Custody Deaths ●	0800-0900 (Group B) & 1300-1400 (Group A)
Legal ●	0900-1100 (Group B) & 1400-1600 (Group A)
Drivers Training/ Stop Stick	1600-1700
DAY TWO	A.M. Hours
Defensive Tactics	0700-1200
Lunch	1200-1300
CPR/First Aid 3/4	1300-1600
E.A.P./ Mental & Physical Disabilities	1600-1700

I request that this memo be forwarded through the chain of command without delay to allow for those responsible for scheduling their respective elements, to do so.

Respectfully Submitted,

P.O. Michael D Mezzacasa #3884

Missouri POST continuing Education

All licensed peace officers and reserve officers must successfully complete a minimum of forty-eight (48) hours of continuing education to maintain their peace officer license. It is the responsibility of the licensed officer to ensure their continuing education requirements are met.

Each officer shall complete a minimum of four (4) hours in all four (4) core curricula areas. The core curricula areas are identified as:

- **Legal Studies**-Training focuses on updates or familiarization concerning federal, state and local criminal law or legal issues;
- **Interpersonal Perspectives**-Training focuses on communication skills such as cultural diversity training, ethics, conflict management, victim sensitivity and stress management;
- **Technical Studies**-Training focuses on specialized studies or activities which directly relate to the job description, including first aid and CPR training; and
- **Skill Development**- Training focuses on activities that develop physical skill proficiency such as defensive tactics, firearms driver training, first aid and CPR training. A minimum of four (4) hours of some type of Firearms Skill Development training must be completed every three (3) year reporting period.

Once the core curricula area requirements (minimum of four (4) hours in each) are satisfied, the remaining thirty-two (32) hours may come from any of the four (4) core curricula areas.

A minimum of twenty-four (24) hours must come from a source identified as a POST Approved Provider (i.e. licensed training centers or organizations that have obtained a POST control number) and the statement "Approved Provider" must appear on your training certificate. The remaining twenty-four (24) hours may come from either "In-Service" training or from a POST Approved Provider. If it is "In-Service" training, the statement "In-Service" must appear on your training certificate and the course must be properly formatted and maintained on-file with your law enforcement agency for a period of six years, unless the course has been pre-approved and assigned a POST control number.

Every peace or reserve officer with the authority to enforce motor vehicle or traffic laws shall obtain at least three credit hours of continuing education training regarding racial profiling each reporting period. To meet this requirement, in-service racial profiling training courses must be pre-approved by POST or must be delivered by an Approved Provider.

POST minimum basic training

Minimum hours of basic training required.

590.040. 1. The POST commission shall set the minimum number of hours of basic training for licensure as a peace officer no lower than four hundred seventy and no higher than six hundred, with the following exceptions:

(1) Up to one thousand hours may be mandated for any class of license required for commission by a state law enforcement agency;

(2) As few as one hundred twenty hours may be mandated for any class of license restricted to commission as a reserve peace officer with police powers limited to the commissioning political subdivision;

(3) Persons validly licensed on August 28, 2001, may retain licensure without additional basic training;

(4) Persons licensed and commissioned within a county of the third classification before July 1, 2002, may retain licensure with one hundred twenty hours of basic training if the commissioning political subdivision has adopted an order or ordinance to that effect;

(5) Persons serving as a reserve officer on August 27, 2001, within a county of the first classification or a county with a charter form of government and with more than one million inhabitants on August 27, 2001, having previously completed a minimum of one hundred sixty hours of training, shall be granted a license necessary to function as a reserve peace officer only within such county. For the purposes of this subdivision, the term "reserve officer" shall mean any person who serves in a less than full-time law enforcement capacity, with or without pay and who, without certification, has no power of arrest and who, without certification, must be under the direct and immediate accompaniment of a certified peace officer of the same agency at all times while on duty; and

(6) The POST commission shall provide for the recognition of basic training received at law enforcement training centers of other states, the military, the federal government and territories of the United States regardless of the number of hours included in such training and shall have authority to require supplemental training as a condition of eligibility for licensure.

2. The director shall have the authority to limit any exception provided in subsection 1 of this section to persons remaining in the same commission or transferring to a commission in a similar jurisdiction.

3. The basic training of every peace officer, except agents of the conservation commission, shall include at least thirty hours of training in the investigation and management of cases involving domestic and family violence. Such training shall include instruction, specific to domestic and family violence cases, regarding: report writing; physical abuse, sexual abuse, child fatalities and child neglect; interviewing children and alleged perpetrators; the nature, extent and causes of domestic

and family violence; the safety of victims, other family and household members and investigating officers; legal rights and remedies available to victims, including rights to compensation and the enforcement of civil and criminal remedies; services available to victims and their children; the effects of cultural, racial and gender bias in law enforcement; and state statutes. Said curriculum shall be developed and presented in consultation with the department of health and senior services, the children's division, public and private providers of programs for victims of domestic and family violence, persons who have demonstrated expertise in training and education concerning domestic and family violence, and the Missouri coalition against domestic violence.

EXHIBIT D

Mounted Patrol Training

Mounted Officer Training:

Each officer once assigned to the unit is put through basic equitation principles. The training is dependent on the individual rider's ability and experience at the time of assignment. Officers have varying degrees upon assignment, but prior to their first street deployment must pass each exercise of the Mounted Officer evaluation form. The duration of this training is all dependent on the individual rider and how quickly they are grasping the dressage based concept. Officers are given detailed instruction on a proper riding seat, balance, rein, and leg aides, as well as basic instruction on performing ground work with the horse. Officers are given instruction on horse psychology and how to build confidence between horse and rider when presenting sensory obstacles to the horses. Officers are instructed in mounted tactical formations utilizing the military mounted cavalry guide for tactical formations.

Mounted Officer Evaluation:

The candidate must be able to walk, sit trot, post trot, and canter both directions in a 30 meter circle controlled. The officer must be able to side pass both directions, back the horse controlled through an L shape pattern without stepping outside of the barriers, and turn the horse on the front end and back end inside an 8' square box without stepping out. These drills demonstrate the rider's ability to have a proper seat and utilize the proper rein and leg aides by accomplishing these tasks.

Officers are given instruction in and must demonstrate the following:

- hang a parking ticket on a vehicle
- conduct a traffic violation
- perform a pedestrian check
- conduct an emergency dismount (simulates armed party)
- Discharge their service weapon while mounted (1 shot)
- Discharge their service weapon while using the horse for cover (1 shot)
- Defensive tactics from horseback

Police Horse Evaluation:

Each of the police horses must undergo a 90 day trial period to determine if they are potentially suitable for police duty. During that 90 days the horse is subjected to rigorous sensory training including, but not limited to, the following:

- Flares
- Ground tarps
- Loud music
- Balloons
- Gun shots
- Bridges
- Push obstacles (Crowd Control Sled)
- Smoke
- Sirens
- Vehicle traffic
- Fireworks

Horses are not naturally predatory animals meaning their typical instinct is to run away or stay away from anything that startles them. The focus of our training is to teach the horse to be confident through mutual trust and respect between horse and rider. Essentially the rider's/officer's job is to reassure the horse that they will survive the encounter. The more experiences the horse has with the rider, the more confident the horse becomes. Many horses are just simply not suited for this type of assignment.

If it is determined during the trial period that the horse is not suited for police work, the horse will be returned to the owner.

EXHIBIT E

Disciplinary Memoranda

CHIEF'S MEMORANDUM NO. 16-05

July 19, 2016

SUBJECT: 2nd Quarter Update of Internal Disciplinary Actions and POST Reports

Set forth below is a listing of internal disciplinary actions, and reports to and disciplinary actions administered by the Missouri Department of Public Safety, Peace Officer Standards Training Division (POST), for the months of April through June 2016. Not included are incidents in which a member was found to have not violated Department policy, or found to have violated Department policy but non-disciplinary corrective action was administered. Disciplinary actions are included below whether or not grieved or appealed to the Board of Police Commissioners.

POST reports are made by the Department pursuant to the Revised Statutes of Missouri. The POST information below also includes POST-administered discipline of sworn members' licenses, which is separate from disciplinary actions administered by the Department.

The information contained in this Chief's Memorandum is provided to educate Department members about the Department's standards of conduct and to aid members in steering clear of ethical pitfalls and other policy violations.

I. INTERNAL DISCIPLINARY ACTIONS

- June 2016: Termination. Violation(s): PPBM 201-7, Code of Ethics and Rules of Conduct, Section II, I and Section III, 17; Section 84.570 RSMo; Section 590.090 RSMo; Section 571.070 RSMo.
- June 2016: Termination. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV, A, 12.
- April 2016: Suspension day(s). Violation(s): PI 09-8, Police Vehicular Reporting, Section III, A; PI 12-4, Pursuits and Emergency Police Vehicle Operations, Section III, D and Annex A, Section A; PPBM 201-8, Code of Ethics and Rules of Conduct, Section III, E, 1 and Section III, E, .3.
- May 2016: Suspension day(s). Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section II, A, Section III, E, 2, Section III, F, 3, Section III, H, 1, Section IV, A, 7, Section IV, A, 8, Section IV, A, 12 and Section IV, B, 23, a-d.
- May 2016: Suspension day(s). Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV, B, 23, a-d.

- May 2016: Suspension day(s). Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV, B, 23, a, and Section III, C, 2.
- May 2016: Suspension day(s). Violation(s): PI 14-07, Patrol Procedures, Annex B, Section B, 7; PI 13-6, Arrest Procedures-Possession of a Controlled Substance, Section II, B.
- June 2016: Suspension day(s). Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section II, A, Section III, E, 2, Section III, F, 3, Section III, H, 1, Section IV, A, 7, Section IV, A, 8, Section IV, A, 12 and Section IV, B, 23, a-d.
- June 2016: Suspension day(s). Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section III, E, 1 and Section III, E, 3; PI 13-05, Internally Recorded Audio/Video Records, Annex A, Section A, 3; PI 10-01, Tiburon Computer System-Automated Reporting System (ARS)/Records Management System (RMS), Section III, A and Section III, B.
- June 2016: Suspension day(s). Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV, A, 7; PI 10-1, Tiburon Computer System-Automated Reporting System (ARS)/Records Management System (RMS), Section III, D.
- April 2016: Disciplinary Counseling. Violation(s): PI 09-8, Police Vehicular Reporting, Section III, A; PI 12-4, Pursuits and Emergency Police Vehicle Operations, Section II, B.
- April 2016: Disciplinary Counseling. Violation(s): PI 09-8, Police Vehicular Reporting, Section III, A.
- April 2016: Disciplinary Counseling. Violation(s): PI 09-8, Police Vehicular Reporting, Section III, A.
- April 2016: Disciplinary Counseling. Violation(s): PI 09-12, Questioning and Detaining Persons, Arrest, Search and Seizure, Annex C, Section A, 2.
- May 2016: Disciplinary Counseling. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV, A, 12; PI 15-01, Police Radio Communications, Annex B, Section A, 7; Provisions of the Division Duty Manual.

- May 3, 2016: Reason for Report: Department provided updated information relating to a prior report.
- May 3, 2016: Reason for Report: POST requested records relating to a prior report. Records provided on May 3, 2016 and on May 9, 2016.
- May 3, 2016: Reason for Report: Report was made to POST pursuant to statute.
- May 19, 2016: Reason for Report: Department provided updated information relating to a prior report.
- June 1, 2016: Reason for Report: POST requested records relating to a former member of a different Missouri law enforcement agency. Records provided.
- June 20, 2016: Reason for Report: POST requested records relating to a prior report. Records provided.
- June 20, 2016: Reason for Report: POST requested records relating to a prior report. Records provided.

B. POST – ADMINISTERED DISCIPLINARY ACTIONS

- April 5, 2016: Reason for Report: POST reports that suspension of officer's license has concluded and member's license remains probated through May 5, 2020.

Darryl Forté
Chief of Police

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Policy Acknowledgement SyStem (PASS)

April 21, 2016

CHIEF'S MEMORANDUM NO. 16-03

SUBJECT: 1st Quarter Update of Internal Disciplinary Actions and POST Reports

Set forth below is a listing of internal disciplinary actions, and reports to and disciplinary actions administered by the Missouri Department of Public Safety, Peace Officer Standards Training Division (POST), for the months of January through March 2016. Not included are incidents in which a member was found to have not violated Department policy, or found to have violated Department policy but non-disciplinary corrective action was administered. Disciplinary actions are included below whether or not grieved or appealed to the Board of Police Commissioners.

POST reports are made by the Department pursuant to the Revised Statutes of Missouri. The POST information below also includes POST-administered discipline of sworn members' licenses, which is separate from disciplinary actions administered by the Department.

The information contained in this Chief's Memorandum is provided to educate Department members about the Department's standards of conduct and to aid members in steering clear of ethical pitfalls and other policy violations.

I. INTERNAL DISCIPLINARY ACTIONS

- January 2016: Suspension Day(s). Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A, and PI 12-4 entitled, "Pursuits and Emergency Police Vehicle Operations;" Section II, B.
- January 2016: Suspension Day(s). Violation(s): PPBM 201-8 entitled, "Code of Ethics and Rules of Conduct;" Section III, B, 1, and Section IV, B, 23, a-d, and DM 04-2 entitled, "Use of Personal and Department Cameras;" Section III, A.
- February 2016: Suspension Day(s). Violation(s): PPBM 201-8 entitled, "Code of Ethics and Rules of Conduct;" Section III, G, 1.
- February 2016: Suspension Day(s). Violation(s): PPBM 310-5 entitled, "Discrimination and Harassment;" Section I and Section II, F.
- March 2016: Suspension Day(s). Violation(s): PPBM 201-8 entitled, "Code of Ethics and Rules of Conduct;" Section II, A, and PI 13-05 entitled, "Internally Recorded Audio/Video Records;" Annex A, Section B, 1.

- March 2016: Suspension Day(s). Violation(s): PPBM 201-8 entitled, "Code of Ethics and Rules of Conduct;" Section IV, A, 5; Section IV, A, 12; Section IV, B, 7; and Section IV, B, 23, c, and provision(s) of the Unit Duty Manual.
- January 2016: Letter of Reprimand. Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A.
- February 2016: Letter of Reprimand. Violation(s): PPBM 201-8 entitled, "Code of Ethics and Rules of Conduct;" Section IV, A, 7; Section IV, B, 23, c-23, d., and provision(s) of the Unit Duty Manual.
- February 2016: Letter of Reprimand. Violation(s): PI 10-1 entitled, "Tiburon Computer System - Automated Reporting System (ARS) / Records Management System (RMS);" Section III, A, B, D; PI 14-16 entitled, "Intoxicated Driving Arrests;" Annex A, Section L.
- February 2016: Letter of Reprimand. Violation(s): PPBM 320-1 entitled, "Legal Restrictions Affecting Performance of Duty;" Section II, B.
- March 2016: Letter of Reprimand. Violation(s): PI 13-05 entitled, "Internally Recorded Audio/Video Records;" Annex A; PI 12-4 entitled, "Pursuits and Emergency Police Vehicle Operations;" Section II, A, Section III, D, Annex A, Section A, 1, and Section D.
- March 2016: Letter of Reprimand. Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A; PI 12-4 entitled, "Pursuits and Emergency Police Vehicle Operations;" Annex A, Section D.
- March 2016: Letter of Reprimand. Violation(s): PI 09-9 entitled, "Towing/Protective Custody of Vehicles and Contents;" Section IV, A-C, Annex A, Section A, Annex A, Section C, 1-3; PI 10-1 entitled, "Tiburon Computer System - Automated Reporting System (ARS) / Record Management System (RMS);" Section III, A; PI 13-5 entitled, "Internally Recorded Audio/Video Records;" Annex A, Section B, 1; PI 14-7 entitled, "Patrol Procedures;" Annex A, Section D, 1, and PI 13-6 entitled, "Arrest Procedures-Possession of a Controlled Substance;" Section II, B, and Annex B, Section A,1.

- January 2016: Disciplinary Counseling. Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A.
- January 2016: Disciplinary Counseling. Violation(s): PI 14-07 entitled, "Patrol Procedures;" Annex A, Section A, 1, and provision(s) of the Unit Duty Manual.
- January 2016: Disciplinary Counseling. Violation(s): PPBM 201-8 entitled, "Code of Ethics and Rules of Conduct;" Section IV, A, 12, and provision(s) of the Unit Duty Manual.
- February 2016: Disciplinary Counseling. Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A.
- February 2016: Disciplinary Counseling. Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A.
- February 2016: Disciplinary Counseling. Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A, and PI 12-4 entitled, "Pursuits and Emergency Police Vehicle Operations;" Annex A, Sections A and D.
- February 2016: Disciplinary Counseling. Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A.
- February 2016: Disciplinary Counseling. Violation(s): Personnel Policy 740-6 entitled, "Sick Leave;" Section II, D, 1, and PPBM 201-8 entitled, "Code of Ethics and Rules of Conduct;" Section IV, A, 3, and Section IV, B, 1.
- February 2016: Disciplinary Counseling. Violation(s): PI 12-14 entitled, "Pursuits and Emergency Police Vehicle Operations;" Annex B, Section H, Annex D, Section C, 2, a, Annex D, Section E, 1, a, and PI 15-01 entitled, "Police Radio Communications;" Annex B, Section A, 7, i.
- February 2016: Disciplinary Counseling. Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A.
- February 2016: Disciplinary Counseling. Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A.
- February 2016: Disciplinary Counseling. Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A.

- February 2016: Disciplinary Counseling. Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A.
- March 2016: Disciplinary Counseling. Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A.
- March 2016: Disciplinary Counseling. Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A and Section III, C.
- March 2016: Disciplinary Counseling. Violation(s): PI 12-4 entitled, "Pursuits and Emergency Police Vehicle Operations;" Section II, C, Annex A, Section E, Annex B, Section C, 1, c.
- March 2016: Disciplinary Counseling. Violation(s): PPBM 201-8 entitled, "Code of Ethics and Rules of Conduct;" Section IV, A, 7, Section IV, B, 23, c-d, and provision(s) of the Unit Duty Manual.
- March 2016: Disciplinary Counseling. Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A.
- March 2016: Disciplinary Counseling. Violation(s): PI 09-8 entitled, "Police Vehicular Reporting;" Section III, A.

II. POST REPORTS BY THE DEPARTMENT AND POST - ADMINISTERED DISCIPLINARY ACTIONS.

A. POST Reports

- January 4, 2016: Reason for Report: Report was made to POST pursuant to statute. On January 11, 2016 Department provided updated information regarding the report.
- January 8, 2016: Reason for Report: Report was made to POST pursuant to statute. On January 22, 2016 Department provided updated information regarding the report.
- January 11, 2016: Reason for Report: Department provided updated information relating to a prior report.
- January 15, 2016: Reason for Report: Department provided updated information relating to a prior report.

- January 22, 2016: Reason for Report: POST requested records relating to a prior report. Department provided the requested records.
- January 28, 2016: Reason for Report: Department provided updated information relating to two prior reports.
- January 28, 2016: Reason for Report: Report was made to POST pursuant to statute.
- January 29, 2016: Reason for Report: Department provided updated information relating to a prior report.
- February 2, 2016: Reason for Report: Department provided updated information relating to a prior report.
- February 4, 2016: Reason for Report: Department provided updated information relating to a prior report.
- February 23, 2016: Reason for Report: Report was made to POST pursuant to statute.
- February 24, 2016: Reason for Report: Report was made to POST pursuant to statute.
- March 1, 2016: Reason for Report: Department provided updated information relating to a prior report.
- March 8, 2016: Reason for Report: Department provided updated information relating to a prior report.
- March 14, 2016: Reason for Report: Department provided updated information relating to a prior report.

B. POST - Administered Disciplinary Actions

None

Darryl Forté
Chief of Police

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SUBJECT: 4th Quarter Update of Internal Disciplinary Actions and POST Reports

Set forth below is a listing of internal disciplinary actions, and reports to and disciplinary actions administered by the Missouri Department of Public Safety, Peace Officer Standards Training Division (POST), for the months of October through December 2015. Not included are incidents in which a member was found to have not violated Department policy, or found to have violated Department policy but non-disciplinary corrective action was administered. Disciplinary actions are included below whether or not grieved or appealed to the Board of Police Commissioners.

POST reports are made by the Department pursuant to the Revised Statutes of Missouri. The POST information below also includes POST-administered discipline of sworn members' licenses, which is separate from disciplinary actions administered by the Department.

The information contained in this Chief's Memorandum is provided to educate Department members about the Department's standards of conduct and to aid members in steering clear of ethical pitfalls and other policy violations.

I. Internal Disciplinary Actions

- November 2015: Termination. Violation(s): PPBM 201-7, Code of Ethics and Rules of Conduct, Section III.59, Section III.60, and Section III.15; SO 14-01, Disciplinary Actions - Lying.
- November 2015: Termination. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section A.IV.7 and Section A.IV.12.
- December 2015: Termination. Violation(s): PPBM 201-7, Code of Ethics and Rules of Conduct, Section II.B, Section II.H, Section III.2, Section III.4, Section III.15, Section III.58, Section III.59, and Section III.60; PPBM 419-8, Holiday Compensation, Section III.A.2.b.(1); PPBM 418-7, Overtime/Court Policy, Section III.A.1; PI 03-06, Automated Timekeeping System Procedures, Section II.B; DM 11-7, Project Ceasefire, Section III.C.2.a; PI 08-3, Prisoner's Personal Property Procedure, Section II.A; PI 04-04, Recovered Property Procedure, Annex A, Section A.1-A.2; SO 14-01, Disciplinary Actions - Lying.

- October 2015: Suspension Day(s). Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.7 and Section IV.A.12.
- October 2015: Suspension Day(s). Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.7 and Section IV.B.23d; PI 12-4, Pursuits and Emergency Police Vehicle Operations, Section II.A; PI 13-5, Internally Recorded Audio/Video Records, Annex A, Section A.3 and Annex A, Section B.1.
- November 2015: Suspension Day(s). Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.7 and Section IV.A.12.
- December 2015: Suspension Day(s). Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.B.5 and Section IV.B.23.c-d.
- December 2015: Suspension Day(s) and Involuntary Transfer. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.7; PI 15-01, Police Radio Communications, Annex B, Section A.8.
- November 2015: Letter of Reprimand. Violation(s): PI 12-4, Pursuits and Emergency Police Vehicle Operations, Section II.A and Section II.B.
- October 2015: Letter of Reprimand. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section II.G.1-3, Section IV.A.5, and Section IV.B.23.a-d.
- October 2015: Letter of Reprimand. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.11.
- October 2015: Letter of Reprimand. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.11.
- October 2015: Letter of Reprimand. Violation(s): PI 10-7, Cellular Telephones and Pagers, Section II.H.1.
- October 2015: Letter of Reprimand. Violation(s): PI 14-12, Firearms Procedures, Annex A, A.9.

- October 2015: Letter of Reprimand. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section III.E.1, Section IV.B.7, and Section IV.B.23.a-d.
- December 2015: Letter of Reprimand. Violation(s): PI 09-8, Police Vehicular Reporting, Section III.A.
- December 2015: Letter of Reprimand. Violation(s): PI 12-4, Pursuits and Emergency Police Vehicle Operations, Section II.A and Section II.B.
- September 2015¹: Disciplinary Counseling. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.7.
- October 2015: Disciplinary Counseling. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.B.7.
- October 2015: Disciplinary Counseling. Violation(s): PI 09-12, Questioning & Detaining Persons, Arrest, Search & Seizure, Annex A, Section A.1 and Annex C, Section A.4.
- October 2015: Disciplinary Counseling. Violation(s): PI 09-8, Police Vehicular Reporting, Section III.A.
- November 2015: Disciplinary Counseling. Violation(s): PI 09-8, Police Vehicular Reporting, Section III.A.
- November 2015: Disciplinary Counseling. Violation(s): PI 09-8, Police Vehicular Reporting, Section III.A.
- December 2015: Disciplinary Counseling. Violation(s): PPBM 201-7, Code of Ethics and Rules of Conduct, Section III.56; PPBM 630-6, Off-Duty Employment, Section II.A and Section II.C; PPBM 630-7, Off-Duty Employment, Section III.C, Section IV.B, Section IV.E, and IV.H.
- December 2015: Disciplinary Counseling. Violation(s): PPBM 218-1, Uniform and Personal Appearance Regulations, Annex C, Section D.1; PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.6.

¹ Disciplinary Counseling was administered in September 2015, but it was not reported by the Bureau until October 2015.

December 2015: Disciplinary Counseling. Violation(s): PPBM 261, Social Media and Networking, Section IV.C.1.a; Unit policies.

December 2015: Disciplinary Counseling. Violation(s): PI 12-4, Pursuits and Emergency Police Vehicle Operations, Section II.B.

II. POST Reports by the Department and POST-Administered Disciplinary Actions

A. POST Reports

10-15-15: Reason for Report: Report was made to POST pursuant to statute.

10-15-15: Reason for Report: Department provided updated information at POST's request relating to a prior report.

10-19-15: Reason for Report: POST requested records relating to a prior report. Department provided the requested records.

11-05-15: Reason for Report: POST requested records relating to a prior report. Department provided the requested records.

12-01-15: Reason for Report: POST requested records relating to a prior report. Department provided the records currently available.

12-10-15: Reason for Report: Department provided updated information relating to a prior report.

12-24-15: Reason for Report: POST requested copies relating to two prior reports. Department provided the requested records.

B. POST-Administered Disciplinary Actions

None

Darryl Forté
Chief of Police

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Policy Acknowledgement SyStem (PASS)

November 6, 2015

CHIEF'S MEMORANDUM NO. 15-05

SUBJECT: 3rd Quarter Update of Internal Disciplinary Actions and POST Reports

Set forth below is a listing of internal disciplinary actions, and reports to and disciplinary actions administered by the Missouri Department of Public Safety, Peace Officer Standards Training Division (POST), for the months of July through September 2015. Not included are incidents in which a member was found to have not violated Department policy, or found to have violated Department policy but non-disciplinary corrective action was administered. Disciplinary actions are included below whether or not grieved or appealed to the Board of Police Commissioners.

POST reports are made by the Department pursuant to the Revised Statutes of Missouri. The POST information below also includes POST-administered discipline of sworn members' licenses, which is separate from disciplinary actions administered by the Department.

The information contained in this Chief's Memorandum is provided to educate Department members about the Department's standards of conduct and to aid members in steering clear of ethical pitfalls and other policy violations.

I. Internal Disciplinary Actions

- 08-05-2015. Termination. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.7 and Section IV.A.12.
- 09-17-2015. Suspension Day(s). Violation(s): P.I. 15-05, Call Prioritization, Section III.F.3; PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.10 and Section III.G.1-3; P.I. 14-12, Firearms Procedure, Section A.9; PPBM 220-4, Department-Owned/Issued Uniforms and Equipment-Lost or Stolen, Section I.
- 08-27-2015. Suspension Day(s). Violation(s): P.I. 03-6, Automated Timekeeping Procedures, Annex B, Section T; PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.B.1 and Section IV.B.8.
- 08-17-2015. Suspension Day(s). Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.7 and Section IV.A.12.
- 06-26-2015. Suspension Day(s). Violation(s): PPBM 201-7, Code of Ethics and Rules of Conduct, Section II.C¹; P.I. 01-10, Tiburon Computer System-ARS/RMS, Section II.D.3².

¹ Incident occurred prior to effective date of PPBM 201-8, Code of Ethics and Rules of Conduct.

- 09-09-2015. Letter of Reprimand. Violation(s): P.I. 13-5, Internally Recorded Audio/Video Records, Section III.A.
- 09-09-2015. Letter of Reprimand. Violation(s): P.I. 13-5, Internally Recorded Audio/Video Records, Section III.A.
- 08-26-2015. Letter of Reprimand. Violation(s): P.I. 09-8, Police Vehicular Reporting, Section III.A .
- 08-20-2015. Letter of Reprimand. Violation(s): P.I. 12-4, Pursuits and Emergency Vehicle Operations, Annex A, Paragraph E.
- 08-06-2015. Letter of Reprimand. Violation(s): P.I. 09-8, Police Vehicular Reporting, Section III.A.
- 08-05-2015. Letter of Reprimand. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.7 and Section IV.A.12.
- 07-22-2015. Letter of Reprimand. Violation(s): P.I. 13-5, Internally Recorded Audio/Video Records, Annex A, Section B.1.
- 07-16-2015. Letter of Reprimand. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.7 and Section IV.A.12.
- 09-23-2015. Disciplinary Counseling. Violation(s): P.I. 09-8, Police Vehicular Reporting, Section III.A; P.I. 13-5, Internally Recorded Audio/Video, Annex A, Section A, lines 1, 2, 3 and 4.
- 09-18-2015. Disciplinary Counseling. Violation(s): PPBM 630-7, Off-Duty Employment, Section IV.L, #1 and #2; P.I. 10-1, Tiburon Computer System-ARS/RMS, Section III.E.
- 09-09-2015. Disciplinary Counseling. Violation(s): P.I. 09-8, Police Vehicular Reporting, Section III.A.
- 09-07-2015. Disciplinary Counseling. Violation(s): P.I. 09-12, Questioning & Detaining Persons, Arrest, Search & Seizure, Annex C, Section A.2; P.I. 13-5, Annex A, Section B.1.
- 09-01-2015. Disciplinary Counseling. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.5 and Section IV.A.7.
- 08-26-2015. Disciplinary Counseling. Violation(s): P.I. 12-4, Pursuits and Emergency Vehicle Operations, Section II.A.

² Did not appear in the Disciplinary Actions report for the reporting Bureau in June 2015.

- 08-26-2015. Disciplinary Counseling. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section II.A and Section III.A and Section III.E.3 and Section IV.A.5 and Section IV.A.6 and Section IV.B.7 and Section IV.B.23a-d.
- 08-10-2015. Disciplinary Counseling. Violation(s): P.I. 09-8, Police Vehicular Reporting, Section III.A.
- 08-03-2015. Disciplinary Counseling. Violation(s): P.I. 09-8, Police Vehicular Reporting, Section III.A.
- 08-01-2015. Disciplinary Counseling. Violation(s): Communications Unit Duty Manual, Section I and Section III.E.1 and Section III.E.4.
- 07-31-2015. Disciplinary Counseling. Violation(s): P.I. 09-8, Police Vehicular Reporting, Section III.A.
- 07-27-2015. Disciplinary Counseling. Violation(s): PPBM 201-8, Code of Ethics and Rules of Conduct, Section IV.A.7 and Section IV.A.12.
- 07-13-2015. Disciplinary Counseling. Violation(s): P.I. 12-4, Pursuits and Emergency Police Vehicle Operations, Section IV, Annex A, A2 and A5.
- 07-10-2015. Disciplinary Counseling. Violation(s): P.I. 09-8, Police Vehicular Reporting, Section III.A.
- 07-07-2015. Disciplinary Counseling. Violation(s): PPBM 220-4, Department-Owned/Issued Uniforms and Equipment-Lost or Stolen, Section I.
- 06-25-2015. Disciplinary Counseling. Violation(s): P.I. 09-8, Police Vehicular Reporting, Section III.A³.

II. POST reports by the Department and POST-administered disciplinary actions.

A. POST reports

09-30-2015. Reason for Report: Prior report regarding an off-duty incident involving an officer. On 9-30-2015, the Department provided an updated report.

³ Did not appear in the Disciplinary Actions report for the reporting Bureau in June 2015.