

Ferguson Civilian Review Board

Annual Report

2019

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Introduction

The Ferguson Civilian Review Board (FCRB) was established by City ordinance in Spring 2017. It meets the 1st Monday of every month (except for holidays when it meets on the 2nd Monday of that month) at 6:30 pm in the City Council chambers. These meetings are open to the public and include a time for public comment.

This is the first printed Annual Report of the board and covers its activities during 2019.

The mission of the FCRB is “...to foster respect, trust, cooperation, transparency, and accountability between the FPD and the greater Ferguson community...”

It does this by:

- Providing oversight of investigations of complaints made against the Ferguson Police Department (FPD)
- Making recommendations regarding misconduct by FPD
- Promoting public awareness of the complaint process
- Reviewing and assessing FPD policies and procedures
- Serving on hiring and promotion panels
- Assisting in building a positive relationship between FPD and the community
- Reviewing crime data, racial profiling data, and complaint statistics to identify patterns and trends

Although it is an appointed board of the City of Ferguson, the FCRB serves as “...an independent autonomous body with respect to deliberations, decisions and recommendations.”

The City provided valuable help in 2019 to the FCRB. Interim City Manager Jeffrey Blume designed and put in place the process for individual members of the FCRB to review complaints in a secure environment prior to the CRB going into closed session. Nicolle Barton was hired as the City’s Consent Decree Coordinator. As the former Executive Director of the St. Louis Civilian Oversight Board, Nicolle has brought a wealth of knowledge about the best practices of civilian review boards. Police Chief Jason Armstrong pushed the FPD to complete complaint investigations that were past due so that they would be available for review by the board. Councilwoman Toni Burrow secured private funding when the City had none, allowing one FCRB member to attend the annual meeting of the National Association for Civilian Oversight of Law Enforcement (NACOLE).

[Appendix I](#) provides a history of the formation of the FCRB along with the City ordinance authorizing and establishing the board.

[Appendix II](#) lists the board members and a short biography of each.

Review of Complaints

One of the primary responsibilities of the FCRB, per ordinance, is to review "...investigations of complaints made against members of the Ferguson Police Department ("FPD")..."

In 2019 eight complaints were filed against the FPD. Investigations were conducted and completed by the internal affairs department of the FPD on six of the 2019 complaints. These six complaints were filed by four different people against six different officers.

The six completed complaint investigations were forwarded to the FCRB for review. Each completed investigation included a preliminary disposition and disciplinary recommendation made by the FPD. FCRB members individually reviewed the investigations at City Hall for a total of nearly 11 hours. In addition to these individual reviews, more than 10 hours were spent as a group in five closed meetings discussing the files and reviewing body cam video. It is worth noting that body cam video of each complaint incident had been preserved and was made available to the FCRB.

Description of Table of Complaints

The table on page 6 summarizes the 2019 complaints, noting when the incident happened, when the complaint was filed, and when the investigation was completed.

Also noted is a description of each complaint, categorized according to the language used in Sec. 2-246 (a) of the ordinance: "The board shall receive and review, make findings, and recommend disciplinary or other action for all investigations of complaints by members of the public against members of the police department that allege misconduct involving excessive use of force, abuse of authority, discourtesy, or use of offensive language..." (underlining added to highlight the four categories of complaints to be reviewed).

The final columns of the table show the age, gender, and race of the complainants.

Possible Complaint Dispositions

There are five possible dispositions of complaints:

- “Unfounded” - where the investigation determines, by a preponderance of the evidence, that the alleged misconduct did not occur or did not involve the subject employee
- “Sustained” - where the investigation determines, by a preponderance of the evidence, that the alleged misconduct did occur
- “Not Sustained” - where the investigation is unable to determine, by a preponderance of the evidence, whether the alleged misconduct occurred
- “Exonerated” - where the investigation determines, by a preponderance of the evidence, that the alleged conduct did occur but did not violate the law or FPD policy
- “Withdrawn” - where there is documentation of the circumstances of the complaint being withdrawn

When reviewing each complaint investigation the FCRB can ask for more information or further investigation. After completing a review, the FCRB sends a recommendation on disposition and discipline back to the FPD Chief of Police. The Chief of Police then makes a final disposition of the complaint.

The two Disposition columns, and the Discipline column, in the Table of Complaints, remain empty until the final disposition is made by the Chief of Police. The Disposition columns may be empty because the FCRB has not yet made a determination and forwarded it to the Chief of Police, or because the Chief of Police has not yet made a final disposition.

During this first year of reviewing complaints, the process has been much slower than it will be in the future. The FCRB, the FPD, and the City have had to negotiate and come to an agreement on a number of items in order to create a smoother process for reviewing complaints.

As you can see in the table of complaints on page six, none of the six completed complaint investigations has yet had a final disposition. In addition, investigations have not yet been completed on two complaints from 2019.

Our intention is to issue a supplementary report when all the complaints from 2019 have had a final disposition made.

Table of Complaints

Complaint #	Date			Description	Complainant Demographics			Dispositions		Discipline
	Incident	Received	Completed		Age	Gender	Race	FPD	FCRB	
19-001	01/02/2019	01/02/2019	05/29/2019	Discourtesy	30	F	B			
19-002	12/25/2018	01/04/2019	05/13/2019	Excessive use of force	45	M	B			
19-003	04/06/2019	04/12/2019	09/17/2019	Abuse of authority	65	M	B			
19-004	04/06/2019	04/12/2019	09/17/2019	Abuse of authority	65	M	B			
19-005	05/08/2019	05/08/2019	05/13/2019	Discourtesy	19	F	B			
19-006	05/15/2019	05/15/2019	09/16/2019	Discourtesy	19	F	B			
19-008	10/22/2019	10/22/2019			55	F				
19-010	12/04/2019	12/04/2019			29	F				

*It looks like complaints 19-007 and 19-009 are missing from the table but those numbers were used on internal FPD complaints filed by FPD employees. Starting in 2020 the FPD will have a separate numbering system for internal complaints filed by employees of the FPD and those filed by members of the public.

Comparison of Complaints to Previous Years

No complaint data from previous years is available at the time of the publication of this report. The FCRB has submitted a request to review complaint data from the years 2009 through 2018 in order to identify patterns and trends. A supplementary report will be issued when that data becomes available.

Review of Use of Force Incidents

As one of our responsibilities under the consent decree, FCRB requested a report of Force Review Board investigations and chose 9 cases to review (Consent Decree Section XX, 405.a) This information was supplied by the FPD in the absence of an established Force Review Board. After reviewing the written reports of the sample, we chose one case to review in more detail. Video footage was obtained and reviewed by the FCRB. This case, as well as a sample of the 2019 use of force cases, will be reviewed and reported on in subsequent FCRB reports.

From March 2017 to April 2019 there were 89 use of force incidents logged and investigated by the FPD. The types of force used were:

- Physical (hands, feet, etc.) - 45
- Firearm pointing/drawn - 24
- Taser - 12
- Vehicle pursuit - 11
- Taser pointing/drawn (not deployed) - 2
- Pepper Spray/mace - 1
- K-9 Bite - 1
- Other weapon - 1

*the total adds up to more than 89 since more than one type of force was used during some incidents

Injuries sustained during these use of force incidents:

- By an arrestee - 12
- By an officer - 2

Racial Profiling Data

Law enforcement agencies in the state of Missouri provide vehicle stop data to the Missouri Attorney General's office each year. This data must be provided to the Attorney General by March 1 and the Attorney General must compile and publish the data by June 1.

Information about the reporting process and all the Missouri Vehicle Stops Reports for the years 2000 through 2018 are available at <https://ago.mo.gov/home/vehicle-stops-report>. [Appendix III](#) shows the FPD data from the 2018 report. Data from 2019 will not be available until June 2020.

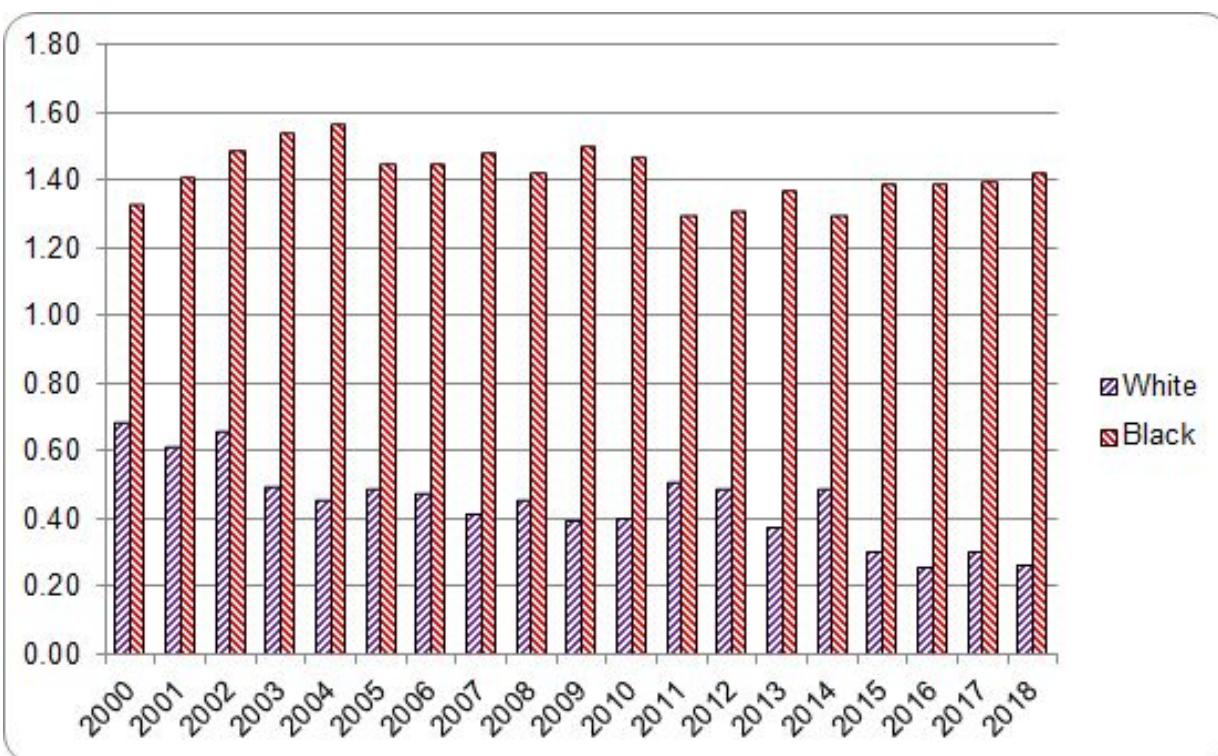
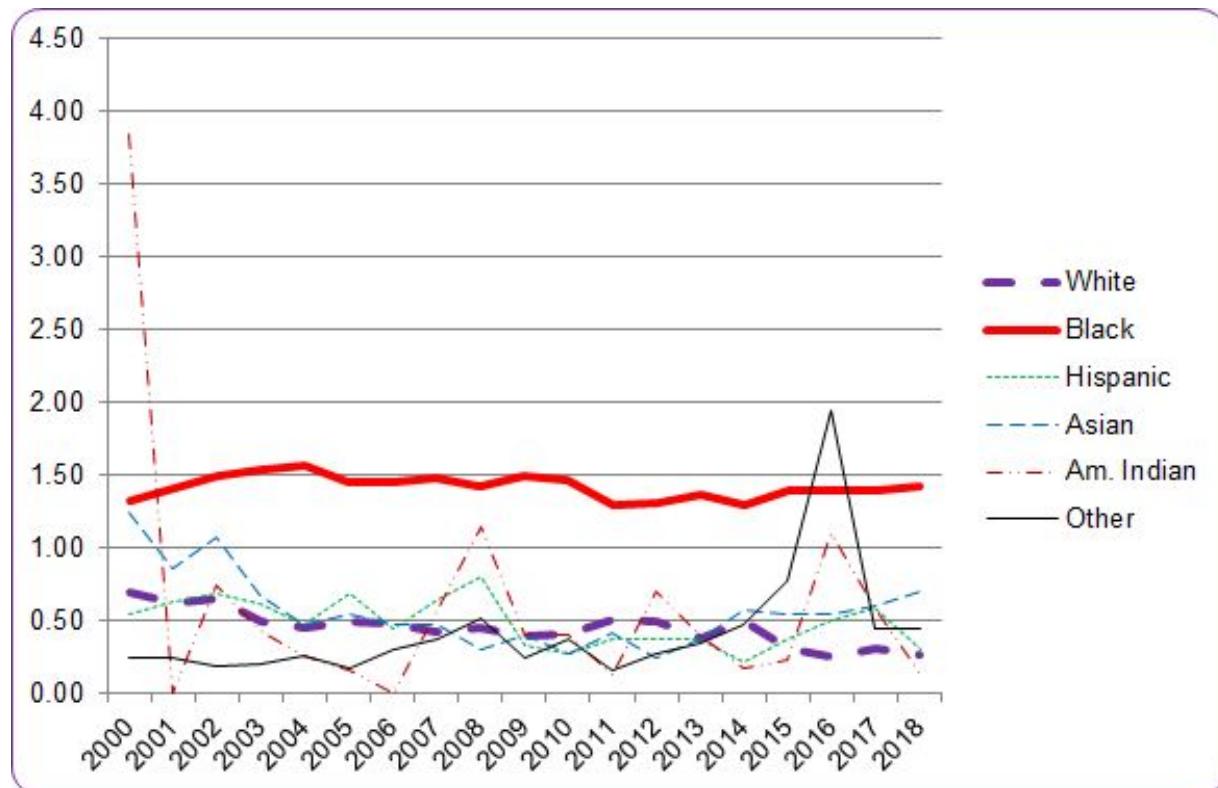
Several summary metrics are included with each year's report. One such metric is the "disparity index". Disparity index data is available from the years 2000 through 2018 and the disparity index for the FPD is shown in the table below.

Agency: Ferguson Police Dept.

Year	White	Black	Hispanic	Asian	Am. Indian	Other
2000	0.69	1.33	0.55	1.25	3.84	0.25
2001	0.62	1.41	0.63	0.86	0.00	0.24
2002	0.66	1.49	0.69	1.08	0.75	0.19
2003	0.50	1.54	0.62	0.68	0.43	0.20
2004	0.46	1.57	0.47	0.48	0.26	0.26
2005	0.49	1.45	0.69	0.54	0.17	0.16
2006	0.48	1.45	0.44	0.47	0.00	0.31
2007	0.42	1.46	0.64	0.48	0.58	0.38
2008	0.46	1.42	0.80	0.31	1.15	0.52
2009	0.40	1.50	0.33	0.40	0.41	0.25
2010	0.41	1.47	0.26	0.28	0.40	0.38
2011	0.51	1.30	0.38	0.42	0.13	0.16
2012	0.49	1.31	0.38	0.24	0.70	0.28
2013	0.38	1.37	0.37	0.37	0.41	0.35
2014	0.49	1.30	0.22	0.58	0.18	0.48
2015	0.31	1.39	0.38	0.55	0.23	0.78
2016	0.26	1.39	0.51	0.54	1.10	1.94
2017	0.31	1.40	0.59	0.61	0.59	0.45
2018	0.27	1.42	0.30	0.70	0.13	0.44

According to the Attorney General's report "...the 'disparity index'... relates each racial/ethnic group's proportion of total traffic stops to its proportion of the driving-age (16+) population. A value of 1 indicates that a group's proportion of vehicle stops equals its population proportion: it is neither 'under-represented' nor 'over-represented.' Values above 1 indicate over-representation, and those below 1 indicate under-representation in traffic stops."

The charts below visually summarize the disparity index for the FPD from the years 2000 through 2018 and make any patterns or trends easy to see.



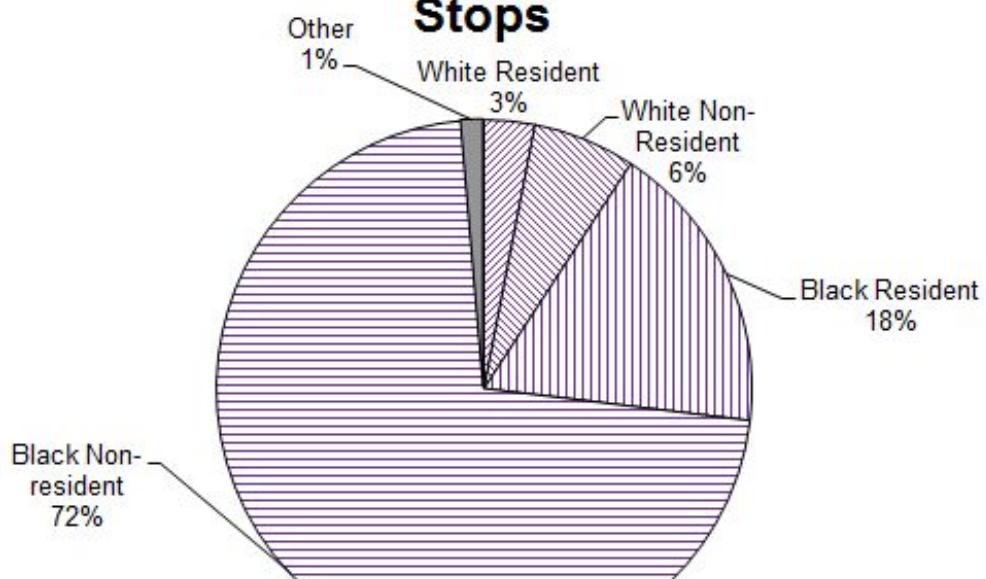
Beginning with 2018 data, law enforcement agencies in Missouri were required to further break traffic stops out into resident and non-resident categories. This change allows the calculation of a “resident only” disparity index by excluding the unknown population makeup of non-resident drivers who were stopped.

The chart below shows the 2018 resident and non-resident disparity index data for the FPD. On the following page is a graphic representation of the proportion of resident and non-resident stops in 2018.

Agency: Ferguson Police Dept.

KEY INDICATORS	Total	White	Black	Hispanic	Asian	Am. Indian	Other
Population	15865	5338	9995	175	95	58	204
Total Stops	2140	197	1914	7	1	9	12
Disparity Index	N/A	0.27	1.42	0.30	0.70	0.13	0.44
Resident Only Disparity Index	N/A	0.43	1.34	0.00	0.75	0.00	0.35
Resident Stops							
Number Residents Stops	448	65	379	0	2	0	2
Resident % of Stops	20.93	32.99	19.80	0.00	22.22	0.00	16.67
Non-Resident Stops							
Number Non-Resident Stops	1692	132	1535	7	7	1	10
Non-Resident % of Stops	79.07	67.01	80.20	100.00	77.78	100.00	83.33
<p>Notes: Population figures are from the 2010 Census for persons 16 years of age and older who designated a single race. Hispanics may be of any race. Other includes persons of mixed race and unknown race.</p> <p>Disparity Index = (proportion of stops / proportion of population). A value of 1 represents no disparity; values greater than 1 indicate over-representation, values less than 1 indicate under-representation.</p> <p>Resident Only Disparity Index = (proportion of stops only involving residents / proportion of population). A value of 1 represents no disparity; values greater than 1 indicate over-representation, values less than 1 indicate under-representation.</p> <p>Black cell indicates zero denominator.</p>							

Stops



Crime Statistics

More than 18,000 law enforcement agencies around the U.S. voluntarily submit crime data to the Federal Bureau of Investigation's Uniform Crime Reporting (UCR) Program. The FPD is one of those agencies. Information on the UCR program, the data it gathers, and how to interpret that data, can be found on the FBI website at <https://www.fbi.gov/services/cjis/ucr>.

Under the UCR program, data is compiled and made available in many forms, including graphical form.

The # of crime incidents reported and the # of incidents cleared are both shown on the graphs. Incidents are cleared when at least one person is arrested, charged, and turned over to the court for prosecution; or when exceptional circumstances prevent the arrest and charging of the offender (i.e., victim's refusal to cooperate with prosecution, the offender is in jail in another jurisdiction and can't be extradited, etc.).

The following two graphs show FPD data reported to the UCR program from 1985 to 2018. Data for 2019 will not be available until later in 2020.

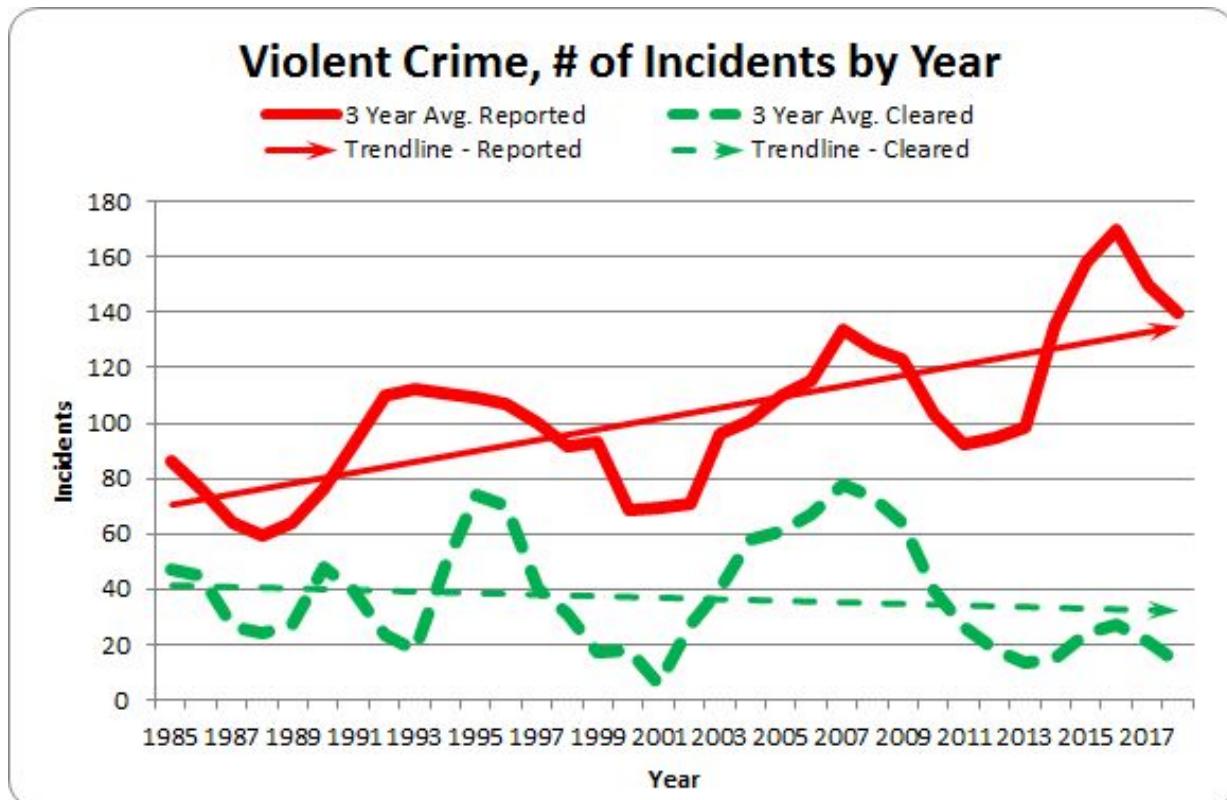
The data shown is for Part I crimes, broken into Property crimes and Violent crimes. Part I crimes are serious crimes that are likely to be reported. Part II crimes are less serious (drug abuse, vandalism, disorderly conduct, etc.) and are not included in this data. The FBI definitions and categorizations for all crimes can be found at

<https://ucr.fbi.gov/crime-in-the-u.s/2011/crime-in-the-u.s.-2011/offense-definitions>

In order to smooth the data, three year rolling averages are plotted. Linear trends in the data are also plotted.

Violent Crime

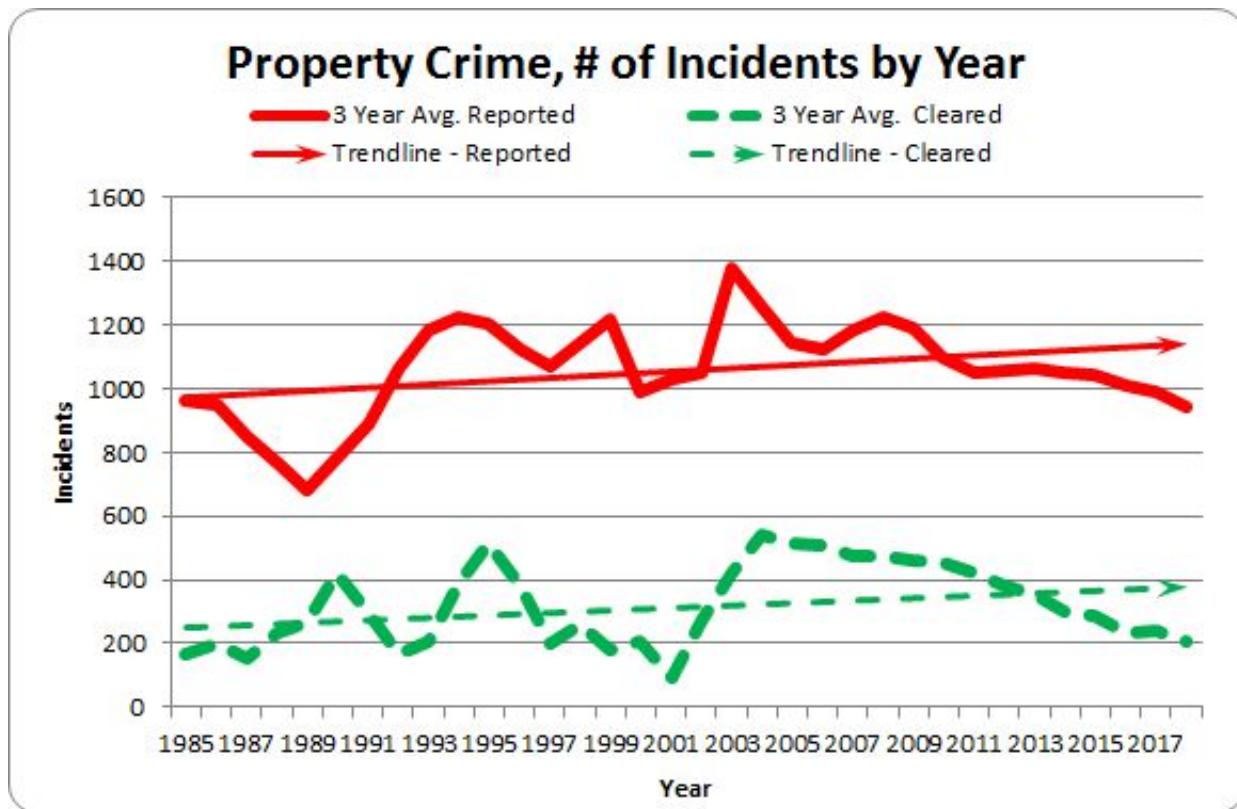
According to the UCR program, violent crime is composed of four offenses: homicide (murder and nonnegligent manslaughter), rape, robbery, and aggravated assault. Violent crimes involve force or threat of force.



This chart shows an upward trend in violent crime reported in Ferguson. It also shows a growing gap through the 2010s between the number of violent crimes that are reported and the number cleared.

Property Crime

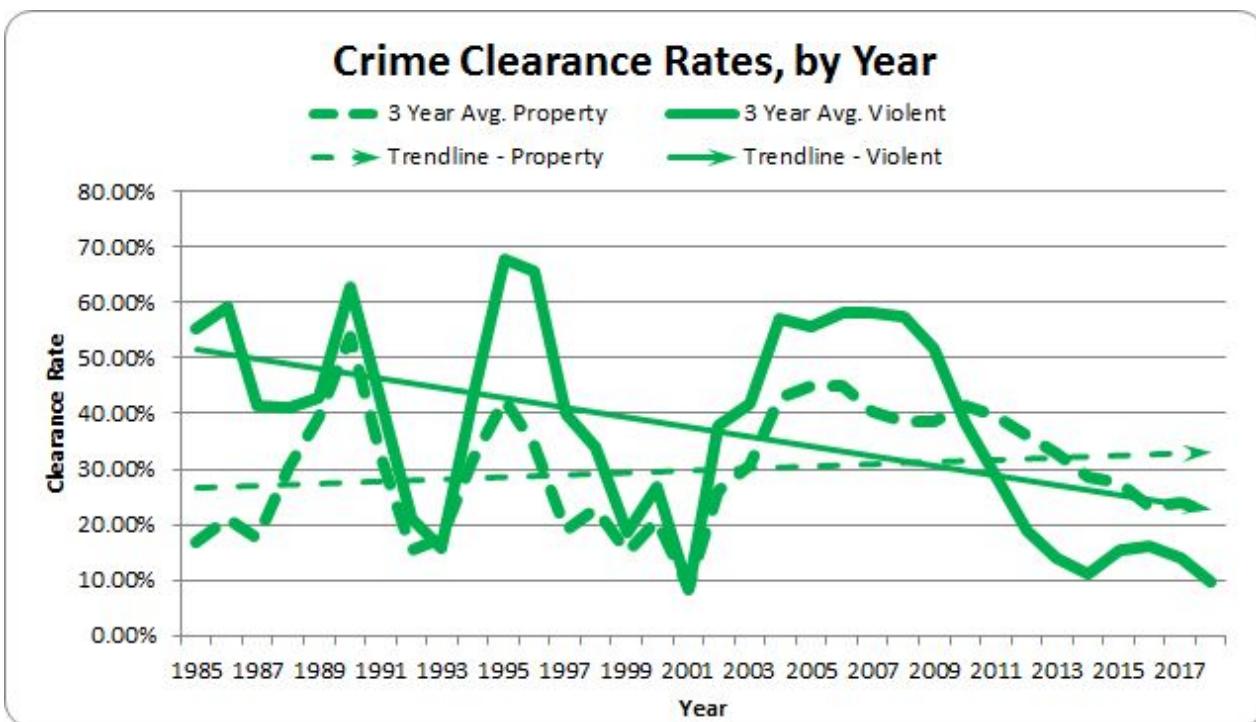
According to the UCR program, property crime is composed of four offenses: arson, burglary, larceny-theft, and motor vehicle theft.



This chart shows a general upward trend in property crime reported in Ferguson. Property crime rose through the 1990s, peaked in the early 2000s, and has been slowly decreasing since then.

Crime Clearance Rates

This third graph shows the clearance rate for each crime category. The clearance rate was calculated by dividing the # of incidents cleared by the # of incidents reported during each rolling three year average of the data. The FBI's UCR site cautions that "...crimes are not necessarily cleared in the year they occur."



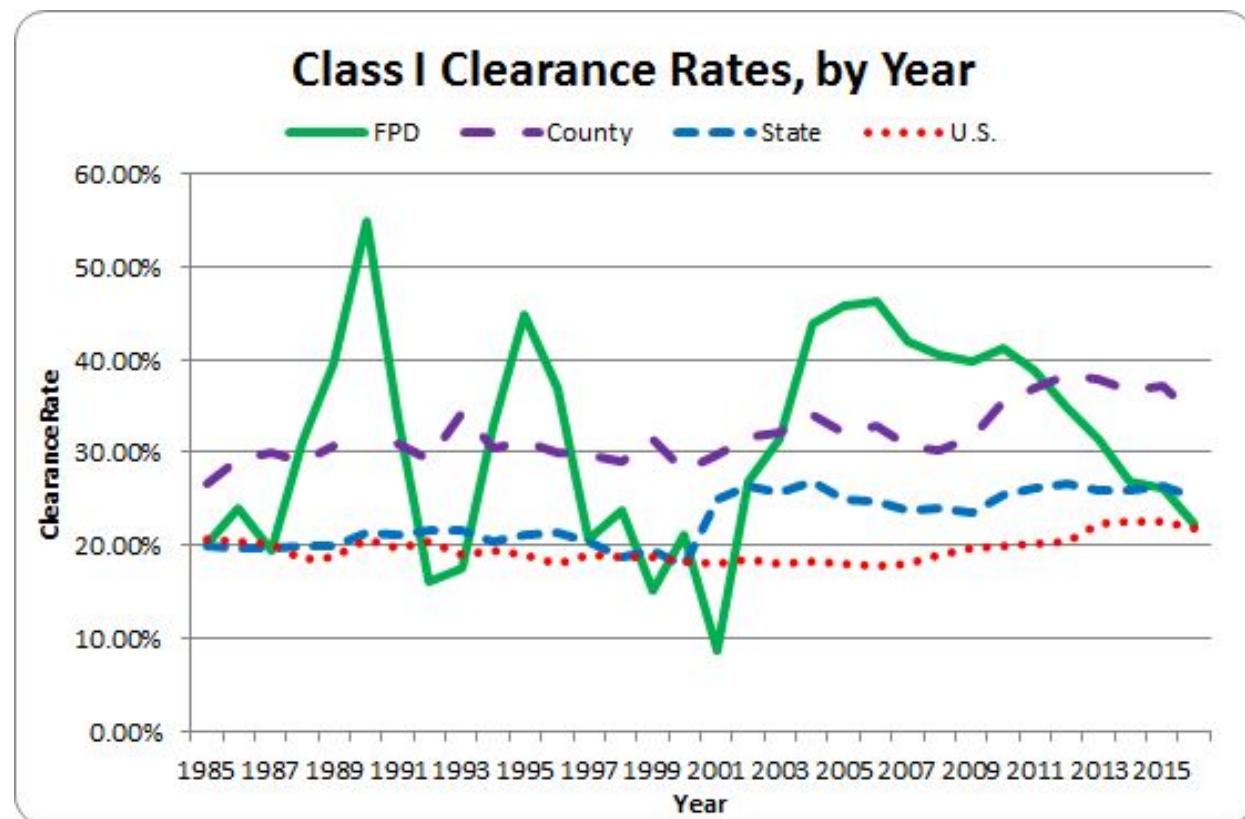
While FPD crime clearance rates varied widely from the 1980s through the early 2000s, the rates settled into a more consistent downward pattern beginning in the mid-to-late 2000s. The clearance rate for violent crime has historically been higher than the clearance rate for property crime but beginning about 2010 those rates flipped.

"A primary responsibility of the police is to solve crimes that have occurred in the past. Solving crimes requires a high degree of police-community collaboration—through reporting crimes and tips, witness participation in investigations, and the like. Law enforcement agencies across the country consider crimes solved when they are cleared by arrests. For this reason, clearance rates (for example, the ratio of crimes cleared to offenses known by the police) can serve as an indicator of not only police effectiveness, but also of police-community collaboration."

- Vera Arrest Trends (<https://arresttrends.vera.org/clearance-rates>)

Crime Clearance Rates: FPD, County, Missouri, U.S.

Data on clearance rates is also available at the county, state, and national levels. The following chart shows FPD clearance rates for Class 1 crimes in comparison to county, state, and national clearance rates.



Mediation

Community Mediation Services (CMS) will provide community-centered mediations which will serve as an alternative to the misconduct investigation process for certain civilian allegations of officer misconduct.

In addition, CMS has an “agreement to mediation” form that all voluntary parties must acknowledge prior to entering into mediation. Below is the language from that form:

The parties in mediation acknowledge that the mediators have read aloud and explained this agreement to mediate. • We (the parties) understand that Community Mediation Services of St. Louis (CMS), which provides the mediators, is a nonprofit organization that is not affiliated with any police department or governmental agency.

Voluntary • Mediation is a voluntary process. We have chosen to participate in this conversation and we may choose to leave this conversation at any time.

Confidential • This mediation is confidential. We understand that neither CMS nor the mediators will retain any notes or records from this mediation session other than the Agreement to Mediate and the City of Ferguson Police Department / Civilian Review Board Mediation Outcome Report. • No electronic recording of any kind will take place either by the mediators or by the parties. • The mediators will not share anything that is said during the session with the following exception: CMS mediators will report statements made that could be considered as serious threats or references of abuse to persons.
The Community Mediation Process • The mediators’ role is to help communication happen between the participants. The mediators will not give advice or take sides. • The purpose of mediation is to create an opportunity in which the participants can communicate constructively. To that end, we agree that: We will listen to each other regarding each participant’s perspective involving the complaint. We will not interrupt each other. Everyone will have an opportunity to speak. We will not use name-calling or abusive language. • The parties agree not to involve CMS, its mediators, its staff, in any legal proceedings whatsoever. • We understand that upon completion of the mediation, CMS will provide the City of Ferguson Police Department / Civilian Review Board who requested CMS offer you the opportunity to mediate, with a response that the participants fully participated in the mediation.

Requests Made to the City

The FCRB has been operating for three years now. While the city has provided for some of the things we need, we have made requests/suggestions for future improvements.

First, we asked the city to add seven topics to the training plan. The topics ranged from reading police reports to how to interpret body cam footage. Below is the full list of what we requested:

1. How to review body cam footage
2. How to review PD personnel files
3. Attendance of in-service training of officers
4. Investigative technique
5. Ride-along training
6. How to interpret police reports
7. How to interview witnesses

Second, we asked for several resources to help us be more self-sufficient. We requested secure online access to investigations and body cam video, funding for 2-3 members to attend the annual NACOLE conference and inclusion in FPD roll call training.

Finally, we have made suggestions to improve our independence from the city: business cards, letterhead, and envelopes unique to the FCRB; access to the City's network to view files during closed session meetings at City Hall; and to be included in the construction of the Community Engagement Plan.

We feel that the recommendations and suggestions we have recently made will allow us to improve our ability to provide oversight of the Ferguson Police Department.

Summary of Activity

During 2019, the activities of the FCRB included:

- Ten regular monthly meetings were held. These were public meetings, open to all. (The FCRB meets regularly at 6:30 pm every first Monday of the month, except for holidays when it meets on the 2nd Monday of that month, in the council chambers at City Hall. These meetings are open to the public.)
- Review of complaint investigations or Use of Force incidents:
 - Five closed sessions were held for these reviews
 - Nearly 11 hours were spent by members during individual reviews outside of the closed sessions
 - Six complaint investigations were reviewed individually and in closed sessions
 - Nine Use of Force incidents were reviewed individually and in closed sessions
- Training
 - Three new members completed the full course of required training
 - Continuing members received an additional refresher session on Implicit Bias
 - One member attended the NACOLE national conference
 - One member completed a NACOLE webinar on *Assessing the Credibility of Witnesses*
- The review of three proposed FPD policies was completed
- Three FPD hiring and promotion panels were attended
- Three out of four Consent Decree hearings were attended by at least one member
- Two meetings were held with the Department of Justice (DOJ)
- Three separate Neighborhood Association meetings were attended

Training Plan

The City of Ferguson, in collaboration with the DOJ and the Consent Decree Monitor, is developing a comprehensive training plan for members of the FCRB. The training plan, once finalized, will be published in a supplemental report.

All FCRB members have currently been provided with basic training in these areas:

- Privacy and handling of confidential personnel records and matters
- FPD policies and procedures
- Relevant constitutional, federal, state and local laws and ordinances
- Implicit bias
- Proper investigation techniques, including gathering and objectively analyzing evidence, as well as resolving inconsistent statements
- Proper application of the preponderance of the evidence standard

Appendix I. Formation of the Ferguson Civilian Review Board

Work of the Civilian Review Board Task Force

In the wake of the shooting death of Michael Brown, the Ferguson City Council saw the need for civilian oversight of the Ferguson Police Department. In September 2014, representatives of the council and the City administration traveled to Kansas City to attend the national convention of the National Association for Civilian Oversight of Law Enforcement (NACOLE).

In November 2014, the City Council established a task force with the goal of recommending to the City Council an ordinance establishing civilian oversight of the Ferguson Police Department. The task force began with 24 members comprised of a mix of Ferguson residents, City Council members, and City staff.

Over the course of the next eleven months, the task force met almost every week.

On October 6, 2015, the task force submitted its recommendations to the City Council.

The Ferguson City Council adopted an ordinance establishing a civilian review board on April 19, 2016, and after further discussion with the DOJ amended the ordinance on January 24, 2017.

Through 2016 and early 2017 the task force held community meetings explaining the duties and responsibilities of the civilian review board and recruiting community members to apply to be on the board. Approximately 100 applications were submitted. From those, the City Council appointed the original nine members of the board in March 2017.

The first regular monthly meeting of the Ferguson Civilian Review Board (FCRB) was held on Monday, March 20, 2017.

Civilian Review Board Mentioned in Consent Decree

Many of the recommendations of the Civilian Review Board Task Force were adopted by the Department of Justice as stated in *Section XX. Civilian Oversight* of the Consent Decree between the City of Ferguson and the Department of Justice dated March 17, 2016.

“In November 2014, the City formed a Civilian Review Board Task Force to engage the community and make recommendations to the City Council for the establishment of a Civilian Review Board. After almost a year of focused community engagement, and, in consultation with the National Association of Civilian Oversight of Law Enforcement (NACOLE), the Task Force submitted its final 33-page report and recommendations on October 6, 2015. The City will continue to work with the Task Force, as necessary, until the Ferguson Civilian Review Board (CRB) is established by ordinance, which will be subject to review by the DOJ. DOJ has deferred to the Task Force’s determinations regarding the most appropriate form of civilian oversight for Ferguson...”

Ferguson Ordinance Establishing Civilian Review Board

Sec. 2-440. - Civilian review board established.

There is hereby established a civilian review board ("board") of the city, which shall be an oversight body with respect to the investigations of complaints made against members of the Ferguson Police Department ("FPD"); the review, assessment, and recommended modification of FPD policies, procedures and training plans and curricula; the education of the public on policing and enhancing the FPD's relationship with the Ferguson community; and the review of crime data, racial profiling data and complaint statistics to identify patterns and trends. Members of the board will also serve on officer hiring and promotion panels, though, any such members shall not later participate in the review of complaints or complaint investigations concerning officers on whose hiring and/or promotion panels they served.

Sec. 2-445. - Purpose of board.

The mission of the board is to foster respect, trust, cooperation, transparency, and accountability between the FPD and the greater Ferguson community, and community-centered law enforcement.

Sec. 2-446. - Duties and responsibilities.

- (a) The board shall be entitled to receive copies of all complaints filed by members of the public against members of the police department. The board shall receive and review, make findings, and recommend disciplinary or other action for all investigations of complaints by members of the public against members of the police department that allege misconduct involving excessive use of force, abuse of authority, courtesy, or use of offensive language, including but not limited to, slurs relating to race, ethnicity, religion, gender, sexual orientation and disability pursuant to RSMo 590.653 and policies consistent with RSMo 590.653 developed by the city. The board shall also review, make findings, and recommend disciplinary or other action for all FPD force review board investigations involving a complaint of misconduct and a sampling of other FPD force review board investigations involving the use of force where a complaint was not made, as determined appropriate by the board.
- (b) The FPD shall notify the board when any departmental investigation of misconduct is preliminarily completed. The board shall be provided the opportunity to review, comment, and make recommendations to the chief of police—including

recommending further FPD investigation—prior to the chief's approval of the FPD investigation.

- (c) The board will review and evaluate civilian complaints objectively and impartially. There will be no automatic preference for an officer's statement over a non-officer's statement, nor will the board disregard a witness statement merely because the witness has some connection to the complainer or because of any criminal history on the part of that witness.
- (d) The board's review of departmental investigations may include a review of all evidence relevant to the underlying misconduct complaint. The FPD and the city shall ensure that the board has timely access to appropriate video, reports, and records relating to all complaints being investigated by the board in accordance with applicable law, as well as all policies, procedures, and training plans and curricula.
- (e) The board's findings and recommendations, and the basis thereof, shall be submitted to the chief of police for appropriate action consistent with FPD policy. The board's disciplinary recommendations shall be consistent with the FPD's disciplinary matrix. The chief will report back to the board within five (5) days of taking such action, including the reasons for that action.
- (f) In accordance with RSMo 590.653, the board shall not make any finding or recommendation based solely upon an unsworn complaint or statement, nor shall prior unsubstantiated, unfounded or withdrawn complaints be the basis for any findings or recommendations by the board. Nothing in this provision prohibits the board and the chief from considering previous allegations against officers that were not disproven (e.g., complaints that were unsubstantiated/not sustained, withdrawn, or otherwise not fully investigated) as part of the basis for a finding or recommendation (e.g., discerning patterns of officer behavior that assist the board in determining officer credibility).
- (g) The board shall develop and recommend a program to promote awareness throughout the Ferguson community about the options available for filing misconduct complaints and about the misconduct complaint process.
- (h) The board shall review and assess police department policies and procedures, as well as training plans and curricula, and make recommendations for modifications to policies, procedures and training.
- (i) The board shall develop and implement ways to educate the public on policing, civil rights and civil liberties, and other related matters and to assist in enhancing the police department's relationship with the Ferguson community.
- (j) The board shall review crime data, racial profiling data, and complaint statistics to identify patterns and trends.

Appendix II. Member Biographies and Pictures



William Bryant was educated in the Kinloch, MO school district and went to Flo Valley Community College for about a year. He also has two associate degrees in Finance and Management. He was employed at the St. Louis Police Department, typing 130 words per minute. Later he joined the Army, quickly made E-5 (Sgt.) due to his typing speed, and became the Finance NCO. After leaving the Army he worked at H.D.C., moved to Indianapolis to become night manager of a liquor store, and worked for the IRS. William plays several musical instruments and sang for eight years with the Indianapolis Opera. He lives in the Park Ridge Apartments in Ward 3, attends at least two church services each Sunday, and has services during the week at eight nursing homes. He also assists at the food pantry. William wanted to be a part of the Ferguson Civilian Review Board because "...I know I can make a difference! I believe cool heads make a difference, however, everyone MUST be heard!"



Terry Burton is a graduate of the Ferguson-Florissant School District. He is a consultant and entrepreneur. A long-time resident of Ferguson, presently in the 3rd Ward, Terry wanted to be a member of the board to help build a better community because no one should be undervalued or marginalized. We should strive for a society that includes all Americans.



Tiffany Bush has been a Ferguson resident in Ward 2 since 2006. She joined the Ferguson Civilian Review Board primarily because she was tired of sitting on the sidelines after all she has invested in the success of this community. She also felt it necessary to show her children that problems aren't solved by simply complaining about them but by caring enough to take part in the process to resolve them. She is an active member of an employee network group called The Network which focuses on empowering the community and its members. Tiffany is also a member of Spirit Church. She is a passionate believer in the Ferguson community and believes that Ferguson has a unique opportunity to show the country the beauty in our differences and how much can be accomplished when we agree to work together. She believes that the diversity that makes up the Ferguson community is what makes it so special.



Rev. Patrick Chandler is the Senior Pastor of St. Peter's United Church of Christ in Ferguson, where he has served in leadership since 2015. Patrick's ministry experience covers a variety of contexts within the Christian Church (Disciples of Christ) and the United Church of Christ. Patrick has also served as the Director of Development of the National Benevolent Association (NBA), headquartered in St. Louis. He currently serves on the board of directors for the Ferguson Youth Initiative (treasurer) and as Vice-Chair of the Board for Unleashing Potential, formerly known as Neighborhood Houses. Patrick is a graduate of Barton College (BA in Religion and Philosophy) in Wilson, NC and The Candler

School of Theology at Emory University (MDiv) in Atlanta, Georgia. Currently, Patrick is a Doctor of Ministry candidate in Transformational Leadership at Boston University. He is a certified grant writer and a Certified Fundraising Executive (CFRE). Patrick is married to the

Rev. Courtney Montgomery Chandler, Director of Faith Formation and Family Ministries at Ladue Chapel Presbyterian Church, and is the parent of three children. It is Patrick's deep commitment to social justice and the social Gospel - a belief that the most important voices in need of being heard and honored in the world are those voices often silenced, marginalized, or disenfranchised - that has led him to serve on the Ferguson Civilian Review Board. Rev. Chandler has served as an at-large member of the Ferguson Civilian Review Board since January of 2019.



Mr. Eugene Franks was born and raised in St. Louis Missouri. He participated in the St. Louis Magnet School program and the St. Louis volunteer desegregation program. In 1989 he graduated from Lafayette High School in Ballwin Missouri. After graduating from high school Mr. Franks enrolled at Miami University (Ohio) where he received a Bachelor of Arts in Political Science. After completion of college, he was commissioned as an Ensign in the United States Navy. While in the Navy Mr. Franks served in a variety of positions throughout the world attaining the rank of Commander. While stationed in Hawaii he attended the University of Hawaii-Manoa and received a Masters of Arts in Political Science. Additionally, he attended Trident University's online program and earned a Master of Arts in Business Administration in 2011. In 2012, Mr. Franks returned to the St. Louis area and settled in Ferguson because of its quiet neighborhoods and great reputation. He is currently a Cost Analyst for S2 Analytical Solutions.



Mr. Ricky George is a Health Resource Manager who partners with many people within the community to build long-lasting relationships. While working in the Health Field Ricky knows what truly drives his passion for people and that is the heartwarming connection and his ability to communicate his knowledge and understanding of his clients' benefits and needs to them. In addition to his extensive experience in health resources, Ricky is a member of the Ferguson Civilian Review Board which is a pipeline of respect, accountability, and transparency between the City of Ferguson, the Community, and the Ferguson Police Department. It is of the highest priority. Ricky holds a BA in Health Care Administration from Harris Stowe State University in St. Louis Missouri.



Gerry Noll is a 20+ year resident of Ferguson. He was appointed to the Ferguson Civilian Review Board in July 2019, as a representative of Ward 2. He and his wife Debbie have been married 45+ years and have three grown sons and three grandchildren. Gerry retired from Emerson after 34 years of work, and from the Ferguson Bicycle Shop after owning it for 9 years. He has a Bachelor of Science degree in eBusiness. Gerry was part of the Civilian Review Board Task Force that made recommendations to the Ferguson City Council about the need for civilian oversight of police. His hope for the FCRB is that it accomplishes its mission: "...to foster respect, trust, cooperation, transparency, and accountability between the Ferguson Police Department and the greater Ferguson community..."



Brenda Young has been a homeowner in Ferguson since 2004. She was active in the aftermath of the unrest in 2014, advocating for open and transparent police and city response, and working toward reconciliation between all parties in our community. She was an active member of the Neighborhood Policing Steering Committee (NPSC) for more than one year and served as the first chairperson of the Ferguson Civilian Review Board for two years. Ms. Young is originally from Detroit, Michigan. Brenda is self-employed as a vocational Consultant. She is an ordained Minister, Licensed Professional Counselor, mother of three adult sons, grandmother of 6 and great-grandmother of two.

Appendix III. Missouri Vehicle Stops Report

Vehicle Stop Summary

VEHICLE STOPS DATA 2018

Agency: Ferguson Police Dept.

Population: 15,865

age 16 and over

KEY INDICATORS	Total	White	Black	Hispanic	Asian	Am. Indian	Other
Stops	2140	197	1914	7	9	1	12
Searches	197	20	177	0	0	0	0
Arrests	124	14	110	0	0	0	0
Statewide population %	N/A	82.76	10.90	2.94	1.71	0.41	1.28
Local population %	N/A	33.65	63.00	1.10	0.60	0.37	1.29
Disparity index	N/A	0.27	1.42	0.30	0.70	0.13	0.44
Search rate	9.21	10.15	9.25	0.00	0.00	0.00	0.00
Contraband hit rate	27.41	35.00	26.55	#Num!	#Num!	#Num!	#Num!
Arrest rate	5.79	7.11	5.75	0.00	0.00	0.00	0.00

Notes: Population figures are from the 2010 Census for persons 16 years of age and older who designated a single race. Hispanics may be of any race. Other includes persons of mixed race and unknown race.

Disparity index = (proportion of stops / proportion of population). A value of 1 represents no disparity; values greater than 1 indicate over-representation, values less than 1 indicate under-representation.

Search rate = (searches / stops) X 100.

Contraband hit rate = (searches with contraband found / total searches) X 100.

Arrest rate = (arrests / stops) X 100.

#Error indicates zero denominator.

Vehicle Stop Data

VEHICLE STOP STATS		Total	White	Black	Hispanic	Asian	Am. Indian	Other
Reason for stop	Moving	1170	138	1011	5	8	1	7
	Equipment	333	17	312	1	1	0	2
	License	703	48	653	1	1	0	0
	Investigative	126	12	109	1	1	0	3
Stop outcome	Citation	1594	140	1440	3	3	0	8
	Warning	712	65	632	4	6	1	4
	No action	9	1	8	0	0	0	0
Location of stop	Interstate hwy	11	2	9	0	0	0	0
	US hwy	19	3	16	0	0	0	0
	State hwy	85	6	77	1	1	0	0
	County road	1005	77	917	2	5	1	3
	City street	960	103	842	4	3	0	8
	Other	60	6	53	0	0	0	1
Driver gender	Male	1120	115	985	6	4	1	9
	Female	1020	82	929	1	5	0	3
Driver age	17 and under	39	4	33	2	0	0	0
	18-29	997	58	931	2	1	0	5
	30-39	516	55	457	0	1	0	3
	40 and over	588	80	493	3	7	1	4

Vehicle Search Data

SEARCH STATS		Total	White	Black	Hispanic	Asian	Am. Indian	Other
Probable cause/authority to search	Consent	25	4	21	0	0	0	0
	Inventory	48	4	42	0	0	0	0
	Drug/alcohol odor	48	6	42	0	0	0	0
	Incident to arrest	91	10	81	0	0	0	0
	Plain view contraband	16	3	13	0	0	0	0
	Reasonable suspicion-weapon	13	0	13	0	0	0	0
	Drug-dog alert	4	0	4	0	0	0	0
What searched	Other	22	4	18	0	0	0	0
	Driver	12	0	12	0	0	0	0
	Car/property	53	5	48	0	0	0	0
Search duration	Driver & Property	132	15	117	0	0	0	0
	0-15 minutes	168	12	156	0	0	0	0
	16-30 minutes	28	8	20	0	0	0	0
Contraband found	31+ minutes	1	0	1	0	0	0	0
	Drugs/alcohol	51	6	45	0	0	0	0
	Currency	2	0	2	0	0	0	0
	Weapon	4	0	4	0	0	0	0
	Stolen property	1	0	1	0	0	0	0
Arrest charge	Other	1	1	0	0	0	0	0
	Outstanding warrant	77	8	71	0	0	0	0
	Drug violation	23	3	20	0	0	0	0
	Resist arrest	4	0	4	0	0	0	0
	Oft. against person	1	0	1	0	0	0	0
	Traffic Violation	21	3	18	0	0	0	0
	DWI/BAC	11	3	8	0	0	0	0
	Property offense	4	0	4	0	0	0	0
	Other	12	4	8	0	0	0	0

Appendix IV. How Civilian Oversight Can Help



Contact Information

General Meetings: First Monday of the month, 6:30 pm (if a holiday, then second Monday)
Ferguson City Hall (Council chambers)
110 Church St., Ferguson, MO 63135

Informational Recording: (314) 521-7721 extension 7053

Email: crb@fergusoncity.com

Website: www.fergusoncity.com/544/Citizen-Review-Board

Facebook: Ferguson Civilian Review Board

Who May File a Complaint?

Anyone who believes they have experienced, witnessed, or represents a minor who has experienced misconduct by a member of the Ferguson Police Department (FPD).

How Do You File a Complaint?

Complaints can be filed by completing an official complaint form. Forms may be found on the City of Ferguson website, at Ferguson City Hall (110 Church St.), the Ferguson Police Department (222 S. Florissant Rd.), the Ferguson Public Library (35 N. Florissant Rd.), or at the Ferguson Civilian Review Board meetings.

You may submit this form:

- In person at FPD
- By mail to FPD (222 S. Florissant Rd., Ferguson, MO 63135)
- In a secure drop box at FPD, City Hall, or the Ferguson Public Library
- By email to FPD (fpdcomplaints@fergusoncity.com) or the FCRB (crb@fergusoncity.com)
- By fax to FPD at (314) 524-0429