

# Ferguson Civilian Review Board

Annual Report

2020

Published: March, 2021

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# Introduction

The Ferguson Civilian Review Board (FCRB) was established by a City of Ferguson ordinance in Spring 2017.

The board 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.

\*\*\*Please note: due to Covid restrictions, monthly meetings were cancelled from April, 2020 through July, 2020, and since then have been conducted virtually by Zoom\*\*\*

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)
- Reviewing a sample of use of force incidents
- 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.” (FCRB By-Laws)

The first Annual Report of the board covered its activities for the year 2019 and was published in March, 2020. It can be found on the City of Ferguson website by clicking [here](#).

This second Annual Report will cover the board’s activities during 2020.

The board would also like to acknowledge the City’s Consent Decree Coordinator, Nicolle Barton, the Ass’t. to the City Manager, Chris Crabel, and Councilwoman Toni Burrow for their assistance in helping us fulfill our duties.

[Appendix I](#) lists the board members who served in 2020 and a short biography of each.

# Significant Events in 2020

The board is proud of several accomplishments during 2020, even while restricted from meeting for large parts of the year due to COVID-19 protocols.

1. The board released several reports that are all available on [the Civilian Review Board page](#) on the City of Ferguson website.
  - a. The [2019 Annual Report](#), released in March, 2020.
  - b. A supplemental report showing updated FPD traffic stops/racial profiling statistics and trends, released in August, 2020. This data is included in the 2020 Annual Report in the section on [Traffic Stops/Racial Profiling Data](#).
  - c. A supplemental report showing updated FPD crime statistics and trends, released in December, 2020. This data is included in the 2020 Annual Report in the section on [Crime Statistics](#).
2. The board completed its reviews of all seven citizen complaints on which the FPD conducted internal investigations in 2019 and made recommendations to the Chief of Police on those complaint investigations. The [Review of Complaints](#) section of this report gives details about those complaints.
3. Five members of the board attended the 2020 National Association for Civilian Oversight of Law Enforcement (NACOLE) annual conference which was held virtually.

# Review of Complaints

## Key Takeaways

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")..."

There was only one complaint investigation given to the FCRB in 2017 and 2018 so the board's work in reviewing complaint investigations didn't begin in earnest until 2019. In 2019 and 2020 reviewing police complaint investigations has been a primary focus of the board. The following pages give details about these reviews, but some key takeaways are:

- Eight complaints were filed in 2019.
  - Filed by six different individuals
  - Filed against seven different officers and one dispatcher
- Six complaints were filed in 2020.
  - Filed by six different individuals
  - Filed against five different officers and one dispatcher
- One complaint in 2020 was settled by the mediation process.
- One complaint in 2019 and one complaint in 2020 involved criminal allegations and were referred to the County for criminal investigations.
- The average time from when a complaint was filed in 2019 to when a final disposition was made was 592 days.
- No complaint data prior to 2018 has been made available to the FCRB, therefore there is not yet any meaningful trend analysis.

## The Complaint Review Process

All complaints are investigated by the FPD Internal Affairs department. Completed investigations are then forwarded to the FCRB for review. Each completed investigation includes a preliminary disposition and disciplinary recommendation made by the FPD.

When reviewing each complaint investigation the FCRB can ask for more information or further investigation. After completing its 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.

## 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
- “Closed by Mediation” - where the complainant and the officer agreed to settle the complaint by mediation and the mediation was successful

## Description of Table of Complaints

The following pages summarize complaints received in 2019 and 2020. Both tables note when the incident happened, when the complaint was filed, and when the investigation was completed.

Included 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 each complainant; the disposition of each complaint; and whether there was any discipline imposed as a result of the complaint.

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.

All of the complaint investigations from 2019 have been reviewed and had a final disposition.

All of the complaint investigations from 2020 have been completed but not all the reviews of these investigations have been completed. No final dispositions of 2020 complaints have been made.

Our intention is to issue a supplementary report when all the complaints from 2020 have had a final disposition made.

## Table of Complaints Made in 2019

In 2019 eight complaints were filed against the FPD. Investigations were conducted and completed by the internal affairs department of the FPD on seven of the 2019 complaints.

One complaint from 2019 has not been reviewed because it involved a criminal allegation. Once the criminal investigation has been completed the FCRB will do an administrative review of the investigation.

Below are the eight complaints from 2019. Seven were reviewed by the FCRB:

- They were filed by six different people
- They were filed against seven different officers and one dispatcher

Complaint #	Date			Description	Complainant Demographics			Dispositions		
	Incident	Received	Completed		Age	Gender	Race	FPD	FCRB	Discipline
19-001	01/02/2019	01/02/2019	05/29/2019	Discourtesy	30	F	B	Unfounded	Agree	
19-002	12/25/2018	01/04/2019	05/13/2019	Excessive use of force	45	M	B	Unfounded	Agree	
19-003	04/06/2019	04/12/2019	09/17/2019	Abuse of authority	65	M	B	Unfounded	Agree	
19-004	04/06/2019	04/12/2019	09/17/2019	Abuse of authority	65	M	B	Unfounded	Disagree (Sustained)	Recommended
19-005	05/08/2019	05/08/2019	09/26/2019	Discourtesy	19	F	B	Sustained	Agree	Recommended
19-006	05/15/2019	05/15/2019	09/26/2019	Discourtesy	19	F	B	Not sustained	Disagree (Sustained)	Recommended
19-008	10/22/2019	10/22/2019	05/21/2020	Abuse of authority	55	F	B	A) Unfounded	Agree	
								B) Not sustained	Agree	
19-010	12/04/2019	12/04/2019		Criminal Allegation	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.

## Table of Complaints Made in 2020

In 2020 six complaints were filed against the FPD. Investigations were conducted and completed by the internal affairs department of the FPD on four of the 2020 complaints.

Two complaints from 2020 were not reviewed by the FCRB. One involved a criminal allegation and one was closed by mediation.

Below are the four complaints from 2020 to be reviewed by the FCRB:

- They were filed by four different people
- They were filed against three different officers and one dispatcher

Complaint #	Date			Description	Complainant Demographics			Dispositions		
	Incident	Received	Completed		Age	Gender	Race	FPD	FCRB	Discipline
20-001	12/02/2019	01/08/2020	02/25/2020	Discourtesy	33	F	B			
20-002	01/16/2020	01/24/2020	04/01/2020	Discourtesy	53	F	B			
20-003	02/18/2020	02/19/2020	07/27/2020	Discourtesy	?	F	W			
20-004	2 months earlier	02/20/2020	08/11/2020	Criminal Allegation	55	M	?			
20-005	06/09/2020	06/09/2020	07/01/2020		46	M	B	Mediation	Closed	
20-006	08/18/2020	08/20/2020	08/27/2020	Discourtesy	67	M	B			

## Comparison of Complaints to Previous Years

No complaint data from previous years (prior to 2018) is available at the time of the publication of this report.

In September, 2019, the FCRB requested that one of its members be given access to complaint data from prior years in order to have at least 10 years of data to identify patterns and trends. This request was denied by the City and FPD.

In December, 2019, an open records request was submitted by the FCRB to the City to provide this information.

In August, 2020, the FCRB was informed that it would be required to put down a deposit of \$4,000 to cover the time needed to gather the data to fulfill the open records request.

In January, 2021, the City Council voted that the FPD should provide access to this information to the FCRB at no cost.

In March, 2021, the FPD Chief of Police reported that a minimum of 16 complaints had been filed from 2015-2018. FPD began reviewing that data with a goal of providing access to 8 of those complaints by the end of March.

As of the publication of this report, no complaint data from 2015-2018 has been received yet.

A supplementary report will be issued when this data becomes available.

## Complaint Analysis

*How long did it take to process the complaints submitted in 2019 and 2020?*

For the seven completed complaint investigations, reviews, and final dispositions in 2019, the average times to complete each step of the process were:

- FPD investigation completed in 154 days
- FCRB review completed in 340 days
- Final disposition completed in 98 days
- Total time from complaint submission to final disposition: 592 days

For the five completed complaint investigations (including the one settled by mediation), reviews, and final dispositions in 2020, the average times to complete each step of the process were:

- FPD investigation completed in 61 days
- No FCRB reviews and no final dispositions have been completed as of March 1, 2020

By any standard those times are not acceptable. Two factors caused the most delay to the FCRB review process:

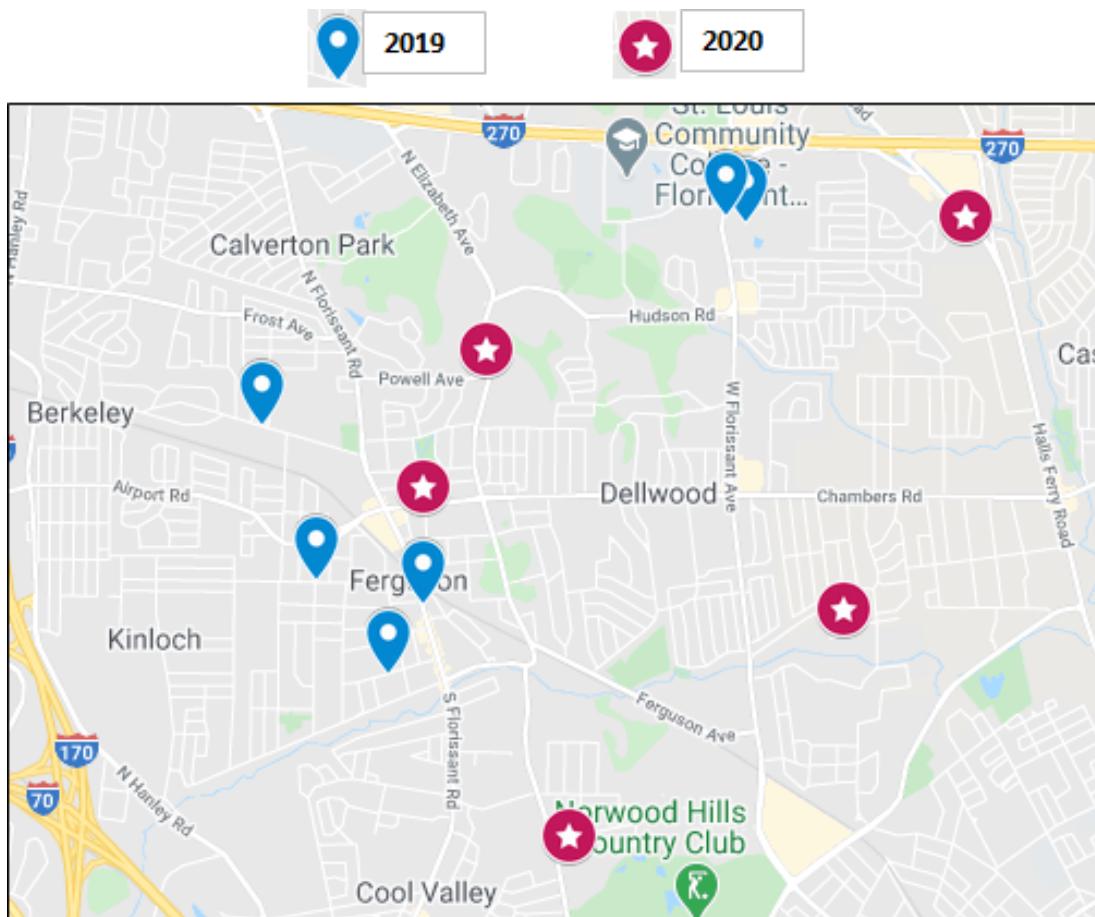
- The entire FCRB review process was being created from scratch. Neither the FPD nor the FCRB knew from the beginning what information about each complaint would be needed by the FCRB in order to review an investigation. This often resulted in incomplete information about complaints being given to the FCRB followed by requests to the FPD for the missing information.
- COVID affected the ability of the FCRB to meet in person to review complaints from March to August of 2019 and again from November 2020 to January 2021.

FPD in 2020 cut by more than half the average time taken to complete an investigation. The average time for completion of each step of the process for 2020 complaints will be considerably better but still not close to acceptable.

The overall goals for the entire process are for FPD complaint investigations to be completed within 30 days, FCRB reviews to be completed within 60 days, and the entire process from complaint submission to final disposition to be completed within 90 days.

*Where did the incidents happen that caused complaints in 2019 and 2020?*

This map shows the locations of the complaints that were filed in 2019 and 2020. Two complaints happened at the same location in 2019 and the locations of the two complaints with criminal allegations are unknown at this time.



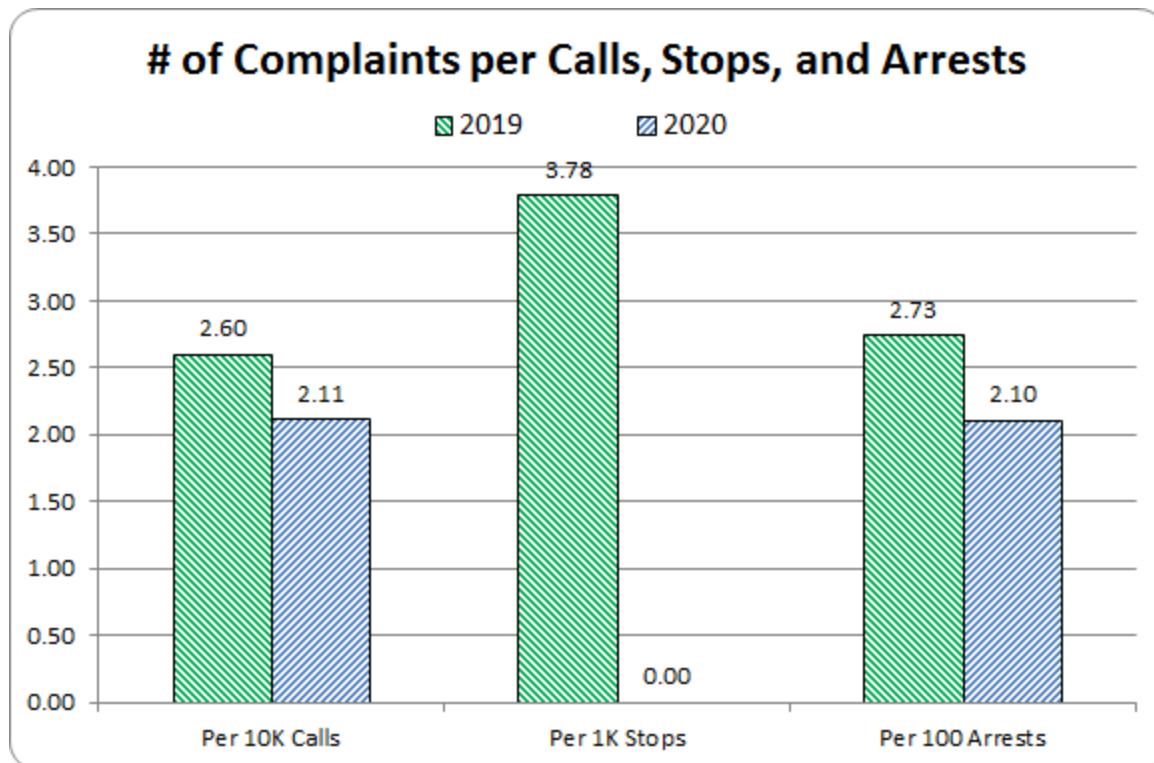
*How do the demographics of complainants compare to the demographics of the officers on whom complaints were filed?*

Complainants	Officers			
	Black, Male	Black, Female	White, Male	White, Female
Black, Male	2		2	
Black, Female	2	1	3	1
White, Male				
White, Female		1		

*How do the number of complaints compare to the volume of work done by the FPD?*

A useful comparison to make about complaints, and to look for trends, is to see how often FPD interactions with the public resulted in the filing of a complaint.

Three measures of FPD interactions with the public are *calls for service*, *traffic stops*, and *arrests*. In the chart below the number of complaints filed in 2019 and 2020 are compared to the volume of calls for service, traffic stops, and arrests that FPD made each year.



This chart shows that in 2019 and 2020:

- For every 10,000 calls for service, there were approximately 2 to 2.5 complaints.
- For every 1,000 traffic stops, there were approximately 4 complaints.
- For every 100 arrests, there were approximately 2 to 3 complaints.

\*\*\*Please note: COVID had a large impact on traffic stops, reducing them significantly in 2020. This skewed the data so we are showing it as "0.0" in the chart above. We will report on 2020 traffic stop data when it is released by the Attorney General in June.

## Review of Use of Force Incidents

As one of the board's responsibilities under the City ordinance, FCRB has requested reports of Force Review Board investigations (City Code of Ordinances Sec.2-446(a)). This information was supplied by the FPD in the absence of an established Force Review Board. Samples of these use of force investigations will be reviewed and reported on in subsequent FCRB reports.

From March 2017 to December 2020 there were 141 use of force incidents logged and investigated by the FPD. The types of force used were:

- Physical (hands, feet, etc.) - 70 incidents (50.0%)
- Firearm pointing/drawn - 36 incidents (25.7%)
- Taser - 17 incidents (12.1%)
- Vehicle pursuit - 13 incidents (9.3%)
- Taser pointing/drawn (not deployed) - 8 incidents (5.7%)
- K-9 Bite - 3 incidents (2.1%)
- Pepper Spray/mace - 2 incidents (1.4%)
- Other weapon - 1 incident (0.7%)
- Protest event - 1 incident (0.7%)

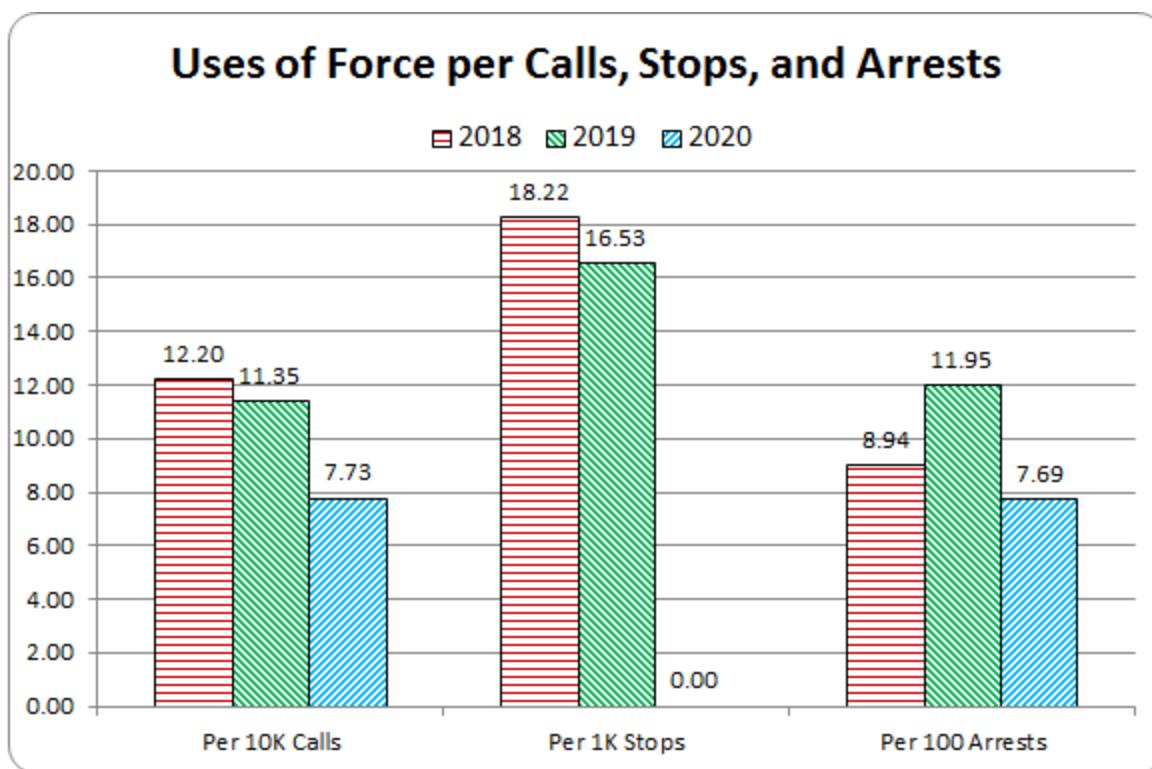
\*the total adds up to more than 141 since more than one type of force was used during some incidents. In the case of the protest event, multiple uses of force took place during that one incident.

## Use of Force Analysis

*How do the number of use of force incidents compare to the volume of work done by the FPD?*

A useful comparison to make about use of force incidents, and to look for trends, is to see how often FPD interactions with the public resulted in the use of force.

Three measures of FPD interactions with the public are *calls for service*, *traffic stops*, and *arrests*. In the chart below the number of use of force incidents reported in 2018, 2019, and 2020 are compared to the volume of calls for service, traffic stops, and arrests that FPD made in those years.



This chart shows that in 2018, 2019, and 2020:

- For every 10,000 calls for service, there were approximately 8 to 12 uses of force.
- For every 1,000 traffic stops, there were approximately 16 to 18 uses of force.
- For every 100 arrests, there were approximately 8 to 12 uses of force.

\*\*\*Please note: COVID had a large impact on traffic stops, reducing them significantly in 2020. This skewed the data so we are showing it as "0.0" in the chart above. We will report on the 2020 traffic stop data when it is released by the Attorney General in June.

# Traffic Stops/Racial Profiling Data

## Key Takeaways

In this section, 2019 traffic stop data for the Ferguson Police Department is reported. This data comes from the annual report published by the Missouri Attorney General.

The data, and charts illustrating the data, are detailed in the following pages. But there are several key takeaways that the data and charts show:

- There has been a continuing, consistent, and significant disparity in traffic stops between black and white residents over the entire 20 years that this disparity has been tracked.
- The disparity in traffic stops between black and white residents appears to be growing.
- The total number of traffic stops dropped dramatically beginning in 2015 and has remained at a significantly lower level for the last 5 years. However, this drop in the number of traffic stops did not noticeably change the disparity index.

Law enforcement agencies in the state of Missouri, including the Ferguson Police Department (FPD), 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 Missouri Vehicle Stops Reports for the years 2000 through 2019 are available at [Missouri Vehicle Stops Report](#).

## Disparity Index

Several summary metrics are included with each year's report. One such metric is the "disparity index". The following table summarizes the disparity index of the FPD for the years 2000 - 2019.

**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	1.48	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	0.28	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
2019	0.24	1.44	0.39	0.16	0.52	0.51

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 FPD shows a continuing, consistent, and significant disparity in traffic stops between black and white residents. The disparity in traffic stops also appears to be growing.

## Vehicle Stops Disparity Data, 2019

### Ferguson Police Dept.

2010 Population: 15,865

age 16 and over

KEY INDICATORS	Total	White	Black	Hispanic	Asian	Am. Indian	Other
Stops	2118	171	1918	9	2	4	14
Searches	112	22	88	1	0	0	1
Arrests	94	16	76	1	0	0	1
Statewide population %	N/A	82.76	10.90	2.94	1.71	0.41	1.28
2010 Local population %	N/A	33.65	63.00	1.10	0.60	0.37	1.29
2010 Pop. Disparity Index	N/A	0.24	1.44	0.39	0.16	0.52	0.51
2018 Local population %	N/A	27.00	66.79	1.40	0.62	0.41	3.78
2018 Pop. Disparity Index	N/A	0.30	1.36	0.30	0.15	0.46	0.18
Search rate	5.29	12.87	4.59	11.11	0.00	0.00	7.14
Contraband hit rate	33.93	40.91	31.82	100.00	#Num!	#Num!	0.00
Arrest rate	4.44	9.36	3.96	11.11	0.00	0.00	7.14

**Notes:** 2010 Disparity index is based on population figures 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 or unknown race. 2018 Disparity index is based on 2014-2018 average population estimates from the U.S. Census Bureau's American Community Survey (ACS). The ACS only provides race-specific Hispanic estimates for White, meaning non-White Hispanic residents are double-counted in the 2018 race percentages above. While the 2010 disparity index is the default metric, if this jurisdiction has a small non-white Hispanic population, the 2018 disparity index may provide more current information.

**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.

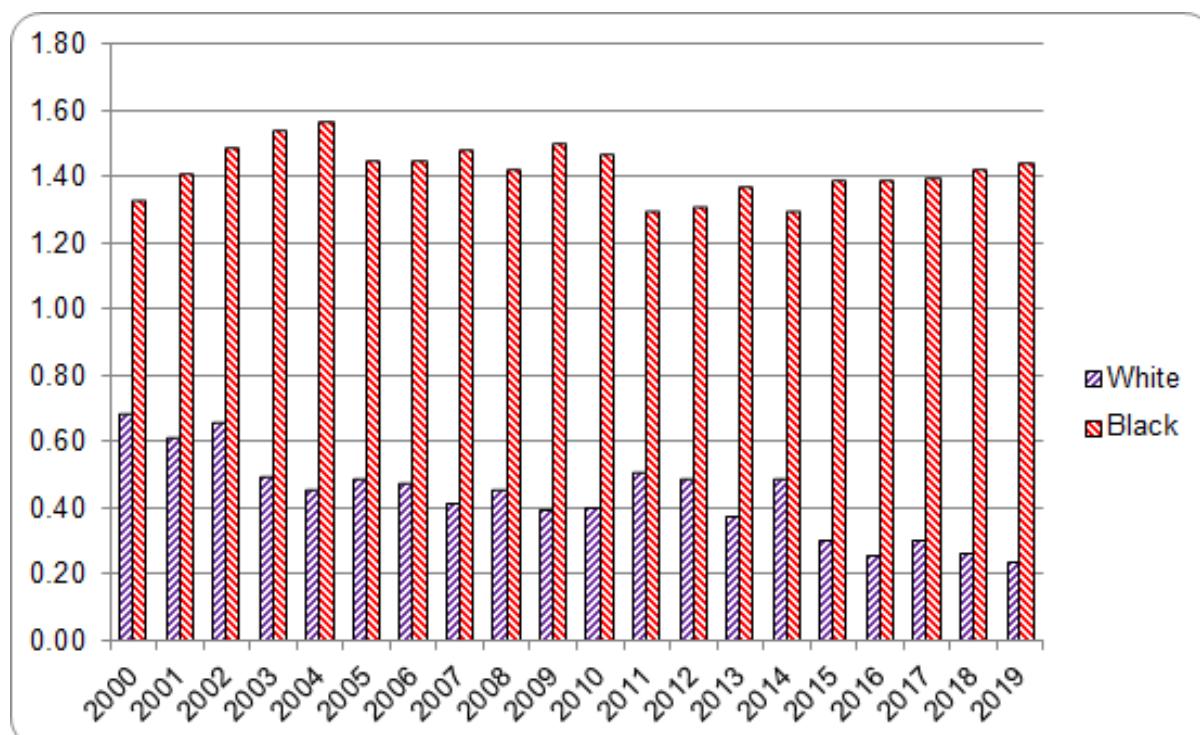
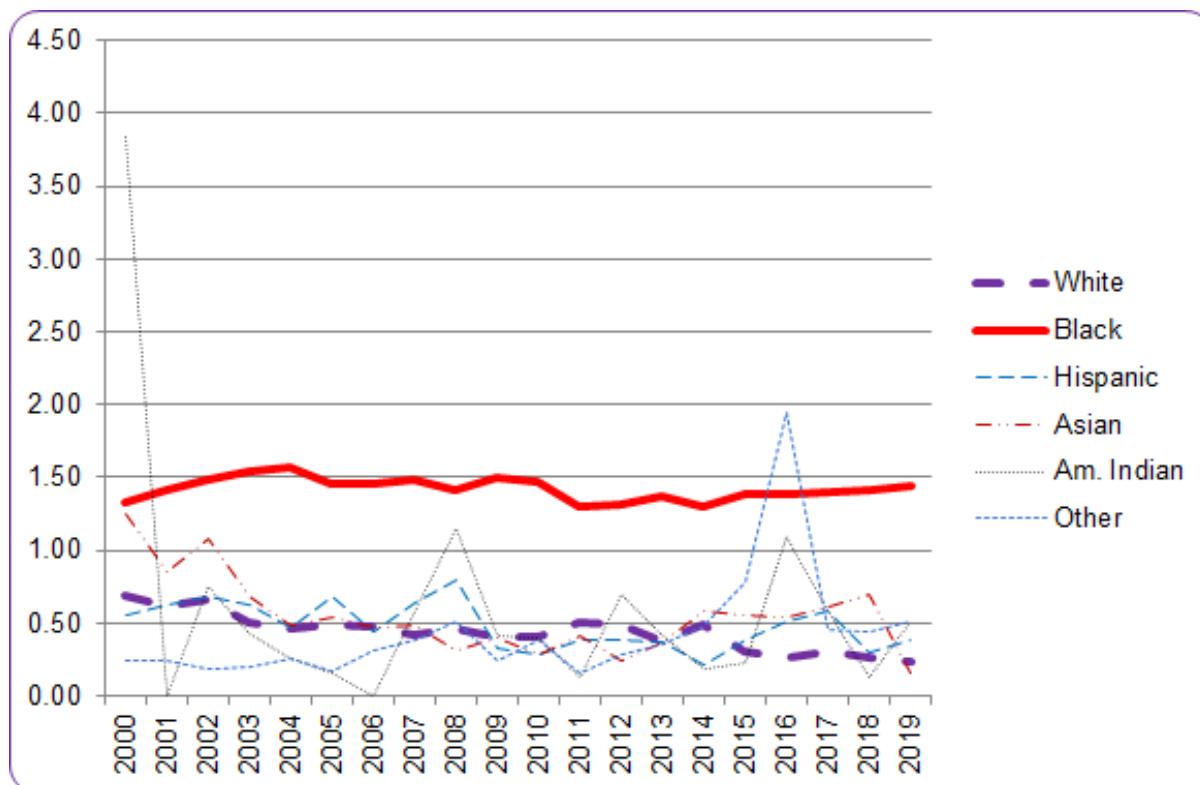
The Attorney General's report on 2019 traffic stop data tries to correct for a possible drift in the disparity index. Drift in the disparity index is caused when the actual population % changes from the baseline population % used in the calculation and causes the numbers to be slightly skewed. This skewing does not change the fact of a significant disparity.

According to the table above, the 2010 census population % for white residents was 33.65% and for black residents was 63.00%, versus 27.00% and 66.79% in the 2018 population estimate. When using the 2018 estimates, the disparity index for white residents increases from 0.24 to 0.30, while for black residents it decreases from 1.44 to 1.36.

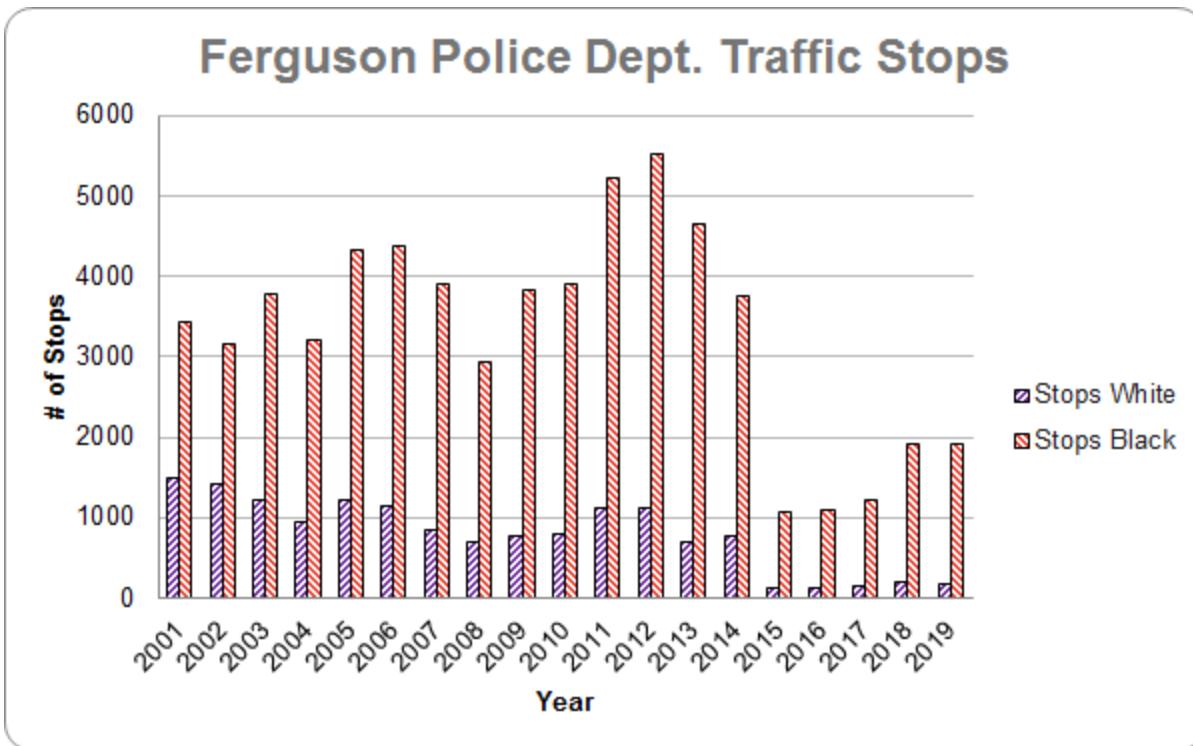
Over the next few years we should see more accuracy in the disparity calculations with the use of population % from the 2020 census.

## Disparity Charts, 2000 - 2019

The following two charts visually summarize the disparity index for the FPD from the years 2000 through 2019 and make any patterns or trends easy to see.



## Number of Vehicle Stops, by Race, 2001 - 2019



While the disparity index is calculated by factoring in the population %, the chart above shows the actual number of stops for white and black residents.

A large gap in actual stops would be expected even if there were no racial disparity. Using either the 2010 census population figures or the 2018 population estimates, there are roughly twice as many black resident drivers as white resident drivers. With no disparity, in the chart above, each year the bar for black residents should be about twice as large as the bar for white residents.

As can be seen, each year the bars for black residents are significantly greater than twice as large as for white residents. This is another reflection of the disparity index. The larger the disparity, the larger the difference in the bars.

Even though the number of traffic stops dropped dramatically beginning in 2015, this drop did not noticeably change the disparity index.

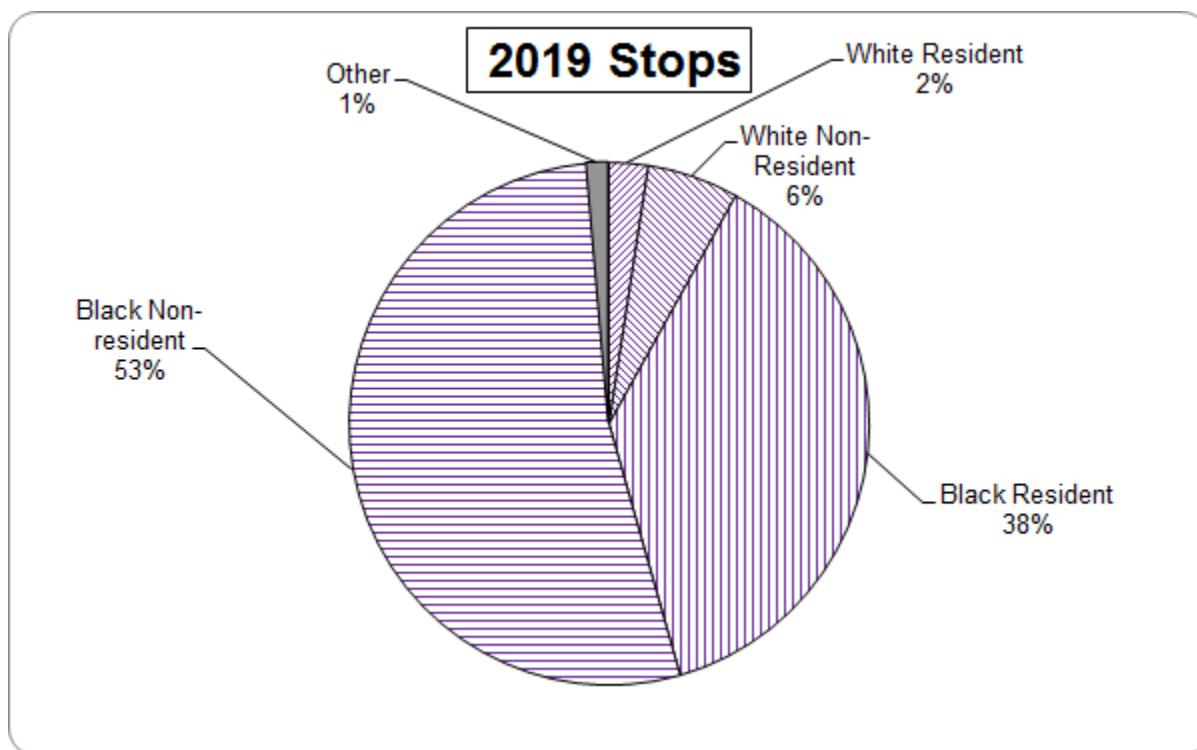
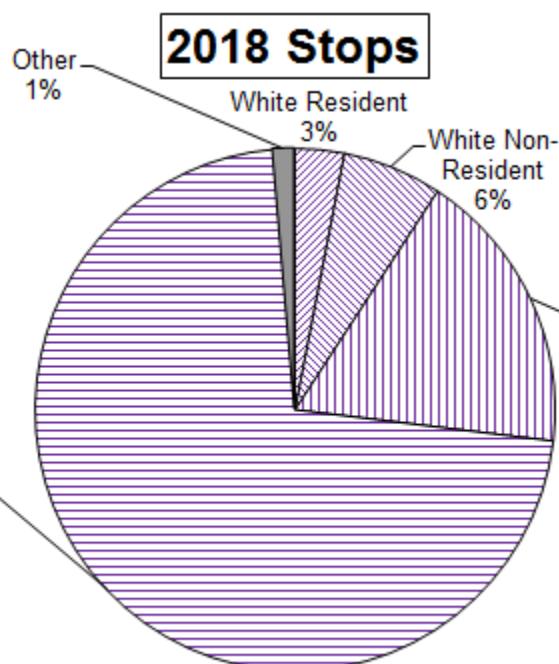
## Resident/Non-Resident Vehicle Stops, 2018 - 2019

Beginning with 2018 data, law enforcement agencies in Missouri were required to further divide traffic stops 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 2019 resident and non-resident disparity index data for the FPD. On the following page are graphics comparing the proportion of resident and non-resident stops in 2018 and 2019.

### Ferguson Police Dept.

KEY INDICATORS	Total	White	Black	Hispanic	Asian	Am. Indian	Other
<b>Stops of all drivers</b>							
Stops	2,118	171	1,918	9	2	4	14
2010 Local Population %	100.00%	33.65	63.00	1.10	0.60	0.37	1.29
Disparity index all stops	---	0.24	1.44	0.39	0.16	0.52	0.51
<b>Stops involving only jurisdiction residents</b>							
Stops	850	51	795	0	1	1	2
Percent of all stops	40.13	29.82	41.45	0.00	50.00	25.00	14.29
2010 Disparity index for jurisdiction residents only	---	0.18	1.48	0.00	0.20	0.32	0.18
<b>Stops involving only non-residents</b>							
Stops	1,268	120	1,123	9	1	3	12
Percent of all stops	59.87	70.18	58.55	100.00	50.00	75.00	85.71
2010 Disparity index for jurisdiction residents only	---	0.28	1.41	0.64	0.13	0.65	0.74
Notes: 2010 Disparity index is based on population figures from the 2010 Census for persons 18 years of age and older who designated a single race. Hispanics may be of any race. Other includes persons of mixed or 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. #Error indicates zero denominator.							



# Crime Statistics

## Key Takeaways

In this section, 1985 - 2020 crime statistics and trends for the Ferguson Police Department are reported. All data comes from the annual report published by the FBI in October of each year, except for the most recent year, 2020, which comes from the Interactive Dashboard on the FPD page of the City website.

Charts illustrating the statistics and trends are detailed in the following pages. There are several key takeaways that the charts show:

- Property crime in Ferguson has been decreasing over the last decade after having risen through the 1990s and early 2000s.
- Violent crime in Ferguson has been increasing. This trend has been consistent over the last 30-40 years and has spiked in the last decade.
- While violent crime has been increasing, the number of violent crimes “cleared” (at least one person arrested, charged, and turned over to the court for prosecution) has been decreasing.

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 [Uniform Crime Reporting \(UCR\) Program — FBI](#).

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

In addition, the Ferguson Police Department has recently implemented several interactive dashboards on the City of Ferguson website. One of those dashboards includes past crime data reported to the FBI and also current year crime data. The crime data dashboard can be found by clicking the tab for "[Calls for Service and Crime](#)".

The following two graphs show FPD data reported to the UCR program from 1985 to 2019, plus data for 2020 from the FPD's crime data dashboard.

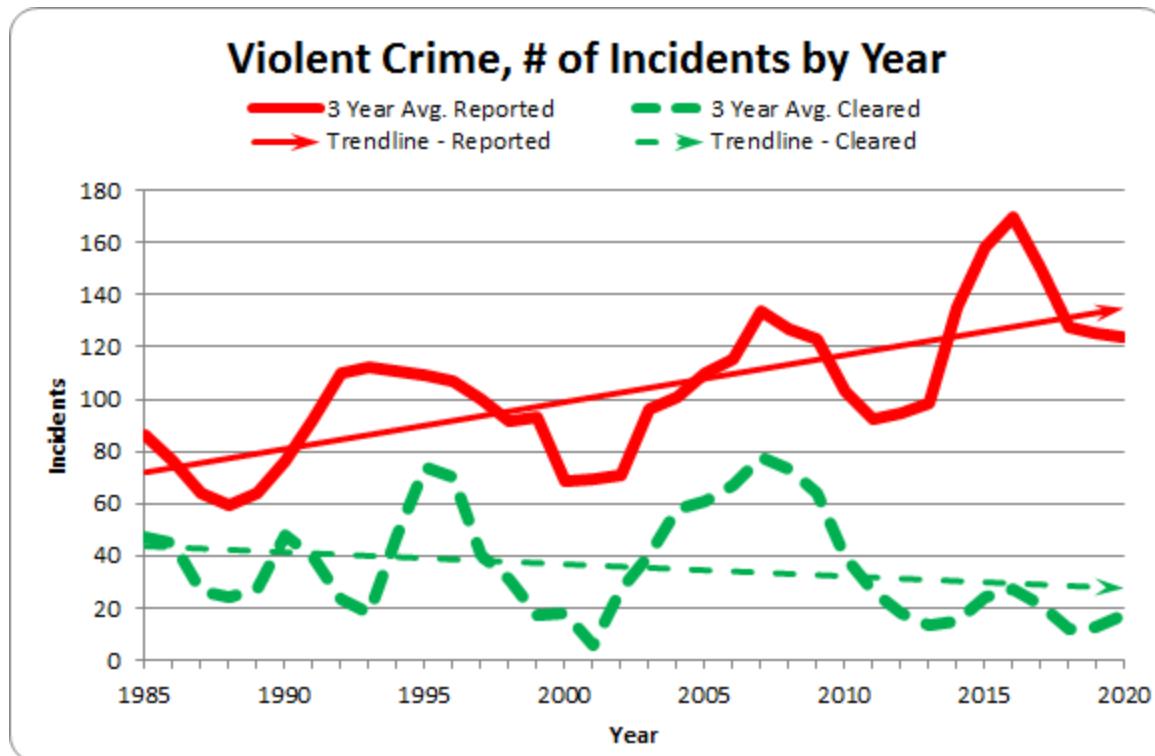
The number of crime incidents reported and the number of incidents cleared are both shown on the graphs. Incidents are cleared when at least one person is arrested, charged, and turned over to the court for prosecution; or when exceptional circumstances prevent the arrest and charging of the offender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

The 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 [FBI — Offense Definitions](#).

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

## Violent Crime

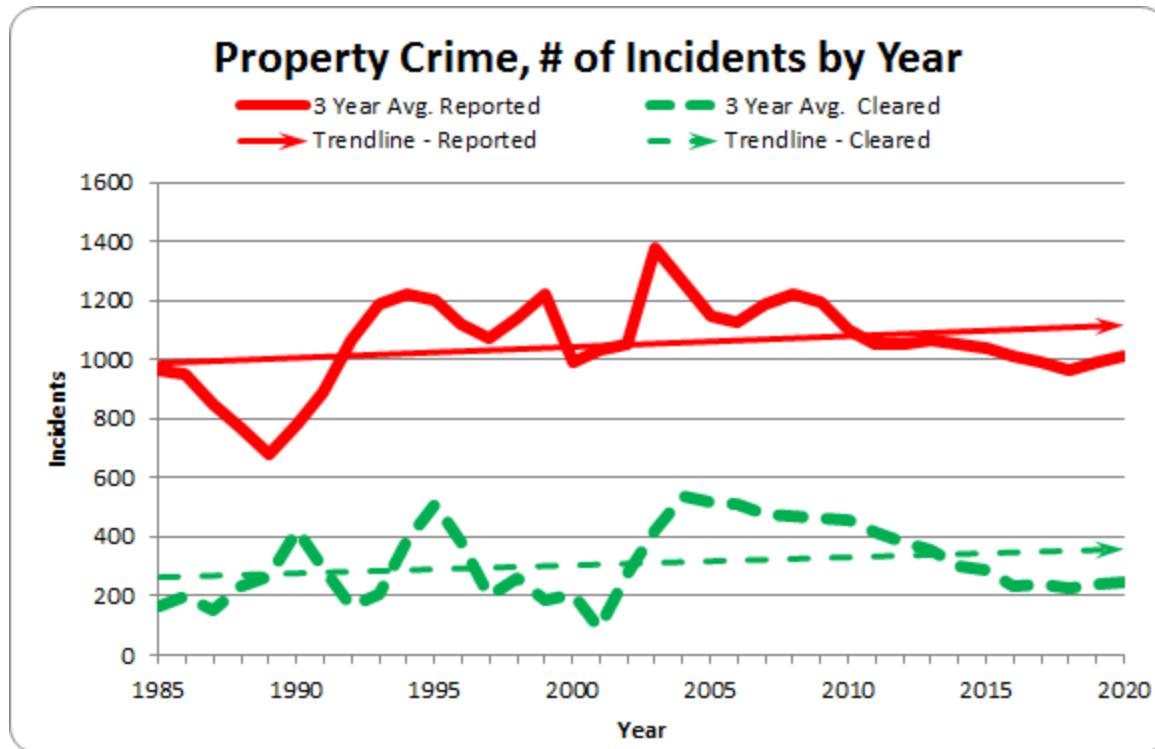
According to the UCR program, violent crime is composed of four offenses: homicide (murder and nonnegligent manslaughter), rape, robbery, and aggravated assault. Violent crimes involve force or threat of force.



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

## Property Crime

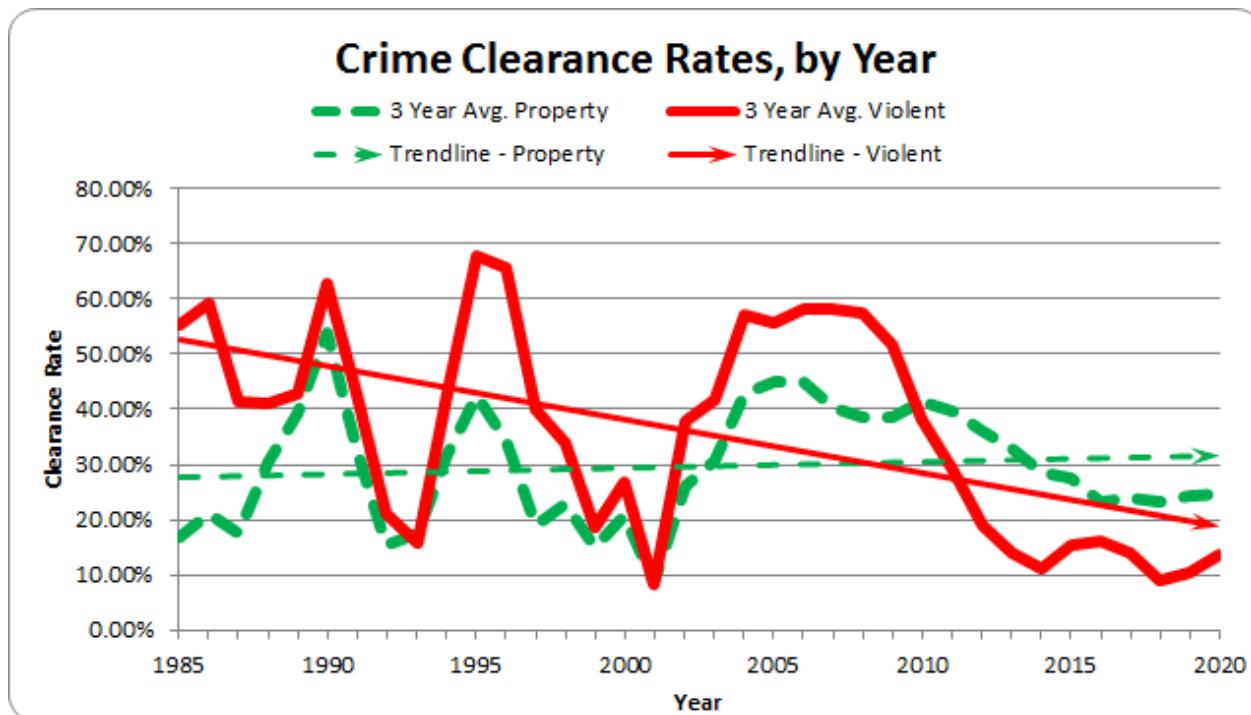
According to the UCR program, property crime is composed of four offenses: arson, burglary, larceny-theft, and motor vehicle theft.



This chart shows a slightly 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 number of incidents cleared by the number 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."



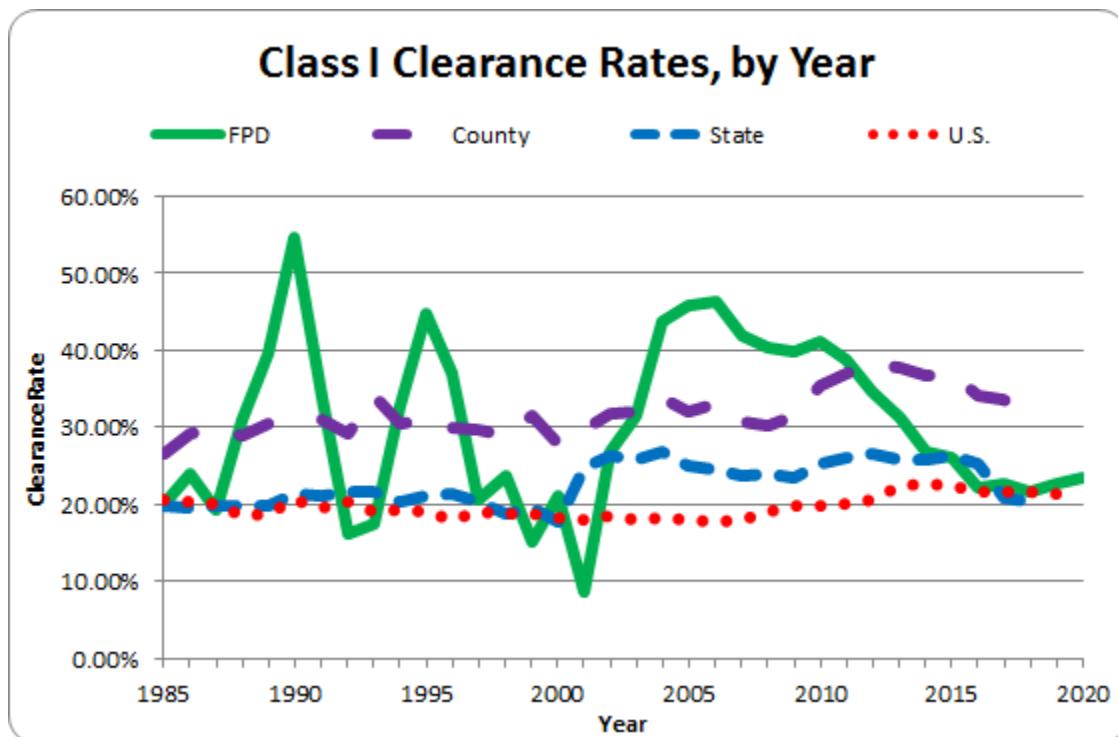
While FPD crime clearance rates varied widely from the 1980s through the early 2000s, the rates settled into a more consistent downward pattern beginning in the mid-to-late 2000s. The clearance rate for violent crime has historically been higher than the clearance rate for property crime but beginning 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) provides community-centered mediations which serve as an alternative to the misconduct investigation process for certain civilian allegations of officer misconduct.

## Benefits of Mediation

How does mediation benefit Citizens?

- Citizens can speak directly to the officer(s) with the knowledge that the FPD takes his/her concerns seriously.
- Citizens have an opportunity to be heard and understood by the officer.
- Citizens will hear the officer's perspective regarding the incident.
- Citizens can provide feedback that can help prevent similar incidents in the future.

How does mediation benefit Officers?

- Officers can explain his/her actions and police procedures related to the decisions that were made.
- Officers can address the incident both as an officer and as a citizen of the Ferguson community.
- Officers can resolve the issue through confidential conversation with the complaint outside of a formal review process.
- Direct feedback can help officers improve personal skills and perspectives in community policing.

The mediation program completed its first successful mediation of a complaint in 2020.

## Appendix I. 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 II. Missouri Vehicle Stops Report

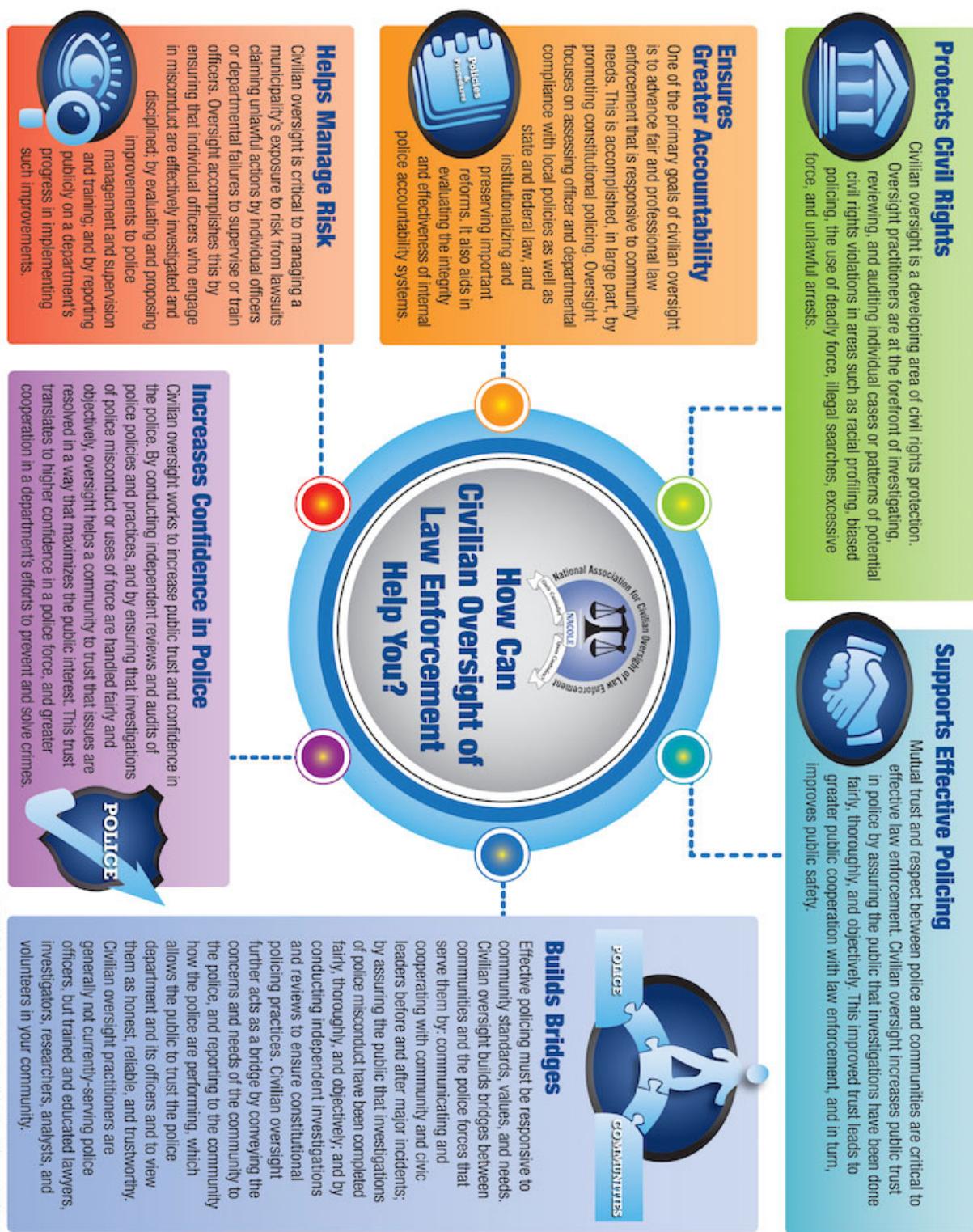
### Vehicle Stop Data, 2019

VEHICLE STOP STATS		Total	White	Black	Hispanic	Asian	Am. Indian	Other
Reason for stop	Moving	1132	101	1021	5	1	2	2
	Equipment	265	15	249	0	1	0	0
	License	854	48	794	3	0	2	7
	Investigative	118	24	91	1	0	0	2
Stop outcome	Citation	1444	114	1309	6	2	2	11
	Warning	934	71	855	4	0	0	4
	No action	1	1	0	0	0	0	0
Location of stop	Interstate hwy	6	0	6	0	0	0	0
	US hwy	2	0	2	0	0	0	0
	State hwy	77	10	66	0	1	0	0
	County road	1361	85	1268	5	0	2	1
	City street	550	63	468	4	1	2	12
	Other	122	13	108	0	0	0	1
Driver gender	Male	1059	92	951	6	1	1	8
	Female	1039	59	967	3	1	3	6
Driver age	17 and under	33	5	24	2	0	0	2
	18-29	950	49	887	5	1	2	6
	30-39	510	54	446	4	1	0	5
	40 and over	627	63	561	0	0	2	1

## Vehicle Search Data, 2019

SEARCH STATS		Total	White	Black	Hispanic	Asian	Am. Indian	Other
Probable cause/authority to search	Consent	15	7	8	0	0	0	0
	Inventory	30	4	26	0	0	0	0
	Drug/alcohol odor	32	4	27	1	0	0	0
	Incident to arrest	54	13	40	0	0	0	1
	Plain view contraband	13	3	10	0	0	0	0
	Reasonable suspicion-weapon	3	0	3	0	0	0	0
	Drug-dog alert	3	0	3	0	0	0	0
What searched	Driver	19	3	16	0	0	0	0
	Car/property	35	5	29	1	0	0	0
	Driver & Property	58	14	43	0	0	0	1
Search duration	0-15 minutes	108	21	85	1	0	0	1
	16-30 minutes	3	1	2	0	0	0	0
	31+ minutes	1	0	1	0	0	0	0
Contraband found	Drugs/alcohol	37	8	28	1	0	0	0
	Currency	1	0	1	0	0	0	0
	Weapon	3	1	2	0	0	0	0
	Stolen property	2	1	1	0	0	0	0
	Other	0	0	0	0	0	0	0
Arrest charge	Outstanding warrant	64	8	54	1	0	0	1
	Drug violation	9	2	7	0	0	0	0
	Resist arrest	3	1	2	0	0	0	0
	Off. against person	3	1	2	0	0	0	0
	Traffic Violation	10	2	8	0	0	0	0
	DWI/BAC	13	7	6	0	0	0	0
	Property offense	5	1	4	0	0	0	0
Other		7	2	5	0	0	0	0

## Appendix III. 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](mailto:crb@fergusoncity.com)

**Website:** [www.fergusoncity.com/544/Citizen-Review-Board](http://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](mailto:fpdcomplaints@fergusoncity.com)) or the FCRB ([crb@fergusoncity.com](mailto:crb@fergusoncity.com))
- By fax to FPD at (314) 524-0429