

Ferguson Civilian Review Board

Annual Report

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 in open session on the 1st Monday of every month (except for holidays when it meets on the 2nd Monday of that month) at 6:30 pm. These meetings are open to the public and include a time for public comment. Throughout 2021 the open sessions were conducted virtually by Zoom due to COVID restrictions.

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)

This third Annual Report of the board, along with previous annual reports, can be found on the City of Ferguson website by clicking [here](#).

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

[Appendix I](#) lists the board members who served in 2021 and a short biography of each.

Significant Events in 2021

The board met throughout 2021 in open session every month via Zoom, and in closed session every month in person. In order to catch up on the review of complaints, the board met in additional closed sessions during several months, for a total of 16 closed sessions throughout the year.

The highlights of our accomplishments include:

1. The board released several reports that are all available on [the Civilian Review Board page](#) on the City of Ferguson website.
 - a. The [2020 Annual Report](#), released in March, 2021.
 - b. A supplemental report showing updated FPD traffic stops/racial profiling statistics and trends, released in July, 2020. This data is included in the 2021 Annual Report in the section on [Traffic Stops/Racial Profiling Data](#).
2. The board completed its reviews of citizen complaints on which the FPD conducted internal investigations 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.
 - a. Three complaints submitted by citizens in 2017 and one in 2018.
 - b. Four complaints submitted by citizens in 2020.
 - c. One complaint submitted by citizens in 2021.
3. Three members of the board attended the 2021 National Association for Civilian Oversight of Law Enforcement (NACOLE) annual conference which was held virtually.
4. Two virtual town halls were held on Zoom, one of which presented material from the 2020 NACOLE Annual conference, and one of which presented our 2020 Annual Report.

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, 2020, and 2021, reviewing police complaint investigations has been the 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
- Six complaints were filed in 2021.
 - Filed by six different individuals
 - Filed against six different officers
- 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 for FPD to complete a complaint investigation and for the FCRB to complete its review of the investigation has improved from 2019 to 2021 but is still longer than the goals for completion.

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 meditation 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 completed, reviewed by the FCRB, and had a final disposition.

All of the complaint investigations from 2020 have been completed and reviewed by the FCRB. All final dispositions of 2020 complaints have not yet been made.

As of the writing of this report, four of the six complaints from 2021 have had their investigations and reviews by the FCRB completed.

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 six complaints from 2020, four of which were 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	02/22/2021	Discourtesy	33	F	B	A) Not sustained B) Unfounded C) Sustained	Agree	
20-002	01/16/2020	01/24/2020	08/18/2020	Discourtesy	53	F	B	Unfounded	Agree	
20-003	02/18/2020	02/19/2020	07/27/2020	Discourtesy	?	F	W	Sustained (A,B)	Agree	
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	09/25/2020	Discourtesy	67	M	B	Not sustained	Agree	

Table of Complaints Made in 2021

In 2021 six complaints were filed against the FPD. Investigations were conducted and completed by the internal affairs department of the FPD on four of the 2021 complaints.

Two complaints from 2021 have not yet had their investigations by FPD completed yet.

Below are the six complaints from 2021:

- They were filed by six different people
- They were filed against six different officers

Complaint #	Date			Description	Complainant Demographics			Dispositions		
	Incident	Received	Completed		Age	Gender	Race	FPD	FCRB	Discipline
21-001	08/19/2020	01/19/2021	05/04/2021	Property Damage	33	M	B	A) Unfounded B) Unfounded	A) Sustained B) Sustained	
21-002	03/28/2021	04/05/2021	04/19/2021	Discourtesy	33	F	B	A) Unfounded B) Unfounded	A) Agree B) Not agree or disagree	
21-003	02/12/2021	03/30/2021		Discourtesy	?	M	B			
21-004	08/06/2021	08/31/2021	12/23/2021	Discourtesy	44	M	B	Unfounded	Agree	
21-005	12/06/2021	12/07/2021	12/27/2021	Discourtesy	40	F	B	4 allegations, all Sustained	Agree	
21-006	04/29/2021	11/30/2021		Accident	36	F	B			

Complaint Analysis

How long did it take to process the complaints submitted in 2019, 2020, and 2021?

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

- FPD investigations completed in 154 days
- FCRB reviews completed in 201 days*

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

- FPD investigations completed in 162 days
- FCRB reviews completed in 78 days*

For the four completed complaint investigations and reviews in 2021, the average times to complete each step of the process were:

- FPD investigations completed in 64 days
- FCRB reviews completed in 88 days*

Those average times are improving but still 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. This created a backlog of complaints to review once the board was able to meet again.

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.

* The average time for FCRB reviews was reduced by 75-150 days to account for missed days due to COVID and the backlog that was created.

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 is currently 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 2021 there were 151 use of force incidents logged and investigated by the FPD. The types of force used were:

- Physical (hands, feet, etc.) - 76 incidents (47.2%)
- Firearm pointing/drawn - 37 incidents (23.0%)
- Taser - 17 incidents (10.6%)
- Vehicle pursuit - 15 incidents (9.3%)
- Taser pointing/drawn (not deployed) - 9 incidents (5.6%)
- K-9 Bite - 3 incidents (1.9%)
- Pepper Spray/mace - 2 incidents (1.2%)
- Other weapon - 1 incident (0.6%)
- Protest event - 1 incident (0.6%)

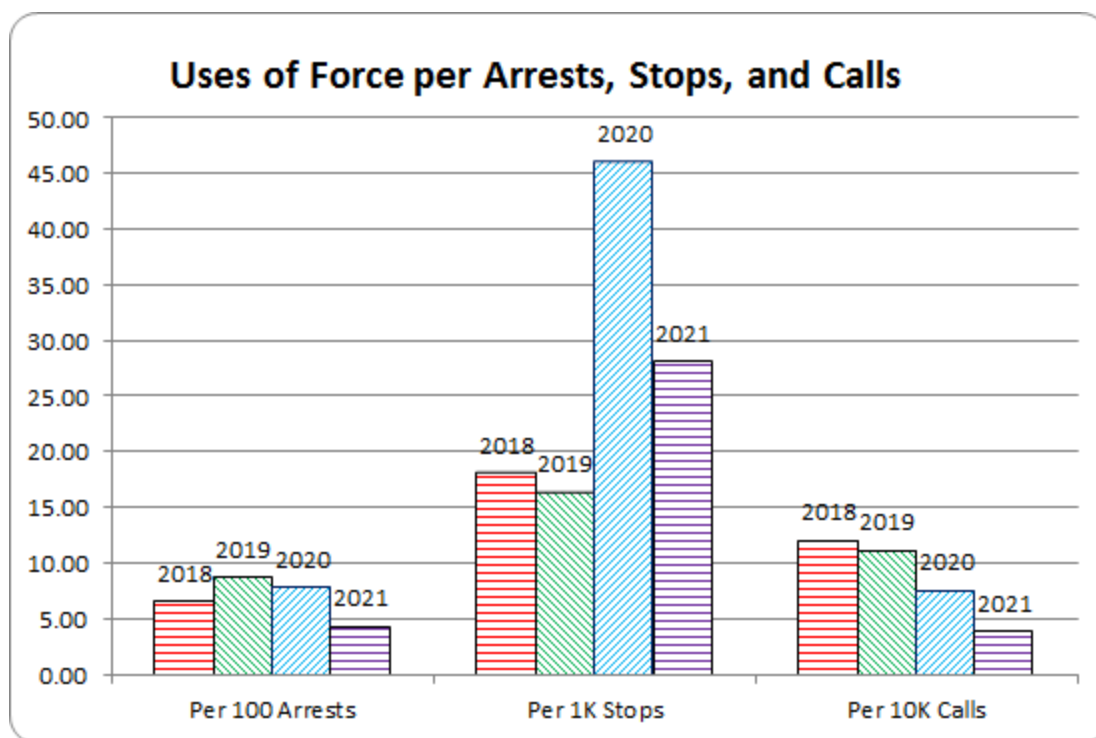
*The total adds up to more than 151 since more than one type of force was used during some incidents. In the case of the protest event, multiple uses of force took place during that one incident.

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 *arrests*, *traffic stops*, and *calls for service*. In the chart below the number of use of force incidents reported from 2018 through 2021 are compared to the volume of arrests, traffic stops, and calls for service that FPD experienced in those years.



This chart shows that from 2018 through 2021:

- For every 100 arrests, there were approximately 5 to 10 uses of force.
- For every 1,000 traffic stops, there were approximately 15 to 45 uses of force.***
- For every 10,000 calls for service, there is a consistent downward trend from about 12 to 4 uses of force.

***Please note: Traffic stops were significantly lower in 2020 and 2021. (See the chart on page 17.) This may have been due to the effects of COVID on driver and officer behavior. The reduced number of traffic stops caused the data for those years to be skewed.

Traffic Stops/Racial Profiling Data

Key Takeaways

In this section, 2021 traffic stop data for the Ferguson Police Department is reported. 2021 data comes directly from the report submitted by FPD on March 1 and the 2021 disparity indexes are estimates based on 2020 census data.

Data for previous years 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 has appeared to grow over the years. Our estimate for 2021 shows that the disparity may be shrinking.
- The total number of traffic stops dropped dramatically beginning in 2015 and has remained at a significantly lower level for the last 7 years. However, this drop in the number of traffic stops did not noticeably change the disparity index.

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 2001 through 2021 are available at [Missouri Vehicle Stops Report](#).

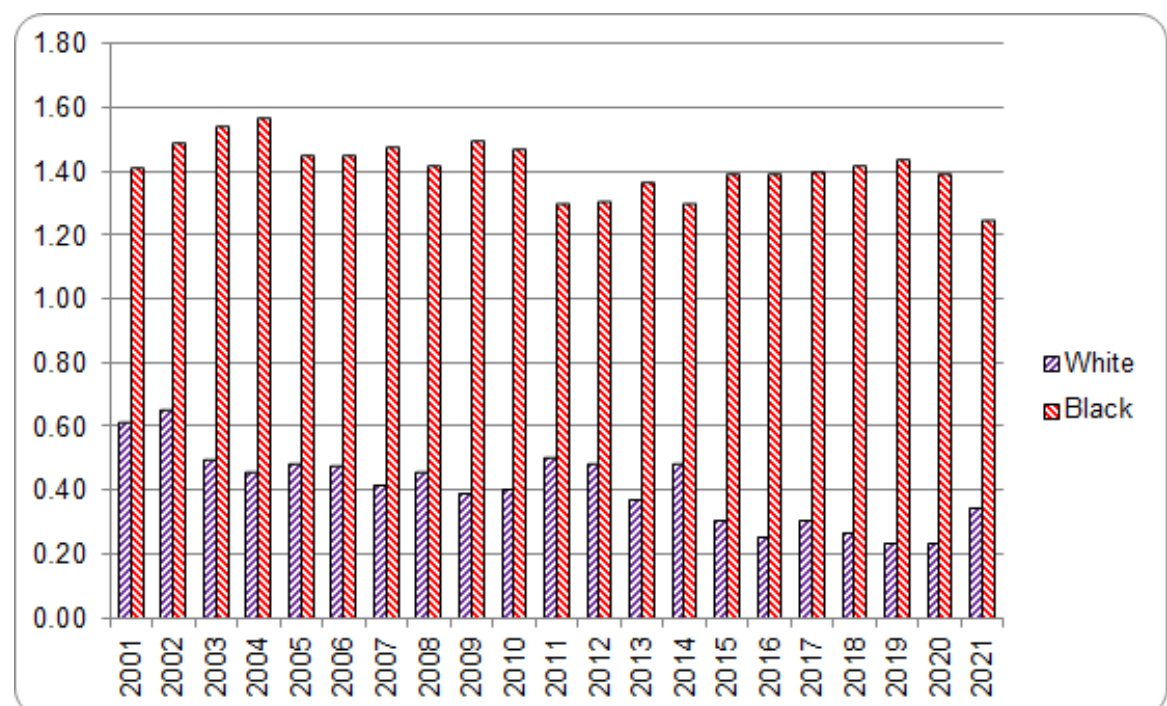
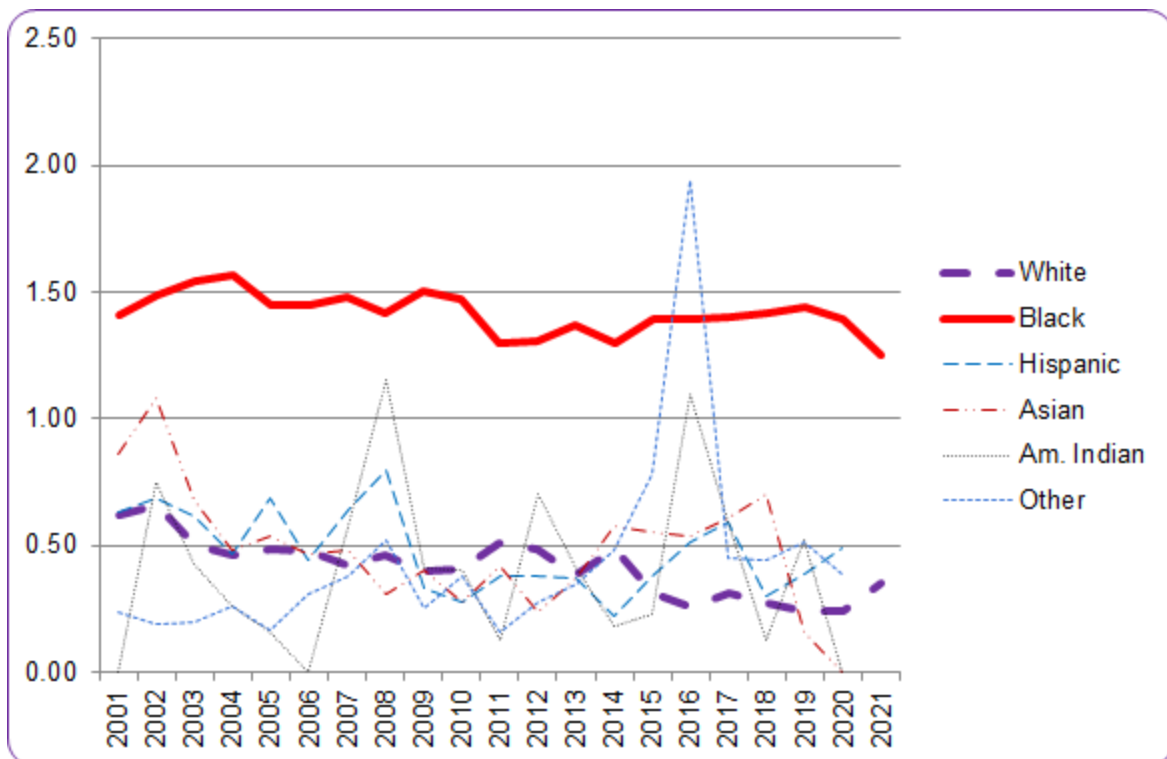
Several summary metrics are included with each year's report. One such metric is the "disparity index".

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."

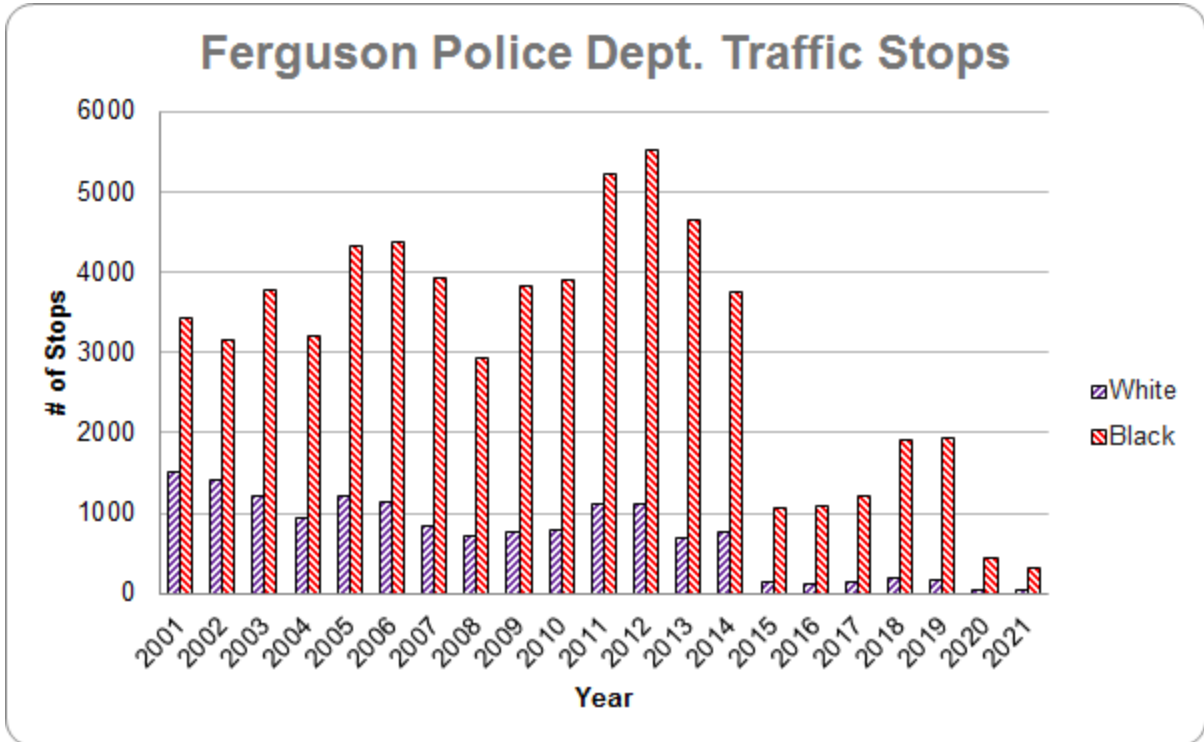
The FPD shows a continuing, consistent, and significant disparity in traffic stops between black and white residents.

Disparity Charts, 2001 - 2021

The following two charts visually summarize the disparity index for the FPD from the years 2001 through 2021 (with 2021 data being estimated) and make any patterns or trends easy to see.



Number of Vehicle Stops, by Race, 2001 - 2021



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.

Crime Statistics

Key Takeaways

In this section, 1985 - 2021 crime statistics and trends for the Ferguson Police Department are reported. In previous reports, data was taken from the annual report published by the FBI in October of each year. This year data was taken from the [Missouri Highway Patrol data repository](#) for crime statistics.

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 in Missouri, agency data is sent to the Missouri Highway Patrol, which is then compiled and sent to the FBI UCR program. The data in the Missouri Highway Patrol repository is much more timely and is now being used instead of data from the FBI UCR site.

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 2021.

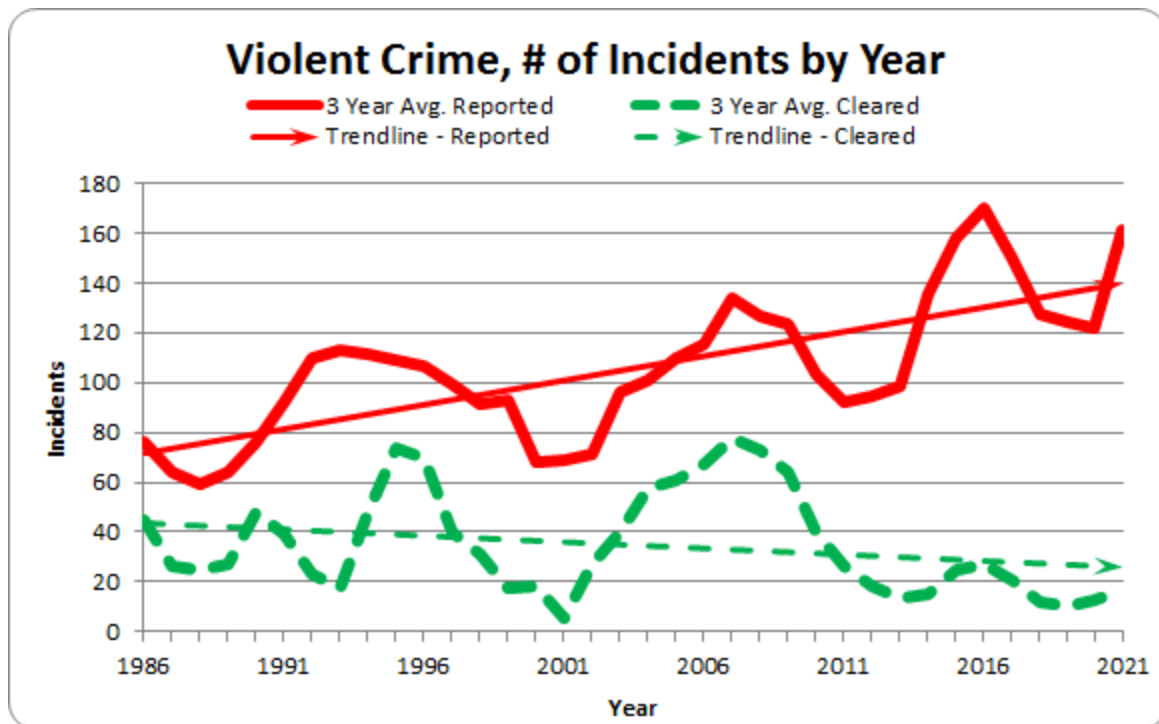
The number of crime incidents reported and the number of incidents cleared are both shown on the graphs. Incidents are cleared when at least one person is arrested, charged, and turned over to the court for prosecution; or when exceptional circumstances prevent the arrest and charging of the offender (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

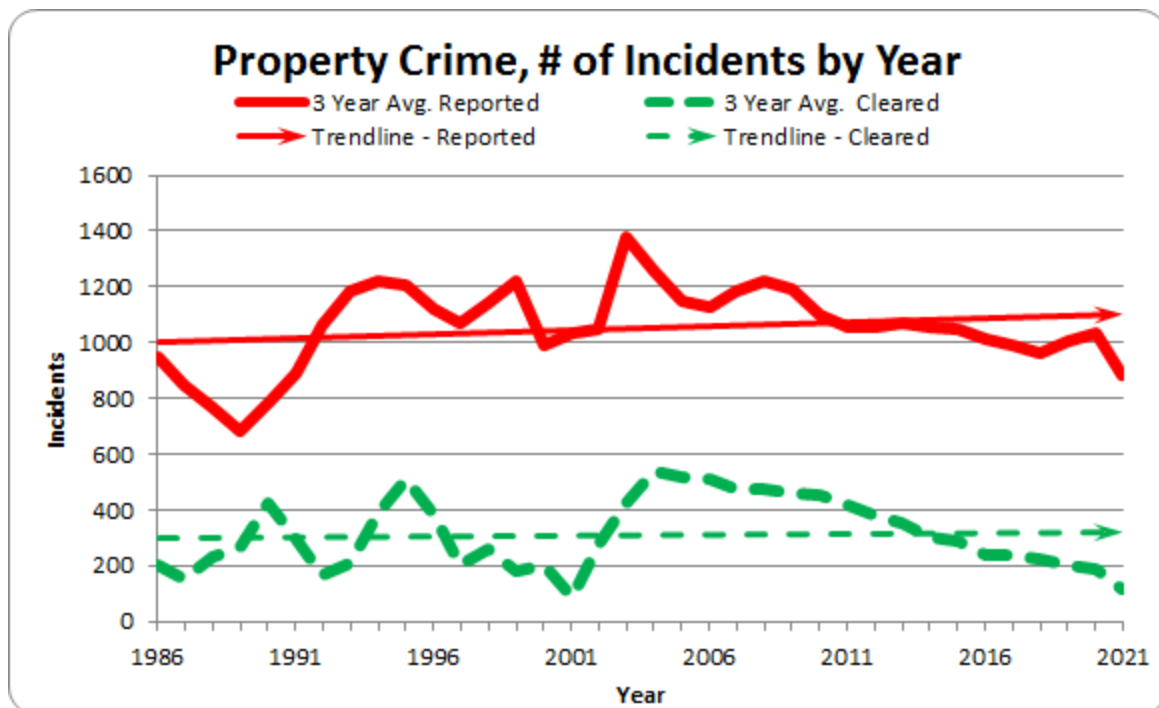
According to the UCR program, violent crime is composed of four offenses: homicide (murder and nonnegligent manslaughter), rape, robbery, and aggravated assault. Violent crimes involve force or threat of force.



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

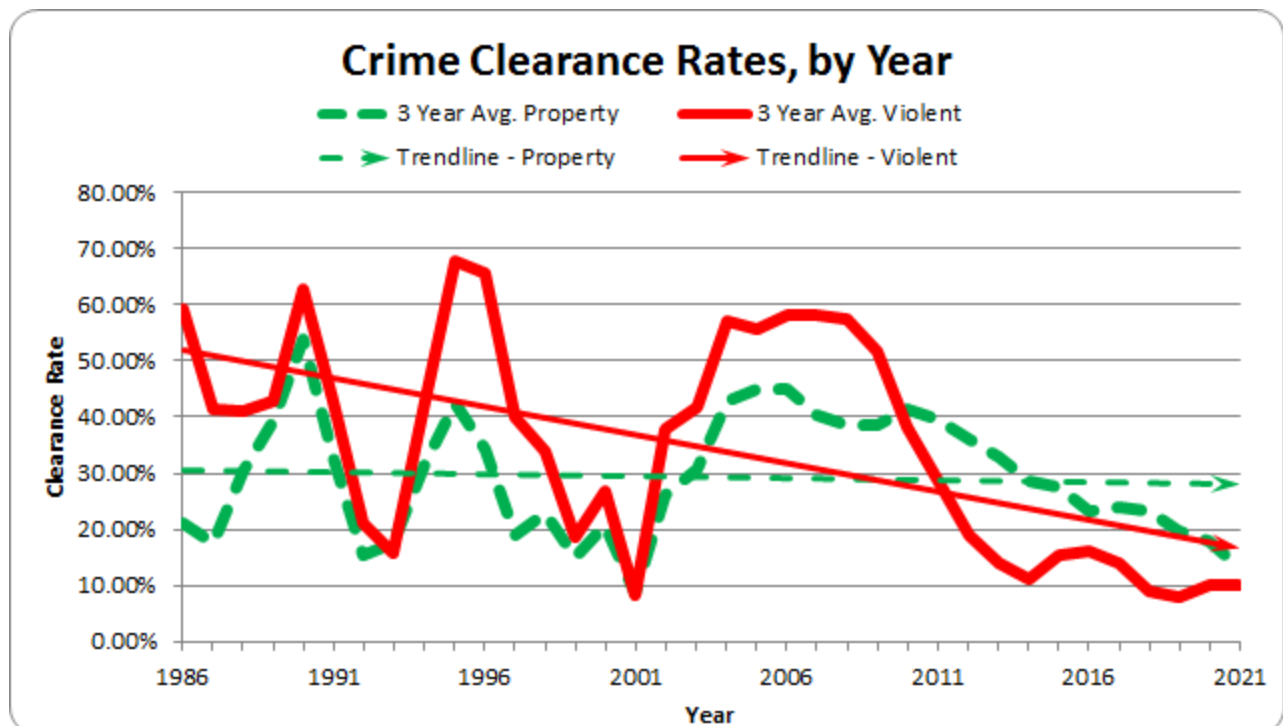
According to the UCR program, property crime is composed of four offenses: arson, burglary, larceny-theft, and motor vehicle theft.



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 is 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."



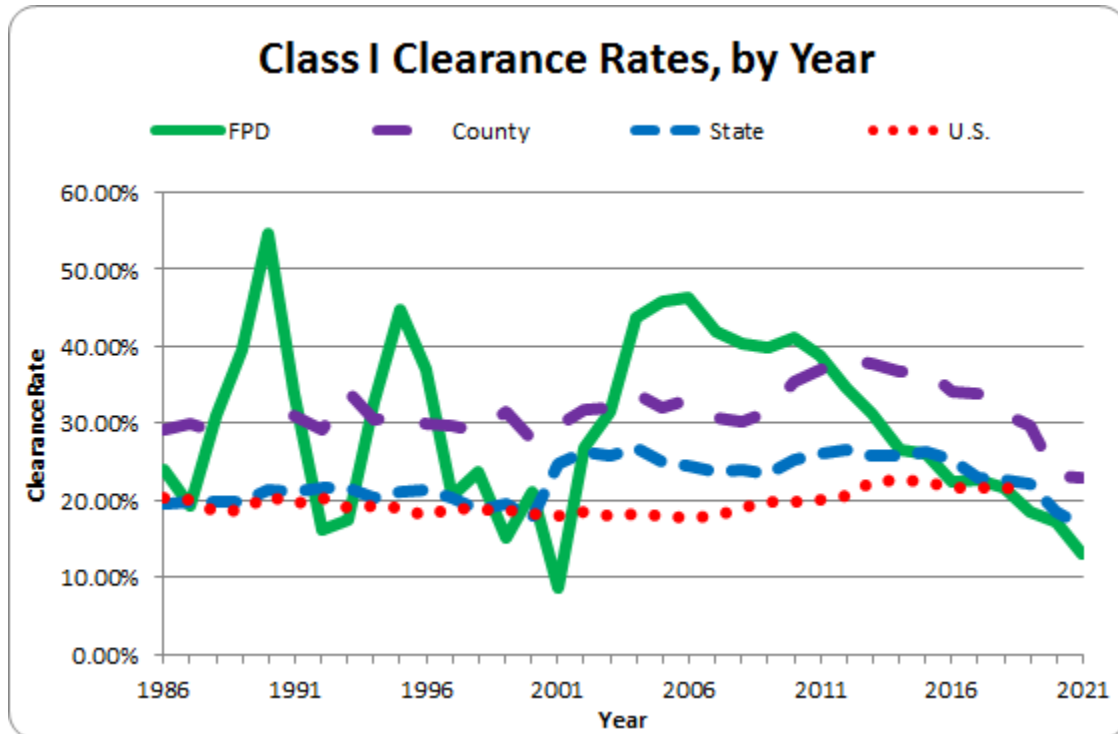
While FPD crime clearance rates varied widely from the 1980s through the early 2000s, the rates settled into a more consistent downward pattern beginning in the mid-to-late 2000s. The clearance rate for violent crime has historically been higher than the clearance rate for property crime but beginning 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 has served on the CRB since January of 2019 as an At-Large member. He resides within Ward 2 of the City of Ferguson.

In addition to his service on the CRB and St. Peter's, Patrick is heavily involved within Ferguson and St. Louis, seeking to help create more just communities. He is a co-founder of the Ferguson Warming Center, has served on the Board (treasurer) of the Ferguson Youth Initiative, and currently serves as Board Chair for Unleashing Potential, a

109-year-old organization, whose mission is "to close the opportunity gap for children and youth by building on their strengths [by] creating educational and empowering experiences

through early childhood education, after school programs, youth development, and enrichment camps.”

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 in Boston, Massachusetts. His Doctoral Dissertation is on the role trauma from the events of Ferguson in 2014-15 has played as a barrier to embodying Dr. King’s Beloved Community.

Patrick is the father of four children: Collin, a senior at the University of Missouri (Columbia), Payton (deceased), Liam, a current 8th grader, and Liliann, a current 2nd grader.

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.



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.



Angelique A. Kidd moved to Ferguson in 2004 and has been a homeowner in Ward 1 ever since. She was raised in a military family and is also a USARMY veteran. Active in her community, Angelique completed the Neighborhood Leadership Academy course from UMSL and worked with the City of Ferguson to help draft a new city ordinance that established the first community gardens. In 2014 Angelique began her education in police accountability out in the streets of Ferguson while protesting the murder of Mike Brown by a Ferguson Police officer. Since then she has been a member on the Civilian Review Board Task Force, attended and

presented comments at town halls, consent decree status hearings, and City Council meetings. She has also completed the Witnessing Whiteness workshop, the all day NACOLE conference -Civilian Oversight of Law Enforcement: A Road to Building Community Trust, and has completed the Citizens Police Academy through the St. Ann Police Department. While Angelique considers herself an abolitionist, she also believes it her civic duty to participate in our current societal system of policing as it pertains to accountability.

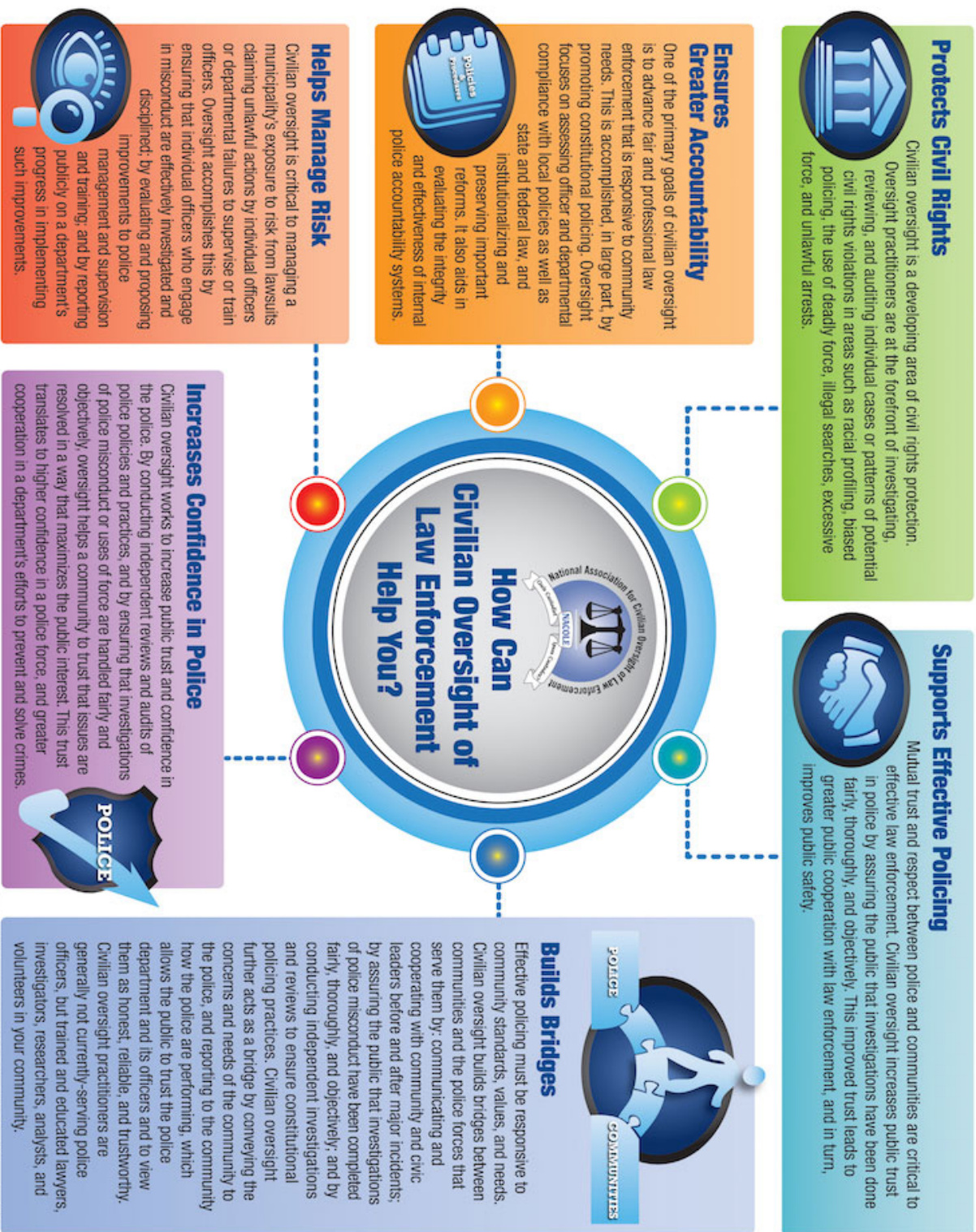


Gerry Noll is a 20+ year resident of Ferguson. He was appointed to the Ferguson Civilian Review Board in July 2019, as a representative of Ward 2. He and his wife Debbie have been married 45+ years and have three grown sons and three grandchildren. Gerry retired from Emerson after 34 years of work, and 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. 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 or Leave Message: (314) 521-7721 extension 7053

Email: CivilianReviewBoard@fergusoncity.com

Website: <https://www.fergusoncity.com/852/Civilian-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 (CivilianReviewBoard@fergusoncity.com)
- By fax to FPD at (314) 524-0429

A [Complaint Form](#) may also be filled out and submitted online.