

Police Board Public Meeting
February 16, 2023

POLICE BOARD
CITY OF CHICAGO
PUBLIC MEETING

Thursday, February 16, 2023
7:30 p.m.
(VIA VIDEO and AUDIO CONFERENCE)

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APPEARANCES:

MEMBERS OF THE POLICE BOARD:

GHIAN FOREMAN, President
STEVEN BLOCK
NANNETTE DOORLEY
MICHAEL EADDY

ALSO PRESENT:

ERIC CARTER, First Deputy of Police of the Chicago
Police Department;
EPHRAIM EADDY, First Deputy of the Civilian Office
of Police Accountability;
TOBARA RICHARDSON, Deputy Inspector General for
Public Safety;
TRACI WALKER, Deputy Chief of the Bureau of Internal
Affairs of the Chicago Police Department;
BRIAN McDERMOTT, Chief of Bureau of Patrol of the
Chicago Police Department;
RAHMAN MUHAMMAD, Deputy Chief of the Chicago Police
Department's Bureau of Detectives;
TINA SKAHILL, Executive Director of the Chicago
Police Department's Office of Constitutional
Policing and Reform;
DANA O'MALLEY, General Counsel to the
Superintendent;
MAX CAPRONI, Executive Director of the Police Board;

MEMBERS OF THE PUBLIC.

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1 PRESIDENT FOREMAN: We're going to get started.
2 Good evening, everyone. My name is Ghian Foreman.
3 I am the president of the Police Board, and I am
4 calling the Board's February 16th public meeting to
5 order.

6 To protect the public's health in
7 response to the COVID-19 pandemic, this meeting is
8 taking place remotely. Pursuant to the Illinois
9 Open Meetings Act, I've determined that holding this
10 meeting in person is not practical nor prudent.

11 The City of Chicago remains subject
12 to the Governor's disaster proclamation due to the
13 COVID-19 pandemic and the disease continues to be a
14 threat, especially to the unvaccinated and people
15 with certain health conditions. We are therefore
16 having the meeting remotely this month.

17 The meeting is open to the public via
18 video and audio conference and is being carried live
19 by CAN-TV.

20 Members of the public are on mute in
21 order to reduce background noise and disruptions.

22 We have a court reporter making a
23 transcript of this meeting.

24 In addition to the Police Board

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1 members, we have several City officials here with us
2 this evening. I will begin by taking attendance so
3 it is clear who is participating in this meeting.

4 Please say here after I read your
5 name. Board member Steven Block.

6 BOARD MEMBER BLOCK: Here.

7 PRESIDENT FOREMAN: Board member Nanette
8 Doorley.

9 BOARD MEMBER DOORLEY: Here.

10 PRESIDENT FOREMAN: Board member Michael Eaddy.

11 BOARD MEMBER EADDY: Here.

12 PRESIDENT FOREMAN: Superintendent David Brown.

13 First Deputy of COPA Ephraim Eaddy.

14 BOARD MEMBER EADDY: Here.

15 PRESIDENT FOREMAN: Deputy Inspector General
16 for Public Safety Tobara Richardson.

17 DEPUTY INSPECTOR GENERAL RICHARDSON: Here.

18 PRESIDENT FOREMAN: Deputy Chief of Chicago
19 Police Department's Bureau of Internal Affairs Traci
20 Walker.

21 DEPUTY CHIEF WALKER: Here.

22 PRESIDENT FOREMAN: First Deputy of Police,
23 Eric Carter.

24 FIRST DEPUTY OF POLICE CARTER: Here.

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1 PRESIDENT FOREMAN: Chief of CPD's Bureau of
2 Patrol, Brian McDermott.

3 CHIEF McDERMOTT: Here.

4 PRESIDENT FOREMAN: Deputy Chief of CPD's
5 Bureau of Detectives, Rahman Muhammad.

6 DEPUTY CHIEF MUHAMMAD: Here.

7 PRESIDENT FOREMAN: Chief of CPD's Office of
8 Constitutional Policing and Reform, Angel Novalez.

9 Executive Director of CPD's Office of
10 Constitutional Policing and Reform, Tina Skahill.

11 EXECUTIVE DIRECTOR SKAHILL: Here, sir.

12 PRESIDENT FOREMAN: General Counsel to the
13 Superintendent, Dana O'Malley.

14 GENERAL COUNSEL O'MALLEY: Here.

15 PRESIDENT FOREMAN: Great. We will now proceed
16 to the items on the meeting agenda. We will have
17 time at the end of the meeting for public comments.

18 Once again, members of the public are
19 currently on mute in order to reduce background
20 noise and disruptions.

21 When we get to the public comment
22 portion of the meeting, we will unmute each speaker.

23 Our next regular public meeting will
24 be held Thursday, March 16th, at 7:30 p.m. Whether

1 this is an in-person meeting or remote will be
2 determined closer to the meeting date.

3 We are pleased to have with us this
4 evening COPA First Deputy Chief Administrator
5 Ephraim Eaddy who will be giving a presentation on
6 COPA's People's Academy. Ephraim.

7 DEPUTY CHIEF EPHRAIM EADDY: Thank you for this
8 opportunity, President Foreman, and all of those on
9 the call and members of the Police Board and any
10 guests and obviously the public that may be
11 watching.

12 Appreciate this opportunity to share
13 just some information. My name is Ephraim Eaddy,
14 First Deputy Chief Administrator of COPA, and a true
15 son of Chicago, born and raised on the south side of
16 Chicago. Definitely with some roots on the west
17 side. Haven't quite determined which side I can
18 claim, but I am a true Chicagoan and a father of
19 four beautiful children.

20 Appreciate this opportunity to really
21 talk about something that is very exciting coming
22 for the Civilian Office of Police Accountability.

23 In our next slide, you will see just
24 really -- one of the first things I want to

1 communicate is COPA's vision. COPA's vision is to
2 be the leader in police accountability by conducting
3 thorough investigations, to advance the culture of
4 policing, and build trust in civilian oversight.

5 I believe what we're going to discuss
6 tonight is really going to focus on two things, and
7 that is advancing the culture of policing and
8 building trust in civilian oversight.

9 As the City's police oversight for
10 the -- for the Chicago Police Department, I should
11 say, we have a responsibility to investigate
12 allegations of police misconduct and make policy
13 recommendations. Those things are well-known to
14 some but maybe not to all.

15 But our vision is to be the leader in
16 police accountability. And we believe that as we
17 now have moved to this People's Academy, COPA after
18 five and a half years, almost six years now,
19 resistance, is ready to open the doors and even be
20 more transparent than we've been in the past. And I
21 think some of what I'll talk about will get to that.

22 Next slide. Right before I go into
23 the People's Academy, I do want to give a little bit
24 of background in terms of the training that all COPA

1 investigators, attorneys, and staff receive as they
2 come on to COPA.

3 There is sometimes a belief that
4 folks are coming off the street, have no experience,
5 no background, things of that nature, and are not
6 trained to do this work.

7 Well, that is far from the truth.
8 And we believe that being able to share information
9 on platforms like today will help give the public
10 confidence, law enforcement confidence, and I
11 believe it really talks about how committed Chicago
12 is to civilian oversight.

13 So there are three buckets primarily
14 for all staff to go through, that's new hire,
15 onboard, orientation, COPA Academy, and in-service
16 training.

17 Next slide. And the way that those
18 are broken down is really based on certain topics;
19 obviously, introduction to the Chicago, COPA, and
20 police oversight, which takes up about 30 hours of
21 training.

22 Next slide. As you'll start to see
23 as we move to some of the other slides, training is
24 not something that is new to COPA. Our inaugural

1 class actually started back in June of 2017.
2 Typically a 6-to-12 week class. It has fluctuated
3 based on the pandemic. We have been able to
4 transition to some hybrid models of in-person and
5 virtual. But over 230 training hours are provided
6 to staff each academy covering over 70 topics.
7 Again in and out of class in terms of in-person and
8 virtual. And we've had now almost 200 staff that
9 have completed the academy, approaching 200 staff,
10 over 1600 hours of training provided since we
11 launched in September of 2017, and we just graduated
12 our eighth academy class back in October of 2022.

13 Next slide. As you look at the
14 components in terms of how those 230 hours are
15 broken down, just for staff -- again, these are your
16 investigators and the attorneys that are trained to
17 investigate allegations of misconduct. They're
18 going to go through a series of investigative
19 concepts and steps, legal concepts, and then site
20 visits, as well as a case study practicum. And,
21 again, in total, we're really talking about 230
22 hours of training before our investigators and
23 attorneys really start to actually investigate
24 cases.

1 Next slide. 141 hours based on
2 foundational concepts in terms of investigational
3 skills, trauma-informed interview practices, which
4 is something that is new for us. All investigators
5 have now been trained in trauma-informed techniques.
6 This was something that we wanted to make an
7 intentional effort of ensuring that as we interview
8 and investigate allegations of police misconduct
9 that come from complaints, that we're mindful of the
10 trauma that they may have experienced in that
11 encounter; however, we were not absentminded of the
12 experience of officers as well who are patrolling
13 our streets each and every day, putting their lives
14 on the line to serve and protect the residents of
15 the City of Chicago.

16 They, too, are experiencing trauma,
17 I'm certain, in many instances. And so many of our
18 trauma-informed techniques also relate to how we
19 interact with law enforcement as we have to
20 interview them, whether they are an involved officer
21 or witness officer. We really want to have a
22 trauma-informed approach to complainants and law
23 enforcement alike.

24 We also work with partners like the

1 Chicago Police Department, obviously through the
2 Bureau of Internal Affairs, Illinois State Police,
3 and we really have hands-on training as a part of
4 staff onboarding and coming on to COPA as
5 investigators and attorneys.

6 Next slide. Just some other legal
7 concepts that are covered. About 30 hours, which is
8 about 13 percent of the curriculum, deals with
9 Fourth Amendment, consent decree, collective
10 bargaining agreements, and all of these classes are
11 eligible for a minimum continuing legal education
12 through the board of the Supreme Court of Illinois
13 credit. So our classes are -- do lead to a form of
14 certification that staff is able to use.

15 Next slide. And then there's 22
16 hours that deals with site visits. We often see on
17 social media, in certain corners, folks wanting to
18 know do we visit Chicago Police Department's
19 training academy? Do we go through the simulator
20 and things of that nature. Often those are
21 questions. But we do have staff that not only are
22 participating in portions of the training academy at
23 the Chicago Police Department, but, yes, also going
24 through the simulation.

1 And then obviously we work site
2 visits with Illinois State Police. And something
3 that is new is we have brought on the Art Institute
4 to look at civic wellness as a newer component to
5 our COPA academy. Again, this is for all attorneys
6 and investigators.

7 Next slide. And then we really kind
8 of closed things out in terms of our training of
9 internal staff with seven hours of application and
10 skills learned through the academy, through a
11 case-study practicum approach, where they have
12 problem-based assignments, a final summary report,
13 interview sequencing, and then a final exam and an
14 oral exam.

15 Again, we take training very serious,
16 and it's something that we are committed to for
17 every investigator and attorney at COPA.

18 So I really just wanted to start
19 there to give a little bit of background of where
20 you will see COPA People's Academy has really come
21 from.

22 It is based on what we give our
23 staff. And the thought is that if it is good enough
24 for our staff, then it is also good enough for the

1 public.

2 And so as we go to the next slide,
3 the launching of COPA -- you can bypass this one.
4 The launching of COPA's People's Academy will
5 actually begin March 21st of 2023. And we're
6 excited to announce that our first class will be at
7 the Bauer Plummer Public Safety Training, 4433 West
8 Chicago Avenue. This is the new training center
9 where all of those that are under public safety in
10 terms of Chicago Police Department, the Fire
11 Department, OEMC, and others that are part of the
12 public safety system actually have training
13 happening out of this location. And so COPA is
14 excited that we will be able to also use the public
15 training center as a place to bring not only staff
16 but the public in the future.

17 So, again, just want to put that out
18 early launching March 21st of 20223.

19 So what is COPA's People's Academy?
20 Next slide. COPA's People's Academy is a six-week
21 condensed version of COPA's training academy, but
22 this is for the public, and it is for civilian and
23 sworn members. That is important, because often we
24 understand that law enforcement may not be sure of

1 the backgrounds of many of the folks who come to
2 COPA or the training that is provided. So we really
3 wanted to open this up to the public, civilian and
4 sworn, and organizations around the country
5 interested in learning more about civilian
6 oversight, investigative and legal concepts, as well
7 as the role of COPA's policy research and analysis
8 division, among other topics.

9 We have really solidified ourselves,
10 we believe, over the past five and a half years that
11 we are subject matter experts when it comes to
12 civilian police oversight.

13 COPA has had the opportunity to
14 present at national conferences and received calls
15 and visits from agencies all over the country that
16 deal in civilian oversight and even some law
17 enforcement. We've had some federal law enforcement
18 agencies even visit us to find out more what we are
19 doing. And because we are so committed to
20 transparency, as transparency is one of our core
21 values, we believe it is time to open up COPA, make
22 it more transparent. Not only so people can learn
23 about us and learn how to do what we do, but also it
24 gives the public the opportunity to hold us

1 accountable and know exactly how we are looking at
2 evidence, weighing evidence, and things of that
3 nature.

4 Next slide. So why is COPA's
5 People's Academy necessary? Because it helps to
6 dispel the myths again.

7 I think if anyone was to visit our
8 website to get a little bit of background on some of
9 our supervising investigators, our deputy chiefs of
10 investigation, and all of those on our website, you
11 will find people who are well capable and trained to
12 do this work. And so by allowing people to see how
13 we are trained, we believe that it will dispel the
14 myths that we are jumping to conclusions or we're
15 not using evidence and video and things of that
16 nature. We really want to educate the public,
17 increase transparency, share information with the
18 public about how we are going about these
19 investigations so that we can be held more
20 accountable, and we hope to encourage more public
21 involvement, as well as validate the core functions
22 of our agency.

23 Next slide. So when will this
24 academy occur? Again, it will begin March 21st,

1 2023, one day a week on Tuesday evenings from 6:00
2 p.m. to 8:00 p.m., Central Standard Time, and it
3 will operate for six weeks.

4 Now, the question -- on the -- would
5 we be --

6 PRESIDENT FOREMAN: I'm sorry. I'm sorry. Can
7 everyone please mute themselves, please. We're
8 trying to minimize disruptions. I'm sorry, Ephraim.
9 Continue, please.

10 DEPUTY CHIEF EPHRAIM EADDY: So the kind of --
11 just some examples of some of the courses that will
12 be taught or shared during this academy.

13 Next slide. We'll deal with the
14 history of civilian oversight. Helping the public
15 to understand civilian oversight is not new to the
16 City of Chicago. Actually started over 40 years ago
17 in the '70s with the Office of Professional
18 Standards, and then obviously the Independent Police
19 Review Authority, and now COPA. Also help people
20 understand our intake and jurisdiction, how it has
21 evolved over the years, especially in moving from
22 IPRA to COPA with Fourth Amendment violations, as
23 well as -- now more recent as of last year sexual
24 misconduct investigations.

1 We also want to help the public
2 understand about how to weigh policy and what role
3 it plays in COPA and how it helps to inform the
4 Department.

5 And then we have a wonderful website,
6 but we're not sure always if the public knows -- if
7 they know exactly how to use it. So this will give
8 an opportunity to show folks how to use our website,
9 how to use data, where to find data, and how to use
10 our dashboards in the event they are looking for
11 things in their neighborhood, in their ward, in
12 their police district or by different demographics.

13 It is all on our website. We want to
14 help the public understand how to access and obtain
15 that information.

16 Next slide. Other examples, we will
17 go through the introduction to officer-involved
18 shootings and all types of death investigations,
19 whether in-custody deaths, pursuit-related, things
20 of that nature. We want to show the public how we
21 go about those very kind of weighty incidents that
22 occur that definitely garner a lot of public
23 interests. We want to show them how we go about
24 those investigations.

1 As is with sexual assault and other
2 misconduct investigations, we'll take those who
3 participate in the academy through that class. Use
4 of force. And then just Chicago Police Department
5 directives, helping the public understand that COPA
6 is going to investigate and look at the actions of
7 officers as it pertains to Department directives and
8 training and things of that nature. And really
9 using that as the box that we are to stay within, as
10 we evaluate the actions of officers as they interact
11 with the public.

12 Next slide. Then also we understand
13 sometimes when incidents occur, like an
14 officer-involved shooting, we are out on the scene.
15 The public may not know exactly what we do, so we
16 want to help the public understand scene management
17 and what COPA does when they arrive on scene and how
18 they work with CPD's IRT team and things of that
19 nature. Then what canvassing looks like, when we're
20 looking for video and witnesses and things of that
21 nature, and how we do field interviews and document
22 things. Video is very important, as we know, with
23 the proliferation of body-worn camera for every
24 officer. We want to make sure that we show the

1 public how we analyze video and our responsibility
2 to releasing materials as it relates to the City of
3 Chicago's video-release policy.

4 Next slide. And then when we talk
5 about some of the legal concepts, we want to talk
6 about witness reliability, just give an overview of
7 legal concepts, the standard of proof. Many may
8 think that we operate beyond reasonable doubt when
9 it is a preponderance of evidence standard that we
10 actually use. We will take people through all of
11 the standards of proof and how COPA conducts
12 administrative investigations, what the lower
13 standard than beyond reasonable doubt, which is in
14 criminal investigations, and COPA is looking at,
15 again, more of the preponderance standard, more
16 likely true than not. Some call it a 51 percent, a
17 feather on the scale of justice, tilting one way or
18 the other. That is the standard of proof for us.
19 Then we talk about allegation drafting.

20 Next slide. And then really to wrap
21 some of this up, we also talk about Fourth
22 Amendment, search and seizure, and the foundations
23 and concepts around the Fourth Amendment, which is
24 our leading category for complaints that we receive

1 from the public. And then what happens when an
2 investigation is completed at COPA. The post close
3 process of what happens when it leaves COPA, when it
4 goes to Chicago Police Department, and ultimately if
5 certain things go to the Police Board, we really
6 want to help the public understand that process.
7 And, of course, COPA's role in making
8 recommendations in the disciplinary process.

9 Next slide. I'll just end with
10 these. So how does COPA's People's Academy build
11 trust? That is something we are definitely after.
12 We believe that by providing the public, civilian
13 and sworn -- and we are encouraging members of
14 Chicago Police Department, we visit every recruit
15 class and have been for the past almost six years.
16 We talk to every recruit that has come into the
17 Chicago Police Department. We've also talked to
18 promotional classes, sergeants and lieutenants, but
19 we encourage those rank-and-file members who are not
20 certain of what are the ins and outs in how COPA is
21 going about their investigations. If you want to
22 get an inside look at how we go about our business,
23 then we welcome law enforcement to participate.

24 We welcome the public to participate

1 and, obviously, organizations around the country.
2 We believe that by opening the door to processes
3 that directly impact investigations and impact the
4 parties, it better builds trust, because it should
5 not be unknown about what happens as it relates to
6 an investigation.

7 People may not be able to get the
8 outcomes as quick as they would like in terms of the
9 public. An incident happens today. We know
10 sometimes the public wants that investigation to be
11 wrapped up the next week. Although we may not be
12 able to conclude investigations as fast as the
13 public wants, or maybe share information along the
14 way, we can at least make sure people understand the
15 processes and how we are going about our
16 investigations. Officers and impacted parties, but
17 the public in general as well.

18 We also want to share the core
19 functions and trainings with stakeholders and
20 civilian oversight and partner agencies, because we
21 believe it helps to reduce the mystery related to
22 the personnel and the processes and the outcomes.

23 I've been out in the community, and
24 I've heard it on both sides here, people feel like

1 the outcome is already baked in or because we
2 released the video that that ends an investigation.

3 We want to make sure that everyone
4 knows that there's not a mystery to what we're doing
5 in how we're going about our business. So the more
6 we can share that, the better.

7 We also want to display a high level
8 of integrity and professionalism of COPA staff. We
9 believe, as I mentioned before, that not only are we
10 the leader in police accountability, but we are
11 subject matter experts when it comes to civilian
12 oversight.

13 It is our belief that no one does it
14 better. COPA is seeing almost 5,000 plus cases,
15 complaints coming in a year. Although we're
16 retaining about 20 to 25 percent of those, we are
17 inheriting a lot of cases and concluding a lot of
18 investigations and have been for the past five
19 years. So we believe we have enough experience and
20 background and professionals to serve as subject
21 matter experts. So people will see not just the
22 chief administrator sharing in these courses, but
23 our deputy chiefs, our directors of investigations
24 will be teaching and sharing during these courses,

1 and we believe that we have a high level of
2 integrity and professionalism that we really want to
3 showcase during this academy.

4 Lastly, it builds confidence in
5 outcomes based on evidence and facts, absence of
6 political or community pressure.

7 COPA will not be influenced by
8 politics or community pressure. That's why we're
9 opening up our doors so people can know exactly how
10 we go about our investigations.

11 We want them to hold us accountable
12 to what they learn and what they see.

13 Next slide. So how can you go about
14 signing up? I'm not sure how visible this is. But
15 if you go to ChicagoCOPA.org, and you just hover
16 over Community Outreach, you will see a drop-down
17 that will come on your screen that says, COPA
18 People's Academy. Once you click on that, there's a
19 form that you just have to enter your name, your
20 e-mail, your phone number, along with some other
21 information. Also, we would like to know your
22 police district and ward so we can know where people
23 are coming from, and you can sign up to be in the
24 class.

1 We will say since the first one is
2 coming up on March 21st, we are looking to have
3 about 25 to 30 in-person participants. And then
4 virtually we haven't capped off what that number
5 will be, but we do have folks from around the
6 country who have already expressed interest in
7 participating in our first academy. But we
8 certainly want to hold some spots for residents of
9 citizens of the City of Chicago, as well.

10 So, please, we saved our first
11 notification of the COPA People's Academy for the
12 Police Board meeting. And so the public and those
13 that are watching or listening at home, this is the
14 first opportunity for you to sign up and encourage
15 you to again go to ChicagoCOPA.org, hover over
16 Community Outreach, look for the drop-down that
17 comes -- that says, COPA's People's Academy, click
18 on that and fill out the form, and we will inform
19 you of your being confirmed to participate in COPA's
20 first People's Academy. This will not be the only
21 one of the year. We plan to do two within the
22 calendar year of 2023, as well as over the course of
23 a year we'll have some more concentrated sessions
24 that we will open up to the public. That may just

1 be two weeks of Fourth Amendment or doing domestic
2 violence awareness month. Maybe we focus on sexual
3 misconduct investigations. So throughout the year,
4 we'll have other modules that we will put on. But
5 in terms of the full People's Academy, this is the
6 first. We are very excited about it. Again, we
7 believe that we are the leader in police oversight
8 and accountability, and we have the subject matter
9 experts to deliver for the residents of the City of
10 Chicago and those around the country. Thank you for
11 this time, Chairman Foreman.

12 PRESIDENT FOREMAN: Let me ask you this
13 question. You talked about your mission early on
14 and how you guys wanted to be a leader. Does
15 something like this exist anywhere else in the
16 country?

17 DEPUTY CHIEF EPHRAIM EADDY: No.

18 PRESIDENT FOREMAN: Is this based on
19 anything --

20 DEPUTY CHIEF EPHRAIM EADDY: No. COPA Chicago
21 is the first to do something like this for civilian
22 oversight.

23 Let me just say there is no other
24 agency that has as many staff persons as COPA has,

1 to my knowledge. Definitely not the funding and
2 backing, obviously supported by the City through
3 CPD's budget. But when it comes to this level of
4 training, it is not occurring. It is the first.
5 And we're so excited to be able to put this on.

6 PRESIDENT FOREMAN: Great. One of our
7 community members, Jennifer Edwards, is asking does
8 COPA Academy replace the Citizens' Academy?

9 DEPUTY CHIEF EPHRAIM EADDY: No. Let me be
10 clear. The Citizens' Academy is something that is
11 with the Chicago Police Department. COPA is
12 independent of the Chicago Police Department and
13 investigates allegations of police misconduct. So
14 it will not replace anything that Chicago Police
15 Department is doing. That is a separate department,
16 separate agency from us. And so in no way are we
17 replacing what they do. They go far deeper into
18 things related to CPD. We're just talking about our
19 investigations and how we interact with CPD as it
20 pertains to misconduct investigations.

21 PRESIDENT FOREMAN: So I know I get these kind
22 of questions on a regular basis. Just to be clear,
23 you don't work for the Police Department?

24 DEPUTY CHIEF EPHRAIM EADDY: No, we are

1 independent. All hundred plus employees of COPA are
2 not affiliated with the Chicago Police Department.
3 We are as independent as the Inspector General. We
4 are just the civilian arm employed by the City to
5 investigate allegations of police misconduct. We
6 are not associated with Chicago Police Department at
7 all.

8 PRESIDENT FOREMAN: So for our residents who
9 are watching who happen to be police officers, is
10 COPA out to get the Police Department?

11 DEPUTY CHIEF EPHRAIM EADDY: No, we are not out
12 to get the Police Department. As a matter of fact,
13 law enforcement by and large are doing a phenomenal
14 job. And let me just say we want a healthy, well
15 police department. We want them safe. We want them
16 well. We want them trained. We want them to
17 understand the things that we are seeing as it
18 pertains to complaints. As a matter of fact, we had
19 an incident during the George Floyd and the statute
20 protests where things were occurring in real-time,
21 where we were hearing about badges and things not
22 being visible and we were getting complaints.
23 Instead of receiving complaints, we contacted the
24 Superintendent. We let CPD know immediately what we

1 were seeing, because it was an influx in a short
2 amount of time. And so we're able to inform the
3 Department so they can better serve the public.

4 We're not out to get officers. If
5 anything, we can corroborate and exonerate their
6 actions when they are interacting with the public.
7 If there are times if they step outside of their
8 training and misconduct is there, we will hold
9 officers accountable. That's the mandate that we
10 have. And that's how we build public trust and
11 build bridges between community and law enforcement.

12 PRESIDENT FOREMAN: Thank you. Any other Board
13 members, any other questions for Ephraim?

14 BOARD MEMBER EADDY: I do have a question.
15 Very happy to hear what is being presented. But
16 will this be incorporated into the police academy
17 training in any way?

18 Will they be required to attend and
19 receive this kind of information? And has there
20 been any consideration in terms of students, high
21 school, et cetera, being exposed to this information
22 and how could that possibly occur?

23 DEPUTY CHIEF EPHRAIM EADDY: Start with the
24 second piece first. Actually, that's something that

1 I should have mentioned. We are encouraging --
2 first of all, everything that we do with COPA has a
3 track that is for young people. We go into Chicago
4 Public Schools and deal with the young people. We
5 do mock investigations. We do career days. And
6 then we also had schools bring their students to our
7 site and spend the day with us where we do mock
8 briefings, they meet with attorneys, investigators,
9 our senior team, the chief administrator. So we do
10 have youth in mind. And we will be encouraging
11 those high schools, especially that we've worked
12 with, or Chicago Public School in general, if they
13 have students that are interested in this kind of
14 work.

15 We know everyone may not necessarily
16 see one track as an option. Maybe they have
17 instincts that they want to be an investigator and
18 they're not sure where they can fit. Well, COPA can
19 be an option, and they can use our COPA academy as a
20 way to kind of be taught and introduced to some of
21 those concepts. So we will be working with young
22 people.

23 And, secondly, we go to CPD as a part
24 of their recruit academy -- the police academy and

1 all the recruits, and, again, we talk to the
2 sergeants and lieutenants, but they will not be
3 mandated to go to this academy. But we do invite
4 rank and file, sergeants, lieutenants, anyone from
5 Chicago Police Department to participate, because we
6 believe if they find themselves under investigation,
7 at least they clearly know all the ins and outs of
8 how we will proceed, and maybe, just maybe, there
9 will be some confidence that we are not out to get
10 them. We are highly skilled, highly trained and
11 subject matter experts, and we believe that we will
12 display that through this academy.

13 BOARD MEMBER EADDY: Thank you.

14 PRESIDENT FOREMAN: Thank you very much.

15 Before -- First Deputy, before we go to you for your
16 report, we have one disciplinary ruling this evening
17 on the agenda. Max is going to make this
18 announcement in place of Board Member Mareilé Cusack
19 who is unable to attend this evening.

20 EXECUTIVE DIRECTOR CAPRONI: Thank you,
21 President Foreman. Board Member Mareilé Cusack was
22 randomly selected from the Police Board's membership
23 to consider one matter on which the Chief
24 Administrator of the Civilian Office of Police

1 Accountability and the Superintendent of Police did
2 not agree regarding the discipline of a police
3 officer.

4 In request for review number 23-01,
5 the Chief Administrator recommended that Police
6 Officer Shawn Bryant be discharged from the Chicago
7 Police Department for violating CPD's policy
8 regarding use of deadly force when he shot and
9 wounded an individual while on duty.

10 The Superintendent disagreed with
11 this recommendation. Disagreed that the officer
12 violated the use-of-force policy and recommended
13 that this allegation be classified as unfounded.

14 Board Member Cusack ruled that the
15 Superintendent did not meet the burden of overcoming
16 the Chief Administrator's recommendation for
17 discipline.

18 Board Member Cusack ruled that an
19 evidentiary hearing before the Police Board is
20 necessary to determine whether Officer Bryant
21 violated any of the CPD's rules of conduct, and if
22 so, the appropriate disciplinary action.

23 A copy of Board Member Cusack's
24 written opinion will be posted on the Board's

1 website as required by the municipal code and that
2 will be up after this meeting. Thank you.

3 PRESIDENT FOREMAN: Thank you, Max. First
4 Deputy, before you give your report, I would like to
5 share something with you. Last month I had an
6 opportunity to attend my alma mater, Florida A & M
7 University, on a recruiting trip with CPD. And it
8 was interesting. As I was telling people in the
9 City that I was going on this recruiting trip, just
10 about everybody said, You're going to a college to
11 recruit for police officers? And I said, Yeah. You
12 know, police officers are required to have a certain
13 amount of education in order to become police. And
14 they are professions. So it was a good opportunity
15 for me not only to talk to some young people, some
16 of which were from Chicago, some of which whose
17 family members were in law enforcement, but got to
18 answer a lot of questions, a lot of misnomers about
19 what is policing like. And just really kind of open
20 up the eyes to some young people about what a career
21 in law enforcement would be.

22 For me personally, a chance to get to
23 know some of the officers who were there and just
24 kind of hear some of their stories, right, some of

1 the things they've been through and what drove them
2 into this profession and that kind of thing.

3 I thought that it was really good
4 kind of for both of us. They commented to me about,
5 wow, you're selling this as an opportunity better
6 than we are, right. Hearing it from a civilian
7 perspective about why this is something that people
8 should look at, you know. And from my perspective,
9 I looked at it saying this is an opportunity to make
10 our communities better, if this is a career path
11 that one could take. And so talked about the
12 educational benefits that come along with it. And
13 so really just kind of commending your team and
14 that. And also just kind of putting on all of us
15 who are not in law enforcement to take the time to
16 really get a chance to speak with a police officer,
17 to get an understanding of kind of what their lives
18 are like and what they do to make an impact on the
19 City.

20 I just wanted to share that and
21 grateful that I had that opportunity.

22 DEPUTY CHIEF EPHRAIM EADDY: Great. We
23 definitely look for those opportunities as well.

24 FIRST DEPUTY CARTER: I can tell you from the

1 Chicago Police Department standpoint, that we were
2 very appreciative of you doing that with us to help
3 us and collaborate, especially down at Birm U.
4 We've been doing all the HBCUs a lot to try and show
5 them the other side of law enforcement, not just
6 what has happened in the news media.

7 So very appreciative for you to go
8 out and put yourself out there with us and show them
9 that we are from the community and about the
10 community and about doing good work and not all the
11 negativity they see on television. So it's
12 appreciated.

13 PRESIDENT FOREMAN: So go with your report.

14 FIRST DEPUTY CARTER: Thank you. Good evening
15 and welcome to all the Police Board members and
16 members of the community to this month's meeting.

17 Year to date, Chicago Police
18 Department, we are down 21.6 percent in shootings; a
19 decrease of 3 percent in shootings overall. 21
20 percent -- in murders I should say, excuse me. A
21 decrease of 3 percent in shootings. The number of
22 shooting victims fell 8 percent City-wide compared
23 to the same time frame in 2022.

24 If these stats persist through the

1 end of the month, that will mark the twelfth
2 consecutive month or one year of double-digit
3 declines in gun violence.

4 Already Chicago officers have taken
5 1,370 guns off the streets since January 1st.
6 That's an 11 percent increase over the same time
7 period last year.

8 This number also includes 155 assault
9 weapons, which is up from 97 at this point in 2022.

10 We are dedicated to maintaining that
11 pace and ensuring every Chicagoan feels safe.

12 The top 55 beats where more than half
13 of the City's violent crime occurs, we continue to
14 keep deployments.

15 For the first 12 days of February,
16 murders fell by 27 percent and shootings fell by 2.8
17 percent in those beats compared to the same time
18 frame last year.

19 Now we're expanding our scope to the
20 top 100 beats where more than 75 percent of
21 Chicago's violent crime's concentrated. Officers
22 are doing what it takes to make a difference in our
23 neighborhoods.

24 As you know, last month we kicked off

1 our crime prevention community engagement
2 initiative. Our goal is to build the Chicago Police
3 Department's commitment to engaging with its
4 communities and reconnect with the residents.
5 Growing trust and maintaining visibility is crucial
6 to enhancing public safety. Almost two months into
7 the year, we continue to make important strides.

8 Our Department will keep doing what
9 it takes to provide our officers with support and
10 resources to be well and do their jobs.

11 Since our last meeting, the
12 Department has welcomed our new Director of
13 Wellness, Dr. Aaron Chatman. Now in his second
14 month on the job, Dr. Chatman is working to develop
15 and implement comprehensive wellness strategies for
16 the Department. I know Dr. Chatman's unique
17 background as a former Chicago police officer with
18 31 years of service will inform his efforts.
19 Together, he and Dr. Robert Sobo make a great team
20 dedicated to improving the quality of life for every
21 Department member.

22 Chicago Police Department is also
23 doing what it takes to strengthen our ranks. We're
24 offering our next round of in-person exams next week

1 of February 24th and 25th.

2 On February 1st we hired a class made
3 up of 58 new recruits. We also have 585 recruits
4 currently going through the police academy.

5 They are among some of the first
6 recruits to experience training at the new
7 state-of-the-art Joint Public Safety Training
8 Center.

9 The center was jointly dedicated to
10 fellow firefighter/EMT Ma'Shawn Plummer, as well as
11 Police Commander Paul Bauer, who CPD remembered on
12 Monday in a ceremony, the fifth anniversary of the
13 day he was killed in the line of duty, taking
14 countless people.

15 When we cut the ribbon on a 30-acre
16 training center last month on the west side, we
17 marked a new era for public safety and police
18 engagement. Whether it was meeting neighbors,
19 identifying problem areas and coming up with
20 solutions, informing our brave men and women or
21 inspiring a next generation of officers, it's all a
22 part of making the Department stronger and our City
23 safer.

24 I want to thank you for the time,

1 President Foreman. Thank you, Board members.

2 PRESIDENT FOREMAN: Thank you, First Deputy.

3 And, also, would you please extend our

4 congratulations and gratefulness to Chief Deenihan?

5 I know that he is retiring. It's been a pleasure to

6 get to know him here and spend a little bit of time

7 with him at least once a month here, and I've had an

8 opportunity to meet with him at headquarters over

9 the years. Just really grateful. I thought he was

10 going to be here. We were going to shout him out

11 live on CAN-TV for the City of Chicago. We are

12 grateful for all his service. So thank you.

13 FIRST DEPUTY CARTER: I'll make sure I convey

14 your sentiments. Thank you.

15 PRESIDENT FOREMAN: We will go back to you,

16 Ephraim Eaddy, for the COPA report.

17 DEPUTY CHIEF EPHRAIM EADDY: Thank you, again,

18 for this opportunity. And I realize if I didn't

19 have a beard, you would probably mistake me for

20 First Deputy Eric Carter coming right behind one

21 another.

22 But for February, this is COPA's

23 report, we received 445 complaints and notifications

24 for the month of February. 96 of those were under

1 COPA's jurisdiction. All others are referred to BIA
2 if they are not some other jurisdiction. 44 percent
3 of allegations are Fourth Amendment. Again,
4 improper search and seizure, which is our leading
5 category and has been for some time.

6 There were two officer-involved
7 shooting notifications received, which COPA did
8 respond to. We concluded seven officer-involved
9 shooting cases in the month of February so far. And
10 then 11 percent of the 110 cases that were closed so
11 far in the month of February have sustained
12 allegations or are sustained cases.

13 In terms of allegations specific, we
14 have 46 percent sustained allegations for the month
15 of February. We did have a video release in the
16 month of February. And we also had, if I'm not
17 mistaken, two that were released today, and we have
18 provided updates regarding recent officer-involved
19 shooting incidents to the public.

20 For those folks who are not receiving
21 notification, you can always follow us on Twitter.
22 We make notifications to the public when we are
23 responding to an officer-involved shooting, when we
24 put out a press release to update the public, and

1 once materials are released, we always make
2 notification through social media, Twitter and
3 Facebook, as one way to find out that information.

4 We did post in the month of January 29
5 final summary reports. Those are when
6 investigations are completed and have gone through
7 the entire process. We can make those summary
8 reports available on our website. Again, just go to
9 ChicagoCOPA.org and you can find the final summary
10 reports there.

11 We have posted 45 final summary
12 reports for the month of February for a total of 74
13 final summary reports are on our website for the
14 public to review. Again, our investigations and see
15 what the conclusions are.

16 Also, we posted our annual report to
17 our website. So we invite members of the public to
18 check out our annual report, which will give data,
19 background, and some summary of all of COPA's
20 activities for 2022. We definitely invite folks to
21 take a look at that.

22 We will be having our all-staff
23 meeting on March 8th for all COPA staff at the
24 National Museum of Mexican Art in Pilsen. We are

1 excited to go local with our all-staff meeting. As
2 a matter fact, not only will we have an all-staff
3 meeting, but also do a mural tour and able to have
4 the entire COPA staff, at least we will invite them
5 to participate and be out in the community in Pilsen
6 on March 8th. So we are excited about that.

7 We have distinguished guests that also
8 will be participating. One of the focuses of COPA
9 this year will be on wellness, wellness for our
10 staff, and then understanding wellness as we
11 interact with members of the Chicago Police
12 Department, as we understand that is the focus and a
13 priority for them as well.

14 Also we just want to finish up with
15 some policies that -- or some feedback that we were
16 able to provide to the Department. We weighed in on
17 their search warrant policy, and we saw as it was
18 posted that some of our recommendations were in
19 CPD's search warrant policy. We have also provided
20 feedback on their social media policy. We know
21 there's a lot of conversations around social media
22 and things of that nature. So we were able to
23 provide some feedback. And then we were asked for
24 feedback regarding their training plan -- Chicago

1 Police Department's training plan for 2024. And so
2 we have certainly provided and will provide feedback
3 on the training plan.

4 I do just want to mention as I close
5 out that we do have some current job openings
6 available. Again, visit our website,
7 ChicagoCOPA.org. If you are resident of the City of
8 Chicago and you have the skills, qualifications, we
9 definitely welcome you to come aboard. We have a
10 phenomenal team doing great meaningful work, and the
11 City of Chicago can certainly use your gift. So we
12 invite you to join us. Thank you.

13 PRESIDENT FOREMAN: Thank you, Ephraim.

14 Next, we will call on members of the
15 public who signed up in advance to speak. To ensure
16 that we have time to hear from all speakers, there's
17 a two-minute time limit on comments.

18 To unmute yourself, please when I call
19 your name please press +6. Our first speaker is Mia
20 Bond.

21 MS. BOND: So I'm speaking on behalf of the
22 Chicago Youth Organizing Until Trauma Heals Council.
23 So last Friday, we had a community voter
24 registration basketball tournament event.

1 (Inaudible) to get people registered to vote. We
2 also had a mayoral candidate, Ja'Mal Green. And we
3 can also read about this event more on the Austin
4 weekly's article. That's all the updates we have.

5 PRESIDENT FOREMAN: All right. Thank you.

6 Next speaker, Jennifer Edwards. Ms.
7 Edwards, if you can press +6.

8 MS. EDWARDS: You can hear me now?

9 PRESIDENT FOREMAN: Yes, ma'am.

10 MS. EDWARDS: Thank you. Good evening,
11 everybody. We'd like to speak tonight about the
12 area of 75th Street between State Street and Cottage
13 Grove. It is a business area that's unique to be
14 located in two CPD districts with community members
15 from beats 323, 623, 324, 624, affected by loud
16 noise, drunkenness behavior, trash, illegal parking,
17 fighting, et cetera, as a result of being in the
18 area of the bars during and after closing.

19 The community members living in
20 surrounding areas of the business district feel the
21 brunt of constant unrest and noise near their
22 property.

23 The community members have met with
24 City agencies, business owners, CPD, and elected

1 officials numerous times, and as a result, requested
2 cameras for -- in connection for the SDSC rooms in
3 the 3rd and the 6th Districts on both sides. More
4 police patrol, zone parking designations, hot-spot
5 designations, that have all been discussed.

6 On our 3rd and 6th Districts,
7 officers have been very cooperative within their
8 capacities.

9 I'm concerned about talks that
10 pitting one district against the other by the
11 businesses, which is not true. Can we request as
12 much assistance as possible for both districts to
13 help with a resolution before the weather gets
14 warmer? Thank you.

15 PRESIDENT FOREMAN: First Deputy, any thoughts?

16 FIRST DEPUTY CARTER: We'll have the commanders
17 of the 3rd District and 6th District work with the
18 chief of patrol to take all that. So if we can get
19 all the information from Max, we'll follow up.

20 PRESIDENT FOREMAN: Okay. We'll make sure we
21 get that to you.

22 FIRST DEPUTY CARTER: Thank you.

23 MS. EDWARDS: Thank you.

24 PRESIDENT FOREMAN: Our next speaker, Christa

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1 Noel. Ms. Noel, if you can press +6 to unmute.

2 MS. NOEL: Hello, everybody. Can you call on
3 Elijah? And then I will speak after Elijah.

4 PRESIDENT FOREMAN: Okay. Elijah Hudson. If
5 you can press +6, Mr. Hudson. Mr. Hudson.

6 MR. HUDSON: Hello.

7 PRESIDENT FOREMAN: Good evening.

8 MR. HUDSON: Okay. All right. Good evening,
9 everyone. Again, this is Elijah Hudson. I've been
10 present for a couple of meetings in the past, and
11 this is about the same matter. But first I just
12 want to quickly say thank you, Ephraim, that was a
13 very informative and professional presentation,
14 unlike the one in regards to the CCL presentation
15 that I think about two months ago, which was pretty
16 much nonexistent.

17 But -- so it's the same issue. I'm a
18 worker in the City of Chicago. Driving home, I was
19 arrested by officers for expired license plates and
20 had my legal firearm confiscated, and I was held in
21 a holding cell for around eight hours, charged with
22 multiple charges, went to court, everything was
23 dropped. I have yet to receive my firearm back. So
24 I made a complaint with COPA, and I've been trying

1 to get in contact with the right people in order to
2 get my property back.

3 Yesterday, I went to a community
4 engagement event. Spoke with Commander Hines, and I
5 do want to say he was very professional. He was
6 empathetic to the situation. And once he heard what
7 happened, it seemed as though he wanted to get on it
8 and correct it.

9 I do want to thank Commander Hines
10 from the 18th District, how he handled the
11 situation. And I'm looking to hear back from him,
12 because he said he would sign off for me to get my
13 property back, as long as, you know, there's no
14 outstanding charges or any criminal history on my
15 behalf, which it's not.

16 So that's kind of where I'm at right
17 now.

18 I also spoke with Sergeant Schenk,
19 who was also professional, at the community
20 engagement event that took place in Gold Coast
21 yesterday. I can't remember the bank we were at.
22 But those are two officers from the 18th. I do want
23 to commend them for their professionalism. That's
24 all I have as of right now. Thank you.

1 PRESIDENT FOREMAN: Thank you. Ms. Noel. +6
2 to unmute.

3 MS. NOEL: I think I'm good now. Can you hear
4 me?

5 PRESIDENT FOREMAN: Yes, ma'am.

6 MS. NOEL: Okay. So just to add to what he was
7 saying. So when we spoke to the commander, he --
8 the CCL -- these weapons come across his desk, you
9 know, people asking for their weapons back. And he
10 had actually denied giving Elijah back his weapon,
11 and he didn't even realize that Elijah Hudson, who
12 he just denied giving back his weapon, was standing
13 in front of him. So that gives me the impression
14 that this is a rubber stamp. You know, just comes
15 across and they go, Yeah, no, we're not giving it
16 back.

17 The other problem I have with the
18 process is that they don't call the owners. They
19 don't ask to interview. This is very important,
20 right? You should know the person that you're
21 denying. They couldn't really give us any reason
22 why he denied it two weeks ago.

23 But I would think that if I reviewed
24 a weapons request, that if I saw the name Elijah

1 Hudson, and I did all my little paperwork, and I
2 looked around and into the system and everything,
3 that if he was standing in front of me, that I would
4 remember him. Okay?

5 So I have a problem with the whole
6 process. It is exposing one problem after another,
7 after another, after another. You know, it's
8 completely racist. I don't like it. I don't like
9 the fact that this young black man, who did
10 everything that he was supposed to do, had
11 everything he was supposed to have -- we've reviewed
12 the video. Everything was perfect. And he's still
13 just being denied at every single place he goes to
14 find out the reason why he was even arrested and had
15 to put up with that --

16 PRESIDENT FOREMAN: Thank you, Ms. Noel.

17 MS. NOEL: -- complete exposure of the system.

18 PRESIDENT FOREMAN: Thank you. So appreciate
19 you bringing this to our attention. Both the Police
20 Board, COPA, and the new commission, we all have the
21 ability to take a look at.

22 So I think this is an important place
23 to bring up these issues, and it's something we can
24 definitely take a look into and make some

1 recommendations.

2 I'm sure the Police Department is
3 hearing what you're saying and taking note of this
4 as well. So it's something that not to just put it
5 on the Police Department but the Police Board, COPA,
6 and the new commission. It's something that there
7 are commission members who are attending the meeting
8 as well. So something we can take note of and look
9 into it and have some conversations and try to see
10 if we can make some recommendations around these
11 policies.

12 So thank you for bringing this to our
13 attention.

14 Our final speaker will be Mr. Robert
15 More. Mr. More, if you can unmute one of your
16 phones, please.

17 MR. MORE: Hello, Mr. Foreman. Can you hear
18 me?

19 PRESIDENT FOREMAN: Yes, sir. Good evening.

20 MR. MORE: I confess to the children of Chicago
21 and all the people entitled consideration of me a
22 lack of agility in information technology. I
23 couldn't get on the call the last time, and I'm not
24 exactly certain why, because there are a number of

1 factors that are simply not within my control,
2 because not within my knowledge in terms of all this
3 information technology. But I'm totally recognizing
4 it's not acceptable to remain ignorant because
5 that's vulnerability. Not just vulnerability for
6 me, but vulnerability for everyone that's entitled
7 consideration from me. So I got to improve this.
8 I'm committing myself and I'm improving in my
9 information technology. Okay.

10 First of all, my first disclaimer is
11 that that at HTTP TheYouTubechannel.com and then
12 WATCH?D=LN0kd5OK -- it's 5OK041, that's my
13 disclaimer, because Woodrow Wilson lamented on his
14 death that he unwittingly destroyed this country.
15 Unwittingly is not the same as unculpably. He did
16 destroy the country by signing the Federal Reserve
17 Act on December 23rd of 1913. There's no doubt that
18 was an act of treason. And all the evil that has
19 then ensued have come out of that, because it
20 enabled the forbearers, the president incarnation,
21 the Committee of 300 aggregate this gigantic
22 component of nominal legal claims resources through
23 the arrangement classified as The Great Depression.
24 There was no Great Depression, it was a great

1 deception. It was the largest transfer of wealth in
2 the history. And this has enabled them to gain a
3 massive amount of control and very few people
4 understand how things actually work.

5 So I'm already at -- I don't know if
6 -- couple more seconds. But at any rate, the point
7 is, so I want to scream bloody murder, but the FBI
8 is now investigating and spying upon radical
9 Catholics -- as traditional Catholics as -- trying
10 to criminalize us --

11 PRESIDENT FOREMAN: Mr. More --

12 MR. MORE: Is that it, Mr. Foreman?

13 PRESIDENT FOREMAN: Yeah, that's it. I'm
14 sorry.

15 MR. MORE: The time's up. You gave me an extra
16 ten seconds, so I am not unappreciative of that, but
17 I got to make my winners, my contribution, my
18 mustard seed to fixing the core structural defects.
19 So on to the next battle. Hope --

20 PRESIDENT FOREMAN: I appreciate --

21 MR. MORE: -- to talk to you next month.

22 PRESIDENT FOREMAN: Yes, sir. We will be back
23 in person soon, Mr. More. Yes, we all have some
24 things we have to work on. Keep working on the

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1 technology. But we will be back in person soon.

2 At this time, all members of the
3 public who signed up to speak have been called. Is
4 there a motion to adjourn?

5 BOARD MEMBER EADDY: So moved. Michael Eaddy.

6 PRESIDENT FOREMAN: Is there a second?

7 BOARD MEMBER BLOCK: Second. Steven Block.

8 PRESIDENT FOREMAN: All in favor, please say
9 aye.

10 (CHORUS OF AYES.)

11 PRESIDENT FOREMAN: The motion passes and the
12 meeting is adjourned.

13 Thank you very much and be safe
14 everyone. Thank you.

15

16 (WHEREUPON, the proceedings were
17 adjourned at 8:28 p.m.)

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