

**The city is looking for public feedback on recommendations to increase oversight of the police department and ultimately increase accountability. What do you think of these recommendations?**

Police Oversight Recommendations	
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## Responses

**Tell us: Which of these recommendations do you think the city should do to increase access for filing a complaint? (Select all that apply.)**

		%	Count
Electronic/online form submission		91.8%	123
Place complaint forms in public locations		61.9%	83
Forms available upon request from officers		50.7%	68

1. Do you have other recommendations on how to improve the complaint process or further the education/outreach efforts to the general public?

- The city should make the complaint process clear and simple without attempting to solicit complaints against city workers. ALL city workers, including those on the city commission, should be included in this complaint process. There is much to be heard from the public regarding all levels of city government.*
- If you have a complaint, there should be specifics required. Anonymity breeds animosity. Data should drive the complaint response.*
- All of the recommendations (as any inevitably will) require some form of access to either technology, to a specific location, or to an officer (who may be the officer in question who is receiving the complaint). I recommend considering providing a complaint form to city residents via direct mail for those who don't have ease or ability to access locations or technology and also so one does not need to necessarily interact with an officer if a person does not feel comfortable.*
- I am not aware of the current complaint process or of education/outreach efforts to the public. I found out about this survey through the city's Twitter account. Perhaps the police department needs to do more social media outreach.*
- Ask David Holroyd, he knows best about anything city of Lawrence related.*

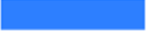


- *Utilize all three options. Perhaps also send out information on the process of filing a complaint in the City bills.*
- *I believe access to the complaint process is adequate.*
- *Create a separate website and promote that website for police complaints. This will give someone the idea of how serious the city is about this issue.*
- *Placing complaint forms in the hands of other officers is a terrible idea. If citizens are mad or scared of law enforcement, putting them in the hands of officers is a substantial barrier to entry.*
- *Form should also be used for suggestions and to say thank you got a job well done!*
- *As I understand it, complaints come to the police department where they are reviewed and then the Citizens Advisory Board is notified. This seems backwards to me--if someone has a complaint about a police officer or a police policy, that should be brought to the CAB for review, and then to the police department, to eliminate any chance of bias. There should be a report on each complaint that is available to the public (although names of officers may need to be redacted), to include the investigation and the outcome. And to avoid racial profiling, the race of the person making the complaint should be documented.*
- *Provide citizens with an easy to read flow chart on how the complaint is handled, including the steps taken to address and resolve complaints*
- *No. Just don't overkill this bear.*
- *Make the process public, for instance maybe feature an article in the paper. Reach out to organizations.*
- *The online form is still challenging to find and use. Make it clear that anonymous complaints will be accepted and could be useful in detecting patterns of inappropriate policing behavior.*
- *Complaints are generally found to be unsubstantiated [sic], why should the police department be expected to provide more means for citizens to complain about service?*
- *Provide information about how complaints are handled online. Ensure the process is accessible to as many people as possible, perhaps by also having people available to help with such forms in public locations. For example, if they are available at the library, ensure staff is willing to help people fill them out.*
- *No*
- *Teach alternate dispute resolution, rather than officers that produce fear without just reason*
- *I have always been a strong believer if you have a complaint, the complaint should be made in person. I understand the rationale for online submission, but I feel making it easier will lead to abuse of the process.*

- *Since not everyone can provide written comments, provide a number of an independent office that can take the complaint or record the form.*
- *The Citizens Advisory Board is defunct and should not exist by that name. After over ten years of holding advisory board parodies where the blank and meaningless OFB reports are read out loud end it. A new board should be created to independently receive complaints, address biased based complaints, and make independent reviews for the city manager and city council. Formally disband the current Citizen Board and acknowledge it was a complete failure.*
- *Provide forms at City Hall*
- *The complaints should not be anonymous. People would just take advantage of the anonymous process and cause the officers, department, and city a lot of extra work and heart burn potentially for nothing. I see nothing wrong with the complaint process, nor with the way the department handles issues.*
- *I'm not sure if it's possible to submit a complaint anonymously, but I feel like that's something that should be considered.*
- *No*
- *I think that there should be more information readily available to assist citizens in making a complaint. Mostly being what is actually grounds for a complaint. Sometimes part of an officer's job involves "not being nice to someone" or someone "not being comfortable ". You can't write a complaining [sic] because you see someone [sic] sitting on the ground in handcuffs.*
- *More foot patrols downtown, at parks and at events. Programs at the library?*
- *Make it so the complaining party doesn't have to speak directly to an officer or enter the police department to file their complaint. If they already feel as though they've been discriminated against, having to talk to the institution that did the discriminating in the first place is a huge barrier to seeking justice.*
- *I am worried people will make false accusations. We don't have a process to file a complaint on a firefighter or city employee. Why is it just police that are being singled out?*
- *Anonymous complaints should be received by the department; however, I also believe the officer(s) name should also remain anonymous unless the complaint is substantiated and disciplinary action resulting in more than a verbal reprimand is taken (i.e. Suspension or termination)*
- *With any submission there must be contact information for follow up questions/interviews to validate the complaint.*
- *Ability to file a complaint via telephone for individuals who are illiterate. Ensure those who are hearing and sight impaired have equal access.*

- *take it seriously*
- *I don't know anything about this process. How are people expected to find out they can file a complaint?*
- *I think the current system works just fine! If it ain't broke, don't fix it!*
- *Call it a complaint/compliment form. Some people have good things to say about our PD.*
- *Na*
- *Online submission will probably be the most useful*
- *The use of online and public access complaint forms would be great but would cause too many frivolous complaints that would overwhelm the system.*
- *The current process works fine. If you want to be informed the department works with you to get your issues addressed.*
- *All of these options should be made available, for reasons of convenience and equity.*
- *Online submission would be much better except for the fact that there are those random people out there that would put in a false claim just to go after a certain officer*
- *The public should be able to file complaints [sic] in person or electronically BUT, they must sign their name! No anonymous complaints should be taken and all complaints found to be made up, the filer should also be held accountable.*
- *Forms available from officers should be SASE / prepaid. The officer should be allowed to mark on it where / when the encounter took place. (Placing blank forms in public places would lead to a slough of bogus complaints that will do nothing but lose credibility and waste time trying to track down specifics.*
- *Electronic/online complaints will add too many complaints which are baseless and posted in the heat of the moment without time for the individual to reflect upon it*
- *Please follow up on these complaints and advise the person who filed the complaints of any actions taken. Doing this in a timely manner is very important. Transparency is a must.*
- *No. Complaints can be received in multiple ways already it seems.*
- *Citizens fear retaliation, so few complaints are lodged. We have little faith that the system will provide justice, and our fears are based on experience. The police dept should not be allowed to self-report these complaints; these complaints should be heard and collected by an outside body for transparency and to prevent corruption of the process.*
- *Compliments should be just as easy to access as complaints.*

- *More neutral, non officer should receive the forms, a city official of some sort to deter intimidation of dealing with the actual police you are complaining about.*

**Tell us: Which of these recommendations you think the city should do to increase the role of the Citizens' Advisory Board for Fair and Impartial Policing? (Select all that apply.)**

		%	Count
Allow advisory board members to receive complaints directly from the public in a confidential manner.		69.5%	89
Upon request, allow complainants in biased based policing complaints to have their investigation reviewed by the advisory board.		72.7%	93
If applicable, allow the board, upon reviewing the findings of a biased based policing complaint, to make a recommendation to the City Manager for further review.		77.3%	99

2. Do you have additional thoughts on the recommendations specifically related to the role of the Citizens' Advisory Board for Fair & Impartial Policing?

- *The board should operate as other city advisory boards do. In other words, if the majority of the board believes, and votes, that an issue should be forwarded to the City Commission for action then it should. In keeping with city policy, it should go to our elected body rather than the city manager.*
- *An advisory board is just that- advisory to the city commission. When matters cross over to performance, employees [sic] rights should also be taken into account.*
- *I am concerned that there is no mention of a 3rd party, professional, community, or scholar who might be able to better speak to what biased based policing may look like. Having an external board member who is trained or knowledgeable in the precarious relationships often produced in policing would be an invaluable asset to the board.*
- *It sounds like the advisory board doesn't have much of a role. I am surprised to hear this. I would recommend letting the advisory board have a more significant role in actually advising.*

- Ask David Holroyd, he knows best about anything city of Lawrence related.
- all three. Empower a citizen body to liaise with the department for the citizens in every way possible.
- The current process lacks transparency and the new process must do a better job. As an example the current advisory board for Racial Profiling only receives heavily filtered summaries of Racial Profiling complaints. The [sic] are forced to take what they are told at face value. Unfortunately, I have personal knowledge of complaints that were not handled properly. I know of an example when a former Captain in Internal Affairs failed to notify the former Chief of police of a serious policy violation during a Racial Profiling Investigation. The Profiling Board therefore had no knowledge of the misconduct when they received a summary of the incident. In addition, the serious conduct violation was never revealed to the Citizen who made the initial complaint. That Citizen was talked out of making a formal complaint and there was no mention of the conduct violation in the file. There is little chance the Citizen would have dropped the complaint had he know [sic] of the conduct violation that was discovered during the investigation.
- Make sure the board has qualified people on it- not just the loudest on the topic.
- One of the key problems in American law enforcement is that police departments actively fight oversight and transparency. This sets police up AS the governing authority, rather than the enforcement arm OF authority. Allowing the review board to sent [sic] recommendations to the City Manager makes it clear that the police work for the city, and not vice-versa.
- Are the definitions of bias known, or on a form with complaint is made. We all have to know the rules.
- Does this pertain only to racial profiling or is this a broader way to gather all complaints?
- I'm always for outside of the party being investigated or complained about oversight. Helps to prevent needless and stupid stuff if applied with an open mind. We try but we are not perfect.
- Implement body cameras for use by the department. Implement race data collection in regards to police/citizen contact. This would include all vehicular stops, whether a citation was issued or not, as well other (pedestrian, calls for service) contacts.
- Who would vet the members of advisory board? I would want then to maintain privacy of citizen and police

- *In what forum does the board receive complaints? Complaints made in private to unpaid members of an advisory board does not ensure accuracy of information.*
- *No*
- *Whole of the council should appoint members not just the mayor.*
- *Most impt [sic] is advisory board members receiving complaints directly.*
- *How does a board of citizens believe they are qualified enough to judge and cast punishment on officers based on a complaint ? The current review process involves those who know the law and are sworn in to judge situations involving public complaints. Board members do not have the knowledge or experience to "police" our community!*
- *The Citizens Advisory Board is defunct and the recommendations from board members to dissolve it should be the first recommendation the city ever follows. Unbelievable that for over ten years the held advisory board parodies where the blank and meaningless OFB reports were just read out loud. E A new board should be created to independently receive complaints, address biased based complaints, and make independent reviews for the city manager and city council. Formally disband the current Citizen Board and acknowledge it was a complete failure.*
- *With the sensitive nature and maintaining confidentiality of information related to complaints filed, I do not think that complaints should be received directly by Review Board members.*
- *No*
- *If the access to make complaints is going to increase, thus increasing the demand on LPD to investigate, then there should be an entire third party entity responsible for conducting the investigation of these complaints so that we arent [sic] using the cities minimal budget on these "investigations".*
- *Investigations should be done independent from the police department. The board should have more power than to "recommend" additional review.*
- *This should stay the same.*
- *There should be term limits on these positions and staggered so there is experience at the transition stage. A disclosure agreement is a must so citizen(s) and officer(s) have legal recourse against the board member(s) if the privacy agreement is violated.*
- *I believe it is important that the advisory board be made up of a wide variety of race, gender & socio-economic people to get the most diverse opinions. However, that being said, it is also imperative that these people be willing to have an open mind, to want to learn about more than life just within their personal experiences, have excellent listening skills, and have the ability to consider the totality of a situation before making any decision.*

- *The current system works just fine for me. As I stated, if it ain't broke don't fix it!*
- *N/A*
- *The current process works!*
- *I would be interested in having more clarity on the first recommendation: "Allow advisory board members to receive complaints directly..." Would you have complaints assigned to an individual board members that they investigate? Will there be an attorney present? Would the attorney present the complain [sic] to the entire board? Who is on the board? I think there should be some public engagement from the board. A public meeting where they explain: 1) How to make a complaint, 2) How complaints are reviewed, 3) How confidentiality [sic] will be maintained throughout the process, 4) etc. This will help ensure transparency and educate the general public on the process. These events also don't have to be public meetings. You could have board members attend different events around town (including campus), and just give a short 5-10 minute presentation about the board and the complaint process.*
- *A follow-up to the citizen might be best to let them know that you have talked to somebody about it.*
- *I dont [sic] think we want people who have never been a police officer deciding what a police officer should have done in a given situation. As long as the board has no binding authority, then i guess they can review some complaints.*
- *I am totally against giving "the board" too much power. How would / are they vetted? Have background checks been done? What is their agenda?*
- *Ultimate determination by the board should not be advisory only, and subject to veto by the city manager. If the decision is advisory, final authority should rest with the city commission. Mandate disclosure of findings, and stop hiding behind the "confidential personnel information" excuse for refusing to disclose names of officers who are found to have committed violations.*
- *Internal investigations should not be handled by an Office of Professional Accountability. No entity, regardless of whether it is law enforcement, government agency, or a business, can successfully and honestly audit itself. An independent, outside organization, that is not connected to an official law enforcement entity, should conduct internal investigations.*
- *Currently the board is powerless. It's a rubber stamp exercise.*
- *All three options are over reaches*



**Tell us: Out of the recommendations for additional monitoring, data collection and oversight, which measures do you support? (Select all that apply).**

		%	Count
Implement Body Cameras		81.9%	104
Implement race data collection on calls for service		51.2%	65

		%	Count
Fund an additional sergeant to manage professional standards and accountability		55.1%	70

3. Do you have other recommendations for expanding monitoring, information collection and oversight of the police department? Please provide your thoughts on these recommendations.

- Be careful what you wish for. Body cameras will lead to freedom of information requests for recordings of you and I, and maybe our kids, during unfortunate possible contacts we may have with police. In order for body cams to be effective (ie satisfying the critics) the public needs to have access to ALL recordings police make. Let us be the judge, is what many would say. However when my wife was stopped for applying makeup when driving and my daughter was talked with a school police officer about a problem I would be HORRIFIED if that was accessible to ANYONE interested. I trust our officers, and the city's policies on protecting information about these contacts, and don't want that to change. By and large, I believe our officers do a great job and make the right choices every day. If there is evidence contrary to this, I hope people provide specifics before demanding change. So far, surveys and comments without specifics have been nothing more than unproductive noise.*
- There are many benefits to body cameras and additional data collection. However, it should be noted that these things take time, money and resources to implement and MAINTAIN. Please make sure that everyone understands the long term impact and potential negative impact there could be to police response if additional resources and infrastructure are not factored in to this equation. It should also be noted that the information that will need to be collected may be offensive or invasive to a majority of individuals on these calls.*

- Also implement data collection to look at gender, especially as it relates to race.
- I find that accountability will be revealed in common/everyday interactions as witnessed through body cam footage. There should be a requirement to have bodycams (upon checking them out) to be fully functioning (audio/video) and a sign out form filled by the officer implementing the camera acknowledging so. Additionally, those being filmed have the right to know they are being filmed and should be given the proper release forms or equivalent standard outlined by state/federal law when filming persons. It should be a common practice (if not already implemented) to be completing full demographic reports of those they [sic] interact with and to what degree they interact with said person.
- How does a sergeant enable the transition to an OPS? What does this office do now and how would transitioning to an OPS be beneficial? Also, race data isn't collected now?
- Ask David Holroyd, he knows best about anything city of Lawrence related.
- Also, quit hiring men drowning in their own machismo. That'll help.
- The collection methods that are being recommended are sufficient. It is how the information that is gathered is handled that needs to be addressed.
- On police applicants: Are applicants screened against previous law enforcement employment? Is voluntary resignation in the face of a complaint considered during the application process? Are officers fired with cause from other departments eligible for employment in the Lawrence Police Department? One problem in American law enforcement is that officers who have been dismissed from law enforcement jobs are hired by other departments.
- Sergeant should be an officer and body cameras are a good tool to help protect our police.
- If the police department has acquired videos made by citizen observers, the videos should be available for public review within at least 30 days of the incident, if not sooner.
- This department is full of individuals that hold leadership positions and lack professionalism. I would hate for such an important role to be given to someone from such cliquish/brown-nose group. I'm extremely concerned on how to hold current supervisors accountable, including the chief. How can citizens feel safe to share an anonymous complaint about the chief when the complaint is probably handled by the same chief?? Where do we go to make such complaint that is not the same police department?? Another concern- Patrolmen have little support from people above them and are not able to voice their needs. Current supervisors (captains, sergeants) are the reason why there's such a high turnover rate in this

department. Patrolmen are over worked, over stressed, and unsupported. They're at the bottom of the food chain in their department. They're held to standards that don't necessarily apply to their supervisors. Some of these supervising teams act as packs and are quick to attack their patrolmen colleagues at a professional level, this is an unhealthy working environment. The chief is aware of many of these issues and looks the other way. He himself appointed many of them to a supervising role. They need to be held accountable for their lack of leadership, professionalism, and support. A high patrolmen turnover rate is a direct reflection of their failure to support their employees.

- Sergeant should be an officer that can not [sic] be influenced, and why just race. There are many ways to discriminate. Someone is always crying fowl [sic]. Where do we stop? Very tough answer.
- I believe a step in this direction would be beneficial for the Police and the public
- Do police treat citizens differently based on perceived income level? That would be an enlightening study, especially as the wealth gap in Lawrence is increasing. We have two cars. One is a 90s older and rusty Honda; one is only a few years old. We've been pulled over 3 times in the past year while in the older car, each time for a bogus reason; a glance at a driver's license (not even our insurance/registration), and a "warning" to avoid doing something we weren't doing. When parked at a park or at the cemetery (while walking), we've had police inspect the interior of our car with flashlights and when confronted, say "we thought it might be abandoned," meanwhile they drive past other vehicles also parked in the same location. Given that we are the same people and drive the same way in both cars but experience what amounts to near-harassment in the rusty vehicle....how about we ask whether it is perceived poverty that the police are policing rather than actual infractions. So I'd like to see a study on that. Amazing as it may sound, being poor is not a crime.
- None of the above.
- How would race data be collected; question to citizen And or guess by officer? Needs to be standardized and without [sic] bias as much as possible [sic]
- I think the police need to keep complete data, including race, when any investigatory driving or pedestrian stop is made. This must include if the person or vehicle was searched. The result (e.g., ticket) of the stop must be documented, including if the person was allowed to leave without any need for follow-up action or even without getting a verbal warning. Data on investigatory stops should also indicate how long the stop lasted.
- Money spent on the department would be better served for increased and more extensive training of officers than on body cameras.
- No

- None
- *Expand and develop on professional interaction with then public, rather than reactive. Understanding that majority of people that law enforcement deal with are untrustworthy, but there is a large population of normal human beings, where respect is not provided.*
- *Please explain to me a way an officer will be able to collect the data from all car stops, citizen contacts, pedestrian encounters, etc. Will this policy require officers to ask every person they come in contact with their race. What does the officer do when they refuse to disclose this information, guess. What if the citizen complains to the review board about the invasive questions. Do I have to disclose I am part Native American when it is not a concern of city government? I do not like the invasive questioning of my race, etc.*
- *The additional position should report to the City Manager and should be independent of the police and its union. If it stays in the police department, the position should be unclassified (non-union) to allow not police biased reviews.*
- *You try wearing a body camera while performing your job and see how distracted you become. Then add the dangers a police officer faces every second of their shift to that distraction and see how many more police lives are lost.*
- *Collecting race data from police contacts should be an absolute priority. The data already collected from the jail shows the 4.4% of Lawrence that is African American are somehow 25% of the population of the county jail. Everyone who rejected the Lawrence NAACP Survey of Police Stops for being unscientific, like the city manager or Ijworld, should support the accurate collection of data by the police. This should be easier to implement, less time consuming, and less expensive than other proposals like hiring more, and it will produce real accountability when the numbers are open for everyone to see.*
- *Collecting race data could be a dangerous slope. Is it race perceived by the officer, the citizen, or something else. Asking people their race could cause some people to negatively react and make them believe the department is only interested in race for other reasons.*
- *This information can be tracked now in the department CAD/RECORDS/JAIL computer system; however, LPD has been very reluctant to release the information unless mandated to do so. Make this information transparent and release it, just as done with the Daily Crime Log. Just might improve community relations when you remove the "cloak of secrecy" in providing information on your officers job performances. Let the community know what race/sex(es) you are in contact with on a daily basis. If there is nothing to hide, and your officers are not "profiling", why not release the information as proof....*

- No
- *Body cameras are useless if officers aren't [sic] receiving [sic] good training from seasoned vets. If it comes down to spending money on a camera or on personnel [sic] for training and accountability, personnel [sic] should trump technology.*
- *I do have concerns about video from body cameras being made public in situations where it may embarrass citizens. Often times, police have to help people at their worst and allowing footage of those situations to become public may not be necessary. For accountability's sake, I would err on the side of implementing them, but I would hope there would be limitations on who may access the footage. Then again, I have no idea how that would best work.*
- *If body cameras are implemented, there need to be clear rules for their use. So many instances of police brutality have gone unrecorded or partially recorded because the body camera wasn't on or happened to "malfunction" just as the act of brutality was being committed. Officers who fail to comply with body cam rules should be disciplined accordingly.*
- *The collection of race data is important but I believe it will have its drawbacks. This needs to be a simple checkbox the officers will click on when reporting a call. Are officers required to ask the race of every person they speak to on the street or in casual contact? With so many mixed races, how are officers supposed [sic] to know what the victim/suspect identify with? This could cause some additional conflict between citizens and the reporting officers. This could also result in an officer issuing a citation rather than a warning to everyone he/she comes in contact with to avoid any potential conflict.*
- *You must make strict controls of body camera data BEFORE implementation, i.e.: public/private, when can release be made, interfere with on-going investigation, etc. The collection is already somewhat done additional will be VERY time consuming and will need more personnel to maintain information collected. No use collecting if just going to be filed. Also, citizens may not really want to provide the information. I would not if just requesting assistance from the police. Use an existing Sgt. who is in Administrative position now to assist in this position, not an additional position.*
- *Implementation of body cameras should be pursued but not until the many issues are figured out...balance b/t transparency and privacy, storage of data, time and cost to retrieve data. I believe this is necessary but considering the expense vs. actual benefit, time should be taken to do it right vs. taking reactionary steps.*
- *I'm uncertain about whether the collection of race data would help or hinder race relations. Would it possibly lead to more concern about racism?*

- *Leave it alone!*
  - *You would also need to find additional positions to collect and analyze data from body camera or information collection. Don't agree until those are included.*
  - *Body cameras might be expensive. The reason I support race data collection is so that there will be an unbiased record hopefully putting data behind racial profiling claims*
  - *Don't do any of that. Lawrence police don't need body cameras. Indicating ethnicities with every interaction is a huge time drain. Not everything is race related. Would this deter white officers from questioning black citizens for fear of being accused of racial profiling? What ever happened to just treating everyone equal? Can we please not bring race into this? The paperwork sounds tedious for this. "Do you know why I pulled you over? Also, I can't figure out if you're Native American or Mexican. Can you clarify that for me please so I'll know which box to check when I do the paperwork for this?" Look, this is probably an idea presented with good intentions, but uts ridiculous. Please don't move forward with it. The ONLY reason I could see this being worthwhile is if it's being done strictly for gathering statistics for a study and that a grant has been provided to cover the costs of collecting the data.*
  - *Race data should not be used. This is just another way of profiling.*
  - *Body cams don't lie they'll hold up in court on either side.*
  - *Keeping statistics on race may provide data that is skewed for or against any race. The problem with statistics is you can turn them to say what ever is popular, not to mention, that data is EXTREMELY difficult to collect.*
  - *If you implement body cameras, you have to add servers and more IT staff to management the overwhelming volume of video/audio and add a Sergeant to oversee the project / pull and analyze video and then make the appropriate report through his chain of command to the Chief of Police. This work does not happen in a vacuum, it's a big deal to properly manage and oversee.*
  - *Mandate use of body cameras and implement a zero tolerance policy, subject to termination, for failure to use them. Release footage upon request.*
  - *Implement strict regulations and procedures regarding EVER turning body cameras off.*
4. Please give us your thoughts on external reviews and the recommendations to improve department-level efforts for oversight and accountability.

- *Sure. Oversight on all levels of city, county and school government could provide benefit. I don't think the City Hall attorneys would be bias for/against police, but if people want to spend the city's money on someone from outside that is okay too. We just need to make sure they understand, and are qualified to judge, what cops do. Maybe a former prosecutor, judge, outside law enforcement officer, etc. i don't know. But I do know I am not qualified to judge, in hindsight, what a doctor, teacher, or other public official may have done without complete knowledge of their job and duties.*
- *Like with any good system, an audit of the function of that system is appropriate. When it comes to matters of personnel, this absolutely should not be a third party responsibility. There are employee rights that should be taken in to account.*
- *External review should, absolutely, be an aspect of any local, state, or federal government agency to check abuses of power.*
- *I am unclear on what the reviewers would be reviewing. I need the recommendation to be more specific. I am all for reviews but I would like to know what would be reviewed and and a more specific timeline for when these reviews would be done and how long they would take.*
- *Ask David Holroyd, he knows best about anything city of Lawrence related.*
- *It would be difficult for the department to reliably police themselves.*
- *Unfortunately there needs to be the mechanism to have an independent audit of the Police Department. Currently if you make a complaint against the police department they do not even have a requirement to actually do any investigation whatsoever. I am aware of a credible complaint against a police department administrator which the City has so far refused to investigate.*
- *My interactions with Lawrence police officers have indicated a high standard of professionalism. Not all of my friends have been so lucky. Periodic community surveys could be helpful but are not as urgent as increasing transparency and accountability.*
- *Independence is paramount.*
- *There have been so many cases of unarmed citizens shot by police who claim self defense, yet videos often show police aggression ending in the death of a suspect, with no evidence of threat from the suspect. Typically, the officer is charged; no grand jury called; there is little or no consequence for the offending officer. This continuing trend has caused a lot of conflict between citizens and police. In such cases, an independent review board should be named, including community members, to determine if there is just cause for a trial of the offending law officer.*

- *Please allow citizens to apply or be able to participate in this process. We need to voice our concerns (specifically the ones I mentioned in the previous box) and we need to know that an impartial authority is handling them!*
- *As an inspector and supervised I always applied the letter of the law, with fairness and understanding of all persons involved. Laws are written and interpreted [sic] by people (the good, bad, ugly, and the saints).*
- *Yes you may find some issues that are consistent- good or bad, possibly best practices*
- *typically, independent audits amount to an expensive waste of taxpayer money. Better to have a city employee, not affiliated with the police department, who is a person in charge of collecting periodic comments from the public. That way, the public can answer surveys or questions about their experience with the police--good and bad--in order to ID possible problem areas. The public would feel safe offering anonymous comments this way.*
- *Independent audits are only needed if direct conflicts. City and department should have guidelines to use for their own staff*
- *These recommendations are a start. The real work, however, is more difficult in that it requires all law enforcement personnel to exam their own biases and work to overcome them. This is a universal problem, but it's particularly critical to address for people in positions of authority and influence.*
- *Why pay a lot of our city's money to review findings when it is the responsibility of the City Manger [sic] and his assistants.*
- *Yes they should and provide an annual report. The annual report should be presented to the Mayor and City Commission with trends from year to year.*
- *How is this not already happening?*
- *The department should have trustworthy people that can be held accountable for actions taken. I'm sure LPD has this. I trust our county/city officers.*
- *Only if they are or have been in that line of work.*
- *We can always ask for independent audits and reviews, but if the department is "dirty" to begin with, the bond between those who wear the badge (being reviewed by external law enforcement agencies), sometimes is not always revealing and forthcoming in finding the truth....LEO'S protect their own brothers and sisters, especially when it comes to rooting out the "bad cops"....*
- *Internal investigations will always involve some level of bias, whether intentional or not. The only way to make sure these biases don't affect*



*the fair treatment of citizens is to subject the department to external review by an objective third party.*

- *The police department already has this in place*
- *This is difficult to answer with yes/no. I think it would be a good idea for a review, but this is worded that it would be an on-going process. That seems like a lot of expense and probably redundant information gathered.*
- *I have found that it can be very expensive and nonproductive to bring someone from outside a government service to review it. It would certainly need to be a company with a proven track record of performing such audits successfully and without biases.*
- *It's OK the way it is.*
- *We all learn from reviews*
- *I would prefer exclusively external reviews*
- *I'm not informed about this enough to have an opinion.*
- *This is just extra spending of departmental funds that could be better used within for manpower and benefits for officers.*
- *Although I'm sure there will be added expenses to conducting an independent audit or review, I think it would be worth it to ensure the oversight of the police department.*
- *I think they should have a level the worst level starting with outside officers coming in and investigating, and of course the stupid stuff we don't really need somebody outside to come in and pay them*
- *People who have never been a police officer have no business making decisions about what the police should have done in a given situation. They also have no business trying to make policy for officers to follow.*
- *You have the process in place already for external review - it's called the Chain of Command, and it goes up from the newest hire to the City Commission. There hasn't been an issue with accountability - so why make up a smoke screen when one isn't there.*
- *See above.*
- *The citizens in this town need transparency and follow up and not just lip service. External reviews are necessary to ensure accountability on all levels of the police department. A diverse group of citizens, not just white citizens. We need specifically African American and Native American as well as LGBTQIA citizens of this town to be involved in this group.*
- *I don't know how someone outside the police department can make policy decisions without full knowledge about what the police responsibilities are.*
- *This would be a waste of money.*