

MINUTES OF MEETING OF JUDICIARY & LAW ENFORCEMENT COMMITTEE

May 5th, 2021

Kenosha County Job Center, Commons Area, Entrance D

Members Present: Boyd Frederick, David Celebre, Jeff Wamboldt, Laura Belsky, Mark Nordigian, Sharon Pomaville, Jerry Gulley, YIG Gabrielle Wellman,

Others Present: Supervisor Kim Lewis, Chief Deputy Marc Levin, Eric Klinkhammer, Justin Miller, Horace Staples, Steve Beranis, Neil Paulsen, Chase Forster, Joe Potente, Joel Trudell, Michelle Hicks, Alyssa Werfelmann

Meeting Called to Order: 6:30 p.m. by Chairman Boyd Frederick

Citizen Comments:

6:31: Mr. Joel Trudell, a resident in Kenosha, spoke on the Kenosha Sheriff's Department Body Camera Policies. Mr. Trudell referenced page 2 of the Kenosha County Policy #526, quoting specifically "Members should document the existence of a recording in any report or other official record of the contract, including any instance where the recorder malfunctioned, or the member deactivated the recording." Mr. Trudell expressed the reason behind the recordings is because of the judgement of officers and deputies and allowing them to turn off the record defeats the purpose of recording in the first place. Mr. Trudell also quoted from page 2 "This policy is not intended to describe every possible situation in which the portable recorder should be used, although there are many situations in which its use is appropriate. Members should activate the recorder any time they engage in work-related interactions...". His concern is the officers or deputies are becoming managers of a device and buttons rather than being peace officers or protecting the public. Mr. Trudell stated the device needs to stay on all the time. If there is a concern about privacy or concern about youth being recorded, the information can be redacted or censored after the fact. Mr. Trudell gave the example of what recently happened in Ohio where a minor was shot by police. He stated if the argument is, we cannot film minors, then would a similar incident in our county not have occurred or been recorded by the Sheriff's Department. Mr. Trudell restated that deputies should not have discretion on turning off the device and anything that should be shared with the public can be redacted after the fact. Mr. Trudell quoted from the policy "a failure to reactivate the device after a cessation of recording is a serious infraction and liability. Violations result in disciplinary action up to and including suspension or termination." Mr. Trudell reiterated that by putting the responsibility on the deputy, we are putting the deputy in an advisory relationship with a camera and did not believe it was a good idea. The deputy should not have the power to turn the device on and off, it should be automatic. Mr. Trudell summarized the discretion of the cameras being on or off should not be left with the deputies, because their judgement and discretion is the point of concern. The cameras always need to be on whenever a deputy is on duty. Finally, anything that should not be shared can be redacted, censored or blacked out after the fact.

Supervisor Comments: 6:35: None

Chairman Comments: 6:36: Welcome back, good to see everyone in person.

Approval of the Minutes from April 7th, 2021:

Motion by: Pomaville **Seconded by:** Belsky **Approved:** unanimously

Resolutions from the Kenosha County Sheriff's Department:

Resolution Approving Kenosha County Civil Disturbance Unit Memorandum of Understanding/Intergovernmental Agreement with Other Agencies

Motion by: Nordigian **Seconded by:** Belsky **Approved:** unanimously

6:36: Lieutenant Neil Paulsen of the Kenosha County Sheriff's Department presented. Lt. Paulsen spoke of the Memorandum of Understanding in reference to the Civil Disturbance Unit, consisting of sworn members of the Sheriff's Department and other Kenosha County police agencies, and defines the roles and responsibilities of the participating agencies. Wages, benefits, sick days, vacation days, etc. will be paid to the officers by their parent agency, along with any workman's compensation claims for injuries sustained while performing civil disturbance duties and/or training. Officers assigned to the unit will be considered working under the Mutual Aid Provision of the Wisconsin State Statute. Supervisor Nordigian asked for a definition of what constitutes civil disturbance or where the civil disturbance would be call out/sent to. Lt. Paulsen stated there is a Wisconsin State Statute for civil disturbance and rioting, so there are numerous things that can fall under a civil disturbance including a full blow riot or participation of possible civil unrest. Lt. Paulsen gave the example of the Jacob Blake announcement from the DA's Office, where the team was activated and prepared just in case there was a civil disturbance. Those officers and deputies are acting together under the Civil Disturbance Unit.

Supervisor Nordigian verified the definition for civil disturbance was based off the State Statute, to which Lt. Paulsen agreed. Supervisor Nordigian asked about insurance coverage for law enforcement personnel if they are working with us outside of their normal jurisdiction, using Twin Lakes Police Department as an example. Lt. Paulsen said yes, they would be covered, using Twin Lakes Police Department as an example, in Somers, Salem, Kenosha, etc. Supervisor Nordigian verified that the other agencies would cover their person's injury if not in their municipality but elsewhere. Lt. Paulsen agreed that their home agency's insurance would cover them under Mutual Aid.

Supervisor Belsky asked how this was different from Lt. Horace Staple's, of Emergency Management, or MABAS responsibilities, and how would this coordinate with those two groups. If they were looking for a Civil Disturbance Unit and a Memorandum of Understanding between all municipalities, isn't this what Lt. Staples does by combining the emergency coordination. Lt. Paulsen answered that the Sheriff's Department has their own Civil Disturbance Unit, which consists of law enforcement officers from outside agencies. The unit already is in existence and the resolution was a Memorandum of Understanding for other departments and their Chiefs, so when they are operating under the Sheriff's Department supervision, on the Civil Disturbance Team, this would establish what the parameters are such as wages, workman's comp, etc. Supervisor Belsky verified that this was to define the roles and responsibilities once under the Sheriff's Departments umbrella, to which Lt. Paulsen agreed.

Supervisor Gulley verified that there was mention that the Civil Disturbance Unit exists today. Lt. Paulsen agreed and said it was called the Kenosha County Crowd Control Unit. Supervisor Gulley asked that the approval tonight was for the Memorandum of Understanding to partner with other municipalities. Lt. Paulsen said the Sheriff's Department was already partnered with other municipalities, but something official was needed in writing as requested by the other municipality Chiefs. Supervisor Gulley felt that personal training was great and was in support of this. When he looked at the training portion of the Memorandum of Understanding he preferred it said training was 'mandated' for members of the unit. Lt. Paulsen agreed mentioning they had training the Tuesday prior to this Judiciary and Law Enforcement Committee. Supervisor Gulley asked to make a motion to amend the Memorandum of Understanding to say the training is mandated in order to commit to it and make it clear that training is ongoing, and asked Lt. Paulsen if that was something he would entertain. Lt. Paulsen agreed he would entertain and mentioned that the Civil Disturbance Unit currently train a minimum of once a quarter. When the unit initially started, they trained every month. They currently have mandated trainings and guidelines in place including dress codes, what to do at certain times, and everything in between. The team members are mandated to be there and only a substantial excuse can excuse them from training. Supervisor Nordigian and Supervisor Pomaville said he would second the motion. Supervisor Wamboldt verified with Lt. Paulsen that he had no issue with Supervisor Gulley's request to amend the Memorandum of Understanding to mandate the training and if this was a reasonable request. Lt. Paulsen agreed it was a reasonable

request. Supervisor Gulley made the official motion to amend the language around the paragraph for training on page two, fourth paragraph down to “team members will be required to participate in...”. Chairman Frederick asked for a second. Seconded by Supervisor Pomaville. Unanimous approval on changing the language.

A motion was made to pass the resolution by Supervisor Nordigian. Seconded by Supervisor Belsky. Motion passes unanimously with no further discussion.

Resolution Approving 2020 Grant Awards – Homeland Security – Wisconsin Emergency Management. HS ALERT BOMB Explosive Breaching Training

Motion by: Wamboldt **Seconded by:** Pomaville **Approved:** unanimously
6:46: Lieutenant Steve Beranis of the Kenosha County Sheriff’s Department presented. Lt. Beranis present the grant award in the amount of \$4,600 from the State of Wisconsin Emergency Management, which is funded through Homeland Security. The grant will cover registration and travel costs for Explosive Breaching Training that will be held in Will County, Illinois in June 2021. Chairman Frederick asked if all expenditures would be covered under the grant with no additional cost to the taxpayers. Lt. Beranis agreed all expenditures would be covered by the grant and there were no match requirements. Supervisor Wamboldt motioned to approve. Supervisor Pomaville seconded. Motion passes unanimously with no further discussion.

Resolution 5-18-21 Approving Clement Abongwa Appointment to the Local Emergency Planning Committee

Motion by: Nordigian **Seconded by:** Belsky **Approved:** unanimously
6:47: Lieutenant Horace Staples of the Kenosha County Sheriff’s Department presented. Lt. Staples presented a resolution for Clement Abongwa to serve a three year term on the Local Emergency Planning Committee and that the Kenosha County Board of Supervisors approves the appointment of Clement Abongwa to serve as a member of the Local Emergency Planning Committee immediately upon confirmation of the County Board and to continue until the 1st day of May 2024 or until a successor is appointed by the County Executive and confirmed by the Kenosha County Board of Supervisors. Supervisor Nordigian motioned to approve the resolution. Supervisor Belsky seconded. Motion passes unanimously with no further discussion.

Resolution 5-18-21 Approving Joseph Potente Appointment to the Local Emergency Planning Committee

Motion by: Pomaville **Seconded by:** Belsky **Approved:** unanimously
6:49: Lieutenant Horace Staples of the Kenosha County Sheriff’s Department presented. Lt. Staples presented a resolution for Joseph Potente to serve a three year term on the Local Emergency Planning Committee and that the Kenosha County Board of Supervisors approves the appointment of Joseph Potente to serve as a member of the Local Emergency Planning Committee immediately upon confirmation of the County Board and to continue until the 1st day of May 2024 or until a successor is appointed by the County Executive and confirmed by the Kenosha County Board of Supervisors. Supervisor Pomaville motioned to approve the resolution. Supervisor Belsky seconded. Motion passes unanimously with no further discussion.

Resolution 5-18-21 Approving Peter Wicklund Appointment to the Local Emergency Planning Committee

Motion by: Belsky **Seconded by:** Wamboldt **Approved:** unanimously
6:50: Lieutenant Horace Staples of the Kenosha County Sheriff’s Department presented. Lt. Staples presented a resolution for Peter Wicklund to serve a three year term on the Local Emergency Planning Committee and that the Kenosha County Board of Supervisors approves the appointment of Peter Wicklund to serve as a member of the Local Emergency Planning Committee immediately upon confirmation of the County Board and to continue until the 1st day of May 2024 or until a successor is appointed by the County Executive and confirmed by the Kenosha County Board of

Supervisors. Supervisor Belsky motioned to approve the resolution. Supervisor Wamboldt seconded. Motion passes unanimously with no further discussion.

Kenosha Sheriff's Department Body Camera Policies for Review:

6:51: Captain Justin Miller, Interim Captain Eric Klinkhammer, and Sergeant Chase Forster of the Kenosha County Sheriff's Department lead the discussions.

Supervisor Wamboldt asked if the presenters had heard the public comments earlier regarding leaving the cameras on versus having discretion and if they could comment. Cpt. Miller spoke on a few items starting with the battery life of the camera, which will not allow for continuous recording for an extended period. They are eight-hour batteries, but if a deputy is working a double shift, they would be without a camera the second half of their shift. The batteries are not interchangeable and cannot be swapped out with an already fully charged battery. Cpt. Miller further spoke on the built-in safeguards in the policy regarding body cameras. Cpt. Miller mentioned the sensors that turn on the camera such as automatic Bluetooth triggers on duty weapons so when unholstered the camera turns on, door sensors and the opening of the squad door turns the camera on, if the squad goes over 90 mph the camera turns on, if the squad dashboard camera is activated it turns the camera on as the body camera is also the microphone for the squad camera. Int. Cpt. Klinkhammer spoke on geo-fencing and how it activates the cameras. In the programming they can set a certain area on a map that the camera would automatically turn on. If an officer approaches the scene of a call they're being dispatched to, once they get within a certain distance of the call the camera will turn on. If they are responding to a non-emergency the camera will not automatically turn on with geo-fencing. Cpt. Miller added that the radius is a quarter of a mile with the call the officer is being dispatched to for the camera to activate. Cpt. Miller addressed the concern of deactivating the cameras. The hospitals adhere to HIPAA so they do not allow video recording while in the hospital and the deputies must acquiesce to the hospital's policies when asked. Cpt. Miller spoke on sensitive crime issues, which can be redacted post request, but there is still sensitivity when it comes to the victims of crimes, will the victims talk if the cameras are running and may request for them to be turned off. Audio recording can still be taken, or the camera faced away from the person making the request. It doesn't mean there will be no recording, there will just be requests for someone not to be recorded. There are safeguards in place and the policies are strong, in the Sheriff's Departments opinion. The Sheriff's Department is strict about when the cameras are going to be on, which will be a lot of the time. The data storage isn't much of an issue like they had with other vendors allowing the ability to record more, but there is a management portion that comes with that. Cpt. Miller introduced Sgt. Forster who is the records management on the body camera footage. To ensure the videos are cataloged correctly and making sure that the evidence needed is there, in conjunction with how the policy is going to be set will be managed by Sgt. Forster. The management of the body cameras is too much just for one person. Currently, three people manage squad videos and one person manages the campus security video in addition to the body cameras which will hypothetically be recording 24/7. If you look at the jail policy, there is very limited amounts of times when body cameras can be turned off. There are safety and security issues, for example is an officer is walking by the showers you do not want them recording the inmates in the showers. Cpt. Miller agreed it could be redacted, but it is not the standard set by PREA. We have cameras in the jails now that record 24/7, but there are blackout zones and we need to continue making that sacred and the standard.

Supervisor Nordigian asked if the body camera policies were like those in other law enforcement areas or agencies. Int. Cpt. Klinkhammer replied that about four or five years ago the Sheriff's Department partnered with Lexipol, which develops policies for agencies all over the country and each policy is based on analyzation of law enforcement practice, State, and Federal laws. Lexipol will develop a policy and then send it to the Sheriff's Department, from there it gets tweaked again to fit the agency. Lexipol has a certain level and the Sheriff's Department has added things, based on when the recorders need to be turned on. The Sheriff's Department learned from an outside agency that were using Lexipol's policy and a study was done criticizing the vagueness of the policy.

From this the Sheriff's Department came up with a language that whenever encountering a citizen, or dealing with someone within the officer's official duties, the camera shall be activated. This language is more restrictive than what Lexipol originally sent. Policies from other agencies were not individually studied because the Sheriff's Department has the "Cadillac" of policy writing companies.

Supervisor Nordigian added to Cpt. Miller's comments. After speaking with a couple of deputies personally, they were absolutely in favor of the body cameras, except for when using the restroom or potentially eating. Supervisor Nordigian asked if the cameras would turn on under certain circumstances or if the deputies could turn the cameras on themselves, the example used was if the deputy was going to use a restroom. Int. Cpt. Klinkhammer answered using the same example of a deputy using a restroom. Officers frequently use gas stations to use the restroom. When the officer opens their squad door, the camera will turn on. If they are not there for an official call, just to use the restroom, the deputies can turn it off. If something happens inside the gas station, the deputy can turn it on with one touch of a button and it is expected that they do so. Supervisor Nordigian asked about training so it becomes second nature to the deputies. Int. Cpt. Klinkhammer said they currently go through four hours of training when being assigned their cameras just on activating and classifying the videos.

Supervisor Belsky asked if the cameras log every time the cameras are turned on or off. Cpt. Miller responded yes, there is an audit trail of every single push of their button. If the camera is on it is recording, when it is off it will be categorized. If they are on a call the deputy must go into the system and log what their video footage entails. Supervisor Belsky asked, to help with records, does the camera have a threshold that sends an alert if it is off for too long or has been off multiple times, to track and make sure someone is not abusing turning the camera off. Sgt. Forster replied he can run a report on any individual to see how many times their camera was turned on or off. Everything is documented in the system with an audit trail. Supervisor Belsky clarified the question noting that there are a lot of deputies, so is there any way to automate to ensure deputies are following the policies and not abusing them. Sgt. Forster replied that there is no official alarm that will alert. On the main page of the program, also known as the Dashboard, there are quick references of information, such as individuals who are not classifying their videos. With this Dashboard there is a way to have a snapshot and see who is doing what they are supposed to. Supervisor Belsky suggested that automation was something to look into as training with the program progressed, to make sure people are following policies. Cpt. Miller commented that all Supervisors will have the Dashboard as well. It is a map overlay that will be demonstrated during the demo. The Dashboard shows every camera on the map as a dot. A green dot means the camera is on, a gray dot the camera is off. A Supervisor will be monitoring the Dashboard during their shift as part of the office duties, and if there are gray dots it might be an indication that person is not working, ask why their camera isn't on and rectify it.

Supervisor Belsky asked if there is anything in the current performance reviews or policies that incorporate the use of cameras or that will be included in the future if it is not already. Cpt. Miller replied that there is already something in the evaluations that mention policies and safety that body cameras will fit into such as equipment, safety and security, and general policy guidelines.

Supervisor Pomaville inquired about the procedure for a dead battery. Cpt. Miller said they should not have a dead battery, but battery life can be viewed on the Dashboard. Sgt. Forster added on the Dashboard there is a pie chart that shows the makeup of the battery life of the deputies on duty. The pie chart will show how many people have 50% or higher, how many have 30%, and how many have 20% or below. A Supervisor can monitor to see what the batteries are at and notify a deputy if it needs charging. On the actual body camera device, it will notify the deputy if there is low battery. There is a Media Controller that can be worn on the wrist or belt that will tell the deputy when the battery is getting low. There are a couple different fail safes that are built into the system to notify the need to change or charge a battery. Supervisor Belsky referred to earlier about not having enough battery life to last a double shift and inquired about the ability to charge them in the squad. Cpt. Miller said yes, while running a double shift they will be writing reports in their squad. There is a

USB cable they can plug into the laptop to charge. Sgt. Forster added that there is a quick charge built in and it goes from 0% to 100% in about an hour.

Supervisor Celebre inquired about policies 526.9 and 425.7 specifically. He noted there is gray territory included in the policy regarding when the material is to be tagged and when the body camera is supposed to be run. The gray territory is in reference to someone who may be under the influence of narcotics, committing a crime, or someone who has been classified as a Chapter 51. Supervisor Celebre asked when does the deputy determine it is appropriate to let the body camera run and tag and when to decide not to record anything. Int. Cpt. Klinkhammer spoke on the tagging first saying as soon as the deputy is dispatched to a call the video is tagged automatically. Whatever call the deputy has been dispatched to, and the body camera is running, the video is automatically tagged with the case number and type of call it is. If a deputy is not dispatched to a call, or they're working in the jail, there is no dispatch to automatically tag that information. From a patrol aspect, as soon as the deputy is put on the call and they get close enough or pull a car over, the video will be tagged with a case number. The policy says that if the deputy is having a work-related interaction with the public, that camera is to stay on and remain on. Supervisor Celebre quoted from the policy "...complainant witness or victim has requested non-disclosure..." and inquired how that policy could stand if there was going to be a recording none-the-less. Int. Cpt. Klinkhammer responded that deputies are given the leeway to turn the cameras off, if the person they're talking to says they do not want to be on camera. Supervisor Celebre asked who made the call to turn the camera off. Int. Cpt. Klinkhammer responded with an example, if a deputy is speaking to a confidential informant and that person's requests to not be on camera, the deputy can turn it off. Supervisor Celebre asked if it was then left to the deputy to decide. Int. Cpt. Klinkhammer agreed it was left to the deputy to decide and his camera is on prior to the request from the contact. Then the request by the member of public to not record, will not be recorded. Supervisor Celebre asked if it was then being left to the discretion of the CI complainant, victim, or other witness. Int. Cpt. Klinkhammer said this was common and was added by Lexipol and approved by Corporation Council. Supervisor Celebre inquired about discerning a medical crisis, someone under the influence that may have committed a crime there was a context given about being in an emergency facility, and when does a deputy decide that recording is more in line with a competent individual or someone that needs medical assistance, other than recording an investigative report. Int. Cpt. Klinkhammer stated that deputies when they are in work-related interactions with the public shall keep their cameras on, unless the person they are recording requests otherwise. Int. Cpt. Klinkhammer asked again for the section for reference, Supervisor Celebre provided sections 526.9 and 425.7. Int. Cpt. Klinkhammer noted these sections are regards to the identification and preservation of the recordings and not when the cameras should be on or off. So, if medical information is contained it should be tagged as such. Supervisor Celebre asked if the recording will be identified and preserved to potentially be viewed by a supervisor or if that information will never be recorded. Cpt. Miller clarified that this section is referencing after the recording is already done and exists. These sections refer to categorization and if there is sensitive information, such as HIPPA or Chapter 51, the recording is categorized as such. Cpt. Miller also noted that if there is a case attached to the file, a Supervisor is going to review it. Cpt. Miller stated that these sections are in reference to records retention and had nothing to do with whether an officer turns his camera on or off and how they will categorize it for their case.

Supervisor Celebre referred to section 425.5 where the last paragraph on the page shows there is discretionary authority given to the officer or deputy. Int. Cpt. Klinkhammer agreed this section did. Supervisor Celebre asked in the event the deputy was to deactivate the recorder there is no backup or ability to override the deactivation. Cpt. Miller said the recorders can be reactivated by the Supervisor from the Dashboard. Supervisor Celebre asked what would trigger that determination. Int. Cpt. Klinkhammer said a reactivation would occur in an emergency, for example a Supervisor is trying to get a hold of an officer and is unable. In this case the camera can be turned back on to see what's going on. This section of the policy was reviewed by the District Attorney's Office who said best practice for investigating sexual assaults, child victims, and statement interviews is not to record those statements. The Sheriff's Department took the advice of the persons who prosecutes their

crimes, not to record and the member has the discretion. If the persons want to be recorded, they can. If the deputy does not want to record those statements they don't have to because of the type of crime. Supervisor Celebre referenced the next paragraph in section 425.5, the third full paragraph with the sentence beginning "The member shall have the discretion to stop the recording, if the member deems the information being obtained is of greater importance than video interview". Supervisor asked for clarification if the interviewee was making the determination to stop the recording. Int. Cpt. Klinkhammer replied that it was the member of public requesting the deputy to stop recording. The deputy doesn't have to do so, but if the deputy feels the information being obtained is more important than recording the conversation, then he has the discretion to stop the recording to obtain that information. Supervisor Celebre asked if at the same time it could be reactivated by a Supervisor. Int. Cpt. Klinkhammer said it could be but is unlikely. Cameras are reactivated in emergency situations and are typically not going to be reactive. The Supervisors in the office do not have the time to monitor every deputy's location and activity. There is one Supervisor and 13 to 14 deputies out on the road. The Supervisor will not be notified every time a deputy turns off their camera. It is expected that when the deputies do turn the cameras off, they have the discretion and intelligence to say "I don't need this recording, this guy doesn't want me to record it. What he's going to tell me is very important to solving my case or preventing a crime. Therefore, I am going to show him turning off my camera and once the conversation is over, I am going to turn it back on." Supervisor Celebre verified that there is a fair amount of discretion left with the deputy. Int. Cpt. Klinkhammer said in this situation and this situation only or when it comes to sensitive crimes. Otherwise, if the deputy is having a work-related interaction with the public the camera must be activated.

Supervisor Pomaville asked if the deputy feels it best to turn the camera off, but the person wants it on, how would that work. Int. Cpt. Klinkhammer said that according to this policy, they cannot. If they are having a work-related interaction with the public the camera must be on. Supervisor Pomaville asked again if the deputy makes the call it is best to turn the camera off. Int. Cpt. Klinkhammer said the only time they can make that call is if the person asks them to stop recording or they are investigating a sexual assault. If the person who was sexually assaulted is being interviewed and the deputy says "I am going to turn my camera off" and the person being interviewed says "No, I prefer you leave it on" the deputy should turn it back on. Supervisor Kim Lewis asked if the audio continued recording after the camera goes off. Int. Cpt. Klinkhammer replied no, but the audio and video records for one minute prior to activation.

Supervisor Gulley went back to the metadata information and asked the criteria for tagging asking if it is free-form or auto populated from a list. Sgt. Forster asked if this was in reference to what they refer to as "Classifications", to which Supervisor Gulley agreed. Sgt. Forster said after the video is done and the incident is over with, the deputy goes back to his squad or computer, and in the program, he will find the piece of evidence and click on the Classification tab. The deputy will then have a large list of different kinds of Classifications and they will choose all the ones that apply. Supervisor Gulley asked if this allowed for cross evidence searching and ability to pull a report. Sgt. Forster agreed and said the Classifications also mark how long of a period they will save the video. Supervisor Gulley asked if that's where they were housed, and Sgt. Forster agreed. Supervisor Gulley asked for clarification on a paragraph in the same section that reads "...anytime a member reasonably believes contact may be beneficial in a non-criminal matter..." and if it was more performance review related. Int. Cpt. Klinkhammer gave the example of a Supervisor was in an office and someone comes and starts yelling, wants to file a Citizen's Complaint, or is very angry and looking for someone to talk to and it is believed something will of that, it can be tagged as that. To further clarify, Int. Cpt. Klinkhammer said if it is not criminal, needs to be held on to for a while, not sure what to classify it as, or will be brought up again later it can be classified as such. Supervisor Gulley clarified that 'non-criminal' did not mean benign, nefarious, mean to be in that situation, or data-gathering. Int. Cpt. Klinkhammer replied that even though their non-classified videos are held onto for year, the Sheriff's Department may want to hold onto them longer.

Supervisor Gulley inquired about the language around the coordinator dispensing training to the deputies and asked if there was ongoing training in the mind of the coordinator involving best practices and anything to keep that skill set. Cpt. Miller replied deputies are currently getting four hours of training, which will be incorporated in their in-service every year. The body camera is a piece of equipment so there will be changes to software and updates and throughout the year this will be communicated through training bulletins per the Sheriff's Department policy. Supervisor Gulley asked if there is specific training for the trainers, to train deputies. Cpt. Miller agreed there is, and they are currently sending Sgt. Forster to ongoing training including topics of open records, best practices, and body cameras. This will continue because those things change over time.

Supervisor Gulley asked the presenters to forgive all the questions being asked this evening. It is a critical topic and risk and the policy is there for everyone's safeguard. It is thought everyone acts in the best interest, but if there is any vagueness or leeway to take that discretion, we must ask about it. Cpt. Miller agreed they understood, and it has taken this long to get a policy to the Committee as they had been working on it for months.

Youth In Governance, Gabrielle Wellman, referred to earlier about evaluations, asking what the action plan, course of action, or intervention for officers underperforming, as far as not turning on their cameras or shutting them off when it maybe should not have occurred. Cpt. Miller answered that there is never too much data, the Sheriff's Department already had plenty of training opportunities with people recording and turning their cameras on or forgetting to turn them off, but nothing substantial so far. If a deputy fails to turn them on it will be met quickly with discipline. Cpt. Miller clarified that 'discipline' means a lot of things to a lot of different people, but if it's a teaching moment it needs to be understood that this is extremely important. It was not long ago the Sheriff's Department was in front of the Committee asking for approval and not it is implemented. Cpt. Miller commented that it will be a learning curve, but it will be constantly monitored to make sure deputies are following the policy and no data is lost. Gabrielle Wellman asked that the question was meant more for intervention then discipline, and verified that there is constant teaching, updating best performances like what is in the policy. Cpt. Miller said the Dashboard does that like Sgt. Forster said. It's very robust with a lot of different things that can be monitored, or like Supervisor Gulley was referring to the categorizing. Cpt. Miller was able to drill down to specific call types and how much video is available for that specific type.

Supervisor Nordigian asked now that the policies are moving forward, do they get put into deputy's performance expectations, and will these specific policies be addressed or is it being bundled with all the other policies. Cpt. Miller responded that it is already in effect, the deputies were issued this exact policy with their body camera. When they are given a piece of equipment, they are also given a policy, so it is live. If changes are requested Lexipol is very fluid and can change things on the fly, pushing out the latest version.

Supervisor Gulley asked, due to the importance of the discussion tonight, if the presenters would be willing to do this again in the August meeting, about 90 days after going live. Then the Committee could see the Dashboard with data on it and the public would benefit from transparency and how it is going at that point. The presenters agreed unanimously.

Chairman Frederick noted this is not a resolution, but it will be going in front of the County Board. Chairman Frederick wanted to put a vote to the policy and inform the County Supervisors how it was voted on at this meeting. Chairman Frederick clarified he was looking for a head count, no motions were needed. Chairman Frederick voted on the approval of the policy with the Committee, and the vote was 'aye' unanimously.

Any Other Business Allowed by Law: 7:31: None

Meeting Adjourned: 7:31: on motion by Belsky; seconded by Pomaville

A recording of the meeting is available online at kenoshacounty.org

Respectfully Submitted,

Alyssa Werfelmann

Alyssa Werfelmann