

On March 20, 2020, City Manager Gregory Rose declared a State of Emergency for the City of University City due to the COVID-19 Pandemic. Due to the ongoing efforts to limit the spread of the COVID-19 virus, the August 9, 2021 meeting will be conducted via videoconference.

MINUTES OF CITY COUNCIL STUDY SESSION
Policing Strategy and Statistics
VIA VIDEOCONFERENCE - ZOOM
August 9, 2021
5:30 p.m.

AGENDA

Requested by the City Manager

1. MEETING CALLED TO ORDER

At the Study Session of the City Council of University City held via videoconference, on Monday, August 9, 2021, Mayor Terry Crow called the meeting to order at 5:30 p.m.

In addition to the Mayor, the following members of Council were present:

Councilmember Stacy Clay
Councilmember Aleta Klein
Councilmember Steven McMahon
Councilmember Jeffrey Hales
Councilmember Tim Cusick
Councilmember Bwayne Smotherson

Also in attendance were City Manager, Gregory Rose, City Attorney, John F. Mulligan, Jr., and Chief of Police, Larry Hampton.

2. CHANGES TO REGULAR AGENDA

(No changes were requested)

3. POLICING STRATEGY AND STATISTICS

Mr. Rose stated staff was asked to provide Council with some of the statistics and strategies currently being utilized by the UCPD, and tonight Chief Hampton is here to provide that information.

Chief Hampton stated in addition to the data, this presentation seeks to provide Council with an understanding of the technology, equipment, and strategies implemented within his Department.

Never Let Fear Decide Your Future

Regional developments are used as training mechanisms to ensure that officers are aware of the latest trends, which leads to diminished fears, well-informed and safer interactions.

Technology & Equipment

- Body Cameras and GPS in all UCPD fleet vehicles
- 80+ Watch Guard body cameras purchased and deployed in Feb. 2021
- New Mobile Data Terminals (computers) for 90% of vehicles
- New Mobile Ticketing Printers for all uniformed fleet vehicles in Feb. 2021
- All Supervisors, Field Training Officers, & Detectives trained with A.R. 15 Rifles and TASERS (40 new) – expanding even more via “matching funds grants”

- Approximately 40 additional tactical rifle vests were added to our daily fleets; (along with normal body armor)
 - 3 Armored Shields purchased and added to daily fleets; (more to come by Fall 2021)
 - 6 (U.A.V.) Drones housed at UCPD, with access to 3 more at-will. 6 UCPD trained Drone Pilots/Operators; (continued collaborations w/UCFD)
 - Combat conditions ROBOT with video and audio specs to keep UCPD Personnel safe upon hot entries
 - New Patrol Bikes purchased and utilized (i.e., joint patrols with Wash. Univ. PD throughout Delmar Loop, adjacent residential areas, and walkways)
 - Riot Mace containers are updated yearly
 - 10+ fully equipped combat-ready riot control suits
 - 6 fully trained Mobile Response Teams (MRT) via FEMA & SLAPCA
 - New COVID Virus Disinfectant devices and equipment to aid in sanitizing
 - In-house instructors on firearms, tasers, mace, rifles, defensive tactics, crisis intervention, etc.
- ❖ *With increasing domestic terrorism and violence on the rise in our country, equipment, technology, training, and community engagement will be crucial for FY '22 & FY '23.*

Drones



Uses for drones include planning tactical responses during emergencies, assisting with search and rescue operations, assessing the scope of a scene, documenting crime scenes, and providing aerial views during special events and circumstances.

Grants & Awards

GRANTS & FUNDS AWARDED TO UCPD 2020

Source	Grant Name	Award Date	Award Amount
MO Dept. of Transportation - Highway Safety & Traffic	DWI Saturation Enforcement	8/2/2019	\$ 2,500.00
MO Dept. of Transportation - Highway Safety & Traffic	HMV Enforcement	8/2/2019	\$ 2,500.00
MO Dept. of Transportation - Highway Safety & Traffic	Holiday DWI Enforcement Campaign	2/7/2020	\$ 354.09
MO Dept. of Transportation - Highway Safety & Traffic	St. Patrick's Day DWI Enforcement Campaign	6/12/2020	\$ 362.72
MO Dept. of Transportation - Highway Safety & Traffic	Youth Seat Belt Enforcement	6/12/2020	\$ 358.17
MO Dept. of Transportation - Highway Safety & Traffic	Click It or Ticket (CIOT) Enforcement Campaign	7/24/2020	\$ 500.00
MO Dept. of Transportation - Highway Safety & Traffic	Youth Alcohol Enforcement Campaign	7/24/2020	\$ 306.65
Missouri Police Chief's Charitable Foundation	Rapid ID Devices	1/17/2020	\$ 6,056.84
Office of Justice Programs	Bulletproof Vest Partnership (BVP) Grant	10/3/2018	\$ 4,400.00
Office of Justice Programs	Coronavirus Emergency Supplemental Funding (CESF) Program	6/3/2020	\$ 51,471.00
Missouri Police Chief's Association	EVOK LE Driving Grant	7/21/2020	\$ 5,135.00
MO Dept. of Transportation - Highway Safety & Traffic	July 4th DWI Enforcement Campaign	8/28/2020	\$ 365.18
MO Dept. of Transportation - Highway Safety & Traffic	Drive Sober or Get Pulled Over Enforcement Campaign	10/9/2020	\$ 365.18
Missouri Police Chiefs Association	ELSA Live Scan Station	9/4/2020	\$ 3,298.00
MO Dept. of Transportation - Highway Safety & Traffic	Child Passenger Safety (CPS) Enforcement Campaign	10/30/2020	\$ 350.00
Community Oriented Policing Services	COPS Hiring Program	6/25/2020	\$ 333,334.00
MO Dept. of Transportation - Highway Safety & Traffic	DWI Saturation Enforcement	8/11/2020	\$ 4,000.00
MO Dept. of Transportation - Highway Safety & Traffic	HMV Enforcement	8/11/2020	\$ 4,000.00
Office of Justice Programs	Edward Byrne Memorial Justice Assistance Grant (JAG) Program	9/19/2020	\$ 12,416.00
			\$ 432,072.83

CALLS FOR SERVICE 2020

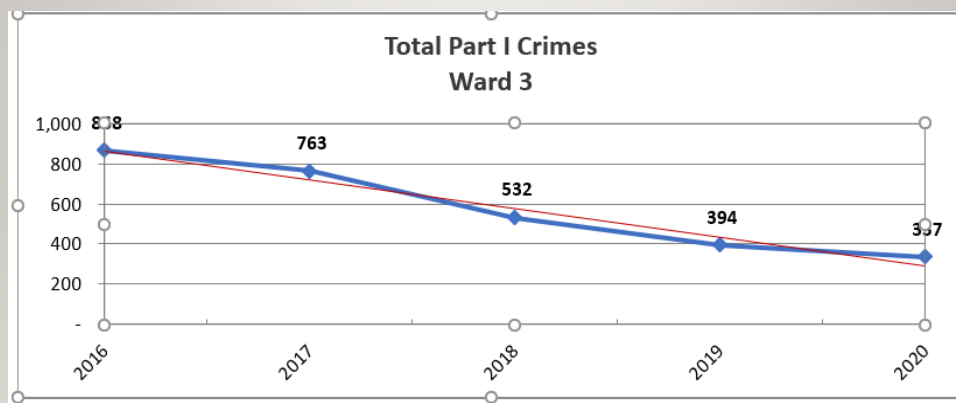
Calls for Service			
	Non-Emergency	Emergency	Total
2019	59,684	21,997	81,681
2020	62,894	20,155	83,049
Total	122,578	42,152	164,730

CRIME STAT. COMPARISON '16 - '20

Incident Type	2016			2017			2018			2019			2020	
	2016	2017	% Change	2017	2018	% Change	2018	2019	% Change	2019	2020	% Change	2020	% Change
Homicide	3	3	0%	3	1	-67%	1	2	100%	2	6	200%	6	200%
Rape	9	3	-67%	3	6	100%	6	2	-67%	2	4	100%	4	100%
Robbery	77	60	-22%	60	36	-40%	36	27	-25%	27	38	41%	38	41%
Agg. Assault	99	89	-10%	89	48	-46%	48	55	15%	55	65	18%	65	18%
Burglary	230	225	-2%	225	128	-43%	128	109	-15%	109	88	-19%	88	-19%
Larceny	1044	879	-16%	879	901	3%	901	880	-2%	880	641	-27%	641	-27%
Motor Vehicle Theft	137	111	-19%	111	106	-5%	106	140	32%	140	130	-7%	130	-7%
Arson	6	9	50%	9	6	-33%	6	5	-17%	5	10	100%	10	100%
Total	1605	1379	-14%	1379	1232	-11%	1220	1220	-1%	1220	982	-20%	982	-20%

- 14% decrease from 2016 to 2017
- 11% decrease from 2017 to 2018
- 1% decrease from 2018 to 2019
- 20% decrease from 2019 to 2020; (there is no belief that COVID had any impact on this percentage).

3RD WARD PART 1 CRIME STATS 2016 - 2020



*over the past five years, overall crime (Part I) has been on a decline in Ward 3.

WEAPONS SEIZED BY UCPD 2020

ITEM TYPE	SEIZED 2019	SEIZED 2020	TOTAL
BASEBALL BAT	2	0	2
BB GUN	13	12	25
HAMMER	5	1	6
HANDGUN	133	166	299
KNIFE	26	32	58
MACHINE GUN	1	0	1
PELLET GUN	2	0	2
RIFLE	11	10	21
RIFLE/SHOTGUN COMBINATION	3	7	10
SHOTGUN	6	6	12
SUBMACHINE GUN	1	0	1
TOTAL WEAPONS SEIZED:	203	234	437

Although the State law is pretty relaxed on the issuance of conceal and carry permits, it is still a crime to possess a weapon if you are a felon, flourishing it, or using it in the commission of a crime.

NIBRS

Effective January 1, 2021, all law enforcement agencies (LEAs) are required to transition to the FBI's National Incident-Based Reporting System (NIBRS) to report crime statistics.

The serious crimes listed under Summary Based have now been incorporated into and reported under Incident-Based crimes.

Prior to 2021, only the most serious crime that occurred during an incident was reported. I.e., an assault that occurred during a robbery was only reported as a robbery. After January 1, 2021, numerous incidents can be reported during the commission of one crime. Unfortunately, this is oftentimes viewed as an increase in crime.

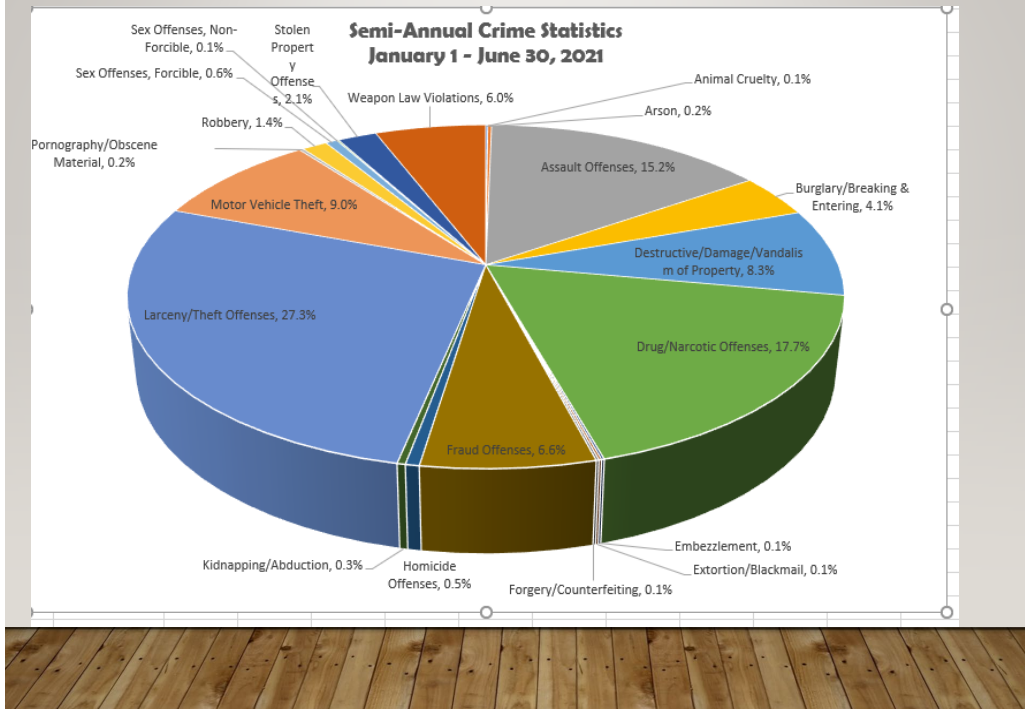
NIBRS

- Effective January 1, 2021, all law enforcement agencies (LEAs) are required to transition to the FBI's National Incident-Based Reporting System (NIBRS) to report crime statistics. Previously, law enforcement agencies were encouraged to report crime statistics using the Uniform Crime Reporting (UCR) System, which was summary based. **Summary based means that only the most serious crime(s) were reported under a single report number.**
- **The new UCR system is incident-based reporting, which means multiple crimes may be reported under a single report number,** depending on the elements of the crime. This means our agency will be reporting more offenses. Previously, our agency was only required to report on 8 crimes, which were broken down into 4 offense categories for Crimes Against Persons and 4 offense categories for Crimes Against Property. Through NIBRS, LEAs report data on each offense and arrest within 24 offense categories made up of 52 specific crimes. The 24 offense categories include Crimes Against Person, Crimes Against Property, and the newest category Crimes Against Society.

Below is a chart showing summary-based offenses vs. incident-based offenses

Summary Based	Incident Based
• Homicide	• Homicide
• Rape	• Kidnapping
• Robbery	• Sex Offense, Forcible
• Aggravated Assault	• Robbery
• Burglary	• Assault
• Larceny	• Arson
• Motor Vehicle Theft	• Extortion/Blackmail
• Arson	• Burglary
	• Larceny/Theft
	• Motor Vehicle Theft
	• Forgery/Counterfeiting
	• Fraud
	• Embezzlement
	• Stolen Property
	• Vandalism
	• Drugs/Narcotics Violations
	• Sex Offenses, Non-Forcible
	• Pornography/Obscene Material
	• Gambling
	• Prostitution
	• Bribery
	• Weapon Law Violations
	• Human Trafficking
	• Animal Cruelty

1ST HALF OF 2021 UCPD NIBRS CRIME STATISTICS



Larceny & Thefts represent the largest crime statistics.

1ST HALF OF 2021 UCPD "NIBRS" CRIME STATISTICS

Motor Vehicle Theft	86
Forgery/Counterfeiting	1
Fraud Offenses	63
Embezzlement	1
Stolen Property Offenses	20
Destructive/Damage/Vandalism of Property	79
Drug/Narcotic Offenses	169
Sex Offenses, Non-Forcible	1
Pornography/Obscene Material	2
Weapon Law Violations	57
Animal Cruelty	1
Grand Total	955

Arrests

Adults – 685 (88 of these were summons issued in lieu of an arrest)

Juveniles - 47

Grand Total – 732

Highlights

- Total number of Assault Offenses will increase this year because under NIBRS reporting, agencies report Simple Assault, which was not a requirement under UCR summary based reporting
- Total number of Drug/Narcotics is inflated because this category includes both drug possession and possession of drug paraphernalia, which under NIBRS reporting will be reported separately under the same incident report of both occur

A breakdown of the pie chart.

- There are no comparative models for years before 2021.

Strategic Methods to Address Crime

- University City Police deploys various levels of 21st Century Policing techniques derived from the 6 Pillars of Policing created by the President's Task Force on 21st Century Policing.
 - Building Trust and Legitimacy
 - Professionalism
 - Standards
 - Community outreach and engagement
 - Juvenile Diversion programs; (*The STLC Family Court's Juvenile Diversion Program for ages 9 through 17 was started on June 1st.*)
 - Policy and Oversight; (*National Accreditation, MO. State Police Officer Standard Training aka POST, City Manager & City Officials*)
- Technology and Social Media; (*Body cameras, drones, surveillance, NextDoor, RING Neighbors Portal, Facebook, webpage, etc.*)
- Community Policing and Crime Reduction; (*Situational Awareness, community engagement, forums, Citizen's Police Academy, which may be conducted virtually in October and November*)
- Officer Training and Education; (*POST requirements, Accreditation requirements, min. education requirements, etc..*)
- Officer Safety and Wellness; (*Continuous in-house training with licensed instructors, Police Chaplains, and Employee Assistance Programs, etc..*)
- Personnel receive bi-annual Employee Evaluations; (*accountability, assistance, and encouragement*).
- CRIME TRENDS are addressed on a daily, weekly, and routine basis

- Daily Patrol Plans are actual Strategic ACTION PLANS that specify how to combat trending issues or crime problems; (*i.e., catalytic converter thefts, park vagrants, shots fired in specific areas and times*)
- Roll Calls are daily training sessions
- UCPD persevered with its mission despite the schedule changes precipitated by COVID
- Prevention & Intervention are just as important as APPREHENSION!
- Deterrence can't be truly measured and police officers work in a dynamic environment; never the same thing every day; (*Emergency Plans are prepared for every situation*)
- The Anti-Crime Initiative program allows UCPD to improve its methods of preventing crime, the fear of crime, increasing police visibility, and developing a cohesive partnership with the community
 - The Anti-Crime initiative brings together law enforcement, community residents, stakeholders, City Departments, and agencies to develop, implement, and report on comprehensive, multi-faceted strategies, including CPTED (Crime Prevention Through Environmental Design), to prevent and reduce the most prevalent violent crime problems in target neighborhoods
 - Computers keep officers deployed in a strategic area while completing necessary documents

Training



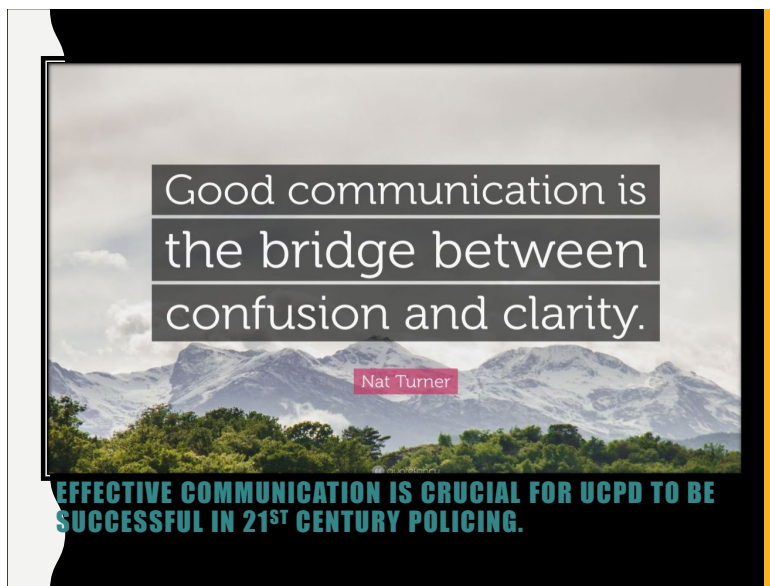
Every member of the Department is essential. Therefore, as an organization, UCPD's goal is to elevate and cultivate its employees to ensure they can continue to provide excellent service to the University City community in the most efficient manner possible.

Crime Diversion Programs & Community Outreach

- Juvenile Detention Alternatives Initiative (JDAI) is proceeding in University City. All personnel who received JDAI training from STLC Family Court and low-level crimes and infractions will be qualified for that juvenile (ages 9 -17) to receive diversion from juvenile detention. Families will also receive resources for solving any issues that may exist
 - UCPD has been cooperating in a diversion program with STLC Family Courts for juveniles ages 14 to 17, since 2014.
- More resources have been dedicated to assisting homelessness via referrals to accredited organizations like St. Vincent's Home, Annie Malone, Community Women Against Hardship, Covenant House, etc.

2021 Community Outreach Events

- UCPD/UCSD National Night Out – August 2021
- Beyond the Badge Teen Talk U City High School – August 2021
- Active Intruder Training Scenarios w/UCFD – September 2021
- Active Shooter for Religious institutions - October 2021
 - Module created by State Highway Patrol
- UCPD Citizens Police Academy - October 2021
- UCPD Hiring Event - October 2021
- Halloween Candy & Snacks Giveaway - October 2021
- Thanksgiving Food or Gift Card Giveaway – November 2021
- Holiday Gift Giveaway - December 2021



Mr. Rose asked Chief Hampton if he would elaborate on the level of staffing the Department currently has? Chief Hampton stated staffing is a very fluid situation because last week he received three unexpected resignations. One is going to a federal agency, one to the St. Charles Police Department, and one who is leaving law enforcement altogether. Officers work twelve-hour shifts with one weekend on and one weekend off, so it can be a very challenging occupation. He stated to date, they are down nine officers that include detectives and supervisors who cannot be replaced by new recruits.

But, on the other hand, two officers will be sworn in on August 20th; a third officer is scheduled to be sworn in, in September, and the Department currently has two recruits in the St. Louis Police Academy, which is the primary source for their recruits. All entry-level officers are required to execute an Employment Agreement for a commitment of four years to the Department.

Mr. Rose stated there have been some discussions nationally, about lowering the standards to make recruitment an easier process. However, neither he nor Chief Hampton is in favor of such a recommendation since they believe the Department should be comprised of the best-qualified individuals.

Councilmember Smotherson posed the following questions to Chief Hampton:

Q. Has the Department given any consideration to offering sign-on bonuses?

A. It was actually my intent to discuss this topic with the City Manager in September at their monthly meeting. Sometimes incentives work, and sometimes they don't because everyone may not be a good fit for this Department.

Q. What is the Department's policy or plan with respect to retention?

A. The Department has increased the officer's commitment to serve in U City from three years to four years since their first year primarily consists of training. First-year recruits from the St. Louis Police Academy are also required to obtain an additional 40-hour Certificate of Training.

Q. Does the Department have an established policy concerning the vaccination of its officers?

A. I believe that approximately 70% of the Department's officers are vaccinated. They are required to wear masks and follow the CDC guidelines. But the only process he has employed is to educate his officers about the importance of being vaccinated because of their unlimited exposure to the public, and the fact that two of his vaccinated members contracted COVID.

Councilmember Cusick congratulated the Chief on being awarded \$432,000 in grants and posed the following questions:

Q. Do you anticipate these awards continuing from year to year and possibly increasing?

A. While I certainly anticipate an upward trend, a large portion of that dollar amount came from the COPS Hiring Grant which is designed to provide funding directly to law enforcement agencies to hire and/or rehire additional career law enforcement officers in an effort to increase their community policing capacity and crime prevention efforts.

The vast majority of the remaining awards are from State Grants; which are called Mini-Grants because they range from \$300 to \$6,000.

Chief Hampton stated one of the strengths of this Department is its ability to collaborate with the Federal Government and comply with their mandates. Not every police department signs up for these programs which limit their access to these federal funds.

Q. Can you provide an update on the Department's canine officers?

A. For the most part, they are doing well, although one of the officers who resigned last week was a canine handler who managed the Department's explosive's canine. Training for both the handler and his canine requires bi-weekly courses and certifications, so this division is feeling the strain just like all of the other departments.

Q. I've had conversations with residents about car thefts and some of them believe that it's better to keep their cars unlocked because it prevents thieves from breaking their windows. However, his understanding is that this principle is contrary to the Department's guidance, is that correct?

A. *The Department suggests that people lock their cars because the majority of crimes being committed do not entail the breaking of windows. And the current trends indicate that the best way to not become a victim is to avoid creating a soft target like an unlocked car because oftentimes that leads to additional break-ins.*

The Department also suggests that residents not attempt to confront a suspect, and instead to call the police.

Councilmember Hales posed the following questions to Chief Hampton:

Q. Is there a distinction between the types of rifles that are being seized?

A. *There is no specific trend with respect to the type of rifles being confiscated, therefore, they have not been broken down into specific categories. But what he can say, is that most of them are stolen.*

Q. Is there a pattern associated with the folks who are leaving law enforcement? For instance, is it in the first six years, etc.?

A. *The trend seems to be between three to five years; which is another reason why the retention portion of the Employment Agreement was increased to four years. Initially, Millennials were driving the numbers, but now they are starting to see seasoned veterans deciding to take early retirement.*

Chief Hampton stated his Department has had a couple of its veterans take a 20 year versus a 25-year retirement, which gives them their maximum pension benefits. So, these decisions are not taken lightly because the result is a 20 to 25 percent reduction in their benefits.

Councilmember Clay posed the following questions to Chief Hampton:

Q. Is the ShotSpotter Program generating the kind of results the Department anticipated?

A. *This is just another tool that allows police to respond to a specific area where these incidents are occurring. So, while it has been helpful in providing the Department with data to determine where equipment, officers, and funds should be disbursed, there is only a small section of U City that is equipped with this technology.*

Q. Is it correct, that the Calls for Service data reflects calls for every level of service and is not necessarily associated with Part I Crimes?

A. *That is correct.*

Q. What type of training do our officers receive related to diversity and mental health?

A. *Diversity and sensitivity training is mandated by the State and Federal Government and provided on an annual basis. CIT or Crisis Intervention Training is also an annual requirement that consists of a minimum of 24 hours. But to get certified you must have 40 hours.*

Mr. Rose asked Chief Hampton if officers were also trained in de-escalation techniques? Chief Hampton stated de-escalation techniques are provided through virtual training and the St. Louis County's Police Academy.

Councilmember Klein asked if any collaborative results have been realized by working with other communities who have implemented the ShotSpotter Program?

Chief Hampton stated many communities have not elected to invest in this type of technology, so while they do collaborate and share Intel, ShotSpotter is somewhat specific to U City.

Councilmember McMahan stated he is happy to see there is a decrease in crime statistics from 2016 to 2020. However, since crimes against persons seem to have increased in 2020, he would like to hear more about the Department's plans for combating crimes against persons, which some folks would argue are more serious than thefts and larcenies.

Chief Hampton stated the numbers for crimes against persons include incidents related to multiple victims as opposed to multiple incidents. And now that the NIBRS Reporting System lumps all of the crime statistics together, it can be somewhat challenging to remain focused on the more serious crimes. But crimes against persons are more serious, which is why strategic deployment efforts are being utilized to keep the community safe, and this year the Department is not seeing the same numbers under that category.

Councilmember McMahon stated what the statistics do not entail are apprehensions. And he knows this community is very grateful for the collaborative efforts used to apprehend the suspects responsible for the murders in Brentwood and U City. That quality of work is really appreciated.

Mayor Crow echoed Councilmember McMahon's comments and thanked the Chief and his staff for all of the hard work they put in day in and day out. So, please know that not only does this Council respect all that the UCPD is doing to keep this community safe, but Congresswoman Bush expressed her satisfaction with the multifaceted diversity and CIT training this Department provides.

4. **ADJOURNMENT**

Mayor Crow thanked Chief Hampton for his update and adjourned the meeting at 6:28 p.m.

LaRette Reese
City Clerk