

# Report on the St. Louis Metropolitan Police Department (SLMPD) by the Ethical Society of Police

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## ABOUT THE ETHICAL SOCIETY OF POLICE - ESOP

The Ethical Society of Police (ESOP) was officially founded in 1972 by African American police officers to fight racism in the St. Louis Metropolitan Police Department (SLMPD) and the community. ESOP is comprised of approximately 325 current police officers, civilians, retired law enforcement, Deputy Marshals, Sheriffs, and Park Rangers. ESOP members are from St. Louis City, Ferguson, and the St. Louis County Police Departments. The ESOP is approximately 97% African American, but open to all races, religions, and sexual orientations.

The question of why there is a need for a predominately African American police association like the Ethical Society of Police is routinely asked. ESOP members have faced challenges with hiring, promotion, discipline, and more. Obstacles ESOP members face in law enforcement are akin to the challenges African Americans face throughout the world with systemic racism.

## QUALIFICATIONS

The authors and contributors of this report are current officers, former law enforcement officers, and civilians with the St. Louis Metropolitan Police Department (SLMPD). The contributors to this report have hundreds of years of experience working within SLMPD as commanders, supervisors, detectives, civilian employees, and patrol officers.

ESOP reserves the right to supplement, update, refine, or revise conclusions or opinions should any additional information be provided in the future, as well as supplement or amend this report.

## SUMMARY OF OPINIONS

The Ethical Society of Police is autonomous and therefore left to our own devices to remedy inequities along racial lines for ESOP members and the community even when these issues are labor matters, matters of extreme injustice, criminal, or police corruption. It is again critical to understand ESOP was founded because of racial discrimination in SLMPD and the community by African American officers. The ESOP mission will always be to help eradicate and expose structural and blatant acts of racism and corruption in law enforcement in our area and elsewhere.

At times police corruption, discipline, job placement, promotion, and hiring of officers and civilians have been biased regardless of the race of the officer. The ESOP does not believe that African American officers and civilian employees are free from corruption and biases; however, structural and blatant acts of racism and corruption have had unparalleled harm to minorities.

The murder of George Floyd on May 25th, 2020 caused America to grapple with police reform and what that looks like in various communities. As each city and municipality set standards appropriate for their communities, ESOP will address the problems within the St. Louis Metropolitan Police Department.

In 2013, Revised Statute of Missouri (RSMO) 84.344 returned “local control” of SLMPD to the City of St. Louis. SLMPD was under the control of the State of Missouri with a board of appointed police commissioners until RSMO 84.344 passed in 2013. The St. Louis Police Officer's Association (SLPOA) did not vehemently challenge the statewide vote for “local control,” as it had in the past. Mayor Francis Slay granted the SLPOA the first Collective Bargaining Agreement (CBA) for officers in the history of SLMPD because of this. Please note the ESOP opposed “local control” of SLMPD and “some language” in the CBA but knew there would be no possibility of preventing either. Since “local control” and the CBA minority officers have lagged behind with hiring, promotion, job placement in coveted positions, and more. Officer discipline along racial lines has been biased as well.

The CBA is not the only concern. The City of St. Louis must address the external problems with SLMPD. All too often, internal conflicts with corruption and biases are a microcosm of society with law enforcement. Some of the best solutions to achieve effective policing is selecting the best candidates for hire, assessments of candidates without bias, strict adherence of decertification procedures for fired officers, equal promotional opportunities for SLMPD officers/civilians, implementing merit-based job selections, fair and swift discipline of employees, and restructuring the Collective Bargaining Agreement (CBA) with the St. Louis Police Officer's Association (SLPOA), and SLMPD following Civil Service Rules.

Former Mayor Francis Slay, Mayor Lyda Krewson, former Chief Doyle Dotson, former Interim Chief Lawrence O'Toole, Chief John Hayden, the Director of Personnel Richard Frank, the St.

Louis Police Officer's Association (SLPOA), the Board of Aldermen, the prior Director of Public Safety Richard Gray, current Director of Public Safety Jimmie Edwards, and the Human Resource (HR) Manager have inadequately addressed:

1. Why SLMPD has inconsistently followed Civil Service Rules, despite it being the law since 2013.
2. Decades of biased hiring and retention practices.
3. Continued racially motivated incidents in the community and within SLMPD by SLMPD officers and civilians.
4. Incidents where citizens and officers have been shot, beaten, or sexually assaulted by St. Louis City Police Officers.
5. Why the SLPOA Collective Bargaining Agreement (CBA) has been subjectively applied and hindered diversity in numerous coveted divisions.
6. Why African American officers are leaving SLMPD at an alarming rate.
7. Unequal representation of African American officers shot and beaten by Caucasian SLPOA officers.
8. Cultural diversity conflicts between employees.
9. Continued concerns with diversity with hiring in SLMPD.
10. Why all in-custody deaths and use of force deaths aren't presented to the Circuit Attorney for review.
11. Patterns of police corruption.
12. The lack of whistleblower protections for officers that report officer misconduct.
13. Patterns of racism by some SLMPD officers.
14. No standardized matrix to fairly examine candidates selected for hire and denied.
15. Interference from wealthy citizens and prominent businesses.
16. A lack of sustained community-oriented programs in SLMPD.
17. Subjective enforcement of officer discipline.
18. The delay in implementing body-worn cameras.

## **REVISED STATUTE OF MISSOURI (RSMO) 84.344 - THE LAW**

The passage of RSMO 84.344 in 2013 ended state control of SLMPD; however, SLMPD has been allowed to deviate from Civil Service Rules under the Charter of the City of St. Louis and violate the law.

### **CITY OF ST. LOUIS CHARTER**

#### **CIVIL SERVICE RULES - PURPOSE AND BASIC REQUIREMENTS OF ARTICLE XVIII - SECTION 2**

“The purpose of this article (XVIII) is to provide a modern and comprehensive system of personnel administration for the City, whereby economy and effectiveness in the personal services rendered to the City, and fairness and equity to the employees and the taxpayers of the City, alike, may be promoted. To accomplish this the provisions of this article shall be liberally construed.”

While it appears to be self-explanatory, the systems are designed to apply consistent rules, transparent processes, and uniform procedures for all classified service members.

Section 2(a)

“Merit and fitness. All appointments and promotions to positions in the service of the City and all measures for the control and regulation of employment in such positions, and separation there from, shall be on the sole basis of merit and fitness, which, so far as practicable, shall be ascertained by means of competitive tests, service ratings, or both.

Section 2 (d) Nature of city service. The city service, so far as practicable, shall be made attractive as a career, and each employee shall be encouraged to render his best service in willing compliance with the provisions of this article.”

Section 9: Director of Personnel duties:

The Charter of the City of St. Louis provides extensive authority to the Director of Personnel, Richard Frank. He oversees personnel matters for city employees. Per the Charter of the City of St. Louis, Director Frank can “implement new policies, procedures, and programs, for employees, for employee welfare, for promoting of employee morale, and for otherwise raising of standards of performance in the service in every practical way.” Director Frank can also initiate special investigations and reports with “recommendations for action,” per Article XVIII. Director Frank is also to be protected so that difficult decisions can be made without fear of reprisal and retribution.

The Director of Personnel powers, duties, and authority includes:

- a. Secretary of civil service commission.
- b. Appointment of employees; administration.
- c. Roster of employees.
- d. Preparation of rules.
- e. Classification of positions.
- f. Definitions of classes and grades.
- g. Eligible lists.
- h. Employee programs.
- i. Employment transactions.
- j. Investigations.
- k. Compensation plan.
- l. Administrative regulations.

## **LEGAL STANDING FOR SLMPD TO FOLLOW CIVIL SERVICE RULES**

When the Board of Aldermen began discussing taking “local control” of the St. Louis Metropolitan Police Department from the state of Missouri more than twenty years ago, the idea evolved into the Civilian Oversight Board (COB) and was subsequently authorized by RSMO

84.344 and Ordinance 69984, with various amendments. However, what has not occurred is the full incorporation of the SLMPD into the Civil Service system. In contrast, the St. Louis Fire Department has parity in pay with SLMPD, but the Fire Department is still bound by the Civil Service Rules like other city workers. Where departmental procedures deviate from other offices, the Department of Personnel has developed, with assistance from the Fire Chief and staff, a disciplinary process that allows SLFD to utilize a disciplinary process designed to address their specific department needs but remain consistent with the Civil Service Rules and Regulations. The Department of Personnel must consistently do the same within the Police Department.

By allowing SLMPD to function as a half city department and half independent organization with rules that conflict with Article XVIII of the Charter, the City has created a system that allows individual decisions to rule instead of consistent rules similar to other city employees. This has also hindered community support, harmed the retention of African American officers, impeded the promotion of African American officers, has allowed unfair discipline, emboldened employee corruption, lowered morale among employees, and resulted in numerous civil lawsuits.

In 2013, the City of St. Louis was sued by citizen Curtis Farber for violating the Sunshine Act, in a bench trial before Judge Robert H. Dierker. Judge Dierker's findings of facts and conclusions of law, order, and judgement was quite clear and should be reviewed by all the parties discussing police reform in St. Louis.

Judge Dierker's findings stated that statute 84.344 "mandates" the City of St. Louis assumes full responsibility of oversight of the police department as an entity under the control of the Director of Personnel and that the Civil Service Commission adopt rules to do so. Section 84.344, RSMO, part of the act authorizing the assumption of control of the police department by the City of St. Louis.

Judge Dierker goes on to state: "Notwithstanding the irrelevancy of §84.344.8 for present purposes, it is abundantly clear to this Court that it is high time for the Civil Service Commission to take control of disciplinary procedures of the Police Department. Section 84.344.8 mandates that the Commission do so. The IAD process described in the record seems contrary to the plain language of the statute, leaving, as it does, exclusive control over discipline in the hands of the Chief of Police. Under the City Charter (of which the Court can take judicial notice), the Director of Personnel is authorized to investigate all manner of issues relating to City civil servants and must approve disciplinary actions of appointing authorities, per City Charter, Article XVIII, section (i), and (j). In the Court's opinion, §84.344.8 contemplates that the Civil Service Commission and a fortiori the Director of personnel are to assume the role of investigator of such complaints against police officers, leaving only the decision of what discipline to impose with the Chief of Police, thereby obviating the internal conflicts of interest that can arise when police officers are charged with investigating a citizen complaint as both a crime and a violation of rules and regulations. Moreover, if the Director's investigation unearths evidence of crime, the Director is in a position independently to notify the federal and state prosecuting authorities, thereby ensuring an additional layer of protection for the citizenry from the rare but inevitable instances of criminal misconduct by police. Finally, the removal of investigatory authority for misconduct complaints from the Police Department would largely eliminate future disputes over what investigative records are open or

closed. The Police Department's "two track" approach could continue, albeit with one track in charge of the Director of personnel."

Judge Dierker's decision was rendered on April 4, 2017. However, the Civil Service Commission has not adopted rules to ensure SLMPD is completely under local control and subject to the Civil Service Commission's rules. Judge Dierker explains why this process could be better than the one present and, more importantly, how implementation of this process is mandated by law. How then does the Director of Personnel, Mayor, Board of Aldermen, and Public Safety Director, not insist on this transition? Furthermore, why continue to support an illegal structure that has demonstrated its inability to supervise itself, cost the taxpayers by the expensive litigation attributed to its no transfer and allowing the internal disparities of hiring practices, discipline, and more to continue? These practices have tangible costs associated, as discussed in the summary of this document.

Furthermore, some of the people appointed and elected to the highest positions of authority in the City of St. Louis and tasked with protecting the public have allowed the actions of the SLPOA, who is recognized as the exclusive bargaining representative for officers and sergeants to go unchecked. The SLPOA has become more emboldened with protecting corrupt, violent, bigoted, and sometimes racist officers. Officers of all races not held accountable for their actions have cost taxpayers millions of dollars. The actions of these officers will have a financial strain on taxpayers in the City of St. Louis for decades to come.

In 2016, SLMPD and the City of St. Louis settled 4.7 million dollars in lawsuits dating as far back as 2011. Those numbers increased as more lawsuits were discretely settled. In 2017, there were numerous reports of excessive force by SLMPD officers during the Jason Stockley protests. After disturbing examples of outright police brutality and corruption was exposed, the St. Louis City Counselor's Office increased its budget by 110% to cover lawsuit payouts in 2018. The budget was two million before the Jason Stockley protest, and increased to nearly four million dollars.

Nearly 350 SLMPD officers were named in a class-action lawsuit for an unlawful "kettling" technique, excessive use of force, and illegal arrests from 2017. The class-action lawsuit has yet to be settled and will likely surpass the four-million-dollar budget.

One of the people arrested and beaten was an undercover SLMPD African American detective. His Caucasian male partner was not harmed. The undercover detective filed a separate lawsuit against SLMPD officers, Mayor Krewson, Interim Chief Lawrence O'Toole, and the City of St. Louis on 9/16/2019. This lawsuit has not been settled.

SLMPD following Civil Service Rules will not resolve all conflicts between the community or all employee disputes; however, it is time all Civil Service Rules apply to SLMPD. It is the law. Ending the subjectivity with the enforcement of rules under the City Charter could lower police corruption and save taxpayers millions.

ESOP advocates for Chief Hayden to remain as Chief of Police; however, ESOP challenges Director Frank, Chief Hayden, and Director Edwards to clearly outline what actions will be just cause for immediate termination and ensure future chiefs of SLMPD follow Civil Service Rules.

## SECTION I

### CONCERNING INCIDENTS THAT WARRANT SLMPD FOLLOWING CIVIL SERVICE RULES

It should be known ESOP does not believe you can train away racism or any form of bigotry. Termination and never hiring these employees is the only answer.

Police departments nationwide face challenges related to decades of systemic racism. The inability of police departments to address systemic racism internally often mirrors external decisions in how police departments patrol. Racism has been deemed a public health crisis by many experts. Biases and racial inequity must become a priority for everyone in the City of St. Louis. Failure to address systemic racism and other biases within SLMPD has had a devastating impact on the community and many SLMPD employees.

In 2017, an African American off-duty officer was shot by a Caucasian officer after assisting officers in need of aid. The African American off-duty officer had his badge displayed and had been identified as a police officer by several other officers. Nevertheless, a Caucasian officer approached and suddenly shot him. The African American officer never fully recovered from his wounds, thus his career ended prematurely. During the initial investigation in 2017, this case was grossly mishandled by the Force Investigation Unit (FIU) and IAD. This officer is suing SLMPD, and his lawsuit noted biases with representation by the SLPOA. Also, worth noting instead of addressing the biases behind the shooting of the off-duty African American officer by a Caucasian colleague, the Interim Chief in 2017 determined it was best to focus on training for off-duty officers instead of cultural biases. SLMPD had clear divisions along racial lines before the shooting of the off-duty officer, but this incident divided SLMPD even more.

Three months after the aforementioned shooting an undercover African American detective working the Jason Stockley Protest with his Caucasian partner was illegally detained, brutally beaten, and arrested. The officer was severely injured. He has yet to return to duty. His Caucasian partner was unharmed. Five Caucasian officers were charged with federal crimes, and some have pled guilty - some trials are currently pending. The SLPOA also failed to provide equal representation to the injured African American officer, who was the victim.

When officers are injured through violence in the line of duty, the SLPOA business manager, Jeffrey Roorda, routinely speaks out, voicing his outrage about the incidents to the press. He consistently condemns the actions of the officer's assailants. The SLPOA and Jeffrey Roorda have not done this for the African American officers shot and beaten - their assailants are SLPOA officers.

The investigation of the officers that shot the off-duty officer and beat the undercover detective stalled until Chief Hayden was appointed chief and he appointed new command in IAD. There were other incidents from 2017 that had not been investigated until a new chief was appointed.



In 2019, the Plainview Project released the names of dozens of SLMPD officers that made violent and racist posts on Facebook. In 2018, before the Plainview Project ESOP asked Director Frank and Chief Hayden to provide all employees with comprehensive Equal Employment Opportunity training. Director Frank initially agreed to the training, but no training has occurred.

Chief Hayden stated in an interview in 2019, that he believed SLMPD was a microcosm of the City of St. Louis with white supremacy; yet, conversely indicated, regarding SLMPD having white supremacist, "Do we know that for a fact? I don't believe we do." Shortly after this statement, Chief Hayden terminated two Caucasian officers for racism and biases toward African Americans and Muslims. One of those officers had a Facebook profile name that listed him as "Ron Night Hawk." Nighthawk is a board position listed in the Klansman's Manual, with the Ku Klux Klan (KKK). Citizens and ESOP identified other SLMPD officers for racist and biased social media posts. ESOP is told some of those officers are now facing termination. ESOP reported these officers under previous police chiefs, and the Director of Personnel.

Before the Plainview Project documented violent, racist, homophobic, misogynistic, other bigoted Facebook posts of SLMPD officers the City of St. Louis and SLMPD failed to implement adequate policies to address systemic racism and a lack of cultural competency since "local control" of SLMPD became the law in 2013.

After the murder of George Floyd, pressure from the community, Chief Hayden, ESOP, and others adequate funding for Cultural Competency Training becoming a priority. For years, SLMPD has required each employee to sign off on a computer-generated test once a month about EEO violations and other discrimination. ESOP submits that the impersonal nature of this training is insufficient to sensitize and significantly impact systemic racism. Once a year, employees sign off on the Code of Conduct. Implicit Bias Training and Cultural Diversity Training can be taken online. Officers and civilians are required to watch uninviting video lectures given by out of state trainers with no vested interest in SLMPD. The videos fail to engage the viewer, thus causing participants to lose interest in a message that could possibly transform the organization for the betterment of the community and police department.

In July of 2020, SLMPD announced diversity training by a renowned expert and company. About a week prior SLMPD and the City of St. Louis announced a separate outside organization was hired by a retired law enforcement chief to assess SLMPD's policies along racial lines, with violence, improving community policing, protecting civil rights and more.

In the past when Chief Hayden and others explored above standard training options, Chief Hayden and others were often met with bureaucracy regarding paying for the training. ESOP surmises the aforementioned response to said training demonstrated the lack of priority placed on specific incidents which include a Caucasian officer shooting an African American officer, an African American officer beaten by Caucasian officers, and numerous pending civilian lawsuits that indicate police bias.

ESOP was contacted this month about participation in the 2020 review. Funding for the review has been paid for by Civic Progress companies and the Regional Business Council. Their involvement

in the project is troublesome because Civic Progress stated it was in “full support” of merging the functions of St. Louis City and St. Louis County governments with the “Better Together” proposal. The “Better Together” proposal was marred with conflicts, some along racial lines. Now convicted St. Louis County Executive Steve Stenger was named the mayor with “Better Together.” Stenger’s tenure as St. Louis County Executive was also marred with racial tensions brought to the forefront by African American officers. Stenger ignored the complaints of African American officers in the St. Louis County Police Department, so much so that ESOP expanded to St. Louis County in 2018, to fight discrimination.

In 2016, the Ethical Society of Police wrote a 112-page Comprehensive Evaluation of the St. Louis Metropolitan Police Department. Instead of the City of St. Louis addressing the issues ESOP brought to the forefront with systemic racism and other biases the City of St. Louis discounted the views of current SLMPD officers in the report. SLMPD leadership and the City of St. Louis Leadership still has not acknowledged the systemic racism outlined in the report with a plan to address ESOP’s concerns. Time and time again, embarrassing and troubling events in SLMPD continue to highlight systemic racism, biases, and police corruption.

## **SECTION II**

### **ST. LOUIS POLICE FOUNDATION, POLITICS, AND INTERFERENCE**

Politics from the Police Foundation, SLPOA, Director Edwards, Mayor Krewson, have limited the authority of Chief Hayden. Political dealing is, unfortunately, the norm in SLMPD, and Chief Hayden in that respect is not typical.

Additionally, Director Edwards often speaks on internal police matters to the press and has provided incorrect information to the public. On one occasion, Director Edwards suggested at a public event there had only been one Caucasian homicide victim the entire year. That information was untrue. On another occasion, Director Edwards contacted a homicide victim's family before the homicide section could advise warrants had been issued against a suspect in their loved one's murder.

Director Edwards negotiates with Jeffrey Roorda, the Business Manager of the SLPOA, resolving conflicts for their members. The meetings are without Chief Hayden and Mayor Krewson because they refuse to meet with Jeffrey Roorda because of Roorda’s divisiveness.

Director Edwards rarely speaks to ESOP about the needs of their membership with legislation, he has chosen to speak to SLPOA and Jeffrey Roorda. Most of the disconnect with ESOP stems from prior meetings where Director Edwards dismissed the concerns of ESOP members with corruption, the CBA, and other biases. ESOP has participated in hearings at the capital in Jefferson City, Missouri about gun violence and the need for improved racial profiling laws, other important community and membership related concerns. Some of those concerns mirror Director Edwards’ concerns; however, communication with Director Edwards is fraught with tension.

The Police Foundation has donated hundreds of thousands of dollars to SLMPD and the St. Louis County Police Department which has secured their voice within SLMPD and St. Louis County Police Department on matters that should not be within their participation. ESOP recognizes Mayor Krewson's, Director Edwards', the SLPOA's, and Jeff Roorda's connection with the St. Louis Police Foundation.

ESOP welcomes the Police Foundation donations to SLMPD; however, their donations should not mean they are given extra police services because of their generosity. The Police Foundation financial contributions have been invaluable; however, ESOP believes Police Foundation donors should not be involved with the day to day operations of SLMPD. The Police Foundation Board and donors have donated thousands of dollars to the campaigns of democrats, republicans, and a number of them have donated to the current President of the United States.

ESOP was also advised a number of board members with the Police Foundation supported Colonel O'Toole for chief of SLMPD in 2017. Some board members and donors even lobbied for him to become chief to Mayor Krewson and Director Edwards. Their support of Colonel O'Toole as chief was despite numerous cases of documented police brutality in 2017, police corruption from civil unrest in 2017, an African American officer shot by a Caucasian officer in 2017, and an African American officer beat by Caucasian SLMPD officers in 2017 under his leadership as interim chief. Furthermore, in 2017, there were numerous criminal investigations under Colonel O'Toole, wherein officers were the victims of shootings that were improperly handled by the Force Investigative Unit.

Chief Hayden inherited the incidents mentioned above and more to investigate. Ironically, even after Colonel O'Toole failed to be appointed Chief and the aforementioned incidents, he was given a pay raise of nearly \$8000 by Director Edwards. His pay increased from \$108,000 to \$115,000 per news reports. A continued pay raise had not occurred for any other officers who received a temporary promotion. Furthermore, Civil Service Rules indicate that once a temporary promotion has ended, the pay increase ends.

In July of 2020, the Police Foundation was named in news reports after St. Louis County Police Colonel Troy Doyle filed a lawsuit alleging discrimination in St. Louis County Police Department. In reports about the lawsuit, St. Louis County Executive Sam Page reported he received "pushback" from "certain members" of the St. Louis Police Foundation over support or selecting a "Black chief."

Again, Colonel O'Toole, who is Caucasian, is still heavily supported by the Police Foundation. Chief Hayden, who is African American, has not had much support from the Police Foundation. Most of their needs have been specific to downtown businesses. At one point, the Police Foundation requested Chief Hayden appoint Colonel O'Toole the liaison for Downtown St. Louis City, and his refusal of their request angered many within their board. A number of prominent businesses are in the Downtown St. Louis Area. The St. Louis Police Foundation has not appointed a liaison for North St. Louis, which is predominately African American and has higher crime.

When the Police Foundation held their first luncheon in the City of St. Louis numerous African American officers complained after failing to see African Americans adequately represented in their original videos about the Police Foundation. The number of African Americans in their videos improved after those complaints.

One video highlighted on their webpage shows Downtown Bike officers. A commander with numerous complaints about corruption and biases is featured in the video.

ESOP has also been advised of the Police Foundation advising businesses that donate to the Police Foundation they could receive cameras monitored by the Real Time Crime Center (RTCC), which is in SLMPD. A lot of the equipment used by the RTCC was purchased by the Police Foundation. Again, we welcome support of SLMPD by the Police Foundation, but police services should not come with a price tag.

### SECTION III

#### COVID-19

As mentioned before, SLMPD following Civil Service Rules will not prevent bad leadership decisions within SLMPD. The SLMPD approach to COVID-19 demonstrates that. In March of 2020, three Traffic Safety officers contracted COVID-19. The division commander, a Caucasian female, had advised it was “business as usual” conducting routine traffic enforcement during the deadly pandemic. Before the “business as usual” statement, Chief Hayden advised there was no self-initiated activity, outside of the immediate actions to save lives, but the Traffic Safety Division did not adhere to his directive.

Several officers assigned to the Traffic Safety Division voiced concern about the lack of proper personal protective equipment (PPE). Some did not have masks, nor gloves. Two of the three officers/supervisors that contracted COVID-19 were in the Intensive Care Unit. Unfortunately, one of the officers was placed in an induced coma.

Days before the COVID-19 outbreak, an African American sergeant advised officers to exercise all safety precautions. His warning was based on the limited supply of PPE and knowledge of COVID-19. He urged officers to prioritize enforcement for traffic violations when lives were at risk, not for routine traffic violations. The Caucasian female commander chastised the African American sergeant, asserting the “it’s business as usual” comment to him at that time. Shortly after the commander’s “it’s business as usual” statement to this sergeant he was diagnosed with COVID-19. This commander also questioned the support of the African American sergeant for two African American female officers.

ESOP advised Director Frank and Chief Hayden that the commanders' actions over Traffic Safety were incompetent, deadly, and placed numerous lives at stake. Furthermore, SLMPD failed to notify all SLMPD employees of exposure in the Traffic Safety Division. Therefore, both employees and civilians became susceptible to the deadly virus.

Chief Hayden, Mayor Krewson, Director Edwards, Director Frank, and the Director of Public Health, Fredrick Echols, advised Health Insurance Portability and Accountability (HIPAA) laws prevented health-related information from being shared department wide, stating, “we cannot confirm whether any officers have tested positive or comment on the health status of employee.” On April 16, 2020, Mayor Krewson, Director Edwards, and Director Echols advised of violating HIPAA by releasing information on the health status of COVID-19. Director Edwards further stated, “We follow the law and sometimes folks that are unfamiliar with the law are responding to the law very emotionally, I get that, and I respect that.”

Corporations and Police Departments much larger than SLMPD, such as the New York Police Department, Los Angeles Police Department, and the San Antonio Police Department, released data to the public about employees that tested positive for COVID-19.

ESOP members filed complaints against the Traffic Safety commanders. After they filed their complaints some of the most vocal officers in this section were transferred to North Patrol by the Caucasian female commander. The transfers unlike other reassignments were not announced department-wide. Transfers to North Patrol are considered punishment because of the high call volume. The officers in Traffic Safety that filed complaints believed they were being retaliated against. One of the officers became overwhelmed with the retaliation and requested a transfer from the Traffic Safety Division. Leaving Traffic Safety for most officers is a decrease in pay.

SLMPD's approach to HIPAA has been subjective. Before and during COVID-19, an informative message was generated Departmentally when employees were sick with illnesses that were not COVID-19 related. Those messages identified the employee, the hospital, and, in some cases, the nature of their illness. Ironically, Director Echols, Director Edwards, Mayor Krewson, Director Frank, and Chief Hayden demonstrated a lack of concern regarding HIPAA violations in those cases.

Moreover, the Occupational Safety and Health Act (OSHA) guidelines, “requires employers to provide their employees with a workplace free from recognized hazards likely to cause death or serious physical harm.”

No one in SLMPD and in the predominately African American Traffic Safety Division, requested names of employees with COVID-19. Most respectfully asked for the division the employee was assigned and the date of the positive COVID-19 test for their safety as a precaution to contact.

Even more alarming, in April of 2020, Director Edwards and Mayor Krewson loaned a billion-dollar for-profit business, 12,000 masks that had been earmarked for SLMPD and the Fire Department. During this timeframe, officers serving in the hardest hit areas for COVID-19 were expected to wear two surgical masks upwards of eleven days, most worked in predominately African American areas. When officers in the North Patrol Division, which had the largest community outbreak, asked for extra surgical masks, they were denied, thus forcing officers to wear mask longer than what was safest.

Unbeknown to Chief Hayden, the surgical masks had been donated without his input by Director Edwards and Mayor Krewson. As stated before, Director Edwards and Mayor Krewson have excluded Chief Hayden in their decision making on several occasions. The masks earmarked for SLMPD and SLFD were donated to a for-profit billion dollar business that has donated thousands of dollars to the Police Foundation.

After ESOP exposed Mayor Krewson for loaning 12,000 surgical masks to the for-profit billion-dollar business, Mayor Krewson provided a false statement to the media. Mayor Krewson asserted SLMPD had an “adequate” supply of masks. Shortly after Mayor Krewson’s statement to the press, a department-wide message was sent by the section that distributed all PPE supplies to employees, warning of “limited” supplies of PPE. The message by SLMPD further stated SLMPD was seeking “avenues to obtain more through various means.” The short supplies ESOP was advised Director Edwards chastised the command that sent the message.

Jeffrey Roorda and the SLPOA also provided misinformation when interviewed, but never addressed why Mayor Krewson and Director Edwards loaned a for profit multi-billion dollar business 12,000 masks that were earmarked for SLMPD and SLFD. Instead of speaking out on Mayor Krewson and Director Edwards decision making Jeffrey Roorda instead provided a false statement about Chief Hayden, stating, “Even now, when equipment is in apparently abundant supply, officers are being browbeaten and intimidated by the Hayden administration every time they ask for so much as a rubber glove.” ESOP and even SLPOA members knew Jeffrey Roorda was lying about Chief Hayden. As much as ESOP disagrees with Chief Hayden, ESOP has never heard or known him to “browbeat” anyone.

On March 25th, 2020, Chief Hayden advised that SLMPD would follow Center for Disease Control (CDC) guidelines, stating, “Officers should refrain from clearing encampments during the spread of COVID-19.” In May of 2020, Mayor Krewson and the Director of Public Health, Fredrick Echols, defied a CDC recommendations of keeping homeless/unhoused encampments in place to prevent the spread of COVID-19. The encampments were outside and across from City Hall, where the Mayor’s office is located.

Within months of taking office in 2017, Mayor Krewson closed an embattled homeless/unhoused shelter that many in the City of St. Louis relied on for services. There was a lack of adequate shelter in place when this was done. Housing is still a problem, and most of the homeless/unhoused population in the City of St. Louis are African American. Director Edwards provided no comment to the media. Director Edwards has routinely donated clothing and supplies to the unhoused/homeless.

## **SECTION IV**

### **CONCERNING NUMBERS AND HUMAN RESOURCES**

In 2013, Colonel Paul Nocchiero stated, “60% of African American officers leave within their first seven years.” On several occasions, Director Frank has stated that African American officers are leaving SLMPD faster than any other race.

The numbers from June of 2020, indicate, Caucasian officers comprise 66% of SLMPD, on the other hand, African American officers comprise 30%, and “other unknown races” comprise a mere 4% of the total number of officers serving on the force. Please note, the SLMPD weekly release fails to list individual racial minorities – their race is listed as “other” in that specific category.

At one time, during this decade African American officers comprised 36% of all officers, but in 2020 only 30% of SLMPD. The census numbers have remained somewhat steady, with African American citizens making up roughly 48% of the total population in the City of St. Louis, despite the decline of African American officers.

Some police applicants and members of the Ethical Society of Police have consistently complained about the SLMPD HR Manager. Many advise of her lack of communication with them about their application status. Others voice complaints about her abrupt tone.

One qualified African American male applicant was advised by the HR Manager to place inaccurate information on his application; this would have resulted in immediate elimination for hire. ESOP was advised one African American male applicant was advised he would not be hired in law enforcement; he was hired by another jurisdiction that had stricter screening guidelines.

Some minority applicants screened to proceed through the hiring process by the HR Manager have struggled in areas that would likely end in termination. These applicants have passed the screening process with them later being terminated for failures in physical fitness and other categories once hired. Other minority candidates have been denied further screening based on petty incidents, despite them being more suitable for hire. Some of these candidates have been hired outside of SLMPD in surrounding jurisdictions calling into question the hiring process for officers, specifically minority officers.

The SLMPD officers selected by the HR Manager to complete background checks and assessments do not have extensive training in cultural diversity and biases to ensure they are not biased in their background checks.

Candidates that walk in the door of police headquarters to apply to become St. Louis police officers are overwhelmingly African American. The tracking of in-person applicants is different from online applicants. The online numbers are not always accessible to all police recruiters, which makes it difficult to challenge why an applicant is not hired.

The ESOP was advised of nepotism concerns with the HR Manager's relative before he was hired as a police recruit in training in SLMPD. ESOP believes the HR Manager's relative could have been a suitable hire. Still, ESOP believes it is worth mentioning he would have had clear

advantages over other applicants with no ties to the HR Manager. Biases to include nepotism have always been a problem with hiring and have to be monitored.

Following the 2017 Stockley Protest, the City of St. Louis hired a FUSE Fellow to review hiring and help improve diversity with recruitment. The FUSE Fellow released findings in April of 2020, and advised, “diverse applicants apply more than Caucasian applicants.” The conclusions were damning of decades of SLMPD hiring and retention practices. The report also offered solutions and best practices for the City of St. Louis. Those findings from April of 2020 are with Mayor Krewson, Director Edwards, Director Frank, the HR Manager, and Chief Hayden. It is unknown how they plan to address the FUSE findings.

In June of 2019, African American female police recruitment applicants outnumbered walk-in Caucasian female police recruitment applicants five to one; however, African American females made up only 10% of all Police Officer Trainees in June of 2020.

On June 15th, 2020, there were thirty Police Officer Trainees, 23% were African American.

In June of 2020, 73% of all Police Officer Trainees were Caucasian despite African American applicants outnumbering Caucasian applicants.

On July 20<sup>th</sup>, 2020, a new Police Academy Recruit Class appeared to be upwards of 40% minority. The City of St. Louis was facing increasing pressure from the community and ESOP about the lack of diversity.

## SECTION V

### **ETHICAL SOCIETY OF POLICE PRE-ACADEMY RECRUITMENT PROGRAM**

In 2015, the ESOP created a free Pre-Academy Recruitment Program to assist with training and hiring more diverse police officer candidates. In 2015, the City of St. Louis provided funding for the ESOP program to promote diversity. ESOP created a feasibility study and other documents for the program. Since the inception of the ESOP Pre-Academy approximately one hundred attendees to the program have been hired. They have been hired by SLMPD, the St. Louis City Sheriff Department, St. Louis City Park Rangers, St. Louis City Deputy Marshals, St. Louis County Police Department, Atlanta Police Department, St. Louis Public Schools, St. Louis University Security, and other law enforcement agencies in the St. Louis Area.

Certified police instructors teach the program. Courses taught in the program include: Cultural Diversity, Implicit Bias, De-escalation, Public Speaking, Patrol, Report Writing, Time Management, and Community Outreach. Attendees with the program are required to do a community service project each 8-week session.

The St. Louis City Chapter of the NAACP praised the ESOP Pre-Academy Recruitment Program, and recommended the program continue in 2016 after funding from St. Louis City ended. The



NAACP stated in a letter, “projected outcomes of the program were met; and in some cases, exceeded expectations.” Also noted, was the diversity in ESOP classes.

Chief Hayden has been the only Chief of Police since 2016 to publicly and internally support the ESOP Pre-Academy Recruitment Program. Chief Hayden has attended the program numerous times, spending hours with potential candidates for hire. Conversely, since “local control” Chief Dotson and Interim Chief O’Toole attended the program once between the two. Additionally, only one other SLMPD Colonel, one SLMPD Major, one SLMPD Captain, and two SLMPD Lieutenants have participated in the program since its inception in 2016 despite its success. An African American male police major over the South Patrol Division has recruited numerous potential officers to attend the program, many have been hired.

Several police assessors for the City of St. Louis advised the ESOP Pre-Academy attendees demonstrated superb preparation for interviews in comparison to those who had not attended the ESOP Pre-Academy program.

ESOP has fought to keep the program afloat despite numerous SLMPD Police Recruits in Training attending the program and being hired as officers. In September of 2016, an African American female captain sent the following email on behalf of for Chief Dotson, “I will be frank with you, Chief Sam Dotson remains unsatisfied with the results thus far.” This statement was shocking to ESOP. Chief Dotson had just praised ESOP’s efforts a few months prior at a police academy graduation where five attendees of the program had graduated to become police officers. The timing of his dismissal of the Pre-Academy Recruitment Program came after the ESOP board released a 112-page Comprehensive Evaluation of the St. Louis Metropolitan Police Department critical of racial disparities with discipline, promotion, patrol in poor neighborhoods, and hiring under former Chief Dotson.

After political and community pressure former Chief Dotson reached out to ESOP and advised he would assist with funding. ESOP provided former Chief Dotson with the financial needs of the program, but those talks were not fruitful.

The City of St. Louis ended funding for the program in 2016; however, ESOP allotted revenue from its own budget to sustain the program. In 2018, Director Edwards assisted the ESOP Pre-Academy Recruitment Program with funding after community pressure.

Director Edwards created a Cadet Program designed for diversity in 2018. Despite ESOP’s support of the Cadet Program, Director Edwards repeatedly made false statements at meetings about the ESOP Pre-Academy Recruitment Program. The Cadet Program has received a substantial amount of its funding from the St. Louis Police Foundation.

## **SECTION VI**

### **REPRESENTATION, COLLECTIVE BARGAINING AGREEMENT (CBA), AND THE SLPOA**

During the early stages of the first Collective Bargaining Agreement (CBA), ESOP participated in negotiations for the CBA. Conflicts between the SLPOA and ESOP with the language in the agreement have been consistent even with ESOP members involved in some parts of the bargaining process. ESOP believes employees must have rights and that a CBA is needed. Still, the current CBA has done irreversible harm to African American officers with job placement, equal discipline, promotion, and more. The SLPOA has not adequately addressed those concerns despite their status as the exclusive bargaining representative.

Another concern is the SLPOA being allowed to go unchecked by some SLMPD command and former Chief Doyle Dotson. The disparities in treatment between the SLPOA and ESOP members by former Chief Dotson was so unscrupulous that some SLPOA attorneys were given St. Louis Metropolitan identification scan cards to enter and leave SLMPD at will. When ESOP asked for the same credentials ESOP was told the issuance of the identification cards were reconsidered and revoked for SLPOA attorneys.

When violations with the CBA happen, ESOP members, in most cases, are forced to have Jeffrey Roorda, the SLPOA Business Manager, resolve conflicts with management on their behalf. Some ESOP members have outright refused their input and dropped their grievance even when their grievance has been justified. When some of these complaints have gone forward some ESOP members have questioned the veracity of SLPOA's fight for their rights with the CBA. Many feel their representation has been unequal.

Employees have been routinely advised the SLPOA must grieve all employee conflicts with management related to the CBA on behalf of officers and sergeants. The SLPOA nor the City of St. Louis can compel ESOP members to have the SLPOA/Jeffrey Roorda represent them in personnel matters unless the administrative process seeks to change, supersede, or amend the CBA. The SLPOA has been provided overreaching authority. The SLPOA and Jeffrey Roorda have been allowed significant contribution to the policy and decision making in SLMPD that are beyond the scope of the CBA.

The CBA has significantly impacted African American officers who leave SLMPD at an alarming rate. One significant reason why coveted positions are assigned to Caucasian officers is due to seniority. As a result of African American officers leaving SLMPD in staggering numbers, they are no longer positioned for coveted assignments. Hence the importance of more aggressive retention of African American officers, to accurately reflect the population they serve.

The SLPOA has a "duty of fair representation" after being recognized by the City of St. Louis as the exclusive bargaining representative. Equal and fair representation has not always occurred. African American officers with specific qualifications such as seniority, education, and skills have still failed to be transferred to coveted specialized units in SLMPD. The fairness of SLPOA representation has been questioned on several occasions, consequently leading some members of ESOP to repeatedly voice concern about a lack of commitment to African American officers.

The SLPOA's commitment to equal opportunities for all officers must start with the CBA. The CBA has a clause at the heart of a lack of diversity and retention. Former Chiefs Daniel Isom, Doyle Dotson, in addition to Chief Hayden have all voiced concern about Article 7 - Internal Transfers Section, of the CBA to the ESOP. The CBA states the following about job placement: "Provided that performance, skill, and ability are relatively equal based upon demonstration of these attributes over the course of the employees' employment, the position shall be awarded to the most senior employee bidding for it based on total seniority, time-in-rank seniority, as defined in Article 13 of this agreement, shall be used as a tie-breaker."

The only place in the City Charter where seniority is significantly applied is with layoffs. The seniority application here, coupled with the steady decline of African American officers since 2013, has harmed African American officers' ability to improve their career status in SLMPD. Most African American officers remain in patrol with little upward mobility. The CBA does not consider that African American officers are leaving SLMPD at a rate of 60% in the first seven years. Most African American officers believe it is better to leave than stay.

Furthermore, being selected for an investigative assignment as a detective or similar status job can be a promotion in pay and improve future promotional status, status within SLMPD, which leads to decision making positions of authority. Former St. Louis City Mayor Francis Slay advised, having a diverse group of officers that patrol can help to "reduce crime." In January of 2016, former Chief Dotson spoke of the importance of diversity at a law enforcement conference. Diversity can help to connect officers with the community they police. However, qualified African American candidates must have equal consideration for coveted jobs in SLMPD.

With a CBA in place on February 15<sup>th</sup>, 2016, the following numbers were reported:

- 80% of Special Operations Detectives were Caucasian
- 91% of Special Operations Supervisors were Caucasian
- 91% of South Patrol Detectives were Caucasian
- 83% of Districts 1-6 Detectives were Caucasian
- 74% of SWAT/HRT were Caucasian
- 74% of Intelligence Detectives were Caucasian
- 81% of Central Patrol Detectives were Caucasian
- 100% of the Force Investigative Unit was Caucasian
- 79% of Homicide Detectives (rank of police officer) were Caucasian
- *In 2015, roughly 75% of all arrestees in original complaints were African American*

The numbers are not indicative of SLPOA or a police department committed to diversity. Furthermore, many qualified minority and non-minority candidates are distrustful and jaded by the cronyism involved with some transfers in coveted positions. In 2016, even with these numbers the SLPOA never addressed the lack of diversity in these coveted job assignments.

The City of St. Louis has voluntarily recognized the SLPOA as the exclusive bargaining representative for police officers and sergeants. The SLPOA has a “duty of fair representation” for everyone covered under the CBA. Director Frank is obligated to ensure fair job placement. ESOP therefore asserts that, Director Frank address the disparities of the CBA.

## **SECTION VII**

### **DIVERSITY AND INCLUSION**

As of 2020, SLMPD does not have a Diversity and Inclusion Section or Cultural Competency Section with Employee Resource Groups to provide employees with assistance with diversity concerns in SLMPD.

In 2017, SLMPD created a section within the online webpage for a SLMPD Safe Place for Lesbian, Gay, Bisexual, Transgender, Queer/Questioning (LGBTQ) residents to report hate crimes. The SLMPD Safe Place for LGBTQ sought to work with organizations that support the LGBTQ community. SLMPD assigned an officer with the title of LGBTQ Liaison officer. As the LGBTQ Liaison officer, he was assigned a liaison email address to foster better communication with the community. The officer assigned to this position is well liked and respected in SLMPD.

The Ethical Society of Police believes this was a tremendous step for SLMPD to acknowledge and address hate crimes committed against LGBTQ residents and LGBTQ officers in St. Louis. The LGBTQ community must be treated fairly and feel safe when they report crime.

We urge SLMPD to create Liaison officers to address hate crimes reported by the Jewish community, the Asian community, the Muslim community, the Hispanic community, the African American community, women, community members with disabilities, or others who face discrimination in St. Louis City. Some people in St. Louis City have been targeted because of their religion, they are a racial minority, and LGBTQ.

Everyone must have a voice in and outside of SLMPD when they report crime, and this is why a Diversity and Inclusion Section, Cultural Competency Section, and Resource Groups are a critical need.

## **SECTION VIII**

### **PROMOTIONS**

The 2014 lieutenant promotional test was biased against African American sergeants. One out of seventeen candidates were African American in 2014. Two years prior, the number of African American sergeants that had taken the lieutenant promotional test and scored highest was substantially higher than in 2014.

Although Civil Service Rules were in place after RSMO 84.344 became law in 2013, SLMPD not the Department of Personnel handled the 2014 promotion process. This promotional test also occurred after Chief Dotson promoted fifteen Caucasian officers to sergeant and no African Americans.

The Ethical Society of Police filed an EEO complaint in 2014 about the lieutenant promotional test. In 2017, Director Frank changed the promotional testing process, African American candidates once again finished substantially higher. There is a lawsuit pending regarding the EEO complaint filed by ESOP. It should be noted the African American fire union, the Fire Institute for Racial Equality (FIRE), sued the City of St. Louis in a separate promotional lawsuit because FIRE believed the promotional process for the Fire Department was racially biased.

In 2014, former Chief Dotson also utilized a Chief's Interview process that awarded candidates upwards of ten points toward their scores; this was the first grading process of its kind. Former Chief Dotson interviewed all candidates for the rank of Captain and allotted upwards of ten points to their score. Inexplicably numerous qualified African American candidates failed to receive high scores. In 2017, Director Frank ended this process.

It is important to note, the Director of Personnel, Richard Frank, made significant changes to the promotional process in the City of St. Louis in 2017. The changes were welcome and needed. ESOP applauds those changes. Director Frank ended the archaic practice of using internal assessors, implemented a racially balanced assessment, and raw scores were given directly to candidates instead of Human Resources. These newly implemented practices minimized biases and tampering with scores.

Director Frank also ensured promotional boards were balanced and he implemented other successful changes in 2017. Those changes were fair and balanced. ESOP believes recording the promotional process and providing adequate training sessions to all candidates would solidify the process.

The SLPOA, recognized by the City of St. Louis as the exclusive bargaining representative, failed to address the racial disparities with promotions and job placement on behalf of African American officers in coveted positions. The SLPOA has a clause in the Sergeant's CBA that allows them to appoint members to propose changes to the promotional process.

The SLPOA has charged candidates a fee to attend promotional training after bringing in a consultant to assist with the promotional process. The ESOP provided Department-wide training free to anyone interested in being promoted. ESOP has also paid out of pocket for a promotional consultant to assist officers with the promotional process. ESOP paid all associated fees for the consultant to train officers.

## **SECTION IX**

### **FUSE FELLOW FINDINGS RECRUITMENT AND RETENTION**

In 2018, the FUSE Grant Fellow was hired to outline a plan for increasing diversity and improving retention; however, the FUSE Fellow had limited access to data from SLMPD. The technology used by SLMPD and the City of St. Louis was antiquated, and the background investigators lacked bias training to prevent personal biases from occurring during background investigations of candidates.

In April of 2020, the FUSE Grant Fellow advised Mayor Krewson, Director Edwards, Director Frank, the HR Manager, Chief Hayden and others that “diverse applicants apply more than Caucasian applicants.”

This is a well-known fact, but the Mayor, SLMPD Chief, HR, and Director Frank have not adequately addressed why there are so many disparities with hiring and retention along racial lines.

The executive summary from the FUSE Fellow also advised the city of St. Louis could have a waiting list with coordinated efforts within SLMPD. The FUSE Fellow stated, “In order to fill that gap and build a more positive perspective on a career in law enforcement, there has to be a genuine effort to move beyond politics and put unbiased policy and practices in place to ensure everyone has an opportunity to succeed.”

The following recommendations were listed:

1. **RECRUITING STRATEGIES** to increase the number of diverse applicants due to negative perceptions and incidents as well as other departments such as communications, jail processing, and intel.
2. **CENTRALIZED APPLICANT PROCESS** to navigate applicants through the process with the ability to stay engaged and informed about each stage until accepted into the Academy.
3. **ON-GOING SUPPORT** of recruiters and personnel assigned to meet the needs of the department for hiring and increasing the number of applicants.
4. **DECREASE LENGTH OF PROCESS** by collaborating and placing the right talent in the right positions to remove any limitations and increase capacity to handle the influx of applicants.

**a. The FUSE Fellow - Retention of Officers:**

“Many have stayed in their jobs for over 10 – 30 years, yet there is a gap in knowledge, experience and expertise due to the negative situations that have occurred. In order to fill that gap and build a more positive perspective on a career in law enforcement, there has to be a genuine effort to move beyond politics and put unbiased policy and practices in place to ensure everyone has an opportunity to succeed.”

**b. The FUSE Fellow - Development of Officers:**

“Expanding the possibilities to learn more and build expertise in the department is possible by supporting trailblazers who want to raise the bar of what it means to be a police officer is key to retention. Adding to the existing classes and adding value through recognition, and promotion will increase participation in this method of learning and will create interest and willingness to grow professionally.

Changing the way certain responsibilities are viewed within the department to incentivize others to step up and set positive examples will value and eventually a return on investment. For example, Field Training Officers, (FTO) should be a role that is coveted and placed in the most positive light. This role is key to exemplifying good work ethics, leading by example, and it should be recognized as a key to being the best police officer possible. This would create a culture of pride and sincerely serving the department and community. When there are officers volunteering to be FTOs, that will be an indication that the mindset and culture has changed for the betterment of everyone.”

“Actively address negative behavior resulting in unrest and unfair treatment of officers and community members. Be bold enough to work through the difficult conversations for the sake of progress. Another important way to gain support is to facilitate and participate in meaningful dialogue with youth and young adults in the communities to listen and learn what challenges exist with police and work toward solutions and healing together.”

## **SECTION X**

### **BODY-WORN CAMERAS**

Body-worn cameras can provide an independent perspective with officer-involved-shootings, other use of force incidents, and reports of police misconduct. The video can also exonerate officers and reduce complaints. Since 2015, the Ethical Society of Police has advised of the need for body-worn-cameras.

In June of 2020, after nationwide protests the St. Louis City Estimate and Apportionment—made up of Mayor Lyda Krewson, Aldermanic President Lewis Reed, and Comptroller Darlene Green—voted 3-0 in favor of body cameras for the St. Louis Metropolitan Police Department.

Mayor Krewson advised the use of the body-worn cameras would be implemented within thirty days. As of July 30<sup>th</sup>, 2020, the implementation of the cameras has not occurred.

## **SECTION XI**

### **HISTORY OF SUBJECTIVE DISCIPLINE RECOGNIZED BY THE CIVIL SERVICE COMMISSION IN 2017**

The Ethical Society of Police believes a good number of Chief Hayden's and the Internal Affairs Division (IAD) decisions from 2018 - 2020 have been fair. Chief Hayden and IAD have removed numerous corrupt and biased officers of all races that targeted citizens and other officers. Numerous high-ranking commanders have resigned as well. However, there are times we believe they have not acted swift enough when officers have voiced legitimate complaints.

Chief Hayden has faced hurdles with support from upper command, but Chief Hayden, Director Frank, and Director Edwards must continue to verbally express to all officers and civilian SLMPD employees, racial biases, all forms of bigotry, and corruption will not be tolerated. Director Frank, Chief Hayden, and Director Edwards have a duty to eliminate these officers before they are ever hired. ESOP does not believe any process will remove all biased employees but lessening the number of employees with biases has to be a top priority. Firing SLMPD officers and civilians after these behaviors are exhibited are positive steps; however, not hiring them is better.

Subjective discipline practices in SLMPD has resulted in unfair disciplinary action along racial lines. Caucasian officers accused of crimes and alarming misconduct were not fired or severely disciplined as often as numerous African American counterparts after RSMO 84.344 established "local control" of SLMPD.

In 2017, the Civil Service Commission found disproportionate discipline of African American officers before ruling the termination of an African American captain was discrimination. The Civil Service Commission further wrote, "Several Caucasian officers whose misconduct posed a threat to themselves, to others, and to the worksite were not placed on forced leave and were disciplined less severely." Those findings were signed by Director Frank, who is the secretary to the Civil Service Commission. The following behaviors by Caucasian officers were documented as examples of unfair discipline along racial lines by the Civil Service Commission:

- a. Having inappropriate physical contact with minors.
- b. Assaulting a handcuffed suspect.
- c. Failing to report a domestic assault by another officer.
- d. Intimidating citizens with a gun and badge.
- e. Shooting and killing a citizen.
- f. Threatening someone with a baseball bat while intoxicated.
- g. Driving while intoxicated.
- h. Placing false information in a search warrant.
- i. Threatening to make an unlawful arrest.
- j. Attempting to shoot another person.
- k. Threatening a restaurant manager because she was not given free food.



The SLPOA represented the above officers. Despite the ruling, the Civil Service Commission and Director Frank did not mandate immediate changes or an extensive review of discipline along racial lines. Director Frank, per Article XVIII of the City Charter, had the authority to “implement new policies, procedures, and programs, for employees, for employee welfare, for promoting of employee morale, and for otherwise raising of standards of performance in the service in every practical way.” Director Frank can also initiate special investigations and reports with “recommendations for action,” per Article XVIII.

## **SECTION XII**

### **GRAND JURY REVIEW OF ALL USE OF FORCE IN-CUSTODY DEATHS AND OFFICER INVOLVED SHOOTINGS**

A Grand Jury should review prior and current in-custody deaths and officer-involved shootings incidents when use of force is involved, officer actions grossly violate policy, officer actions violate the law and a civilian dies.

Following Civil Service Rules could add a higher level of accountability with use of force incidents. Per Article XVIII, as noted by former Judge Robert Dierker in 2017, “the Director of personnel are to assume the role of investigator of such complaints against police officers, leaving only the decision of what discipline to impose with the Chief of Police, thereby obviating the internal conflicts of interest that can arise when police officers are charged with investigating a citizen complaint as both a crime and a violation of rules and regulations. Moreover, if the Director’s investigation unearths evidence of crime, the Director is in a position independently to notify the federal and state prosecuting authorities, thereby ensuring an additional layer of protection for the citizenry from the rare but inevitable instances of criminal misconduct by police. Finally, the removal of investigatory authority for misconduct complaints from the Police Department would largely eliminate future disputes over what investigative records are open or closed.”

A notable case for ESOP members was an incident from 2012, wherein an officer used a banned “choke-hold,” and another tased the victim six times. The victim died. The medical examiner ruled heart disease and the restraint lead to his death. It is essential to note this case occurred before “local control,” but it illustrates why it is vital for SLMPD to have oversight by the Civil Service Commission. It is equally essential for these cases to be reviewed by a Grand Jury.

There should be no ambiguity or subjectivity when any citizen is killed by law enforcement. The notification process should include written and verbal summary of what occurred within twenty-four hours, notifying the victim families of the medical examiner’s ruling in laymen’s terms in writing and verbally, and notifying the families of their rights.

### **CASE DETAILS:**

Please note, “choke-holds” were banned by SLMPD at the time of the incident in 2012. On December 22nd, 2012, on-duty SLMPD police officers assisted an officer that was in pursuit of a subject that ran. This subject, per the officer pursuing him, matched the description of a suspect wanted for a “Robbery.” It was later determined that this subject was not involved in the robbery. He allegedly physically resisted officers when detained. He was transported to Barnes Hospital for medical treatment, where he died. The officers involved in this subject’s death were all Caucasian and male. The subject that died was African American.

The investigation revealed an SLMPD officer, per his words, used a “figure-four carotid neck restraint” until the victim lost consciousness. The unauthorized neck restraint was used for approximately “fifteen - twenty seconds.” Another responding officer tasered him at least six times. The excessive use of the taser is a violation of policy as well. The officers all advised of striking this subject with their hands during this incident. The victim was unarmed during the incident.

Witnesses were located, but some refused to cooperate with the investigation outside of their original statements. Those statements were noted in the report. One witness stated one of the officers called the arrested subject “nigger” during the scuffle. Another witness said they observed an officer hit this subject’s head against the ground and strike him. At least one witness stated this subject was not moving when this occurred. A witness advised of an unknown African American officer watching this incident occurring and failing to act. A witness advised they did not believe the officers were performing CPR.

Other witnesses reported very different details, advising the subject did not comply, and they did not observe the officers using excessive force. A witness advised of hearing the officers tell this subject to place his hands behind his back. Some witnesses advised of seeing the officers performing CPR.

The Medical Examiner concluded the victim died of “cardiac dysrhythmia, hyper-tensive heart disease exasperated by chase and forcible restraint.” The autopsy was not completed for nearly a year.

The witness statements include one witness advising one of the officers called the victim “nigger,” the number of times the taser was deployed, the strikes to the victim’s torso, and the use of the unauthorized neck restraint were all documented in the police report.

Per policy, once the report was completed by the scene officers the report is was turned over to the Internal Affairs Division for review of criminal charges and discipline of the officers. The officers were returned to full duty. No charges were known to have been filed by IAD, and it was stated the officers had acted in good faith and not under the “color of law” when contact was made with the victim.

A copy of the police report was delivered to the Circuit Attorney’s Office by the scene supervisor not trusting this had been done by IAD. To this day, it is not known if a Grand Jury reviewed the case, or what discipline these officers faced, if any.

It was learned the officer that used the “choke-hold” had a penchant for making racist statements about African Americans on social media. The scene supervisor from 2012 reported this officer’s racist behavior numerous times since the incident. This officer has been reported for the following incidents since 2012:

1. This officer once stated, “Black people are pathetic. You don’t want to be treated equally, you want favored treatment. And you wonder why there is so much animus toward you?” in a social media post. This post was reported by the investigating sergeant from the 2012 scene. This post was reported by others as well.
2. This officer cheered an African American man, and current NFL player being shot in the head, posting, “You can take him out of the ghetto, but you can’t take the ghetto out of him. Live by the sword! Like you said, irony is a bitch!”
3. Referred to African Americans as “morons,” after an African American woman provided a conflicting account of what was reported with an officer involved shooting in the city of St. Louis. He stated, “I’m sure she saw it all perfectly from a vantage point giving her perfect view of this turd running down a slender gangway, between two houses and all, while the ends of the gangway were crowded with police officers..... But, the morons in this black subculture will believe anything to justify their ignorance!!!”
4. This officer stated in a post, “You are right, I should have said, some black people. Sorry, I was incensed at the ignorance displayed by this woman (African American). I have never had a complaint about the way I treat people, because I treat everyone the same...courteous, but cautious. Having negative feelings about someone or a sub-group of certain people, is different than treating them differently because of it, which I do not...”
5. This officer responded with extreme anger and vitriol and implied to an African American man who posted about the importance of Police Athletic League (PAL), with, “Your problem is, you want to rely on the government to solve their problems! You can’t pay for everything with other people’s money. Why not stop forcing businesses out of the community and then the parents can get out and solicit money for programs for their kids. That is how the rest of us do it. Take responsibility for your own kids...” He further stated, 73% of African American families are single-parent families. “Grow up and take care of your own kids.”
6. This officer responded to a social media post about handcuffing a subject with rage and violence, “Should have crossed face him and forced him to let go, postured up and given him the beating of his life, until he gave up!!!”
7. This officer was also accused of racially profiling a citizen in a complaint to the Citizen Oversight Board. This complaint was obtained through a Sunshine request from a citizen.
8. This officer routinely replied to posts made by African Americans interjecting his beliefs about African Americans. He voiced his disdain for Head Start, PAL and other services utilized by all races, but often targeted African American culture.

9. An African American woman accused this officer of saying, “only prostitutes and drug dealers own Bentleys.” He placed this woman in handcuffs while she wore a bra and panties. This was shared with us through a Sunshine request from a citizen.
10. This officer was accused of assaulting a handcuffed man. He was exonerated by IAD.
11. In June of 2020, this officer made an insensitive statement about the circumstances of the murder of George Floyd. He was placed on paid leave per policy and is allegedly awaiting review for termination.

NOTE: Most of these incidents were reported by the scene supervisor from the 2012 incident. This officer was reported again in 2019 to the Director of Personnel and IAD. This supervisor was never contacted by IAD to provide a statement about any of these complaints.

In June 15<sup>th</sup>, 2020, this officer made a social media post about George Floyd and neck restraints, and he was placed on paid desk duty.

Like so many other cases, this case is incredibly tragic, leaving families to pick up the pieces after officers have killed their loved ones under the “color of law.” In this case, the officers were allowed to violate policy and hide behind being in fear of their lives while killing an unarmed man. Current and prior cases where death has occurred during a use of force incident should all be reviewed by a Grand Jury. These cases should be co-investigated with trained Civilian Oversight Board, and the Circuit Attorney’s Office. It is also important for SLMPD do a better job of notifying the families of victims of their legal rights and explaining the medical findings.

### **SECTION XIII**

#### **INADEQUATE WHISTLEBLOWER PROTECTIONS**

Whistleblower protections are absent. SLMPD officer and civilian employees need protection when filing complaints about police corruption. When officers and civilian employees report other employees for biases, they are often shunned by coworkers and retaliated against by supervisors. Most officers and civilians do not feel protected after filing complaints against other employees.

Employees file complaints anonymously, through a third party, or by leaving photos and screenshots of officer misconduct. All too often, these complaints are overlooked, leaving officers that should have been fired free to wreak havoc on the community and other employees.

### **SECTION XIV**

#### **COMMUNITY OUTREACH**

Community Outreach has been scattered in SLMPD. The Ethical Society of Police acknowledges SLMPD officers spend a good number of their shifts addressing violent crimes. Currently, the number of homicide victims in the City of St. Louis is on pace to break recent records.

Despite the violence, the City of St. Louis and SLMPD have not made community outreach a priority. SLMPD has implemented numerous programs over the years, with many disappearing as suddenly as they started, regardless of success. Gang Resistance Education and Training (GREAT), Cops and Clinicians, Students Talking it Over with Cops (STOP), Coffee with a Cop, Pizza with a Cop, Blue Pals, Polar Cops, Cops and Clinicians, Build-A-Bear Uniform, SLMPD mentoring with Big Brothers and Big Sisters, and other community outreach programs have been supported by some in SLMPD, but most have not been sustained.

Pizza with a Cop, an ESOP sponsored event, has consistently functioned without the support of the City of St. Louis. Funding for the event comes from ESOP funds. Membership participates with the community. Pizza with a Cop occurs twice a year. Chief Hayden has been the only Chief of Police to attend the events. ESOP also hosts an annual Trivia Night, which is tremendously successful and overwhelmingly supported by the community. ESOP supports about fifty community service events yearly; many of those events are focused on assisting children struggling financially and emotionally, while fostering a positive presence of police officers in the local community.

Other officer created programs include Blue Bags with Swag, Shero's, Child Abuse Kickball Tournament, food drives supporting the unhoused/homeless. Most of these community outreach events are not written in SLMPD policy. Funding often comes from officers and civilians working together to fund the programs not the City of St. Louis.

In 2015, Coffee with a Cop became a familiar community event, attempting to strengthen ties between officers and citizens. It too is one of the few programs that has remained consistent as well. However, very few programs have remained outside of sporting events offered by the Police Athletic League (PAL).

The community outreach section is also understaffed, with only a few officers assigned to handle event requests throughout the City of St. Louis. At times they have faced criticism from the Police Foundation and elected officials. Some elected officials have complained the mostly African American police officers were preoccupied with providing community outreach in North St. Louis.

If the City of St. Louis and SLMPD is serious about connecting with the community, it must make community outreach a priority.

## **SECTION XV**

### **BIASES WITH DISCIPLINE, PROMOTIONS AND JOB PLACEMENT**

The Ethical Society of Police will concede from 2018 - 2020, during the tenure of Chief Hayden that discipline has increased and has been appropriately applied across racial lines. Officer involved shootings have declined as well. Officer and civilian employees of all races have been disciplined and fired. ESOP does not agree with some decisions made by Chief Hayden regarding discipline. It is ESOP's belief cases involving high-ranking commanders have not always been treated with the same sense of urgency like that of lower ranking officers and civilians.

ESOP believes Chief Hayden is committed to police accountability; however, this standard must apply to all Chiefs of Police. Chief Hayden's discipline practices are refreshing for the most part, but the community and minority officers cannot afford the reality minorities face when an appointed chief has no interest in integrity or equality under an unenforced Civil Service process. The risk is dire.

The subjective application of discipline from 2013 - 2017, despite "local control" of SLMPD caused unbalanced discipline along racial lines. The law mandated SLMPD follow Civil Service Rules. When the Civil Service Commission recognized unjust discipline from 2013 - 2017, the actions of Chief Dotson were corrected by the Civil Service Commission; however, the law is not subjective on whether SLMPD should follow Civil Service Rules - it is clear SLMPD shall.

Again, ESOP does not believe the Civil Service Commission will always make the right decision, but SLMPD following set guidelines and rules gives the minority community and minority officers a better chance in a system that has allowed systemic racism to flourish.

Furthermore, in 2017, a current St. Louis City Counselor and former Judge Robert Dierker advised, "Notwithstanding the irrelevancy of §84.344. for present purposes, it is abundantly clear to this Court that it is high time for the Civil Service Commission to take control of disciplinary procedures of the Police Department..."

**NOTE:** Under Civil Service the immediate termination of police officers and civilians for misconduct is not within the rules. Officers and civilians can be placed on paid suspension awaiting termination.

In the past when officers were terminated or placed on unpaid leave it adversely impacted African American officers. Most of the African American officers terminated unjustly have received back pay or won settlements for wrongful termination or forced leave.

The following examples are at the heart of the problems within SLMPD. These cases are instances of biases, police corruption, systemic racism, and allegations of misconduct in SLMPD. ESOP believes these examples illustrate why SLMPD following Civil Service Rules is essential.

### **SLMPD Before the Hiring of Chief Dotson, Interim O'Toole, and Chief Hayden**

1. For several years, a CopTalk website moderated by the St. Louis Police Officer's Association (SLPOA) allowed racist postings that referred to African American officers and

citizens as monkeys, animals, and apes. Before smartphones, officers checked their SLMPD mail through the CopTalk site. SLMPD and SLPOA leadership were aware of the racist content for years.

2. In 2005, SLMPD had an all-Caucasian police academy class. After ESOP complained, the next class was roughly 90% African American.
3. In 2008, a Caucasian police recruit in training was hired despite a weapons conviction. He also traveled out of town and neglected to retrieve an assault rifle he left in a hotel room once hired. This officer was also involved in a controversial officer-involved-shooting. That officer was later fired after driving under the influence of drugs and crashing a police vehicle.
4. A Bi-Racial male police recruit applicant and Army veteran was denied hire as a police recruit in training due to a fight wherein he was listed as the victim. He defended himself during the altercation. This prospect was a recipient of one of the highest medals in the Army for his heroism and was later hired by the St. Louis County Police Department. A Caucasian male had a conviction for marijuana before being hired as a police recruit in training, a Caucasian male had a prior arrest for stealing before being hired as a police recruit in training, and two other Caucasian males had previous arrests for Driving Under the Influence (DUI) before being named a police recruit in training.
5. A Caucasian sergeant in north patrol used the word “nigger” on a call in reference to African Americans. He was suspended for thirty days but allowed to keep his job. He is currently assigned to a coveted position in District Four. This sergeant was again accused of racially insensitive language in 2020. He remains in patrol.
6. On December 24th, 2011, Anthony Lamar Smith was shot and killed by SLMPD Officer Jason Stockley. Stockley later resigned. Stockley and his partner, Officer ██████, were placed on administrative desk duties. ██████ was allowed to work nights in violation of policy while on suspension. Working nights afforded him extra pay. Nor Stockley or ██████, despite the circumstances of the case, were charged with murder in 2011. Stockley was charged with murder in 2016. He was acquitted at a bench trial in 2017.
7. In 2012, an African American Sergeant was accused of intentionally damaging property and destroying tires of a vehicle in which a suspect fled. The sergeant was placed on suspension without pay. The sergeant was charged with a misdemeanor for property damage. He was found not guilty during a jury trial. The sergeant was returned to work by Chief Dotson, but permanently demoted. No other supervisor has faced similar permanent demotion in such an instance.
8. On 8/13/2012, a Caucasian female officer received a call for an injured deer. The deer had been struck by a vehicle. The officer stated she shot the deer thirteen times with her Department issued rifle to euthanize the deer. This officer was not referred to the employee assistance program because command ruled shooting the deer thirteen times

with a rifle was not excessive. Approximately a year later, this same officer purchased a cell phone case on Craigslist. She was upset with the quality of the purchase. She texted the couple she purchased the cell phone case from and threatened to arrest them as well as tow their car. The officer only received a written reprimand in this incident.

9. In 2012, a Caucasian male officer used a banned neck restraint/choke-hold during an arrest. His assist tasered this subject six times. Witnesses advised of hearing the man being called a nigger. Witnesses provided conflicting accounts. The man later died at an area hospital. The medical examiner ruled the cause of death as, "cardiac dysrhythmia, hypertensive heart disease exasperated by chase and forcible restraint." It is unknown if the officers were disciplined. The completed report was leaked to the Circuit Attorney's Office in 2012, but no charges were filed. The officer that used the banned "choke-hold" has been reported to IAD numerous times for racist statements on social media. He did not face termination until 2020, after making inappropriate statements about the murder of George Floyd.

#### Chief Doyle Dotson - From December 2012 - April 2017

10. In 2013, former Chief Dotson SLMPD promoted 15 Caucasian officers to sergeant and no African American officers. ESOP vehemently voiced outrage and concern. Shortly thereafter a news story was released that attributed the following quote to former Chief Dotson, on 7/17/2013, "Right now, 38% of police applicants are black, and they tend to be less educated than white applicants." There is no educational requirement to become a police officer, other than a high school diploma. There were no facts to substantiate the claim African Americans "tend to be less educated than white applicants" in the news article.
11. During the 2013 Officer to Sergeant Promotional Assessment process, a retired SLMPD Commander and out of town assessors were advised by a Caucasian male SLMPD major, that Chief Dotson wanted a Caucasian female officer, who worked closely with the Chief's Office to be promoted. The statements of the SLMPD major alarmed the assessors. Despite the major's attempts to have the candidate receive preferential treatment, the other assessors graded the candidate fairly.
12. In 2013, a Caucasian patrol sergeant responded to a domestic assault call involving a former, off duty SLMPD police officer. The off-duty Caucasian officer fled the scene and failed to immediately stop for officers attempting to pull over his personal car. The sergeant who supervised the scene violated several Department policies by failing to report the incident to IAD, failing to report a crime, and other secondary violations. This sergeant was charged with misconduct and allowed to work in his regular patrol. An African American sergeant who had also violated policy was charged with a crime but found not guilty of a misdemeanor. The African American sergeant was placed on leave without pay and demoted upon his return. Conversely, the Caucasian sergeant was not charged with a crime



or permanently demoted. The off-duty officer that fled the scene was hired by Velda City Police Department after being terminated. In July of 2020, that officer was charged with shooting at a moving vehicle and lying about the circumstances.

13. On 05/14/2013, a Caucasian male officer assigned to the South Patrol Division received a complaint from a citizen who complained to IAD about receiving an anonymous message in the mail after being “flipped off” by a “white male” driving a white van. The complainant further stated he observed the “white male” hanging out a window and writing something down. This “white male” subject was then observed pulling into South Patrol Division. The complainant reported after this incident he received the following letter in the mail: “You better think twice next time before you flip someone off while driving down the street you asshole.” The officer admitted to owning a white van but denied driving it that day at South Patrol, where he works. The officer denied running the complainant in violation of Regional Justice Information Services (REJIS) rules; however, the computer the officer logged into was used to run the complainant on 05/15/2013. The allegations about this officer were sustained. He received a one-day suspension. An African American female officer that ran a subject at his request was suspended without pay.
14. On 05/20/2013, a Caucasian male officer received a complaint from a citizen for “running his fingers along the anal cleft” of the complainant. This officer has similar complaints. Touching of anyone’s genitals in this manner is a crime, a rape. This officer did not face criminal charges. Another officer during this complaint allegedly placed his foot on the complainant’s neck. Neither was charged, fired, or demoted.
15. On 09/04/2013, a Caucasian male officer received a complaint from a citizen six months after the complaint in #13. The citizen accused the officer of “digging in my ass.” He also accused the officer of touching his genitals. This officer has similar complaints. Again, the act of touching someone’s genitals or “digging” in their anus is an act of rape. This officer faced no criminal charges after the second complaint either.
16. On 11/28/2013, a Caucasian male officer was alleged to have placed a female in a “choke hold,” yelling profanities at her, and calling her a “cunt.” This officer was not disciplined.
17. In 2013, an African American female officer allowed a juvenile to be placed with a non-custodial adult without contacting the Juvenile Division to determine custody. The officer repeatedly lied when interviewed. She was disciplined with three-days suspension, but not terminated. This officer has numerous priors.
18. In 2013, an African American officer was immediately placed on forced leave without pay for six months, pending an internal investigation by former Chief Dotson. SLMPD believed the officer had committed several serious offenses, which warranted immediate suspension and termination. One of which was using the Regional Justice Information Services (REJIS) to run a subject at his request. This officer also used a computer that was for supervisors, completed a record check on a subject seeking to join the neighborhood watch, and failed to have listed a secondary job. The officer was returned to work after

many of the allegations were proven to be false. IAD and Intelligence seized her cellular phone for several weeks. She was transferred upon her return to another district, which violated the Collective Bargaining Agreement's rules. Furthermore, the officer did not receive back pay. The officer had to sign paperwork indicating she would not seek a grievance or to sue SLMPD for the improper investigation. A Caucasian male sergeant committed a similar infractions with REJIS; however, he received a verbal reprimand.

19. On 10/04/2013, a Caucasian male officer was accused of stating an African American female was a prostitute or drug dealer. The complainant also stated this officer unlawfully searched her home and placed her in handcuffs while in her underwear. An officer advised of the complainant in only "tee shirt and panties." A witness advised the officer stated, "The only people I know with Bentleys are either into drugs or prostitution." This officer was exonerated. This officer has numerous prior complaints of making racially insensitive statements. In June of 2020, this officer was recently placed on desk duties after making an inappropriate statement about the murder of George Floyd.
20. On 11/22/2013, a Caucasian male officer was accused of "Failure to take the Appropriate Action." This officer allegedly told a suspect in custody for trespassing at "Shop 'N Save" that he would grant his "freedom" if he engaged in a fight with a security guard. The incident was reported to SLMPD by the legal department of Shop 'N Save. The incident was documented by two security guards from Shop 'N Save in a memorandum. The SLMPD officer allegedly advised the trespassing suspect, he was on probation and would get into "trouble" if arrested. The trespassing suspect was left alone in a room with the security guard and unhandcuffed to fight. There are no videos inside of this area. The SLMPD officer left, and so did the two security guards that reported the original complaint. The two security guards from the claim overheard a fight. During the alleged altercation, the trespassing suspect was kicked several times while on the ground by the security guard. The suspect informed of injuries to his ribs and left arm. The SLMPD officer was later observed on camera with the trespassing suspect and security guard. The trespassing suspect was not arrested, not given medical attention by the SLMPD officer, and no report was written. The officer denied the allegation. Shop 'N Save asked to withdraw the complaint of the two original security guards. The officer was given a written reprimand.
21. On 12/15/2013, a Caucasian male sergeant admitted to repeatedly using a data base, the Regional Justice Information Services (REJIS) to run a friend who was being investigated for intimidating a victim because she placed a "Gay Pride" flag in her front yard. The victim's address was placed on Craigslist by the sergeant's friend. The actions and misuse of REJIS database by the sergeant violated the law. The sergeant provided the suspect/friend details of the investigation. The investigating officer, a Caucasian male, "blindly" supported the sergeant's account. The sergeant received an oral reprimand. He was not placed on leave without pay. Please note: an African American female officer ran a subject at his request in REJIS, she was placed on unpaid duty, and faced termination.
22. In 2014, former Chief of Police Dotson implemented the first of its kind "Chief's Interview," where he awarded promotional candidates 10 points toward their raw scores.

Three of the Chief's closest confidants were promoted to the rank of Captain during his tenure. These confidants received the maximum points available for the newly instituted, and first of its kind "Chief's Interview" in 2014. The three candidates are all Caucasian.

23. In 2014, an African American female sergeant assisted an African American female candidate with a physical exercise in which many female candidates fail. She received a verbal reprimand for helping the candidate by then Assistant Chief. A Caucasian male sergeant assigned to the same division as the African American female sergeant assisted a Caucasian candidate, the Caucasian sergeant, was not disciplined.
24. In 2014, former Chief Dotson transferred an African American sergeant assigned to the Chief's Office after the Chief mistakenly believed the sergeant made an offensive comment. Although, the sergeant did not make the offensive comment; he was, however, transferred without a proper investigation. After realizing his error, the former Chief moved the African American sergeant back to the Chief's Office.
25. In 2014, as two African American sergeants waited to take the promotional test from sergeant to lieutenant. They observed the now-retired Director of the Police Academy who is Caucasian kneel in front of a sergeant and provide the candidate, a Caucasian male sergeant elements on the test. The lieutenant was confronted about this and stopped. However, this candidate was promoted to the rank of lieutenant anyway.
26. Eighty-one percent of all lieutenants promoted from 2013 through June of 2016 were white.
27. In 2014, SLMPD released a promotional list for the rank of lieutenant with seventeen Caucasian candidates; and one African American.
28. In 2014, during the Ferguson and St. Louis City civil unrest, unknown officers accused an African American Missouri Highway Patrol Captain of being a gang member after observing him in photos using the Kappa Alpha Psi hand symbol associated with his African American fraternity. Photos were posted in Central Patrol Division, labeling the Captain as a gang member. An African American female lieutenant addressed the issue with her command and officers assigned to her, demanding this misinformation cease.
29. In 2014, an internal SLMPD assessor, who is a Caucasian female commander made disparaging remarks about the shoes of an African American candidate, referring to the shoes the African American candidate wore as "hooker" shoes. The commander attempted to grade the African American candidate lower than the other candidates and was verbally reprimanded by other assessors. The African American candidate finished in the top categories of testing and was later promoted.
30. In 2014, an off-duty Caucasian male sergeant was charged with a drinking and driving offense. The sergeant was placed on desk duties. The sergeant received approximately a thirty-day suspension. Additionally, the sergeant could work a secondary law enforcement

job under “emergency hardship” circumstances. Unlike this sergeant, numerous African American officers were immediately placed on leave without pay despite never being charged with a crime. Additionally, an African American male officer was not allowed to work a secondary job after requesting an “emergency hardship.” He had not been charged with a crime.

31. On 01/24/2014, a Caucasian male detective told a female officer, “Hey, why don’t you go suck a fucking dick! We do not need you coming back here, stirring up a bunch of shit. You are nothing more than a probe! Why do not you go back to the desk! You spend more time there than on the street, anyway!” This officer was not terminated, and only received a few days suspension.
32. On 02/03/2014, a Caucasian female officer and a Caucasian male sergeant packaged money, but during the investigation there was a discrepancy of \$310. These officers have numerous citizen complaints.
33. In 2014, a Caucasian Female Lieutenant and SLMPD were sued for retaliation after a Caucasian Female police chemist exposed drug testing errors. The chemist was awarded \$175,000 in damages. After the settlement, the Caucasian female Lieutenant was promoted to Captain.
34. Around 2014, a Caucasian female officer applied to SWAT/HRT, she met all the requirements but was denied placement in this section. There has not been a female officer assigned to SWAT/HRT for over a decade.
35. On 06/04/2014, an African American male was charged with weapons violations for weapons that were not his. His nephew owned the eight firearms and signed an affidavit stating the weapons were his. The Caucasian male officer that prepared the original report made numerous questionable decisions during the investigation but was never charged with misconduct for his actions. That officer has prior complaints.
36. On 06/11/2014, a Caucasian male officer provided conflicting information at trial regarding the circumstances of why he fired his weapon at three African Americans. There were serious concerns about the facts the officer provided. He was not terminated.
37. In December of 2014, the SLPOA complained after several African American St. Louis Rams players peacefully protested police brutality after Michael Brown was killed before a football game. Most African American officers were not offended by their protest.
38. On 12/12/2014, a Caucasian male officer was the subject of an internal investigation for wearing an unauthorized name tag. The name tag stated, “Darren Wilson,” in support of former Ferguson Officer Darren Wilson. As punishment for wearing the armband, former Chief Dotson transferred the officer to the north patrol division, which was predominately African American. Transfers to the North Patrol Division are considered a punishment by some within SLMPD because of the high call volume. In 2020, this officer was placed

under investigation, on desk duties for numerous racist and violent social media posts. He is allegedly facing termination.

39. From January of 2015 - April of 2015, a Caucasian male captain and a Caucasian male major worked unauthorized grant overtime. This violated policy because grant time can only be worked by lieutenants and below. The captain in this incident had been disciplined in the past for a similar allegation. The captain received a four-day suspension and the major a one-day suspension. The major and captain were promoted shortly after their suspensions.
40. From 2015 and part of 2016, a Caucasian male commander was actively being investigated for his connection to the beating and unconstitutional arrest of a Caucasian male victim. The commander was on duty in the district where the incident occurred. One of the officers involved in the incident plead guilty to lying and an unlawful arrest. A St. Louis City prosecutor was also charged with a criminal violation for lying in the indictment of the victim in this case. She too plead guilty. As the federal investigation continued the Caucasian male commander was placed on desk duties. The commander's clothing was not seized and processed for physical evidence relative to the assault by IAD. The commander was returned to full duty. He was later placed in a coveted assignment on bike patrol in Downtown St. Louis. African American officers not accused of a crime have been denied coveted jobs in SLMPD. Be advised this commander is on video pepper spraying protesters without justification during the Jason Stockley protests from 2017. Numerous officers under his command are named in lawsuits from the 2017 protests and other incidents. One of the sergeants under his command has two prior complaints related to him making racist statements.
41. In 2015, citizens warned SLMPD about a Caucasian male officer who dismembered a squirrel with a knife. The officer admitted to his actions in a Facebook post, and stated, "Sure did Jake, and believe it or not it's not the first time." The officer faced no real consequences. Three years later, that officer was federally indicted for beating an undercover African American officer during an unprovoked attack. The officer plead guilty to the beating of the undercover officer.
42. In 2015, an African American male officer was charged and fired after giving a gun to a subject on investigation by SLMPD. The officer was sentenced to approximately a year in prison.
43. In 2015, a citizen was injured during an accident. The Caucasian male officer failed to write a police report. This officer faced no significant discipline for failing to write the required police report. In 2016, an African American male officer was disciplined ten days for failing to write a report; however, the business owner advised he did not need a police report.
44. In 2015, an African American officer was placed on forced leave and booked for violating Department policy and the law after he was charged with assaulting and threatening his

wife. There was physical evidence substantiating the claims. His case was refused after the victim did not prosecute the officer. He was terminated.

45. On 01/06/2015, a Caucasian male officer received a complaint for conduct unbecoming of an officer. The officer was alleged to have taken a photo of the complainant to intimidate her. When the complainant asked if this was the case, the officer allegedly stated, "yes." This officer has priors.
46. On 01/06/2015, a Caucasian male officer received a complaint for violation of department rules. During the investigation, the officer failed to show his name tag. When he was asked why it was not displayed, he allegedly told the complainant, "I'm special." This officer has priors.
47. In 2015, an African American male sergeant and police association president was accused of stealing over \$200,000 from the Ethical Society of Police general fund over the course of two years. Numerous African American officers/members believed the sergeant had committed several crimes and sought to have him charged. These officers advised Internal Affairs Division of the crime, and an internal, as well as, criminal investigation began. This sergeant was eventually placed on unpaid duty. The Ethical Society of Police board assisted with prosecution and he was charged with wire fraud, a federal offense. Numerous African American officers/members were witnesses against him in the case. He later plead guilty and returned approximately \$68,000 of the money he had stolen.
48. On 01/22/2015, a Caucasian male officer threatened an African American female lieutenant after she gave him a direct order. The officer yelled and cursed at the commander. The officer called the Caucasian male major. The major he called was the African American female commander's supervisor. During the incident, the Caucasian male officer told the African American female commander, "Don't start your shit! I'll punch your lights out!" The officer stated the following, "I blew up." The officer stood up from his chair and told the African American Lieutenant, "You better get the fuck away from me or I'm going to fuck you up!" The officer was allowed to resign. He was given two days suspension and was not charged with a crime. This officer had numerous priors.
49. On 02/24/2015, a Caucasian male officer received a complaint from a citizen for conduct unbecoming an officer. The officer is alleged to have violated the complainant's 4th Amendment Rights. This officer has numerous complaints for similar violations.
50. On 03/23/2015, a Caucasian male officer received a complaint from a citizen for improper handling of a radio call. The complainant advised the officers did nothing when someone spat on her child in front of the officers. No report was written. In 2016, an African American male officer was disciplined ten days for failing to write a report; however, the business manager advised he did not need a police report. This officer from the 03/23/2015, complaint has numerous prior complaints. This officer currently works for St. Ann Police Department after being allowed to resign. His certification was not removed.

51. On 03/26/2015, a Caucasian male officer received a complaint for conduct unbecoming an officer. The officer is alleged to have threatened the complainant with arrest or a summons if she continued talking. This officer has similar complaints.
52. On 04/14/2015, a Caucasian male officer received a complaint from a citizen for conduct unbecoming of an officer. The complainant alleged the officer falsely arrested him and towed his vehicle. This officer has prior complaints.
53. On 04/21/2015, a Caucasian male officer received a complaint from a citizen for excessive force after being handcuffed. The officer has prior complaints.
54. On 04/29/2015, a Caucasian officer received a complaint from a citizen for conduct unbecoming of an officer. The officer is alleged to have threatened to have the complainant arrested if she contacted the police again. This officer has priors.
55. On 05/21/2015, a Caucasian male officer conducted a traffic stop and inexplicably his in-car camera stopped recording at the point of arrest. The officer claimed the camera stopped working due to a "glitch," but the Information Technology section advised differently, stating, "We are confident this video was manually stopped by the officer in the car." When the camera had the alleged glitch, it failed to capture the crime the officer charged two African American males with, which was, drug possession, possessing a defaced firearm, and felon in possession of a firearm. The Assistant Circuit Attorney responded to IAD and advised they dismissed the case due to the officer's testimony being questionable. No other officers reported a problem with the in-car camera that used the same vehicle. This officer received a five-day suspension. He was not terminated.
56. On 05/28/2015, a Caucasian male sergeant received a complaint from a citizen for uncivil treatment. The complainant alleged the sergeant was disrespectful, threatening, and aggressive. This sergeant has numerous prior complaints.
57. In June of 2015, an African American female officer was the subject of a criminal offense, wherein she was accused of possessing narcotics and weapons. She was charged with several felony crimes. She was placed on unpaid leave soon after and fired. This officer was found not guilty at trial.
58. On 06/03/2015, a Caucasian male officer received a complaint from a citizen for conduct unbecoming of an officer during a search warrant. The complainant alleged the officers damaged/stole/misplaced a Master lock padlock and threw darts into her wall and floor. This officer has numerous prior complaints. This officer works for St. Ann Police Department after being permitted to resign. His certification was not removed.
59. On 06/24/2015, a Caucasian male officer received a complaint for conduct unbecoming an officer. The officer is alleged to have placed his hands on the buttocks of two juvenile girls. This officer has prior complaints.

60. On 6/29/2015, a Caucasian male sergeant was promoted from the Intelligence Unit and transferred to District Four. On 10/30/2015, this sergeant was detached to the District Four - Central Patrol Detective Bureau. His minimal supervisory patrol experience did not hinder him from being assigned to the Central Patrol Detective Bureau as a supervisor, as it was for the African-American female sergeant that applied to IAD. The ESOP was advised this sergeant had about 120 days of patrol supervisor experience. On February 15<sup>th</sup>, 2016, eighty-four percent of all District Bureau Detective sergeants were Caucasian.
61. On 7/15/2015, a Caucasian male officer received a complaint from a citizen for conduct unbecoming of an officer. The officer was alleged to have taken the cellular phone of the citizen. The officer allegedly threw it to the ground, damaging the phone. This officer has prior complaints. That officer was not fired.
62. On 09/28/2015, a Caucasian male officer received a complaint from a citizen for excessive force. The officer is alleged to have been physically abusive with a 14-year old he took into custody. That officer was not fired.
63. In 2015, a Caucasians male officer tested positive during a drug screen for a banned and non-prescribed, prescription-controlled substance. This officer was not suspended without pay for any significant amount of time or fired. When ESOP asked former Chief Dotson why he reversed course with firing the officer he could not provide an adequate explanation. African American officers have been fired for positive alcohol tests. That officer was not fired.
64. In 2015, a Caucasian Captain and Caucasian Major were accused of working overtime in violation of policy. The two commanders received minimal suspension. They were promoted shortly after by former Chief Dotson.
65. In 2015, a Caucasian male officer lied in a search warrant and stated he completed surveillance on a subject; however, this officer was assigned to a detail when he advised he had completed the surveillance. The officer forced entry into the wrong house and faced termination for his actions. The original recommendation was for the officer to be fired. The former interim Chief and former Chief Dotson refused to terminate this officer. An African American officer was forced to retire when he committed a similar offense.
66. In November of 2015, an African American NFL football player was shot in the head, and almost died. This player and others had previously peacefully protested police violence before a football game. This NFL Player was shot in the head. A Caucasian female officer stated, "Yeah, irony is a b\*tch." This officer has numerous priors.
67. In November of 2015, an African American NFL football player was shot in the head, and almost died. This player and others had previously peacefully protested police violence before a football game. A Caucasian male officer stated, "You can take him out of the ghetto, but you can't take the ghetto out of him..." This stated was reported. This officer had made at least three other racist statements on social media that have been reported. He




was not terminated or faced no real discipline for his actions. He is now facing possible termination for making another inappropriate statement on social media. This time it was about George Floyd.

68. On December 25<sup>th</sup>, 2015, a Caucasian male victim reported a robbery. During the robbery suspects took a scooter from a child in south St. Louis. The victim pursued the armed suspects and fired a single shot at the suspects fearing for his safety. The Caucasian male officer was directed by the Caucasian male commanders to photograph the scene, seize the cartridge casing from the ground, and return the firearm to the victim. Per policy the firearm should have been processed. In 2016, in north St. Louis, which is predominately African American, an African American male victim called 911 to report suspects breaking into his home. The victim fired at the suspects fearing for his life. The victim was threatened with arrest by Caucasian male officers, even handcuffed. An African American male commander intervened and directed the officers to release the victim because he was the victim of a home invasion in which he defended his life. The victim in this case was not allowed to own a firearm, so the officers sought to have him arrested for being a felon in possession. The officers failed to properly investigate the suspects from the home invasion in which he defended his life. This African American commander was placed on leave without pay and fired three months later. This was one of the fastest terminations in the history of SLMPD. The African American commander had not committed a crime and was not charged with a crime. This commander sued and won a \$1.1-million-dollar settlement for discrimination for his termination.
69. In or around 2015 or 2016, a Caucasian female officer referred to citizens of St. Louis as smelling like “animals” during a post about jury duty. This officer has numerous priors.
70. From January 11<sup>th</sup>, 2016 - April 12<sup>th</sup>, 2016, over the course of ninety days the Special Operations Sections arrested roughly 425 Offenders for a variation of bench warrants and original complaint driven arrests. Approximately 80% of those arrested were African-American compared to 20% being Caucasian. Special Operation Detectives were 80% Caucasian and Special Operation Supervisors were 91% Caucasian.
71. On 01/05/2016, a Caucasian male officer received a complaint from a citizen for conduct unbecoming. The officer is alleged to have called the complainant a “fucking bitch.” That officer was not fired.
72. On 01/26/2016, a Caucasian male officer received a complaint from a citizen for conduct unbecoming. The officer was alleged to have damaged the complainant's vehicle during an unlawful search. This officer has numerous priors.
73. On 02/15/2016, 74% of the Intelligence Section was Caucasian.
74. On 02/15/2016, the Bureau of Enforcement was 88% Caucasian.
75. On 02/15/2016, the Force Investigative Unit (FIU) was 100% Caucasian.

76. On 02/15/2016, the Special Operations Section was 80% Caucasian.
77. On 02/15/2016, 91% of the Special Operations Section supervisors were Caucasian and male.
78. On 02/15/2016, 80% of the Juvenile Section was African American.
79. On 02/15/2016, 85% of the Laboratory Section was Caucasian.
80. On 02/15/2016, 91% of the South Patrol Detectives were Caucasian.
81. On 02/15/2016, 100% of the South Patrol Detective Supervisors are Caucasian.
82. On 02/15/2016, 80% of all detectives in the City of St. Louis assigned to District 1 - 6 were Caucasian.
83. On 03/09/2016, two Caucasian male officers received a complaint from a citizen for conduct unbecoming. The officers were accused of pointing their weapons at the complainant's two-year-old son and being verbally aggressive with the complainant's son. These officers have priors. These officers did not face termination.
84. On 04/19/2016, a Caucasian male officer received a complaint from a citizen for an improper arrest during a search warrant. When the complainant asked about the circumstances of the search warrant, he alleged he was arrested. This officer has numerous complaints.
85. On 04/26/2016, a Caucasian male officer received a complaint from a citizen. After the citizen complained to the officer's supervisor. After the complaint the officer arrested him. The officer is also accused of failing to provide the complainant medical attention. This officer has numerous complaints. This officer works for St. Ann Police Department after being allowed to resign. His certification was not removed.
86. In 2016, a Caucasian female officer received a complaint about improper handling of an assignment from a citizen. The complainant advised the officer "took sides" during a domestic assault. This officer has numerous prior incidents.
87. On 05/19/2016, a Caucasian male officer received a complaint for uncivil treatment. The officer is alleged to have used a racial slur and profanity. This officer has numerous prior complaints. He was not terminated.
88. On 05/26/2016, a Caucasian male officer received a use of force complaint. The officer is alleged to have grabbed the wrist of the complainant and sprained her right wrist. This officer has priors. He was not terminated.

89. In 2016, the SLPOA paid the million-dollar bond for former SLMPD Officer Jason Stockley, from their membership's money when Stockley was charged with Murder.
90. On 06/27/2016, a Caucasian male sergeant received a complaint for conduct unbecoming an officer. A citizen reported the sergeant advised her that it would be unnecessary for her to identify and prosecute the suspect that damaged her car. This sergeant has numerous prior complaints.
91. In 2016, the ESOP was advised attorneys for the SLPOA were given scan cards that allowed them to enter and leave police headquarters unescorted. When ESOP sent an email to Chief Dotson asking for the same access for ESOP attorneys ESOP was denied.
92. In July of 2016, a Caucasian male sergeant was charged with a crime and conduct unbecoming an officer. The sergeant displayed his firearm and yelled obscenities at responding officers. The sergeant has numerous prior incidents. This sergeant was terminated and charged. He was found not guilty at a bench trial.
93. In July of 2016, a Caucasian male commander made a disparaging post on Facebook about Michael Brown's mother who was running for political office in Ferguson, MO, where her son was killed. A Fox 2 news reporter lost his job after stating Michael Brown's mother would be able to, "talk about the new lead diet she's endorsed. Five servings and you can lose 200 lbs. in two years easily." The SLMPD commander did not correct the reporter nor delete his post. Numerous other SLMPD officers responded, but never said the Fox 2 news reporter's statement was inappropriate.
94. In 2016, the Chief of police was advised of racist social media posts by numerous current SLMPD officers. It is unknown if any of these officers faced discipline for their actions.

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96. In 2016, African American male patrol officer and licensed Pilot filed a grievance after he applied for the open position with the Aviation Unit. He was denied the job and was advised he would be assigned to Aviation as soon as a new opening occurred. The person transferred over him had no license and had considerably less time in the department, he was Caucasian. The Aviation Unit is 100% Caucasian of June 2020. This selection also violated the rules of the Collective Bargaining Agreement (CBA).
  97. In 2016, an African American male police recruit prospect was denied rehire as a police recruit in training after a background check by SLMPD. This African American male is now employed with the St. Louis County Police Department as a police officer.
  98. In 2016, the former Chief was asked why a Caucasian commander was not disciplined for allowing a Caucasian officer to miss a drug test. The former Chief stated, "I would have to discipline close to 15 other commanders for the same violation." The officer that missed

the drug screen later tested positive for a narcotic and was arrested for driving under the influence after crashing a police vehicle.

99. In 2016, a Caucasian male officer assigned to SWAT neglected to retrieve an assault rifle he left in a hotel room. He faced no significant charges and remained in SWAT. This officer had priors. He was terminated after an accident in which he was found to be under the influence of a narcotic. He was in his police car at the time of the accident.
100. In 2016, a Caucasian male officer repeatedly placed the same wording in search warrants. The officer had his cases thrown out of court. He did not face any significant discipline and was not charged criminally. This officer works for St. Ann Police Department after being allowed to resign. His certification was not removed.
101. In 2016, two African American officers were suspended without pay over a “bro-hug” and “fist bump,” with subjects that lived in an impoverished neighborhood while on duty. The two officers were accused of associating with known criminals. Both officers were returned to full duty with back pay. The investigation by the 2016 Chief and IAD was proven to contain false information. Numerous Caucasian officers who had committed similar crimes and misconduct had not been suspended. The St. Louis City Chief in 2016 advised this case was one of the worst he had seen. The 2016 Chief Dotson also stated he was “losing sleep” over how the investigation was handled.
102. In 2016, an African American Captain was terminated after refusing to arrest a victim of a home invasion attempted robbery. The victim shot at suspects trying to enter his home forcibly. The victim was a convicted felon, and when patrol officers attempted to arrest the victim, the Captain intervened. The Captain was charged with misconduct for intervening and fired. The Captain sued. The City of St. Louis settled his discrimination lawsuit for \$1.1 million dollars. The Civil Service Commission found there was disproportionate discipline between African American and Caucasian officers before ruling the termination of an African American captain was wrong, and wrote in their findings, “Several Caucasian officers whose misconduct posed a threat to themselves, to others, and to the worksite were not placed on forced leave and were disciplined less severely.” Among the Caucasian officers not fired was a Caucasian officer accused of smacking two adolescent girls' buttocks. Several other Caucasian officers were accused of crimes but not fired.
103. In 2016, to help with recruitment and retention of accountable officers, ESOP established a Pre-Academy where candidates for hire of all races were taught, Cultural Diversity, Community Outreach, Public Speaking, Time Management, and more. The program received praise by the NAACP, but the Caucasian police chief failed to renew the program after criticism of him from ESOP about racism, corruption, and questionable officer-involved shootings. In 2017, the program was funded by ESOP at a cost of over \$13,000. The ESOP Pre-Academy program was returned with funding after demands were made for its existence by activists who supported the program. In 2020, funding for the program is unknown despite the support of the SLMPD Chief and will likely come from the ESOP budget again.

104. In 2016, an African American male candidate for hire was initially denied hire as a police recruit in training because he was seen in photos holding up the three-point symbol, used in basketball. The background investigator said it was a gang sign. After the ESOP fought for his hire, he was hired. A Caucasian male had a conviction for marijuana prior to being hired as a police recruit in training, another Caucasian male had a prior arrest for stealing prior to being hired as a police recruit in training, and two other Caucasian males had previous arrests for Driving Under the Influence (DUI) previously to be named a police recruit in training.
105. In 2016, an African American male officer and member of ESOP intervened when a Caucasian officer was observed using excessive force with a suspect. The officer filed an IAD complaint against the officer. The complaint did not result in discipline. The offending officer had numerous prior complaints. Later that year, the officer, who complained about the officer using excessive force, was charged with misconduct for failing to write a police report even though the business manager advised he only wanted a suspect removed from his business after the property was returned. There had been over two dozen cases where officers had taken similar action. Yet, none of them had been charged with misconduct.
106. In 2016, the SLPOA tweeted a graphic picture with blood running down the hands of an unknown person and stated the blood was on the hands of President Obama after several officers were shot.
107. In 2016, an African American officer hugged an African American activist. Someone photographed the incident, and the photograph was shared numerous times over social media. A Caucasian downtown bike commander who supervised the scene threatened to bring charges against the African American officer. The Caucasian lieutenant has numerous prior complaints.
108. In 2016, a Caucasian supervisor made racially insensitive statements to an African American Park Ranger Supervisor. The Caucasian supervisor was not disciplined and did not face consequences for his actions.
109. In 2016, a Caucasian supervisor assigned to the Park Rangers routinely came to work in flip flops and shorts. This sergeant chastised Park Rangers under his command for their manner of dress while injured but he faced no form of reprimand for the manner in which he dressed when ESOP complained. Wearing flip flops was in violation of policy.
110. In 2016, an African American female officer reported racial profiling by two Caucasian Park Rangers. The Park Rangers faced no form of discipline.
111. In 2016, an African American sergeant was transferred out of the Traffic Safety Division without cause. The Chief in 2016 advised incoming sergeants were more qualified, suggesting these sergeants had a better "skill set." Neither of the incoming

sergeants had the level of qualifications the transferred sergeant had. The sergeant moved out of the Traffic Safety Division was also told ESOP spearheaded his transfer. This allegation against ESOP was false. During a subsequent meeting, the Chief in 2016, denied having made such a statement to the commanders over Traffic Safety. The Chief advised he needed to be able to make personnel decisions based on “the needs of the unit.” The African American sergeant sued and won a settlement with the City of St. Louis.

112. In 2016, an African American officer was denied a transfer into SWAT/HRT, and two Caucasian officers were chosen instead. The African American officer finished higher than the Caucasian officers with testing and had more time on the job than one of the candidates, nevertheless the African American candidate was not chosen. This violated the rules of the CBA. SWAT/HRT is 76% Caucasians as of June 2020, similar to the numbers from 2016.
113. In 2016, an African American female sergeant was promoted. Additionally, she applied to the Internal Affairs shortly thereafter. She was denied the position because the commander stated she needed more time in rank, despite this not being a posted qualification for the job. Two Caucasian sergeants, a male, and female, were promoted and transferred into other specialized assignments during the same timeframe. It was determined they did not need time in rank before they could be transferred.
114. On 2016, a Caucasian male commander posted a meme on Facebook of Donald Trump measuring a wall with the words “Just Practicing.” This commander has numerous prior racially insensitive incidents. He faced no consequences for the post.
115. On 07/14/2016, a Caucasian male officer received a complaint for conduct unbecoming an officer. The officer is alleged to have failed to complete the investigation properly and to have made “belittling” comments. This officer has priors.
116. In 2016, a Caucasian male officer received a complaint for conduct unbecoming an employee. The officer is alleged to have stolen hundreds of dollars. This officer has priors.
117. On 08/12/2016, a Caucasian male officer was accused of conduct unbecoming an officer. The complainant advised the officer and other officers were rude to her and used profane language. The officers booked her and towed two of her vehicles. When she asked the Caucasian female lieutenant why she was being booked, instead of released on a summons, the commander stated she was being booked at her discretion. The officer and commander have priors.
118. In 2016, a Caucasian male officer retired from SLMPD after an incident wherein he was accused of unlawfully entering a civilian’s home during an argument. This officer was later hired by SLMPD’s Intelligence Division by the Caucasian female commander as an analyst despite no prior experience.

119. In August of 2016, a Caucasian male officer received a complaint about uncivil treatment. The officer is alleged to have stated to the complainant, “would be the next person killed by police.”
120. On 09/14/2016, a Caucasian male officer received a complaint for uncivil treatment. He is alleged to have “pushed down on the handcuffs” of a subject in custody causing pain to the complainant. This officer then warned the complainant had better “dot his i’s and cross his t’s.” This officer has numerous priors.
121. On 10/03/2016, a Caucasian male officer received a complaint for missing money and property. The officer allegedly arrested the complainant but did not return his backpack and the items in his backpack were allegedly missing. This officer has priors.
122. In 2016, a Caucasian female officer gave a detailed statement about homicide investigations during a radio interview. She faced no form of reprimand for violating policy. In 2016, an African American female sergeant and president of the Ethical Society of Police gave a statement to the press about the gun detection system, ShotSpotter being inoperable. The statement was given in her capacity as the President of the Ethical Society of Police. The sergeant was charged with misconduct for giving a statement to the press without prior authorization of SLMPD. There were at least thirty incidents where Caucasian male police association presidents over the SLPOA had given statements and faced no charges of misconduct. During the course of the investigation IAD lied in an internal report about the investigation and had to correct the report. This ESOP president received a verbal reprimand. A Caucasian female officer, who was not a police association president provided detailed information about homicide cases on the radio and faced no form of reprimand.
123. On 10/17/2016, the former Chief of Police, was engaged in prohibited political activity. Department policy did not allow him to hold the position of Chief of police and run for political office. Former Chief Dotson stated at the end of a radio interview, why voters should vote for him as Mayor of St. Louis.
124. On 11/21/2016, a Caucasian male officer received a complaint for uncivil treatment. The officer is alleged to have broken the elbow of the complainant. The officer is also accused of being disrespectful to the complainant. This officer has priors. The officer was not terminated.
125. On 12/05/2016, a Caucasian female officer was accused of failing to conduct a proper investigation about an 8-year old child being reported as sexually abused. This officer has numerous complaints from citizens.
126. On 12/08/2016, a Caucasian male officer received a complaint from a supervisor for “Failing to obey a reasonable order of a superior officer.” The officer has numerous prior complaints. On 02/06/2017, this officer threatened to shoot a citizen after exiting his police car.

127. On 12/14/2016, a Caucasian male officer received a radio call and was accused of failing to make the required police report. There were three calls to the home, but the officer did not make a report. This officer has priors. This officer works for St. Ann Police Department after being allowed to resign. His certification was not removed.
128. In 2016, an investigation of an African American female officer concluded after three years. The investigation began over the officer's refusal to clean feces from a police car after a person in custody became ill.
129. On 12/20/2016, a Caucasian officer received a complaint from a citizen for uncivil treatment. The officers were at a stop light, the complainant allegedly asked the officers not to blind him with their spotlight. The officers yelled profanities at the complainant afterward. The officer has priors.
130. On 12/27/2016, a Caucasian female officer failed to make a report after the identity of a victim had been stolen. This officer has numerous priors. That same year, an African American male officer was disciplined ten days for failing to write a report; however, the business owner advised he did not need a police report.
131. On 02/06/2017, a Caucasian male officer with numerous prior complaints threatened to shoot a citizen after exiting his police car. The officer stated, "I'm gonna shoot him. I'm going to kill him!" His partner can be heard exclaiming, "No, Joe, No!" in response. One of the officer's priors was failing to obey a reasonable order of a supervisor. This officer has numerous priors.
132. In 2017, the City of St. Louis failed to disclose critical evidence from Lab reports that showed the only DNA on the gun allegedly recovered from Anthony Lamar Smith was Jason Stockley's. As a result of the City of St. Louis withholding critical evidence, the City of St. Louis agreed to pay the family of Smith an additional \$500,000. No one within SLMPD or the City of St. Louis faced any discipline for this.

#### Interim Chief Lawrence O'Toole - From April 2017 - December 2017

133. In 2017, Interim Chief O'Toole was operating his department vehicle after drinking at a local bar. He faced no real discipline.
134. In 2017, a Caucasian male Medical Investigator with the City of St. Louis Medical Examiner's Office was charged with a drug charge relative to taking prescription drugs from deceased victims in his custody. The Medical Investigator was permitted to resign and was charged at large and not physically arrested. He has priors.
135. In 2017, the Interim Chief of Police O'Toole was caught on tape verbally abusing African American male officers/subordinates after they refused to violate policy for one of



his friends. The commander stated, "Don't give me that shit," he reportedly told one on the phone while the other listened. "I don't want to fucking hear it." A complaint was filed but the commander received no discipline after mediation.

136. In 2017, an African American officer was shot by a Caucasian detective. The African American officer was identified as an officer, furthermore he was in conversation with other officers when the Caucasian male detective suddenly shot him. The African American officer is suing SLMPD. His lawsuit advised the SLPOA failed to provide him with fair representation.
137. In 2017, a Caucasian male officer that shot an African American male officer was allowed to work from home unsupervised for months while the investigation remained virtually untouched nor significantly investigated by FIU.
138. In 2017, a Caucasian male probationary police officer was advised by a field training officer and sergeant to remain out of a police pursuit. The probationary officer ignored their directives and was involved in an accident with injuries. He was not fired. He was later charged with Assault 1<sup>st</sup> after he shot an unarmed fleeing suspect in the back in 2018.
139. In 2017, after an African American male officer was shot by a Caucasian male officer a Caucasian male colonel made disparaging statements about the Ethical Society of Police President, who is African American, and female to an elected official. The colonel stated, he wished to "reel" the president of ESOP in.
140. In 2017, a Caucasian female officer made racially insensitive statements on the police radio. She received a minor reprimand but was ultimately allowed to remain in a coveted job and received another coveted position in SLMPD. In the past an African American male officer received ten-days suspension for using the word "Nigger."
141. In 2017, the Ethical Society of Police President, who is African American, and female released a public statement that outlined why ESOP thought former SLMPD officer Jason Stockley was guilty of murdering Anthony Lamar Smith. After the statement was released a Caucasian male colonel made statements about the ESOP President being charged with misconduct in a meeting with upper command. Please note, numerous other SLPOA presidents made public statements indicating the innocence of SLMPD officers in other incidents and they faced no form of discipline.
142. In 2017, the Ethical Society of Police President, who is African American, and female released a public statement that outlined why ESOP thought former SLMPD officer Jason Stockley was guilty of murdering Anthony Lamar Smith. After the statement was released numerous SLMPD officers made biased statements about her on social media. Some even liked a comment that wished she would bleed out on a call with no back up. Another called her a "cunt." The officers were not fired. One received two days suspension without pay.

143. In 2017, a Caucasian male Missouri Highway Patrol Trooper working in the St. Louis Area due to civil unrest made several arrests that were deemed “questionable” and “unacceptable” by the St. Louis City Circuit Attorney. His cases were tossed out of court. The Missouri Highway Patrol were requested to work traffic enforcement in the St. Louis in 2017 by the Interim Chief of Police.
144. In 2017, numerous Caucasian SLMPD police officers and a Caucasian male Highway Patrol officer searched a home. During the search the Highway Patrol officer’s gun discharged. The discharge was heard by a local reporter. The reporter was told the sound was a lightbulb exploding. That was a lie. The SLMPD officers including a commander failed to report the discharge. The SLMPD officers involved failed to cooperate with the Highway Patrol investigation of the Highway Patrol officer. The Highway Patrol officer did not immediately report the incident to his chain of command, and he was terminated. The SLMPD commander and officers were not terminated for this incident.
145. In September of 2017, an African American, undercover male detective was brutally beaten by several Caucasian officers in an unprovoked attack as he was walking to police headquarters. His property was destroyed as well. Public transcripts from the arrest indicate there were racially insensitive statements made by the Caucasian officers involved in the case. The African American officer’s Caucasian partner was untouched. The African American officer advised he had not received equal representation by the SLPOA as well. No officers were prosecuted and placed on unpaid leave until a new Chief was appointed.
146. In 2017, a Caucasian male officer failed to notify the Internal Affairs Division about a fight involving a Caucasian female dispatcher. The officer prepared a report but violated known policy. This officer faced little repercussions for his actions.
147. In 2017, an African American male officer struck a man on the head with his flashlight. The incident was captured on video. The officer did not face any discipline until 2018, when a new chief was hired. He was fired afterward and charged.
148. In or around December 2017, a Caucasian male detective was involved in a recorded verbal exchange with a motorist. The detective failed to drive forward at a green light and the motorist behind him. The detective threatened the motorist and detained him because he was angry with the motorist for honking his horn. The detective was not immediately transferred until a new chief was hired.
149. In 2017 - 2018, after Colonel O’Toole failed to be appointed Chief he was given a pay raise of nearly \$8000 by Director Edwards. His pay increased from \$108,000 to \$115,000 per reports. This was despite numerous cases of documented police brutality in 2017, police corruption from civil unrest in 2017, an African American officer shot by a Caucasian officer in 2017, and an African American officer beat by Caucasian SLMPD officers in 2017 under his leadership as

interim chief. Furthermore, in 2017, there were numerous criminal investigations under Colonel O'Toole, that were improperly handled by the Force Investigative Unit.

### Chief John Hayden - From December 2017 - Present

150. In 2018, an African American male Traffic Safety officer made a racially biased statement and was transferred. In 2019, a Caucasian officer in Traffic Safety made violent and numerous racist, misogynistic statements about Muslims, protesters, and others. The Caucasian male officer was documented in the Plain View Project. This same Caucasian officer struck an African American female officer with his patrol car, who complained about feeling unsafe around him. The Caucasian officer started his police vehicle without clearing the vehicle of condensation. He was not transferred.
  151. In 2018, it was discovered that Police Recruits in Training, mostly African American, were being terminated at a disproportionate rate in the police academy. Most failed Traffic and First Aid. In previous years very few candidates failed these courses. It was determined that the testing criteria was flawed. Chief Hayden implemented changes that lead to higher retention.
  152. In 2018, an African American Traffic Safety Officer advised of watching Netflix on duty, and he was immediately transferred. In 2019, a Caucasian officer in Traffic Safety made violent, and numerous racist, misogynistic statements about Muslims, protesters, and others but he was not transferred.
  153. In 2018, an African American female sergeant and labor president was charged with insubordination after sending an email to an SLMPD Colonel about a labor matter. The charge was not sustained.
  154. In 2018, after several complaints from citizens of the City of St. Louis, State Representative, Clergy and others, Director Edwards assisted with funding the ESOP Pre-Academy Recruitment Program. The year prior, the ESOP supported the program out of its budget. While discussing the program, Director Edwards advised the President of the ESOP of his dislike of being contacted by numerous groups about the program.
  155. In 2018, three current and former African American SLMPD officers were charged with federal crimes for selling police accident reports to an attorney. All four were convicted and sentenced to jail time.
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157. In 2018, a Caucasian male commander posted a Facebook statement that stated, "I'm not sure what the hell is going on in our country these days. I just drove by an

authentic Mexican restaurant in town; and there were white guys putting on a new roof, cutting the grass and doing landscaping.” This commander has numerous prior allegations of making racially insensitive statements. He faced no real discipline.

- [REDACTED]
159. In August of 2018, a Caucasian female officer argued with two Caucasian male suspects. The suspects called her degrading names. The officer in turn took the suspects on a “rough ride” injuring one of them while they were handcuffed in the back of her patrol van. This officer was placed on desk duty, terminated, and charged with a crime. She was found guilty at trial.
160. In 2018, Director Edwards wrote Administrative Regulation 150, Social Media Policy. The Ethical Society of Police president had been contacted repeatedly by associates of Director Edwards and Mayor Krewson and warned the policy was being drafted by Director Edwards. She was advised Director Edwards and Mayor Krewson did not like some of the social media posts made by her about SLMPD on her personal social media pages as the president of the Ethical Society of Police. During those conversations it was relayed to her Director Edwards and the Mayor sought to fire Taylor, who is also a police sergeant with SLMPD. Her posts on her personal social media pages were done in her capacity as the president of the Ethical Society of Police not SLMPD, yet Edwards and the Mayor sought to censor her.
161. On 08/27/2018, a Caucasian male officer pursued a suspect in a stolen vehicle. The suspect ran and the officer shot the suspect in the back three times. This officer was placed on desk duty and charged with Assault 1<sup>st</sup>. He was terminated.
162. On 01/21<sup>st</sup>, 2019, a Caucasian male officer stole a cellular phone from an arrestee. He was placed on desk duty and charged with theft by IAD. He was terminated.
163. On 01/24/2019, a married off-duty Caucasian female officer was shot and killed by an on-duty Caucasian male officer while allegedly playing a game of “Russian Roulette.” The two officers had allegedly been involved in an affair. The officer was arrested and fired. He plead guilty to manslaughter.
164. In 2019, a Caucasian male officer threatened to harm another Caucasian male officer because of an affair the second officer was having with his girlfriend. It was later determined the officer lives outside of the city. This officer was terminated.

- [REDACTED]
166. On 05/16/2019, a male officer pursued a vehicle in violation of the SLMPD pursuit policy. A motorist died as a result of the pursuit. This officer was under investigation for

the incident, but resigned days after the crash. He was hired by the St. Ann Police Department but later resigned from there as well.

167. In 2019, an African American male officer filed a grievance after being denied a Domestic Violence Section position. This officer had over a decade with SLMPD and prior investigative experience. The African American Lieutenant and Captain approved the transfer, but a Caucasian female Major denied the transfer and selected a Caucasian male with less than four years on the department and no investigative experience. This violated the CBA. The officer filed a grievance with the SLPOA and Jeffrey Roorda, and it was fruitless.
168. In 2019, the Plainview Project exposed dozens of violent and racist posts by SLMPD officers. Two officers were terminated for their racially biased Facebook posts. One officer is under suspension. The Facebook posts occurred under former Chief, but discipline occurred under Chief Hayden.
169. [REDACTED]
170. In 2019, the SLPOA advised its officers to wear the punisher logo, which represented a violent vigilante cartoon character after the Plainview Project exposed dozens of officers within SLMPD had posted racists and violent statements and memes. Two officers have been terminated for their racist posts. The SLPOA defended these officers despite numerous African American officers, many of whom were their members, voicing their disgust.
171. In 2019, a Caucasian male sergeant was identified as posting vile and racist content on Facebook in the Plainview Project. The sergeant had a Facebook profile name "Ron Nighthawk." Nighthawk is a security position with the Ku Klux Klan (KKK). This sergeant was fired.
172. In 2019, after the Plainview Project names were released, an African American female officer advised her supervisors and command that she felt uncomfortable working with a Caucasian male officer assigned to the Traffic Safety Division. ESOP advised Chief Hayden of her concern and concerns from several other members of ESOP in the Traffic Safety Division. The officer was not transferred for his posts, only disciplined by Chief Hayden. Months after complaining about the officer the African American female officer was struck by a vehicle driven by the Caucasian officer - he advised of not cleaning condensation from his windows and not having complete visibility. The officer that was struck was treated as if she were to blame for the officer striking her with his vehicle.
173. In 2019, an African American male applied for return as a police officer with SLMPD. This officer had left SLMPD under good standing. He had also applied to other jurisdictions but wanted to return to SLMPD; however, for some inexplicable reason his application was delayed by HR. He was hired in another jurisdiction making more money.

174. In 2019, the SLPOA business manager posted, "Happy Alive Day Darren Wilson," on the anniversary of Michael Brown's death. This same business manager failed to post similar sentiments for their African American member and officer shot by a Caucasian SLMPD officer. The business manager also failed to post "Happy Alive Day" for the African American member and the police officer that was beaten by numerous Caucasian SLPOA officers.

[REDACTED]

176. In 2019, the SLPOA business manager advised the African American Circuit Attorney, would leave office, "by force or choice." Many within law enforcement believed his statement was a threat.

177. In 2019, Chief Hayden advised the SLPOA board he would not meet with the SLPOA when their Business Manager, Jeffrey Roorda, was at the meetings due to divisive behavior by Jeffrey Roorda.

178. In 2019, Director Edwards made several false statements about ESOP Pre-Academy candidates presented to the City of St. Louis for hire. He advised of ESOP candidates having criminal backgrounds and ESOP not completing background checks and that only a few candidates were qualified and current officers. Be advised, at least three of Director Edwards' Cadets have been terminated for criminal or conduct unbecoming and employee.

[REDACTED]

180. In 2019, an African American female district patrol officer with twelve plus years of experience and a degree in information technology applied for a Cyber Crimes position, but the job was assigned to a Caucasian male with less time in the department. His investigative experience was deemed more valuable than a four-year degree. Cyber Crimes is 100% Caucasian and male.

181. In 2019, an African American male district patrol officer with at least seven years on the department advised he was interested in an opening in the homicide section, but he was denied the opportunity to apply because he did not have two years of investigative experience. Prior to this, a Caucasian district patrol officer was detached to the homicide section, but he did not meet the two-year prior investigative requirement. The CBA, at the time, did not allow detachment experience to count for prior investigative experience. His detachment was extended to allow him to obtain the two-year investigative requirement to apply for the homicide section. The CBA violation went unchallenged in his case. He was later transferred into the homicide section.

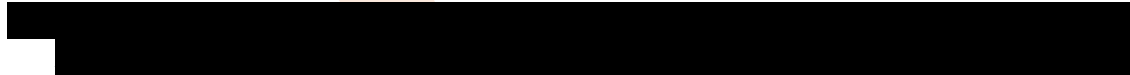
182. In 2019, African American female police recruitment applicants outnumbered walk-in Caucasian female police recruitment applicants five to one; however, in June of 2020, African American females made up only 10% of all Police Officer Trainees.
183. In 2019, an African American female district patrol officer with over a dozen years on the department advised she was interested in a detachment to the homicide section, but she was denied the detachment because she did not have two years of investigative experience. Prior to this, a Caucasian district patrol officer was detached to the homicide section, but he did not meet the two-year prior investigative requirement. The CBA, at the time, did not allow detachment experience to count for prior investigative experience. His detachment was extended to allow him to obtain the two-year investigative requirement to apply for the job in the homicide section. The CBA violation went unchallenged in his case. He was later transferred into the homicide section.
184. In February of 2019, a Caucasian male officer allegedly tried to stun a female officer with his department-issued taser while she was driving their patrol car. The victim was afraid “she would lose control of the patrol car.” The officer was terminated and charged with a crime by IAD. A message was generated by the SLPOA to support the male officer. The male officer had a bench trial, like former SLMPD Officer Jason Stockley. The judges found him not guilty. This officer was later hired by St. Ann Police Department.
185. In 2019, a veteran female African American lieutenant was not selected for a promotion to Captain. Conversely, a Caucasian male and Caucasian female lieutenant with less time and experience despite the Lieutenant's resume were considered and selected to be promoted over the African American female lieutenant. Less than a year later, the African American lieutenant was named the acting Captain over District Six. This commander was denied a pay increase under the St. Louis City Charter and pay ordinance for “temporary promotions.” SLMPD has not promoted an African American female lieutenant to captain in over a decade despite qualified candidates.

187. Police academy classes have lacked diversity, sometimes having upwards of 70 - 90% Caucasian police recruits graduating to become officers. African American citizens who live within the city limits apply to become officers at a higher rate than any other race; however, they are not selected for hire for various reasons which ESOP asserts reflect the systemic racism ESOP seeks to dismantle within SLMPD.

189. In 2019, an African American male civilian employee met the qualifications for a posted position in St. Louis City Police Department. When he was interviewed, it was clear

he met the criteria, but he was denied hire because a retired police officer was most desired in the job. The civilian received a minimal pay raise, and the position was removed.

190. On 11/6/2019, an off-duty Caucasian male officer was accused of taking money from an African American male citizen. The citizen promptly reported the incidents. The officer was placed on desk duties awaiting possible charges and termination. This incident is under investigation by IAD.
191. In 2020, an African American male sergeant applied for rehire within SLMPD. He had recently retired and had lived in the city of St. Louis his entire life. City Charter allows retired officers to return within two years with certain stipulations. Despite meeting the requirements for rehire he was denied hire by the Director of Personnel who asserted he must live in the City of St. Louis if he sought to return to SLMPD. Upon retirement this sergeant moved out of the City of St. Louis, but in the St. Louis Area. This sergeant had an exceptional career and left under good standing. Numerous community members and ESOP complained. This sergeant was later rehired.
192. On 02/03/2020, a Caucasian male officer was accused of assaulting his girlfriend and destroying the property of her child. The officer is on desk duties awaiting possible charges and termination by IAD.
193. On 02/17/2020, a Caucasian male detective was located off-duty allegedly under the influence of a known banned narcotic. He had prior allegations that went untreated. Furthermore, he had been documented as nodding off in an internal job interview two years prior. He was not drug tested despite evidence and officer complaints by the City of St. Louis. This officer was placed on desk duty.

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195. In mid-March of 2020, a Caucasian female commander told an African American SLMPD sergeant it was “business as usual” with writing traffic tickets during the pandemic after he voiced his concerns for the safety of officers and citizens. Prior to this, two African American female officers expressed concern about spreading and contracting COVID-19 while conducting routine traffic enforcement without proper personal protective equipment. The section the commander supervises is 57% minority. After this directive, the African American SLMPD sergeant that complained, as well as two others under her command, contracted COVID-19. Alarming, two were in ICU, and nearly died. Everyone known to have contracted COVID-19 in this division was African American or minority. A fourth supervisor, and African American contracted COVID-19 after contact with these officers. His office was yards away from the division with the initial outbreak.
196. In mid-March of 2020, during the COVID-19 pandemic, a Caucasian male officer handling a disturbance call told several people that argued, all African American, “This is when COVID needs to spread.” This officer is under investigation by IAD.



197. In mid-March of 2020, a Caucasian male officer handling a call for a disturbance referred to an African American man as a “boy.” When the African American man became angry about being called a “boy,” the officer attempted to arrest the African American man.

[REDACTED]

199. On or around 05/16/2020, a Caucasian male sergeant with a prior suspension for using the word “nigger,” made statements that were racist about Chinese Americans. He also made statements indicating how he profiled African Americans in the City of St. Louis. This sergeant made the statements in a public setting. He has not been removed from the street. He is under investigation by IAD. He has numerous prior incidents.

200. On May 30th, 2020, a Caucasian district commander with a prior history of racially insensitive statements and reprimands, released a nightly report that “ignorance” was the motive for property damage. This incident is not under investigation.

201. During the week of May 31st, 2020, a Caucasian female police dispatcher advised protesters were “animals” and stated protesters were targeting Caucasian officers to shoot. This dispatcher has prior discipline and is under investigation by IAD. She is awaiting possible termination.

202. During the week of 05/31/2020, a Caucasian female police dispatcher wore a tee-shirt that stated, “Breathe easy, don't break the law.” This dispatcher has prior discipline. This dispatcher has prior discipline and is under investigation by IAD. She is awaiting possible termination.

203. During the week of 05/31/2020, an African American male officer received a note in a shared file cabinet that stated, “Hitler Rules.” This incident is under investigation by IAD.

204. During the week of 05/31/2020, an African American male officer and a Caucasian officer argued. The Caucasian officer threatened to shoot the African American SLMPD officer while allegedly reaching for his holstered gun. This investigation is under investigation of IAD.

205. In June of 2020, a Caucasian male officer referred to a civilian Bi-racial male employee in the Central Patrol Division as a “little faggot.” This officer assaulted him. This officer was reassigned to another division and charged with an assault. This incident is under investigation by IAD.

206. On June 15th, 2020, there were thirty Police Officer Trainees, 23% were African American.

207. In June of 2020, 74% of all Police Officer Trainees were Caucasian despite African American applicants outnumbering Caucasian applicants.
208. On July 20<sup>th</sup>, 2020, after George Floyd protests around the country the newest Police Academy Recruit Class appeared to be upwards of 40% minority. This was after the Ethical Society of Police and the community complained about the lack of diversity.
209. In 2020, the Homicide Section is 74% Caucasian, more than 80% of all victims are African American.
210. On July 20<sup>th</sup>, 2020, the Bomb and Arson Section is 100% Caucasian and male.
211. On July 20<sup>th</sup>, 2020, the Cyber Crimes is 100% Caucasian and male.
212. On July 20<sup>th</sup>, 2020, the Special Operations Section is 69% Caucasian.
213. On July 20<sup>th</sup>, 2020, the Emergency Management Section is 100% Caucasian.
214. On July 20<sup>th</sup>, 2020, the Juvenile Division is 84% African American.
215. On July 20<sup>th</sup>, 2020, 77% of the Real Time Crime Center is Caucasian.
216. On July 20<sup>th</sup>, 2020, 69% of the Special Operations Section is Caucasian.
217. In 2020 an African American male police recruit prospect was denied hire as a police recruit in training due to a prior arrest for a stolen license tab. Alternatively, the year before the Excise Division hired a Caucasian male who had been terminated by SLMPD for lying in police reports in 2007, and who had also been arrested for fraud in St. Louis County. Moreover, the Intelligence Section hired a Caucasian female civilian despite a prior history as a [REDACTED]. ESOP has no issues with her prior occupation, but believes hiring has to be fair across racial lines.
218. An African American male police recruit prospect was named in a report but never arrested for a crime; he was denied hire as a police recruit in training. A Caucasian male with two DUI arrests was hired as a police recruit in training. The year before the Excise Division hired a Caucasian male who had been terminated by SLMPD for lying in police reports in 2007, and who had also been arrested for fraud in St. Louis County. The Intelligence Section hired a Caucasian female civilian despite a prior history as a [REDACTED]. ESOP has no issues with her prior occupation, but believes hiring has to be fair across racial lines.
219. An African American male police recruit prospect had failed to pay his personal property taxes. He was denied hire during the first background check. After paying his personal property taxes, he was told during a second background check he was wanted in

connection to a leaving the scene of an accident. There were no firsthand witnesses to the alleged crime. He was not hired. A Caucasian male had a conviction for marijuana before being hired as a police recruit in training, additionally, another Caucasian male had a prior arrest for stealing prior to being hired as a police recruit in training, as well as two other Caucasian males had previous arrests for Driving Under the Influence (DUI) previously to be named a police recruit in training.

220. As of 8/2/2020, SLMPD has not promoted an African American female to the rank of Captain in over a decade.

221. The number of African American officers have decreased by 4% since 2016. The number of Caucasian officers has increased by 3% since 2016.

### RECOMMENDATIONS:

1. All SLMPD personnel matters should fall under Civil Service Rules.
2. A Trauma Informed Form will be created that will let families know what their rights are when their loved one is killed by law enforcement. The form should include summary of the incident, the medical examiner's findings, police report.
3. The Director of Personnel must remove Article 7 - Internal Transfers Section CBA "seniority" language, and other language in the CBA that hinder diversity.
4. The Department of Personnel must establish a standardized matrix for hiring, discipline, a clear path for promotion, a clear path for jobs in coveted specialized assignments, and a detailed explanation of rejected applicants.
5. Establish a balance between qualified immunity and unjust actions by officers in incidents that cause death.
6. Review of all current and prior in-custody deaths and officer-involved shootings by a Grand Jury.
7. All uniform shirts, jackets, and similar items should have officers first and last name sewn into the area where the name tag is found.
8. Establish whistleblower protections for officers and civilian employees that report crimes and officer misconduct.
9. The Department of Personnel must establish a diverse pool of panelists reviewing applications for hire as police officers and SLMPD civilians.
10. Body-worn cameras should be worn by all undercover, patrol officers and supervisors.
11. The first offense of intentionally turning off a body-worn camera is automatic termination when someone dies or is injured, and a 10-day suspension in incidents where life is not lost, with discipline after this time being termination.
12. All SLMPD officer discipline should be public record.
13. Create Employee Resource Groups to provide employees with assistance.
14. Create a Diversity Council to ensure diversity and inclusion are an integral part of SLMPD.
15. All complaints to Internal Affairs should list the officer's race, as well as other demographics. No complaint should state, "unknown officer."

16. The Department of Personnel must provide free investigative and promotional training for all officers, instead of paid training given by the SLPOA and commanders.
17. Rotate district officers, district detectives, and specialized assignment detectives so that all officers gain experience as investigators.
18. The Department of Personnel must provide all employees with yearly cultural competency training and conduct regular surveys for biases within SLMPD.
19. The Director Frank, Chief, Mayor, HR, and Director Edwards must establish a critical incident review and assessment after every critical incident - examples include civil unrest, 4th Amendment violations by officers, critical analysis when officers are shot, or killed in the line of duty, the Plainview Project, off-duty African American officer being shot by a Caucasian officer; undercover African American detective being beaten by numerous Caucasian officers.
20. Record all promotional processes.
21. The Department of Personnel should provide cultural competency training and implicit bias training to all candidates prior to hiring to eliminate some unsuitable candidates.
22. The Department of Personnel must report all officers fired/resigned under charges to the Peace Officers Standards of Training (POST) for decertification.
23. The Department of Personnel must remove medical insurance for any employee that resigns under internal allegations or charged with a crime.
24. SLMPD must assign all nonpolice calls to the appropriate division in the City of St. Louis.
25. The Department of Personnel must mandate the hiring of social workers to assist divisions with Juvenile Disturbances, Domestic Violence calls, Unhoused/Homeless Services, and Mental Health calls.