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## YSPD PROGRESS REPORT

SOCIAL JUSTICE MODEL FOR POLICING  
REVISED JANUARY 2020

The Yellow Springs Police Department is a progressive police department that actively strives to produce a safe, diverse, inclusive, environment for those who live, work and visit the Village of Yellow Springs. The department works to build trust through consistent and meaningful engagement within the Village of Yellow Springs. Yellow Springs Police Officers use non-violent conflict resolution in all areas of practice. As a department, we work to recognize and address systemic injustices and implicit biases that further inequality.

## **YSPD SOCIAL JUSTICE MODEL & CURRENT PROJECTS 12-30-2019**

### **COMMUNITY OUTREACH SPECIALIST POSITION (COS)**

**(Team)**

**Florence Randolph  
Sergeant Naomi Watson  
Chief Carlson**

The concept of having a social worker on staff at a police department is fairly new and the idea is brilliant. Due to liability issues and other restrictions, we have modified the title and duties to work within the department's needs.

This concept was brought forward by Ms. Kate Hamilton of Yellow Springs, who was part of the Justice System Task Force (JSTF). The idea was then researched and vetted by members of the JSTF and Village Council, in collaboration with our department. After a year of planning and interviewing, we hired Mrs. Florence Randolph as our department COS on April 1st 2018.

Much of Florence's work involves bridging the gap between citizens who may be in need and assistance programs such as social services, counseling, health care, mental health, substance abuse and shelters for the homeless.

Currently our COS works 30 hours/week and is available by phone when in the village. In response to the level of need and to many requests from villagers, the COS position will become a full-time, benefitted position beginning July 15, 2020.

The COS held (4) hours per month on campus at Antioch College prior to pandemic shutdown, and was available for students needing direction to many of the services available in Greene County. This relationship with Antioch is creating a much needed positive link between the college and the YSPD, and we anticipate this will continue once students are able to return to campus

### **HANDLE WITH CARE**

**(Team)**

**Magistrate Amy Lewis  
Chief Carlson  
Sgt. Naomi Watson  
Shannon Murano YSHS  
Officer Paige Burge**

Handle with Care is new concept brought to us by Magistrate Amy Lewis. Officers will have one Point of Contact (POC) to notify when children are present at critical or domestic incidents. The officer makes one call, giving the POC the child's name. The officer relays "handle with care" and the contact spreads the message to the schools, care givers and any other association the child may be involved with the following day.

**Start Date Jan 1, 2020**

**OHIO COLLABORATIVE:**  
**(Team) Chief Carlson**

The **Ohio Collaborative** is a twelve-person panel in Ohio that establishes statewide standards for law enforcement agencies.

The Ohio Collaborative's initial recommendations were on guidelines for use of force and employee recruitment. They have since published standards on bias free policing, body worn cameras, community engagement, and tele-communicator training.

Agencies that choose to comply with the guidelines are considered to be "certified" by the Collaborative, are issued certificates and are listed on the Ohio Collaborative website. This process has helped me in bringing the department up to date specifically with best practices and policy directives.

Phase one has been completed for the YSPD consisting of State and Village approved Use of Force and Hiring Practices. We are in the process of completing phase two, which may now include body-worn cameras and updated dispatcher training and certification.

**POLICY**  
**(TEAM) Chief Brian Carlson**  
**VM Josue Salmeron**

Policy has been my biggest concern moving into this position. Previously, all that the department had was a General Orders (GO) manual, which was a combination of policies from different agencies within Ohio. The JSTF requested a new Controlled Electronic Weapon (CEW) policy, in reference to the police department's use of the X26P CEW. This new policy was to be tailored to fit the guidelines for Village Policing. The new CEW policy was written and implemented in 2018.

**LEXIPOL:**  
**(Team) Chief Carlson**

LEXIPOL provides policy management software regarding public safety and provides state-specific policies that can be customized to fit within Village Guidelines while staying compliant with state requirements.

Officers can access our policy and procedures from their phones in the field. LEXIPOL provides officers with policy specific daily training bulletins (DTB's), allowing officers to review each month with training scenarios while also making policy and procedures accessible on scene.

The policies are state-specific and best practices recommended by the Attorney General's office. The language can be modified to fit future requirements and guidelines.

The GO Manual is approximately 70% updated, and it is expected to be completely updated by the third quarter of 2020.

**MAYOR'S COURT**  
**(Team) Mayor Pam Conine**  
**Clerk of Court Elise Burns**  
**Chief Brian Carlson**

The JSTF, the Mayor, and the PD have worked together to rebuild the Village's Mayor's Court.

Given the community's desire to more fully implement Mayor's Court, and with the tenure of a new Mayor, we have worked together over the past three years to purposefully use Mayor's Court for all eligible charges.

Currently the PD sends 100% of eligible cases to Mayor's Court (exceptions include repeat offenders, juvenile cases, felony cases or crimes of violence).

Mayor Conine is progressive and open to ideas such as sending first time drug offenders to educational classes and requiring offenders meet with our Community Outreach Specialist who can provide resources and a connection to counseling and assistance services.

## **YOUTH AND POLICE TOGETHER**

**(Team)**                      **John Gudgel (Mills Lawn Teacher)**  
                                 **Officer Paige Burge**  
                                 **Sergeant Naomi Watson**  
                                 **Chief Brian Carlson**

This new program put a different officer each week in Mills Lawn Elementary for discussions in selected classes. Officers introduce themselves with a brief background, followed by an open forum where students can ask about anything they would like to discuss with a police officer. The Chief and a few officers enjoyed participating in both Kindergarten classes.

Officer Burge has taken the lead on scheduling each officer in the schools for these discussions and maintains a calendar for functions outside of the school. Some of these include sporting events, music and theatre shows and meetings, allowing night and weekend shift officers the opportunity to attend when possible.

These programs will resume as soon as schools reopen.

**STATUS: Officer Burge in YS Schools Tuesday-Friday. Officers rotate at drop off and an officer joins the safety patrol on Fridays at 0800. Officers have presented sexting and cyber safety sessions to the health classes in the high school in addition to our first very successful doughnuts with a cop day where officers enjoyed great conversation serving over 300 treats with hot cocoa. YSPD team members will begin serving lunch at Mills Lawn and the High School once the current health crisis permits.**

## **POLICE CHAPLAINS**

**(TEAM)**                      **COS Florence Randolph**  
                                 **Chaplain Rick Jones**  
                                 **Chaplain Bill Randolph**  
                                 **Chief Brian Carlson**  
                                 **STATUS: In service 12-20-19**

## **RECORDS MANAGEMENT/REQUESTS**

**Andrew Caron (YSPD records manager)**  
**Judy Kintner (Village records manager)**

Trained through the state in managing the release of public records.

**STATUS: In service 11-21-2019**

## **TRAINING**

### **Crisis Intervention Training (CIT)**

**(Team)**                      **COS Florence Randolph**                      **GC CIT Board**  
                                 **Chief Brian Carlson**                      **GC CIT Board**

**CIT** is a police-based pre-arrest jail diversion program as well as a training method to assist officers in recognizing mental health issues on calls for service. The program is designed to create a seamless link between law enforcement and emergency mental health services. The link is difficult to facilitate for a variety of

reasons, having a staff member (COS) dedicated to assisting the officers has made the process much easier and more productive.

**STATUS: All YSPD Officers are CIT certified!**

#### **SCENARIO BASED TRAINING PROGRAM:**

**(Team)**

**Florence Randolph  
Corporal Mark Charles  
Sergeant Naomi Watson  
Chief Brian Carlson**

Current YSPD scenario based training consists of traditional policing methods. Traditional policing methods will always be the fundamental approach in regard to a safety first concept, but we need an extended and alternative approach to our methods. The police departments scenario based training should reach beyond these basic fundamental methods, and implement an increased focus on community relations in order to assist in bringing the YSPD and the community together as well as enhancing the individual officer's understanding of citizen relations. The Village Guidelines for Policing provides the YSPD with a template for expectations of the community. The current PD leadership is striving to create a model that would be applicable to both the community's expectations as well as the traditional methods of "safety first" policing.

The YSPD has had two four-hour sessions and will hold **two additional sessions in 2020, all of which is mandatory for all PD staff.**

#### **IMPLICIT BIAS TRAINING**

The PD has completed 20 hours of Implicit bias training.

One 4- hour session and two 8-hour sessions.

**STATUS: Complete 12-30-2019**

#### **QPR Suicide prevention training**

**(TEAM)**

**COS Florence Randolph**

**QPR** (Question, Persuade, and Refer) Gatekeeper **Training** for Suicide Prevention is a 1-2hour educational program designed to teach lay and professional "gatekeepers" the warning signs of a suicide crisis and how to respond. ...

The **training** is delivered in person by certified **QPR** gatekeeper instructors or online.

**STATUS: COS Florence Randolph 01-2019 certified as a QPR Instructor.**

#### **RE ENTRY for Incarcerated Residents**

**(TEAM)**

**COS Florence Randolph  
Chief Brian Carlson**

This program involves visitation to incarcerated citizens who will be returning to the Yellow Springs community. Currently we have two citizens who will be returning to Yellow Springs.

**STATUS: This program is ongoing.**

## **TECHNOLOGY**

**(TEAM)**

**Ken Metz**

**Dispatcher Andy Caron**

**Sergeant Naomi Watson**

**Chief Brian Carlson**

Tyler Technologies-New World Database and report writing software

New World Mobile Data Terminals in cruisers

Brazos E-Ticket in cruiser hardware/software

**STATUS: 08-01-2019 All Mobile Data Terminals installed and working**

**E-Ticket hardware installed/ software to be installed estimated date of 08-01-2020**

## **Community Engagement**

**(TEAM)**

**All PD Staff sworn and support**

In 2018 I added numerous functions to the community call for service tab. These include:

Foot Patrol

Stop and greet at after hour functions

School events

School drop off and pick up

Resident assist

Hand out maps to the area, distribute bike lights

Transportation for citizens if possible

**STATUS: STATS for 2018 208 CE CFS**

**STATUS for 2019 469 CE CFS**

## **BIKE PATROL**

**(Team)**

**Officer David Meister**

**Ken Metz**

**Chief Brian Carlson**

The department has two bicycles that are certified for law enforcement use.

As soon as it is deemed safe and officers are available, bike patrol will be utilized, weather permitting.

One cruiser now has a hitch, and it is the dedicated vehicle for bicycle transport.

Two officers are required to be on duty for an officer to be on the bicycle.

## **UNIFORMS**

**(Team)**

**Chief Brian Carlson**

**Sgt. Naomi Watson**

The internal vests had expired and needed replacement so a switch was made to the outer style vests for comfort as well as adding polo style shirts for summer wear.

**STATUS: Complete. All sworn officers fitted with outer ballistic vests and summer wear.**



**Village Youth Center  
(TEAM)**

**Parks and Recreation Coordinator Samantha Stewart  
COS Florence Randolph  
All YSPD Officers**

PRS Samantha Stewart & COS Florence Randolph have organized a program with Officers assisting students with homework in the Village Youth Center after 3:00 on weekdays. We expect this to be able to resume Fall 2020.





STATUS: In service 12-01-2019































**Your YSPD team.**

## PROPOSAL TO COUNCIL: ESTABLISHING FREEDOM COURT / FREEDOM PLAZA

From: Lisa Kreeger

1. For immediate action, I propose that **Short Street be renamed as Freedom Court**. This is in recognition of the rich history of African Americans in Yellow Springs, in support of the anti-racists movement in Yellow Springs and beyond and in recognition that Black lives matter. The 365 Project Leadership Team writes in support of this proposal: The name of "Freedom Court" serves as a celebration and constant reminder to Yellow Springs residents and visitors that assessing the freedoms available to Black people has and will always be a barometer of whether the nation is really living up to its vision of freedom for all (Indigenous people, Blacks, LGBTQ, Women, etc.). Freedom is always associated to Black people.
2. For immediate action, I propose that Freedom Court (between Walnut and 68) be closed to vehicular traffic and reserved as a pedestrian 'Freedom Plaza' between the hours of 5:00 PM Friday to 5:00 PM Sunday.
  - During these hours, temporary barricades should be put in place and physically distanced seating and adequate trash receptacles to allow people space to convene outside and enjoy safe interaction / consume carry out food. This fulfills a clear need outdoors so our food shops can keep serving even if indoor seating is problematic.
  - I propose that the Freedom Plaza include a simple stage / platform where spoken word / musicians could perform on weekends.
  - I propose that the Village have dialogues with local businesses about how to leverage the Plaza. For example, the hardware store might sell certain items from an outdoor pop-up. A local coffee shop might invest in a 'Latte Stand'. Local businesses that appreciate the space might collaborate on cleaning / maintenance.

This proposed idea has been discussed with

- Gilah Pomeranz and Shep Anderson, Yellow Springs Hardware. Mr. Anderson expressed some concern about the loss of thirteen key parking spots but stated that this proposal meets the greater good of the community. The proposed closure times do not interfere with their delivery schedule. The loss of parking spots could be mitigated in part by a dedicated spot in front of the store designated for 'curb side pick up'.
  - Tom Gray, Tom's Market. He supported the idea and indicated that the new signage has helped maintain spots for his customers. He sees no negative impact on his business.
3. I propose that the Art & Culture Commission begin work, in collaboration with The 365 Project, to design an installation honoring Blacks in Yellow Springs that would include a QR code linked to information additional content. The 365 Project communicated that the naming of Freedom Court would provide linkage to the existing QR codes. This would complement a QR scan enabled walking tour that includes the Wheeling Gaunt statue and an installation dedicated to Reverend Wesley Matthews at the Senior Center (in development).

Thank you to Katie Egart for inspiring me with this idea, to the leadership team of The 365 Project for recommending the name Freedom Court/ Plaza, to Gilah Pomeranz, Shep Anderson, and Tom Gray for their input and **IN ADVANCE** to the Village of Yellow Springs for the work that will be necessary to create this safe space for our community to gather.



## SUBMITTED TO COUNCIL: ACTING LOCALLY - YELLOW SPRINGS POLICE DEPARTMENT REIMAGINED

From: Lisa Kreeger

I am submitting this call to action in follow up to the June 15<sup>th</sup> meeting of Village Council where a resolution declaring racism a public health emergency was passed. Also in that meeting there was a recommitment to quickly move forward with the new Justice System Advisory Board.

Over the past years our Chief Brian Carlson, working with the YSPD team and Village Manager Josue Salmeron, has led positive change. The previous Justice System Task Force accomplished some very real change thanks to a committed, expert and engaged citizenry. Now, with formation of a Justice System Advisory Board and support for a Citizen Review Board, we will build on that work. This call to action is in support of the work that has already been done and to energize momentum for rapid change going forward.

I was inspired to an even greater sense of urgency after listening to the June 24<sup>th</sup> Antioch College Spotlight on Excellence with Judge LaDoris Cordell (Antioch College, '71). She observed that there had been enough committees, enough commissions, enough discussion with insufficient real change. She urged us to move quickly and act. This resonated for me as I pondered our work in Yellow Springs. With Judge Cordell's voice ringing in my heart and mind I call for some *immediate changes* that should not hinge on the formation and decision-making process of an advisory board or committee.

I ask the Council to consider this set of actions and to ask – **WHY NOT RIGHT NOW?**

- Immediately begin work on revising the police budget to create a second full time Community Outreach Coordinator position. This is in addition to creation of a full time position from the current part time position. It is understood that this could lead to cuts in other areas.
- Stop sending police armed with lethal force to low risk non-criminal calls (the majority of our calls in Yellow Springs)
- Require and hire for a YSPD that is every day more and more expert in de-escalation
- Change policies to hold every YSPD officer responsible to the Guidelines for Village Policing: 1) Safety Centered, 2) Resolution Oriented, 3) Demonstrably Inclusive, 4) Locally Minded. What does that look like in action?
  - Decriminalize marijuana use
  - Stop pulling people over for minor infractions (e.g. single tail light out)
  - Stop approaching people randomly
  - Eliminate the militaristic 'look' of our YSPD uniforms. This was something that our consultant, Bob Wasserman, commented on.
- Revise the YSPD evaluation process to evaluate against the Guidelines.

It can be challenging to re-imagine changes at this level as the systems of power that have led us to this point have been in place for hundreds of years. The challenge must not overcome us. The time is now in Yellow Springs. We have the right energy, wisdom and community to begin a *rapid* process of reallocating resources and implementing programs that turn us toward even deeper reforms and consistencies right here in our community. We must put taxpayer money in support of our values.

Why not right now?



July 1, 2020

TO: Yellow Springs Village Council

FROM: Marianne MacQueen

RE: Proposal for Rethinking Policing in Yellow Springs.

### **Rethinking Policing in Yellow Springs**

As the nation once again confronts our embedded racism, one lens has narrowed on the role of policing. Police have always been a State-sanctioned way to control the poor, minorities, labor unions, immigrants, etc. Most of us in Yellow Springs have not experienced policing in this way. However, we don't have to look too far to find a young person, an Antioch student, or a man of color who has. This is true in spite of the almost decade-long efforts of Village Council and the Yellow Springs Police Department to align our practice of policing with Village values.

As a Village, we have a limited impact on national policing, systemic racism and economic injustice. There are things we have been doing and we can do more. At its June 15<sup>th</sup> meeting, Village Council passed a resolution declaring racism a public health emergency. A new Justice System Advisory Board is being formed to carry on the two years' work of the previous Justice System Task Force.

The National outcry to "Defund the Police" has various meanings. I believe a more appropriate phrase for Yellow Springs is "Rethinking Policing". Toward that end I have three recommendations for Council, the Yellow Springs Police Department and Justice System Advisory Board:

1. Focus Village public safety efforts on human services, health and safety.
2. Disarm the Yellow Springs Police Department, with few exceptions.
3. Support county and state-wide efforts to reform the broken justice system.

### **Focus on Human Services, Health and Safety**

To be clear, the Yellow Springs Police Department has historically leaned toward the guardian ideal of policing rather than the warrior image. Chief Carlson, in particular, has moved forward many practices and programs including but not limited to: establishing the position of Community Outreach Specialist; mandatory Crisis Intervention Training for all officers; scenario-based training; and reaching out to those who are coming back into the community having been incarcerated.

Yet these are reform efforts in light of the main thrust of police officers as crime fighters. Both training and the appearance of police officers in uniform encourage the media image of officers at the ready to deal with criminals. However, that isn't really what our officers spend most of their time doing. They patrol our streets, respond to medical and other non-crime related emergencies, manage disputes, deal with vehicular traffic, check on businesses and on homes



when people are on vacation, etc. With the addition of our part-time Community Outreach Specialist, the YSPD is able to go a step further in assisting people who may be homeless, hungry, lost, and suffer from mental disorders and/or drug abuse. These systemic issues, I suggest, are at the heart of what occupy much of our officers' time.

If their time is spent helping people in various ways, is there a mismatch between how police officers are trained and what they actually do? Are there important public safety and health needs that aren't being met because of the current model of policing and use of public resources? Currently Yellow Springs spends \$1,690,300 on our police department which translates to 44% of our General Fund or about \$450/person/year. We should identify the most pressing community needs and design a public safety department to meet those needs. We might, for example, dramatically increase personnel trained in various types of community outreach and dramatically decrease those who focus on crime related activities.

This brings up another issue, namely that many who could benefit from public safety services fear the police. Therefore, we should examine whether some of these services should be provided outside the police department. I am not suggesting that we increase our public safety budget. Rather, I am suggesting that we develop a plan to divert resources to most effectively meet our actual needs.

### **Disarm the Police**

As long as our officers carry weapons – guns in particular – and wear the accessories that go with armament, they are maintaining their position by force. They are doing so whether they want to or not. The implicit and explicit message is, “do what I say because I can arrest you, hurt you and even kill you”.

Most middle class whites such as myself are inured to seeing officers decked out in their uniforms with their guns, tasers, etc. We may feel protected by seeing them armed because we know they aren't coming after us. But for people of color, especially black men, the message and reality is much different.

Why do Yellow Springs police carry guns? Only a small fraction police time is spent fighting crime. According to a study by Jeff Asher and Ben Horwitz only 1 – 4 % of police officers' time nationally is spent fighting violent crime.<sup>i</sup> In Yellow Springs, I suspect it is even less. Do guns make the police or the public safer? Could weapons actually be counterproductive? The perception of crime – and the fear engendered by it – has increased over recent decades, even as violent crime itself has decreased. The media have created a public perception that policing is dangerous work, and police officers (and the public) have responded to that fear. Actually, policing is not one of the most dangerous professions. Officers are much more likely to die from suicide than from being killed in the line of work.<sup>ii</sup>

Franklin Roosevelt famously said, “The only thing to fear is fear itself.” The impact of fear on the officer at our infamous 2017 New Year's Eve incident was very clear to me. I was clearly no threat to the officer when I went up to him as he sat in his vehicle. The young black man who



came up beside me was also friendly, if a bit inebriated. But I saw the knee-jerk reaction as the officer whipped out his taser, pushed open the door and started to chase the young man.

In many other countries, police officers don't, or seldom, carry weapons. How is it that they are able to protect their citizens and deal with crime? "What we can identify in these countries is that people have a tradition—and an expectation—that officers will police by consent rather than with the threat of force," says Guðmundur Ævar Oddsson, associate professor of sociology at Iceland's University of Akureyri.<sup>iii</sup> Policing by consent is what we want in Yellow Springs. I believe that is what Chief Carlson and our department want as well.

I request that the Justice System Advisory Board work with the Chief, our solicitor and the YSPD to re-envision a department in which officers do not carry weapons; and then begin a program of gradual disarmament. A Department in which most of our officers do not carry weapons (and accompanying paraphernalia) could make a profound change in the way our community and our police view each other.

### **Support County and State Reform Efforts**

Yellow Springs is not an island. It behooves us to do what we can to influence the justice system beyond our borders. Strong alliances and relationships within our region and the State of Ohio magnify our efforts and can benefit Yellow Springs. We should encourage our Justice System Advisory Board to seek opportunities to support others engaged in reform efforts. The most obvious of these is the local effort that grew out of opposition to the recently defeated county jail tax. Greene County Citizens for Compassionate Justice (an outgrowth of Greene County Citizens Against Giant Jail Tax) has an ambitious goal to "...decrease the jail populations and better serve the needs of the incarcerated, families and the county."<sup>iv</sup>

We are now at a particular moment in time. Yellow Springs can take advantage of this to reimagine the practice and profession of Village policing. The YSPD needs to be our partner in this. Our police are the ones doing the work and understand the governing regulations, policies, and practices by which they are bound. We can build on what has already been done – by the past Village Managers and Councils, the Justice System Task Force, and by the hard work of the department itself, especially under the leadership of Chief Carlson. When we redefine the practice of public safety, we will attract those people – both current and potential – who want to be a part of the Yellow Springs Public Safety Department and policing by consent.

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<sup>i</sup> How Do the Police Actually Spend their Time?, Asher & Horiwitz, June 19, 2020, NYT.com

<sup>ii</sup> Huffpost, 6/17/20

<sup>iii</sup> Time.com, 6/19/20

<sup>iv</sup> Greene County Citizens Against Giant Jail Tax, Facebook page, 6/8/20