

Civilian Review Board

- The Civilian Review Board will be composed of residents from each ward and at-large members who may be residents or business owners, clergy members or teachers within Ferguson.
- The Board will review complaints of misconduct made against Ferguson police officers.
- They will make recommendations to the Police Chief and City Manager.
- The Board will review policies and procedures and make recommendations with regard to such policies and procedures.
- The Board will work to educate the public about the functions of the Civilian Review Board and police-community interactions.
- The Board will publish statistics on crime, racial profiling and complaints.

Court Reform

- Ord. #2014-3565 limits the revenue for Municipal violations the City collects to 15% of the total budget.
- The City eliminated fees typically charged in municipal courts.
- The City eliminated a separate offense of "Failure to Appear".
- The Municipal Judge reduced the hold time for municipal violations for offenders to 12 hours without bond.
- The Municipal Court completed two amnesty programs and dismissed many traffic related cases.
- "Cash Only" bond has been removed for many cases.
- A uniform fine schedule has been adopted.
- Developed a process to determine a fair payment plan for every person.
- Partnered with the Ferguson Youth Initiative (FYI) to provide diversion services to youth under 20 years of age.
- Established a Payment Docket. Instead of fines the court provides an opportunity for alternative sentencing and community service for defendants who may have a difficulty paying fines.

Progress with Policing

- The Mayor and City Council amended the City's Mission Statement to include a commitment to Community-Oriented Policing.
- Ferguson has hired a consultant to guide our residents and our police force towards a Community Based Policing Model.
- Community meetings and committee work is underway.
- Officers have been assigned neighborhood-based sectors.
- Officers attend neighborhood meetings.
- Officers talk with residents and business owners about their neighborhoods and the issues that confront them.
- Detectives have been assigned neighborhood sectors to further solidify Community Policing.

Upgraded -Police Technology

- All officers use body cameras.
- Every police vehicle, dedicated to patrol, has been outfitted with a dash camera.

Recruitment of Police Officers

- 5 new officers have started in the last 6 months.
 - 3 of those officers are African American.
 - 2 of those officers are female.
- The City started a Police Academy scholarship program- priority given to Ferguson residents.
 - 2 new police academy recruits have been selected.
 - Both are African American.
- Raised the residency incentive for police officers from \$100 to \$300
- Established a police explorer program to entice Ferguson youth that may be interested in law enforcement to the field.

Officer Training

- Officers are completing a 40 hour Crisis Intervention Training (CIT) to guide them in the most critical of situation.
- Officers have received training from TASER for less lethal weapons and body cameras.
- Officers have also received training in Problem Solving.
- Officers have received training on the Community Oriented Policing model and have already begun implementation.

Support State Reform

- Resolution 2014-34 reflects the City Council's support for efforts in the Missouri General Assembly to enact legislation, which would establish a clear process for investigation of and response to cases involving a law enforcement officer's use of deadly force, which would be applicable to all law enforcement agencies within the State.
- Resolution 2014-35 voices the City Council's support for efforts in the Missouri General Assembly to enact legislation which would require every law enforcement agency within the State to report, annually, the number and circumstances of uses of force resulting in death.

Commitment to West Florissant Avenue

- Funding West Florissant Avenue Corridor Project. The City of Ferguson, in cooperation with the City of Dellwood and St. Louis County, and East-West Gateway

Council of Governments recently completed a Great Streets project focused on the development of a master plan for the West Florissant Corridor.

The West Florissant Corridor Master Plan would improve the streetscape, provide bike and pedestrian amenities, and improve use of the corridor for all modes of transportation.

- Support of Business Owners on West Florissant. City staff has been working closely with the business owners along West Florissant to connect them with resources. Some of those resources include the Reinvest North County Fund is administered by North County Inc., The Small Business Relief Program administered by the St. Louis Economic Development Partnership, and the Small Business Administration Disaster Loan program for businesses feeling economic injury in any surrounding county. City staff will continue to support these small business owners as they establish a West Florissant Business Association.

Engage Residents in Dialogue to Improve and Strengthen the Community

- Town Hall Meetings. The Mayor and City Council, along with the Department of Justice-Community Relations Service, hosted a series of moderated conversations with the residents of the City of Ferguson. The topics of conversation included clearing up misconceptions about the City of Ferguson, communication to/from Ferguson leadership, diversity and racial tension, and developing a plan to move the community forward. The City will use the feedback from those conversations to develop a plan of action related to three main areas- police and community relations, youth, and quality of life.
 - September 22, 2014 - Addressing Misconceptions about the City of Ferguson
 - September 30, 2014 - Addressing Communication to/from Ferguson Leadership
 - October 7, 2014 - Addressing Diversity and Racial Tension
 - October 21, 2014 - A Roadmap for Growth: Where do we go from here?
 - November 4, 2014 - Opportunities for Youth/Civic Engagement
 - May 7, 2015 - Information and Updates
 - May 13, 2015 - Courts and Court Reform
 - May 28, 2015 - Community-Oriented Policing
- Comment Cards. The City of Ferguson mailed comment cards to every household in the City in early September. Over 600 comment cards were received. The feedback from the comment cards has been used throughout this process and will continue to be reviewed as action plans are developed.
- Participation in the My Brother's Keeper Initiative. The City of Ferguson accepted the call-to-action from President Barack Obama to join the My Brother's Keeper Community Challenge.

- The City of Ferguson hosted a Local Action Summit on Saturday, November 15 to assess needs, determine priorities, and decide what combination of the objectives will be addressed within Ferguson.
- The City Council formally adopted the Ferguson My Brother's Keeper Action Plan by Resolution 2015-07 on March 24, 2015. A committee of volunteers and City staff was formed to assist the City with implementation of the adopted plan.
- Apartment Outreach. The Ferguson Parks and Recreation Department developed a program marketing the Ferguson Community Center and all that it offers to those residents who reside in apartment complexes in the City of Ferguson. Not only intended to market the Community Center, the program also worked to build stronger relationships with residents. Residents were able to get a free resident identification card, a \$5 value, and a three-month trial membership. Transportation to and from the Community Center from the apartment complexes was also available.

Partnerships Built

- Lindenwood. The Pinnacle Entertainment Foundation donated \$25,000 to the Hammond Institute's Duree Center for Entrepreneurship. The \$25,000 will be used to provide up to one hundred scholarships that will be given to City residents to participate in the Ameristar "Who Owns the Ice House?" Entrepreneurship Program.
- Lindenwood students are also serving as interns in various departments in the City of Ferguson. For those who would like to participate in a summer internship, the University has agreed to waive summer tuition.
- Lindenwood University's School of Communications has also arranged for their classes to work with the Ferguson media relations department to create free media content for the City of Ferguson. Lindenwood students are also filming short documentaries, volunteering, and encouraging people to visit Ferguson to dine and shop through campaigns on Twitter and Facebook.
- Lindenwood is also establishing a new scholarship program for those students who live in North St. Louis County and attend the identified school districts.
- Rebuilding Together. The City of Ferguson is working with Rebuilding Together to provide free home repairs to low-income, elderly, or disabled residents. The first build day was completed on May 2, 2015.
- YouthBuild. The Mayor and City staff is working with YouthBuild to identify properties for redevelopment. The program works with low-income young adults, ages eighteen to twenty-four, to rebuild and repair the identified properties while completing their GED and receiving an introductory training in the building trades. To date, YouthBuild has undertaken rehabilitation of one property and the conversion of another to a community garden.