

employees but in reality, we are here to get it done in five (5) years and if we have to appoint a monitor that is blind to all of these contractual issues, this last negotiation with DPOA or whomever, then we will do that. He thinks that is been borne out in Pittsburgh, Los Angeles, and Cincinnati. You look at all of these and that is the only way that you can move the agenda. Having our employees to understand that this is under one hand it may be a great thing because all eyes are focused on the consent decree and on the other hand, all of the comforts that we may have are already negotiated in the organization will not be of interest to nobody but us and it will just go by the wayside. Hopefully, we can get the straight information. He stated that DC Best is doing a great job and has some great slides. He stated that it might not be a bad idea to have DC Best come before the Board and present it. She completed this in two (2) days and did a great job of putting together a great program that she has given to employees stating this is the straight scoop on the DOJ and you really need to know that what it is. That is part of the training that Dir. Scott was speaking about. Comm. Vann stated that some of the understanding of police officers would hopefully help to soften some of the morale blows, misunderstanding blows, and the subversive sabotaging type of behavior and talk that goes on in the organization. He thinks that a lot of people really don't understand that some of the initiatives that Chief Oliver has taken forward were really in a way to get ahead of DOJ, and there are a lot of people who took those things personally, or present leadership was just coming to cause an insurrection rather than a correction. He thinks that what DC Best is doing will help other officers to understand. He does not believe that a lot of people have any idea what a DOJ consent decree or a consent decree of any kind does. He thinks that most police officers don't know or don't care. He states they need to know about it because what will happen is they may get a better sense of appreciation for some of the initiatives and some of the strident moves that have been made. Some of the reorganization, and some of the reasons for demanding a higher standard and code of conduct among officers, and some of the reasons for change why we need to change Risk Management policies. He felt it was very important. Comm. Norris stated that the money part is very important as well. The City of Cincinnati is paying 5 million dollars for the monitor. That is 5 million dollars that is not buying one computer, or buying a Risk Management system. That is just to pay the monitoring team. That is 5 million dollars that is going to come from someplace. She stated that while in Phoenix, the Los Angeles Chief talked about the kind of money that was being spent and he was asked where was he getting the money and he stated they did not have any choice. If the city buses close down, the city buses close down.