

T.C.C. TOLEDO COMMUNITY COALITION

July 16, 2020

Wade Kapszukiewicz, Mayor, City of Toledo
Karen Poore, Deputy Chief of Staff and Safety Director, City of Toledo
Matt Cherry, President of Toledo City Council
Gary Johnson, Chairman of Toledo City Council's public safety and criminal justice reform committee
George Kral, Chief of Police, City of Toledo
Police Sgt. Dan Raab, President of the Toledo Police Command Officers' Association
Police Officer Mike Haynes, President of the Toledo Police Patrolman's Association

Dear Sirs and Madam,

The Toledo Community Coalition and the urban and faith communities it represents is deeply concerned about relationship between the Toledo Police Department and the citizenry of the City of Toledo. We write to all of you today to express our concerns and to begin a dialogue with you about how to change policing in the city to better protect and serve the citizens of Toledo.

We acknowledge the difficult and important job police do, but we believe because of the authority they have over citizens, when an officer abuses that authority or is accused of violating that authority, complete transparency is called for and is vital for the citizenry to trust its police.

Transparency does not seem to be guaranteed in Toledo Police policy or in the labor agreements between the City of Toledo and the labor organizations representing Toledo police officers and police command officers. The Toledo Community Coalition believes it is time to change that.

The Coalition asks for the following changes in Toledo Police policies and labor agreements:

- 1) All complaints of misconduct by police, whether by citizens or by fellow police or city officials, shall be maintained in city records and be open for review by the public, whether the complaints are sustained or found to be non-sustained.
- 2) All such complaints shall be reviewed and investigated by the Toledo Police Internal Affairs office, with the results of those reviews and investigations shared with the Toledo Civilian Police Review Board before any recommendation about possible discipline is made by Internal Affairs. Internal Affairs and the Review Board should jointly recommend any possible discipline to the Police Chief, who will make the final decision concerning discipline. That decision can be appealed, by the officer or the complainant, to the city safety director. The city safety director's decision can be appealed to the Lucas County Common Pleas Court.
- 3) Records of disciplinary actions against Toledo police officers and command officers, and records of the reviews and investigations leading to those disciplinary actions, shall be maintained and kept open for public review by the City of Toledo indefinitely.

- 4) Toledo police officers or command officers who resign their positions after complaints are filed against them, or prior to termination proceedings against them by the city based on those complaints, shall have their personnel files reflect the complaints and pending terminations and not merely that they resigned or retired from their posts.

The Coalition understands that these proposed changes are significant and will not be popular with police, but we also believe the needs of the citizenry, and a better relationship between the citizens of Toledo and Toledo Police, demand such changes.

We look forward to discussing this at your earliest convenience.

Sincerely,

The Reverend Otis Gordon, Co-Chair, Toledo Community Coalition

Bishop Robert Culp, Co-Chair, Toledo Community Coalition

Robert A. Culp