

LADUE BOARD OF FIRE AND POLICE COMMISSIONERS MEETING MINUTES

A regular meeting of the Ladue Board of Fire and Police Commissioners was held on Monday, January 13, 2020, at 4:00 p.m., at Ladue City Hall, 9345 Clayton Road.

Present:

Col. William Francis Jr., Chairman
Ms. Carol D. Gaskin
Mr. L. Shepley Hermann
Mr. John Schaperkotter
Mr. John Stupp

Absent:

Mr. Stephen Jones

Also present were Police Chief Ken Andreski, Jr., Police Captain Brian Dieckmann, Police Sergeant Bryan Lucas, Fire Chief Steven Lynn and Assistant Fire Chief Jeff Johnson.

Chairman Francis called the meeting to order at 4:00 pm.

The agenda was approved upon motion by Commissioner Stupp and second by Commissioner Schaperkotter.

The minutes of the regular meeting of November 11, 2019 were approved upon motion by Commissioner Schaperkotter and second by Commissioner Stupp.

Commissioner Hermann commented on the minutes of November 11, 2019 regarding the discussion of License Plate Reader's (LPR's). He attended a seminar recently and it was noted police departments are experiencing challenges with hiring and how improvements in technology such as LPR's in combination with video is making up for that. Commissioner Hermann commented on the percentage of cases prosecuted in St. Louis City, which sparked discussion regarding Ladue Police Department's experience with prosecution of cases. Commissioner Francis offered, in his opinion, that LPR's are a two-edged sword and have limitations when used in densely populated areas and suggested the Commissioners and City should thoroughly consider the use of LPR technology and adopt policies for use.

During an opportunity for public comment none was offered.

There were no questions for Chief Andreski upon presentation of the monthly report. Chief Andreski proceeded to report on a recent armed robbery where the suspects followed the victim home from a casino and perpetrated the robbery in the homeowner's driveway. Police were able to identify the suspects using video from the casino and social media which resulted in the arrest of one suspect. LPR technology helped in this case by tracking the car. Discussion ensued regarding prosecution of cases at the County prosecutor's office compared to the previous prosecutor.

Chief Andreski presented sample policies from other departments and modified language to Ladue Policy 16.1 modifying facial hair restrictions and provided explanation for the impetus behind the request coming from officers. He noted the department participated in No Shave November charity event where officers could grow and maintain neatly trimmed beards throughout the month. Participating officers donated \$100.00 to BackStoppers. The Chief reported the officers enjoyed it and the department received positive comments from citizens, it was a great morale booster. Allowing facial hair with restrictions has become

more acceptable in law enforcement. Commissioner Francis suggested facial hair may impede the proper fit of protective face masks, but masks are rarely worn. Commissioner Gaskin inquired about special public events which may require an officer to be clean shaven. Discussion ensued regarding public perception of professional appearance and the fact that facial hair does not negate professional appearance, and the trend toward more relaxed attitudes and casual dress in business in general. Commissioner Hermann questioned whether allowing facial hair would help the City recruit and concerns of how citizens would react. Discussion turned to protective gas masks for the officers, when they are assigned and how this policy change might affect Fire Department employees. Chief Lynn assured the Commissioners this policy change would not affect Fire Department employees. Chief Lynn recommended the officers with facial hair be fit tested for their masks and suggested that it is possible to get a proper fit with a shorter beard.

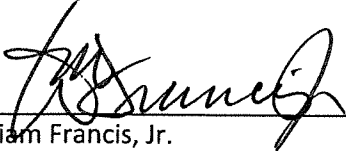
Upon conclusion of discussion Commissioner Francis moved adoption of the policy as written and presented by the Police Chief contingent upon a fit test for safety with language as follows: "If facial hair is suspected of interfering with the secure fit of the gas mask, the officer will be required to shave to make it fit", with second by Commissioner Stupp the motion was unanimously approved.

Chief Andreski reported that Officer Tim Carter had retired in early January and the department posted notice of the hiring process to fill a vacant position.

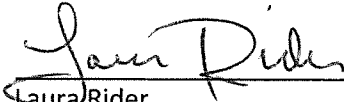
Upon presentation of the Fire Department monthly report by Chief Lynn, Commissioner Gaskin questioned if the City of St. Louis was included in previous monthly reports for mutual aid. The Chief confirmed St. Louis City should have read Mid County on the report. Discussion ensued regarding the mutual aid process.

Chief Lynn reported on actions taken by the City on the Graybridge Road bridge in the form of placement of safety barriers due to damage to the bridge, which narrowed the bridge sufficiently so as to not allow Fire Department vehicles to travel across the bridge, thereby increasing emergency response time to residents of Graybridge via Wickersham. The residents were notified of the repairs needed to resolve the issue.

The meeting adjourned at 5:01 PM upon motion by Commissioner Francis and second by Commissioner Gaskin.



William Francis, Jr.
Chairman



Laura Rider
Assistant to the Mayor/City Clerk