

From: S N
Sent: Saturday, July 11, 2020 4:29:15 PM
To: !City Council
Subject: Hillard Heintze

Dear City Council,

I've learned that there is some confusion among community members currently as to whether or not the City has in fact gone ahead with the proposal to hire Hillard Heintze? Could someone let me know? It had been my understanding, the last time I had an update on this (which was at the Council's recent special meeting about policing issues), was that the firm had not been hired, and that the Council wanted to look further into the concerns that I, and Danielle Chenoweth (and, I believe, others) had raised.

Could one among you very kindly update me on where this process is at?

Also, I sincerely apologize for the delay in getting back to you on the issue of references for understanding the negative reputation that Hillard Heintze has garnered among communities, victims, and victim advocates involved in cases it has been asked to review.

The problem is, the further I have looked into this, the more troubling it becomes. And, I have been swamped this past week with other work, so I am still in the process of organizing the ever more concerning findings on Hillard Heintze. I hope to get them to you before Monday evening's scheduled City Council meeting.

Thanks,

Sarah Nixon

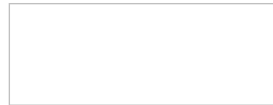
Family Court Reform Advocate



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From: Thompson, Marcia
Sent: Wednesday, July 22, 2020 4:01:33 PM
To: ! Colbrook, William
Cc: Thompson, Marcia
Subject: RE: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Thanks for your note.

Hi, I was asked to invite the Council, and it was your choice, preference is for public to feel unencumbered and able to speak freely and candidly. So, you are absolutely correct in that regard.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



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+1 312-869-8500 www.hillardheintze.com

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From: ! Colbrook, William <wpcolbrook@urbanaininois.us>
Sent: Wednesday, July 22, 2020 3:46 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Re: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Ma'am:

I am an Alderman. Are these sessions intended for us? I was told that certain meetings were intended for the public only, without Council presence, so the public could comment freely.

Please advise.

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Wednesday, July 22, 2020 3:28 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Hello -

Please see the attached invitation to attend a "Learning Session" and respond to me directly regarding your availability to attend the assigned session, looking forward to hearing your perspective on these critical issues.

If you have any questions, do not hesitate to reach out to me directly. I look to receive your confirmation and I will send the appropriate Zoom link for your designated session.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>>

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From: Marlin, Diane
Sent: Tuesday, August 04, 2020 10:11:01 AM
To: City Council
Cc: [REDACTED]; Mitten, Carol; Seraphin, Bryant; Surles, Richard
Subject: Community Safety Topic for 8/10

PLEASE DO NOT REPLY ALL—INFORMATION ONLY

Hello All,

First, let me officially welcome the newly sworn-in member of the Urbana City Council! We look forward to working with Julie on the many important issues before us. Julie took the oath of office at 9:30 am today in City Council chambers.

Second, the policing topic that we will be addressing next Monday is a response to comments and statistics provided during public input last night related to juvenile arrests in Urbana. The information presented was obtained via FOIA and unfortunately, it appears that many of the stats were misinterpreted or misunderstood. I believe that it's important to clarify and correct this publicly, and to describe the reality of juvenile detention and arrests in Urbana.

Third, we are inviting Richard Rosenthal to present on the basic models of community policing oversight and accountability to lay the groundwork for the future discussion. We'll aim for early September. Mr. Rosenthal has extensive experience in this area. Following 15 years as Deputy District Attorney for Los Angeles County, he was hired to be Portland, Oregon's first Director of the Independent Police Review Division in the City Auditor's office. He was subsequently hired to be the City of Denver's first independent monitor. He served for 5 years on the Board of Directors for the National Association of Civilian Oversight of Law Enforcement (NACOLE) and he has held numerous teaching positions at various universities.

This presentation will add to the body of community education topics which also include the FOIA Process and Use of Force.

The other discussion topics for August are:

August 17 One Door—Alternative Mental Health Crisis Response model

August 24 Hillard Heintze report on Aleyah Lewis arrest and related issues

Diane Wolfe Marlin

Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Miller, Jared
Sent: Monday, August 03, 2020 10:34:10 PM
To: Mitten, Carol; Marlin, Diane
Cc: !City Council
Subject: Police/Transparency Topics For Discussion

*** COUNCIL MEMBERS DO NOT REPLY ALL ***

Good evening,

Just wanted to drop these items while they notion is fresh. These can simply be discussion items for Council if there is not time to prepare reports from Staff.

If anyone has additional topics that I did not cover here that we should be looking at send them to Diane/Carol directly, thanks!

1. FOIA Discussion Part 2

1. Topics:

1. City Council approval of current FOIA policy?
2. City Council's suggested changes to current FOIA policy?
 1. Fees for recurrent requesters?
 2. Designation of recurrent requesters?
3. Methods for dissemination of information?
4. Should the City hire an additional FOIA officer?

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1. Topics:

1. Staff explanation of what is in the SRO agreement with regard to it's role in renewal for the City Council.
2. Council discussion, generally, of the program.
3. Council adoption of a resolution stating support of or recommendation for dissolving of the SRO program.

3. Use Of Force

1. Topics:

1. General discussion of current policy and/or related policies (use of long guns for example).
2. Methods available for changing policy.
3. Council discussion of changes to the policy or related policies.
4. Establishment of an interim Use Of Force non-police-based review process or policy?

4. Aleyah Lewis

1. Topics:

1. Update on Hillard Heintze review and where they are at.
2. Clearly explain why the City won't say anything about her case or the charges against her.
3. Council discussion of her arrest, knowing what we know today.
4. Does Council/City support or not support her prosecution?

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1. Topics:

1. Can we start laying groundwork through the CPRB for a new board/commission for civilian oversight and accountability?
2. CPRB report on where they are at currently and where they are going for Council.

6. Traffic Stop Racial Disparities

1. Topics:

1. Durle's draft resolution: do we need to have our UPD report before we take action on his resolution?
 1. If yes: why?
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 1. Will it include an explanation of the new methodology used in the report?
 2. Will we change our methodology for determining the local ratio to using only "not-at-fault" drivers as Durle suggests? Why or why not?
 3. What about the report from 2019 on whether or stops included questioning beyond the scope of the stop, where is that data report?

There may be other topics I have in another set of notes but there's plenty to pick from here, but I'll send the others if I dig them up. Please let us know asap what we can expect for next week.

- Jared -

From: Marlin, Diane
Sent: Thursday, July 16, 2020 9:31:09 AM
To: !City Council
Cc: Mitten, Carol
Subject: Hillard Heintze; city council applications

DO NOT REPLY ALL

1. Reminder: If you have questions related to FOIA, please send them today so that we may address them in Monday's presentation.
2. The Hillard Heintze review is underway. City has provided them with the necessary documents, reports, footage, etc. related to the incident. They are scheduling the stakeholder zoom sessions, beginning the week after next. We will send them the list of participants today, with the understanding that a few more people may be added as we go along.
3. Based on their experience in other cities, Hillard Heintze strongly advises that elected officials do not participate in these initial stakeholder sessions, in order to ensure that community members feel free to express opinions, etc. Council members will have the opportunity to discuss the findings with HH when they make their presentation to city council and HH is going to schedule follow-up zoom sessions that include city council members after the report is done.

If you still wish to participate in an initial session, please let me know. We have to abide by OMA.

4. "Future of Public Safety and Policing-Next Steps" is included as a discussion item for Monday's agenda.
5. As of this morning, we have received two apps for the Ward 2 seat. (A third applicant did not live in the Ward.) Deadline is Friday, 5 pm. And that's firm.

Diane Wolfe Marlin
Mayor

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From: Marlin, Diane
Sent: Monday, July 06, 2020 11:41:13 AM
To: !City Council
Cc: Mitten, Carol
Subject: Contact info requested for focus groups with Hillard Heintze

DO NOT REPLY ALL

Hello All,

We met with the Hillard Heintze team this morning. The review is underway. Marcia Thompson will be coordinating the community engagement process for Hillard Heintze. She will set up a number of focus group sessions, with smaller breakout "pods" to drill down into community perceptions, concerns, questions. She will also set things up so that city council members can participate and comply with OMA requirements.

We have been asked to provide a list of community stakeholders to include in these sessions. Please send me names, emails, phone numbers (if possible) of individuals and groups you believe should be interviewed. Also, please indicate if you would like to participate as well. Many new groups have formed in the past month, and I don't have a clear idea of who speaks for them. We also need some longstanding community organizations as well, and a cross section of community members. Hillard Heintze expects to seek community input both now and after the report to the city is completed.

Please send me names by Wednesday. Thank you.

Diane Wolfe Marlin
Mayor

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From: Marlin, Diane
Sent: Monday, June 29, 2020 3:22:36 PM
To: !City Council
Cc: !Department Heads; !City Clerk
Subject: City Council UPDATE

DO NOT REPLY ALL

Dear Maryalice, Shirese, Bill B., Dennis, Bill C., and Jared,
(Farewell and thank you to Eric!)

This message is to update you on city activities for the next 4-6 weeks plus specific areas where you can collaborate in these efforts. As you know, the next Committee of the Whole meeting is 7/13. We'll also hold a special city council meeting that night to approve an updated orientation and training plan for CPRB members.

City offices are closed on Friday, July 3 for the holiday. Some city staff are taking a couple days off during this 2-week period. The last 4 months have been emotionally and physically exhausting for employees as they have kept core city services functioning during Phases 3, and 4 of Restore Illinois, along with construction season being in full swing and the current focus on oversight and accountability in policing. (Bill Brown, thank you for your message to employees; it was greatly appreciated.)

We are also taking this two week period to begin to transition some employees back to work at Public Works and the City Building, with the hope of opening to the public for limited hours at first. In some work areas, this will require temporary, physical modifications of work spaces to accommodate distancing. Some work areas simply do not have enough room to have everyone working in the same space at the same time. We'll also have to make modifications to City Council chambers to accommodate safe distancing and function and will provide further details on public meetings when we get them worked out. The challenge of our city building is that a number of very distinct functions are under one roof and each function has very different needs for space, security, and accessibility. We are going to be in Phase 4 until this pandemic is over, so we need to plan for the long-term, and to do everything possible protect the health of employees and the public.

Priorities for next 4-6 weeks:

1. Nominate candidate for Ward 2 City Council seat. If you know of anyone who is interested in serving out the remainder of Eric's term, please let me know so that I can reach out.
2. Fill vacancy on the CPRB. This is a critical time for CPRB as we renovate this board and its functions. Darius White had to resign his seat due to the increased time commitment required. Please encourage people who are interested in serving on this board and who have the necessary time and energy required to do the work over the next year to apply. Staff are continuing to work with CPRB leadership to move forward.
3. Independent review by Hillard Heintze. As I reported last Monday, I signed the contract with the firm and this process is about to get underway. We currently are compiling all reports, footage, and other information necessary for the review. A very important part of the review process is direct interviews with community stakeholders. **Please send me contact information for individuals and groups whom you think should be represented in these interviews, as a starting point.** Once we get more guidance on logistics for this part of the review, I will work with you to pull a list of people together.
4. We'll brief city council on "One Door" via two by two's in advance of public presentation. In the same session, we also would like to discuss a proposed path forward to comprehensively re-imagine policing in Urbana. To be clear, this is not a proposal for WHAT will be done, but rather a framework for the public discussion.
5. As of a few days ago, HR reported that we had received close to **100 applications for the Community Engagement Coordinator** position. I'm heartened by this response, because this person will play a very important role in our community.
6. Presentations coming up in council: Body cameras, FOIA process, Traffic Stops, One Door

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
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217.384.2456



From: ! Miller, Jared
Sent: Saturday, June 27, 2020 5:11:32 PM
To: !City Council
Cc: Marlin, Diane; Mitten, Carol; Seraphin, Bryant; Simon, James; Brooks, Michelle; Borman Curt
Subject: One Door

**** PLEASE DO NOT REPLY ALL ****

Hello to all,

I want to thank everyone for taking the time to participate in the meeting this past Thursday. I know that no one had to be there and I think it means a lot that everyone took the time to do so despite busy schedules. Thank you.

I think we achieved what we set out to do (creating dialogue) that folks were happy we held the meeting and that they were able to actually engage us in conversation. There were, of course, downfalls and some criticisms but it was a good start.

Since there is quite a bit of time between now and our next meeting, I wanted to send a message because we need to stay proactive in the moment and I've got a couple of things I am concerned about.

I'm not sure where things are at with the whole One Door idea (or any other ideas about a non-police responses to calls for service) but I'm requesting that any information that can be shared with Council by staff/Mayor prior to a project being brought to Council be done so ahead of time. Perhaps our traditional two on two meetings, consultation with the leaders of the most vocal protest groups, etc, are in order.

I know this is just one starting point but we should be engaging in a collaborative process as much as possible as soon as possible to ensure that we don't need to spend two months worth of meetings trying to hash out the details of a new program.

Speaking of collaboration (and lack thereof): my other major concern is about the selection of Hillard Heintze as our independent reviewer of the arrest of Aleyah Lewis.

I'm not sure why, considering the circumstances, City staff/Mayor decided that it would be best to select an agency behind closed doors and without the review or consent of Council or vetting from the public. This issue is too important to be decided on without Council, in my opinion. The Mayor mentioned that a report will be given to Council and we'll have a chance to vet them then. Why would we not have been given the opportunity to vet them prior to their selection as we would with any other important agency that reviews City business? I just don't understand.

Transparency for the selection was non-existent and if anyone thinks that the general public is going to take any stock in an agency that was selected in private without consultation or consideration of the public or Council with such obvious and strong ties to law-enforcement throughout their leadership council and partners, you are going to be very disappointed.

If the paperwork has not already been signed then I would request that the selection be brought before Council for consideration. Please update us with the status of our engagement with the firm.

I know this is a very difficult time and I thank everyone for dedicating time and attention to these issues.

Respectfully,
- Jared -

**** PLEASE DO NOT REPLY ALL ****

From: Grace Walworth
Sent: Wednesday, August 12, 2020 4:55:09 PM
To: ! Colbrook, William
Subject: Re: Questions about Hillard Heintze Review

Hi Mr. Colbrook,

I wouldn't say I represent any publication. I am collaborating on an article for the Public i, so I am representing them in this particular situation. I am also reaching out as a concerned and curious constituent.

We will respect your wishes of not being quoted in the article. Would you like to give your general opinion on the matter of Hillard Heintze or any of the other specific questions?

Thank you,
Grace Wilken

On Wed, Aug 12, 2020 at 4:38 PM ! Colbrook, William <wpcolbrook@urbanaillinois.us> wrote:

?Hi Grace,

I am not interested in being quoted for an article. What publication do you represent?

Bill C.

From: Grace Walworth <[REDACTED]>
Sent: Wednesday, August 12, 2020 4:32 PM
To: ! Colbrook, William
Subject: Questions about Hillard Heintze Review

Hello Mr. Colbrook,

I am writing to you, as my Ward 6 alderman, about the City's appointment of the Hillard Heintze consulting firm to undertake a review of the Urbana Police Department's violent assault and arrest of Aleyah Lewis on April 10 of this year. I have been hearing feedback from community members that is concerning. I have also learned that community member advocates for Ms Lewis who were invited to a recent Hillard Heintze listening session have expressed disappointment with the process.

I would like to know your thoughts on the Hillard Heintze review process so far, and your expectations regarding the review that they have undertaken. I'm also wondering what involvement, if any, you had in selecting that firm.

Do you think it will be a worthwhile expenditure of resources? Do you think such an endeavor should have been handled differently or by a different group?

Any other thoughts you have are welcome.

I'm happy to honor a request from you regarding your preference for being quoted, or not being quoted, in an article.

Thank you for your time and consideration,
Grace Wilken

From: Marlin, Diane
Sent: Sunday, June 21, 2020 11:54:19 AM
To: !City Council
Cc: Mitten, Carol; Seraphin, Bryant; Hannan, Elizabeth
Subject: Independent Review

DO NOT REPLY ALL

Attached is Memo, Statement of Qualifications, and Agreement for the Independent Review of the 4/10/2020 arrest of Aleyah Lewis. The company we are engaging is Hillard Heintze based in Chicago. As noted in the memo, it was important for the firm to have the experience to evaluate what happened, evaluate current UPD policy, and ability to meet with with council members and community stakeholders as part of the review process. As we negotiated the contract, we had a chance to discuss the questions and comments you provided, and HH has a good sense of what the community concerns are. Jared, I'm sorry I didn't have your comments and questions in time, but you'll have a chance to discuss them directly with the review team. The specific scope of work for the process is included in the Addendum at the end of the agreement.

I would like your suggestions as to which groups/individuals should be represented in the public engagement part of this process. Target date for final report is end of July.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Marlin, Diane
Sent: Tuesday, August 04, 2020 10:11:01 AM
To: City Council
Cc: [REDACTED]; Mitten, Carol; Seraphin, Bryant; Surles, Richard
Subject: Community Safety Topic for 8/10

PLEASE DO NOT REPLY ALL—INFORMATION ONLY

Hello All,

First, let me officially welcome the newly sworn-in member of the Urbana City Council! We look forward to working with Julie on the many important issues before us. Julie took the oath of office at 9:30 am today in City Council chambers.

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From: ! Miller, Jared
Sent: Monday, August 03, 2020 10:34:10 PM
To: Mitten, Carol; Marlin, Diane
Cc: !City Council
Subject: Police/Transparency Topics For Discussion

*** COUNCIL MEMBERS DO NOT REPLY ALL ***

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If anyone has additional topics that I did not cover here that we should be looking at send them to Diane/Carol directly, thanks!

1. FOIA Discussion Part 2

1. Topics:

1. City Council approval of current FOIA policy?
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1. Topics:

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There may be other topics I have in another set of notes but there's plenty to pick from here, but I'll send the others if I dig them up. Please let us know asap what we can expect for next week.

- Jared -

From: ! Miller, Jared
Sent: Wednesday, August 05, 2020 8:35:10 PM
To: ! Colbrook, William
Subject: Re: Police/Transparency Topics For Discussion

Hi Bill,

Thanks for sending back your thoughts, I'll share some of my responses to those:

Does Council approve every policy utilized by city staff?
?If not, why should Council approve FOIA policy?

?As far as I know, in one way or another, yes, maybe not directly, but almost every policy within the City is crafted through guidance or direction from ordinance or resolution, all of which must be approved and passed by Council. There may be some exceptions, especially when it comes to policies that have a direct reliance on State statute, but I believe even then, the City will generally have to pass an ordinance adopting those statutes into our City Code. I will admittedly not speak with complete confidence as I am not 100% sure of the processes that build every City policy.

Regardless, I believe that FOIA policy should absolutely be approved by Council as we are the direct representatives of the voices and voters of our community. What information should and should not be available to the members of our community (i.e. what information is in the public interest) and how that information is disseminated to the community is not something, in my opinion, that should be decided on "behind closed doors" at the City.

Primarily, I believe that this is important because putting that process in front of Council forcibly makes the decisions about those items (what is and is not available and how it is disseminated) be a part of the public process. I don't feel that this is something special for this particular policy, I believe all policies should have at least some path through a public process of deliberation and comment, unless a strong argument can be made as to why the process should not be public. I do not believe there is any strong argument that can be made for keeping the decision process that sets FOIA policy out of an explicitly public process.

As a Council, I think we need to be careful getting involved in certain issues, like methods of dissemination. This seems out of our swim lane.

Given the trend nationwide, and Urbana specifically, I think it may be wise to hire an additional FOIA employee.

?I absolutely support this notion and believe it would be in the City's best interest to do so.

Regarding SRO's, we should wait to hear from the school district. It is my understanding, members of the school board and senior school administration are strong advocates of the SRO's. It's their school, we should find out what they want.

?Well, it's not their (school board & administration) school, the school belongs to the community, so I don't believe it is just up to them. Plus, the program is collaborative between the school district and the UPD, the City is not a non-player in the program. Just to be clear: I'm not necessarily for/against the SRO program but I still believe that the process of it's approval was rushed and reactionary and did not take into consideration many of the concerns brought up at the time of it's approval nor did the school district or City strongly consider alternatives to the SRO program. These are issues that can be discussed at any time so that the City has a clear position to state to the school district.

Regarding the Use of Force policy, I am hoping Hillard Heintze provides guidance on best practices and nationwide standards. They are the institutional knowledge experts, City Council is not.

?I would argue that institutional knowledge of an institution that is inherently broken and fraught with systemic problems (this is a national issue throughout the criminal justice system, not just police and policing) is not necessarily useful to the conversation of how we need to approach what we want for our community. Federal and state laws notwithstanding, it is up to us (both the Council and the community) to decide what it is that we want for ourselves and we want for our community.

I think it is important to clearly explain, again, why city staff and Council have stayed silent on the Aleyah Lewis case. She has pending criminal charges. Any comment could be detrimental to her fair trial. We should not be discussing her case in any shape, form or fashion, including if we support or not, her prosecution.

I do not necessarily believe that public comments by public officials would be detrimental or not detrimental to her receiving a fair trial. I do not believe we carry any more water (despite what people may think) for shaping the opinion of the State's Attorney than anyone else (I know for a fact know that we do not). Plus the entire notion of a "fair" trial in this situation is absolutely flawed. Her arrest was unfair and unjust, her prosecution under that pretext is also unfair and unrighteous, but that's a conversation for another day.

Regardless, if it is the position of the City that it will not comment on her case for the reasons you have outlined, then the City should say so, the silence (as Durle illustrated) is what aggravates people more than anything.

I also would like to get an update on the CPRB.

?The Chair and I have discussed this many times, I believe it is long overdue.

Regarding the Durle resolution, if this were to go forward, a couple of clauses need to be removed, as they go against established federal and state case law. They are:

SECTION TWO:

The Urbana Police Department will stop using pretextual or investigatory stops as a reason for initiating a traffic stop; unless there is clear evidence that criminal activity is occurring.

SECTION THREE:

The Urbana Police Department will delink traffic law enforcement from other types of police activity, e.g. calls for service or hot spot policing.

I am aware that there may be strong legal arguments that would prevent us from writing into ordinances any restrictions on allowing the police to perform their duties as prescribed by the laws that empower them to do so (I have talked extensively with the Jim Simon about this) but I would still support including the language initially insofar as using it to illustrate such a point to the public.

Thanks again for reaching to me. I hope you and your family have been well Bill, we're long overdue to get together. Let me know if you think we'd be able to do so sometime in the near future. I hate writing emails (letters) whenever other options are available.

Sincerely,
- Jared -

From: ! Colbrook, William
Sent: Tuesday, August 4, 2020 12:36 PM
To: ! Miller, Jared
Subject: Re: Police/Transparency Topics For Discussion

Hi Jared,

Some feedback:

Does Council approve every policy utilized by city staff?
?If not, why should Council approve FOIA policy?

As a Council, I think we need to be careful getting involved in certain issues, like methods of dissemination. This seems out of our swim lane.

Given the trend nationwide, and Urbana specifically, I think it may be wise to hire an additional FOIA employee.

Regarding SRO's, we should wait to hear from the school district. It is my understanding, members of the school board and senior school administration are strong advocates of the SRO's. It's their school, we should find out what they want.

Regarding the Use of Force policy, I am hoping Hillard Heintze provides guidance on best practices and nationwide standards. They are the institutional knowledge experts, City Council is not.

I think it is important to clearly explain, again, why city staff and Council have stayed silent on the Aleyah Lewis case. She has pending criminal charges. Any comment could be detrimental to her fair trial. We should not be discussing her case in any shape, form or fashion, including if we support or not, her prosecution.

I also would like to get an update on the CPRB.

Regarding the Durlle resolution, if this were to go forward, a couple of clauses need to be removed, as they go against established federal and state case law. They are:

SECTION TWO:

The Urbana Police Department will stop using pretextual or investigatory stops as a reason for initiating a traffic stop; unless there is clear evidence that criminal activity is occurring.

SECTION THREE:

The Urbana Police Department will delink traffic law enforcement from other types of police activity, e.g. calls for service or hot spot policing.

Respectfully,
Bill C.

From: ! Miller, Jared
Sent: Monday, August 3, 2020 10:34 PM
To: Mitten, Carol; Marlin, Diane
Cc: !City Council
Subject: Police/Transparency Topics For Discussion

*** COUNCIL MEMBERS DO NOT REPLY ALL ***

Good evening,

Just wanted to drop these items while they notion is fresh. These can simply be discussion items for Council if there is not time to prepare reports from Staff.?

If anyone has additional topics that I did not cover here that we should be looking at send them to Diane/Carol directly, thanks!

1. FOIA Discussion Part 2
 1. ?Topics:
 1. City Council approval of current FOIA policy?
 2. City Council's suggested changes to current FOIA policy?
 1. Fees for recurrent requesters?

2. Designation of recurrent requesters?
3. Methods for dissemination of information?
4. Should the City hire an additional FOIA officer?

2. SROs

1. Topics:

1. ?Staff explanation of what is in the SRO agreement with regard to it's role in renewal for the City Council.
2. Council discussion, generally, of the program.
3. Council adoption of a resolution stating support of or recommendation for dissolving of the SRO program.

3. ?Use Of Force

1. Topics:

1. General discussion of current policy and/or related policies (use of long guns for example).
2. Methods available for changing policy.
3. Council discussion of changes to the policy or related policies.
4. Establishment of an interim Use Of Force non-police-based review process or policy?

4. ?Aleyah Lewis

1. Topics:

1. Update on Hillard Heintze review and where they are at.
2. Clearly explain why the City won't say anything about her case or the charges against her.
3. Council discussion of her arrest, knowing what we know today.
4. Does Council/City support or not support her prosecution?

5. CPRB

1. Topics:

1. Can we start laying groundwork through the CPRB for a new board/commission for civilian oversight and accountability?
2. CPRB report on where they are at currently and where they are going for Council.

6. Traffic Stop Racial Disparities

1. Topics:

1. Durlle's draft resolution: do we need to have our UPD report before we take action on his resolution?
 1. If yes: why?
 2. If no: bring a draft resolution to Council for consideration.
2. 2019 Report:
 1. ?Will it include an explanation of the new methodology used in the report?
 2. Will we change our methodology for determining the local ratio to using only "not-at-fault" drivers as Durlle suggests? Why or why not?
 3. What about the report from 2019 on whether or stops included questioning beyond the scope of the stop, where is that data report?

There may be other topics I have in another set of notes but there's plenty to pick from here, but I'll send the others if I dig them up. Please let us know asap what we can expect for next week.

- Jared -

From: Thompson, Marcia
Sent: Wednesday, July 22, 2020 4:40:49 PM
To: ! Colbrook, William
Cc: Thompson, Marcia
Subject: RE: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Thanks for your support and appreciate you. I will circle back afterwards to have a separate call, be safe.

Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



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From: ! Colbrook, William <wpcolbrook@urbanaininois.us>
Sent: Wednesday, July 22, 2020 4:17 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Re: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Thanks! In that spirit, I will opt out of these sessions.

I would like to be able to give my input along the way. I am a current Chief (Parkland College). I am working on my 35th year in LE. I spent nearly 26 years in the State Police, retiring as a Captain.

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Wednesday, July 22, 2020 4:01 PM
To: ! Colbrook, William
Cc: Thompson, Marcia
Subject: RE: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Thanks for your note.

Hi, I was asked to invite the Council, and it was your choice, preference is for public to feel unencumbered and able to speak freely and candidly. So, you are absolutely correct in that regard.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>>

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+1 312-869-8500 www.hillardheintze.com<<http://www.hillardheintze.com>>

From: Marlin, Diane
Sent: Thursday, July 16, 2020 9:31:09 AM
To: !City Council
Cc: Mitten, Carol
Subject: Hillard Heintze; city council applications

DO NOT REPLY ALL

1. Reminder: If you have questions related to FOIA, please send them today so that we may address them in Monday's presentation.
2. The Hillard Heintze review is underway. City has provided them with the necessary documents, reports, footage, etc. related to the incident. They are scheduling the stakeholder zoom sessions, beginning the week after next. We will send them the list of participants today, with the understanding that a few more people may be added as we go along.
3. Based on their experience in other cities, Hillard Heintze strongly advises that elected officials do not participate in these initial stakeholder sessions, in order to ensure that community members feel free to express opinions, etc. Council members will have the opportunity to discuss the findings with HH when they make their presentation to city council and HH is going to schedule follow-up zoom sessions that include city council members after the report is done.

If you still wish to participate in an initial session, please let me know. We have to abide by OMA.

4. "Future of Public Safety and Policing-Next Steps" is included as a discussion item for Monday's agenda.
5. As of this morning, we have received two apps for the Ward 2 seat. (A third applicant did not live in the Ward.) Deadline is Friday, 5 pm. And that's firm.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Thompson, Marcia
Sent: Wednesday, July 22, 2020 3:56:38 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Invitation to a Learning Session (July 29, 2020) at 5:30pm Via Zoom

Hello –

Please see the attached invitation to attend a “Learning Session” and respond to me directly regarding your availability to attend the assigned session, looking forward to hearing your perspective on these critical issues.

If you have any questions, do not hesitate to reach out to me directly. I look to receive your confirmation and I will send the appropriate Zoom link for your designated session.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



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From: Marlin, Diane
Sent: Monday, July 06, 2020 11:41:13 AM
To: !City Council
Cc: Mitten, Carol
Subject: Contact info requested for focus groups with Hillard Heintze

DO NOT REPLY ALL

Hello All,

We met with the Hillard Heintze team this morning. The review is underway. Marcia Thompson will be coordinating the community engagement process for Hillard Heintze. She will set up a number of focus group sessions, with smaller breakout "pods" to drill down into community perceptions, concerns, questions. She will also set things up so that city council members can participate and comply with OMA requirements.

We have been asked to provide a list of community stakeholders to include in these sessions. Please send me names, emails, phone numbers (if possible) of individuals and groups you believe should be interviewed. Also, please indicate if you would like to participate as well. Many new groups have formed in the past month, and I don't have a clear idea of who speaks for them. We also need some longstanding community organizations as well, and a cross section of community members. Hillard Heintze expects to seek community input both now and after the report to the city is completed.

Please send me names by Wednesday. Thank you.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Marlin, Diane
Sent: Monday, June 29, 2020 3:22:36 PM
To: !City Council
Cc: !Department Heads; !City Clerk
Subject: City Council UPDATE

DO NOT REPLY ALL

Dear Maryalice, Shirese, Bill B., Dennis, Bill C., and Jared,
(Farewell and thank you to Eric!)

This message is to update you on city activities for the next 4-6 weeks plus specific areas where you can collaborate in these efforts. As you know, the next Committee of the Whole meeting is 7/13. We'll also hold a special city council meeting that night to approve an updated orientation and training plan for CPRB members.

City offices are closed on Friday, July 3 for the holiday. Some city staff are taking a couple days off during this 2-week period. The last 4 months have been emotionally and physically exhausting for employees as they have kept core city services functioning during Phases 3, and 4 of Restore Illinois, along with construction season being in full swing and the current focus on oversight and accountability in policing. (Bill Brown, thank you for your message to employees; it was greatly appreciated.)

We are also taking this two week period to begin to transition some employees back to work at Public Works and the City Building, with the hope of opening to the public for limited hours at first. In some work areas, this will require temporary, physical modifications of work spaces to accommodate distancing. Some work areas simply do not have enough room to have everyone working in the same space at the same time. We'll also have to make modifications to City Council chambers to accommodate safe distancing and function and will provide further details on public meetings when we get them worked out. The challenge of our city building is that a number of very distinct functions are under one roof and each function has very different needs for space, security, and accessibility. We are going to be in Phase 4 until this pandemic is over, so we need to plan for the long-term, and to do everything possible protect the health of employees and the public.

Priorities for next 4-6 weeks:

1. Nominate candidate for Ward 2 City Council seat. If you know of anyone who is interested in serving out the remainder of Eric's term, please let me know so that I can reach out.
2. Fill vacancy on the CPRB. This is a critical time for CPRB as we renovate this board and its functions. Darius White had to resign his seat due to the increased time commitment required. Please encourage people who are interested in serving on this board and who have the necessary time and energy required to do the work over the next year to apply. Staff are continuing to work with CPRB leadership to move forward.
3. Independent review by Hillard Heintze. As I reported last Monday, I signed the contract with the firm and this process is about to get underway. We currently are compiling all reports, footage, and other information necessary for the review. A very important part of the review process is direct interviews with community stakeholders. **Please send me contact information for individuals and groups whom you think should be represented in these interviews, as a starting point.** Once we get more guidance on logistics for this part of the review, I will work with you to pull a list of people together.
4. We'll brief city council on "One Door" via two by two's in advance of public presentation. In the same session, we also would like to discuss a proposed path forward to comprehensively re-imagine policing in Urbana. To be clear, this is not a proposal for WHAT will be done, but rather a framework for the public discussion.
5. As of a few days ago, HR reported that we had received close to **100 applications for the Community Engagement Coordinator** position. I'm heartened by this response, because this person will play a very important role in our community.
6. Presentations coming up in council: Body cameras, FOIA process, Traffic Stops, One Door

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Miller, Jared
Sent: Saturday, June 27, 2020 5:11:32 PM
To: !City Council
Cc: Marlin, Diane; Mitten, Carol; Seraphin, Bryant; Simon, James; Brooks, Michelle; Borman Curt
Subject: One Door

**** PLEASE DO NOT REPLY ALL ****

Hello to all,

I want to thank everyone for taking the time to participate in the meeting this past Thursday. I know that no one had to be there and I think it means a lot that everyone took the time to do so despite busy schedules. Thank you.

I think we achieved what we set out to do (creating dialogue) that folks were happy we held the meeting and that they were able to actually engage us in conversation. There were, of course, downfalls and some criticisms but it was a good start.

Since there is quite a bit of time between now and our next meeting, I wanted to send a message because we need to stay proactive in the moment and I've got a couple of things I am concerned about.

I'm not sure where things are at with the whole One Door idea (or any other ideas about a non-police responses to calls for service) but I'm requesting that any information that can be shared with Council by staff/Mayor prior to a project being brought to Council be done so ahead of time. Perhaps our traditional two on two meetings, consultation with the leaders of the most vocal protest groups, etc, are in order.

I know this is just one starting point but we should be engaging in a collaborative process as much as possible as soon as possible to ensure that we don't need to spend two months worth of meetings trying to hash out the details of a new program.

Speaking of collaboration (and lack thereof): my other major concern is about the selection of Hillard Heintze as our independent reviewer of the arrest of Aleyah Lewis.

I'm not sure why, considering the circumstances, City staff/Mayor decided that it would be best to select an agency behind closed doors and without the review or consent of Council or vetting from the public. This issue is too important to be decided on without Council, in my opinion. The Mayor mentioned that a report will be given to Council and we'll have a chance to vet them then. Why would we not have been given the opportunity to vet them prior to their selection as we would with any other important agency that reviews City business? I just don't understand.

Transparency for the selection was non-existent and if anyone thinks that the general public is going to take any stock in an agency that was selected in private without consultation or consideration of the public or Council with such obvious and strong ties to law-enforcement throughout their leadership council and partners, you are going to be very disappointed.

If the paperwork has not already been signed then I would request that the selection be brought before Council for consideration. Please update us with the status of our engagement with the firm.

I know this is a very difficult time and I thank everyone for dedicating time and attention to these issues.

Respectfully,
- Jared -

**** PLEASE DO NOT REPLY ALL ****

From: Thompson, Marcia
Sent: Wednesday, July 22, 2020 3:28:11 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Hello –

Please see the attached invitation to attend a “Learning Session” and respond to me directly regarding your availability to attend the assigned session, looking forward to hearing your perspective on these critical issues.

If you have any questions, do not hesitate to reach out to me directly. I look to receive your confirmation and I will send the appropriate Zoom link for your designated session.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



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From: Marlin, Diane
Sent: Sunday, June 21, 2020 11:54:19 AM
To: !City Council
Cc: Mitten, Carol; Seraphin, Bryant; Hannan, Elizabeth
Subject: Independent Review

DO NOT REPLY ALL

Attached is Memo, Statement of Qualifications, and Agreement for the Independent Review of the 4/10/2020 arrest of Aleyah Lewis. The company we are engaging is Hillard Heintze based in Chicago. As noted in the memo, it was important for the firm to have the experience to evaluate what happened, evaluate current UPD policy, and ability to meet with with council members and community stakeholders as part of the review process. As we negotiated the contract, we had a chance to discuss the questions and comments you provided, and HH has a good sense of what the community concerns are. Jared, I'm sorry I didn't have your comments and questions in time, but you'll have a chance to discuss them directly with the review team. The specific scope of work for the process is included in the Addendum at the end of the agreement.

I would like your suggestions as to which groups/individuals should be represented in the public engagement part of this process. Target date for final report is end of July.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Marlin, Diane
Sent: Tuesday, August 04, 2020 10:11:01 AM
To: City Council
Cc: [REDACTED]; Mitten, Carol; Seraphin, Bryant; Surles, Richard
Subject: Community Safety Topic for 8/10

PLEASE DO NOT REPLY ALL—INFORMATION ONLY

Hello All,

First, let me officially welcome the newly sworn-in member of the Urbana City Council! We look forward to working with Julie on the many important issues before us. Julie took the oath of office at 9:30 am today in City Council chambers.

Second, the policing topic that we will be addressing next Monday is a response to comments and statistics provided during public input last night related to juvenile arrests in Urbana. The information presented was obtained via FOIA and unfortunately, it appears that many of the stats were misinterpreted or misunderstood. I believe that it's important to clarify and correct this publicly, and to describe the reality of juvenile detention and arrests in Urbana.

Third, we are inviting Richard Rosenthal to present on the basic models of community policing oversight and accountability to lay the groundwork for the future discussion. We'll aim for early September. Mr. Rosenthal has extensive experience in this area. Following 15 years as Deputy District Attorney for Los Angeles County, he was hired to be Portland, Oregon's first Director of the Independent Police Review Division in the City Auditor's office. He was subsequently hired to be the City of Denver's first independent monitor. He served for 5 years on the Board of Directors for the National Association of Civilian Oversight of Law Enforcement (NACOLE) and he has held numerous teaching positions at various universities.

This presentation will add to the body of community education topics which also include the FOIA Process and Use of Force.

The other discussion topics for August are:

August 17 One Door—Alternative Mental Health Crisis Response model

August 24 Hillard Heintze report on Aleyah Lewis arrest and related issues

Diane Wolfe Marlin

Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Miller, Jared
Sent: Monday, August 03, 2020 10:34:10 PM
To: Mitten, Carol; Marlin, Diane
Cc: !City Council
Subject: Police/Transparency Topics For Discussion

*** COUNCIL MEMBERS DO NOT REPLY ALL ***

Good evening,

Just wanted to drop these items while they notion is fresh. These can simply be discussion items for Council if there is not time to prepare reports from Staff.

If anyone has additional topics that I did not cover here that we should be looking at send them to Diane/Carol directly, thanks!

1. FOIA Discussion Part 2

1. Topics:

1. City Council approval of current FOIA policy?
2. City Council's suggested changes to current FOIA policy?
 1. Fees for recurrent requesters?
 2. Designation of recurrent requesters?
3. Methods for dissemination of information?
4. Should the City hire an additional FOIA officer?

2. SROs

1. Topics:

1. Staff explanation of what is in the SRO agreement with regard to it's role in renewal for the City Council.
2. Council discussion, generally, of the program.
3. Council adoption of a resolution stating support of or recommendation for dissolving of the SRO program.

3. Use Of Force

1. Topics:

1. General discussion of current policy and/or related policies (use of long guns for example).
2. Methods available for changing policy.
3. Council discussion of changes to the policy or related policies.
4. Establishment of an interim Use Of Force non-police-based review process or policy?

4. Aleyah Lewis

1. Topics:

1. Update on Hillard Heintze review and where they are at.
2. Clearly explain why the City won't say anything about her case or the charges against her.
3. Council discussion of her arrest, knowing what we know today.
4. Does Council/City support or not support her prosecution?

5. CPRB

1. Topics:

1. Can we start laying groundwork through the CPRB for a new board/commission for civilian oversight and accountability?
2. CPRB report on where they are at currently and where they are going for Council.

6. Traffic Stop Racial Disparities

1. Topics:

1. Durlle's draft resolution: do we need to have our UPD report before we take action on his resolution?
 1. If yes: why?
 2. If no: bring a draft resolution to Council for consideration.
2. 2019 Report:
 1. Will it include an explanation of the new methodology used in the report?
 2. Will we change our methodology for determining the local ratio to using only "not-at-fault" drivers as Durlle suggests? Why or why not?
 3. What about the report from 2019 on whether or stops included questioning beyond the scope of the stop, where is that data report?

There may be other topics I have in another set of notes but there's plenty to pick from here, but I'll send the others if I dig them up. Please let us know asap what we can expect for next week.

- Jared -

From: S N
Sent: Saturday, July 11, 2020 4:29:15 PM
To: !City Council
Subject: Hillard Heintze

Dear City Council,

I've learned that there is some confusion among community members currently as to whether or not the City has in fact gone ahead with the proposal to hire Hillard Heintze? Could someone let me know? It had been my understanding, the last time I had an update on this (which was at the Council's recent special meeting about policing issues), was that the firm had not been hired, and that the Council wanted to look further into the concerns that I, and Danielle Chenoweth (and, I believe, others) had raised.

Could one among you very kindly update me on where this process is at?

Also, I sincerely apologize for the delay in getting back to you on the issue of references for understanding the negative reputation that Hillard Heintze has garnered among communities, victims, and victim advocates involved in cases it has been asked to review.

The problem is, the further I have looked into this, the more troubling it becomes. And, I have been swamped this past week with other work, so I am still in the process of organizing the ever more concerning findings on Hillard Heintze. I hope to get them to you before Monday evening's scheduled City Council meeting.

Thanks,

Sarah Nixon

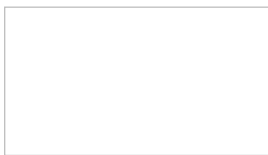
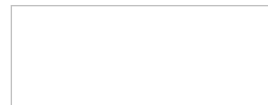
Family Court Reform Advocate



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2019 Presenters • Sarah Nixon

Health Maker • Founder • Director



[Maker Story](#)

[Health Innovators](#)

[Health Make-A-Thon Encourages Local Citizens to Dream Up Ideas](#)

[Inaugural ABE People's Choice Award](#)

From: Thompson, Marcia
Sent: Tuesday, July 28, 2020 6:56:27 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Learning Session for Wednesday (July 29th) at 2:30pm Zoom Link

Please see the Zoom invite for your **Learning Session at 2:30pm** on Wednesday (July 29th), please let me know if you have any questions, or concerns getting connected, my cell phone is below.

Also, I am attaching a questionnaire we will go through during the session, after a brief discussion, you do not need to complete it in advance, I will provide you with time to do so in our session.

As a reminder sessions are scheduled for 90 minutes, and we normally do take the entire time, depending on the number of attendees and questions asked. You can just **click the Zoom link** below and it will take you into the meeting waiting room, and from there you will be admitted into the session.

Marcia K. Thompson is inviting you to a scheduled Zoom meeting.

Topic: Urbana #2
Time: Jul 29, 2020 02:30 PM Central Time (US and Canada)

Join Zoom Meeting
<https://us02web.zoom.us/j/85634043063?pwd=TThnOGRidHN6TGFSWEyOW5ZUStzQT09>

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+16465588656,,85634043063#,,,,,0#,,584704# US (New York)

Dial by your location
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+1 646 558 8656 US (New York)
+1 301 715 8592 US (Germantown)
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+1 346 248 7799 US (Houston)
+1 669 900 9128 US (San Jose)

Meeting ID: 856 3404 3063
Passcode: 584704
Find your local number: <https://us02web.zoom.us/j/kcARQf27IK>

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

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From: ! Colbrook, William
Sent: Wednesday, August 12, 2020 4:37:13 PM
To: Grace Walworth
Subject: Re: Questions about Hillard Heintze Review

Hi Grace,

I am not interested in being quoted for an article. What publication do you represent?

Bill C.

From: Grace Walworth <[REDACTED]>
Sent: Wednesday, August 12, 2020 4:32 PM
To: ! Colbrook, William
Subject: Questions about Hillard Heintze Review

Hello Mr. Colbrook,

I am writing to you, as my Ward 6 alderman, about the City's appointment of the Hillard Heintze consulting firm to undertake a review of the Urbana Police Department's violent assault and arrest of Aleyah Lewis on April 10 of this year. I have been hearing feedback from community members that is concerning. I have also learned that community member advocates for Ms Lewis who were invited to a recent Hillard Heintze listening session have expressed disappointment with the process.

I would like to know your thoughts on the Hillard Heintze review process so far, and your expectations regarding the review that they have undertaken. I'm also wondering what involvement, if any, you had in selecting that firm.

Do you think it will be a worthwhile expenditure of resources? Do you think such an endeavor should have been handled differently or by a different group?

Any other thoughts you have are welcome.

I'm happy to honor a request from you regarding your preference for being quoted, or not being quoted, in an article.

Thank you for your time and consideration,
Grace Wilken

From: Marlin, Diane
Sent: Monday, July 06, 2020 11:41:13 AM
To: !City Council
Cc: Mitten, Carol
Subject: Contact info requested for focus groups with Hillard Heintze

DO NOT REPLY ALL

Hello All,

We met with the Hillard Heintze team this morning. The review is underway. Marcia Thompson will be coordinating the community engagement process for Hillard Heintze. She will set up a number of focus group sessions, with smaller breakout "pods" to drill down into community perceptions, concerns, questions. She will also set things up so that city council members can participate and comply with OMA requirements.

We have been asked to provide a list of community stakeholders to include in these sessions. Please send me names, emails, phone numbers (if possible) of individuals and groups you believe should be interviewed. Also, please indicate if you would like to participate as well. Many new groups have formed in the past month, and I don't have a clear idea of who speaks for them. We also need some longstanding community organizations as well, and a cross section of community members. Hillard Heintze expects to seek community input both now and after the report to the city is completed.

Please send me names by Wednesday. Thank you.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Colbrook, William
Sent: Wednesday, August 12, 2020 5:03:00 PM
To: Grace Walworth
Subject: Re: Questions about Hillard Heintze Review

Hi Grace,

As a Council Member, I do not think it is proper to comment on any matter related to the Aleyah Lewis case, as it is an active criminal matter.

Thank you.

Bill C.

From: Grace Walworth <[REDACTED]>
Sent: Wednesday, August 12, 2020 4:55 PM
To: ! Colbrook, William
Subject: Re: Questions about Hillard Heintze Review

Hi Mr. Colbrook,

I wouldn't say I represent any publication. I am collaborating on an article for the Public i, so I am representing them in this particular situation. I am also reaching out as a concerned and curious constituent.

We will respect your wishes of not being quoted in the article. Would you like to give your general opinion on the matter of Hillard Heintze or any of the other specific questions?

Thank you,
Grace Wilken

On Wed, Aug 12, 2020 at 4:38 PM ! Colbrook, William <wpcolbrook@urbanaininois.us> wrote:
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Grace Wilken

From: Marlin, Diane
Sent: Thursday, July 16, 2020 9:31:09 AM
To: !City Council
Cc: Mitten, Carol
Subject: Hillard Heintze; city council applications

DO NOT REPLY ALL

1. Reminder: If you have questions related to FOIA, please send them today so that we may address them in Monday's presentation.
2. The Hillard Heintze review is underway. City has provided them with the necessary documents, reports, footage, etc. related to the incident. They are scheduling the stakeholder zoom sessions, beginning the week after next. We will send them the list of participants today, with the understanding that a few more people may be added as we go along.
3. Based on their experience in other cities, Hillard Heintze strongly advises that elected officials do not participate in these initial stakeholder sessions, in order to ensure that community members feel free to express opinions, etc. Council members will have the opportunity to discuss the findings with HH when they make their presentation to city council and HH is going to schedule follow-up zoom sessions that include city council members after the report is done.

If you still wish to participate in an initial session, please let me know. We have to abide by OMA.

4. "Future of Public Safety and Policing-Next Steps" is included as a discussion item for Monday's agenda.
5. As of this morning, we have received two apps for the Ward 2 seat. (A third applicant did not live in the Ward.) Deadline is Friday, 5 pm. And that's firm.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Marlin, Diane
Sent: Monday, June 29, 2020 3:22:36 PM
To: !City Council
Cc: !Department Heads; !City Clerk
Subject: City Council UPDATE

DO NOT REPLY ALL

Dear Maryalice, Shirese, Bill B., Dennis, Bill C., and Jared,
(Farewell and thank you to Eric!)

This message is to update you on city activities for the next 4-6 weeks plus specific areas where you can collaborate in these efforts. As you know, the next Committee of the Whole meeting is 7/13. We'll also hold a special city council meeting that night to approve an updated orientation and training plan for CPRB members.

City offices are closed on Friday, July 3 for the holiday. Some city staff are taking a couple days off during this 2-week period. The last 4 months have been emotionally and physically exhausting for employees as they have kept core city services functioning during Phases 3, and 4 of Restore Illinois, along with construction season being in full swing and the current focus on oversight and accountability in policing. (Bill Brown, thank you for your message to employees; it was greatly appreciated.)

We are also taking this two week period to begin to transition some employees back to work at Public Works and the City Building, with the hope of opening to the public for limited hours at first. In some work areas, this will require temporary, physical modifications of work spaces to accommodate distancing. Some work areas simply do not have enough room to have everyone working in the same space at the same time. We'll also have to make modifications to City Council chambers to accommodate safe distancing and function and will provide further details on public meetings when we get them worked out. The challenge of our city building is that a number of very distinct functions are under one roof and each function has very different needs for space, security, and accessibility. We are going to be in Phase 4 until this pandemic is over, so we need to plan for the long-term, and to do everything possible protect the health of employees and the public.

Priorities for next 4-6 weeks:

1. Nominate candidate for Ward 2 City Council seat. If you know of anyone who is interested in serving out the remainder of Eric's term, please let me know so that I can reach out.
2. Fill vacancy on the CPRB. This is a critical time for CPRB as we renovate this board and its functions. Darius White had to resign his seat due to the increased time commitment required. Please encourage people who are interested in serving on this board and who have the necessary time and energy required to do the work over the next year to apply. Staff are continuing to work with CPRB leadership to move forward.
3. Independent review by Hillard Heintze. As I reported last Monday, I signed the contract with the firm and this process is about to get underway. We currently are compiling all reports, footage, and other information necessary for the review. A very important part of the review process is direct interviews with community stakeholders. **Please send me contact information for individuals and groups whom you think should be represented in these interviews, as a starting point.** Once we get more guidance on logistics for this part of the review, I will work with you to pull a list of people together.
4. We'll brief city council on "One Door" via two by two's in advance of public presentation. In the same session, we also would like to discuss a proposed path forward to comprehensively re-imagine policing in Urbana. To be clear, this is not a proposal for WHAT will be done, but rather a framework for the public discussion.
5. As of a few days ago, HR reported that we had received close to **100 applications for the Community Engagement Coordinator** position. I'm heartened by this response, because this person will play a very important role in our community.
6. Presentations coming up in council: Body cameras, FOIA process, Traffic Stops, One Door

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Miller, Jared
Sent: Saturday, June 27, 2020 5:11:32 PM
To: !City Council
Cc: Marlin, Diane; Mitten, Carol; Seraphin, Bryant; Simon, James; Brooks, Michelle; Borman Curt
Subject: One Door

**** PLEASE DO NOT REPLY ALL ****

Hello to all,

I want to thank everyone for taking the time to participate in the meeting this past Thursday. I know that no one had to be there and I think it means a lot that everyone took the time to do so despite busy schedules. Thank you.

I think we achieved what we set out to do (creating dialogue) that folks were happy we held the meeting and that they were able to actually engage us in conversation. There were, of course, downfalls and some criticisms but it was a good start.

Since there is quite a bit of time between now and our next meeting, I wanted to send a message because we need to stay proactive in the moment and I've got a couple of things I am concerned about.

I'm not sure where things are at with the whole One Door idea (or any other ideas about a non-police responses to calls for service) but I'm requesting that any information that can be shared with Council by staff/Mayor prior to a project being brought to Council be done so ahead of time. Perhaps our traditional two on two meetings, consultation with the leaders of the most vocal protest groups, etc, are in order.

I know this is just one starting point but we should be engaging in a collaborative process as much as possible as soon as possible to ensure that we don't need to spend two months worth of meetings trying to hash out the details of a new program.

Speaking of collaboration (and lack thereof): my other major concern is about the selection of Hillard Heintze as our independent reviewer of the arrest of Aleyah Lewis.

I'm not sure why, considering the circumstances, City staff/Mayor decided that it would be best to select an agency behind closed doors and without the review or consent of Council or vetting from the public. This issue is too important to be decided on without Council, in my opinion. The Mayor mentioned that a report will be given to Council and we'll have a chance to vet them then. Why would we not have been given the opportunity to vet them prior to their selection as we would with any other important agency that reviews City business? I just don't understand.

Transparency for the selection was non-existent and if anyone thinks that the general public is going to take any stock in an agency that was selected in private without consultation or consideration of the public or Council with such obvious and strong ties to law-enforcement throughout their leadership council and partners, you are going to be very disappointed.

If the paperwork has not already been signed then I would request that the selection be brought before Council for consideration. Please update us with the status of our engagement with the firm.

I know this is a very difficult time and I thank everyone for dedicating time and attention to these issues.

Respectfully,
- Jared -

**** PLEASE DO NOT REPLY ALL ****

From: ! Colbrook, William
Sent: Thursday, August 06, 2020 8:43:19 AM
To: ! Miller, Jared
Subject: Re: Police/Transparency Topics For Discussion

Jared,

Thanks for the response back. I appreciate and respect your positions and opinions.

I agree, that we need to sit down to visit. Maybe soon. [REDACTED]

Bill C.

From: ! Miller, Jared
Sent: Wednesday, August 5, 2020 8:35 PM
To: ! Colbrook, William
Subject: Re: Police/Transparency Topics For Discussion

Hi Bill,

Thanks for sending back your thoughts, I'll share some of my responses to those:

Does Council approve every policy utilized by city staff?
?If not, why should Council approve FOIA policy?

?As far as I know, in one way or another, yes, maybe not directly, but almost every policy within the City is crafted through guidance or direction from ordinance or resolution, all of which must be approved and passed by Council. There may be some exceptions, especially when it comes to policies that have a direct reliance on State statute, but I believe even then, the City will generally have to pass an ordinance adopting those statutes into our City Code. I will admittedly not speak with complete confidence as I am not 100% sure of the processes that build every City policy.

Regardless, I believe that FOIA policy should absolutely be approved by Council as we are the direct representatives of the voices and voters of our community. What information should and should not be available to the members of our community (i.e. what information is in the public interest) and how that information is disseminated to the community is not something, in my opinion, that should be decided on "behind closed doors" at the City.

Primarily, I believe that this is important because putting that process in front of Council forcibly makes the decisions about those items (what is and is not available and how it is disseminated) be a part of the public process. I don't feel that this is something special for this particular policy, I believe all policies should have at least some path through a public process of deliberation and comment, unless a strong argument can be made as to why the process should not be public. I do not believe there is any strong argument that can be made for keeping the decision process that sets FOIA policy out of a explicitly public process.

As a Council, I think we need to be careful getting involved in certain issues, like methods of dissemination. This seems out of our swim lane.

Given the trend nationwide, and Urbana specifically, I think it may be wise to hire an additional FOIA employee.

?I absolutely support this notion and believe it would be in the City's best interest to do so.

Regarding SRO's, we should wait to hear from the school district. It is my understanding, members of the school board and senior school administration are strong advocates of the SRO's. It's their school, we should find out what they want.

?Well, it's not their (school board & administration) school, the school belongs to the community, so I don't believe it is just up to them. Plus, the program is collaborative between the school district and the UPD, the City is not a non-player in the program. Just to be clear: I'm not necessarily for/against the SRO program but I still believe that the process of it's approval was rushed and reactionary and did not take into consideration many of the concerns brought up at the time of it's approval nor did the school district or City strongly consider alternatives to the SRO program. These are issues that can be discussed at any time so that the City has a clear position to state to the school district.

Regarding the Use of Force policy, I am hoping Hillard Heintze provides guidance on best practices and nationwide standards. They are the institutional knowledge experts, City Council is not.

?I would argue that institutional knowledge of an institution that is inherently broken and fraught with systemic problems (this is a national issue throughout the criminal justice system, not just police and policing) is not necessarily useful to the conversation of how we need to approach what we want for our community. Federal and state laws notwithstanding, it is up to us (both the Council and the community) to decide what it is that we want for ourselves and we want for our community.

I think it is important to clearly explain, again, why city staff and Council have stayed silent on the Aleyah Lewis case. She has pending criminal charges. Any comment could be detrimental to her fair trial. We should not be discussing her case in any shape, form or fashion, including if we support or not, her prosecution.

I do not necessarily believe that public comments by public officials would be detrimental or not detrimental to her receiving a fair trial. I do not believe we carry any more water (despite what people may think) for shaping the opinion of the State's Attorney than anyone else (I know for a fact know that we do not). Plus the entire notion of a "fair" trial in this situation is absolutely flawed. Her arrest was unfair and unjust, her prosecution under that pretext is also unfair and unrighteous, but that's a conversation for another day.

Regardless, if it is the position of the City that it will not comment on her case for the reasons you have outlined, then the City should say so, the silence (as Durlle illustrated) is what aggravates people more than anything.

I also would like to get an update on the CPRB.

?The Chair and I have discussed this many times, I believe it is long overdue.

Regarding the Durlle resolution, if this were to go forward, a couple of clauses need to be removed, as they go against established federal and state case law. They are:

SECTION TWO:

The Urbana Police Department will stop using pretextual or investigatory stops as a reason for initiating a traffic stop; unless there is clear evidence that criminal activity is occurring.

SECTION THREE:

The Urbana Police Department will delink traffic law enforcement from other types of police activity, e.g. calls for service or hot spot policing.

I am aware that there may be strong legal arguments that would prevent us from writing into ordinances any restrictions on allowing the police to perform their duties as prescribed by the laws that empower them to do so (I have talked extensively with the Jim Simon about this) but I would still support including the language initially insofar as using it to illustrate such a point to the public.

Thanks again for reaching to me. I hope you and your family have been well Bill, we're long overdue to get together. Let me know if you think we'd be able to do so sometime in the near future. I hate writing emails (letters) whenever other options are available.

Sincerely,
- Jared -

From: ! Colbrook, William
Sent: Tuesday, August 4, 2020 12:36 PM
To: ! Miller, Jared
Subject: Re: Police/Transparency Topics For Discussion

Hi Jared,

Some feedback:

Does Council approve every policy utilized by city staff?
?If not, why should Council approve FOIA policy?

As a Council, I think we need to be careful getting involved in certain issues, like methods of dissemination. This seems out of our swim lane.

Given the trend nationwide, and Urbana specifically, I think it may be wise to hire an additional FOIA employee.

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Respectfully,
Bill C.

From: ! Miller, Jared
Sent: Monday, August 3, 2020 10:34 PM
To: Mitten, Carol; Marlin, Diane
Cc: !City Council
Subject: Police/Transparency Topics For Discussion

*** COUNCIL MEMBERS DO NOT REPLY ALL ***

Good evening,

Just wanted to drop these items while they notion is fresh. These can simply be discussion items for Council if there is not time to prepare reports from Staff.?

If anyone has additional topics that I did not cover here that we should be looking at send them to Diane/Carol directly, thanks!

1. FOIA Discussion Part 2

1. ?Topics:

1. City Council approval of current FOIA policy?
2. City Council's suggested changes to current FOIA policy?
 1. Fees for recurrent requesters?
 2. Designation of recurrent requesters?
3. Methods for dissemination of information?
4. Should the City hire an additional FOIA officer?

2. SROs

1. Topics:

1. ?Staff explanation of what is in the SRO agreement with regard to it's role in renewal for the City Council.
2. Council discussion, generally, of the program.
3. Council adoption of a resolution stating support of or recommendation for dissolving of the SRO program.

3. ?Use Of Force

1. Topics:

1. General discussion of current policy and/or related policies (use of long guns for example).
2. Methods available for changing policy.
3. Council discussion of changes to the policy or related policies.
4. Establishment of an interim Use Of Force non-police-based review process or policy?

4. ?Aleyah Lewis

1. Topics:

1. Update on Hillard Heintze review and where they are at.
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4. Does Council/City support or not support her prosecution?

5. CPRB

1. Topics:

1. Can we start laying groundwork through the CPRB for a new board/commission for civilian oversight and accountability?
2. CPRB report on where they are at currently and where they are going for Council.

6. Traffic Stop Racial Disparities

1. Topics:

1. Durlle's draft resolution: do we need to have our UPD report before we take action on his resolution?
 1. If yes: why?
 2. If no: bring a draft resolution to Council for consideration.
2. 2019 Report:
 1. ?Will it include an explanation of the new methodology used in the report?
 2. Will we change our methodology for determining the local ratio to using only "not-at-fault" drivers as Durlle suggests? Why or why not?
 3. What about the report from 2019 on whether or stops included questioning beyond the scope of the stop, where is that data report?

There may be other topics I have in another set of notes but there's plenty to pick from here, but I'll send the others if I dig them up. Please let us know asap what we can expect for next week.

- Jared -

From: ! Colbrook, William
Sent: Tuesday, August 04, 2020 12:36:38 PM
To: ! Miller, Jared
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Sent: Monday, August 3, 2020 10:34 PM
To: Mitten, Carol; Marlin, Diane
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- Jared -

From: ! Colbrook, William
Sent: Monday, July 06, 2020 11:53:05 AM
To: Marlin, Diane
Subject: Re: Contact info requested for focus groups with Hillard Heintze

I would like to participate, in whatever manner is appropriate.

From: Marlin, Diane
Sent: Monday, July 6, 2020 11:41 AM
To: !City Council
Cc: Mitten, Carol
Subject: Contact info requested for focus groups with Hillard Heintze

DO NOT REPLY ALL

Hello All,

We met with the Hillard Heintze team this morning. The review is underway. Marcia Thompson will be coordinating the community engagement process for Hillard Heintze.

She will set up a number of focus group sessions, with smaller breakout "pods" to drill down into community perceptions, concerns, questions. She will also set things up so that city council members can participate and comply with OMA requirements.

We have been asked to provide a list of community stakeholders to include in these sessions. Please send me names, emails, phone numbers (if possible) of individuals and groups you believe should be interviewed. Also, please indicate if you would like to participate as well. Many new groups have formed in the past month, and I don't have a clear idea of who speaks for them. We also need some longstanding community organizations as well, and a cross section of community members. Hillard Heintze expects to seek community input both now and after the report to the city is completed.

Please send me names by Wednesday. Thank you.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Colbrook, William
Sent: Wednesday, July 22, 2020 4:16:44 PM
To: Thompson, Marcia
Subject: Re: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Thanks! In that spirit, I will opt out of these sessions.

I would like to be able to give my input along the way. I am a current Chief (Parkland College). I am working on my 35th year in LE. I spent nearly 26 years in the State Police, retiring as a Captain.

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Wednesday, July 22, 2020 4:01 PM
To: ! Colbrook, William
Cc: Thompson, Marcia
Subject: RE: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Thanks for your note.

Hi, I was asked to invite the Council, and it was your choice, preference is for public to feel unencumbered and able to speak freely and candidly. So, you are absolutely correct in that regard.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



30 South Wacker Drive, Suite 1400, Chicago, Illinois 60606
+1 312-869-8500 www.hillardheintze.com

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From: ! Colbrook, William <wpcolbrook@urbanainllinois.us>
Sent: Wednesday, July 22, 2020 3:46 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Re: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Ma'am:

I am an Alderman. Are these sessions intended for us? I was told that certain meetings were intended for the public only, without Council presence, so the public could comment freely.

Please advise.

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Wednesday, July 22, 2020 3:28 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Hello -

Please see the attached invitation to attend a "Learning Session" and respond to me directly regarding your availability to attend the assigned session, looking forward to hearing your perspective on these critical issues.

If you have any questions, do not hesitate to reach out to me directly. I look to receive your confirmation and I will send the appropriate Zoom link for your designated session.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>>

[signature_324910985]<<http://www.hillardheintze.com/>>

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[signature_897644128]<<https://www.hillardheintze.com/blog/>>

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From: Christopher Hansen
Sent: Tuesday, August 11, 2020 10:49:03 PM
To: ! Brown, Bill
Subject: Some Questions About the Hillard Heintze Review

Hi Bill,

The Public i has been asking me to write an article about the Hillard Heintze review, which still seems to be in-process. A small group of us have agreed to make the article a group project and I'm reaching out to a few people to try and gather their thoughts on the review process.

I'm not looking for direct comments on the Lewis arrest, but on the Hillard Heintze firm and your perspective. I'm wondering what involvement, if any, you had in selecting the firm or guiding the selection process for the firm.

I'm also wondering what your expectations are for the review. Do you think it will be a worthwhile expenditure of resources? Do you think such an endeavor should have been handled differently or by a different group?

Any other thoughts you have are welcome.

I'm happy to honor a request from you regarding your preference for being quoted, or not being quoted, in an article.

We hope to get an article assembled by the end of the week, so I would really appreciate a response soon.

Thanks,
Christopher

From: Marlin, Diane
Sent: Sunday, June 21, 2020 11:54:19 AM
To: !City Council
Cc: Mitten, Carol; Seraphin, Bryant; Hannan, Elizabeth
Subject: Independent Review

DO NOT REPLY ALL

Attached is Memo, Statement of Qualifications, and Agreement for the Independent Review of the 4/10/2020 arrest of Aleyah Lewis. The company we are engaging is Hillard Heintze based in Chicago. As noted in the memo, it was important for the firm to have the experience to evaluate what happened, evaluate current UPD policy, and ability to meet with with council members and community stakeholders as part of the review process. As we negotiated the contract, we had a chance to discuss the questions and comments you provided, and HH has a good sense of what the community concerns are. Jared, I'm sorry I didn't have your comments and questions in time, but you'll have a chance to discuss them directly with the review team. The specific scope of work for the process is included in the Addendum at the end of the agreement.

I would like your suggestions as to which groups/individuals should be represented in the public engagement part of this process. Target date for final report is end of July.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Marlin, Diane
Sent: Tuesday, August 04, 2020 10:11:01 AM
To: City Council
Cc: [REDACTED]; Mitten, Carol; Seraphin, Bryant; Surles, Richard
Subject: Community Safety Topic for 8/10

PLEASE DO NOT REPLY ALL—INFORMATION ONLY

Hello All,

First, let me officially welcome the newly sworn-in member of the Urbana City Council! We look forward to working with Julie on the many important issues before us. Julie took the oath of office at 9:30 am today in City Council chambers.

Second, the policing topic that we will be addressing next Monday is a response to comments and statistics provided during public input last night related to juvenile arrests in Urbana. The information presented was obtained via FOIA and unfortunately, it appears that many of the stats were misinterpreted or misunderstood. I believe that it's important to clarify and correct this publicly, and to describe the reality of juvenile detention and arrests in Urbana.

Third, we are inviting Richard Rosenthal to present on the basic models of community policing oversight and accountability to lay the groundwork for the future discussion. We'll aim for early September. Mr. Rosenthal has extensive experience in this area. Following 15 years as Deputy District Attorney for Los Angeles County, he was hired to be Portland, Oregon's first Director of the Independent Police Review Division in the City Auditor's office. He was subsequently hired to be the City of Denver's first independent monitor. He served for 5 years on the Board of Directors for the National Association of Civilian Oversight of Law Enforcement (NACOLE) and he has held numerous teaching positions at various universities.

This presentation will add to the body of community education topics which also include the FOIA Process and Use of Force.

The other discussion topics for August are:

August 17 One Door—Alternative Mental Health Crisis Response model

August 24 Hillard Heintze report on Aleyah Lewis arrest and related issues

Diane Wolfe Marlin

Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Miller, Jared
Sent: Monday, August 03, 2020 10:34:10 PM
To: Mitten, Carol; Marlin, Diane
Cc: !City Council
Subject: Police/Transparency Topics For Discussion

*** COUNCIL MEMBERS DO NOT REPLY ALL ***

Good evening,

Just wanted to drop these items while they notion is fresh. These can simply be discussion items for Council if there is not time to prepare reports from Staff.

If anyone has additional topics that I did not cover here that we should be looking at send them to Diane/Carol directly, thanks!

1. FOIA Discussion Part 2

1. Topics:

1. City Council approval of current FOIA policy?
2. City Council's suggested changes to current FOIA policy?
 1. Fees for recurrent requesters?
 2. Designation of recurrent requesters?
3. Methods for dissemination of information?
4. Should the City hire an additional FOIA officer?

2. SROs

1. Topics:

1. Staff explanation of what is in the SRO agreement with regard to it's role in renewal for the City Council.
2. Council discussion, generally, of the program.
3. Council adoption of a resolution stating support of or recommendation for dissolving of the SRO program.

3. Use Of Force

1. Topics:

1. General discussion of current policy and/or related policies (use of long guns for example).
2. Methods available for changing policy.
3. Council discussion of changes to the policy or related policies.
4. Establishment of an interim Use Of Force non-police-based review process or policy?

4. Aleyah Lewis

1. Topics:

1. Update on Hillard Heintze review and where they are at.
2. Clearly explain why the City won't say anything about her case or the charges against her.
3. Council discussion of her arrest, knowing what we know today.
4. Does Council/City support or not support her prosecution?

5. CPRB

1. Topics:

1. Can we start laying groundwork through the CPRB for a new board/commission for civilian oversight and accountability?
2. CPRB report on where they are at currently and where they are going for Council.

6. Traffic Stop Racial Disparities

1. Topics:

1. Durle's draft resolution: do we need to have our UPD report before we take action on his resolution?
 1. If yes: why?
 2. If no: bring a draft resolution to Council for consideration.
2. 2019 Report:
 1. Will it include an explanation of the new methodology used in the report?
 2. Will we change our methodology for determining the local ratio to using only "not-at-fault" drivers as Durle suggests? Why or why not?
 3. What about the report from 2019 on whether or stops included questioning beyond the scope of the stop, where is that data report?

There may be other topics I have in another set of notes but there's plenty to pick from here, but I'll send the others if I dig them up. Please let us know asap what we can expect for next week.

- Jared -

From: Thompson, Marcia
Sent: Wednesday, July 22, 2020 3:43:39 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Invitation to a Learning Session (July 29, 2020) at 2:30pm Via Zoom

Hello –

Please see the attached invitation to attend a “Learning Session” and respond to me directly regarding your availability to attend the assigned session, looking forward to hearing your perspective on these critical issues.

If you have any questions, do not hesitate to reach out to me directly. I look to receive your confirmation and I will send the appropriate Zoom link for your designated session.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



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From: S N
Sent: Saturday, July 11, 2020 4:29:15 PM
To: !City Council
Subject: Hillard Heintze

Dear City Council,

I've learned that there is some confusion among community members currently as to whether or not the City has in fact gone ahead with the proposal to hire Hillard Heintze? Could someone let me know? It had been my understanding, the last time I had an update on this (which was at the Council's recent special meeting about policing issues), was that the firm had not been hired, and that the Council wanted to look further into the concerns that I, and Danielle Chenoweth (and, I believe, others) had raised.

Could one among you very kindly update me on where this process is at?

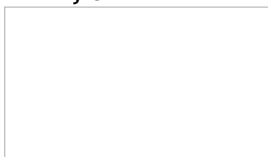
Also, I sincerely apologize for the delay in getting back to you on the issue of references for understanding the negative reputation that Hillard Heintze has garnered among communities, victims, and victim advocates involved in cases it has been asked to review.

The problem is, the further I have looked into this, the more troubling it becomes. And, I have been swamped this past week with other work, so I am still in the process of organizing the ever more concerning findings on Hillard Heintze. I hope to get them to you before Monday evening's scheduled City Council meeting.

Thanks,

Sarah Nixon

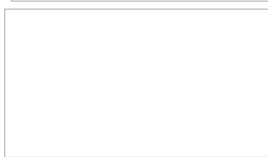
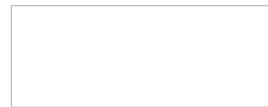
Family Court Reform Advocate



<https://www.batteredmotherscustodyconference.org/>

2019 Presenters • Sarah Nixon

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[Health Innovators](#)

[Health Make-A-Thon Encourages Local Citizens to Dream Up Ideas](#)

[Inaugural ABE People's Choice Award](#)

From: Marlin, Diane
Sent: Thursday, July 16, 2020 9:31:09 AM
To: !City Council
Cc: Mitten, Carol
Subject: Hillard Heintze; city council applications

DO NOT REPLY ALL

1. Reminder: If you have questions related to FOIA, please send them today so that we may address them in Monday's presentation.
2. The Hillard Heintze review is underway. City has provided them with the necessary documents, reports, footage, etc. related to the incident. They are scheduling the stakeholder zoom sessions, beginning the week after next. We will send them the list of participants today, with the understanding that a few more people may be added as we go along.
3. Based on their experience in other cities, Hillard Heintze strongly advises that elected officials do not participate in these initial stakeholder sessions, in order to ensure that community members feel free to express opinions, etc. Council members will have the opportunity to discuss the findings with HH when they make their presentation to city council and HH is going to schedule follow-up zoom sessions that include city council members after the report is done.

If you still wish to participate in an initial session, please let me know. We have to abide by OMA.

4. "Future of Public Safety and Policing-Next Steps" is included as a discussion item for Monday's agenda.
5. As of this morning, we have received two apps for the Ward 2 seat. (A third applicant did not live in the Ward.) Deadline is Friday, 5 pm. And that's firm.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Marlin, Diane
Sent: Monday, July 06, 2020 11:41:13 AM
To: !City Council
Cc: Mitten, Carol
Subject: Contact info requested for focus groups with Hillard Heintze

DO NOT REPLY ALL

Hello All,

We met with the Hillard Heintze team this morning. The review is underway. Marcia Thompson will be coordinating the community engagement process for Hillard Heintze. She will set up a number of focus group sessions, with smaller breakout "pods" to drill down into community perceptions, concerns, questions. She will also set things up so that city council members can participate and comply with OMA requirements.

We have been asked to provide a list of community stakeholders to include in these sessions. Please send me names, emails, phone numbers (if possible) of individuals and groups you believe should be interviewed. Also, please indicate if you would like to participate as well. Many new groups have formed in the past month, and I don't have a clear idea of who speaks for them. We also need some longstanding community organizations as well, and a cross section of community members. Hillard Heintze expects to seek community input both now and after the report to the city is completed.

Please send me names by Wednesday. Thank you.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Marlin, Diane
Sent: Monday, June 29, 2020 3:22:36 PM
To: !City Council
Cc: !Department Heads; !City Clerk
Subject: City Council UPDATE

DO NOT REPLY ALL

Dear Maryalice, Shirese, Bill B., Dennis, Bill C., and Jared,
(Farewell and thank you to Eric!)

This message is to update you on city activities for the next 4-6 weeks plus specific areas where you can collaborate in these efforts. As you know, the next Committee of the Whole meeting is 7/13. We'll also hold a special city council meeting that night to approve an updated orientation and training plan for CPRB members.

City offices are closed on Friday, July 3 for the holiday. Some city staff are taking a couple days off during this 2-week period. The last 4 months have been emotionally and physically exhausting for employees as they have kept core city services functioning during Phases 3, and 4 of Restore Illinois, along with construction season being in full swing and the current focus on oversight and accountability in policing. (Bill Brown, thank you for your message to employees; it was greatly appreciated.)

We are also taking this two week period to begin to transition some employees back to work at Public Works and the City Building, with the hope of opening to the public for limited hours at first. In some work areas, this will require temporary, physical modifications of work spaces to accommodate distancing. Some work areas simply do not have enough room to have everyone working in the same space at the same time. We'll also have to make modifications to City Council chambers to accommodate safe distancing and function and will provide further details on public meetings when we get them worked out. The challenge of our city building is that a number of very distinct functions are under one roof and each function has very different needs for space, security, and accessibility. We are going to be in Phase 4 until this pandemic is over, so we need to plan for the long-term, and to do everything possible protect the health of employees and the public.

Priorities for next 4-6 weeks:

1. Nominate candidate for Ward 2 City Council seat. If you know of anyone who is interested in serving out the remainder of Eric's term, please let me know so that I can reach out.
2. Fill vacancy on the CPRB. This is a critical time for CPRB as we renovate this board and its functions. Darius White had to resign his seat due to the increased time commitment required. Please encourage people who are interested in serving on this board and who have the necessary time and energy required to do the work over the next year to apply. Staff are continuing to work with CPRB leadership to move forward.
3. Independent review by Hillard Heintze. As I reported last Monday, I signed the contract with the firm and this process is about to get underway. We currently are compiling all reports, footage, and other information necessary for the review. A very important part of the review process is direct interviews with community stakeholders. **Please send me contact information for individuals and groups whom you think should be represented in these interviews, as a starting point.** Once we get more guidance on logistics for this part of the review, I will work with you to pull a list of people together.
4. We'll brief city council on "One Door" via two by two's in advance of public presentation. In the same session, we also would like to discuss a proposed path forward to comprehensively re-imagine policing in Urbana. To be clear, this is not a proposal for WHAT will be done, but rather a framework for the public discussion.
5. As of a few days ago, HR reported that we had received close to **100 applications for the Community Engagement Coordinator** position. I'm heartened by this response, because this person will play a very important role in our community.
6. Presentations coming up in council: Body cameras, FOIA process, Traffic Stops, One Door

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Marlin, Diane
Sent: Sunday, July 12, 2020 2:10:52 PM
To: ! Brown, Bill
Cc: Mitten, Carol
Subject: RE: Contact info requested for focus groups with Hillard Heintze

I had Carol Spindel for ACLU but can put Carol Leff instead. Thanks.

I don't think the groups will be ready to meet this week....HH actually advised that elected officials NOT be in the sessions so that folks felt completely free to say what they wanted. This is based on experience in other cities. We also have the issue of OMA. Couldn't have more than two council members in any given session..... I'm thinking that council could participate in the follow up group sessions....rather than these initial stakeholder listening session.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Brown, Bill <bbrown@urbanaininois.us>
Sent: Sunday, July 12, 2020 2:03 PM
To: Marlin, Diane <dymarlin@urbanaininois.us>
Cc: Mitten, Carol <cjmitten@urbanaininois.us>
Subject: Re: Contact info requested for focus groups with Hillard Heintze

I forgot to reply to this, but the only contact info I had was for ACLU. Carol Spindel is still on the board, but the new chapter president is Carol Left, [REDACTED]

If they have any groups this week I can participate, but then I'll be gone for a couple weeks.

Thanks,
Bill

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From: Marlin, Diane <dymarlin@urbanaininois.us>
Sent: Monday, July 6, 2020, 11:41 AM
To: !City Council
Cc: Mitten, Carol
Subject: Contact info requested for focus groups with Hillard Heintze

DO NOT REPLY ALL

Hello All,

We met with the Hillard Heintze team this morning. The review is underway. Marcia Thompson will be coordinating the community engagement process for Hillard Heintze. She will set up a number of focus group sessions, with smaller breakout "pods" to drill down into community perceptions, concerns, questions. She will also set things up so that city council members can participate and comply with OMA requirements.

We have been asked to provide a list of community stakeholders to include in these sessions. Please send me names, emails, phone numbers (if possible) of individuals and groups you believe should be interviewed. Also, please indicate if you would like to participate as well. Many new groups have formed in the past month, and I don't have a clear idea of who speaks for them. We also need some longstanding community organizations as well, and a cross section of community members. Hillard Heintze expects to seek community input both now and after the report to the city is completed.

Please send me names by Wednesday. Thank you.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Marlin, Diane
Sent: Monday, June 29, 2020 7:46:12 AM
To: ! Brown, Bill
Cc: Simon, James; Mitten, Carol
Subject: Re: Independent Review

I will defer to legal for that answer.

On Jun 29, 2020, at 7:42 AM, ! Brown, Bill <bbrown@urbanailinois.us> wrote:

?

Ok thanks. Also, can you say if there has been legal action filed against the City or police for conduct by the police?

Bill

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From: Marlin, Diane <dwmalin@urbanailinois.us>
Sent: Sunday, June 28, 2020 10:58:59 PM
To: ! Brown, Bill <bbrown@urbanailinois.us>
Subject: Re: Independent Review

Yes, it's public. Can post whole thing.

On Jun 28, 2020, at 9:21 PM, ! Brown, Bill <bbrown@urbanailinois.us> wrote:

?

Are these public? If not, I think it would at least be good to make this part public.

- Bill

3. SERVICES

Company will engage in an independent review of the administrative investigation into the use of force incident occurring in Urbana, Illinois on April 10, 2020. Company will also assess the policies and practices that guided the use of force incident. Additionally, Company will seek to engage key community stakeholders to obtain their perspective on the Urbana Police Department's (UPD) use of force policy and applicable law. This review will result in a published report of the independent review and assessment.

Company will attempt to interview a claim related to a specific bystander regarding video of the incident and subsequent required actions, if any, in writing.

Company's team will consist of subject-matter experts in policing and community engagement. Mark Giuffre will be the project manager and supported by Company staff. Given social distancing restrictions, a significant portion of the work will be conducted remotely, through use of digital engagement tools. Company will:

- Prepare an Independent Review of the internal UPD examination of the April 10 incident (Incident). Company will provide a review of the administrative sufficiency of the process in accordance with the applicable policies and procedures of the UPD.
 - Request, receive and review documentation and reports, including the internal examination of the incident, and any other reports or data developed by the UPD, including video footage in relation to the Incident and the internal UPD examination. This request will include any public report available and released by the Champaign County State's Attorney relative to decisions made.
 - Assess applicable UPD operational and tactical practices, supervision, policies and procedures relevant to the Independent Review. We anticipate that this will require interviews with internal subject-matter experts, policy review and benchmarking against law enforcement standards.
 - Seek to engage community stakeholders regarding their perception and expectation of the UPD regarding use of force. We will reach out to key community stakeholders as identified by the City and UPD and other community stakeholders as time and resources permit.
 - Attempt to interview the individual who posted a video of the Incident to address unattributed claims that one or more Urbana police officers asked him to remove the video from social media.
 - Conduct 10 civilian interviews and/or virtual focus group sessions. UPD interviews will be conducted with UPD employees responsible for setting and implementing policy and/or training. Combined, we anticipate no more than 16 interviews. Additional interviews of community members will increase the scope of work and pricing for the project. Should this become an issue, we will work with the City to identify an appropriate strategy.
- Deliverable: Company will deliver an Independent Review of the administrative sufficiency of the internal UPD examination of the Incident and provide an assessment of the relevant UPD use of force

policies and practices, including community perspectives on UPD's use of force. The goal will be to identify relevant recommendations to continue to advance police community engagement in Urbana. Company will use standards of practice and professional experience in conducting its review, as well as benchmarking against model policies and practices.

Company will engage upon execution of this agreement with an anticipated delivery date of July 31, 2020. This delivery date is subject to change based upon the production of documents and the availability of relevant individuals for interview.

Company will discuss in person, using virtual engagement tools, key findings and recommendations and will deliver a draft report. Client will have one week for review and edit of any errors, at which time Company will have one week to correct the errors and deliver a final independent review report.

Final delivery date is anticipated to be July 31, 2020.

- Subsequent work, edits and review, not attributable to factual errors, will be charged at the Company's consulting rate of \$195 per hour.

Company will also conduct a virtual high-level presentation that provides an overview of the findings and recommendations to the Urbana City Council after the delivery of the final report and at a date to be determined. Company will answer questions from the Urbana Council members during the meeting.

Implementation Touchpoint: As part of Company's services, if desired, Company will support Client's team in an assessment of the implementation of the top three key findings and recommendations six months after the delivery of Company's report. Company will discuss Client actions taken and provide a summary analysis and insight in a verbal presentation to Client and its selected team members.

From: Marlin, Diane

Sent: Sunday, June 21, 2020 11:54 AM

To: !City Council

Cc: Mitten, Carol; Seraphin, Bryant; Hannan, Elizabeth

Subject: Independent Review

DO NOT REPLY ALL

Attached is Memo, Statement of Qualifications, and Agreement for the Independent Review of the 4/10/2020 arrest of Aleyah Lewis. The company we are engaging is Hillard Heintze based in Chicago. As noted in the memo, it was important for the firm to have the experience to evaluate what happened, evaluate current UPD policy, and ability to meet with council members and community stakeholders as part of the review process. As we negotiated the contract, we had a chance to discuss the questions and comments you provided, and HH has a good sense of what the community concerns are. Jared, I'm sorry I didn't have your comments and questions in time, but you'll have a chance to discuss them directly with the review team. The specific scope of work for the process is included in the Addendum at the end of the agreement.

I would like your suggestions as to which groups/individuals should be represented in the public engagement part of this process. Target date for final report is end of July.

Diane Wolfe Marlin

Mayor

City of Urbana | Executive Department

400 S Vine St | Urbana IL 61801

217.384.2456

[<image003.jpg>](#)

From: Marlin, Diane
Sent: Sunday, June 28, 2020 10:58:59 PM
To: ! Brown, Bill
Subject: Re: Independent Review

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- Request, receive and review documentation and reports, including the internal examination of the incident, and any other reports or data developed by the UPD, including video footage in relation to the Incident and the internal UPD examination. This request will include any public report available and released by the Champaign County State's Attorney relative to decisions made.
- Assess applicable UPD operational and tactical practices, supervision, policies and procedures relevant to the Independent Review. We anticipate that this will require interviews with internal subject-matter experts, policy review and benchmarking against law enforcement standards.
- Seek to engage community stakeholders regarding their perception and expectation of the UPD regarding use of force. We will reach out to key community stakeholders as identified by the City and UPD and other community stakeholders as time and resources permit.
- Attempt to interview the individual who posted a video of the Incident to address unattributed claims that one or more Urbana police officers asked him to remove the video from social media.
- Conduct 10 civilian interviews and/or virtual focus group sessions. UPD interviews will be conducted with UPD employees responsible for setting and implementing policy and/or training. Combined, we anticipate no more than 16 interviews. Additional interviews of community members will increase the scope of work and pricing for the project. Should this become an issue, we will work with the City to identify an appropriate strategy.

Deliverable: Company will deliver an Independent Review of the administrative sufficiency of the internal UPD examination of the Incident and provide an assessment of the relevant UPD use of force policies and practices, including community perspectives on UPD's use of force. The goal will be to identify relevant recommendations to continue to advance police community engagement in Urbana. Company will use standards of practice and professional experience in conducting its review, as well as benchmarking against model policies and practices.

Company will engage upon execution of this agreement with an anticipated delivery date of July 31, 2020. This delivery date is subject to change based upon the production of documents and the availability of relevant individuals for interview.

Company will discuss in person, using virtual engagement tools, key findings and recommendations and will deliver a draft report. Client will have one week for review and edit of any errors, at which time Company will have one week to correct the errors and deliver a final independent review report. Final delivery date is anticipated to be July 31, 2020.

- Subsequent work, edits and review, not attributable to factual errors, will be charged at the Company's consulting rate of \$195 per hour.

Company will also conduct a virtual high-level presentation that provides an overview of the findings and recommendations to the Urbana City Council after the delivery of the final report and at a date to be determined. Company will answer questions from the Urbana Council members during the meeting.

Implementation Touchpoint: As part of Company's services, if desired, Company will support Client's team in an assessment of the implementation of the top three key findings and recommendations six months after the delivery of Company's report. Company will discuss Client actions taken and provide a summary analysis and insight in a verbal presentation to Client and its selected team members.

From: Marlin, Diane
Sent: Sunday, June 21, 2020 11:54 AM
To: !City Council
Cc: Mitten, Carol; Seraphin, Bryant; Hannan, Elizabeth
Subject: Independent Review

DO NOT REPLY ALL

Attached is Memo, Statement of Qualifications, and Agreement for the Independent Review of the 4/10/2020 arrest of Aleyah Lewis. The company we are engaging is Hillard Heintze based in Chicago. As noted in the memo, it was important for the firm to have the experience to evaluate what happened, evaluate current UPD policy, and ability to meet with with council members and community stakeholders as part of the review process. As we negotiated the contract, we had a chance to discuss the questions and comments you provided, and HH has a good sense of what the community concerns are. Jared, I'm sorry I didn't have your comments and questions in time, but you'll have a chance to discuss them directly with the review team. The specific scope of work for the process is included in the Addendum at the end of the agreement.

I would like your suggestions as to which groups/individuals should be represented in the public engagement part of this process. Target date for final report is end of July.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456
[<image003.jpg>](#)

From: ! Miller, Jared
Sent: Saturday, June 27, 2020 5:11:32 PM
To: !City Council
Cc: Marlin, Diane; Mitten, Carol; Seraphin, Bryant; Simon, James; Brooks, Michelle; Borman Curt
Subject: One Door

**** PLEASE DO NOT REPLY ALL ****

Hello to all,

I want to thank everyone for taking the time to participate in the meeting this past Thursday. I know that no one had to be there and I think it means a lot that everyone took the time to do so despite busy schedules. Thank you.

I think we achieved what we set out to do (creating dialogue) that folks were happy we held the meeting and that they were able to actually engage us in conversation. There were, of course, downfalls and some criticisms but it was a good start.

Since there is quite a bit of time between now and our next meeting, I wanted to send a message because we need to stay proactive in the moment and I've got a couple of things I am concerned about.

I'm not sure where things are at with the whole One Door idea (or any other ideas about a non-police responses to calls for service) but I'm requesting that any information that can be shared with Council by staff/Mayor prior to a project being brought to Council be done so ahead of time. Perhaps our traditional two on two meetings, consultation with the leaders of the most vocal protest groups, etc, are in order.

I know this is just one starting point but we should be engaging in a collaborative process as much as possible as soon as possible to ensure that we don't need to spend two months worth of meetings trying to hash out the details of a new program.

Speaking of collaboration (and lack thereof): my other major concern is about the selection of Hillard Heintze as our independent reviewer of the arrest of Aleyah Lewis.

I'm not sure why, considering the circumstances, City staff/Mayor decided that it would be best to select an agency behind closed doors and without the review or consent of Council or vetting from the public. This issue is too important to be decided on without Council, in my opinion. The Mayor mentioned that a report will be given to Council and we'll have a chance to vet them then. Why would we not have been given the opportunity to vet them prior to their selection as we would with any other important agency that reviews City business? I just don't understand.

Transparency for the selection was non-existent and if anyone thinks that the general public is going to take any stock in an agency that was selected in private without consultation or consideration of the public or Council with such obvious and strong ties to law-enforcement throughout their leadership council and partners, you are going to be very disappointed.

If the paperwork has not already been signed then I would request that the selection be brought before Council for consideration. Please update us with the status of our engagement with the firm.

I know this is a very difficult time and I thank everyone for dedicating time and attention to these issues.

Respectfully,
- Jared -

**** PLEASE DO NOT REPLY ALL ****

From: Thompson, Marcia
Sent: Wednesday, July 22, 2020 3:56:38 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Invitation to a Learning Session (July 29, 2020) at 5:30pm Via Zoom

Hello –

Please see the attached invitation to attend a “Learning Session” and respond to me directly regarding your availability to attend the assigned session, looking forward to hearing your perspective on these critical issues.

If you have any questions, do not hesitate to reach out to me directly. I look to receive your confirmation and I will send the appropriate Zoom link for your designated session.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



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From: Julie R. Laut
Sent: Thursday, August 06, 2020 9:51:52 AM
To: ! Laut, Julie
Subject: Fwd: Community Safety Topic for 8/10

----- Forwarded message from "Diane Marlin" <dwmarlin@urbanailinois.us> -----

Date: 8/4/2020 at 10:11 AM

Subject: Community Safety Topic for 8/10

To: !City Council <CityCouncil@urbanailinois.us>

Cc: "[REDACTED]" <[REDACTED]> "Mitten, Carol" <cjmitten@urbanailinois.us>, "Seraphin, Bryant" <seraphbd@urbanailinois.us>, "Surles, Richard" <surlesrh@urbanailinois.us>

PLEASE DO NOT REPLY ALL—INFORMATION ONLY

Hello All,

First, let me officially welcome the newly sworn-in member of the Urbana City Council! We look forward to working with Julie on the many important issues before us. Julie took the oath of office at 9:30 am today in City Council chambers.

Second, the policing topic that we will be addressing next Monday is a response to comments and statistics provided during public input last night related to juvenile arrests in Urbana. The information presented was obtained via FOIA and unfortunately, it appears that many of the stats were misinterpreted or misunderstood. I believe that it's important to clarify and correct this publicly, and to describe the reality of juvenile detention and arrests in Urbana.

Third, we are inviting Richard Rosenthal to present on the basic models of community policing oversight and accountability to lay the groundwork for the future discussion. We'll aim for early September. Mr. Rosenthal has extensive experience in this area. Following 15 years as Deputy District Attorney for Los Angeles County, he was hired to be Portland, Oregon's first Director of the Independent Police Review Division in the City Auditor's office. He was subsequently hired to be the City of Denver's first independent monitor. He served for 5 years on the Board of Directors for the National Association of Civilian Oversight of Law Enforcement (NACOLE) and he has held numerous teaching positions at various universities.

This presentation will add to the body of community education topics which also include the FOIA Process and Use of Force.

The other discussion topics for August are:

August 17 One Door—Alternative Mental Health Crisis Response model

August 24 Hillard Heintze report on Aleyah Lewis arrest and related issues

Diane Wolfe Marlin

Mayor

City of Urbana | Executive Department

400 S Vine St | Urbana IL 61801

217.384.2456



From: S N
Sent: Wednesday, August 12, 2020 10:54:28 AM
To: ! Wu, Maryalice
Subject: Hillard Heintze

Hello Ms Wu,

I am writing to you, as my Ward 1 alderwoman, about the City's appointment of the Hillard Heintze consulting firm to undertake a review of the Urbana Police Department's violent assault and arrest of Aleyah Lewis on April 10 of this year. I have been hearing feedback from community members that is concerning. I spoke briefly with Aleyah Lewis yesterday, after her hearing at the Champaign County Courthouse, who told me that Hillard Heintze has not reached out to her. I have also learned that community member advocates for Ms Lewis who were invited to a recent Hillard Heintze listening session, have expressed disappointment with the process, and that, at the session, the Hillard Heintze representative apparently did not even mention Aleyah Lewis' case.

I would like to know your thoughts on the Hillard Heintze review process so far, and your expectations regarding the review that they have undertaken. I'm also wondering what involvement, if any, you had in selecting that firm.

As well, do you know what the cost is to the tax payers so far for this review? I have heard that the City has contracted to pay Hillard Heintze a sum of \$15,000, with an additional \$195 hourly fee for work rendered. Is that information correct?

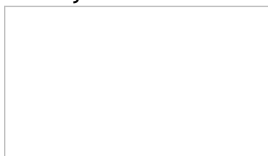
Any additional thoughts and information you can share would be welcome.

Thank you very sincerely for your time and attention to my questions. Please know that I would like to share your response with the West Urbana Neighborhood Association listserv, as several of its members have asked me to share updates on the City's handling of the Aleyah Lewis case and their hiring of Hillard Heintze to conduct the independent third-party review.

Yours truly,

Sarah Nixon

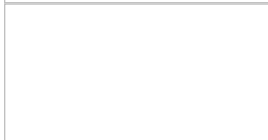
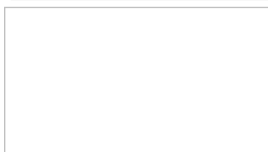
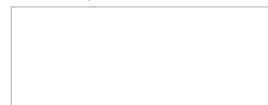
Family Court Reform Advocate



<https://www.batteredmotherscustodyconference.org/>

2019 Presenters • Sarah Nixon

Health Maker • Founder • Director



[Maker Story](#)

[Health Innovators](#)

[Health Make-A-Thon Encourages Local Citizens to Dream Up Ideas](#)

[Inaugural ABE People's Choice Award](#)

From: Marlin, Diane
Sent: Tuesday, August 04, 2020 10:11:01 AM
To: City Council
Cc: [REDACTED]; Mitten, Carol; Seraphin, Bryant; Surles, Richard
Subject: Community Safety Topic for 8/10

PLEASE DO NOT REPLY ALL—INFORMATION ONLY

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Diane Wolfe Marlin

Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Miller, Jared
Sent: Monday, August 03, 2020 10:34:10 PM
To: Mitten, Carol; Marlin, Diane
Cc: !City Council
Subject: Police/Transparency Topics For Discussion

*** COUNCIL MEMBERS DO NOT REPLY ALL ***

Good evening,

Just wanted to drop these items while they notion is fresh. These can simply be discussion items for Council if there is not time to prepare reports from Staff.

If anyone has additional topics that I did not cover here that we should be looking at send them to Diane/Carol directly, thanks!

1. FOIA Discussion Part 2

1. Topics:

1. City Council approval of current FOIA policy?
2. City Council's suggested changes to current FOIA policy?
 1. Fees for recurrent requesters?
 2. Designation of recurrent requesters?
3. Methods for dissemination of information?
4. Should the City hire an additional FOIA officer?

2. SROs

1. Topics:

1. Staff explanation of what is in the SRO agreement with regard to it's role in renewal for the City Council.
2. Council discussion, generally, of the program.
3. Council adoption of a resolution stating support of or recommendation for dissolving of the SRO program.

3. Use Of Force

1. Topics:

1. General discussion of current policy and/or related policies (use of long guns for example).
2. Methods available for changing policy.
3. Council discussion of changes to the policy or related policies.
4. Establishment of an interim Use Of Force non-police-based review process or policy?

4. Aleyah Lewis

1. Topics:

1. Update on Hillard Heintze review and where they are at.
2. Clearly explain why the City won't say anything about her case or the charges against her.
3. Council discussion of her arrest, knowing what we know today.
4. Does Council/City support or not support her prosecution?

5. CPRB

1. Topics:

1. Can we start laying groundwork through the CPRB for a new board/commission for civilian oversight and accountability?
2. CPRB report on where they are at currently and where they are going for Council.

6. Traffic Stop Racial Disparities

1. Topics:

1. Durle's draft resolution: do we need to have our UPD report before we take action on his resolution?
 1. If yes: why?
 2. If no: bring a draft resolution to Council for consideration.
2. 2019 Report:
 1. Will it include an explanation of the new methodology used in the report?
 2. Will we change our methodology for determining the local ratio to using only "not-at-fault" drivers as Durle suggests? Why or why not?
 3. What about the report from 2019 on whether or stops included questioning beyond the scope of the stop, where is that data report?

There may be other topics I have in another set of notes but there's plenty to pick from here, but I'll send the others if I dig them up. Please let us know asap what we can expect for next week.

- Jared -

From: Marlin, Diane
Sent: Sunday, June 21, 2020 11:54:19 AM
To: !City Council
Cc: Mitten, Carol; Seraphin, Bryant; Hannan, Elizabeth
Subject: Independent Review

DO NOT REPLY ALL

Attached is Memo, Statement of Qualifications, and Agreement for the Independent Review of the 4/10/2020 arrest of Aleyah Lewis. The company we are engaging is Hillard Heintze based in Chicago. As noted in the memo, it was important for the firm to have the experience to evaluate what happened, evaluate current UPD policy, and ability to meet with with council members and community stakeholders as part of the review process. As we negotiated the contract, we had a chance to discuss the questions and comments you provided, and HH has a good sense of what the community concerns are. Jared, I'm sorry I didn't have your comments and questions in time, but you'll have a chance to discuss them directly with the review team. The specific scope of work for the process is included in the Addendum at the end of the agreement.

I would like your suggestions as to which groups/individuals should be represented in the public engagement part of this process. Target date for final report is end of July.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Marlin, Diane
Sent: Thursday, July 16, 2020 9:48:08 AM
To: ! Wu, Maryalice
Subject: RE: Hillard Heintze; city council applications

HH will provide detailed notes from the meetings. They don't record the meetings, again to encourage open dialogue. Thank you for your perspective on Julie.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Wu, Maryalice <mwu@urbanaininois.us>
Sent: Thursday, July 16, 2020 9:42 AM
To: Marlin, Diane <dwmalin@urbanaininois.us>
Subject: Re: Hillard Heintze; city council applications

Hi Diane,

Thank you for the update. I am fine not participating in the initial stakeholder meetings. Will there be meeting minutes or only a summary of these meetings?

I also wanted to let you know I do know Julie Laut, who has applied for the ward 2 position, on a cursory level. She organized the event my dad participated in last year regarding campus and the 1960s student protests. She also holds a Friday night lock down trivia night that I often attend. The trivia night is something that she does on her own time and she highlights one community organization to donate to each week. I think the group has donated over 8k to community groups since April.

Best,
Maryalice

From: Marlin, Diane
Sent: Thursday, July 16, 2020 9:31 AM
To: !City Council
Cc: Mitten, Carol
Subject: Hillard Heintze; city council applications

DO NOT REPLY ALL

1. Reminder: If you have questions related to FOIA, please send them today so that we may address them in Monday's presentation.
2. The Hillard Heintze review is underway. City has provided them with the necessary documents, reports, footage, etc. related to the incident. They are scheduling the stakeholder zoom sessions, beginning the week after next. We will send them the list of participants today, with the understanding that a few more people may be added as we go along.
3. Based on their experience in other cities, Hillard Heintze strongly advises that elected officials do not participate in these initial stakeholder sessions, in order to ensure that community members feel free to express opinions, etc. Council members will have the opportunity to discuss the findings with HH when they make their presentation to city council and HH is going to schedule follow-up zoom sessions that include city council members after the report is done.

If you still wish to participate in an initial session, please let me know. We have to abide by OMA.

4. "Future of Public Safety and Policing-Next Steps" is included as a discussion item for Monday's agenda.
5. As of this morning, we have received two apps for the Ward 2 seat. (A third applicant did not live in the Ward.) Deadline is Friday, 5 pm. And that's firm.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
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From: Thompson, Marcia
Sent: Wednesday, July 29, 2020 9:55:55 PM
To: ! Wu, Maryalice
Cc: Thompson, Marcia
Subject: RE: Invitation to a Learning Session (July 29, 2020) at 2:30pm Via Zoom

Hi, I am so sorry, I didn't see your response, as I was likely already on-line getting prepped for the session.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



30 South Wacker Drive, Suite 1400, Chicago, Illinois 60606
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From: ! Wu, Maryalice <mwu@urbanaininois.us>
Sent: Wednesday, July 29, 2020 2:19 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Re: Invitation to a Learning Session (July 29, 2020) at 2:30pm Via Zoom

?Dear Marcia,

I am happy to attend the meeting today and did not know if I was supposed to. I am the representative for Ward 1. If it is ok for me to attend could you send me the zoom link?

Thanks,

Maryalice

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Wednesday, July 22, 2020 3:43 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Invitation to a Learning Session (July 29, 2020) at 2:30pm Via Zoom

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If you have any questions, do not hesitate to reach out to me directly. I look to receive your confirmation and I will send the appropriate Zoom link for your designated session.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>>

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From: Marlin, Diane
Sent: Monday, July 13, 2020 9:51:08 AM
To: ! Wu, Maryalice
Subject: Re: Independent Review

It's not on the website. But you can share what we sent you.

Sent from my iPhone

On Jul 13, 2020, at 9:49 AM, ! Wu, Maryalice <mwu@urbanaillinois.us> wrote:

I could not find this on the city website. So we are able to share the contract you emailed?
Thanks,
M

From: Marlin, Diane
Sent: Monday, July 13, 2020 9:49 AM
To: ! Wu, Maryalice
Subject: Re: Independent Review

The materials provided to council are public.

Sent from my iPhone

On Jul 13, 2020, at 9:48 AM, ! Wu, Maryalice <mwu@urbanaillinois.us> wrote:

Dear Diane,

Is there a document regarding the independent review contract that can be shared with the public?

Thanks,
Maryalice

From: Marlin, Diane
Sent: Sunday, June 21, 2020 11:54 AM
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Cc: Mitten, Carol; Seraphin, Bryant; Hannan, Elizabeth
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Diane Wolfe Marlin
Mayor

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217.384.2456
[<image003.jpg>](#)

From: Marlin, Diane
Sent: Thursday, July 16, 2020 9:31:09 AM
To: !City Council
Cc: Mitten, Carol
Subject: Hillard Heintze; city council applications

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Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: S N
Sent: Saturday, July 11, 2020 4:29:15 PM
To: !City Council
Subject: Hillard Heintze

Dear City Council,

I've learned that there is some confusion among community members currently as to whether or not the City has in fact gone ahead with the proposal to hire Hillard Heintze? Could someone let me know? It had been my understanding, the last time I had an update on this (which was at the Council's recent special meeting about policing issues), was that the firm had not been hired, and that the Council wanted to look further into the concerns that I, and Danielle Chenoweth (and, I believe, others) had raised.

Could one among you very kindly update me on where this process is at?

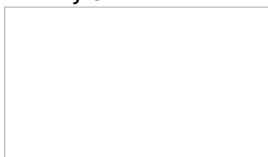
Also, I sincerely apologize for the delay in getting back to you on the issue of references for understanding the negative reputation that Hillard Heintze has garnered among communities, victims, and victim advocates involved in cases it has been asked to review.

The problem is, the further I have looked into this, the more troubling it becomes. And, I have been swamped this past week with other work, so I am still in the process of organizing the ever more concerning findings on Hillard Heintze. I hope to get them to you before Monday evening's scheduled City Council meeting.

Thanks,

Sarah Nixon

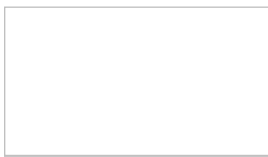
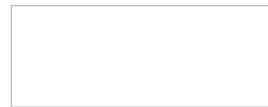
Family Court Reform Advocate



<https://www.batteredmotherscustodyconference.org/>

2019 Presenters • Sarah Nixon

Health Maker • Founder • Director



[Maker Story](#)

[Health Innovators](#)

[Health Make-A-Thon Encourages Local Citizens to Dream Up Ideas](#)

[Inaugural ABE People's Choice Award](#)

From: Marlin, Diane
Sent: Monday, July 13, 2020 9:49:09 AM
To: ! Wu, Maryalice
Subject: Re: Independent Review

The materials provided to council are public.

Sent from my iPhone

On Jul 13, 2020, at 9:48 AM, ! Wu, Maryalice <mwu@urbanaillinois.us> wrote:

Dear Diane,

Is there a document regarding the independent review contract that can be shared with the public?

Thanks,
Maryalice

From: Marlin, Diane
Sent: Sunday, June 21, 2020 11:54 AM
To: !City Council
Cc: Mitten, Carol; Seraphin, Bryant; Hannan, Elizabeth
Subject: Independent Review

DO NOT REPLY ALL

Attached is Memo, Statement of Qualifications, and Agreement for the Independent Review of the 4/10/2020 arrest of Aleyah Lewis. The company we are engaging is Hillard Heintze based in Chicago. As noted in the memo, it was important for the firm to have the experience to evaluate what happened, evaluate current UPD policy, and ability to meet with with council members and community stakeholders as part of the review process. As we negotiated the contract, we had a chance to discuss the questions and comments you provided, and HH has a good sense of what the community concerns are. Jared, I'm sorry I didn't have your comments and questions in time, but you'll have a chance to discuss them directly with the review team. The specific scope of work for the process is included in the Addendum at the end of the agreement.

I would like your suggestions as to which groups/individuals should be represented in the public engagement part of this process. Target date for final report is end of July.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456
[<image003.jpg>](#)

From: Sharon Irish
Sent: Saturday, July 11, 2020 1:46:18 PM
To: ! Wu, Maryalice
Subject: Re: thank you and next steps

Hello again,

I don't have anything to add about Hillard and Heintze than what I said before. It would be great if there were documentation of the contract on the Urbana City site. I can't find any. I understand there's a team from H+H and that they will take several months. As with most things, the process is at least as important as the final report, since the f2f interviews may also spark useful conversations among us.

I gathered from one City Council meeting that Giovanna Dibenedetto was leaving the area (?). I think it would be important to talk with her, and Sam Smith, and the others involved with re-naming Silverwood.

Kind of related, I need better ways to track court and police information. I probably need to attend one of your civics sessions! Obviously, back in April when I asked the City Council to drop the charges against Aleyah Lewis, I was way wrong, since that is not part of your remit. But I would like to know more about if/how often the City Council gets filled in on what is going on with departments that are listed as under the Mayor/City Administrator. And do you review the City Administrator, or is that all up to the mayor?

It seems like "about 27 people" charged in relation to the May 31 incidents at MarketPlace Mall is a whole lot of people...and it is hard for me to know how to follow the trajectories of their cases.

https://www.news-gazette.com/news/local/courts-police-fire/another-alleged-may-31-looter-in-court/article_4b26d4c6-bb49-5f0a-baf1-6b79c33a2d87.html

OK, that's my Saturday brain dump. Don't feel you need to address my ignorance: I just thought letting you know where my questions were might be helpful.

All the best, Sharon

On Tue, Jul 7, 2020 at 4:53 PM Sharon Irish <[REDACTED]> wrote:

Dear Maryalice, I am so glad you took some time off.

It's a terrific idea to meet with civics students!

While I am willing to talk with the consulting firm, I think the biggest priority is those who live in areas that are policed, for good or ill. I don't feel like WUNA or me personally has much to offer except my skepticism about police reform.

About the firm: I have some info, but I need to check and see if I can share it. As I understand it, most of these firms are alike, and most of them are staffed by former police officers.

I'm babysitting for my grandson for the next couple of days, but I will get back to you on Friday.

Thanks, Sharon

On Tue, Jul 7, 2020 at 4:00 PM ! Wu, Maryalice <mwu@urbanaillinois.us> wrote:

??Hi Sharon,

I actually took a week off from city business and work! I am finally getting back to email and I apologize for the delay.

I was doing a little research on the consulting firm and found that this group has also been hired to do a review of Breonna Taylor fatal shooting incident.

<https://www.courier-journal.com/story/news/politics/metro-government/2020/07/02/hillard-heintze-impd-review-amid-breonna-taylor-protests/5369598002/>

In addition, they have worked with Evanston, IL and San Francisco, Ca, Ann Arbor, MI police departments based on my quick search. This is not to say that they are a good or bad agency only that it appears other large police departments have conducted reviews with this company. ?I have actually not found many bad reviews of this company, only one came up in the first 15 pages of a google search. Do you have any information that you could share about concerns with this group?

Would you be interested in being added to the list of people to contact for group discussion with the consulting firm?

I have also been thinking of holding "virtual office hours" reaching out to Urbana civic teachers to talk directly to student about local government.

Best,

Maryalice

From: Sharon Irish <[REDACTED]>
Sent: Friday, June 26, 2020 12:55 PM
To: ! Wu, Maryalice
Subject: thank you and next steps

Dear Maryalice,

Thank you for requesting and helping to facilitate last night's meeting. It was hard to watch and, I'm sure, harder to be in that Zoom room. I'm so grateful for your hard work and thoughtful presence.

I came away with several thoughts:

-After Sarah Nixon's presentation, I have a big concern about the consulting firm that has been hired to conduct a "review" of the April 10 and on behaviors related to Aleyah Lewis. I gather that I am not alone in this concern and that it is being looked into.

-It was really challenging to listen to Meghan McDonald, but her anger and passion made me think harder about what to do regarding those arrested in April and May. I had assumed there wasn't much point in "demanding" that charges be dropped, but now I wonder. It's true that there's not much point in "reforming" police conduct if the criminal injustice system remains unchallenged. So, I will try and come up with an action that makes sense for me.

-One of the few things that Shirese Hursey said that I agree with (though I had trouble focusing on what she said) is that we do need more ways for residents to understand how government works (and doesn't.) From what I understand, there isn't a good model for an effective Citizen Police Review Board, except that they can serve as one conduit for communication. It's possible that with a CPRB in place, even if it is only a placeholder, makes more of us complacent, thinking we have addressed that problem.

-Which is why I keep coming back to mutual aid...not volunteerism or charity, but people thinking together about what we can do to support each other on an ongoing basis. Of course, plenty of people have done and do this work regularly, so it is more a matter of scale and capacity-building. My sister in Minneapolis described to me how her neighborhood (8 blocks from where George Floyd was murdered) has come together as never before to talk among themselves--person to person across differences--about the challenges they face now and into the future and compile that information into an actionable document with the neighborhood association. I don't know much about Giovanna and Silverwood, but it seems like people in that area, perhaps with Sam Smith's involvement, are moving in that direction? And perhaps more neighborhoods could do that, though WUNA already seems ridiculously entitled.

I am certainly comfortable and healthy and it's very easy for me to ignore the shitshow. I try to make contributions in ways that matter beyond my little household, but I will try and step up more, especially in terms of those young people who were arrested.

Thank you again for your work. The link below is to an 8-minute video on mutual aid that is well-done. I don't think Urbana is as broken as the video creators contend that government is, but perhaps you will find it a helpful break from your very full inbox.

<https://www.deanspade.net/2019/07/10/animated-video-about-mutual-aid/>

I'm sure you need some downtime, but I do hope there will be further discussions in July and onward.

Very best wishes,

Sharon Irish

From: Sandra Hannum
Sent: Saturday, July 11, 2020 12:32:00 PM
To: ! Wu, Maryalice
Subject: Aleyah Lewis case

Dear Ms Wu

I have been deeply disturbed by the Aleyah Lewis case. It is clear that this case needs to be investigated by an independent outside group. The city must not hire the firm of Hillard Heintze for this investigation. They have a long-running reputation of bias in favor of the police in every case, and not paying attention to the comments of community members. It is particularly important at this time to listen to the community.

The process of choosing an independent investigator needs to be transparent, and should be made with input from the entire City Council.

I fear that this young woman was treated brutally by the police, and unjustly by the State's Attorney. I want Urbana to be better than this. Please help to make this right.

I have sent a US mail letter with this same message to Mayor Marlin.

Thank you.

Best regards,

Sandra Hannum

[REDACTED]

[REDACTED]

[REDACTED]

From: Sharon Irish
Sent: Tuesday, July 07, 2020 4:53:07 PM
To: ! Wu, Maryalice
Subject: Re: thank you and next steps

Dear Maryalice, I am so glad you took some time off.

It's a terrific idea to meet with civics students!

While I am willing to talk with the consulting firm, I think the biggest priority is those who live in areas that are policed, for good or ill. I don't feel like WUNA or me personally has much to offer except my skepticism about police reform.

About the firm: I have some info, but I need to check and see if I can share it. As I understand it, most of these firms are alike, and most of them are staffed by former police officers.

I'm babysitting for my grandson for the next couple of days, but I will get back to you on Friday.

Thanks, Sharon

On Tue, Jul 7, 2020 at 4:00 PM ! Wu, Maryalice <mwu@urbanaininois.us> wrote:

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I was doing a little research on the consulting firm and found that this group has also been hired to do a review of Breonna Taylor fatal shooting incident.

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In addition, they have worked with Evanston, IL and San Francisco, Ca, Ann Arbor, MI police departments based on my quick search. This is not to say that they are a good or bad agency only that it appears other large police departments have conducted reviews with this company. ?I have actually not found many bad reviews of this company, only one came up in the first 15 pages of a google search. Do you have any information that you could share about concerns with this group?

Would you be interested in being added to the list of people to contact for group discussion with the consulting firm?

I have also been thinking of holding "virtual office hours" reaching out to Urbana civic teachers to talk directly to student about local government.

Best,

Maryalice

From: Sharon Irish <[REDACTED]>
Sent: Friday, June 26, 2020 12:55 PM
To: ! Wu, Maryalice
Subject: thank you and next steps

Dear Maryalice,

Thank you for requesting and helping to facilitate last night's meeting. It was hard to watch and, I'm sure, harder to be in that Zoom room. I'm so grateful for your hard work and thoughtful presence.

I came away with several thoughts:

-After Sarah Nixon's presentation, I have a big concern about the consulting firm that has been hired to conduct a "review" of the April 10 and on behaviors related to Aleyah Lewis. I gather that I am not alone in this concern and that it is being looked into.

-It was really challenging to listen to Meghan McDonald, but her anger and passion made me think harder about what to do regarding those arrested in April and May. I had assumed there wasn't much point in "demanding" that charges be dropped, but now I wonder. It's true that there's not much point in "reforming" police conduct if the criminal injustice system remains unchallenged. So, I will try and come up with an action that makes sense for me.

-One of the few things that Shirese Hurseley said that I agree with (though I had trouble focusing on what she said) is that we do need more ways for residents to understand how government works (and doesn't.) From what I understand, there isn't a good model for an effective Citizen Police Review Board, except that they can serve as one conduit for communication. It's possible that with a CPRB in place, even if it is only a placeholder, makes more of us complacent, thinking we have addressed that problem.

-Which is why I keep coming back to mutual aid...not volunteerism or charity, but people thinking together about what we can do to support each other on an ongoing basis. Of course, plenty of people have done and do this work regularly, so it is more a matter of scale and capacity-building. My sister in Minneapolis described to me how her neighborhood (8 blocks from where George Floyd was murdered) has come together as never before to talk among themselves--person to person across differences--about the challenges they face now and into the future and compile that information into an actionable document with the neighborhood association. I don't know much about Giovanna and Silverwood, but it seems like people in that area, perhaps with Sam Smith's involvement, are moving in that direction? And perhaps more neighborhoods could do that, though WUNA already seems ridiculously entitled.

I am certainly comfortable and healthy and it's very easy for me to ignore the shitshow. I try to make contributions in ways that matter beyond my little household, but I will try and step up more, especially in terms of those young people who were arrested.

Thank you again for your work. The link below is to an 8-minute video on mutual aid that is well-done. I don't think Urbana is as broken as the video creators contend that government is, but perhaps you will find it a helpful break from your very full inbox.

<https://www.deanspade.net/2019/07/10/animated-video-about-mutual-aid/>

I'm sure you need some downtime, but I do hope there will be further discussions in July and onward.

Very best wishes,

Sharon Irish

From: Dennis Roberts
Sent: Sunday, June 28, 2020 6:51:34 PM
To: ! Wu, Maryalice
Subject: thoughts brought up by Jared M.

Hi Maryalice,

I share some frustration. I could say, over how some issues are being handled in the Council. I feel that Council's relationship with the mayor has become one of "hear and accept." Staff and the mayor seem to have everything worked out and finalized before we hear of it and it comes to us in Committee or at Council directly.

Under the previous administration we often had two meetings in closed session with the lawyer who was leading the negotiating team for our union contracts, who brought us up to date on the issues and asked us our opinions as the bargaining continued. We were actually asked to weigh in on the offers the city was making for union compensation BEFORE they were brought to the negotiating table. Currently, none of us have had that opportunity. Diane has announced that the agreement had been reached with Fire, and we found it on our agenda to pass. But we were told they had done a great job.

When it came to reconsider saving some (a few?) trees on the MCORE project on Green Street, there was no compromise. The mayor could not image saving one additional tree along the route.

I wonder now if we ought to have been consulted in Closed Session about the firm selected to do the Independent Review—Hillard Heintze—before the City finalized the choice. I wonder if they are rated by the NAACP or another independent organization. We heard a rather stiff accusation on their lack of independence on Thursday night. Perhaps this is worth checking into.

I would like the Council to get a copy of the police's policy and procedures manual. Also, we will need to pen some words to bring de-escalation practices into that manual. Currently it is not included (per Chief Seraphin). Perhaps we need one or two 2-person subcommittees created to research and advise on possible language/ practices/ changes of policy, as we go forward.

Dennis R.

From: ! Miller, Jared
Sent: Saturday, June 27, 2020 5:11:32 PM
To: !City Council
Cc: Marlin, Diane; Mitten, Carol; Seraphin, Bryant; Simon, James; Brooks, Michelle; Borman Curt
Subject: One Door

**** PLEASE DO NOT REPLY ALL ****

Hello to all,

I want to thank everyone for taking the time to participate in the meeting this past Thursday. I know that no one had to be there and I think it means a lot that everyone took the time to do so despite busy schedules. Thank you.

I think we achieved what we set out to do (creating dialogue) that folks were happy we held the meeting and that they were able to actually engage us in conversation. There were, of course, downfalls and some criticisms but it was a good start.

Since there is quite a bit of time between now and our next meeting, I wanted to send a message because we need to stay proactive in the moment and I've got a couple of things I am concerned about.

I'm not sure where things are at with the whole One Door idea (or any other ideas about a non-police responses to calls for service) but I'm requesting that any information that can be shared with Council by staff/Mayor prior to a project being brought to Council be done so ahead of time. Perhaps our traditional two on two meetings, consultation with the leaders of the most vocal protest groups, etc, are in order.

I know this is just one starting point but we should be engaging in a collaborative process as much as possible as soon as possible to ensure that we don't need to spend two months worth of meetings trying to hash out the details of a new program.

Speaking of collaboration (and lack thereof): my other major concern is about the selection of Hillard Heintze as our independent reviewer of the arrest of Aleyah Lewis.

I'm not sure why, considering the circumstances, City staff/Mayor decided that it would be best to select an agency behind closed doors and without the review or consent of Council or vetting from the public. This issue is too important to be decided on without Council, in my opinion. The Mayor mentioned that a report will be given to Council and we'll have a chance to vet them then. Why would we not have been given the opportunity to vet them prior to their selection as we would with any other important agency that reviews City business? I just don't understand.

Transparency for the selection was non-existent and if anyone thinks that the general public is going to take any stock in an agency that was selected in private without consultation or consideration of the public or Council with such obvious and strong ties to law-enforcement throughout their leadership council and partners, you are going to be very disappointed.

If the paperwork has not already been signed then I would request that the selection be brought before Council for consideration. Please update us with the status of our engagement with the firm.

I know this is a very difficult time and I thank everyone for dedicating time and attention to these issues.

Respectfully,
- Jared -

**** PLEASE DO NOT REPLY ALL ****

From: Sharon Irish
Sent: Wednesday, July 08, 2020 6:44:32 AM
To: ! Wu, Maryalice
Subject: Re: thank you and next steps

Hi again, Quick note before I head off to my grandson: I assume that Champaign people could provide some support to the investigation as well? I don't know Kenton Elmore, but it might be worth picking his brain:

https://www.news-gazette.com/news/local/courts-police-fire/citizen-member-of-champaign-use-of-force-review-board-resigns/article_db3b89fa-d0c5-5864-a55d-085bbf4ac6f5.html

More soon, Sharon

On Tue, Jul 7, 2020 at 4:00 PM ! Wu, Maryalice <nwu@urbanaininois.us> wrote:

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I actually took a week off from city business and work! I am finally getting back to email and I apologize for the delay.

I was doing a little research on the consulting firm and found that this group has also been hired to do a review of Breonna Tylor fatel shooting incident.

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I have also been thinking of holding "virtual office hours" reaching out to Urbana civic teachers to talk directly to student about local government.

Best,

Maryalice

From: Sharon Irish <[REDACTED]>
Sent: Friday, June 26, 2020 12:55 PM
To: ! Wu, Maryalice
Subject: thank you and next steps

Dear Maryalice,

Thank you for requesting and helping to facilitate last night's meeting. It was hard to watch and, I'm sure, harder to be in that Zoom room. I'm so grateful for your hard work and thoughtful presence.

I came away with several thoughts:

-After Sarah Nixon's presentation, I have a big concern about the consulting firm that has been hired to conduct a "review" of the April 10 and on behaviors related to Aleyah Lewis. I gather that I am not alone in this concern and that it is being looked into.

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<https://www.deanspade.net/2019/07/10/animated-video-about-mutual-aid/>

I'm sure you need some downtime, but I do hope there will be further discussions in July and onward.

Very best wishes,
Sharon Irish

From: Marlin, Diane
Sent: Monday, July 06, 2020 11:41:13 AM
To: !City Council
Cc: Mitten, Carol
Subject: Contact info requested for focus groups with Hillard Heintze

DO NOT REPLY ALL

Hello All,

We met with the Hillard Heintze team this morning. The review is underway. Marcia Thompson will be coordinating the community engagement process for Hillard Heintze. She will set up a number of focus group sessions, with smaller breakout "pods" to drill down into community perceptions, concerns, questions. She will also set things up so that city council members can participate and comply with OMA requirements.

We have been asked to provide a list of community stakeholders to include in these sessions. Please send me names, emails, phone numbers (if possible) of individuals and groups you believe should be interviewed. Also, please indicate if you would like to participate as well. Many new groups have formed in the past month, and I don't have a clear idea of who speaks for them. We also need some longstanding community organizations as well, and a cross section of community members. Hillard Heintze expects to seek community input both now and after the report to the city is completed.

Please send me names by Wednesday. Thank you.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Marlin, Diane
Sent: Monday, June 29, 2020 3:22:36 PM
To: !City Council
Cc: !Department Heads; !City Clerk
Subject: City Council UPDATE

DO NOT REPLY ALL

Dear Maryalice, Shirese, Bill B., Dennis, Bill C., and Jared,
(Farewell and thank you to Eric!)

This message is to update you on city activities for the next 4-6 weeks plus specific areas where you can collaborate in these efforts. As you know, the next Committee of the Whole meeting is 7/13. We'll also hold a special city council meeting that night to approve an updated orientation and training plan for CPRB members.

City offices are closed on Friday, July 3 for the holiday. Some city staff are taking a couple days off during this 2-week period. The last 4 months have been emotionally and physically exhausting for employees as they have kept core city services functioning during Phases 3, and 4 of Restore Illinois, along with construction season being in full swing and the current focus on oversight and accountability in policing. (Bill Brown, thank you for your message to employees; it was greatly appreciated.)

We are also taking this two week period to begin to transition some employees back to work at Public Works and the City Building, with the hope of opening to the public for limited hours at first. In some work areas, this will require temporary, physical modifications of work spaces to accommodate distancing. Some work areas simply do not have enough room to have everyone working in the same space at the same time. We'll also have to make modifications to City Council chambers to accommodate safe distancing and function and will provide further details on public meetings when we get them worked out. The challenge of our city building is that a number of very distinct functions are under one roof and each function has very different needs for space, security, and accessibility. We are going to be in Phase 4 until this pandemic is over, so we need to plan for the long-term, and to do everything possible protect the health of employees and the public.

Priorities for next 4-6 weeks:

1. Nominate candidate for Ward 2 City Council seat. If you know of anyone who is interested in serving out the remainder of Eric's term, please let me know so that I can reach out.
2. Fill vacancy on the CPRB. This is a critical time for CPRB as we renovate this board and its functions. Darius White had to resign his seat due to the increased time commitment required. Please encourage people who are interested in serving on this board and who have the necessary time and energy required to do the work over the next year to apply. Staff are continuing to work with CPRB leadership to move forward.
3. Independent review by Hillard Heintze. As I reported last Monday, I signed the contract with the firm and this process is about to get underway. We currently are compiling all reports, footage, and other information necessary for the review. A very important part of the review process is direct interviews with community stakeholders. **Please send me contact information for individuals and groups whom you think should be represented in these interviews, as a starting point.** Once we get more guidance on logistics for this part of the review, I will work with you to pull a list of people together.
4. We'll brief city council on "One Door" via two by two's in advance of public presentation. In the same session, we also would like to discuss a proposed path forward to comprehensively re-imagine policing in Urbana. To be clear, this is not a proposal for WHAT will be done, but rather a framework for the public discussion.
5. As of a few days ago, HR reported that we had received close to **100 applications for the Community Engagement Coordinator** position. I'm heartened by this response, because this person will play a very important role in our community.
6. Presentations coming up in council: Body cameras, FOIA process, Traffic Stops, One Door

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Wu, Maryalice
Sent: Wednesday, July 29, 2020 10:44:40 AM
To: Diane Marlin
Subject: Re: Invitation to a Learning Session (July 29, 2020) at 2:30pm Via Zoom

Hi Diane,

Am I supposed to attend this meeting? I thought that city council members were encouraged not to attend?

Thanks,
Maryalice

From: ! Wu, Maryalice
Sent: Wednesday, July 22, 2020 8:51 PM
To: Diane Marlin
Subject: Fwd: Invitation to a Learning Session (July 29, 2020) at 2:30pm Via Zoom

Hi Diane,

I just wanted to check, does this mean that city council is participating in these sessions?

Thanks,
Maryalice
Sent from my iPad

Begin forwarded message:

From: "Thompson, Marcia" <marcia.thompson@hillardheintze.com>
Date: July 22, 2020 at 3:46:42 PM CDT
To: "Thompson, Marcia" <marcia.thompson@hillardheintze.com>
Cc: "Thompson, Marcia" <marcia.thompson@hillardheintze.com>
Subject: Invitation to a Learning Session (July 29, 2020) at 2:30pm Via Zoom

Hello –

Please see the attached invitation to attend a “Learning Session” and respond to me directly regarding your availability to attend the assigned session, looking forward to hearing your perspective on these critical issues.

If you have any questions, do not hesitate to reach out to me directly. I look to receive your confirmation and I will send the appropriate Zoom link for your designated session.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com

[<image001.png>](#)

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30 South Wacker Drive, Suite 1400, Chicago, Illinois 60606
+1 312-869-8500 www.hillardheintze.com

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<Hillard Heintze City of Urbana Learning Sessions Invitation.pdf>

From: ! Wu, Maryalice
Sent: Wednesday, August 12, 2020 1:16:50 PM
To: prairienestmail@gmail.com
Subject: Re: Hillard Heintze

Dear Sarah,

I will do my best to answer all of your questions.

As you are aware there have been many people in the community who have grave concerns about the April 10th case. After a call from community members and city council members for an independent review, the mayor agreed to conduct an independent review. She reached out to council members on what we expected and selected the reviewer. The selection process for who would review the case was done administratively. Council only had input on what we wanted reviewed not who would do the review.

In previous emails you had indicated that you had concerns about this firm. Did you already send documents with some of the concerns you found? I can not find anything in my in-box. I did some background reading on the firm's work with other departments. They were heavily involved in reviewing the San Francisco, Denver, Ann Arbor pd. They have also been selected to review the Breonna Taylor case in Louisville.

I will forward the documents and memo that the mayor provided to council which covers the selection process, items under contract to review, as well as costs.

In regards to the community focus groups the firm was asked to discuss perception and expectation on use of force. This is listed under bullet point number four in the contract appendix.

I was one of the people who asked for an independent review and was happy that the mayor moved forward with this decision. In my opinion it was needed to have an outside independent review.

City council was asked to not participate in the community conversations since the reviewers suggested that people may not feel free to be open. I was invited to one of the zoom meetings and asked for clarification if we should or should not participate and received a notice too late to participate.

The larger question outside of this case is are the current rules/policies right for our community? Should these be changed? I would personally like to see our police department use as little force as necessary and to do everything within their power to de-escalate situations so no one, including a community member and a police officer, are harmed. How do we codify this in our policy?

One item that I am grateful for is that there are multiple cameras from several different angles available, including the police, dash cameras, and community members. City council approved money for body cameras only in the last year.

The city council and mayor are discussing setting up an advisory committee for an in-depth review of public safety needs and services.

Thanks,
Maryalice

Sent from my iPad

On Aug 12, 2020, at 10:55 AM, S N <prairienestmail@gmail.com> wrote:

?
Hello Ms Wu,

I am writing to you, as my Ward 1 alderwoman, about the City's appointment of the Hillard Heintze consulting firm to undertake a review of the Urbana Police Department's violent assault and arrest of Aleyah Lewis on April 10 of this year. I have been hearing feedback from community members that is concerning. I spoke briefly with Aleyah Lewis yesterday, after her hearing at the Champaign County Courthouse, who told me that Hillard Heintze has not reached out to her. I have also learned that community member advocates for Ms Lewis who were invited to a recent Hillard Heintze listening session, have expressed disappointment with the process, and that, at the session, the Hillard Heintze representative apparently did not even mention Aleyah Lewis' case.

I would like to know your thoughts on the Hillard Heintze review process so far, and your expectations regarding the review that they have undertaken. I'm also wondering what involvement, if any, you had in selecting that firm.

As well, do you know what the cost is to the tax payers so far for this review? I have heard that the City has contracted to pay Hillard Heintze a sum of \$15,000, with an additional \$195 hourly fee for work rendered. Is that information correct?

Any additional thoughts and information you can share would be welcome.

Thank you very sincerely for your time and attention to my questions. Please know that I would like to share your response with the West Urbana Neighborhood Association listserv, as several of its members have asked me to share updates on the City's handling of the Aleyah Lewis case and their hiring of Hillard Heintze to conduct the independent third-party review.

Yours truly,

Sarah Nixon

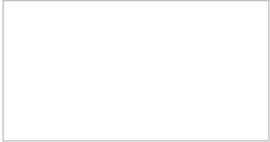
Family Court Reform Advocate



<https://www.batteredmotherscustodyconference.org/>

2019 Presenters • Sarah Nixon

Health Maker • Founder • Director



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[Health Innovators](#)

[Health Make-A-Thon Encourages Local Citizens to Dream Up Ideas](#)

[Inaugural ABE People's Choice Award](#)

From: ! Wu, Maryalice
Sent: Wednesday, July 22, 2020 8:51:42 PM
To: Diane Marlin
Subject: Fwd: Invitation to a Learning Session (July 29, 2020) at 2:30pm Via Zoom

Hi Diane,

I just wanted to check, does this mean that city council is participating in these sessions?

Thanks,
Maryalice
Sent from my iPad

Begin forwarded message:

From: "Thompson, Marcia" <marcia.thompson@hillardheintze.com>
Date: July 22, 2020 at 3:46:42 PM CDT
To: "Thompson, Marcia" <marcia.thompson@hillardheintze.com>
Cc: "Thompson, Marcia" <marcia.thompson@hillardheintze.com>
Subject: Invitation to a Learning Session (July 29, 2020) at 2:30pm Via Zoom

Hello –

Please see the attached invitation to attend a “Learning Session” and respond to me directly regarding your availability to attend the assigned session, looking forward to hearing your perspective on these critical issues.

If you have any questions, do not hesitate to reach out to me directly. I look to receive your confirmation and I will send the appropriate Zoom link for your designated session.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com

[<image001.png>](#)

FOLLOW US

[<image002.png>](#) [<image004.png>](#) [<image005.png>](#)

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<Hillard Heintze City of Urbana Learning Sessions Invitation.pdf>

From: ! Wu, Maryalice
Sent: Thursday, July 16, 2020 9:41:43 AM
To: Marlin, Diane
Subject: Re: Hillard Heintze; city council applications

Hi Diane,

Thank you for the update. I am fine not participating in the initial stakeholder meetings. Will there be meeting minutes or only a summary of these meetings?

I also wanted to let you know I do know Julie Laut, who has applied for the ward 2 position, on a cursory level. She organized the event my dad participated in last year regarding campus and the 1960s student protests. She also holds a Friday night lock down trivia night that I often attend. The trivia night is something that she does on her own time and she highlights one community organization to donate to each week. I think the group has donated over 8k to community groups since April.

Best,
Maryalice

From: Marlin, Diane
Sent: Thursday, July 16, 2020 9:31 AM
To: !City Council
Cc: Mitten, Carol
Subject: Hillard Heintze; city council applications

DO NOT REPLY ALL

1. Reminder: If you have questions related to FOIA, please send them today so that we may address them in Monday's presentation.
2. The Hillard Heintze review is underway. City has provided them with the necessary documents, reports, footage, etc. related to the incident. They are scheduling the stakeholder zoom sessions, beginning the week after next. We will send them the list of participants today, with the understanding that a few more people may be added as we go along.
3. Based on their experience in other cities, Hillard Heintze strongly advises that elected officials do not participate in these initial stakeholder sessions, in order to ensure that community members feel free to express opinions, etc. Council members will have the opportunity to discuss the findings with HH when they make their presentation to city council and HH is going to schedule follow-up zoom sessions that include city council members after the report is done.

If you still wish to participate in an initial session, please let me know. We have to abide by OMA.

4. "Future of Public Safety and Policing-Next Steps" is included as a discussion item for Monday's agenda.
5. As of this morning, we have received two apps for the Ward 2 seat. (A third applicant did not live in the Ward.) Deadline is Friday, 5 pm. And that's firm.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Wu, Maryalice
Sent: Wednesday, July 29, 2020 2:19:19 PM
To: Thompson, Marcia
Subject: Re: Invitation to a Learning Session (July 29, 2020) at 2:30pm Via Zoom

Dear Marcia,

I am happy to attend the meeting today and did not know if I was supposed to. I am the representative for Ward 1. If it is ok for me to attend could you send me the zoom link?

Thanks,
Maryalice

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Wednesday, July 22, 2020 3:43 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Invitation to a Learning Session (July 29, 2020) at 2:30pm Via Zoom

Hello –

Please see the attached invitation to attend a “Learning Session” and respond to me directly regarding your availability to attend the assigned session, looking forward to hearing your perspective on these critical issues.

If you have any questions, do not hesitate to reach out to me directly. I look to receive your confirmation and I will send the appropriate Zoom link for your designated session.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



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From: Thompson, Marcia
Sent: Wednesday, July 22, 2020 3:43:39 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Invitation to a Learning Session (July 29, 2020) at 2:30pm Via Zoom

Hello –

Please see the attached invitation to attend a “Learning Session” and respond to me directly regarding your availability to attend the assigned session, looking forward to hearing your perspective on these critical issues.

If you have any questions, do not hesitate to reach out to me directly. I look to receive your confirmation and I will send the appropriate Zoom link for your designated session.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



30 South Wacker Drive, Suite 1400, Chicago, Illinois 60606
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From: ! Wu, Maryalice
Sent: Monday, July 13, 2020 9:53:40 AM
To: Marlin, Diane
Subject: Re: Independent Review

Thanks!
Maryalice

From: Marlin, Diane
Sent: Monday, July 13, 2020 9:51 AM
To: ! Wu, Maryalice
Subject: Re: Independent Review

It's not on the website. But you can share what we sent you.

Sent from my iPhone

On Jul 13, 2020, at 9:49 AM, ! Wu, Maryalice <mwu@urbanaininois.us> wrote:

I could not find this on the city website. So we are able to share the contract you emailed?

Thanks,
M

From: Marlin, Diane
Sent: Monday, July 13, 2020 9:49 AM
To: ! Wu, Maryalice
Subject: Re: Independent Review

The materials provided to council are public.

Sent from my iPhone

On Jul 13, 2020, at 9:48 AM, ! Wu, Maryalice <mwu@urbanaininois.us> wrote:

Dear Diane,

Is there a document regarding the independent review contract that can be shared with the public?

Thanks,
Maryalice

From: Marlin, Diane
Sent: Sunday, June 21, 2020 11:54 AM
To: !City Council
Cc: Mitten, Carol; Seraphin, Bryant; Hannan, Elizabeth
Subject: Independent Review

DO NOT REPLY ALL

Attached is Memo, Statement of Qualifications, and Agreement for the Independent Review of the 4/10/2020 arrest of Aleyah Lewis. The company we are engaging is Hillard Heintze based in Chicago. As noted in the memo, it was important for the firm to have the experience to evaluate what happened, evaluate current UPD policy, and ability to meet with with council members and community stakeholders as part of the review process. As we negotiated the contract, we had a chance to discuss the questions and comments you provided, and HH has a good sense of what the community concerns are. Jared, I'm sorry I didn't have your comments and questions in time, but you'll have a chance to discuss them directly with the review team. The specific scope of work for the process is included in the Addendum at the end of the agreement.

I would like your suggestions as to which groups/individuals should be represented in the public engagement part of this process. Target date for final report is end of July.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456
[<image003.jpg>](#)

From: Marlin, Diane
Sent: Sunday, June 21, 2020 11:54:19 AM
To: !City Council
Cc: Mitten, Carol; Seraphin, Bryant; Hannan, Elizabeth
Subject: Independent Review

DO NOT REPLY ALL

Attached is Memo, Statement of Qualifications, and Agreement for the Independent Review of the 4/10/2020 arrest of Aleyah Lewis. The company we are engaging is Hillard Heintze based in Chicago. As noted in the memo, it was important for the firm to have the experience to evaluate what happened, evaluate current UPD policy, and ability to meet with with council members and community stakeholders as part of the review process. As we negotiated the contract, we had a chance to discuss the questions and comments you provided, and HH has a good sense of what the community concerns are. Jared, I'm sorry I didn't have your comments and questions in time, but you'll have a chance to discuss them directly with the review team. The specific scope of work for the process is included in the Addendum at the end of the agreement.

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Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Wu, Maryalice
Sent: Wednesday, July 08, 2020 10:28:49 AM
To: Sharon Irish
Subject: Re: thank you and next steps

?Thanks have a good time with your grandson.

Maryalice

From: Sharon Irish <[REDACTED]>
Sent: Wednesday, July 8, 2020 6:44 AM
To: ! Wu, Maryalice
Subject: Re: thank you and next steps

Hi again, Quick note before I head off to my grandson: I assume that Champaign people could provide some support to the investigation as well? I don't know Kenton Elmore, but it might be worth picking his brain:

https://www.news-gazette.com/news/local/courts-police-fire/citizen-member-of-champaign-use-of-force-review-board-resigns/article_db3b89fa-d0c5-5864-a55d-085bbf4ac6f5.html

More soon, Sharon

On Tue, Jul 7, 2020 at 4:00 PM ! Wu, Maryalice <mwu@urbanaininois.us> wrote:

??Hi Sharon,

I actually took a week off from city business and work! I am finally getting back to email and I apologize for the delay.

I was doing a little research on the consulting firm and found that this group has also been hired to do a review of Breonna Taylor fatal shooting incident.

<https://www.courier-journal.com/story/news/politics/metro-government/2020/07/02/hillard-heintze-conduct-lmpd-review-amid-breonna-taylor-protests/5369598002/>

In addition, they have worked with Evanston, IL and San Francisco, Ca, Ann Arbor, MI police departments based on my quick search. This is not to say that they are a good or bad agency only that it appears other large police departments have conducted reviews with this company. ?I have actually not found many bad reviews of this company, only one came up in the first 15 pages of a google search. Do you have any information that you could share about concerns with this group?

Would you be interested in being added to the list of people to contact for group discussion with the consulting firm?

I have also been thinking of holding "virtual office hours" reaching out to Urbana civic teachers to talk directly to student about local government.

Best,

Maryalice

From: Sharon Irish <[REDACTED]>
Sent: Friday, June 26, 2020 12:55 PM
To: ! Wu, Maryalice
Subject: thank you and next steps

Dear Maryalice,

Thank you for requesting and helping to facilitate last night's meeting. It was hard to watch and, I'm sure, harder to be in that Zoom room. I'm so grateful for your hard work and thoughtful presence.

I came away with several thoughts:

-After Sarah Nixon's presentation, I have a big concern about the consulting firm that has been hired to conduct a "review" of the April 10 and on behaviors related to Aleyah Lewis. I gather that I am not alone in this concern and that it is being looked into.

-It was really challenging to listen to Meghan McDonald, but her anger and passion made me think harder about what to do regarding those arrested in April and May. I had assumed there wasn't much point in "demanding" that charges be dropped, but now I wonder. It's true that there's not much point in "reforming" police conduct if the criminal injustice system remains unchallenged. So, I will try and come up with an action that makes sense for me.

-One of the few things that Shirese Hursey said that I agree with (though I had trouble focusing on what she said) is that we do need more ways for residents to understand how government works (and doesn't.) From what I understand, there isn't a good model for an effective Citizen Police Review Board, except that they can serve as one conduit for communication. It's possible that with a CPRB in place, even if it is only a placeholder, makes more of us complacent, thinking we have addressed that problem.

-Which is why I keep coming back to mutual aid...not volunteerism or charity, but people thinking together about what we can do to support each other on an ongoing basis. Of course, plenty of people have done and do this work regularly, so it is more a matter of scale and capacity-building. My sister in Minneapolis described to me how her neighborhood (8 blocks from where George Floyd was murdered) has come together as never before to talk among themselves--person to person across differences--about the challenges they face now and into the future and compile that information into an actionable document with the neighborhood association. I don't know much about Giovanna and Silverwood, but it seems like people in that area, perhaps with Sam Smith's involvement, are moving in that direction? And

perhaps more neighborhoods could do that, though WUNA already seems ridiculously entitled. I am certainly comfortable and healthy and it's very easy for me to ignore the shitshow. I try to make contributions in ways that matter beyond my little household, but I will try and step up more, especially in terms of those young people who were arrested. Thank you again for your work. The link below is to an 8-minute video on mutual aid that is well-done. I don't think Urbana is as broken as the video creators contend that government is, but perhaps you will find it a helpful break from your very full inbox.

<https://www.deanspade.net/2019/07/10/animated-video-about-mutual-aid/>

I'm sure you need some downtime, but I do hope there will be further discussions in July and onward.

Very best wishes,
Sharon Irish

From: ! Wu, Maryalice
Sent: Monday, July 13, 2020 9:49:54 AM
To: Marlin, Diane
Subject: Re: Independent Review

I could not find this on the city website. So we are able to share the contract you emailed?

Thanks,
M

From: Marlin, Diane
Sent: Monday, July 13, 2020 9:49 AM
To: ! Wu, Maryalice
Subject: Re: Independent Review

The materials provided to council are public.

Sent from my iPhone

On Jul 13, 2020, at 9:48 AM, ! Wu, Maryalice <mwu@urbanaininois.us> wrote:

Dear Diane,

Is there a document regarding the independent review contract that can be shared with the public?

Thanks,
Maryalice

From: Marlin, Diane
Sent: Sunday, June 21, 2020 11:54 AM
To: !City Council
Cc: Mitten, Carol; Seraphin, Bryant; Hannan, Elizabeth
Subject: Independent Review

DO NOT REPLY ALL

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Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456
[<image003.jpg>](#)

From: ! Wu, Maryalice
Sent: Wednesday, August 12, 2020 1:19:41 PM
To: prairienestmail@gmail.com
Subject: Fwd: Independent Review

Hi,

One of the documents refuses to be included and I think theses are the main ones that were sent to us in June.

Maryalice

Sent from my iPad

Begin forwarded message:

?
<Hillard Heintze Agreement Executed.pdf>
<Memo_HH.docx>
<Hillard Heintze City of Urbana Statement of Qualifications - 05-27-20.pdf>

From: ! Wu, Maryalice
Sent: Tuesday, July 07, 2020 4:03:37 PM
To: Marlin, Diane
Subject: Re: Contact info requested for focus groups with Hillard Heintze

Dear Diane,

I would be happy to participate in these conversations. While the Silver/Vatter area is not in my ward I do think it is very important for this group to be represented. I am sure you are already thinking along these lines since you used to represent this area.

Sharon Irish has been quite active in numerous activities in the community and would be a good person to reach out to. I just emailed her to see if she is interested. Also, Cope Compston [REDACTED] has previously served on the human relations committee.

I am sure you have the names of the more vocal people in Wuna already.

Best,
Maryalice

From: Marlin, Diane
Sent: Monday, July 6, 2020 11:41 AM
To: !City Council
Cc: Mitten, Carol
Subject: Contact info requested for focus groups with Hillard Heintze

DO NOT REPLY ALL

Hello All,

We met with the Hillard Heintze team this morning. The review is underway. Marcia Thompson will be coordinating the community engagement process for Hillard Heintze.

She will set up a number of focus group sessions, with smaller breakout "pods" to drill down into community perceptions, concerns, questions. She will also set things up so that city council members can participate and comply with OMA requirements.

We have been asked to provide a list of community stakeholders to include in these sessions. Please send me names, emails, phone numbers (if possible) of individuals and groups you believe should be interviewed. Also, please indicate if you would like to participate as well. Many new groups have formed in the past month, and I don't have a clear idea of who speaks for them. We also need some longstanding community organizations as well, and a cross section of community members. Hillard Heintze expects to seek community input both now and after the report to the city is completed.

Please send me names by Wednesday. Thank you.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Wu, Maryalice
Sent: Monday, July 13, 2020 9:48:15 AM
To: Marlin, Diane
Subject: Re: Independent Review

Dear Diane,

Is there a document regarding the independent review contract that can be shared with the public?

Thanks,
Maryalice

From: Marlin, Diane
Sent: Sunday, June 21, 2020 11:54 AM
To: !City Council
Cc: Mitten, Carol; Seraphin, Bryant; Hannan, Elizabeth
Subject: Independent Review

DO NOT REPLY ALL

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Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Brown, Bill
Sent: Wednesday, August 12, 2020 10:59:44 PM
To: Christopher Hansen
Subject: Re: Some Questions About the Hillard Heintze Review

I'll try to send you something tomorrow.

Get [Outlook for Android](#)

From: Christopher Hansen <chris.g.hansen@gmail.com>
Sent: Tuesday, August 11, 2020 10:49:03 PM
To: ! Brown, Bill <bbrown@urbanainlinois.us>
Subject: Some Questions About the Hillard Heintze Review

Hi Bill,

The Public i has been asking me to write an article about the Hillard Heintze review, which still seems to be in-process. A small group of us have agreed to make the article a group project and I'm reaching out to a few people to try and gather their thoughts on the review process.

I'm not looking for direct comments on the Lewis arrest, but on the Hillard Heintze firm and your perspective. I'm wondering what involvement, if any, you had in selecting the firm or guiding the selection process for the firm.

I'm also wondering what your expectations are for the review. Do you think it will be a worthwhile expenditure of resources? Do you think such an endeavor should have been handled differently or by a different group?

Any other thoughts you have are welcome.

I'm happy to honor a request from you regarding your preference for being quoted, or not being quoted, in an article.

We hope to get an article assembled by the end of the week, so I would really appreciate a response soon.

Thanks,
Christopher

From: ! Brown, Bill
Sent: Monday, June 29, 2020 7:42:04 AM
To: Marlin, Diane
Subject: Re: Independent Review

Ok thanks. Also, can you say if there has been legal action filed against the City or police for conduct by the police?
Bill

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From: Marlin, Diane <dwmarlin@urbanaininois.us>
Sent: Sunday, June 28, 2020 10:58:59 PM
To: ! Brown, Bill <bbrown@urbanaininois.us>
Subject: Re: Independent Review

Yes, it's public. Can post whole thing.

On Jun 28, 2020, at 9:21 PM, ! Brown, Bill <bbrown@urbanaininois.us> wrote:

?
Are these public? If not, I think it would at least be good to make this part public.
- Bill

3. SERVICES

Company will engage in an independent review of the administrative investigation into the use of force incident occurring in Urbana, Illinois on April 10, 2020. Company will also assess the policies and practices that guided the use of force incident. Additionally, Company will seek to engage key community stakeholders to obtain their perspective on the Urbana Police Department's (UPD) use of force policy and applicable law. This review will result in a published report of the independent review and assessment.

Company will attempt to interview a claim related to a specific bystander regarding video of the incident and subsequent required actions, if any, in writing.

Company's team will consist of subject-matter experts in policing and community engagement. Mark Giuffre will be the project manager and supported by Company staff. Given social distancing restrictions, a significant portion of the work will be conducted remotely, through use of digital engagement tools. Company will:

- Prepare an Independent Review of the internal UPD examination of the April 10 incident (Incident). Company will provide a review of the administrative sufficiency of the process in accordance with the applicable policies and procedures of the UPD.
- Request, receive and review documentation and reports, including the internal examination of the incident, and any other reports or data developed by the UPD, including video footage in relation to the Incident and the internal UPD examination. This request will include any public report available and released by the Champaign County State's Attorney relative to decisions made.
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From: Marlin, Diane
Sent: Sunday, June 21, 2020 11:54 AM
To: !City Council
Cc: Mitten, Carol; Seraphin, Bryant; Hannan, Elizabeth
Subject: Independent Review

DO NOT REPLY ALL

Attached is Memo, Statement of Qualifications, and Agreement for the Independent Review of the 4/10/2020 arrest of Aleyah Lewis. The company we are engaging is Hillard Heintze based in Chicago. As noted in the memo, it was important for the firm to have the experience to evaluate what happened, evaluate current UPD policy, and ability to meet with with council members and community stakeholders as part of the review process. As we negotiated the contract, we had a chance to discuss the questions and comments you provided, and HH has a good sense of what the community concerns are. Jared, I'm sorry I didn't have your comments and questions in time, but you'll have a chance to discuss them directly with the review team. The specific scope of work for the process is included in the Addendum at the end of the agreement.

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Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456
[<image003.jpg>](#)

From: ! Wu, Maryalice
Sent: Tuesday, July 07, 2020 3:59:58 PM
To: Sharon Irish
Subject: Re: thank you and next steps

??Hi Sharon,

I actually took a week off from city business and work! I am finally getting back to email and I apologize for the delay.

I was doing a little research on the consulting firm and found that this group has also been hired to do a review of Breonna Taylor fatal shooting incident.

<https://www.courier-journal.com/story/news/politics/metro-government/2020/07/02/hillard-heintze-conduct-impd-review-amid-breonna-taylor-protests/536959800/>

In addition, they have worked with Evanston, IL and San Francisco, Ca, Ann Arbor, MI police departments based on my quick search. This is not to say that they are a good or bad agency only that it appears other large police departments have conducted reviews with this company. ?I have actually not found many bad reviews of this company, only one came up in the first 15 pages of a google search. Do you have any information that you could share about concerns with this group?

Would you be interested in being added to the list of people to contact for group discussion with the consulting firm?

I have also been thinking of holding "virtual office hours" reaching out to Urbana civic teachers to talk directly to student about local government.

Best,
Maryalice

From: Sharon Irish <[REDACTED]>
Sent: Friday, June 26, 2020 12:55 PM
To: ! Wu, Maryalice
Subject: thank you and next steps

Dear Maryalice,

Thank you for requesting and helping to facilitate last night's meeting. It was hard to watch and, I'm sure, harder to be in that Zoom room. I'm so grateful for your hard work and thoughtful presence.

I came away with several thoughts:

-After Sarah Nixon's presentation, I have a big concern about the consulting firm that has been hired to conduct a "review" of the April 10 and on behaviors related to Aleyah Lewis. I gather that I am not alone in this concern and that it is being looked into.

-It was really challenging to listen to Meghan McDonald, but her anger and passion made me think harder about what to do regarding those arrested in April and May. I had assumed there wasn't much point in "demanding" that charges be dropped, but now I wonder. It's true that there's not much point in "reforming" police conduct if the criminal injustice system remains unchallenged. So, I will try and come up with an action that makes sense for me.

-One of the few things that Shirese Hursey said that I agree with (though I had trouble focusing on what she said) is that we do need more ways for residents to understand how government works (and doesn't.) From what I understand, there isn't a good model for an effective Citizen Police Review Board, except that they can serve as one conduit for communication. It's possible that with a CPRB in place, even if it is only a placeholder, makes more of us complacent, thinking we have addressed that problem.

-Which is why I keep coming back to mutual aid...not volunteerism or charity, but people thinking together about what we can do to support each other on an ongoing basis. Of course, plenty of people have done and do this work regularly, so it is more a matter of scale and capacity-building. My sister in Minneapolis described to me how her neighborhood (8 blocks from where George Floyd was murdered) has come together as never before to talk among themselves--person to person across differences--about the challenges they face now and into the future and compile that information into an actionable document with the neighborhood association. I don't know much about Giovanna and Silverwood, but it seems like people in that area, perhaps with Sam Smith's involvement, are moving in that direction? And perhaps more neighborhoods could do that, though WUNA already seems ridiculously entitled.

I am certainly comfortable and healthy and it's very easy for me to ignore the shitshow. I try to make contributions in ways that matter beyond my little household, but I will try and step up more, especially in terms of those young people who were arrested.

Thank you again for your work. The link below is to an 8-minute video on mutual aid that is well-done. I don't think Urbana is as broken as the video creators contend that government is, but perhaps you will find it a helpful break from your very full inbox.

<https://www.deanspade.net/2019/07/10/animated-video-about-mutual-aid/>

I'm sure you need some downtime, but I do hope there will be further discussions in July and onward.

Very best wishes,
Sharon Irish

From: ! Brown, Bill
Sent: Sunday, June 28, 2020 9:32:41 PM
To: ! Miller, Jared
Subject: Re: One Door

Hi Jared,

I'm not sure anybody qualified to do the review would have been acceptable to most of the public who have been commenting. I didn't propose the review because it's pretty much a no-win process with the outcome likely to support the officers' actions in some form - but I do think they did a pretty good job with the statement of work and the review should produce some concrete recommendations. Diane sent us the signed contract about a week ago. I'll copy the statement of work below. I think we need to focus on the process and have a good discussion and community interviews and make sure they make recommendations in areas of concern.

They didn't ask council to approve the firm that did the review of the intersection where the pedestrian fatality occurred either. Obviously this is higher visibility and we'll be criticized for it, but we probably wouldn't get started on a review for another month, if ever, if a firm had to be approved by council.

Thanks for all the work putting the Thursday meeting together, and nice job moderating!

Bill

3. SERVICES

Company will engage in an independent review of the administrative investigation into the use of force incident occurring in Urbana, Illinois on April 10, 2020. Company will also assess the policies and practices that guided the use of force incident. Additionally, Company will seek to engage key community stakeholders to obtain their perspective on the Urbana Police Department's (UPD) use of force policy and applicable law. This review will result in a published report of the independent review and assessment.

Company will attempt to interview a claim related to a specific bystander regarding video of the incident and subsequent required actions, if any, in writing.

Company's team will consist of subject-matter experts in policing and community engagement. Mark Giuffre will be the project manager and supported by Company staff. Given social distancing restrictions, a significant portion of the work will be conducted remotely, through use of digital engagement tools. Company will:

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From: ! Miller, Jared
Sent: Saturday, June 27, 2020 5:11 PM
To: !City Council
Cc: Marlin, Diane; Mitten, Carol; Seraphin, Bryant; Simon, James; Brooks, Michelle; Borman Curt
Subject: One Door

**** PLEASE DO NOT REPLY ALL ****

Hello to all,

I want to thank everyone for taking the time to participate in the meeting this past Thursday. I know that no one had to be there and I think it means a lot that everyone took the time to do so despite busy schedules. Thank you.

I think we achieved what we set out to do (creating dialogue) that folks were happy we held the meeting and that they were able to actually engage us in conversation. There were, of course, downfalls and some criticisms but it was a good start.

Since there is quite a bit of time between now and our next meeting, I wanted to send a message because we need to stay proactive in the moment and I've got a couple of things I am concerned about.

I'm not sure where things are at with the whole One Door idea (or any other ideas about a non-police responses to calls for service) but I'm requesting that any information that can be shared with Council by staff/Mayor prior to a project being brought to Council be done so ahead of time. Perhaps our traditional two on two meetings, consultation with the leaders of the most vocal protest groups, etc, are in order.

I know this is just one starting point but we should be engaging in a collaborative process as much as possible as soon as possible to ensure that we don't need to spend two months worth of meetings trying to hash out the details of a new program.

Speaking of collaboration (and lack thereof): my other major concern is about the selection of Hillard Heintze as our independent reviewer of the arrest of Aleyah Lewis.

I'm not sure why, considering the circumstances, City staff/Mayor decided that it would be best to select an agency behind closed doors and without the review or consent of Council or vetting from the public. This issue is too important to be decided on without Council, in my opinion. The Mayor mentioned that a report will be given to Council and we'll have a chance to vet them then. Why would we not have been given the opportunity to vet them prior to their selection as we would with any other important agency that reviews City business? I just don't understand.

Transparency for the selection was non-existent and if anyone thinks that the general public is going to take any stock in an agency that was selected in private without consultation or consideration of the public or Council with such obvious and strong ties to law-enforcement throughout their leadership council and partners, you are going to be very disappointed.

If the paperwork has not already been signed then I would request that the selection be brought before Council for consideration. Please update us with the status of our engagement with the firm.

I know this is a very difficult time and I thank everyone for dedicating time and attention to these issues.

Respectfully,
- Jared -

**** PLEASE DO NOT REPLY ALL ****

From: ! Brown, Bill
Sent: Sunday, June 28, 2020 9:21:10 PM
To: Marlin, Diane; Mitten, Carol; Seraphin, Bryant
Subject: Re: Independent Review

Are these public? If not, I think it would at least be good to make this part public.

- Bill

3. SERVICES

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To: !City Council
Cc: Mitten, Carol; Seraphin, Bryant; Hannan, Elizabeth
Subject: Independent Review

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Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Brown, Bill
Sent: Sunday, July 12, 2020 2:02:55 PM
To: Marlin, Diane
Cc: Mitten, Carol
Subject: Re: Contact info requested for focus groups with Hillard Heintze

I forgot to reply to this, but the only contact info I had was for ACLU. Carol Spindel is still on the board, but the new chapter president is Carol Left, [REDACTED]

If they have any groups this week I can participate, but then I'll be gone for a couple weeks.

Thanks,
Bill

Get [Outlook for Android](#)

From: Marlin, Diane <dwmarlin@urbanaininois.us>
Sent: Monday, July 6, 2020, 11:41 AM
To: !City Council
Cc: Mitten, Carol
Subject: Contact info requested for focus groups with Hillard Heintze

DO NOT REPLY ALL

Hello All,

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She will set up a number of focus group sessions, with smaller breakout "pods" to drill down into community perceptions, concerns, questions. She will also set things up so that city council members can participate and comply with OMA requirements.

We have been asked to provide a list of community stakeholders to include in these sessions. Please send me names, emails, phone numbers (if possible) of individuals and groups you believe should be interviewed. Also, please indicate if you would like to participate as well. Many new groups have formed in the past month, and I don't have a clear idea of who speaks for them. We also need some longstanding community organizations as well, and a cross section of community members. Hillard Heintze expects to seek community input both now and after the report to the city is completed.

Please send me names by Wednesday. Thank you.

Diane Wolfe Marlin
Mayor

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From: ! Brown, Bill
Sent: Sunday, July 12, 2020 2:13:32 PM
To: Marlin, Diane
Cc: Mitten, Carol
Subject: Re: Contact info requested for focus groups with Hillard Heintze

Sounds good, thanks.
Bill

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From: Marlin, Diane <dwmarlin@urbanailinois.us>
Sent: Sunday, July 12, 2020, 2:10 PM
To: ! Brown, Bill
Cc: Mitten, Carol
Subject: RE: Contact info requested for focus groups with Hillard Heintze

I had Carol Spindel for ACLU but can put Carol Leff instead. Thanks.

I don't think the groups will be ready to meet this week....HH actually advised that elected officials NOT be in the sessions so that folks felt completely free to say what they wanted. This is based on experience in other cities. We also have the issue of OMA. Couldn't have more than two council members in any given session..... I'm thinking that council could participate in the follow up group sessions....rather than these initial stakeholder listening session.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
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From: ! Brown, Bill <bbrown@urbanailinois.us>
Sent: Sunday, July 12, 2020 2:03 PM
To: Marlin, Diane <dwmarlin@urbanailinois.us>
Cc: Mitten, Carol <cjmitten@urbanailinois.us>
Subject: Re: Contact info requested for focus groups with Hillard Heintze

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From: ! Wu, Maryalice
Sent: Monday, July 13, 2020 10:31:01 AM
To: Sharon Irish
Subject: Re: thank you and next steps

??Hi Sharon,

First your questions and input are always welcome. Second, the contract on Hillard and Heintze and their qualifications which were shared with council are attached. The plan is to do community discussions during July.

I shared similar sentiments with Diane regarding the Silver/Vatter area. I know that this community has an active group and since Diane represented this ward she should have contacts for them.

How criminal cases are handles is a complex web of agencies. If a call for service is requested that results in an arrest, then the following groups are involved.

Citizen call to 911 > Metcad provides the information to the police > police investigate > citizen is arrested taken to county jail > States attorneys office presses charges > charges are sent to the courts and the courts set bail

From this chain of events the city has jurisdiction on the police and not on Metcad, county jail, states attorney office, or the courts.

From my perspective a judgement call occurs at every step except for county jail. Of course how an individual is treated in jail is under the Sheriff's jurisdiction but not the choice on if they are taken to jail.

- Who a citizen decides to make a call about
- How the 911 dispatcher describes the event and the person of interest
- Who a police officer decides to stop/investigate
- When the officer decides to take a person to jail
- The type of charges the state's attorney's office decides on
- The amount of bail set by the courts

If you want to follow court cases I typically go to this site:

<https://www.champaigncircuitclerk.org/public-court-records/>

Once you have identified the correct person and case you can click on "Docket". This will give you further details.

Best,
Maryalice

From: Sharon Irish <[REDACTED]>
Sent: Saturday, July 11, 2020 1:46 PM
To: ! Wu, Maryalice
Subject: Re: thank you and next steps

Hello again,

I don't have anything to add about Hillard and Heintze than what I said before. It would be great if there were documentation of the contract on the Urbana City site. I can't find any. I understand there's a team from H+H and that they will take several months. As with most things, the process is at least as important as the final report, since the f2f interviews may also spark useful conversations among us.

I gathered from one City Council meeting that Giovanna Dibenedetto was leaving the area (?). I think it would be important to talk with her, and Sam Smith, and the others involved with re-naming Silverwood.

Kind of related, I need better ways to track court and police information. I probably need to attend one of your civics sessions! Obviously, back in April when I asked the City Council to drop the charges against Aleyah Lewis, I was way wrong, since that is not part of your remit. But I would like to know more about if/how often the City Council gets filled in on what is going on with departments that are listed as under the Mayor/City Administrator. And do you review the City Administrator, or is that all up to the mayor?

It seems like "about 27 people" charged in relation to the May 31 incidents at MarketPlace Mall is a whole lot of people...and it is hard for me to know how to follow the trajectories of their cases.

https://www.news-gazette.com/news/local/courts-police-fire/another-alleged-may-31-looter-in-court/article_4b26d4c6-bb49-5f0a-baf1-6b79c33a2d87.html

OK, that's my Saturday brain dump. Don't feel you need to address my ignorance: I just thought letting you know where my questions were might be helpful.

All the best, Sharon

On Tue, Jul 7, 2020 at 4:53 PM Sharon Irish <[REDACTED]> wrote:
Dear Maryalice, I am so glad you took some time off.

It's a terrific idea to meet with civics students!

While I am willing to talk with the consulting firm, I think the biggest priority is those who live in areas that are policed, for good or ill. I don't feel like WUNA or me personally has much to offer except my skepticism about police reform.

About the firm: I have some info, but I need to check and see if I can share it. As I understand it, most of these firms are alike, and most of them are staffed by former police officers.

I'm babysitting for my grandson for the next couple of days, but I will get back to you on Friday.

Thanks, Sharon

On Tue, Jul 7, 2020 at 4:00 PM ! Wu, Maryalice <mwu@urbanaillinois.us> wrote:

??Hi Sharon,

I actually took a week off from city business and work! I am finally getting back to email and I apologize for the delay.

I was doing a little research on the consulting firm and found that this group has also been hired to do a review of Breonna Taylor fatal shooting incident.

<https://www.courier-journal.com/story/news/politics/metro-government/2020/07/02/hillard-heintze-conduct-impd-review-amid-breonna-taylor-protests/5369598002/>

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Would you be interested in being added to the list of people to contact for group discussion with the consulting firm?

I have also been thinking of holding "virtual office hours" reaching out to Urbana civic teachers to talk directly to student about local government.

Best,

Maryalice

From: Sharon Irish <[REDACTED]>
Sent: Friday, June 26, 2020 12:55 PM
To: ! Wu, Maryalice
Subject: thank you and next steps

Dear Maryalice,

Thank you for requesting and helping to facilitate last night's meeting. It was hard to watch and, I'm sure, harder to be in that Zoom room. I'm so grateful for your hard work and thoughtful presence.

I came away with several thoughts:

-After Sarah Nixon's presentation, I have a big concern about the consulting firm that has been hired to conduct a "review" of the April 10 and on behaviors related to Aleyah Lewis. I gather that I am not alone in this concern and that it is being looked into.

-It was really challenging to listen to Meghan McDonald, but her anger and passion made me think harder about what to do regarding those arrested in April and May. I had assumed there wasn't much point in "demanding" that charges be dropped, but now I wonder. It's true that there's not much point in "reforming" police conduct if the criminal injustice system remains unchallenged. So, I will try and come up with an action that makes sense for me.

-One of the few things that Shirese Hursey said that I agree with (though I had trouble focusing on what she said) is that we do need more ways for residents to understand how government works (and doesn't.) From what I understand, there isn't a good model for an effective Citizen Police Review Board, except that they can serve as one conduit for communication. It's possible that with a CPRB in place, even if it is only a placeholder, makes more of us complacent, thinking we have addressed that problem.

-Which is why I keep coming back to mutual aid...not volunteerism or charity, but people thinking together about what we can do to support each other on an ongoing basis. Of course, plenty of people have done and do this work regularly, so it is more a matter of scale and capacity-building. My sister in Minneapolis described to me how her neighborhood (8 blocks from where George Floyd was murdered) has come together as never before to talk among themselves--person to person across differences--about the challenges they face now and into the future and compile that information into an actionable document with the neighborhood association. I don't know much about Giovanna and Silverwood, but it seems like people in that area, perhaps with Sam Smith's involvement, are moving in that direction? And perhaps more neighborhoods could do that, though WUNA already seems ridiculously entitled.

I am certainly comfortable and healthy and it's very easy for me to ignore the shitshow. I try to make contributions in ways that matter beyond my little household, but I will try and step up more, especially in terms of those young people who were arrested.

Thank you again for your work. The link below is to an 8-minute video on mutual aid that is well-done. I don't think Urbana is as broken as the video creators contend that government is, but perhaps you will find it a helpful break from your very full inbox.

<https://www.deanspade.net/2019/07/10/animated-video-about-mutual-aid/>

I'm sure you need some downtime, but I do hope there will be further discussions in July and onward.

Very best wishes,
Sharon Irish

Sent: Tuesday, July 21, 2020 1:06:41 PM

To: !City Council

Cc: !City Clerk

Subject: Next Steps Discussion

DO NOT REPLY ALL

The discussion will be structured as follows:

1. **Short term actions/activities. There are a number of significant activities that have gotten underway in the past few months in response to community concerns.**
 - a. Independent Review of Aleyah Lewis arrest. Hillard Heintze review is underway and community stakeholder listening sessions will be held next week.
 - b. CPRB re-booting-two vacancies. Help recruit CPRB board members.
 - c. Planning for Ten Shared Principles Workshop with NAACP and Illinois Police Chiefs Association.
 - d. Alternative response for mental health police calls for service—pilot program: One Door
 - e. Interviews for Community Engagement Coordinator – council member invited to participate in interviews
 - f. Search for full-time Human Relations Officer (the office and commission will be renamed to more accurately reflect functions)-council member will be invited to participate in interviews

Diane Wolfe Marlin

Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Microsoft Outlook
Sent: Wednesday, July 08, 2020 4:45:22 PM
To: Mitten, Carol
Subject: Meeting Forward Notification: Hold: Hillard Heintze Follow-up Call

Your meeting was forwarded

[Mitten, Carol](#) has forwarded your meeting request to additional recipients.

Meeting

Hold: Hillard Heintze Follow-up Call

Meeting Time

Friday, 10 July 2020 16:00-16:30.

Recipients

[Surles, Richard](#)

All times listed are in the following time zone: (UTC-06:00) Central Time (US & Canada)

Sent by Microsoft Exchange Server 2013

Sent: Monday, July 27, 2020 12:02:03 PM
To: ! Miller, Jared
Subject: RE: emails for maurice hayes and james kilgore

We missed the "l" in james' address.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Miller, Jared <jtmiller@urbanaininois.us>
Sent: Monday, July 27, 2020 11:55 AM
To: Marlin, Diane <dwmalin@urbanaininois.us>
Subject: RE: emails for maurice hayes and james kilgore

Maurice: [REDACTED]

James: [REDACTED]

I've corresponded with both of them at these addresses.

via the Samsung Galaxy S8 Active, an AT&T 5G Evolution capable smartphone

----- Original message -----

From: "Marlin, Diane" <dwmalin@urbanaininois.us>
Date: 7/27/20 11:29 AM (GMT-06:00)
To: "! Miller, Jared" <jtmiller@urbanaininois.us>
Subject: emails for maurice hayes and james kilgore

Hillard Heintze got bouncebacks on the email addresses you had for Maurice and James. Can you verify them today? Thanks. Diane

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: ! Miller, Jared
Sent: Monday, August 10, 2020 2:54:47 PM
To: Thompson, Marcia
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link - PPT Attached

?Sounds good, looking forward to the conversation.

From: Thompson, Marcia <marcia.thompson@jensenhughes.com>
Sent: Sunday, August 9, 2020 7:22 PM
To: ! Miller, Jared
Subject: RE: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link - PPT Attached

Jared-

Didn't forget about you the week, got away from me, someday this week, we will grab a window. I will circle back, be well.

Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



30 South Wacker Drive, Suite 1400, Chicago, Illinois 60606
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From: ! Miller, Jared <jtmiller@urbanaindinois.us>
Sent: Monday, August 3, 2020 8:10 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link - PPT Attached

?Okay, I'll work with whatever you've got available. Let me know, thanks!

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Monday, August 3, 2020 8:09 PM
To: ! Miller, Jared
Cc: Thompson, Marcia
Subject: RE: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link - PPT Attached

Hi Jared, I will let you know tomorrow, I gave all my Thursday/Friday slots out. If they don't fill them, either way, I will circle back. I know you're busy.

Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

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marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>>

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From: Thompson, Marcia
<marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com><<mailto:marcia.thompson@hillardheintze.com>%3c<mailto:marcia.thompson@hillardheintze.com>>>>>
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Subject: RE: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

Hi Jared-

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Sent: Wednesday, July 29, 2020 7:15 PM
To: Thompson, Marcia
<marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com><<mailto:marcia.thompson@hillardheintze.com>%3c<mailto:marcia.thompson@hillardheintze.com>>>>>
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

?Hi Marcia,

I could leave you with extensive extensive notes on these topics in the questionnaire but it may be more useful for us to have a candid Zoom conversation. Would you be interested in scheduling one with me?

Thanks!

- Jared -

From: Thompson, Marcia
<marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com><<mailto:marcia.thompson@hillardheintze.com>%3c<mailto:marcia.thompson@hillardheintze.com>>>>>
Sent: Tuesday, July 28, 2020 9:54 PM
To: ! Miller, Jared
Cc: Thompson, Marcia
Subject: FW: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

Hi Jared-

Hope you can make this one, see below all the details, and Zoom link.

Marcia

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Vice President, Law Enforcement Consulting

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From: Thompson, Marcia
<marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com><<mailto:marcia.thompson@hillardheintze.com><[3mailto:marcia.thompson@hillardheintze.c](mailto:marcia.thompson@hillardheintze.com)

Please see the Zoom invite for your Learning Session at 5:30pm on Wednesday (July 29th), please let me know if you have any questions, or concerns getting connected, my cell phone is below.

Also, I am attaching a questionnaire we will go through during the session, after a brief discussion, you do not need to complete it in advance, I will provide you with time to do so in our session.

As a reminder session are scheduled for 90 minutes, and we normally do take the entire time, depending on the number of attendees and questions asked. You can just click the Zoom link below and it will take you into the meeting waiting room, and from there you will be admitted into the session.

Marcia K. Thompson is inviting you to a scheduled Zoom meeting.

Topic: Urbana #3
Time: Jul 29, 2020 05:30 PM Central Time (US and Canada)

Join Zoom Meeting
<https://us02web.zoom.us/j/88379392998?pwd=aXBxbGF2OU5CSjZkZU0UUVFvRC9TUT09>

Meeting ID: 883 7939 2998
Passcode: 011614
One tap mobile
+13126266799,,88379392998#,,,,,0#,,011614# US (Chicago)
+13017158592,,88379392998#,,,,,0#,,011614# US (Germantown)

Dial by your location
+1 312 626 6799 US (Chicago)
+1 301 715 8592 US (Germantown)
+1 646 558 8656 US (New York)
+1 253 215 8782 US (Tacoma)
+1 346 248 7799 US (Houston)
+1 669 900 9128 US (San Jose)
Meeting ID: 883 7939 2998
Passcode: 011614
Find your local number: <https://us02web.zoom.us/j/88379392998>

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From: Thompson, Marcia
Sent: Sunday, August 09, 2020 7:22:37 PM
To: ! Miller, Jared
Subject: RE: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link - PPT Attached

Jared-

Didn't forget about you the week, got away from me, someday this week, we will grab a window. I will circle back, be well.

Marcia

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From: ! Miller, Jared <jtmiller@urbanaindinois.us>
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To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link - PPT Attached

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Marcia

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From: ! Miller, Jared <jtmiller@urbanainllinois.us>
Sent: Monday, August 3, 2020 5:33 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link - PPT Attached

?Hi Marcia, let's make it happen. Sorry I did not reply sooner. Let me know if that time is still available.

From: Thompson, Marcia <marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>>>
Sent: Friday, July 31, 2020 8:45 AM
To: ! Miller, Jared
Cc: Thompson, Marcia
Subject: RE: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link - PPT Attached

Morning Jared –

How about next Thursday at 2:00pm? Let me know, hope your Friday is great and I look to connect next week. Attached are the slides as well, have a great weekend.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066

marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>><<mailto:marcia.thompson@hillardheintze.com>>%3c<mailto:marcia.thompson@hillardheintze.com>>>

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From: ! Miller, Jared <jtmiller@urbanainllinois.us<<mailto:jtmiller@urbanainllinois.us>>>
Sent: Thursday, July 30, 2020 10:39 AM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>>>
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

That's totally fine, how is your Th/Fr looking next week? Evenings are best for me but I can do Friday morning before 10 AM as well.

?

Just a reminder, can you send me that PowerPoint from the meeting?

Thank you!

From: Thompson, Marcia
<marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>><<mailto:marcia.thompson@hillardheintze.com>>%3c<mailto:marcia.thompson@hillardheintze.com>>>
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To: ! Miller, Jared
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Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

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Mobile: 773.619.1066

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Sent: Wednesday, July 29, 2020 7:15 PM

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Thanks!

- Jared -

From: Thompson, Marcia

<marcia.thompson@hillardheintze.com<mailto:marcia.thompson@hillardheintze.com%3cmailto:marcia.thompson@hillardheintze.c

Sent: Tuesday, July 28, 2020 9:54 PM

To: ! Miller, Jared

Cc: Thompson, Marcia

Subject: FW: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

Hi Jared-

Hope you can make this one, see below all the details, and Zoom link.

Marcia

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Vice President, Law Enforcement Consulting

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Mobile: 773.619.1066

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Sent: Tuesday, July 28, 2020 6:59 PM
To: Thompson, Marcia
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Cc: Thompson, Marcia
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Subject: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

Please see the Zoom invite for your Learning Session at 5:30pm on Wednesday (July 29th), please let me know if you have any questions, or concerns getting connected, my cell phone is below.

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Marcia K. Thompson is inviting you to a scheduled Zoom meeting.

Topic: Urbana #3
Time: Jul 29, 2020 05:30 PM Central Time (US and Canada)

Join Zoom Meeting
<https://us02web.zoom.us/j/88379392998?pwd=aXBXbGF2OU5CSlZkZU0UUVEvRC9TUT09>

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Passcode: 011614
One tap mobile
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+1 253 215 8782 US (Tacoma)
+1 346 248 7799 US (Houston)
+1 669 900 9128 US (San Jose)
Meeting ID: 883 7939 2998
Passcode: 011614
Find your local number: <https://us02web.zoom.us/j/k0Po1Ge8c>

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

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Mobile: 773.619.1066
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From: Seraphin, Bryant
Sent: Thursday, July 02, 2020 10:05:29 AM
To: 'Giuffre, Mark'; Mitten, Carol
Cc: Brooks, Michelle
Subject: RE: Report on Interview of bystander regarding video of the incident

Mark,

I agree with getting the report next week.

-Bryant

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Thursday, July 02, 2020 10:05 AM
To: Mitten, Carol <cjmitten@urbanainllinois.us>; Seraphin, Bryant <seraphbd@urbanainllinois.us>
Cc: Brooks, Michelle <mebrooks@urbanainllinois.us>
Subject: RE: Report on Interview of bystander regarding video of the incident

Carol,
Thanks. We will have the report to you early next week.
Thanks,
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

+1 312-229-9820 WORK
+1 312-735-1254 MOBILE
mark.giuffre@hillardheintze.com

Serving our clients and partners during the COVID-19 pandemic:

Hillard Heintze, a Jensen Hughes company, continues to operate, while following all local and federal guidance. Please know that we are taking extensive and healthy, protected and productive to support you and our ongoing projects.



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From: Mitten, Carol <cjmitten@urbanainllinois.us>
Sent: Thursday, July 2, 2020 9:58 AM
To: Giuffre, Mark <mark.giuffre@hillardheintze.com>; Seraphin, Bryant <seraphbd@urbanainllinois.us>
Cc: Brooks, Michelle <mebrooks@urbanainllinois.us>
Subject: RE: Report on Interview of bystander regarding video of the incident

Mark:

If you will be recommending some action that needs to be taken as it relates to the bystander video, I think the sooner we receive it, the better. Bryant may have thoughts to share, as well.

Thanks,

Carol

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Thursday, July 02, 2020 9:18 AM
To: Mitten, Carol <cjmitten@urbanainllinois.us>; Seraphin, Bryant <seraphbd@urbanainllinois.us>
Cc: Brooks, Michelle <mebrooks@urbanainllinois.us>
Subject: Report on Interview of bystander regarding video of the incident

Carol and Bryant,
We have completed our interview of the bystander regarding video of the incident and actions of Urbana Police Department officers. Would you like us to deliver that to you early next week, or deliver it with our other reports at the end of the month?
Thanks,
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

+1 312-229-9820 WORK
+1 312-735-1254 MOBILE
mark.giuffre@hillardheintze.com

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From: ! Miller, Jared
Sent: Monday, August 03, 2020 8:09:59 PM
To: Thompson, Marcia
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link - PPT Attached

?Okay, I'll work with whatever you've got available. Let me know, thanks!

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Monday, August 3, 2020 8:09 PM
To: ! Miller, Jared
Cc: Thompson, Marcia
Subject: RE: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link - PPT Attached

Hi Jared, I will let you know tomorrow, I gave all my Thursday/Friday slots out. If they don't fill them, either way, I will circle back. I know you're busy.

Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



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From: ! Miller, Jared <jtmiller@urbanaininois.us>
Sent: Monday, August 3, 2020 5:33 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link - PPT Attached

?Hi Marcia, let's make it happen. Sorry I did not reply sooner. Let me know if that time is still available.

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Friday, July 31, 2020 8:45 AM
To: ! Miller, Jared
Cc: Thompson, Marcia
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Morning Jared –

How about next Thursday at 2:00pm? Let me know, hope your Friday is great and I look to connect next week. Attached are the slides as well, have a great weekend.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

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Thanks!

- Jared -

From: Thompson, Marcia
<marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com><<mailto:marcia.thompson@hillardheintze.com>%3c<mailto:marcia.thompson@hillardheintze.com>>>>>
Sent: Tuesday, July 28, 2020 9:54 PM
To: ! Miller, Jared
Cc: Thompson, Marcia
Subject: FW: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

Hi Jared-

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Marcia

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Cc: Thompson, Marcia
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Sent: Tuesday, July 28, 2020 6:59 PM

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Marcia K. Thompson, Esq.

From: ! Miller, Jared
Sent: Thursday, July 30, 2020 2:45:23 PM
To: Thompson, Marcia
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

?Sounds good, my schedule is pretty flexible so please let me know what works best for you if any of the proposed times aren't that great for your schedule next week.

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Thursday, July 30, 2020 11:18 AM
To: ! Miller, Jared
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

Perfect -

Thanks and I'll be in touch on a date and to send the PPT, your way.

Thanks,
Marcia

Sent from the iPhone of Marcia K. Thompson, Esq. -- HH

On Jul 30, 2020, at 10:39 AM, ! Miller, Jared <tmiller@urbanillinois.us> wrote:

That's totally fine, how is your Th/Fr looking next week? Evenings are best for me but I can do Friday morning before 10 AM as well.

?

Just a reminder, can you send me that PowerPoint from the meeting?

Thank you!

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Wednesday, July 29, 2020 9:39 PM
To: ! Miller, Jared
Subject: RE: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

Hi Jared-

That would be awesome, let's do it. We will need to look at next week, what days are good for you?

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
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From: ! Miller, Jared <tmiller@urbanillinois.us>

Sent: Wednesday, July 29, 2020 7:15 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

?Hi Marcia,

I could leave you with extensive extensive notes on these topics in the questionnaire but it may be more useful for us to have a candid Zoom conversation. Would you be interested in scheduling one with me?

Thanks!

- Jared -

From: Thompson, Marcia <marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>>>
Sent: Tuesday, July 28, 2020 9:54 PM
To: ! Miller, Jared
Cc: Thompson, Marcia
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Hi Jared-

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Marcia

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Sent: Tuesday, July 28, 2020 6:59 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>>>
Cc: Thompson, Marcia <marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>>>
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Topic: Urbana #3
Time: Jul 29, 2020 05:30 PM Central Time (US and Canada)

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<https://us02web.zoom.us/j/88379392998?pwd=aXBxbGF2OU5CSIZOKzU0UVEvRC9TUT09>

Meeting ID: 883 7939 2998
Passcode: 011614
One tap mobile
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+13017158592,,88379392998#,,,,,0#,,011614# US (Germantown)

Dial by your location
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From: ! Miller, Jared
Sent: Monday, August 03, 2020 5:33:15 PM
To: Thompson, Marcia
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link - PPT Attached

?Hi Marcia, let's make it happen. Sorry I did not reply sooner. Let me know if that time is still available.

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Sent: Friday, July 31, 2020 8:45 AM
To: ! Miller, Jared
Cc: Thompson, Marcia
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Be well,
Marcia

Marcia K. Thompson, Esq.
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From: Thompson, Marcia
Sent: Thursday, July 30, 2020 11:18:30 AM
To: ! Miller, Jared
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

Perfect -

Thanks and I'll be in touch on a date and to send the PPT, your way.

Thanks,
Marcia

Sent from the iPhone of Marcia K. Thompson, Esq. -- HH

On Jul 30, 2020, at 10:39 AM, ! Miller, Jared <itmiller@urbanainllinois.us> wrote:

That's totally fine, how is your Th/Fr looking next week? Evenings are best for me but I can do Friday morning before 10 AM as well.

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marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>>

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From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Tuesday, July 28, 2020 6:59 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Cc: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

Please see the Zoom invite for your Learning Session at 5:30pm on Wednesday (July 29th), please let me know if you have any questions, or concerns getting connected, my cell phone is below.

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Marcia K. Thompson is inviting you to a scheduled Zoom meeting.

Topic: Urbana #3
Time: Jul 29, 2020 05:30 PM Central Time (US and Canada)

Join Zoom Meeting
<https://us02web.zoom.us/j/88379392998?pwd=aXBXbGF2OU5CSlZOKzU0UjVhRC9TUT09>

Meeting ID: 883 7939 2998
Passcode: 011614
One tap mobile
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+1 346 248 7799 US (Houston)
+1 669 900 9128 US (San Jose)
Meeting ID: 883 7939 2998
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Find your local number: <https://us02web.zoom.us/j/k0Po1Ge8c>

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Vice President, Law Enforcement Consulting

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From: Thompson, Marcia
Sent: Wednesday, July 29, 2020 9:39:46 PM
To: ! Miller, Jared
Subject: RE: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

Hi Jared-

That would be awesome, let's do it. We will need to look at next week, what days are good for you?

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

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Mobile: 773.619.1066
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From: ! Miller, Jared <jtmiller@urbanaininois.us>
Sent: Wednesday, July 29, 2020 7:15 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

?Hi Marcia,

I could leave you with extensive extensive notes on these topics in the questionnaire but it may be more useful for us to have a candid Zoom conversation. Would you be interested in scheduling one with me?

Thanks!

- Jared -

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Cc: Thompson, Marcia
Subject: FW: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

Hi Jared-

Hope you can make this one, see below all the details, and Zoom link.

Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

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Topic: Urbana #3
Time: Jul 29, 2020 05:30 PM Central Time (US and Canada)

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From: ! Miller, Jared
Sent: Wednesday, July 29, 2020 5:32:28 PM
To: Thompson, Marcia
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

Hi Marcia,?

I am available for this meeting and I am attempting to join via Zoom.

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Tuesday, July 28, 2020 9:54 PM
To: ! Miller, Jared
Cc: Thompson, Marcia
Subject: FW: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

Hi Jared-

Hope you can make this one, see below all the details, and Zoom link.

Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

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Sent: Tuesday, July 28, 2020 6:59 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Cc: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

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Topic: Urbana #3
Time: Jul 29, 2020 05:30 PM Central Time (US and Canada)

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<https://us02web.zoom.us/j/88379392998?pwd=aXBXbGF2OU5CSlZQKzU0UUVvRC9TUT09>

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From: Thompson, Marcia
Sent: Tuesday, July 28, 2020 9:52:04 PM
To: ! Miller, Jared
Cc: Thompson, Marcia
Subject: RE: Zoom Invite for Urbana Learning Session - Tuesday @ 10:00am (July 28th)

Hi Jared, sorry you were unable to make the meeting this morning, as I mentioned, we do not normally record these types of meetings. Particularly so the community can feel free to speak candidly without attribution to their concerns, comments, and solutions as well. Out of the sessions, we identify themes and action plans, so no recordings are done of these learning sessions.

You are welcome to join the evening session at 5:30, we have another council person mid-day and I would prefer not to have two in one session, as they are small but mighty groups. I will send you the Zoom, info for the 5:30 session, and the questionnaire, see you then.

If you need anything else, please let me know.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

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Mobile: 773.619.1066
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From: ! Miller, Jared <jtmiller@urbanaininois.us>
Sent: Tuesday, July 28, 2020 9:39 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Re: Zoom Invite for Urbana Learning Session - Tuesday @ 10:00am (July 28th)

?Hi Marcia,

I was (obviously) unable to attend this morning's meeting. Please reschedule me for one of the remaining meetings.

Was a recording of this morning's meeting made as I had requested?

Thank you and my apologies for not being available this morning.

Sincerely,

- Jared -

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Monday, July 27, 2020 8:18 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Zoom Invite for Urbana Learning Session - Tuesday @ 10:00am (July 28th)

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Topic: Urbana #1
Time: Jul 28, 2020 10:00 AM Central Time (US and Canada)

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Meeting ID: 810 4913 5463
Passcode: 581896
One tap mobile
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+1 669 900 9128 US (San Jose)
+1 253 215 8782 US (Tacoma)

Meeting ID: 810 4913 5463

Passcode: 581896

Find your local number: <https://us02web.zoom.us/j/kewq6cnMPm>

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

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Mobile: 773.619.1066

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From: ! Miller, Jared
Sent: Tuesday, July 28, 2020 9:38:35 PM
To: Thompson, Marcia
Subject: Re: Zoom Invite for Urbana Learning Session - Tuesday @ 10:00am (July 28th)

Hi Marcia,

I was (obviously) unable to attend this morning's meeting. Please reschedule me for one of the remaining meetings.

Was a recording of this morning's meeting made as I had requested?

Thank you and my apologies for not being available this morning.

Sincerely,
- Jared -

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
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Cc: Thompson, Marcia
Subject: Zoom Invite for Urbana Learning Session - Tuesday @ 10:00am (July 28th)

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Be well,
Marcia

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From: ! Miller, Jared
Sent: Wednesday, July 29, 2020 7:15:22 PM
To: Thompson, Marcia
Subject: Re: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

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Thanks!
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From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Tuesday, July 28, 2020 6:59 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Cc: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Learning Session for Wednesday (July 29th) at 5:30pm Zoom Link

Please see the Zoom invite for your **Learning Session at 5:30pm** on Wednesday (July 29th), please let me know if you have any questions, or concerns getting connected, my cell phone is below.

Also, I am attaching a questionnaire we will go through during the session, after a brief discussion, you do not need to complete it in advance, I will provide you with time to do so in our session.

As a reminder session are scheduled for 90 minutes, and we normally do take the entire time, depending on the number of attendees and questions asked. You can just **click the Zoom link** below and it will take you into the meeting waiting room, and from there you will be admitted into the session.

Marcia K. Thompson is inviting you to a scheduled Zoom meeting.

Topic: Urbana #3
Time: Jul 29, 2020 05:30 PM Central Time (US and Canada)

Join Zoom Meeting
<https://us02web.zoom.us/j/88379392998?pwd=aXBXbGF2OU5CSlZQKzU0UUVvRC9UT0U9>

Meeting ID: 883 7939 2998
Passcode: 011614
One tap mobile
+13126266799,,88379392998#,,,,,0#,,011614# US (Chicago)
+13017158592,,88379392998#,,,,,0#,,011614# US (Germantown)

Dial by your location
+1 312 626 6799 US (Chicago)
+1 301 715 8592 US (Germantown)
+1 646 558 8656 US (New York)
+1 253 215 8782 US (Tacoma)
+1 346 248 7799 US (Houston)
+1 669 900 9128 US (San Jose)

Meeting ID: 883 7939 2998
Passcode: 011614
Find your local number: <https://us02web.zoom.us/j/k0Po1Ge8c>

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



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From: Brickman Levy, Kathryn

Sent: Tuesday, August 11, 2020 10:14:22 AM

To: Borman Curt; Brooks, Michelle; !MunisUsers-Cassady, Dawn; Choate, Celeste (UrbanaFree.org); Clark Phyllis; Dodd, Sheila; Gustafson, Vince; Hannan, Elizabeth; Heldman, Cassandra; Hess, Sanford; Hundley, Wendy; Kolschowsky, William; Lauss, Charles; Marlin, Diane; Meharry, Kay; Mitten, Carol; Pearson, Lorrie; Sanders, Joel; Seraphin, Bryant; Simon, James; Smysor, April; Surles, Richard; Swinford, Justin

Subject: August_13_2020_Cabinet MeetingFINAL

Thursday at 9am - link imbedded in Agenda

CABINET MEETING
August 13, 2020 Meeting

1. Opening Comments from CA
2. Upcoming Awards/Recognitions/Proclamations
3. Last Minute Changes to Next Scheduled Meeting
4. Round Robin

Out of office:

Chuck Lauss: August 10-14, September 4-22

Future Agenda Items:

Snow Removal Ordinance
Stormwater Master Plan Condition Assessment Report
Public Events Ordinance
Subdivision and Land Development Ordinance/Manual of Practice
Traffic Stop Data Reports
KRT Extension Study
UBA, VCC, EDC Agreements and Presentations

Join Zoom Meeting

<https://us02web.zoom.us/j/86828437717?pwd=TDdRM0ZUNkN1emRBUG80eVdJTxFMZz09>

Meeting ID: 868 2843 7717

Passcode: 156659

One tap mobile

+13126266799

COMMITTEE MEETING

August 17, 2020

1. TUFL Annual Report
2. One Door Presentation
3. COVID-19 TBRA Grant Agreement
4. CSSF Grants
5. UBA Marketing Partnership Agreement (*tentative*)
6. Closed Session

ZBA MEETING

August 19, 2020

1. 102 W. Pennsylvania Ave. – Garage Variance (Major) – COW 9/7
2. 1304 S. Vine St. – Min. Lot Area for a Planned Unit Development Variance (Major) – COW 9/7
3. 312 W. Elm St. – Conditional Use Permit for Masonic Lodge

PLAN COMMISSION MEETING

August 20, 2020

COUNCIL MEETING

August 24, 2020

1. Any items forwarded to Council by Committee
2. Any items forwarded to Council by Plan Commission
3. Hillard Heintze Report

5th MONDAY
August 31, 2020

From: Thompson, Marcia
Sent: Monday, July 27, 2020 8:18:39 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Zoom Invite for Urbana Learning Session - Tuesday @ 10:00am (July 28th)

Please see the Zoom invite for your **Learning Session at 10:00am** on Tuesday (July 28th), please let me know if you have any questions, or concerns getting connected, my cell phone is below.

Also, I am attaching a questionnaire we will go through during the session, after a brief discussion, you do not need to complete it in advance, I will provide you with time to do so in our session.

As a reminder session are scheduled for 90 minutes, and we normally do take the entire time, depending on the number of attendees and questions asked. You can just **click the Zoom link** below and it will take you into the meeting waiting room, and from there you will be admitted into the session.

Marcia K. Thompson is inviting you to a scheduled Zoom meeting.

Topic: Urbana #1
Time: Jul 28, 2020 10:00 AM Central Time (US and Canada)

Join Zoom Meeting
<https://us02web.zoom.us/j/81049135463?pwd=SGk4Vnl3eDZ4cld4R0x4ZCs0dCs5QT09>

Meeting ID: 810 4913 5463
Passcode: 581896
One tap mobile
+13126266799,,81049135463#,,,,,0#,,581896# US (Chicago)
+16465588656,,81049135463#,,,,,0#,,581896# US (New York)

Dial by your location
+1 312 626 6799 US (Chicago)
+1 646 558 8656 US (New York)
+1 301 715 8592 US (Germantown)
+1 346 248 7799 US (Houston)
+1 669 900 9128 US (San Jose)
+1 253 215 8782 US (Tacoma)

Meeting ID: 810 4913 5463
Passcode: 581896
Find your local number: <https://us02web.zoom.us/j/81049135463?pwd=SGk4Vnl3eDZ4cld4R0x4ZCs0dCs5QT09>

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



30 South Wacker Drive, Suite 1400, Chicago, Illinois 60606
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From: Thompson, Marcia
Sent: Thursday, July 23, 2020 12:43:21 PM
To: ! Miller, Jared
Cc: Thompson, Marcia
Subject: RE: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Hi –

That may be an alternative of course, I do not normally record the sessions, however, I will ask verify how we plan to proceed in that regard and let you know, either way to help you decide. I will keep you in the 10am session, for now until all the logistics are solidified.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



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From: ! Miller, Jared <jtmiller@urbanaininois.us>
Sent: Thursday, July 23, 2020 11:51 AM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Re: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Hi Marcia,

?Whichever is fine, I'll make time for them.

I would, in lieu of attending, be fine with being able to review a recording of the meeting.

Mayor Marlin suggested to me that your Zoom sessions would not be recorded so I've asked to at least be able to attend all to listen in on the conversations.

If the meetings can be recorded and you can share those recordings with me after the completion of the meeting within a day or so I would be happy to be able to review them that way.

Thank you.

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Wednesday, July 22, 2020 7:06 PM
To: ! Miller, Jared
Cc: Thompson, Marcia
Subject: RE: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Thanks for the response, if you had to choose a first choice which would it be, trying to keep each session at a certain number. As we get closer and I have all the confirmations, we can discuss. As of now, I have you in the 10am session on July 28th.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>>

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state law. If you received this email in error, please notify the sender immediately and permanently delete this email.

From: ! Miller, Jared
Sent: Thursday, July 23, 2020 11:50:49 AM
To: Thompson, Marcia
Subject: Re: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Hi Marcia,

?Whichever is fine, I'll make time for them.

I would, in lieu of attending, be fine with being able to review a recording of the meeting.

Mayor Marlin suggested to me that your Zoom sessions would not be recorded so I've asked to at least be able to attend all to listen in on the conversations.

If the meetings can be recorded and you can share those recordings with me after the completion of the meeting within a day or so I would be happy to be able to review them that way.

Thank you.

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Wednesday, July 22, 2020 7:06 PM
To: ! Miller, Jared
Cc: Thompson, Marcia
Subject: RE: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Thanks for the response, if you had to choose a first choice which would it be, trying to keep each session at a certain number. As we get closer and I have all the confirmations, we can discuss. As of now, I have you in the 10am session on July 28th.

Be well,
Marcia

Marcia K. Thompson, Esq.
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From: ! Miller, Jared <jtmiller@urbanaininois.us>
Sent: Wednesday, July 22, 2020 7:01 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Re: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Hi Marcia,

Please put me down for attendance at all three sessions. I may only contribute in one but I would like to listen in on the others.

Thank you.

Jared Miller

Alderman, City Of Urbana, Ward 7

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Wednesday, July 22, 2020 5:39 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Hello -

Please see the attached invitation to attend a "Learning Session" and respond to me directly regarding your availability to attend the assigned session, looking forward to hearing your perspective on these critical issues.

If you have any questions, do not hesitate to reach out to me directly. I look to receive your confirmation and I will send the appropriate Zoom link for your designated session.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>>

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From: ! Miller, Jared
Sent: Wednesday, July 22, 2020 7:00:45 PM
To: Thompson, Marcia
Subject: Re: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Hi Marcia,

Please put me down for attendance at all three sessions. I may only contribute in one but I would like to listen in on the others.

Thank you.

Jared Miller
Alderman, City Of Urbana, Ward 7

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Wednesday, July 22, 2020 5:39 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Hello –

Please see the attached invitation to attend a “Learning Session” and respond to me directly regarding your availability to attend the assigned session, looking forward to hearing your perspective on these critical issues.

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Be well,
Marcia

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Vice President, Law Enforcement Consulting

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From: Thompson, Marcia
Sent: Wednesday, July 22, 2020 7:06:02 PM
To: ! Miller, Jared
Cc: Thompson, Marcia
Subject: RE: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Thanks for the response, if you had to choose a first choice which would it be, trying to keep each session at a certain number. As we get closer and I have all the confirmations, we can discuss. As of now, I have you in the 10am session on July 28th.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



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From: ! Miller, Jared <jtmiller@urbanainllinois.us>
Sent: Wednesday, July 22, 2020 7:01 PM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Re: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Hi Marcia,

Please put me down for attendance at all three sessions. I may only contribute in one but I would like to listen in on the others.

Thank you.

Jared Miller
Alderman, City Of Urbana, Ward 7

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Wednesday, July 22, 2020 5:39 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Hello -

Please see the attached invitation to attend a "Learning Session" and respond to me directly regarding your availability to attend the assigned session, looking forward to hearing your perspective on these critical issues.

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Be well,
Marcia

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Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com<<mailto:marcia.thompson@hillardheintze.com>>

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[signature_403969377]<<https://twitter.com/HillardHeintze>>

[signature_897644128]<<https://www.hillardheintze.com/blog/>>

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From: Brickman Levy, Kathryn

Sent: Monday, August 03, 2020 3:25:49 PM

To: Borman Curt; Brooks, Michelle; !MunisUsers-Cassady, Dawn; Choate, Celeste (UrbanaFree.org); Clark Phyllis; Dodd, Sheila; Gustafson, Vince; Hannan, Elizabeth; Heldman, Cassandra; Hess, Sanford; Hundley, Wendy; Kolschowsky, William; Lauss, Charles; Marlin, Diane; Meharry, Kay; Mitten, Carol; Pearson, Lorrie; Sanders, Joel; Seraphin, Bryant; Simon, James; Smysor, April; Surles, Richard; Swinford, Justin

Subject: August_3_2020_Cabinet MeetingFINAL

Join Zoom Meeting - 10:30 AM Tuesday

<https://us02web.zoom.us/j/82618590542?pwd=MGNzK3pnbTIwdXpjU3RueklFY2JVdz09>

Meeting ID: 826 1859 0542

Passcode: 785956

One tap mobile

+13126266799

CABINET MEETING

August 3, 2020 Meeting

1. Opening Comments from CA
2. Upcoming Awards/Recognitions/Proclamations
3. Last Minute Changes to Next Scheduled Meeting
4. Round Robin

Out of office:

Chuck Lauss: August 10-14, September 4-22

Future Agenda Items:

Snow Removal Ordinance

Stormwater Master Plan Condition Assessment Report

Public Events Ordinance

Subdivision and Land Development Ordinance/Manual of Practice

Traffic Stop Data Reports

CSSF Grant Agreements

KRT Extension Study

UBA, VCC, EDC Agreements and Presentations

Join Zoom Meeting

<https://us02web.zoom.us/j/82618590542?pwd=MGNzK3pnbTIwdXpjU3RueklFY2JVdz09>

Meeting ID: 826 1859 0542

Passcode: 785956

One tap mobile

+13126266799

August 10, 2020

CUNNINGHAM TOWNSHIP BOARD MEETING (6:30pm)

COUNCIL MEETING

1. Any items forwarded to Council by Committee
2. Any items forwarded to Council by Plan Commission
3. Economic Development Quarterly Report
4. Pedestrian Plan (from 7/27)

COMMITTEE MEETING

August 17, 2020

1. TUFL Annual Report
2. One Door Presentation
3. COVID-19 TBRA Grant Agreement
4. CSSF Grants
5. Emergency Solutions Grant – CV Agreements

ZBA MEETING

August 19, 2020

1. 102 W. Pennsylvania Ave. – Garage Variance (Major) – COW 9/7
2. 1304 S. Vine St. – Min. Lot Area for a Planned Unit Development Variance (Major) – COW 9/7
3. 312 W. Elm St. – Conditional Use Permit for Masonic Lodge

PLAN COMMISSION MEETING

August 20, 2020

COUNCIL MEETING

August 24, 2020

1. Any items forwarded to Council by Committee
2. Any items forwarded to Council by Plan Commission
3. Hillard Heintze Report

5th MONDAY
August 31, 2020

From: Hess, Sanford

Sent: Monday, August 03, 2020 5:28:50 PM

To: Brickman Levy, Kathryn; Borman Curt; Brooks, Michelle; !MunisUsers-Cassady, Dawn; Choate, Celeste (UrbanaFree.org); Clark Phyllis; Dodd, Sheila; Gustafson, Vince; Hannan, Elizabeth; Heldman, Cassandra; Hundley, Wendy; Kolschowsky, William; Lauss, Charles; Marlin, Diane; Meharry, Kay; Mitten, Carol; Pearson, Lorrie; Sanders, Joel; Seraphin, Bryant; Simon, James; Smysor, April; Surles, Richard; Swinford, Justin

Subject: RE: August_3_2020_Cabinet MeetingFINAL

Here's our status on the race for the Network Drive Biggest Loser.

Bad news – as a whole we're moving backwards. Negative percentages mean that you're INCREASING the network directory.

Folder	7/15/2020	8/1/2020	Loss
G Drive	281,272	223,659	20.48%
City Clerk	29,602	28,227	4.64%
IT	117,299	114,836	2.10%
Police	651,481	637,857	2.09%
Fire	310,353	309,185	0.38%
Finance	65,938	65,840	0.15%
Parking	443,564	443,564	0.00%
Legal	16,450	16,450	0.00%
HRO	43,484	43,484	0.00%
HR	39,311	39,311	0.00%
FOIA	32,413	32,435	-0.07%
Mayor/CAO	7,483	7,602	-1.59%
CD	1,054,698	1,106,050	-4.87%
PW	901,900	977,763	-8.41%
L Drive	-	81,753	N/A



From: Brickman Levy, Kathryn <klbrickmanlevy@urbanainlinois.us>

Sent: Monday, August 03, 2020 3:26 PM

To: Borman Curt <csborman@urbanainlinois.us>; Brooks, Michelle <mebrooks@urbanainlinois.us>; !MunisUsers-Cassady, Dawn <dassady@urbanafree.org>; Choate, Celeste (UrbanaFree.org) <choate@urbanafree.org>; Clark Phyllis <pdclark@urbanainlinois.us>; Dodd, Sheila <sedodd@urbanainlinois.us>; Gustafson, Vince <vhgustafson@urbanainlinois.us>; Hannan, Elizabeth <eahannan@urbanainlinois.us>; Heldman, Cassandra <heldmacl@urbanainlinois.us>; Hess, Sanford <sfhess@urbanainlinois.us>; Hundley, Wendy <wmhundley@urbanainlinois.us>; Kolschowsky, William <wakolschowsky@urbanainlinois.us>; Lauss, Charles <celauss@urbanainlinois.us>; Marlin, Diane <dwmarlin@urbanainlinois.us>; Meharry, Kay <kmeharry@urbanainlinois.us>; Mitten, Carol <cjmitten@urbanainlinois.us>; Pearson, Lorrie <lpearson@urbanainlinois.us>; Sanders, Joel <sanderjr@urbanainlinois.us>; Seraphin, Bryant <seraphbd@urbanainlinois.us>; Simon, James <jlsimon@urbanainlinois.us>; Smysor, April <alsmysor@urbanainlinois.us>; Surles, Richard <surlersh@urbanainlinois.us>; Swinford, Justin <jmswinford@urbanainlinois.us>

Subject: August_3_2020_Cabinet MeetingFINAL

Join Zoom Meeting - 10:30 AM Tuesday

<https://us02web.zoom.us/j/82618590542?pwd=MGNzK3pnbTlwdXpjU3RueklFY2JVdz09>

Meeting ID: 826 1859 0542

Passcode: 785956

One tap mobile

+13126266799

CABINET MEETING August 3, 2020 Meeting

1. Opening Comments from CA
2. Upcoming Awards/Recognitions/Proclamations

3. Last Minute Changes to Next Scheduled Meeting
4. Round Robin

Out of office:

Chuck Lauss: August 10-14, September 4-22

Future Agenda Items:

- Snow Removal Ordinance
- Stormwater Master Plan Condition Assessment Report
- Public Events Ordinance
- Subdivision and Land Development Ordinance/Manual of Practice
- Traffic Stop Data Reports
- CSSF Grant Agreements
- KRT Extension Study
- UBA, VCC, EDC Agreements and Presentations

Join Zoom Meeting

<https://us02web.zoom.us/j/82618590542?pwd=MGNzK3pnbTlwdXpiU3RueklFY2JVdz09>

Meeting ID: 826 1859 0542

Passcode: 785956

One tap mobile

+13126266799

August 10, 2020

CUNNINGHAM TOWNSHIP BOARD MEETING (6:30pm)

COUNCIL MEETING

1. Any items forwarded to Council by Committee
2. Any items forwarded to Council by Plan Commission
3. Economic Development Quarterly Report
4. Pedestrian Plan (from 7/27)

COMMITTEE MEETING

August 17, 2020

1. TUFL Annual Report
2. One Door Presentation
3. COVID-19 TBRA Grant Agreement
4. CSSF Grants
5. Emergency Solutions Grant – CV Agreements

ZBA MEETING

August 19, 2020

1. 102 W. Pennsylvania Ave. – Garage Variance (Major) – COW 9/7
2. 1304 S. Vine St. – Min. Lot Area for a Planned Unit Development Variance (Major) – COW 9/7
3. 312 W. Elm St. – Conditional Use Permit for Masonic Lodge

PLAN COMMISSION MEETING

August 20, 2020

COUNCIL MEETING

August 24, 2020

1. Any items forwarded to Council by Committee
2. Any items forwarded to Council by Plan Commission
3. Hillard Heintze Report

5th MONDAY
August 31, 2020

From: Brickman Levy, Kathryn

Sent: Friday, July 31, 2020 10:43:57 AM

To: Borman Curt; Brooks, Michelle; !MunisUsers-Cassady, Dawn; Choate, Celeste (UrbanaFree.org); Clark Phyllis; Dodd, Sheila; Gustafson, Vince; Hannan, Elizabeth; Heldman, Cassandra; Hess, Sanford; Hundley, Wendy; Kolschowsky, William; Lauss, Charles; Marlin, Diane; Meharry, Kay; Mitten, Carol; Pearson, Lorrie; Sanders, Joel; Seraphin, Bryant; Simon, James; Smysor, April; Surles, Richard; Swinford, Justin

Subject: August_3_2020_Cabinet MeetingDRAFT

Changes/Edits/Additions NLT 4pm Monday.
Thanks, k

From: Seraphin, Bryant
Sent: Thursday, July 02, 2020 10:05:29 AM
To: 'Giuffre, Mark'; Mitten, Carol
Cc: Brooks, Michelle
Subject: RE: Report on Interview of bystander regarding video of the incident

Mark,

I agree with getting the report next week.

-Bryant

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Thursday, July 02, 2020 10:05 AM
To: Mitten, Carol <cjmitten@urbanainllinois.us>; Seraphin, Bryant <seraphbd@urbanainllinois.us>
Cc: Brooks, Michelle <mebrooks@urbanainllinois.us>
Subject: RE: Report on Interview of bystander regarding video of the incident

Carol,
Thanks. We will have the report to you early next week.
Thanks,
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

+1 312-229-9820 WORK
+1 312-735-1254 MOBILE
mark.giuffre@hillardheintze.com

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Hillard Heintze, a Jensen Hughes company, continues to operate, while following all local and federal guidance. Please know that we are taking extensive and healthy, protected and productive to support you and our ongoing projects.



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From: Mitten, Carol <cjmitten@urbanainllinois.us>
Sent: Thursday, July 2, 2020 9:58 AM
To: Giuffre, Mark <mark.giuffre@hillardheintze.com>; Seraphin, Bryant <seraphbd@urbanainllinois.us>
Cc: Brooks, Michelle <mebrooks@urbanainllinois.us>
Subject: RE: Report on Interview of bystander regarding video of the incident

Mark:

If you will be recommending some action that needs to be taken as it relates to the bystander video, I think the sooner we receive it, the better. Bryant may have thoughts to share, as well.

Thanks,

Carol

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Thursday, July 02, 2020 9:18 AM
To: Mitten, Carol <cjmitten@urbanainllinois.us>; Seraphin, Bryant <seraphbd@urbanainllinois.us>
Cc: Brooks, Michelle <mebrooks@urbanainllinois.us>
Subject: Report on Interview of bystander regarding video of the incident

Carol and Bryant,
We have completed our interview of the bystander regarding video of the incident and actions of Urbana Police Department officers. Would you like us to deliver that to you early next week, or deliver it with our other reports at the end of the month?
Thanks,
-Mark

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From: Mitten, Carol
Sent: Thursday, July 02, 2020 9:58:15 AM
To: 'Giuffre, Mark'; Seraphin, Bryant
Cc: Brooks, Michelle
Subject: RE: Report on Interview of bystander regarding video of the incident

Mark:

If you will be recommending some action that needs to be taken as it relates to the bystander video, I think the sooner we receive it, the better. Bryant may have thoughts to share, as well.

Thanks,

Carol

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Thursday, July 02, 2020 9:18 AM
To: Mitten, Carol <cjmitten@urbanainillinois.us>; Seraphin, Bryant <seraphbd@urbanainillinois.us>
Cc: Brooks, Michelle <mebrooks@urbanainillinois.us>
Subject: Report on Interview of bystander regarding video of the incident

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From: Giuffre, Mark
Sent: Thursday, July 02, 2020 10:02:39 AM
To: Mitten, Carol; Seraphin, Bryant
Cc: Brooks, Michelle; Thompson, Marcia; Kirby, Debra
Subject: RE: Conference call on Community Engagement

Carol,
Terrific. I will send everyone an invite with a conference call number and code to dial into.
Thanks,
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

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From: Mitten, Carol <cjmitten@urbanainllinois.us>
Sent: Thursday, July 2, 2020 9:56 AM
To: Giuffre, Mark <mark.giuffre@hillardheintze.com>; Seraphin, Bryant <seraphbd@urbanainllinois.us>
Cc: Brooks, Michelle <mebrooks@urbanainllinois.us>; Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: RE: Conference call on Community Engagement

Hi Mark:

I am holding 10 am on Monday for myself, Bryant and the Mayor for this call. I think she will want to join this conversation.

Thanks,

Carol

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Thursday, July 02, 2020 9:10 AM
To: Mitten, Carol <cjmitten@urbanainllinois.us>; Seraphin, Bryant <seraphbd@urbanainllinois.us>
Cc: Brooks, Michelle <mebrooks@urbanainllinois.us>; Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Conference call on Community Engagement

Carol and Bryant,
Do you have availability next week to speak with us on the Community Engagement portion of this project? We would like to identify the process and community stake holders to participate. Our lead on this will be Marcia Thompson, Vice President, Law Enforcement Consulting.

We were looking at possible dates/time of:
Monday, July 6: anytime between 11:00am and 1:30pm
Wednesday, July 9: anytime between 9:00am and 11:00am

Please let us know if any of these would work, and if not, what availability you have. Also, if there are others on your team you would like in on this initial discussion, by all means, please include them.

We look forward to hearing back from you and working with the City of Urbana and the Urbana Police Department.

Thanks,
-Mark

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From: Giuffre, Mark
Sent: Thursday, July 02, 2020 10:04:37 AM
To: Mitten, Carol; Seraphin, Bryant
Cc: Brooks, Michelle
Subject: RE: Report on Interview of bystander regarding video of the incident

Carol,
Thanks. We will have the report to you early next week.
Thanks,
-Mark

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From: Mitten, Carol <cjmitten@urbanainllinois.us>
Sent: Thursday, July 2, 2020 9:58 AM
To: Giuffre, Mark <mark.giuffre@hillardheintze.com>; Seraphin, Bryant <seraphbd@urbanainllinois.us>
Cc: Brooks, Michelle <mebrooks@urbanainllinois.us>
Subject: RE: Report on Interview of bystander regarding video of the incident

Mark:

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Thanks,

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From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Thursday, July 02, 2020 9:18 AM
To: Mitten, Carol <cjmitten@urbanainllinois.us>; Seraphin, Bryant <seraphbd@urbanainllinois.us>
Cc: Brooks, Michelle <mebrooks@urbanainllinois.us>
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From: Giuffre, Mark
Sent: Thursday, July 02, 2020 10:07:06 AM
To: Seraphin, Bryant; Mitten, Carol
Cc: Brooks, Michelle
Subject: RE: Report on Interview of bystander regarding video of the incident

Bryant,
Very well. We will deliver it early next week.
Thanks,
-Mark

Mark Giuffre
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From: Seraphin, Bryant <seraphbd@urbanainllinois.us>
Sent: Thursday, July 2, 2020 10:05 AM
To: Giuffre, Mark <mark.giuffre@hillardheintze.com>; Mitten, Carol <cjmitten@urbanainllinois.us>
Cc: Brooks, Michelle <mebrooks@urbanainllinois.us>
Subject: RE: Report on Interview of bystander regarding video of the incident

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Sent: Thursday, July 2, 2020 9:58 AM
To: Giuffre, Mark <mark.giuffre@hillardheintze.com>; Seraphin, Bryant <seraphbd@urbanaininois.us>
Cc: Brooks, Michelle <mebrooks@urbanaininois.us>
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From: Mitten, Carol
Sent: Thursday, July 02, 2020 9:55:56 AM
To: 'Giuffre, Mark'; Seraphin, Bryant
Cc: Brooks, Michelle; Thompson, Marcia
Subject: RE: Conference call on Community Engagement

Hi Mark:

I am holding 10 am on Monday for myself, Bryant and the Mayor for this call. I think she will want to join this conversation.

Thanks,

Carol

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Thursday, July 02, 2020 9:10 AM
To: Mitten, Carol <cjmitten@urbanainillinois.us>; Seraphin, Bryant <seraphbd@urbanainillinois.us>
Cc: Brooks, Michelle <mebrooks@urbanainillinois.us>; Thompson, Marcia <marcia.thompson@hillardheintze.com>
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We look forward to hearing back from you and working with the City of Urbana and the Urbana Police Department.

Thanks,

-Mark

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From: Thompson, Marcia
Sent: Wednesday, July 22, 2020 5:39:16 PM
To: Thompson, Marcia
Cc: Thompson, Marcia
Subject: Invitation to a Learning Session (July 28, 2020) at 10:00am Via Zoom

Hello –

Please see the attached invitation to attend a “Learning Session” and respond to me directly regarding your availability to attend the assigned session, looking forward to hearing your perspective on these critical issues.

If you have any questions, do not hesitate to reach out to me directly. I look to receive your confirmation and I will send the appropriate Zoom link for your designated session.

Be well,
Marcia

Marcia K. Thompson, Esq.
Vice President, Law Enforcement Consulting

Phone: 312.229.9818
Mobile: 773.619.1066
marcia.thompson@hillardheintze.com



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From: Giuffre, Mark
Sent: Thursday, July 02, 2020 9:17:59 AM
To: Mitten, Carol; Seraphin, Bryant
Cc: Brooks, Michelle
Subject: Report on Interview of bystander regarding video of the incident

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From: ! Miller, Jared
Sent: Saturday, June 27, 2020 5:11:32 PM
To: !City Council
Cc: Marlin, Diane; Mitten, Carol; Seraphin, Bryant; Simon, James; Brooks, Michelle; Borman Curt
Subject: One Door

**** PLEASE DO NOT REPLY ALL ****

Hello to all,

I want to thank everyone for taking the time to participate in the meeting this past Thursday. I know that no one had to be there and I think it means a lot that everyone took the time to do so despite busy schedules. Thank you.

I think we achieved what we set out to do (creating dialogue) that folks were happy we held the meeting and that they were able to actually engage us in conversation. There were, of course, downfalls and some criticisms but it was a good start.

Since there is quite a bit of time between now and our next meeting, I wanted to send a message because we need to stay proactive in the moment and I've got a couple of things I am concerned about.

I'm not sure where things are at with the whole One Door idea (or any other ideas about a non-police responses to calls for service) but I'm requesting that any information that can be shared with Council by staff/Mayor prior to a project being brought to Council be done so ahead of time. Perhaps our traditional two on two meetings, consultation with the leaders of the most vocal protest groups, etc, are in order.

I know this is just one starting point but we should be engaging in a collaborative process as much as possible as soon as possible to ensure that we don't need to spend two months worth of meetings trying to hash out the details of a new program.

Speaking of collaboration (and lack thereof): my other major concern is about the selection of Hillard Heintze as our independent reviewer of the arrest of Aleyah Lewis.

I'm not sure why, considering the circumstances, City staff/Mayor decided that it would be best to select an agency behind closed doors and without the review or consent of Council or vetting from the public. This issue is too important to be decided on without Council, in my opinion. The Mayor mentioned that a report will be given to Council and we'll have a chance to vet them then. Why would we not have been given the opportunity to vet them prior to their selection as we would with any other important agency that reviews City business? I just don't understand.

Transparency for the selection was non-existent and if anyone thinks that the general public is going to take any stock in an agency that was selected in private without consultation or consideration of the public or Council with such obvious and strong ties to law-enforcement throughout their leadership council and partners, you are going to be very disappointed.

If the paperwork has not already been signed then I would request that the selection be brought before Council for consideration. Please update us with the status of our engagement with the firm.

I know this is a very difficult time and I thank everyone for dedicating time and attention to these issues.

Respectfully,
- Jared -

**** PLEASE DO NOT REPLY ALL ****

From: Giuffre, Mark
Sent: Thursday, July 02, 2020 9:12:11 AM
To: cjmitten@urbanaindinois.us.; Seraphin, Bryant
Cc: Brooks, Michelle
Subject: Report on Interview of bystander regarding video of the incident

Carol and Bryant,
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Thanks,
-Mark

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+1 312-869-8500 www.hillardheintze.com

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From: Giuffre, Mark
Sent: Thursday, July 02, 2020 8:12:18 AM
To: cjmitten@urbana.illinois; Seraphin, Bryant
Cc: Brooks, Michelle; Thompson, Marcia
Subject: Conference call on Community Engagement

Carol and Bryant ,

Do you have availability next week to speak with us on the Community Engagement portion of this project? We would like to identify the process and community stake holders to participate. Our lead on this will be Marcia Thompson, Vice President, Law Enforcement Consulting.

We were looking at possible dates/time of:

Monday, July 6: anytime between 11:00am and 1:30pm

Wednesday, July 9: anytime between 9:00am and 11:00am

Please let us know if any of these would work, and if not, what availability you have. Also, if there are others on your team you would like in on this initial discussion, by all means, please include them.

We look forward to hearing back from you and working with the City of Urbana and the Urbana Police Department.

Thanks,

-Mark

Mark Giuffre

Director, Law Enforcement Consulting

+1 312-229-9820 WORK

+1 312-735-1254 MOBILE

mark.giuffre@hillardheintze.com

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From: Giuffre, Mark
Sent: Thursday, July 02, 2020 8:22:07 AM
To: cjmitten@urbana.illinois; Seraphin, Bryant
Cc: Brooks, Michelle; Kirby, Debra
Subject: Report on Interview of bystander regarding video of the incident

Carole and Bryant,
We have completed our interview of the bystander regarding video of the incident and actions of Urbana Police Department officers. Would you like us to deliver that to you early next week, or deliver it with our other reports at the end of the month?
Thanks,
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

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+1 312-735-1254 MOBILE
mark.giuffre@hillardheintze.com

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From: Surles, Richard
Sent: Wednesday, June 24, 2020 6:32:19 PM
To: Seraphin, Bryant; Brooks, Michelle
Subject: Re: Phone call -- Mark Giuffre of Hillard Heintze

Understood. Thank you.

Rich Surles
Deputy Chief of Police

Urbana Police Department
400 South Vine Street
Urbana, Illinois 61801
217.384.2334 - Work
217.384.2363 - Fax

Please be advised that under the Illinois Freedom of Information Act (FOIA), any written communication to or from City of Urbana employees regarding city business is a public record and may be subject to public disclosure.

From: Seraphin, Bryant
Sent: Wednesday, June 24, 2020 5:14 PM
To: Surles, Richard; Brooks, Michelle
Subject: FW: Phone call -- Mark Giuffre of Hillard Heintze

Rich,

Mark and I just spoke, and he will be the point of contact for the 'drop box' type of portal within which we are to upload the Aleyah Lewis documents that we have prepared thus far. Whenever you get a chance this week, please reach out to him to coordinate this uploading of documents.

Michelle, I have told Mark that you will also be a point of contact with regards to report drafts, etc., so FYI.

-Bryant

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Monday, June 22, 2020 12:45 PM
To: Seraphin, Bryant <seraphbd@urbanaindinois.us>
Subject: Phone call

Chief,
Hope you had a great weekend.
Please let me know when you would be available for a phone call to discuss our project, and a good number to reach you at.
Thanks!
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

+1 312-229-9820 WORK
+1 312-735-1254 MOBILE
mark.giuffre@hillardheintze.com

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From: Seraphin, Bryant
Sent: Wednesday, June 24, 2020 5:14:44 PM
To: Surles, Richard; Brooks, Michelle
Subject: FW: Phone call -- Mark Giuffre of Hillard Heintze

Rich,

Mark and I just spoke, and he will be the point of contact for the 'drop box' type of portal within which we are to upload the Aleyah Lewis documents that we have prepared thus far. Whenever you get a chance this week, please reach out to him to coordinate this uploading of documents.

Michelle, I have told Mark that you will also be a point of contact with regards to report drafts, etc., so FYI.

-Bryant

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Monday, June 22, 2020 12:45 PM
To: Seraphin, Bryant <seraphbd@urbanaininois.us>
Subject: Phone call

Chief,
Hope you had a great weekend.
Please let me know when you would be available for a phone call to discuss our project, and a good number to reach you at.
Thanks!
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

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From: Giuffre, Mark
Sent: Thursday, July 02, 2020 9:09:45 AM
To: Mitten, Carol; Seraphin, Bryant
Cc: Brooks, Michelle; Thompson, Marcia
Subject: Conference call on Community Engagement

Carol and Bryant,

Do you have availability next week to speak with us on the Community Engagement portion of this project? We would like to identify the process and community stake holders to participate. Our lead on this will be Marcia Thompson, Vice President, Law Enforcement Consulting.

We were looking at possible dates/time of:

Monday, July 6: anytime between 11:00am and 1:30pm

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We look forward to hearing back from you and working with the City of Urbana and the Urbana Police Department.

Thanks,

-Mark

Mark Giuffre

Director, Law Enforcement Consulting

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mark.giuffre@hillardheintze.com

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From: Mitten, Carol
Sent: Friday, June 19, 2020 9:16:23 AM
To: 'Giuffre, Mark'; Brooks, Michelle
Cc: Kirby, Debra
Subject: RE: Hillard Heintze Proposal and Contract

Mark:

In the Indemnification section (9.2), the last sentence should state the Parties (not just Company) shall not be liable for anything in excess of 3x the fees, and there is also a spot later in that sentence where "client" should be capitalized.

The numbering of the subsections in Section 11 is off, too.

Can we get a quick fix for these?

I can turn the signed copy around quickly.

Thanks!

Carol

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Thursday, June 18, 2020 5:30 PM
To: Mitten, Carol <cjmitten@urbanaininois.us>; Brooks, Michelle <mebrooks@urbanaininois.us>
Cc: Kirby, Debra <debra.kirby@hillardheintze.com>
Subject: RE: Hillard Heintze Proposal and Contract

Carol and Michelle,

Please find attached for your review and signature the MSA and SOW for the independent review/assessment/engagement. Please scan back to me when complete.

We look forward to working with the City of Urbana and Urbana Police Department.

Thanks,
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

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+1 312-735-1254 MOBILE
mark.giuffre@hillardheintze.com

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From: Mitten, Carol
Sent: Friday, June 19, 2020 8:18:08 AM
To: Brooks, Michelle
Subject: FW: Hillard Heintze Proposal and Contract

Doing a last scan now...let me know if you see anything else that needs changed. Thanks.

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Thursday, June 18, 2020 5:30 PM
To: Mitten, Carol <cjmitten@urbanaininois.us>; Brooks, Michelle <mebrooks@urbanaininois.us>
Cc: Kirby, Debra <debra.kirby@hillardheintze.com>
Subject: RE: Hillard Heintze Proposal and Contract

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We look forward to working with the City of Urbana and Urbana Police Department.

Thanks,
-Mark

Mark Giuffre

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From: Mitten, Carol
Sent: Friday, June 19, 2020 10:54:54 AM
To: 'Kirby, Debra'; Brooks, Michelle
Cc: Giuffre, Mark
Subject: RE: Hillard Heintze Proposal and Contract

Executed copy attached. Thanks all!

From: Kirby, Debra <debra.kirby@hillardheintze.com>
Sent: Friday, June 19, 2020 10:46 AM
To: Mitten, Carol <cjmitten@urbanainllinois.us>; Brooks, Michelle <mebrooks@urbanainllinois.us>
Cc: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Subject: RE: Hillard Heintze Proposal and Contract

Carol
Here is the updated version.

Thank you

Debra Kirby
Senior Vice President Operations

+1 312-229-9809 WORK
+1 773 852-3210 MOBILE
debra.kirby@hillardheintze.com



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From: Mitten, Carol <cjmitten@urbanainllinois.us>
Sent: Friday, June 19, 2020 9:16 AM
To: Giuffre, Mark <mark.giuffre@hillardheintze.com>; Brooks, Michelle <mebrooks@urbanainllinois.us>
Cc: Kirby, Debra <debra.kirby@hillardheintze.com>
Subject: RE: Hillard Heintze Proposal and Contract

Mark:

In the Indemnification section (9.2), the last sentence should state the Parties (not just Company) shall not be liable for anything in excess of 3x the fees, and there is also a spot later in that sentence where "client" should be capitalized.

The numbering of the subsections in Section 11 is off, too.

Can we get a quick fix for these?

I can turn the signed copy around quickly.

Thanks!

Carol

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Thursday, June 18, 2020 5:30 PM
To: Mitten, Carol <cjmitten@urbanainllinois.us>; Brooks, Michelle <mebrooks@urbanainllinois.us>
Cc: Kirby, Debra <debra.kirby@hillardheintze.com>
Subject: RE: Hillard Heintze Proposal and Contract

Carol and Michelle,

Please find attached for your review and signature the MSA and SOW for the independent review/assessment/engagement. Please scan back to me when complete.

We look forward to working with the City of Urbana and Urbana Police Department.

Thanks,
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

+1 312-229-9820 WORK
+1 312-735-1254 MOBILE
mark.giuffre@hillardheintze.com

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From: Kirby, Debra
Sent: Friday, June 19, 2020 10:46:27 AM
To: Mitten, Carol; Brooks, Michelle
Cc: Giuffre, Mark
Subject: RE: Hillard Heintze Proposal and Contract

Carol
Here is the updated version.

Thank you

Debra Kirby
Senior Vice President Operations

—
+1 312-229-9809 WORK
+1 773 852-3210 MOBILE
debra.kirby@hillardheintze.com



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From: Mitten, Carol <cjmitten@urbanaininois.us>
Sent: Friday, June 19, 2020 9:16 AM
To: Giuffre, Mark <mark.giuffre@hillardheintze.com>; Brooks, Michelle <mebrooks@urbanaininois.us>
Cc: Kirby, Debra <debra.kirby@hillardheintze.com>
Subject: RE: Hillard Heintze Proposal and Contract

Mark:

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Thanks!

Carol

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Thursday, June 18, 2020 5:30 PM
To: Mitten, Carol <cjmitten@urbanaininois.us>; Brooks, Michelle <mebrooks@urbanaininois.us>
Cc: Kirby, Debra <debra.kirby@hillardheintze.com>
Subject: RE: Hillard Heintze Proposal and Contract

Carol and Michelle,

Please find attached for your review and signature the MSA and SOW for the independent review/assessment/engagement. Please scan back to me when complete.

We look forward to working with the City of Urbana and Urbana Police Department.

Thanks,
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

—
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+1 312-735-1254 MOBILE
mark.giuffre@hillardheintze.com

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From: Hannan, Elizabeth
Sent: Thursday, June 11, 2020 4:15:15 PM
To: Marlin, Diane; Brooks, Michelle
Subject: RE: Hillard Heintze Proposal and Contract

That's what it says on the last page of the proposal under "Phase 1 – Independent Review." If that is conflicting with other language, they should revise that part of the proposal.

Elizabeth Hannan
Human Resources & Finance Director / CFO
City of Urbana | 400 S. Vine Street
Urbana, IL 61801 | 217-384-2368



From: Marlin, Diane <dwmartin@urbanailinois.us>
Sent: Thursday, June 11, 2020 4:13 PM
To: Hannan, Elizabeth <eahannan@urbanailinois.us>; Brooks, Michelle <mebrooks@urbanailinois.us>
Subject: RE: Hillard Heintze Proposal and Contract

I read that they will bill on a monthly basis for services and expenses incurred. I didn't see where it's an upfront payment.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Hannan, Elizabeth <eahannan@urbanailinois.us>
Sent: Thursday, June 11, 2020 4:09 PM
To: Marlin, Diane <dwmartin@urbanailinois.us>; Brooks, Michelle <mebrooks@urbanailinois.us>
Subject: RE: Hillard Heintze Proposal and Contract

I don't see anything terribly concerning, but Michelle may spot something. It is a bit odd that they are asking us to pay up front. Usually, we pay as work progresses or on completion. However, this has a very tight time frame, so perhaps that's the reason. That really doesn't give you much leverage if the product is not what you expected...

We will need a VRAD form if we are using their contract. We'll also need a W-9 to set them up as a vendor. I've attached the VRAD form which basically goes through some things we need to verify for compliance with laws.

When you have someone create the requisition include the complete contract, proposal, VRAD form, and memo on the selection process as attachments.

Elizabeth Hannan
Human Resources & Finance Director / CFO
City of Urbana | 400 S. Vine Street
Urbana, IL 61801 | 217-384-2368



From: Marlin, Diane <dwmartin@urbanailinois.us>
Sent: Thursday, June 11, 2020 2:57 PM
To: Brooks, Michelle <mebrooks@urbanailinois.us>; Hannan, Elizabeth <eahannan@urbanailinois.us>
Subject: Hillard Heintze Proposal and Contract

Attached is the proposal for Independent Review of 4/10/20 incident. Does this raise a red flag from any legal/personnel standpoint?

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Kirby, Debra <debra.kirby@hillardheintze.com>
Sent: Thursday, June 11, 2020 2:31 PM
To: Marlin, Diane <dwmartin@urbanailinois.us>
Subject: Hillard Heintze Proposal and Contract

Good afternoon Mayor
Please find attached our proposal and contract. If you have any questions, please feel free to reach out to me.

Take care.

Debra Kirby
Senior Vice President Operations

+1 312-229-9809 WORK
+1 773 852-3210 MOBILE
debra.kirby@hillardheintze.com



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From: Hannan, Elizabeth
Sent: Thursday, June 11, 2020 6:02:19 PM
To: Brooks, Michelle
Subject: Re: Hillard Heintze Proposal and Contract

OMG - I'm glad you asked. I just assumed FOP was involved.

Sent from my iPhone

On Jun 11, 2020, at 5:33 PM, Brooks, Michelle <mebrooks@urbanaininois.us> wrote:

[REDACTED]

[REDACTED]

[REDACTED]

From: Marlin, Diane <dwmarlin@urbanaininois.us>
Sent: Thursday, June 11, 2020 2:57 PM
To: Brooks, Michelle <mebrooks@urbanaininois.us>; Hannan, Elizabeth <eahannan@urbanaininois.us>
Subject: Hillard Heintze Proposal and Contract

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Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456

[<image001.jpg>](#)

From: Kirby, Debra <debra.kirby@hillardheintze.com>
Sent: Thursday, June 11, 2020 2:31 PM
To: Marlin, Diane <dwmarlin@urbanaininois.us>
Subject: Hillard Heintze Proposal and Contract

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Take care.

Debra Kirby
Senior Vice President Operations

+1 312-229-9809 WORK
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debra.kirby@hillardheintze.com

[<image002.png>](#)

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From: Kirby, Debra
Sent: Tuesday, June 16, 2020 12:38:47 PM
To: Mitten, Carol
Cc: Brooks, Michelle
Subject: RE: Hillard Heintze Proposal and Contract

Thank you. We will review and return the document.

We look forward to working with you.

Debra Kirby
Senior Vice President Operations

+1 312-229-9809 WORK
+1 773 852-3210 MOBILE
debra.kirby@hillardheintze.com



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From: Mitten, Carol <cjmitten@urbanaininois.us>
Sent: Tuesday, June 16, 2020 11:40 AM
To: Kirby, Debra <debra.kirby@hillardheintze.com>
Cc: Brooks, Michelle <mebrooks@urbanaininois.us>
Subject: Hillard Heintze Proposal and Contract

Hi Debra:

The Mayor has asked Michelle Brooks (Assistant City Attorney) and me to be your points of contact for the contracting side of this assignment. I have attached a mark-up of the contract that reflects input from Legal. Further, I have attached the Scope of Work that we would like to see in the Proprietary Proposal.

Please let me know if you have any questions for us. We are looking forward to you and your team getting started.

Thanks,

Carol

Carol J. Mitten
City Administrator

City of Urbana
400 S. Vine Street
Urbana IL 61801
217.384.2454



From: Giuffre, Mark
Sent: Thursday, June 18, 2020 5:29:54 PM
To: Mitten, Carol; Brooks, Michelle
Cc: Kirby, Debra
Subject: RE: Hillard Heintze Proposal and Contract

Carol and Michelle,

Please find attached for your review and signature the MSA and SOW for the independent review/assessment/engagement. Please scan back to me when complete.

We look forward to working with the City of Urbana and Urbana Police Department.

Thanks,
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

—
+1 312-229-9820 WORK
+1 312-735-1254 MOBILE
mark.giuffre@hillardheintze.com

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From: Marlin, Diane
Sent: Thursday, June 11, 2020 4:18:13 PM
To: Hannan, Elizabeth; Brooks, Michelle
Subject: RE: Hillard Heintze Proposal and Contract

The addendum to the contract specific to our review says they will bill monthly.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Hannan, Elizabeth <eahannan@urbanailinois.us>
Sent: Thursday, June 11, 2020 4:15 PM
To: Marlin, Diane <dymarlin@urbanailinois.us>; Brooks, Michelle <mebrooks@urbanailinois.us>
Subject: RE: Hillard Heintze Proposal and Contract

That's what it says on the last page of the proposal under "Phase 1 – Independent Review." If that is conflicting with other language, they should revise that part of the proposal.

Elizabeth Hannan
Human Resources & Finance Director / CFO
City of Urbana | 400 S. Vine Street
Urbana, IL 61801 | 217-384-2368



From: Marlin, Diane <dymarlin@urbanailinois.us>
Sent: Thursday, June 11, 2020 4:13 PM
To: Hannan, Elizabeth <eahannan@urbanailinois.us>; Brooks, Michelle <mebrooks@urbanailinois.us>
Subject: RE: Hillard Heintze Proposal and Contract

I read that they will bill on a monthly basis for services and expenses incurred. I didn't see where it's an upfront payment.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Hannan, Elizabeth <eahannan@urbanailinois.us>
Sent: Thursday, June 11, 2020 4:09 PM
To: Marlin, Diane <dymarlin@urbanailinois.us>; Brooks, Michelle <mebrooks@urbanailinois.us>
Subject: RE: Hillard Heintze Proposal and Contract

I don't see anything terribly concerning, but Michelle may spot something. It is a bit odd that they are asking us to pay up front. Usually, we pay as work progresses or on completion. However, this has a very tight time frame, so perhaps that's the reason. That really doesn't give you much leverage if the product is not what you expected...

We will need a VRAD form if we are using their contract. We'll also need a W-9 to set them up as a vendor. I've attached the VRAD form which basically goes through some things we need to verify for compliance with laws.

When you have someone create the requisition include the complete contract, proposal, VRAD form, and memo on the selection process as attachments.

Elizabeth Hannan
Human Resources & Finance Director / CFO
City of Urbana | 400 S. Vine Street
Urbana, IL 61801 | 217-384-2368



From: Marlin, Diane <dymarlin@urbanailinois.us>
Sent: Thursday, June 11, 2020 2:57 PM
To: Brooks, Michelle <mebrooks@urbanailinois.us>; Hannan, Elizabeth <eahannan@urbanailinois.us>
Subject: Hillard Heintze Proposal and Contract

Attached is the proposal for Independent Review of 4/10/20 incident. Does this raise a red flag from any legal/personnel standpoint?

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Kirby, Debra <debra.kirby@hillardheintze.com>
Sent: Thursday, June 11, 2020 2:31 PM
To: Marlin, Diane <dymarlin@urbanainllinois.us>
Subject: Hillard Heintze Proposal and Contract

Good afternoon Mayor
Please find attached our proposal and contract. If you have any questions, please feel free to reach out to me.

Take care.

Debra Kirby
Senior Vice President Operations

+1 312-229-9809 WORK
+1 773 852-3210 MOBILE
debra.kirby@hillardheintze.com



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From: Brooks, Michelle
Sent: Thursday, June 11, 2020 6:18:31 PM
To: Hannan, Elizabeth
Subject: Re: Hillard Heintze Proposal and Contract

On Jun 11, 2020, at 6:02 PM, Hannan, Elizabeth <eahannan@urbanailinois.us> wrote:

OMG - I'm glad you asked. I just assumed FOP was involved.

Sent from my iPhone

On Jun 11, 2020, at 5:33 PM, Brooks, Michelle <mebrooks@urbanailinois.us> wrote:

[REDACTED]

From: Marlin, Diane <dwmalin@urbanailinois.us>
Sent: Thursday, June 11, 2020 2:57 PM
To: Brooks, Michelle <mebrooks@urbanailinois.us>; Hannan, Elizabeth <eahannan@urbanailinois.us>
Subject: Hillard Heintze Proposal and Contract

Attached is the proposal for Independent Review of 4/10/20 incident. Does this raise a red flag from any legal/personnel standpoint?

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456

[<image001.jpg>](#)

From: Kirby, Debra <debra.kirby@hillardheintze.com>
Sent: Thursday, June 11, 2020 2:31 PM
To: Marlin, Diane <dwmalin@urbanailinois.us>
Subject: Hillard Heintze Proposal and Contract

Good afternoon Mayor
Please find attached our proposal and contract. If you have any questions, please feel free to reach out to me.

Take care.

Debra Kirby
Senior Vice President Operations

+1 312-229-9809 WORK
+1 773 852-3210 MOBILE
debra.kirby@hillardheintze.com

[<image002.png>](#)

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From: Brooks, Michelle
Sent: Wednesday, June 17, 2020 4:14:19 PM
To: Mitten, Carol
Subject: Hillard Heintze Agreement 6.17.20 MSA Only MEB rv

[Redacted]



From: Marlin, Diane
Sent: Thursday, June 11, 2020 4:13:02 PM
To: Hannan, Elizabeth; Brooks, Michelle
Subject: RE: Hillard Heintze Proposal and Contract

I read that they will bill on a monthly basis for services and expenses incurred. I didn't see where it's an upfront payment.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Hannan, Elizabeth <eahannan@urbanaininois.us>
Sent: Thursday, June 11, 2020 4:09 PM
To: Marlin, Diane <dymarlin@urbanaininois.us>; Brooks, Michelle <mebrooks@urbanaininois.us>
Subject: RE: Hillard Heintze Proposal and Contract

I don't see anything terribly concerning, but Michelle may spot something. It is a bit odd that they are asking us to pay up front. Usually, we pay as work progresses or on completion. However, this has a very tight time frame, so perhaps that's the reason. That really doesn't give you much leverage if the product is not what you expected...

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Elizabeth Hannan
Human Resources & Finance Director / CFO
City of Urbana | 400 S. Vine Street
Urbana, IL 61801 | 217-384-2368



From: Marlin, Diane <dymarlin@urbanaininois.us>
Sent: Thursday, June 11, 2020 2:57 PM
To: Brooks, Michelle <mebrooks@urbanaininois.us>; Hannan, Elizabeth <eahannan@urbanaininois.us>
Subject: Hillard Heintze Proposal and Contract

Attached is the proposal for Independent Review of 4/10/20 incident. Does this raise a red flag from any legal/personnel standpoint?

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Kirby, Debra <debra.kirby@hillardheintze.com>
Sent: Thursday, June 11, 2020 2:31 PM
To: Marlin, Diane <dymarlin@urbanaininois.us>
Subject: Hillard Heintze Proposal and Contract

Good afternoon Mayor
Please find attached our proposal and contract. If you have any questions, please feel free to reach out to me.

Take care.

Debra Kirby
Senior Vice President Operations

+1 312-229-9809 WORK
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debra.kirby@hillardheintze.com



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From: Hannan, Elizabeth
Sent: Thursday, June 11, 2020 4:08:52 PM
To: Marlin, Diane; Brooks, Michelle
Subject: RE: Hillard Heintze Proposal and Contract

I don't see anything terribly concerning, but Michelle may spot something. It is a bit odd that they are asking us to pay up front. Usually, we pay as work progresses or on completion. However, this has a very tight time frame, so perhaps that's the reason. That really doesn't give you much leverage if the product is not what you expected...

We will need a VRAD form if we are using their contract. We'll also need a W-9 to set them up as a vendor. I've attached the VRAD form which basically goes through some things we need to verify for compliance with laws.

When you have someone create the requisition include the complete contract, proposal, VRAD form, and memo on the selection process as attachments.

Elizabeth Hannan
Human Resources & Finance Director / CFO
City of Urbana | 400 S. Vine Street
Urbana, IL 61801 | 217-384-2368



From: Marlin, Diane <dwmartin@urbanaindinois.us>
Sent: Thursday, June 11, 2020 2:57 PM
To: Brooks, Michelle <mebrooks@urbanaindinois.us>; Hannan, Elizabeth <eahannan@urbanaindinois.us>
Subject: Hillard Heintze Proposal and Contract

Attached is the proposal for Independent Review of 4/10/20 incident. Does this raise a red flag from any legal/personnel standpoint?

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Kirby, Debra <debra.kirby@hillardheintze.com>
Sent: Thursday, June 11, 2020 2:31 PM
To: Marlin, Diane <dwmartin@urbanaindinois.us>
Subject: Hillard Heintze Proposal and Contract

Good afternoon Mayor
Please find attached our proposal and contract. If you have any questions, please feel free to reach out to me.

Take care.

Debra Kirby
Senior Vice President Operations

+1 312-229-9809 WORK
+1 773 852-3210 MOBILE
debra.kirby@hillardheintze.com



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From: Mitten, Carol
Sent: Wednesday, June 17, 2020 2:34:25 PM
To: Brooks, Michelle
Subject: FW: Hillard Heintze Proposal and Contract

Can you look at the MSA thing attached?

From: Kirby, Debra <debra.kirby@hillardheintze.com>
Sent: Wednesday, June 17, 2020 2:30 PM
To: Mitten, Carol <cjmitten@urbanainllinois.us>
Subject: RE: Hillard Heintze Proposal and Contract

Here is the MSA, I would prefer we discuss the SOW.

Thanks and please let me know when we can meet.

Debra Kirby
Senior Vice President Operations

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+1 773 852-3210 MOBILE
debra.kirby@hillardheintze.com



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From: Mitten, Carol <cjmitten@urbanainllinois.us>
Sent: Wednesday, June 17, 2020 2:20 PM
To: Kirby, Debra <debra.kirby@hillardheintze.com>
Subject: RE: Hillard Heintze Proposal and Contract

Did you intend to attach something?

From: Kirby, Debra <debra.kirby@hillardheintze.com>
Sent: Wednesday, June 17, 2020 2:18 PM
To: Mitten, Carol <cjmitten@urbanainllinois.us>
Subject: RE: Hillard Heintze Proposal and Contract

Hi Carol

As it relates to the MSA modifications – we can accept all changes but seek clarification on 9.2. Please see notes and proposed changes. I have proposed language in 3.3 that should address your concerns and a typo remain for your approval.

As it relates to the SOW, can we have a call tomorrow between 10am- 12pm or 3 pm to understand the scope?

Please let me know. Thanks.

Debra Kirby
Senior Vice President Operations

+1 312-229-9809 WORK
+1 773 852-3210 MOBILE
debra.kirby@hillardheintze.com



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From: Mitten, Carol <cjmitten@urbanainllinois.us>
Sent: Tuesday, June 16, 2020 11:40 AM
To: Kirby, Debra <debra.kirby@hillardheintze.com>
Cc: Brooks, Michelle <mebrooks@urbanainllinois.us>
Subject: Hillard Heintze Proposal and Contract

Hi Debra:

The Mayor has asked Michelle Brooks (Assistant City Attorney) and me to be your points of contact for the contracting side of this assignment. I have attached a mark-up of the contract that reflects input from Legal. Further, I have attached the Scope of Work that we would like to see in the Proprietary Proposal.

Please let me know if you have any questions for us. We are looking forward to you and your team getting started.

Thanks,

Carol

Carol J. Mitten
City Administrator

City of Urbana
400 S. Vine Street
Urbana IL 61801
217.384.2454



From: Brooks, Michelle
Sent: Wednesday, June 24, 2020 7:21:26 PM
To: Surles, Richard
Cc: Seraphin, Bryant
Subject: Re: Phone call -- Mark Giuffre of Hillard Heintze

Got it, thanks.

On Jun 24, 2020, at 6:32 PM, Surles, Richard <surlesrh@urbanainllinois.us> wrote:

Understood. Thank you.

Rich Surles
Deputy Chief of Police

Urbana Police Department
400 South Vine Street
Urbana, Illinois 61801
217.384.2334 - Work
217.384.2363 - Fax

Please be advised that under the Illinois Freedom of Information Act (FOIA), any written communication to or from City of Urbana employees regarding city business is a public record and may be subject to public disclosure.

From: Seraphin, Bryant
Sent: Wednesday, June 24, 2020 5:14 PM
To: Surles, Richard; Brooks, Michelle
Subject: FW: Phone call -- Mark Giuffre of Hillard Heintze

Rich,

Mark and I just spoke, and he will be the point of contact for the 'drop box' type of portal within which we are to upload the Aleyah Lewis documents that we have prepared thus far. Whenever you get a chance this week, please reach out to him to coordinate this uploading of documents.

Michelle, I have told Mark that you will also be a point of contact with regards to report drafts, etc., so FYI.

-Bryant

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Monday, June 22, 2020 12:45 PM
To: Seraphin, Bryant <seraphbd@urbanainllinois.us>
Subject: Phone call

Chief,
Hope you had a great weekend.
Please let me know when you would be available for a phone call to discuss our project, and a good number to reach you at.
Thanks!
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

—
+1 312-229-9820 WORK
+1 312-735-1254 MOBILE
mark.giuffre@hillardheintze.com

Serving our clients and partners during the COVID-19 pandemic:
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[<image005.png>](#)

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From: Brooks, Michelle
Sent: Friday, June 19, 2020 9:13:28 AM
To: Mitten, Carol
Subject: Re: Hillard Heintze Proposal and Contract

On Jun 19, 2020, at 8:18 AM, Mitten, Carol <cjmitten@urbanaininois.us> wrote:

Doing a last scan now...let me know if you see anything else that needs changed. Thanks.

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Thursday, June 18, 2020 5:30 PM
To: Mitten, Carol <cjmitten@urbanaininois.us>; Brooks, Michelle <mebrooks@urbanaininois.us>
Cc: Kirby, Debra <debra.kirby@hillardheintze.com>
Subject: RE: Hillard Heintze Proposal and Contract

Carol and Michelle,

Please find attached for your review and signature the MSA and SOW for the independent review/assessment/engagement. Please scan back to me when complete.

We look forward to working with the City of Urbana and Urbana Police Department.

Thanks,
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

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mark.giuffre@hillardheintze.com

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<Hillard Heintze City of Urbana MPSA + Addendum - 06-18-20.pdf>

From: Carden, Jerry A

Sent: Saturday, July 11, 2020 12:14:00 AM

To: ! Miller, Jared

Cc: [REDACTED]

Subject: Please do NOT hire Hillard-Heintze for investigation

Hi Jared, My husband and I live at 403 Eliot in Ward 7. We write to encourage that the city NOT hire the Hillard Heintze firm for this investigation. I'm sure you've heard this from other constituents, and I've seen a long list of reasons why. After reading many reviews from other cities, we don't think that the HH firm mentioned earlier has a good track record in these kind of matters and has a history of only looking out for the interests of the police department's hiring them. There needs to be more transparency in this matter. We also want to go on record as not being in favor of the call to defund the police, (an unfortunate rallying cry) but we ARE in favor of making changes to how policing happens and spending more training, time, energy, and developing a broader group of people that can respond more appropriately in sensitive situations. Especially those involving minorities. We've heard both sides of the Aleya Lewis story, and not really sure who to believe, thinking that the real truth probably lies somewhere in the middle. Sincerely, Jerry Carden & Timothy Temple 403 Eliot Drive, Urbana, IL

From: S N
Sent: Tuesday, July 14, 2020 8:16:00 AM
To: ! Miller, Jared
Subject: Re: Hillard Heintze

Mr Miller,

I finally located the source of the statement. It wasn't in my email after all. It was made by Kathleen Robbins, at our most recent Racial Justice Project meeting, on July 10, 2020. I've had a lot of meetings lately, and very long email threads, and I apologize for getting mixed up, and assuming it was via email.

Kathleen said (to me), "My understanding is that Diane Marlin had stated that she feels charges should be dropped against Aleyah Lewis." I was surprised to hear that, and asked if that had happened recently, and Ms Robbins said that Mayor Marlin had said it about ten days prior, to Florence Caplow.

I hope that it is helpful.

I felt compelled to bring it up at the City Council Meeting yesterday, because I wanted to request that Mayor Marlin make her statement in public, as well. But, as you know, Mayor Marlin cut me off, and denied having ever said it. I haven't discussed this with Reverend Caplow, but my conclusion is that it must be a case of innocent misunderstanding on Kathleen's part.

Sarah Nixon

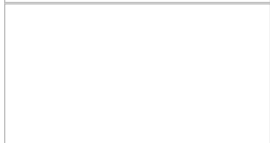
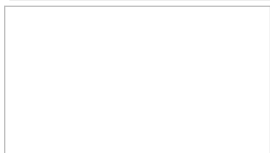
Family Court Reform Advocate



<https://www.batteredmotherscustodyconference.org/>

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[Health Make-A-Thon Encourages Local Citizens to Dream Up Ideas](#)

[Inaugural ABE People's Choice Award](#)

On Mon, Jul 13, 2020 at 9:10 PM S N <prairienestmail@gmail.com> wrote:

Hi Mr Miller,

Thanks for writing.

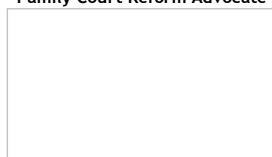
Mayor Marlen did respond about HH, and she said they had been hired.

With regard to the person who stated that Mayor Marlin had told a senior person at my church (Unitarian Universalist Church of UC) that she did not agree with the arrest of Aleyah Lewis, it's in my email somewhere, and I've actually been looking for it now, as I would like to update the member of my church who stated this. I think it was a member of the Racial Justice Project, of which I am a member. So far, I have not found the email, but it was definitely sent last week-ish, and I'll keep looking (there have been a lot of emails of late). I will be happy to let you know when I find it.

SN

Sarah Nixon

Family Court Reform Advocate



<https://www.batteredmotherscustodyconference.org/>

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[Health Make-A-Thon Encourages Local Citizens to Dream Up Ideas](#)

[Inaugural ABE People's Choice Award](#)

On Mon, Jul 13, 2020 at 8:48 PM ! Miller, Jared <jtmiller@urbanaininois.us> wrote:

?Hi Sarah,

I don't know if anyone has responded to you yet but I wanted to let you know that the contract has been signed with HH. It was essentially done by the time they were brought up as a topic for discussion with Council and without Council consent.

Happy to dive in more to this if you want to speak further on this.

Would you mind sharing with me the person you mentioned in your comments tonight who told you that Diane did not approve of the arrest of Aleyah Lewis? I'm very interested to hear what their discussion entailed and why they said that she said that.

I, of course, respect that person's wish for privacy if they do not wish to be known.

Thank you,

- Jared -

From: S N <prairienestmail@gmail.com>

Sent: Saturday, July 11, 2020 4:29 PM

To: !City Council

Subject: Hillard Heintze

Dear City Council,

I've learned that there is some confusion among community members currently as to whether or not the City has in fact gone ahead with the proposal to hire Hillard Heintze? Could someone let me know? It had been my understanding, the last time I had an update on this (which was at the Council's recent special meeting about policing issues), was that the firm had not been hired, and that the Council wanted to look further into the concerns that I, and Danielle Chenoweth (and, I believe, others) had raised.

Could one among you very kindly update me on where this process is at?

Also, I sincerely apologize for the delay in getting back to you on the issue of references for understanding the negative reputation that Hillard Heintze has garnered among communities, victims, and victim advocates involved in cases it has been asked to review.

The problem is, the further I have looked into this, the more troubling it becomes. And, I have been swamped this past week with other work, so I am still in the process of organizing the ever more concerning findings on Hillard Heintze. I hope to get them to you before Monday evening's scheduled City Council meeting.

Thanks,

Sarah Nixon

Family Court Reform Advocate

https://docs.google.com/uc?export=download&id=1_tCSp3IA5tS-9G4Z5xwO1LbnMowiFxiO&revid=0B4XvPSrkEtqWTDqVW0RLbThnZUVpa2qveDREdmpiU05MOHFVPO

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2019 Presenters * Sarah Nixon

Health Maker * Founder * Director

https://docs.google.com/uc?export=download&id=1_tCSp3IA5tS-9G4Z5xwO1LbnMowiFxiO&revid=0B4XvPSrkEtqWTDqVW0RLbThnZUVpa2qveDREdmpiU05MOHFVPO

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Health Make-A-Thon Encourages Local Citizens to Dream Up Ideas <<https://www.istem.illinois.edu/news/health.makeathon.html>>

<<https://www.istem.illinois.edu/news/health.makeathon.html>> Inaugural ABE People's Choice Award

<<https://abe.illinois.edu/news/2020-abe-469-trade-show>>