

From: Brooks, Michelle
Sent: Friday, June 19, 2020 11:29:06 AM
To: Mitten, Carol
Cc: Kirby, Debra; Giuffre, Mark
Subject: Re: Hillard Heintze Proposal and Contract

Yes, thank you. Debra and Mark, I look first to working with you.

Wishing everything a great, or at least uneventful, weekend.

Michelle

On Jun 19, 2020, at 10:54 AM, Mitten, Carol <cjmitten@urbanaininois.us> wrote:

?

Executed copy attached. Thanks all!

From: Kirby, Debra <debra.kirby@hillardheintze.com>
Sent: Friday, June 19, 2020 10:46 AM
To: Mitten, Carol <cjmitten@urbanaininois.us>; Brooks, Michelle <mebrooks@urbanaininois.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

[<image002.png>](#)

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

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

+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 e to keep our employees healthy, protected and productive to support you and our ongoing projects.

[<image009.png>](#)

FOLLOW US

[<image010.png>](#)

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<Hillard Heintze Agreement Executed.pdf>

From: S N
Sent: Monday, July 13, 2020 9:10:57 PM
To: ! Miller, Jared
Subject: Re: Hillard Heintze

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 Martin 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

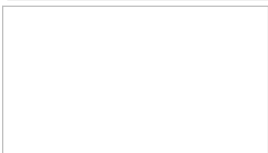
Sarah Nixon

Family Court Reform Advocate



<https://www.batteredmotherscustodyconference.org/>
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](#)

On Mon, Jul 13, 2020 at 8:48 PM ! Miller, Jared <jtmiller@urbanainllinois.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=13h7cSaLR_zPpT-MqOLNaY0G0WBPNHIp&revid=0B4XvPSrkEtawbTIwalZ3VHRydEsvMnBCU0ZENk3MGxuVIFFPQ]

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

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Health Maker * Founder * Director

[https://docs.google.com/uc?export=download&id=1_tCSp3JA5tS-9G4Z5xwO1LbnMowjFxiO&revid=0B4XvPSrkEtawTDgwW0RLbThnZUVpa2aveDREdmpjU05MOHFVPO]

[<https://docs.google.com/uc?export=download&id=1DL59bY8zRhPvxKP4Z-WApiUJSgv0Ii41&revid=0B4XvPSrkEtawc1REOHZCMUlvS2JvO1ZiUDRsUEExZRZUoUmVRPO>]

[<https://docs.google.com/uc?export=download&id=123durH-fEwK5r3D1A5j5rB8aLzpOYyn&revid=0B4XvPSrkEtawNmpxZ3pzTVVvRlhMUDhUUE9tOzN0MCtUNHcwPQ>]

Maker Story <<https://healthmakerlab.medicine.illinois.edu/stories/>>

Health Innovators <https://www.news-gazette.com/news/local/university-illinois/garden-hills-students-calming-courttyard-project-turns-students-into-health/article_71ba87c6-9849-5b04-af02-d383d60a4216.html>

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>>

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

Dear City Council,

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Thanks,

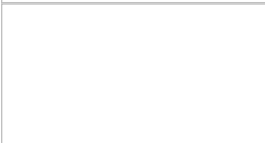
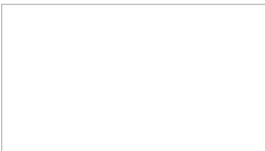
Sarah Nixon

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

From: Marlin, Diane
Sent: Thursday, June 11, 2020 2:56:34 PM
To: Brooks, Michelle; Hannan, Elizabeth
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 <dwmarlin@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
+1 773 852-3210 MOBILE
debra.kirby@hillardheintze.com



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From: Brooks, Michelle
Sent: Thursday, June 11, 2020 5:33:05 PM
To: Marlin, Diane; Hannan, Elizabeth
Subject: RE: Hillard Heintze Proposal and Contract

[REDACTED]

From: Marlin, Diane <dwwmarlin@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

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Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
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Sent: Thursday, June 11, 2020 2:31 PM
To: Marlin, Diane <dwwmarlin@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
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From: benjamin sTone
Sent: Wednesday, June 24, 2020 4:34:30 PM
To: ! Miller, Jared
Subject: [*** QUARANTINE ***] Hey Jared! Quick information burst about Hillard-Heintz/Debra Kirby!

Just a quick note to you, as I'm trying to background my voice right now in favor of those more impacted by the police. Sorry if it sounds disjointed.

Still doing some behind the scenes work, and you might want to hear what we've found about the firm that was hired--Hillard-Heintz--as well as Debra Kirby herself. I threw some links at the bottom of the email related to it.

We assume the FoP were the ones who recommended this company, because they're effectively a PR company for police departments run by former cops with sketchy histories. Been reviewing reports of theirs on cities from Oakland to Boulder, and their pattern is the same: they're going to say the officers did fine, identify some "problem areas" that need improvement--while saying they "can't be certain" that racism played a factor--and make some recommendations in a lengthy report...most of which you'll find are the things citizens are already asking for, and MORE.

They're gonna take months, charge a lot of money, and say nothing that hasn't been said.

The three of us who found this stuff--Sarah Nixon, Chris Hansen, and myself--want you to know from the start that the word "independent" is a farce with this firm.

Stay safe.

Love and Solidarity,

benjamin sTone
(they/them)

LINKS / INFODUMP BEGIN:

The start of Hillard Heintz's portion on Racial Bias in the Boulder PD report:

"There are a number of reasons that might explain why African Americans are disproportionately arrested. First, it may be the case that blacks offend at higher rates than others."

It takes until the last paragraph to say:

"Finally, we may conclude that at least some of the disparities identified result from racial bias in law enforcement." followed by a quote from James Comey?

Hillard Heintz Welcomes Two Major City Police Chiefs to the Senior Leadership Council

<https://www.prnnews.com/news-releases/hillard-heintz-welcomes-two-major-city-police-chiefs-to-the-senior-leadership-council-102013508.html>

Short reference piece about how Hillard never worked on corruption while in police power, only now that he gets paid to do it:

<https://chicagojustice.org/2010/04/07/hillard-weis-warm-weather/>

Police official says she sought felony charges in videotaped beating

<https://upload.democraticunderground.com/1014284654>

Chicago 'Code Of Silence:' 2 Police Officers Claim Blacklisting Over Reporting Corruption

https://www.huffpost.com/entry/chicago-code-of-silence-2_n_2064058?

Chicago Tribune - Officials' testimony at odds at cop beating trial

<https://www.chicagotribune.com/news/ct-xpm-2012-10-31-ct-met-abbate-bar-beating-trial-1031-20121031-story.html>

Groups Demand Right To Protest At NATO/G8 Summit

<https://chicago.cbslocal.com/2011/07/27/groups-demand-right-to-protest-at-natog8-summit/>

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: Brickman Levy, Kathryn

Sent: Friday, August 07, 2020 8:44:24 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: Emailing: August_11_2020_Cabinet MeetingDRAFT

Edits/Changes/Additions NLT 4pm Monday

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: Marlin, Diane
Sent: Tuesday, August 04, 2020 10:11:01 AM
To: !City Council
Cc: ██████████ 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: Hess, Sanford

Sent: Monday, August 03, 2020 5:28:50 PM

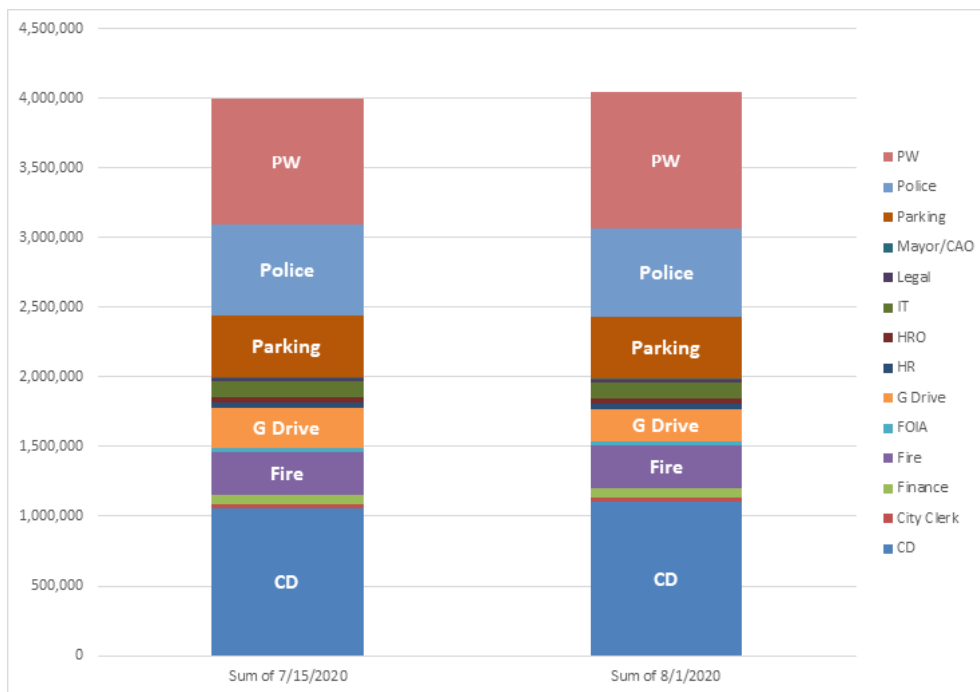
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Subject: RE: August_3_2020_Cabinet MeetingFINAL

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

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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: 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

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August 20, 2020

COUNCIL MEETING

August 24, 2020

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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: Thompson, Marcia
Sent: Sunday, August 09, 2020 10:08:31 PM
To: Marlin, Diane; Mitten, Carol
Cc: Thompson, Marcia
Subject: [*** SPAM ***] Urbana Learning Session Materials (For All Sessions)

Hello Mayor and Carol –

Per our call, last week, here is a complete set of the materials we discussed, that were created for the (learning sessions) as I mentioned we did not use the glossary for any of the sessions, as many of the participants seemed familiar with the terms.

Let's plan a call this week or early next to discuss dates for the next phase of outreach and any modifications on outreach and advertising of the purpose, etc., thanks again for your time.

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

CONFIDENTIALITY NOTICE: This message and any attachments may contain confidential and privileged information that is protected by law. The information contained herein is transmitted for the sole use of the intended recipient(s). If you are not the intended recipient or designated agent of the recipient of such information, you are hereby notified that any use, dissemination, copying or retention of this email or the information contained herein is strictly prohibited and may subject you to penalties under federal and/or state law. If you received this email in error, please notify the sender immediately and permanently delete this email.

From: Bouseman, Tamara F
Sent: Monday, July 27, 2020 1:51:10 PM
To: Marlin, Diane
Subject: Re: email for Thom Moore

I did get it and am scheduled for tomorrow. Thanks!

Tammie

From: Marlin, Diane <dwmarlin@urbanaininois.us>
Sent: Monday, July 27, 2020 2:48 PM
To: Bouseman, Tamara F <[REDACTED]>
Subject: Re: email for Thom Moore

Thanks! And did you get an invite to participate in the listening sessions from Hillard Heintze? There were a few emails that bounced back(yours was one, due to typo) and it should have been resent.

On Jul 27, 2020, at 1:34 PM, Bouseman, Tamara F <[REDACTED]> wrote:

?
Diane:

I DO happen to have it, and he says it is fine to share:

[REDACTED]

Hope you are staying well!

Tammie

From: Marlin, Diane <dwmarlin@urbanaininois.us>
Sent: Monday, July 27, 2020 2:20 PM
To: Bouseman, Tamara F <[REDACTED]>
Subject: email for Thom Moore

Tammie,

Do you happen to have an email address for Thom Moore? Diane

Diane Wolfe Marlin

Mayor

City of Urbana|Executive Department

400 S Vine St | Urbana IL 61801

217.384.2456

<https://urdefense.proofpoint.com/v2/ur?u=https-3A_www.2020census.gov_&d=DwMFAg&c=OCIEmEwdEq_aNlsP4fF3gFgSN-E3mlr2t9JcDdfOZag&r=0cf0h6Ug5j15-ebp5R8zsCj59FGotsrc0WFhGWFFXk&m=9f9IEyz7rV3QkTBgOK_myhD3HHuc4bhuPN37fq8RC0E&s=rKdsWdaYve9aZx7oEpe8cbSKEWhp9TW3RDvxHy8nEYY&e=>>
<image003.jpg>

From: ! Miller, Jared
Sent: Monday, July 27, 2020 11:55:29 AM
To: Marlin, Diane
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" <dwmarlin@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: Danielle Chynoweth
Sent: Monday, July 27, 2020 11:41:18 AM
To: Marlin, Diane
Subject: Re: email for James Kilgore, Maurice Hayes?

Hi Diane,

James is at [REDACTED] (that is two js at the beginning)
Maurice is at [REDACTED]

Thanks for including these two leaders.

Danielle

From: Marlin, Diane <dwmarlin@urbanaininois.us>
Sent: Monday, July 27, 2020 11:39 AM
To: Danielle Chynoweth <Supervisor@cunninghamtownship.org>
Subject: email for James Kilgore, Maurice Hayes?

Danielle,
I am trying to find correct email addresses for Maurice and James to add to the interview list for Hillard Heintze as reps for HV and FF. Invitations that were sent bounced back. Can you send me their addresses? Thanks. DWM

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
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217.384.2456



From: Dennis Roberts
Sent: Monday, July 27, 2020 4:56:13 PM
To: Marlin, Diane
Subject: Re: Hillard Heintze; city council applications

Do you want council members to comment on the applications privately?

Dennis Roberts

On Friday, July 17, 2020, 9:35:07 AM CDT, Marlin, Diane <dwmartin@urbanainllinois.us> wrote:

The deadline is today at 5 pm for applications. So far, there are two applicants. (There was a third, but she doesn't live in Ward 2) We'll follow the same process as the previous two city council appointments. The names of the applicants will be released on Monday to the media. I'll send council members copies of their applications/CV's then as well. We'll invite the candidates to Zoom into council and give a three minute statement, like before. I interview each candidate individually (via Zoom, this time) and call their references. Then, I'll bring an appointment to city council for consideration. Chris Hansen is a Ward 2 resident. I've received the same letters you have.

Diane Wolfe Marlin
Mayor

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217.384.2456



From: Dennis Roberts <drobotscitycouncil@yahoo.com>
Sent: Thursday, July 16, 2020 8:06 PM
To: Marlin, Diane <dwmartin@urbanainllinois.us>
Subject: Re: Hillard Heintze; city council applications

Diane,
Want to share the names of the applicants who qualify for Ward 2 council position? Will you be seeking other council input before making a choice? Curious to hear who you are considering. I have of course received several letters of support for Chris Hanson—is he a Ward 2 resident? Makes me think of Doris Kearns Goodwin's book about Abraham Lincoln's cabinet appointments, "A Team of Rivals."

DR

On Thursday, July 16, 2020, 9:31:11 AM CDT, Marlin, Diane <dwmartin@urbanainllinois.us> wrote:

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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217.384.2456



From: Melinda Carr
Sent: Monday, July 27, 2020 10:12:38 AM
To: Marlin, Diane
Cc: Pastor Angel Johnson
Subject: Re: Independent Review focus groups

Hello,
I just checked my spam messages to make sure (did a search as well), and I don't see anything related to this subject. Can the representative of the firm resend the message?
I have copied Pastor Angel Johnson on this message, so that you can retrieve her email address. Thank you.
Elderess Melinda Carr

On Monday, July 27, 2020, 08:50:07 AM CDT, Marlin, Diane <dwmartin@urbanaininois.us> wrote:

Elderess Carr,
You personally should have received an email from Hillard Heintze for the stakeholder interviews. If you send me Pastor Angel Johnson's email, I will see if she can be added.

Diane Wolfe Marlin
Mayor
City of Urbana|Executive Department
400 S Vine St | Urbana IL 61801
217.384.2456



From: Melinda Carr <[REDACTED]>
Sent: Monday, July 27, 2020 8:11 AM
To: Marlin, Diane <dwmartin@urbanaininois.us>
Cc: From: <[REDACTED]>; Carol Spindel <[REDACTED]>; [REDACTED]
Subject: Fw: Independent Review focus groups

Good morning Mayor Marlin,
I didn't hear back regarding a deadline on receiving names for participation in the stakeholder interviews. I am hoping we can still participate.
The following names have been confirmed on behalf of the Ministerial Alliance:
Elderess Melinda Carr
Pastor Angel Johnson
If you need additional information, please let me know. Thank you.
Elderess Melinda Carr

----- Forwarded Message -----
From: Melinda Carr <[REDACTED]>
To: Marlin, Diane <dwmartin@urbanaininois.us>
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>
Sent: Friday, July 17, 2020, 11:47:54 AM CDT
Subject: Re: Independent Review focus groups

Good morning Mayor Marlin,
What is the deadline for sending in names? I will follow up with the Ministerial Alliance to confirm if we will participate in the independent review and get back with you.
Thank you for the invitation.
Elderess Melinda Carr

On Tuesday, July 14, 2020, 11:20:35 AM CDT, Marlin, Diane <dwmartin@urbanaininois.us> wrote:

Hello All,
We are compiling lists of people to participate in the stakeholder interviews for the independent review of the Aleyah Lewis arrest. I want to be sure the ACLU, NAACP, and Ministerial Alliance are represented. Can you please send me 3 names each from your organizations to include in these facilitated listening sessions? They anticipate 2-3 sessions, with up to 20 people in each via Zoom, with smaller "breakout" discussions. Thank you. Diane

Diane Wolfe Marlin
Mayor
City of Urbana|Executive Department
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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, July 19, 2020 2:28:26 PM
To: Marlin, Diane
Subject:

Future of Public Safety and policing: Next Steps
Framework:

1. Financial: Systemic changes will cost more....and those costs won't be covered by simply "defunding police."
2. Can peel off functions of police department but cutting the budget by 50% isn't responsible. 24/7, 365 days a year.
3. We MUST include police in the discussion. We must invite police to the table. I've met with Urbana officers individually over the past couple of months. "Murderers and rapists." Paint them with a broad brush, with no attempt to understand what they do, day in and day out. It is irresponsible and unfair. No matter what model is developed, you need people who can respond to crime, help people in danger. Ten Shared Principles acknowledges the role of community AND police in the discussion. Urbana officers and civilian employees have ideas, have suggestions, are in position to participate in community discussions to help decide what works and what doesn't.
4. Underway: Hillard Heintze, CPRB, Will review Use of Force, citizen on Use of Force Review Committee, One Door
5. "bucketing exercise"---staff has begun

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
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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

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

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Sent: Thursday, July 16, 2020 8:05:49 PM
To: Marlin, Diane
Subject: Re: Hillard Heintze; city council applications

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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
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217.384.2456



From: ! Miller, Jared
Sent: Thursday, July 16, 2020 9:02:31 PM
To: Marlin, Diane
Cc: Mitten, Carol
Subject: Re: Hillard Heintze; city council applications

Good evening,

Are the HH stakeholder sessions going to be recorded and reviewable by Council and the public? I think it goes without saying that they should be. I know that myself, and many others, would deem it valuable to be able to see how those conversations are going down and what is being discussed in those conversations. I don't want to get a 'report' from HH on their 'take-aways' from what they talked about with our community stakeholders.

If they are not going to be recorded by the City or by HH, then I would insist that at least one Council Member be able to attend the Zoom meeting.

Thank you for asking about this and bringing it to our attention.

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

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

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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: 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?

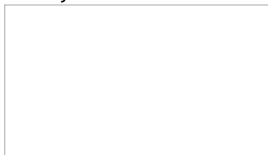
Also, I sincerely apologize for the delay in getting back to you on the issue of references for understanding the negative reputation that Hillard Heintze has garnered among communities, victims, and victim advocates involved in cases it has been asked to review.

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

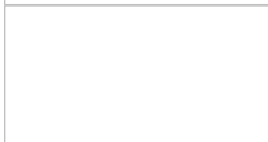
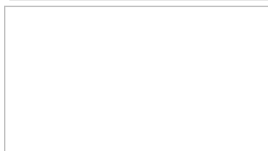
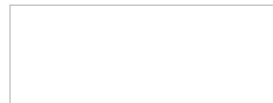
Family Court Reform Advocate



<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: ! 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

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: ! 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

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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,

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: Mitten, Carol
Sent: Monday, July 13, 2020 1:39:12 PM
To: Marlin, Diane
Subject: FW: Community Engagement - Learning Sessions -- Proposed Dates

Do you want to try and get three sessions? Also, if you want to give more lead time for people to sign up, we can extend the July 31 due date. Your call...

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Monday, July 13, 2020 11:46 AM
To: Mitten, Carol <cjmitten@urbanailinois.us>; Giuffre, Mark <mark.giuffre@hillardheintze.com>
Cc: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Community Engagement - Learning Sessions -- Proposed Dates

Morning Carol, thanks for the call last week, I have the proposed dates for your group to consider for our two learning sessions:

July 20th at the following times: 10–11:30am or 3–4:30pm or 5:30–7:00pm

July 23rd at the following times: 9–10:30am or 2–3:30pm or 5:30–7:00pm

If you could discuss with the remainder of the group and let Mark and I know which times on both days you'd like to schedule then we can get the advertisement prepared as well, for dissemination to the groups you've already identified.

Thanks in advance and looking forward to hearing back and receiving the emails for the POC's of each group as well. Let me know if you need anything else from me, in the interim.

Please do let me know as soon as practicable about the dates/times, so I can hold the two slots you select for you.

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: Mitten, Carol <cjmitten@urbanailinois.us>
Sent: Thursday, July 9, 2020 10:10 AM
To: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Cc: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: RE: Community Engagement - Listening Session Themes

Mark and Marcia:

We came up with 9 themes and some related questions and comments for each. On the second page, for your general information, are some other issues that are swirling in the community. Again, thanks for your patience.

Carol

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Thursday, July 09, 2020 8:16 AM
To: Mitten, Carol <cjmitten@urbanailinois.us>
Cc: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: RE: Community Engagement - Listening Session Themes

Carol,
If possible, could you send us your teams top ten themes for Marcia's engagement format plan this morning? She wants to make sure the format includes them.
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@urbanainlinois.us>
Sent: Wednesday, July 8, 2020 1:29 PM
To: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Cc: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: RE: Community Engagement - Listening Session Themes

Will do. In the meantime, I'm trying to pin down a time on Friday that works on our side. It looks like Bryant might be out – I need to see if he will have cell access... At the moment, I'm targeting 4 pm.

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Wednesday, July 08, 2020 12:00 PM
To: Mitten, Carol <cjmitten@urbanainlinois.us>
Cc: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Community Engagement - Listening Session Themes

Carol,

Marcia is formulating a format plan for us to discuss with you and the team on our next call. In order to incorporate the most important topics, could you coordinate with the Mayor, Chief and your team to collect and send to us the top ten themes you would like to see covered? When we receive those, Marcia will incorporate those into the plan.

If your schedules permit, we'd then like to schedule a Friday call for Marcia to discuss the plan with you.

In addition, time permitting, please forward a list of ten key community stakeholders the team feels are important to invite to participate in our sessions.

We look forward to hearing back from you.

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 measures to keep our employees healthy, protected and productive to support you and our ongoing projects.

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 <dwmalin@urbanaininois.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
217.384.2456



From: ! Brown, Bill <bbrown@urbanaininois.us>
Sent: Sunday, July 12, 2020 2:03 PM
To: Marlin, Diane <dwmalin@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 <dwmalin@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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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: Meharry, Kay
Sent: Friday, July 10, 2020 1:30:33 PM
To: [REDACTED]
Subject: Response to FOIA request 2020-F-369

Dear Mr. Wilson:

The City of Urbana (City) hereby tenders its response to your FOIA request, dated July 7, 2020, and designated as number 2020-F-369.

2020-F-369: I would like to obtain a copy of the contract with Hillard Heintz for conducting an independent investigation of the Aleyah Lewis arrest and documents showing the total contract cost.

We have reviewed all relevant records and have attached the responsive records. Please be advised that signatures are private information that is exempt from disclosure under 5 ILCS 140/7(1)(b). Therefore, the signatures have been redacted from the records being released to you. The person responsible for this denial is Freedom of Information Officer Curt Borman.

If you believe any records you are seeking have been wrongfully withheld or redacted, you are entitled to a review of this decision by the Public Access Counselor of the Office of the Illinois Attorney General. To file a "request for review," you may write to the Public Access Bureau at 500 S. Second Street, Springfield, Illinois 62701, or you may phone 877-299-FOIA (877-299-3642). Any person denied access to inspect or copy any public record also may file suit for injunctive or declaratory relief, in accordance with 5 ILCS 140/11.

Sincerely,

L. Kay Meharry
Assistant City Clerk
400 S. Vine St, Urbana, IL 61801
217-384-2362
cityclerk@urbanaininois.us



From: Dennis Roberts
Sent: Thursday, July 09, 2020 2:04:25 PM
To: Marlin, Diane
Subject: Fw: Looking for a HEUNA representative to participate with City police review

Diane,
This Monday July 6, I contacted about 18 HEUNA "regulars" who I invited to become part of your task force/ study group. Here are their emails. None have replied to date.
Yours,
Dennis Roberts

----- Forwarded Message -----

From: Dennis Roberts <drobotscitycouncil@yahoo.com>
To: Meg Miller <[REDACTED]>; Scott Dossett <[REDACTED]>; Tyler Fitch <[REDACTED]>; Chris Stohr <[REDACTED]>; Tracy Satterthwaite <[REDACTED]>; Scott E. Wyatt <[REDACTED]>; Marianne Downey <[REDACTED]>; Mike Lehman <[REDACTED]>; Sara Metheny <[REDACTED]>; Jeannie Covert <[REDACTED]>; Gina Pagliuso <[REDACTED]>; John Dunkelberger <[REDACTED]>; Carol Inskeep <[REDACTED]>; Holly Rushakoff <[REDACTED]>; Carol Osgood <[REDACTED]>; Janie Frye <[REDACTED]>; Ricardo Diaz <[REDACTED]>; Alice Englebretsen <[REDACTED]>; Holly Rushhakoff <[REDACTED]>

Sent: Monday, July 6, 2020, 7:40:41 PM CDT
Subject: Looking for a HEUNA representative to participate with City police review

HEUNA friends,
Mayor Diane Marlin is interested in finding a representative from the HEUNA Neighborhood Group to participate in meetings being organized relating to the city's review of police policies and community relations, led by Hillard Heintze as they gather community input. If there is someone in HEUNA who would like to represent the HEUNA neighborhood specifically, I would like to hear from you.

YOURS, Dennis Roberts
drobotscitycouncil@yahoo.com

From: ! Miller, Jared
Sent: Wednesday, July 08, 2020 9:18:41 PM
To: Marlin, Diane
Cc: Mitten, Carol
Subject: Re: Contact info requested for focus groups with Hillard Heintze

Diane & Carol,

Please find the attached list of contacts that I believe would be great for Marcia Thompson to coordinate with on this. You may not know all of them Carol but I'm sure that Diane is familiar with many of these groups and individuals who have been doing this kind of work for many many years in CU. If I get any last minute interested parties I'll send those asap.

GROUPS

HV Neighborhood Transformation | Maurice Hayes | [REDACTED] [REDACTED]

Paign To Peace | Naomi Dupree & Ayan Harris | [REDACTED]

CU-SURJ | Elizabeth Simpson | [REDACTED] [REDACTED]

First Followers | James Kilgore | [REDACTED]

Justice For Aleyah Lewis | Danielle Chynoweth | [REDACTED] [REDACTED]

INDIVIDUALS

Sundiata Cha Jua | [REDACTED]

Durl Kruse | [REDACTED]

Brian Dolinar | [REDACTED]

Barbara Kessel | [REDACTED]

Lucia Maldonado | [REDACTED]

I think it goes without saying but, of course, I want to participate, as should all Council Members.

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: Mitten, Carol
Sent: Wednesday, July 08, 2020 5:57:58 PM
To: Marlin, Diane
Subject: FW: Budget Review and Approval

This is fine I think. Ok with you?

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Wednesday, July 8, 2020 5:38 PM
To: Mitten, Carol <cjmitten@urbanillinois.us>
Cc: Kirby, Debra <debra.kirby@hillardheintze.com>
Subject: Budget Review and Approval

Carole,
We are providing you a budget for review and approval, based on our initial review of all received materials (documents, policies, police reports, public videos of incident, public presentation, body worn camera and car camera footage, dispatch and radio traffic) and interviews conducted and to be conducted, policy analysis, sufficiency review, the community engagement specified, and the anticipated time to conclude the deliverables is 80 hours (80 hours at the rate of \$195 per hour = \$15,600).

If additional needed work is identified during the course of the investigation, a separate budget will be submitted to you for authorization prior to engaging in the additional services.

If the budget meets with your approval, please respond by electronic mail which will authorize Hillard Heintze to complete the work as budgeted.

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: Mitten, Carol
Sent: Thursday, July 09, 2020 7:47:48 AM
To: Marlin, Diane
Subject: RE: Budget Review and Approval

No – it was just his calculation of 80 hours translating to a total of \$15,600.

From: Marlin, Diane <dwwmarlin@urbanailinois.us>
Sent: Thursday, July 9, 2020 7:37 AM
To: Mitten, Carol <cjmitten@urbanailinois.us>
Subject: RE: Budget Review and Approval

Was there a budget attached?

Diane Wolfe Marlin
Mayor

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



From: Mitten, Carol <cjmitten@urbanailinois.us>
Sent: Wednesday, July 08, 2020 5:58 PM
To: Marlin, Diane <dwwmarlin@urbanailinois.us>
Subject: FW: Budget Review and Approval

This is fine I think. Ok with you?

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Wednesday, July 8, 2020 5:38 PM
To: Mitten, Carol <cjmitten@urbanailinois.us>
Cc: Kirby, Debra <debra.kirby@hillardheintze.com>
Subject: Budget Review and Approval

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Thanks,
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

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From: Mitten, Carol
Sent: Wednesday, July 08, 2020 4:32:50 PM
To: Marlin, Diane
Subject: FW: Report on Independent Interview of Mr. Gregory Hugger

[Check this out!](#)

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Wednesday, July 08, 2020 4:30 PM
To: Mitten, Carol <cjmitten@urbanainllinois.us>
Subject: Report on Independent Interview of Mr. Gregory Hugger
Importance: High

Carol,
Please find attached the Report on the Independent Interview of Mr. Gregory Hugger conducted by Hillard Heintze for the City of Urbana.
Please let me know if you have any questions or would like to discuss the report.
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: Eric Jakobsson
Sent: Monday, July 06, 2020 12:56:56 PM
To: Marlin, Diane
Subject: Re: Contact info requested for focus groups with Hillard Heintze

Hi Diane,

I would be happy to be interviewed.

Practically all of the ones who would come to my mind would probably come to the minds of you and others. The obvious longstanding community organizations would be ACLU, NAACP, and Ministerial Alliance. If it is of interest to touch base with longstanding groups that did not weigh in on Alleyeh Lewis but have a deep interest in racial justice, Mckinley Church (Heidi Weatherford), Mckinley Foundation (Paula Hancock), University YMCA (Mike Doyle). Keith Harris, the co-pastor AT Mckinley would certainly be suitable but he has definitely lost a couple of steps since his stroke. Certainly the director of the Police Training Institute, but I guess he is on your list and certainly that of Bill Colbrook.

Best, (and good luck),
Eric

On Mon, Jul 6, 2020 at 11:54 AM Marlin, Diane <dwmarlin@urbanaininois.us> wrote:

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: Dennis Roberts
Sent: Monday, July 06, 2020 3:49:42 PM
To: Marlin, Diane
Subject: Re: Contact info requested for focus groups with Hillard Heintze

Hello Diane,

I'd suggest adding representatives from Promise Healthcare/Frances Nelson, and Claudia Lennhoff (if she can be available) from Champaign County Health Care Consumers. These organization provide extensive health assistance to the "at need" community, their voices ought to fit in somewhere in this review.

I would be happy to participate in a study cell—deferring participation of course to the voices of the African-American community. I think the most useful work is to review our actual police policies with an eye to amending language or drafting new policy directives for practicing de-escalation procedures and tactics.

Dennis Roberts

On Monday, July 6, 2020, 11:41:16 AM CDT, Marlin, Diane <dwmarlin@urbanaininois.us> wrote:

DO NOT REPLY ALL

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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

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217.384.2456



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 Compton [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

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Please send me names by Wednesday. Thank you.

Diane Wolfe Marlin
Mayor

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400 S Vine St | Urbana IL 61801
217.384.2456



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

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217.384.2456



From: Mitten, Carol
Sent: Wednesday, July 22, 2020 10:52:37 AM
To: Marlin, Diane
Subject: FW: Invite for City of Urbana (Learning Sessions)

FYI

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Tuesday, July 21, 2020 4:41 PM
To: Mitten, Carol <cjmitten@urbanaindinois.us>
Cc: Giuffre, Mark <mark.giuffre@hillardheintze.com>; Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Invite for City of Urbana (Learning Sessions)

Carol-

Hi, as promised, I have created the invite for our 3 (learning sessions) sessions, and plan to send it out with assigned dates tonight.

They will have the option of changing their assigned time, if it doesn't work for them at all, but I am hoping most will stick with the division I suggest.

Wanted to see if you had any questions, before I send it off today, hope all is well.

Regards,
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: ! 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

Get [Outlook for Android](#)

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.
- 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.ipa>](#)

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

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Mayor

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400 S Vine St | Urbana IL 61801
217.384.2456



From: Hannan, Elizabeth
Sent: Wednesday, June 24, 2020 4:31:39 PM
To: Marlin, Diane
Cc: Brickman Levy, Kathryn
Subject: RE: Independent Review

It's a bit unusual, but we do that sometimes for things that have a set hourly rate. Do you have an hourly rate for additional work? If yes, you could estimate a number of hours and describe it as "additional work to be performed upon request," or something like that. I would put that in a separate line on the PO to distinguish it from what we've already committed to pay.

Elizabeth Hannan
Human Resources & Finance Director / CFO
City of Urbana | 400 S. Vine Street
Urbana, IL 61801 | 217-384-2368



From: Marlin, Diane <dwwmarlin@urbanailinois.us>
Sent: Wednesday, June 24, 2020 4:30 PM
To: Hannan, Elizabeth <eahannan@urbanailinois.us>
Cc: Brickman Levy, Kathryn <klbrickmanlevy@urbanailinois.us>
Subject: RE: Independent Review

OK, we will do that. We may end up needing more than the \$16,575. Is it possible to requisition more than the contracted amount?

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: Wednesday, June 24, 2020 4:29 PM
To: Marlin, Diane <dwwmarlin@urbanailinois.us>
Cc: Brickman Levy, Kathryn <klbrickmanlevy@urbanailinois.us>
Subject: RE: Independent Review

Diane – You will probably want to do a requisition for this so that you can capture and carry over FY20 funds. I suggest 10010101-52999, which is "other contractual services" in your budget. There is \$33K available there. I think Kate is able to do this.

All of this can be attached to document the selection process and the cost.

Elizabeth Hannan
Human Resources & Finance Director / CFO
City of Urbana | 400 S. Vine Street
Urbana, IL 61801 | 217-384-2368



From: Marlin, Diane <dwwmarlin@urbanailinois.us>
Sent: Sunday, June 21, 2020 11:54 AM
To: !City Council <CityCouncil@urbanailinois.us>
Cc: Mitten, Carol <cjmitten@urbanailinois.us>; Seraphin, Bryant <seraphbd@urbanailinois.us>; Hannan, Elizabeth <eahannan@urbanailinois.us>
Subject: Independent Review

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Sent: Wednesday, June 24, 2020 4:28:36 PM
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Cc: Brickman Levy, Kathryn
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Cc: Mitten, Carol <cjmitten@urbanailinois.us>; Seraphin, Bryant <seraphbd@urbanailinois.us>; Hannan, Elizabeth <eahannan@urbanailinois.us>
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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: Marlin, Diane
Sent: Monday, July 27, 2020 1:53:57 PM
To: Bouseman, Tamara F
Subject: Re: email for Thom Moore

Ok, good!

On Jul 27, 2020, at 1:51 PM, Bouseman, Tamara F <[REDACTED]> wrote:

I did get it and am scheduled for tomorrow. Thanks!

Tammie

From: Marlin, Diane <dwwmarlin@urbanaininois.us>
Sent: Monday, July 27, 2020 2:48 PM
To: Bouseman, Tamara F <[REDACTED]>
Subject: Re: email for Thom Moore

Thanks! And did you get an invite to participate in the listening sessions from Hillard Heintze? There were a few emails that bounced back(yours was one, due to typo) and it should have been resent.

On Jul 27, 2020, at 1:34 PM, Bouseman, Tamara F <[REDACTED]> wrote:

?
Diane:

I DO happen to have it, and he says it is fine to share:

[REDACTED]

Hope you are staying well!

Tammie

From: Marlin, Diane <dwwmarlin@urbanaininois.us>
Sent: Monday, July 27, 2020 2:20 PM
To: Bouseman, Tamara F <[REDACTED]>
Subject: email for Thom Moore

Tammie,

Do you happen to have an email address for Thom Moore? Diane

Diane Wolfe Marlin

Mayor

City of Urbana|Executive Department

400 S Vine St | Urbana IL 61801

217.384.2456

<https://urdefense.proofpoint.com/v2/url?u=https-3A_www.2020census.gov_&d=DwMFAg&c=OCIEmEwdEq_aNlsP4fF3gFqSN-E3mlr2t9JcDdfOZaq&r=0cf0h6Ug5j15-ebp5R8zsCjI59FGotsrc0WFhGWFFXk&m=9f9iEyz7rV3QkT BgOK_myhD3HHuc4bhuPN37fq8RC0E&s=rKdsWdaYve9aZx7oEpe8cbSKEWhp9TW3RDvxHy8nEYY&e=>>
<image003.jpg>

From: Marlin, Diane
Sent: Monday, July 27, 2020 11:39:02 AM
To: !MunisUsers-Chynoweth, Danielle
Subject: email for James Kilgore, Maurice Hayes?

Danielle,
I am trying to find correct email addresses for Maurice and James to add to the interview list for Hillard Heintze as reps for HV and FF. Invitations that were sent bounced back. Can you send me their addresses? Thanks. DWM

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
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217.384.2456



From: Marlin, Diane
Sent: Monday, July 27, 2020 11:29:58 AM
To: ! Miller, Jared
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
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217.384.2456



From: Marlin, Diane
Sent: Monday, July 27, 2020 1:48:16 PM
To: Bouseman, Tamara F
Subject: Re: email for Thom Moore

Thanks! And did you get an invite to participate in the listening sessions from Hillard Heintze? There were a few emails that bounced back(yours was one, due to typo) and it should have been resent.

On Jul 27, 2020, at 1:34 PM, Bouseman, Tamara F <[REDACTED]> wrote:

Diane:

I DO happen to have it, and he says it is fine to share:

[REDACTED]

Hope you are staying well!

Tammie

From: Marlin, Diane <dwmarlin@urbanailinois.us>
Sent: Monday, July 27, 2020 2:20 PM
To: Bouseman, Tamara F <[REDACTED]>
Subject: email for Thom Moore

Tammie,
Do you happen to have an email address for Thom Moore? Diane

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: Monday, July 27, 2020 11:43:04 AM
To: !MunisUsers-Chynoweth, Danielle
Subject: RE: email for James Kilgore, Maurice Hayes?

Thanks,
We had the two j's but not the "i" and Maurice's was totally different.

Diane Wolfe Marlin
Mayor

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



From: Danielle Chynoweth <Supervisor@cunninghamtownship.org>
Sent: Monday, July 27, 2020 11:41 AM
To: Marlin, Diane <dymarlin@urbanailinois.us>
Subject: Re: email for James Kilgore, Maurice Hayes?

Hi Diane,

James is at [REDACTED] (that is two is at the beginning)
Maurice is at [REDACTED]

Thanks for including these two leaders.

Danielle

From: Marlin, Diane <dymarlin@urbanailinois.us>
Sent: Monday, July 27, 2020 11:39 AM
To: Danielle Chynoweth <Supervisor@cunninghamtownship.org>
Subject: email for James Kilgore, Maurice Hayes?

Danielle,

I am trying to find correct email addresses for Maurice and James to add to the interview list for Hillard Heintze as reps for HV and FF. Invitations that were sent bounced back. Can you send me their addresses? Thanks. DWM

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 27, 2020 11:35:12 AM
To: 'Thompson, Marcia'
Subject: RE: IMPORTANT: Urbana corrected email for listening session

I'm verifying Stephens, Kilgore, Hayes with the folks who supplied the addresses.

Corrected emails:

██████████ Tammie Bouseman
██████████ Thom Moore
██████████ Melinda Carr

Diane Wolfe Marlin
Mayor

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



From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Monday, July 27, 2020 11:16 AM
To: Marlin, Diane <dymarlin@urbanailinois.us>; Thompson, Marcia <marcia.thompson@hillardheintze.com>
Cc: Mitten, Carol <cmitten@urbanailinois.us>; Seraphin, Bryant <seraphbd@urbanailinois.us>
Subject: RE: IMPORTANT: Urbana corrected email for listening session

Morning –

Thanks Diane, I have also received bounce backs for the following people as well, if you could verify their information -- in addition to the one with a star that you have just provided, I also do not see Angel Johnson on the list, but am happy to send an invitation:

- Maurice Hayes
- James Kilgore
- Eldress Carr*
- Nathan Stephens
- Tammie Bouseman
- Thomas Moore

Any assistance is much appreciated, thanks. I asked for a 12 (noon) RSVP, so I will update you to the responses we have after that time for each 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 <dymarlin@urbanailinois.us>
Sent: Monday, July 27, 2020 10:22 AM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Cc: Mitten, Carol <cmitten@urbanailinois.us>; Seraphin, Bryant <seraphbd@urbanailinois.us>
Subject: IMPORTANT: Urbana corrected email for listening session

Hi Marcia,
I've just learned that one of the emails we sent you was incorrect and it's very important that these two people from the Ministerial Alliance receive an invitation to the listening sessions.
They are Elderess Melinda Carr and Pastor Angel Johnson. Their emails are below. Sorry about the mixup.

██████████



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 19, 2020 2:28:26 PM
To: Marlin, Diane
Subject:

Future of Public Safety and policing: Next Steps
Framework:

1. Financial: Systemic changes will cost more....and those costs won't be covered by simply "defunding police."
2. Can peel off functions of police department but cutting the budget by 50% isn't responsible. 24/7, 365 days a year.
3. We MUST include police in the discussion. We must invite police to the table. I've met with Urbana officers individually over the past couple of months. "Murderers and rapists." Paint them with a broad brush, with no attempt to understand what they do, day in and day out. It is irresponsible and unfair. No matter what model is developed, you need people who can respond to crime, help people in danger. Ten Shared Principles acknowledges the role of community AND police in the discussion. Urbana officers and civilian employees have ideas, have suggestions, are in position to participate in community discussions to help decide what works and what doesn't.
4. Underway: Hillard Heintze, CPRB, Will review Use of Force, citizen on Use of Force Review Committee, One Door
5. "bucketing exercise"---staff has begun

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 27, 2020 10:16:16 AM
To: 'Melinda Carr'
Cc: Pastor Angel Johnson
Subject: RE: Independent Review focus groups

I just checked the spreadsheet and discovered that we had you at a gmail account instead of yahoo. I sincerely apologize for this mistake. I will send both of your addresses to the organizers. The interviews are 7/28 and 7/29, a choice of one of three times. Thank you for following up. Diane

Diane Wolfe Marlin
Mayor

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



From: Melinda Carr <[REDACTED]>
Sent: Monday, July 27, 2020 10:13 AM
To: Marlin, Diane <dwmartin@urbanainllinois.us>
Cc: Pastor Angel Johnson <[REDACTED]>
Subject: Re: Independent Review focus groups

Hello,

I just checked my spam messages to make sure (did a search as well), and I don't see anything related to this subject. Can the representative of the firm resend the message?

I have copied Pastor Angel Johnson on this message, so that you can retrieve her email address. Thank you.

Elderess Melinda Carr

On Monday, July 27, 2020, 08:50:07 AM CDT, Marlin, Diane <dwmartin@urbanainllinois.us> wrote:

Elderess Carr,
You personally should have received an email from Hillard Heintze for the stakeholder interviews. If you send me Pastor Angel Johnson's email, I will see if she can be added.

Diane Wolfe Marlin
Mayor

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



From: Melinda Carr <[REDACTED]>
Sent: Monday, July 27, 2020 8:11 AM
To: Marlin, Diane <dwmartin@urbanainllinois.us>
Cc: From: <[REDACTED]>; Carol Spindel <[REDACTED]>; [REDACTED]
Subject: Fw: Independent Review focus groups

Good morning Mayor Marlin,

I didn't hear back regarding a deadline on receiving names for participation in the stakeholder interviews. I am hoping we can still participate.

The following names have been confirmed on behalf of the Ministerial Alliance:

Elderess Melinda Carr
Pastor Angel Johnson

If you need additional information, please let me know. Thank you.

Elderess Melinda Carr

----- Forwarded Message -----

From: Melinda Carr <[REDACTED]>
To: Marlin, Diane <dwmartin@urbanainllinois.us>
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>
Sent: Friday, July 17, 2020, 11:47:54 AM CDT
Subject: Re: Independent Review focus groups

Good morning Mayor Marlin,
What is the deadline for sending in names? I will follow up with the Ministerial Alliance to confirm if we will participate in the independent review and get back with you.

Thank you for the invitation.

Elderess Melinda Carr

On Tuesday, July 14, 2020, 11:20:35 AM CDT, Marlin, Diane <dwmarlin@urbanaininois.us> wrote:

Hello All,

We are compiling lists of people to participate in the stakeholder interviews for the independent review of the Aleyah Lewis arrest. I want to be sure the ACLU, NAACP, and Ministerial Alliance are represented. Can you please send me 3 names each from your organizations to include in these facilitated listening sessions? They anticipate 2-3 sessions, with up to 20 people in each via Zoom, with smaller "breakout" discussions. Thank you. Diane

Diane Wolfe Marlin

Mayor

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



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
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217.384.2456



From: Marlin, Diane
Sent: Monday, July 27, 2020 8:50:04 AM
To: 'Melinda Carr'
Subject: RE: Independent Review focus groups

Elderess Carr,
You personally should have received an email from Hillard Heintze for the stakeholder interviews. If you send me Pastor Angel Johnson's email, I will see if she can be added.

Diane Wolfe Marlin
Mayor

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



From: Melinda Carr <[REDACTED]>
Sent: Monday, July 27, 2020 8:11 AM
To: Marlin, Diane <dwmartin@urbanaininois.us>
Cc: From: <[REDACTED]> Carol Spindel <[REDACTED]>
Subject: Fw: Independent Review focus groups

Good morning Mayor Marlin,

I didn't hear back regarding a deadline on receiving names for participation in the stakeholder interviews. I am hoping we can still participate.

The following names have been confirmed on behalf of the Ministerial Alliance:

Elderess Melinda Carr
Pastor Angel Johnson

If you need additional information, please let me know. Thank you.

Elderess Melinda Carr

----- Forwarded Message -----

From: Melinda Carr <[REDACTED]>
To: Marlin, Diane <dwmartin@urbanaininois.us>
Cc: <[REDACTED]> <[REDACTED]> <[REDACTED]> <[REDACTED]> <[REDACTED]>
Sent: Friday, July 17, 2020, 11:47:54 AM CDT
Subject: Re: Independent Review focus groups

Good morning Mayor Marlin,

What is the deadline for sending in names? I will follow up with the Ministerial Alliance to confirm if we will participate in the independent review and get back with you.

Thank you for the invitation.

Elderess Melinda Carr

On Tuesday, July 14, 2020, 11:20:35 AM CDT, Marlin, Diane <dwmartin@urbanaininois.us> wrote:

Hello All,

We are compiling lists of people to participate in the stakeholder interviews for the independent review of the Aleyah Lewis arrest. I want to be sure the ACLU, NAACP, and Ministerial Alliance are represented. Can you please send me 3 names each from your organizations to include in these facilitated listening sessions? They anticipate 2-3 sessions, with up to 20 people in each via Zoom, with smaller "breakout" discussions. Thank you. Diane

Diane Wolfe Marlin
Mayor

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



From: Marlin, Diane
Sent: Friday, July 17, 2020 9:49:15 AM
To: Mitten, Carol
Subject: Stakeholders interview updated

Attached is the updated list with all city council members included. They may or may not participate. We need to let HH know that no more than two may be in a zoom call. Delete the other list.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
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From: Marlin, Diane
Sent: Wednesday, July 22, 2020 12:20:40 PM
To: Mitten, Carol
Subject: RE: Invite for City of Urbana (Learning Sessions)

I like this.

Diane Wolfe Marlin
Mayor

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



From: Mitten, Carol <cjmitten@urbanaininois.us>
Sent: Wednesday, July 22, 2020 10:53 AM
To: Marlin, Diane <dwmalin@urbanaininois.us>
Subject: FW: Invite for City of Urbana (Learning Sessions)

FYI

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Tuesday, July 21, 2020 4:41 PM
To: Mitten, Carol <cjmitten@urbanaininois.us>
Cc: Giuffre, Mark <mark.giuffre@hillardheintze.com>; Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Invite for City of Urbana (Learning Sessions)

Carol-

Hi, as promised, I have created the invite for our 3 (learning sessions) sessions, and plan to send it out with assigned dates tonight.

They will have the option of changing their assigned time, if it doesn't work for them at all, but I am hoping most will stick with the division I suggest.

Wanted to see if you had any questions, before I send it off today, hope all is well.

Regards,
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 27, 2020 11:17:57 AM
To: 'Thompson, Marcia'
Subject: RE: IMPORTANT: Urbana corrected email for listening session

OK, will follow up on all of these.

Diane Wolfe Marlin
Mayor

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



From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Monday, July 27, 2020 11:16 AM
To: Marlin, Diane <dymarlin@urbanailinois.us>; Thompson, Marcia <marcia.thompson@hillardheintze.com>
Cc: Mitten, Carol <cmitten@urbanailinois.us>; Seraphin, Bryant <seraphbd@urbanailinois.us>
Subject: RE: IMPORTANT: Urbana corrected email for listening session

Morning –

Thanks Diane, I have also received bounce backs for the following people as well, if you could verify their information -- in addition to the one with a star that you have just provided, I also do not see Angel Johnson on the list, but am happy to send an invitation:

- Maurice Hayes
- James Kilgore
- Eldress Carr*
- Nathan Stephens
- Tammie Bouseman
- Thomas Moore

Any assistance is much appreciated, thanks. I asked for a 12 (noon) RSVP, so I will update you to the responses we have after that time for each 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 <dymarlin@urbanailinois.us>
Sent: Monday, July 27, 2020 10:22 AM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Cc: Mitten, Carol <cmitten@urbanailinois.us>; Seraphin, Bryant <seraphbd@urbanailinois.us>
Subject: IMPORTANT: Urbana corrected email for listening session

Hi Marcia,
I've just learned that one of the emails we sent you was incorrect and it's very important that these two people from the Ministerial Alliance receive an invitation to the listening sessions.
They are Elderess Melinda Carr and Pastor Angel Johnson. Their emails are below. Sorry about the mixup.



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 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@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

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

From: Marlin, Diane
Sent: Saturday, July 11, 2020 4:35:09 PM
To: S N
Subject: Re: Hillard Heintze

The firm has been hired and the review is underway.

On Jul 11, 2020, at 4:29 PM, S N <prairienestmail@gmail.com> wrote:

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: Thursday, July 16, 2020 10:18:23 PM
To: ! Miller, Jared
Cc: Mitten, Carol
Subject: Re: Hillard Heintze; city council applications

They won't be recorded, and you are welcome to attend.

Sent from my iPhone

On Jul 16, 2020, at 9:02 PM, ! Miller, Jared <jtmiller@urbanaininois.us> wrote:

Good evening,

Are the HH stakeholder sessions going to be recorded and reviewable by Council and the public? I think it goes without saying that they should be. I know that myself and many others, would deem it valuable to be able to see how those conversations are going down and what is being discussed in those conversations. I don't want to get a 'report' from HH on their 'take-aways' from what they talked about with our community stakeholders.

If they are not going to be recorded by the City or by HH, then I would insist that at least one Council Member be able to attend the Zoom meeting.

Thank you for asking about this and bringing it to our attention.

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
[<image002.jpg>](#)

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@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
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217.384.2456
<image003.ipa>

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Mayor

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217.384.2456



From: Marlin, Diane
Sent: Thursday, July 16, 2020 12:47:24 PM
To: Mitten, Carol
Cc: Seraphin, Bryant
Subject: City of Urbana_Stakeholder_contacts

Attached is list to start with. There may be a few more names coming in, especially when folks start getting the flyers, so there is room for adding to each of three groups. City council members are highlighted in yellow. I emailed them this morning to advise them it's best not to participate. Maryalice and Bill acknowledged. Haven't heard from the others yet.

Diane Wolfe Marlin
Mayor

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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 <dwwarlin@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
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@urbanailinois.us>
Sent: Sunday, July 12, 2020 2:03 PM
To: Marlin, Diane <dwwmarlin@urbanailinois.us>
Cc: Mitten, Carol <cjmitten@urbanailinois.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

Get [Outlook for Android](#)

From: Marlin, Diane <dwwmarlin@urbanailinois.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: Tuesday, July 14, 2020 11:27:48 AM
To: Mitten, Carol
Subject: RE: Community Engagement - Learning Sessions -- Proposed Dates

July 20 is less than a week away. That doesn't give enough lead time. We are going to have to extend beyond 7/31. And pick a couple more dates. Three sessions would be better. I just got all the neighborhood watch group names this morning. And am asking ACLU, NAACP, Ministerial Alliance for some recommendations, too.

Diane Wolfe Marlin
Mayor

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



From: Mitten, Carol <cjmitten@urbanaininois.us>
Sent: Monday, July 13, 2020 1:39 PM
To: Marlin, Diane <dwwmarlin@urbanaininois.us>
Subject: FW: Community Engagement - Learning Sessions -- Proposed Dates

Do you want to try and get three sessions? Also, if you want to give more lead time for people to sign up, we can extend the July 31 due date. Your call...

From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Monday, July 13, 2020 11:46 AM
To: Mitten, Carol <cjmitten@urbanaininois.us>; Giuffre, Mark <mark.giuffre@hillardheintze.com>
Cc: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Community Engagement - Learning Sessions -- Proposed Dates

Morning Carol, thanks for the call last week, I have the proposed dates for your group to consider for our two learning sessions:

July 20th at the following times: 10 – 11:30am or 3 – 4:30pm or 5:30 – 7:00pm

July 23rd at the following times: 9 – 10:30am or 2 – 3:30pm or 5:30 – 7:00pm

If you could discuss with the remainder of the group and let Mark and I know which times on both days you'd like to schedule then we can get the advertisement prepared as well, for dissemination to the groups you've already identified.

Thanks in advance and looking forward to hearing back and receiving the emails for the POC's of each group as well. Let me know if you need anything else from me, in the interim.

Please do let me know as soon as practicable about the dates/times, so I can hold the two slots you select for you.

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: Mitten, Carol <cjmitten@urbanaininois.us>
Sent: Thursday, July 9, 2020 10:10 AM
To: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Cc: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: RE: Community Engagement - Listening Session Themes

Mark and Marcia:

We came up with 9 themes and some related questions and comments for each. On the second page, for your general information, are some other issues that are swirling in the community. Again, thanks for your patience.

Carol

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Thursday, July 09, 2020 8:16 AM
To: Mitten, Carol <cjmitten@urbanaininois.us>
Cc: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: RE: Community Engagement - Listening Session Themes

Carol,
If possible, could you send us your teams top ten themes for Marcia's engagement format plan this morning? She wants to make sure the format includes them.
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 <cjmitten@urbanainllinois.us>
Sent: Wednesday, July 8, 2020 1:29 PM
To: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Cc: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: RE: Community Engagement - Listening Session Themes

Will do. In the meantime, I'm trying to pin down a time on Friday that works on our side. It looks like Bryant might be out – I need to see if he will have cell access... At the moment, I'm targeting 4 pm.

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Wednesday, July 08, 2020 12:00 PM
To: Mitten, Carol <cjmitten@urbanainllinois.us>
Cc: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Subject: Community Engagement - Listening Session Themes

Carol,
Marcia is formulating a format plan for us to discuss with you and the team on our next call. In order to incorporate the most important topics, could you coordinate with the Mayor, Chief and your team to collect and send to us the top ten themes you would like to see covered? When we receive those, Marcia will incorporate those into the plan.

If your schedules permit, we'd then like to schedule a Friday call for Marcia to discuss the plan with you.

In addition, time permitting, please forward a list of ten key community stakeholders the team feels are important to invite to participate in our sessions.

We look forward to hearing back from you.

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: Marlin, Diane
Sent: Monday, July 06, 2020 1:00:32 PM
To: ! Jakobsson, Eric
Subject: Re: Contact info requested for focus groups with Hillard Heintze

Thank you! I didn't think of McKinley but should have!

On Jul 6, 2020, at 12:57 PM, Eric Jakobsson <[REDACTED]> wrote:

Hi Diane,

I would be happy to be interviewed.

Practically all of the ones who would come to my mind would probably come to the minds of you and others. The obvious longstanding community organizations would be ACLU, NAACP, and Ministerial Alliance. If it is of interest to touch base with longstanding groups that did not weigh in on Alleyeh Lewis but have a deep interest in racial justice, McKinley Church (Heidi Weatherford), McKinley Foundation (Paula Hancock), University YMCA (Mike Doyle). Keith Harris, the co-pastor AT Mckinley would certainly be suitable but he has definitely lost a couple of steps since his stroke. Certainly the director of the Police Training Institute, but I guess he is on your list and certainly that of Bill Colbrook.

Best, (and good luck),
Eric

On Mon, Jul 6, 2020 at 11:54 AM Marlin, Diane <dwmariin@urbanaininois.us> wrote:

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
<[image003.jpg](#)>

From: Marlin, Diane
Sent: Thursday, July 09, 2020 2:01:30 PM
To: Mitten, Carol; Seraphin, Bryant
Subject: Draft list for HH stakeholder interviews

See what you think. Additions? Subtractions? In general, organizations are listed first, individuals second.

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 09, 2020 4:32:16 PM
To: Seraphin, Bryant; Mitten, Carol
Subject: Updated list

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 4:20:11 PM
To: 'Dennis Roberts'
Subject: RE: Contact info requested for focus groups with Hillard Heintze

Thank you. Who could represent HEUNA? I'd like the neighborhood associations to have a voice.

Diane Wolfe Marlin
Mayor

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



From: Dennis Roberts <drobotscitycouncil@yahoo.com>
Sent: Monday, July 06, 2020 3:50 PM
To: Marlin, Diane <dwmarlin@urbanailinois.us>
Subject: Re: Contact info requested for focus groups with Hillard Heintze

Hello Diane,
I'd suggest adding representatives from Promise Healthcare/Frances Nelson, and Claudia Lennhoff (if she can be available) from Champaign County Health Care Consumers. These organization provide extensive health assistance to the "at need" community, their voices ought to fit in somewhere in this review.

I would be happy to participate in a study cell—deferring participation of course to the voices of the African-American community. I think the most useful work is to review our actual police policies with an eye to amending language or drafting new policy directives for practicing de-escalation procedures and tactics.

Dennis Roberts

On Monday, July 6, 2020, 11:41:16 AM CDT, Marlin, Diane <dwmarlin@urbanailinois.us> wrote:

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: Wednesday, July 08, 2020 5:09:47 PM
To: Mitten, Carol
Subject: RE: Report on Independent Interview of Mr. Gregory Hugger

Well, GOOD!

Diane Wolfe Marlin
Mayor

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



From: Mitten, Carol <cjmitten@urbanailinois.us>
Sent: Wednesday, July 08, 2020 4:33 PM
To: Marlin, Diane <dwmalin@urbanailinois.us>
Subject: FW: Report on Independent Interview of Mr. Gregory Hugger
Importance: High

Check this out!

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Wednesday, July 08, 2020 4:30 PM
To: Mitten, Carol <cjmitten@urbanailinois.us>
Subject: Report on Independent Interview of Mr. Gregory Hugger
Importance: High

Carol,
Please find attached the Report on the Independent Interview of Mr. Gregory Hugger conducted by Hillard Heintze for the City of Urbana.
Please let me know if you have any questions or would like to discuss the report.
Thanks!
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

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From: Marlin, Diane
Sent: Thursday, July 09, 2020 7:37:27 AM
To: Mitten, Carol
Subject: RE: Budget Review and Approval

Was there a budget attached?

Diane Wolfe Marlin
Mayor

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



From: Mitten, Carol <cjmitten@urbanailinois.us>
Sent: Wednesday, July 08, 2020 5:58 PM
To: Marlin, Diane <dwmalin@urbanailinois.us>
Subject: FW: Budget Review and Approval

This is fine I think. Ok with you?

From: Giuffre, Mark <mark.giuffre@hillardheintze.com>
Sent: Wednesday, July 8, 2020 5:38 PM
To: Mitten, Carol <cjmitten@urbanailinois.us>
Cc: Kirby, Debra <debra.kirby@hillardheintze.com>
Subject: Budget Review and Approval

Carole,

We are providing you a budget for review and approval, based on our initial review of all received materials (documents, policies, police reports, public videos of incident, public presentation, body worn camera and car camera footage, dispatch and radio traffic) and interviews conducted and to be conducted, policy analysis, sufficiency review, the community engagement specified, and the anticipated time to conclude the deliverables is 80 hours (80 hours at the rate of \$195 per hour = \$15,600).

If additional needed work is identified during the course of the investigation, a separate budget will be submitted to you for authorization prior to engaging in the additional services.

If the budget meets with your approval, please respond by electronic mail which will authorize Hillard Heintze to complete the work as budgeted.

Thanks,
-Mark

Mark Giuffre
Director, Law Enforcement Consulting

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mark.giuffre@hillardheintze.com

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From: S N
Sent: Wednesday, June 24, 2020 3:50:38 PM
To: ! Miller, Jared
Subject: Re: Urbana City Council Special Meeting - Thursday June 25th @ 7PM

Thank you, Alderman Miller.

I would like to request that domestic violence (this includes family violence and child abuse) be added to the list of topics critical to the discussion of policing reform in our community. I am compiling data, and would appreciate the opportunity, at a subsequent meeting, to present, briefly, my findings.

Additionally, I have asked Mr Tracy Siska, Director of the Chicago Justice Project, to connect to the meeting tomorrow, if he can, and to speak briefly about Hillard Heintze, the firm hired by the City to conduct the independent review of the police assault of Aleyah Lewis. Mr Siska has previously written about the firm, exposing them as corrupt and ineffective. Please know that Hillard Heintze appears to be essentially a front for the PR arm of the Fraternal Order of Police.

<https://chicagojustice.org/2010/04/07/hillard-weis-warm-weather/>

Excerpt:

"If you want a man/firm that has a history of leading by example then I cannot imagine why anyone would pay this firm [Hillard Heintze] to consult on such issues, unless of course you are trying to find experts in burying complaints and ignoring communities."

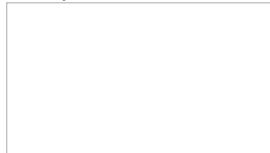
By the way, I provided this article to Benjamin Stone earlier today, who told me he is writing to you, so you may receive it also from him.

Again, thank you so much for your hard work and brave service to the City of Urbana.

Sarah Nixon

Sarah Nixon

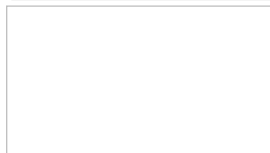
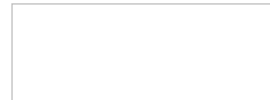
Family Court Reform Advocate



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

2019 Presenters • Sarah Nixon

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

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

On Wed, Jun 24, 2020 at 10:14 AM ! Miller, Jared <jtmiller@urbanaininois.us> wrote:

*** Disclaimer *** My apologies to anyone receiving duplicates of this email and to those of you who know friends who have emailed the Urbana City Council on police issues but did not receive this email. I made every attempt to include everyone who has emailed the Urbana City Council but I may have missed some or added people multiple times, my apologies for that, there were a LOT of email addresses to go through. All recipients are BCC'd to respect anonymity, please forward this message to anyone you know that would benefit from seeing it that may not have received it.

Hello to all,

On Thursday, June 25th from 7 PM - 10 PM the Urbana City Council will be holding a virtual Special Meeting via Zoom Webinar. You can join this meeting via this link:

<https://us02web.zoom.us/j/81355597514>

Council Members Jared Miller (myself), Maryalice Wu, and Dennis Roberts have requested this Special Meeting to dedicate Council attention to and publicly recognize many of the issues raised by Urbana and CU residents over the past eight weeks.

These include issues addressing existing concerns with policing in Urbana, the hiring of an outside organization to conduct an Independent Investigation of Aleyah Lewis' arrest, addressing calls for reform & redesign of the Civilian Police Review Board, answering community calls to redistribute funds from the UPD to other approaches for answering calls for service within the community, and many others.

All residents of the Champaign-Urbana community, including students, especially those who represent or are part of formal and informal groups addressing the concerns of Black, Indigenous, and People Of Color (BIPOC) and others impacted by policing, are strongly encouraged to attend & participate in this meeting.

The primary purpose of this meeting is for the Urbana City Council to engage with the community in meaningful dialogue about issues surrounding the Urbana Police Department.

Any organizations, organizers, formal and informal groups, individuals, students, and residents of the Champaign-Urbana community wishing to participate in this meeting are requested to make their intention known to the City Council by emailing citycouncil@urbanainline.us <mailto:citycouncil@urbanainline.us> <mailto:citycouncil@urbanainline.us> by 7 PM on Thursday, June 25th, prior to the start of the meeting. As I mention below, as time allows, we will recognize folks who may not have had a chance to send notification prior to the meeting.

Priority in dialogue will be given to groups representing and members of our community who are most impacted by policing in Urbana.

Please understand that due to the time limitations, all those wishing to participate may not have the opportunity to do so. We only have three hours for this meeting (time may be extended at the end but there's no guarantee that it will) so please forgive us if we are not able to get to your specific questions or comments. Hopefully, many of those who are recognized will cover many of the issues we are all concerned about.

Statements submitted to the Urbana City Council email with regard to the topics of this meeting will be included in the public record. Please consider sending a statement via email for the public record if you would like to give more time for those who have been impacted the most from policing or those who are representing those voices.

The meeting will consist of three parts. The first will involve discussion and dialogue focusing on standing demands/issues and the second will focus on new ideas, unconsidered topics, and future plans. The last part will be a Council discussion on next steps.

Those requesting to participate are asked to choose to discuss topics related to either Discussion Topic 1: EXISTING CONCERNS WITH POLICING IN URBANA or Discussion Topic 2: NEW IDEAS ON COMMUNITY ROLE IN POLICING.

Public input and dialogue is highly encouraged and will be the primary focus of the first two discussions and dialogue between public participants and Council/City staff. These discussions will be moderated by Council Members Miller and Wu.

During each input session local groups and organizations representing those most impacted by policing in Urbana with a core group of concerns or issues that have contacted Council prior to the meeting will be asked to make statements and/or ask questions of Council/City staff first. Groups may have up to three people recognized to speak on behalf of the group.

Following that dialogue, the floor will be opened for statements/questions to all participants. To ensure that as many people as possible have the opportunity to participate, each question or comment should not be duplicated by a previous question or comment made by an individual or group.

Please understand that no public participants, Council Members, or City staff can be compelled to respond to any comments or questions directed at them.

It is inevitable that this meeting will fall short in meeting the needs of all who participate, there is no perfect format and every structure has its ups and downs. We ask in advance for your grace and patience at the meeting for any mishaps or shortcomings and we will of course appreciate any feedback on how things go during the meeting.

I want to give my sincere thanks to all who have raised their voices on these issues. This is the first step on a long journey forward to a new vision and realization of public safety in our community.

Sincerely and humbly,

Jared Miller

Alderman | Ward 7

Urbana City Council

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: Sunday, June 28, 2020 10:58:59 PM
To: ! Brown, Bill
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.
- 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: Marlin, Diane
Sent: Wednesday, June 24, 2020 4:29:36 PM
To: Hannan, Elizabeth
Cc: Brickman Levy, Kathryn
Subject: RE: Independent Review

OK, we will do that. We may end up needing more than the \$16,575. Is it possible to requisition more than the contracted amount?

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: Wednesday, June 24, 2020 4:29 PM
To: Marlin, Diane <dwwmarlin@urbanailinois.us>
Cc: Brickman Levy, Kathryn <klbrickmanlevy@urbanailinois.us>
Subject: RE: Independent Review

Diane – You will probably want to do a requisition for this so that you can capture and carry over FY20 funds. I suggest 10010101-52999, which is “other contractual services” in your budget. There is \$33K available there. I think Kate is able to do this.

All of this can be attached to document the selection process and the cost.

Elizabeth Hannan
Human Resources & Finance Director / CFO
City of Urbana | 400 S. Vine Street
Urbana, IL 61801 | 217-384-2368



From: Marlin, Diane <dwwmarlin@urbanailinois.us>
Sent: Sunday, June 21, 2020 11:54 AM
To: City Council <CityCouncil@urbanailinois.us>
Cc: Mitten, Carol <cjmitten@urbanailinois.us>; Seraphin, Bryant <seraphbd@urbanailinois.us>; Hannan, Elizabeth <eahannan@urbanailinois.us>
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: /O=CITY OF URBANA/OU=URBANA/CN=RECIPIENTS/CN=DWMARLIN
Sent: Tuesday, August 04, 2020 9:48:02 AM
To: !City Council
Cc: [REDACTED] Carol Mitten (cjmitten@urbanaininois.us); 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: /O=CITY OF URBANA/OU=URBANA/CN=RECIPIENTS/CN=DWMARLIN

Sent: Thursday, July 16, 2020 9:29:05 AM

To: !City Council

Cc: Carol Mitten (cjmitten@urbanailinois.us)

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



Sent: Thursday, July 16, 2020 9:09:44 AM
To: !City Council
Cc: Carol Mitten (cjmitten@urbanailinois.us)
Subject: FOIA questions; Hillard Heintz

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.
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Diane Wolfe Marlin
Mayor

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



From: /O=CITY OF URBANA/OU=URBANA/CN=RECIPIENTS/CN=DWMARLIN
Sent: Monday, July 27, 2020 11:34:54 AM
To: Thompson, Marcia
Subject: RE: IMPORTANT: Urbana corrected email for listening session

I'm verifying Stephens, Kilgore, Hayes with the folks who supplied the addresses.

Corrected emails:

██████████ Tammie Bouseman
██████████ Thom Moore
██████████ Melinda Carr

Diane Wolfe Marlin
Mayor

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



From: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Sent: Monday, July 27, 2020 11:16 AM
To: Marlin, Diane <dwmalin@urbanaininois.us>; Thompson, Marcia <marcia.thompson@hillardheintze.com>
Cc: Mitten, Carol <cmitten@urbanaininois.us>; Seraphin, Bryant <seraphbd@urbanaininois.us>
Subject: RE: IMPORTANT: Urbana corrected email for listening session

Morning –

Thanks Diane, I have also received bounce backs for the following people as well, if you could verify their information -- in addition to the one with a star that you have just provided, I also do not see Angel Johnson on the list, but am happy to send an invitation:

- Maurice Hayes
- James Kilgore
- Eldress Carr*
- Nathan Stephens
- Tammie Bouseman
- Thomas Moore

Any assistance is much appreciated, thanks. I asked for a 12 (noon) RSVP, so I will update you to the responses we have after that time for each 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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30 South Wacker Drive, Suite 1400, Chicago, Illinois 60606
+1 312-869-8500 www.hillardheintze.com

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From: Marlin, Diane <dwmalin@urbanaininois.us>
Sent: Monday, July 27, 2020 10:22 AM
To: Thompson, Marcia <marcia.thompson@hillardheintze.com>
Cc: Mitten, Carol <cmitten@urbanaininois.us>; Seraphin, Bryant <seraphbd@urbanaininois.us>
Subject: IMPORTANT: Urbana corrected email for listening session

Hi Marcia,
I've just learned that one of the emails we sent you was incorrect and it's very important that these two people from the Ministerial Alliance receive an invitation to the listening sessions.
They are Elderess Melinda Carr and Pastor Angel Johnson. Their emails are below. Sorry about the mixup.

██████████



Diane Wolfe Marlin
Mayor

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



Sent: Tuesday, July 07, 2020 4:08:00 PM
To: ! Wu, Maryalice
Subject: RE: Contact info requested for focus groups with Hillard Heintze

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: Tuesday, July 07, 2020 4:04 PM
To: Marlin, Diane <dwmalin@urbanaininois.us>
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: Francisco, Kris
Sent: Thursday, July 02, 2020 8:26:16 AM
To: Marlin, Diane
Subject: RE: Hillard Heintze

Thanks Diane.

Kris Francisco
Financial Services Manager
City of Urbana, Finance Department
400 S. Vine St, Urbana, IL 61801
Phone 217.384.2309 Fax 217.384.2370
www.urbanaininois.us



From: Marlin, Diane <dwmarlin@urbanaininois.us>
Sent: Thursday, July 02, 2020 8:23 AM
To: Francisco, Kris <kfrancisco@urbanaininois.us>
Subject: Hillard Heintze

Attached is the proposal. The \$\$ amount is on the last page. \$16,575 plus possibly a little travel from Chicago. We're requesting \$20,000 in case there are extra interviews, etc.

Contact: debra.kirby@hillardheintze.com

Diane Wolfe Marlin
Mayor

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



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: Saturday, June 27, 2020 10:45:17 AM
To: ! Jakobsson, Eric
Subject: Re: Hillard Heintze

You are now Public Citizen #1 so feel free to say anything you want! I think Hillard Heintze will do a good job and we made it clear we want an objective look at this. They can be critical and constructive. Some people will discredit the effort, the firm, and findings no matter what we do. I found it telling that ACLU found nothing "actionable" in the body cam footage. We are also going to present on the FOIA issue to let people know what's going on. And if you want my take on Thursday's special meeting, call to chat sometime.

> On Jun 27, 2020, at 10:05 AM, Eric Jakobsson wrote:

>

> ?

> Hi Diane,

>

> I know I can't be an official voice, but I did some research on Hillard Heintze and found that they seem quite fair, and in particular are willing to be quite critical of police when that is warranted. If and when that would be helpful, I would be glad to put a statement into public input.

>

> Best,

> Eric

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 ****

Sent: Monday, June 29, 2020 3:02:25 PM
Subject: FW: draft message to council

DO NOT REPLY ALL

Hello Everyone,

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. 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 3 months have been emotionally and physically exhausting for employees as they have kept core city services functioning during Phases 2, 3, and 4, along with construction season being in full swing and the focus on oversight and accountability in policing.

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 to begin with. In some work areas, this will require temporary, physical modifications of work spaces to accommodate distancing. Some work areas, especially those in IT and Finance in the basement, 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 so many different functions are under one roof. 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.

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Diane Wolfe Marlin
Mayor

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



From: Dennis Roberts
Sent: Monday, June 29, 2020 4:12:30 PM
To: Marlin, Diane
Subject: Re: City Council UPDATE

Hello Diane,

Thank you for sending us this over view on upcoming business related to city council. I'll get back to you soon on my thoughts that come from these topics in a bit. This hiatus is a good time to set up the Phase 4 return to active involvement in the city building. No doubt a lot of work to sort out.

Yours,
Dennis R.

On Monday, June 29, 2020, 3:22:39 PM CDT, Marlin, Diane <dwmartin@urbanainllinois.us> wrote:

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.

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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!)

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Mayor

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217.384.2456



From: Marlin, Diane
Sent: Monday, June 29, 2020 12:12:51 PM
To: Marlin, Diane; Mitten, Carol
Subject: draft message to council

Comments? Edits?

DO NOT REPLY ALL

Hello Everyone,

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. 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 3 months have been emotionally and physically exhausting for employees as they have kept core city services functioning during Phases 2, 3, and 4, along with construction season being in full swing and the focus on oversight and accountability in policing.

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Mayor

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



From: Eric Jakobsson
Sent: Saturday, June 27, 2020 10:05:30 AM
To: Marlin, Diane
Subject: Hillard Heintze

Hi Diane,

I know I can't be an official voice, but I did some research on Hillard Heintze and found that they seem quite fair, and in particular are willing to be quite critical of police when that is warranted. If and when that would be helpful, I would be glad to put a statement into public input.

Best,
Eric

From: Marlin, Diane
Sent: Thursday, July 02, 2020 8:22:57 AM
To: Francisco, Kris
Subject: Hillard Heintze

Attached is the proposal. The \$\$ amount is on the last page. \$16,575 plus possibly a little travel from Chicago. We're requesting \$20,000 in case there are extra interviews, etc.

Contact: debra.kirby@hillardheintze.com

Diane Wolfe Marlin
Mayor

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



From: Brooks, Michelle
Sent: Thursday, June 11, 2020 5:33:05 PM
To: Marlin, Diane; Hannan, Elizabeth
Subject: [REDACTED]

[REDACTED]

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



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

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Sent: Wednesday, June 24, 2020 4:34:14 PM
To: Hannan, Elizabeth
Cc: Brickman Levy, Kathryn
Subject: RE: Independent Review

Kate says we have to use a different fund. We'll take it out of legal services. Still \$100,000 in that. The hourly rate is \$195/hour. The agreement said the payment was due up front, if you recall.

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: Wednesday, June 24, 2020 4:32 PM
To: Marlin, Diane <dymarlin@urbanailinois.us>
Cc: Brickman Levy, Kathryn <klbrickmanlevy@urbanailinois.us>
Subject: RE: Independent Review

It's a bit unusual, but we do that sometimes for things that have a set hourly rate. Do you have an hourly rate for additional work? If yes, you could estimate a number of hours and describe it as "additional work to be performed upon request," or something like that. I would put that in a separate line on the PO to distinguish it from what we've already committed to pay.

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: Wednesday, June 24, 2020 4:30 PM
To: Hannan, Elizabeth <eahannan@urbanailinois.us>
Cc: Brickman Levy, Kathryn <klbrickmanlevy@urbanailinois.us>
Subject: RE: Independent Review

OK, we will do that. We may end up needing more than the \$16,575. Is it possible to requisition more than the contracted amount?

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
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217.384.2456



From: Hannan, Elizabeth <eahannan@urbanailinois.us>
Sent: Wednesday, June 24, 2020 4:29 PM
To: Marlin, Diane <dymarlin@urbanailinois.us>
Cc: Brickman Levy, Kathryn <klbrickmanlevy@urbanailinois.us>
Subject: RE: Independent Review

Diane – You will probably want to do a requisition for this so that you can capture and carry over FY20 funds. I suggest 10010101-52999, which is "other contractual services" in your budget. There is \$33K available there. I think Kate is able to do this.

All of this can be attached to document the selection process and the cost.

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: Sunday, June 21, 2020 11:54 AM
To: City Council <CityCouncil@urbanailinois.us>
Cc: Mitten, Carol <cjmitten@urbanailinois.us>; Seraphin, Bryant <seraphbd@urbanailinois.us>; Hannan, Elizabeth <eahannan@urbanailinois.us>
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
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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
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From: Hannan, Elizabeth <eahannan@urbanaininois.us>
Sent: Thursday, June 11, 2020 4:15 PM
To: Marlin, Diane <dymarlin@urbanaininois.us>; Brooks, Michelle <mebrooks@urbanaininois.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
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Sent: Thursday, June 11, 2020 4:13 PM
To: Hannan, Elizabeth <eahannan@urbanaininois.us>; Brooks, Michelle <mebrooks@urbanaininois.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

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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...

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
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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

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Sent: Thursday, June 11, 2020 2:31 PM
To: Marlin, Diane <dymarlin@urbanainllinois.us>
Subject: Hillard Heintze Proposal and Contract

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Take care.

Debra Kirby
Senior Vice President Operations

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FOLLOW US



30 South Wacker Drive, Suite 1400, Chicago, Illinois 60606
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From: Marlin, Diane
Sent: Thursday, June 11, 2020 4:10:21 PM
To: Marlin, Diane
Subject: RE: Hillard Heintze Proposal and Contract

Re: contract: Page 1 and 2 of the contract refer to \$325/hour, whereas addendum show \$195/hour. Delivery date varies from July 16 in the proposal, July 20 and no later than July 31. I'm comfortable using July 31 as final delivery date, to be consistent.

Diane Wolfe Marlin
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From: Marlin, Diane
Sent: Thursday, June 11, 2020 3:19 PM
To: 'Kirby, Debra' <debra.kirby@hillardheintze.com>
Subject: RE: Hillard Heintze Proposal and Contract

Thank you, Debra. We'll respond asap.

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@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
+1 773 852-3210 MOBILE
debra.kirby@hillardheintze.com



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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?

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From: Marlin, Diane
Sent: Thursday, June 11, 2020 4:10:21 PM
To: Marlin, Diane
Subject: RE: Hillard Heintze Proposal and Contract

Re: contract: Page 1 and 2 of the contract refer to \$325/hour, whereas addendum show \$195/hour. Delivery date varies from July 16 in the proposal, July 20 and no later than July 31. I'm comfortable using July 31 as final delivery date, to be consistent.

Diane Wolfe Marlin
Mayor

City of Urbana | Executive Department
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217.384.2456



From: Marlin, Diane
Sent: Thursday, June 11, 2020 3:19 PM
To: 'Kirby, Debra' <debra.kirby@hillardheintze.com>
Subject: RE: Hillard Heintze Proposal and Contract

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From: Christopher Hansen

Sent: Wednesday, August 12, 2020 4:54:54 PM

To: ! Miller, Jared

Subject: Some Questions About the Hillard Heintze Review (Fresh Start)

Hi Jared,

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: 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
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217.384.2456



From: Marlin, Diane
Sent: Thursday, June 11, 2020 3:18:49 PM
To: 'Kirby, Debra'
Subject: RE: Hillard Heintze Proposal and Contract

Thank you, Debra. We'll respond asap.

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Mayor

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To: Marlin, Diane <dwmarlin@urbanailinois.us>
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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...

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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 <dwmartin@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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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 Durlie 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.

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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!

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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?
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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.
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4. ?Aleyah Lewis

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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?
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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: ! Colbrook, William
Sent: Tuesday, August 04, 2020 12:36:38 PM
To: ! Miller, Jared
Subject: Re: Police/Transparency Topics For Discussion

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Sent: Monday, August 3, 2020 10:34 PM
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Cc: !City Council
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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

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 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: Kirby, Debra
Sent: Thursday, June 11, 2020 2:31:28 PM
To: Marlin, Diane
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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30 South Wacker Drive, Suite 1400, Chicago, Illinois 60606
+1 312-869-8500 www.hillardheintze.com

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From: Marlin, Diane
Sent: Thursday, June 11, 2020 2:51:07 PM
To: Mitten, Carol; Seraphin, Bryant
Subject: FW: Hillard Heintze Proposal and Contract

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 <dwmalin@urbanaininois.us>
Subject: Hillard Heintze Proposal and Contract

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Take care.

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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: Marlin, Diane
Sent: Thursday, June 11, 2020 2:56:34 PM
To: Brooks, Michelle; Hannan, Elizabeth
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 <dwm@urbanaillinois.us>
Subject: Hillard Heintze Proposal and Contract

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Take care.

Debra Kirby
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From: Dennis Roberts
Sent: Sunday, June 28, 2020 6:43:13 PM
To: ! Miller, Jared
Subject: Re: One Door

Hi Jared,

I share some of your frustration. I could say that Council's relationship with the mayor has one of "hear and accept." Staff and the mayor seem to have everything worked out and finalized before we hear of it.

Under the previous administration we had sometimes 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. None of us had that opportunity until Diane announced that the agreement had been reached with Fire, and it was on our agenda to pass it. We ere told they had done a great job.

When it came to reconsider saving some (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 have to agree that we ought to have been consulted and in Closed Session learned more about the firm selected to do the Independent Review—Hillard Heintze—before the City finalized the deal. I wonder if they are rated by the NAACP or an independent organization. We heard a rather stiff accusation on their lack of independence. Worth checking into.

I would like the Council to get a copy of the police policy and procedure manual. Also, we will need to pen some words to bring de-escalation practices into the manual. Perhaps we need one or two 2-person subcommittees to research and advise the whole council on possible language/ practices/ changes of policy, as we go forward.

Dennis R.

On Saturday, June 27, 2020, 5:11:35 PM CDT, ! Miller, Jared <jtmiller@urbanaininois.us> wrote:

**** 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 9:32:41 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:

- 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: ! 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

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Subject: One Door

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Respectfully,
- Jared -

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

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 27, 2020 11:29:58 AM
To: ! Miller, Jared
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: 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: Thursday, July 16, 2020 10:18:23 PM
To: ! Miller, Jared
Cc: Mitten, Carol
Subject: Re: Hillard Heintze; city council applications

They won't be recorded, and you are welcome to attend.

Sent from my iPhone

On Jul 16, 2020, at 9:02 PM, ! Miller, Jared <jtmiller@urbanaininois.us> wrote:

Good evening,

Are the HH stakeholder sessions going to be recorded and reviewable by Council and the public? I think it goes without saying that they should be. I know that myself and many others, would deem it valuable to be able to see how those conversations are going down and what is being discussed in those conversations. I don't want to get a 'report' from HH on their 'take-aways' from what they talked about with our community stakeholders.

If they are not going to be recorded by the City or by HH, then I would insist that at least one Council Member be able to attend the Zoom meeting.

Thank you for asking about this and bringing it to our attention.

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

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Mayor

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400 S Vine St | Urbana IL 61801
217.384.2456
[<image002.jpg>](#)

From: S N
Sent: Thursday, June 25, 2020 7:05:38 PM
To: ! Miller, Jared
Subject: Re: Urbana City Council Special Meeting - Thursday June 25th @ 7PM

P.S.

I just reflected that the more people who speak up at tonight's meeting about Hillard and Heintze, the better. And I can't assume others will, so I will be willing to speak briefly, after all, to that issue. I'll outline my findings and concerns - that this firm apparently has an entrenched association with giving questionable testimony in defense of police accused of misconduct, and of making findings that gloss over police brutality, with, at the same time, no real discernable respect from, nor engagement with, victims' rights organizations. No training in racism-informed policing, etc.

Sarah Nixon

Family Court Reform Advocate



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

2019 Presenters • Sarah Nixon

Health Maker • Founder • Director



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

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

On Thu, Jun 25, 2020 at 6:54 PM S N <prairienestmail@gmail.com> wrote:

Hi Jared,

Thank you very kindly for your supportive response. I would very gladly accept your suggestion of adding the gender bias in policing and domestic violence / family violence issue as a separate discussion item at a subsequent meeting, with the opportunity to give a presentation and have a more thorough conversation. Could you allot me a fifteen minute slot for my presentation? If not, I can manage with ten minutes.

This will also afford me the time to reach out to Sarah Colomme at the Women's Center at UIUC, Osajuli Cravens at Courage Connection, and other stakeholders.

I reached out to Mr Siska as soon as I could about tonight's meeting, but it was very short notice, and I have not heard back from him, so I would count on him not being there. Maybe next time.

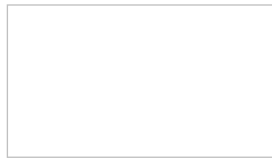
I truly think the most pressing issue for today is to address the problem of Hillard Heintze. As benjamin stone pointed out to me yesterday via email, if HH is a sham, we want them out before they get started.

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Thank you so much for your hard work and service to the People,

Sarah Nixon

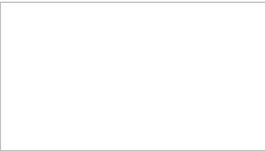
Family Court Reform Advocate



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[Health Innovators](#)

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

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?Hi Sarah,

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From: S N <prairienestmail@gmail.com>

Sent: Wednesday, June 24, 2020 3:50 PM

To: ! Miller, Jared

Subject: Re: Urbana City Council Special Meeting - Thursday June 25th @ 7PM

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I would like to request that domestic violence (this includes family violence and child abuse) be added to the list of topics critical to the discussion of policing reform in our community. I am compiling data, and would appreciate the opportunity, at a subsequent meeting, to present, briefly, my findings.

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Excerpt:

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<https://docs.google.com/uc?export=download&id=123durH-fEwK5r3D1A5j5rB8aLzpOYvn&revid=0B4XvPSrkEtqwbTIwalZ3VHRydEsvMnBCU0ZENk3MGxvIFFPQ>

Maker Story <<https://healthmakerlab.medicine.illinois.edu/stories/>>

Health Innovators <https://www.news-gazette.com/news/local/university-illinois/garden-hills-students-calming-courtyard-project-turns-students-into-health/article_71ba87c6-9849-5b04-af02-d383d60a4216.html>

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>>

On Wed, Jun 24, 2020 at 10:14 AM ! Miller, Jared <jtmiller@urbanailinois.us>> wrote:

*** Disclaimer *** My apologies to anyone receiving duplicates of this email and to those of you who know friends who have emailed the Urbana City Council on police issues but did not receive this email. I made every attempt to include everyone who has emailed the Urbana City Council but I may have missed some or added people multiple times, my apologies for that, there were a LOT of email addresses to go through. All recipients are BCC'd to respect anonymity, please forward this message to anyone you know that would benefit from seeing it that may not have received it.

Hello to all,

On Thursday, June 25th from 7 PM - 10 PM the Urbana City Council will be holding a virtual Special Meeting via Zoom Webinar. You can join this meeting via this link:

<https://us02web.zoom.us/j/81355597514>

Council Members Jared Miller (myself), Maryalice Wu, and Dennis Roberts have requested this Special Meeting to dedicate Council attention to and publicly recognize many of the issues raised by Urbana and CU residents over the past eight weeks.

These include issues addressing existing concerns with policing in Urbana, the hiring of an outside organization to conduct an Independent Investigation of Aleyah Lewis' arrest, addressing calls for reform & redesign of the Civilian Police Review Board, answering community calls to redistribute funds from the UPD to other approaches for answering calls for service within the community, and many others.

All residents of the Champaign-Urbana community, including students, especially those who represent or are part of formal and informal groups addressing the concerns of Black, Indigenous, and People Of Color (BIPOC) and others impacted by policing, are strongly encouraged to attend & participate in this meeting.

The primary purpose of this meeting is for the Urbana City Council to engage with the community in meaningful dialogue about issues surrounding the Urbana Police Department.

Any organizations, organizers, formal and informal groups, individuals, students, and residents of the Champaign-Urbana community wishing to participate in this meeting are requested to make their intention known to the City Council by emailing citycouncil@urbanailinois.us <<mailto:citycouncil@urbanailinois.us>>

<<mailto:citycouncil@urbanailinois.us>> <<mailto:citycouncil@urbanailinois.us>> <<mailto:citycouncil@urbanailinois.us>> <<mailto:citycouncil@urbanailinois.us>> by 7 PM on Thursday, June 25th, prior to the start of the meeting. As I mention below, as time allows, we will recognize folks who may not have had a chance to send notification prior to the meeting.

Priority in dialogue will be given to groups representing and members of our community who are most impacted by policing in Urbana.

Please understand that due to the time limitations, all those wishing to participate may not have the opportunity to do so. We only have three hours for this meeting (time may be extended at the end but there's no guarantee that it will) so please forgive us if we are not able to get to your specific questions or comments. Hopefully, many of those who are recognized will cover many of the issues we are all concerned about.

Statements submitted to the Urbana City Council email with regard to the topics of this meeting will be included in the public record. Please consider sending a statement via email for the public record if you would like to give more time for those who have been impacted the most from policing or those who are representing those voices.

The meeting will consist of three parts. The first will involve discussion and dialogue focusing on standing demands/issues and the second will focus on new ideas, unconsidered topics, and future plans. The last part will be a Council discussion on next steps.

Those requesting to participate are asked to choose to discuss topics related to either Discussion Topic 1: EXISTING CONCERNS WITH POLICING IN URBANA or Discussion Topic 2: NEW IDEAS ON COMMUNITY ROLE IN POLICING.

Public input and dialogue is highly encouraged and will be the primary focus of the first two discussions and dialogue between public participants and Council/City staff. These discussions will be moderated by Council Members Miller and Wu.

During each input session local groups and organizations representing those most impacted by policing in Urbana with a core group of concerns or issues that have contacted Council prior to the meeting will be asked to make statements and/or ask questions of Council/City staff first. Groups may have up to three people recognized to speak on behalf of the group.

Following that dialogue, the floor will be opened for statements/questions to all participants. To ensure that as many people as possible have the opportunity to participate, each question or comment should not be duplicated by a previous question or comment made by an individual or group.

Please understand that no public participants, Council Members, or City staff can be compelled to respond to any comments or questions directed at them.

It is inevitable that this meeting will fall short in meeting the needs of all who participate, there is no perfect format and every structure has it's ups and downs. We ask in advance for your grace and patience at the meeting for any mishaps or shortcomings and we will of course appreciate any feedback on how things go during the meeting.

I want to give my sincere thanks to all who have raised their voices on these issues. This is the first step on a long journey forward to a new vision and realization of public safety in our community.

Sincerely and humbly,

Jared Miller

Alderman | Ward 7

Urbana City Council

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.
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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: ! 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 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:

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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

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- Jared -

From: S N
Sent: Thursday, June 25, 2020 6:54:28 PM
To: ! Miller, Jared
Subject: Re: Urbana City Council Special Meeting - Thursday June 25th @ 7PM

Hi Jared,

Thank you very kindly for your supportive response. I would very gladly accept your suggestion of adding the gender bias in policing and domestic violence / family violence issue as a separate discussion item at a subsequent meeting, with the opportunity to give a presentation and have a more thorough conversation. Could you allot me a fifteen minute slot for my presentation? If not, I can manage with ten minutes.

This will also afford me the time to reach out to Sarah Colomme at the Women's Center at UIUC, Osajuli Cravens at Courage Connection, and other stakeholders.

I reached out to Mr Siska as soon as I could about tonight's meeting, but it was very short notice, and I have not heard back from him, so I would count on him not being there. Maybe next time.

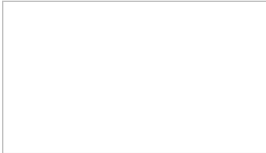
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Thank you so much for your hard work and service to the People,

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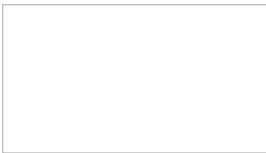
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Subject: Re: Urbana City Council Special Meeting - Thursday June 25th @ 7PM

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Excerpt:

"If you want a man/firm that has a history of leading by example then I cannot imagine why anyone would pay this firm [Hillard Heintze] to consult on such issues, unless of course you are trying to find experts in burying complaints and ignoring communities."

By the way, I provided this article to Benjamin Stone earlier today, who told me he is writing to you, so you may receive it also from him.

Again, thank you so much for your hard work and brave service to the City of Urbana.

Sarah Nixon

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Family Court Reform Advocate
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[\[https://docs.google.com/uc?export=download&id=1_tCSp3IA5tS-9G4Z5xwO1LbnMowjFxiO&revid=0B4XvPSrkEtqwbTJwaI3ZVHRydEsvMnBCU0ZENk3MGxuVIFPQ\]](https://docs.google.com/uc?export=download&id=1_tCSp3IA5tS-9G4Z5xwO1LbnMowjFxiO&revid=0B4XvPSrkEtqwbTJwaI3ZVHRydEsvMnBCU0ZENk3MGxuVIFPQ)
[\[https://docs.google.com/uc?export=download&id=1DL59bY8zRhPyxKP4Z-WApjUJSgv0Ii41&revid=0B4XvPSrkEtqwbTJwaI3ZVHRydEsvMnBCU0ZENk3MGxuVIFPQ\]](https://docs.google.com/uc?export=download&id=1DL59bY8zRhPyxKP4Z-WApjUJSgv0Ii41&revid=0B4XvPSrkEtqwbTJwaI3ZVHRydEsvMnBCU0ZENk3MGxuVIFPQ)
[\[https://docs.google.com/uc?export=download&id=123durH-fEwK5r3D1A5j5rB8aLzOpTyn&revid=0B4XvPSrkEtqwbTJwaI3ZVHRydEsvMnBCU0ZENk3MGxuVIFPQ\]](https://docs.google.com/uc?export=download&id=123durH-fEwK5r3D1A5j5rB8aLzOpTyn&revid=0B4XvPSrkEtqwbTJwaI3ZVHRydEsvMnBCU0ZENk3MGxuVIFPQ)
Maker Story <<https://healthmakerlab.medicine.illinois.edu/stories/>>
Health Innovators <https://www.news-gazette.com/news/local/university-illinois/garden-hills-students-calming-courtyard-project-turns-students-into-health/article_71ba87c6-9849-5b04-af02-d383d60a4216.html>
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>>

On Wed, Jun 24, 2020 at 10:14 AM ! Miller, Jared <jtmiller@urbanailinois.us><<mailto:jtmiller@urbanailinois.us>>> wrote:

*** Disclaimer *** My apologies to anyone receiving duplicates of this email and to those of you who know friends who have emailed the Urbana City Council on police issues but did not receive this email. I made every attempt to include everyone who has emailed the Urbana City Council but I may have missed some or added people multiple times, my apologies for that, there were a LOT of email addresses to go through. All recipients are BCC'd to respect anonymity, please forward this message to anyone you know that would benefit from seeing it that may not have received it.

Hello to all,

On Thursday, June 25th from 7 PM - 10 PM the Urbana City Council will be holding a virtual Special Meeting via Zoom Webinar. You can join this meeting via this link:

<https://us02web.zoom.us/j/81355597514>

Council Members Jared Miller (myself), Maryalice Wu, and Dennis Roberts have requested this Special Meeting to dedicate Council attention to and publicly recognize many of the issues raised by Urbana and CU residents over the past eight weeks.

These include issues addressing existing concerns with policing in Urbana, the hiring of an outside organization to conduct an Independent Investigation of Aleyah Lewis' arrest, addressing calls for reform & redesign of the Civilian Police Review Board, answering community calls to redistribute funds from the UPD to other approaches for answering calls for service within the community, and many others.

All residents of the Champaign-Urbana community, including students, especially those who represent or are part of formal and informal groups addressing the concerns of Black, Indigenous, and People Of Color (BIPOC) and others impacted by policing, are strongly encouraged to attend & participate in this meeting.

The primary purpose of this meeting is for the Urbana City Council to engage with the community in meaningful dialogue about issues surrounding the Urbana Police Department.

Any organizations, organizers, formal and informal groups, individuals, students, and residents of the Champaign-Urbana community wishing to participate in this meeting are requested to make their intention known to the City Council by emailing citycouncil@urbanailinois.us <<mailto:citycouncil@urbanailinois.us>> <<mailto:citycouncil@urbanailinois.us>> <<mailto:citycouncil@urbanailinois.us>> <<mailto:citycouncil@urbanailinois.us>> by 7 PM on Thursday, June 25th,

prior to the start of the meeting. As I mention below, as time allows, we will recognize folks who may not have had a chance to send notification prior to the meeting.

Priority in dialogue will be given to groups representing and members of our community who are most impacted by policing in Urbana.

Please understand that due to the time limitations, all those wishing to participate may not have the opportunity to do so. We only have three hours for this meeting (time may be extended at the end but there's no guarantee that it will) so please forgive us if we are not able to get to your specific questions or comments. Hopefully, many of those who are recognized will cover many of the issues we are all concerned about.

Statements submitted to the Urbana City Council email with regard to the topics of this meeting will be included in the public record. Please consider sending a statement via email for the public record if you would like to give more time for those who have been impacted the most from policing or those who are representing those voices.

The meeting will consist of three parts. The first will involve discussion and dialogue focusing on standing demands/issues and the second will focus on new ideas, unconsidered topics, and future plans. The last part will be a Council discussion on next steps.

Those requesting to participate are asked to choose to discuss topics related to either Discussion Topic 1: EXISTING CONCERNS WITH POLICING IN URBANA or Discussion Topic 2: NEW IDEAS ON COMMUNITY ROLE IN POLICING.

Public input and dialogue is highly encouraged and will be the primary focus of the first two discussions and dialogue between public participants and Council/City staff. These discussions will be moderated by Council Members Miller and Wu.

During each input session local groups and organizations representing those most impacted by policing in Urbana with a core group of concerns or issues that have contacted Council prior to the meeting will be asked to make statements and/or ask questions of Council/City staff first. Groups may have up to three people recognized to speak on behalf of the group.

Following that dialogue, the floor will be opened for statements/questions to all participants. To ensure that as many people as possible have the opportunity to participate, each question or comment should not be duplicated by a previous question or comment made by an individual or group.

Please understand that no public participants, Council Members, or City staff can be compelled to respond to any comments or questions directed at them.

It is inevitable that this meeting will fall short in meeting the needs of all who participate, there is no perfect format and every structure has it's ups and downs. We ask in advance for your grace and patience at the meeting for any mishaps or shortcomings and we will of course appreciate any feedback on how things go during the meeting.

I want to give my sincere thanks to all who have raised their voices on these issues. This is the first step on a long journey forward to a new vision and realization of public safety in our community.

Sincerely and humbly,

Jared Miller

Alderman | Ward 7

Urbana City Council

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: ! Miller, Jared
Sent: Monday, July 27, 2020 11:55:29 AM
To: Marlin, Diane
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" <dwmarlin@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, July 20, 2020 2:07:58 PM
To: Carden, Jerry A
Cc: [REDACTED]
Subject: Re: Please do NOT hire Hillard-Heintze for investigation

Hi Jerry & Timothy, Apologies for the late reply to your email, my inbox got away from me and I'm just getting caught up. Unfortunately, we are stuck with the HH firm for this review. The selection of the firm was made under the Mayor's authority and was not brought to Council for approval. I would agree that the 'defund' verbiage is poorly chosen and does not accurately represent what most folks who support it are asking for. I am in support of what you have mentioned in your email with regard to 'developing a broader group of people' as I believe we need to rethink our entire approach to calls for service. I would also agree that what happened to Aleyah Lewis is more complicated than most folks make it seem. That, however, in my opinion, does not and should not take away from the fact that the Urbana Police Department could have and should have done a lot more to have helped that situation end differently. I would be happy to dive further into this topic. Thank you for reaching out and making your voices known to me. I look forward to continued correspondence with you both. With kind regards, - Jared -

From: Carden, Jerry A Sent: Saturday, July 11, 2020 12:14 AM To: ! Miller, Jared Cc: [REDACTED] Subject: Please do NOT hire Hillard-Heintze for investigation
Hi Jared, My husband and I live at [REDACTED] 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 Aleyah 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 [REDACTED]
[REDACTED], Urbana, IL

From: ! Miller, Jared
Sent: Monday, July 13, 2020 8:29:41 PM
To: S N
Subject: Re: Hillard Heintze

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?

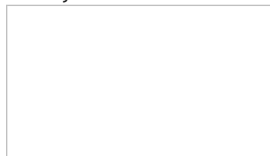
Also, I sincerely apologize for the delay in getting back to you on the issue of references for understanding the negative reputation that Hillard Heintze has garnered among communities, victims, and victim advocates involved in cases it has been asked to review.

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

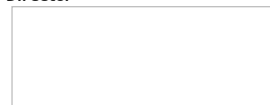
Family Court Reform Advocate



<https://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: ! Miller, Jared
Sent: Monday, July 20, 2020 1:44:26 PM
To: S N
Subject: Re: Hillard Heintze

?Got it. Thanks for following up with me on this Sarah.

From: S N <prairienestmail@gmail.com>
Sent: Tuesday, July 14, 2020 8:16 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.

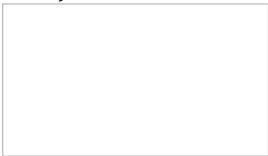
Kathleen said (to me), "My understanding is that Diane Marlin had stated that she feels charges should be dropped against Aleyah Lewis." I was surprised to hear that, and asked if that had happened recently, and Ms Robbins said that Mayor Marlin had said it about ten days prior, to Florence Caplow.

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/>

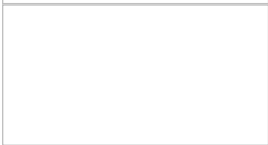
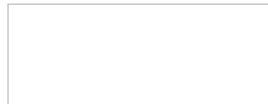
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Health Maker •

Founder •

Director



[Maker Story](#)

[Health Innovators](#)

[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.

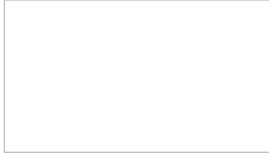
Mayor Marlen did respond about HH, and she said they had been hired.

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

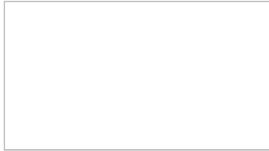
Family Court Reform Advocate



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[Health Innovators](#)
[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 <jtmitter@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

[\[https://docs.google.com/uc?export=download&id=13h7cSaLR_zPpT-MqQLNaY0G0WBPNH1p&revid=0B4XvPSrkEtqwbTIwalZ3VHRydEsyMnBCU0ZENk3MGxvIFFPQ\]](https://docs.google.com/uc?export=download&id=13h7cSaLR_zPpT-MqQLNaY0G0WBPNH1p&revid=0B4XvPSrkEtqwbTIwalZ3VHRydEsyMnBCU0ZENk3MGxvIFFPQ)

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Health Maker * Founder * Director

[\[https://docs.google.com/uc?export=download&id=1_tCSp3IA5tS-9G4Z5xwO1LbnMowiFxiO&revid=0B4XvPSrkEtqWTDavW0RLbThnZUVpa2qveDREdmpiU05MOHFVPO\]](https://docs.google.com/uc?export=download&id=1_tCSp3IA5tS-9G4Z5xwO1LbnMowiFxiO&revid=0B4XvPSrkEtqWTDavW0RLbThnZUVpa2qveDREdmpiU05MOHFVPO)

[\[https://docs.google.com/uc?export=download&id=1DL59bY8zRhPvxKP4Z-WApiUJSgv0i41&revid=0B4XvPSrkEtqwc1REOHZCMUIvS2jvQ1ZiUDRsUEXZRuzoUmVRPQ\]](https://docs.google.com/uc?export=download&id=1DL59bY8zRhPvxKP4Z-WApiUJSgv0i41&revid=0B4XvPSrkEtqwc1REOHZCMUIvS2jvQ1ZiUDRsUEXZRuzoUmVRPQ)

[\[https://docs.google.com/uc?export=download&id=123durH-fEwK5r3D1A5j5rB8aLzpOtYvn&revid=0B4XvPSrkEtqWNmpxZ3pzTVVvRlhMUDhUUE9tOzNOMCtUNHcwPQ\]](https://docs.google.com/uc?export=download&id=123durH-fEwK5r3D1A5j5rB8aLzpOtYvn&revid=0B4XvPSrkEtqWNmpxZ3pzTVVvRlhMUDhUUE9tOzNOMCtUNHcwPQ)

Maker Story <<https://healthmakerlab.medicine.illinois.edu/stories/>>

Health Innovators <https://www.news-gazette.com/news/local/university-illinois/garden-hills-students-calming-courtyard-project-turns-students-into-health/article_71ba87c6-9849-5b04-af02-d383d60a4216.html>

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>>

From: ! Miller, Jared
Sent: Thursday, June 25, 2020 4:16:17 PM
To: benjamin sTone
Subject: Re: [*** QUARANTINE ***] Hey Jared! Quick information burst about Hillard-Heintz/Debra Kirby!

Thanks Ben for sending this info to me.

Sarah Nixon emailed me as well about this and indicated that she was going to try and get someone from Chicago Justice in the Zoom meeting tonight to talk about it with us.

Sad to say that this does not surprise me one bit.

Thanks again for the info. I wasn't putting much stock into this independent investigation but now I know I can put exactly NONE into it. The fight rages on.

From: benjamin sTone <[REDACTED]>
Sent: Wednesday, June 24, 2020 4:34 PM
To: ! Miller, Jared
Subject: [*** QUARANTINE ***] Hey Jared! Quick information burst about Hillard-Heintz/Debra Kirby!

Just a quick note to you, as I'm trying to background my voice right now in favor of those more impacted by the police. Sorry if it sounds disjointed.

Still doing some behind the scenes work, and you might want to hear what we've found about the firm that was hired--Hillard-Heintz--as well as Debra Kirby herself. I threw some links at the bottom of the email related to it.

We assume the FoP were the ones who recommended this company, because they're effectively a PR company for police departments run by former cops with sketchy histories. Been reviewing reports of theirs on cities from Oakland to Boulder, and their pattern is the same: they're going to say the officers did fine, identify some "problem areas" that need improvement--while saying they "can't be certain" that racism played a factor--and make some recommendations in a lengthy report...most of which you'll find are the things citizens are already asking for, and MORE.

They're gonna take months, charge a lot of money, and say nothing that hasn't been said.

The three of us who found this stuff--Sarah Nixon, Chris Hansen, and myself--want you to know from the start that the word "independent" is a farce with this firm.

Stay safe.

Love and Solidarity,

benjamin sTone
(they/them)

LINKS / INFODUMP BEGIN:

The start of Hillard Heintz's portion on Racial Bias in the Boulder PD report:

"There are a number of reasons that might explain why African Americans are disproportionately arrested. First, it may be the case that blacks offend at higher rates than others."

It takes until the last paragraph to say:

"Finally, we may conclude that at least some of the disparities identified result from racial bias in law enforcement." followed by a quote from James Comey?

Hillard Heintz Welcomes Two Major City Police Chiefs to the Senior Leadership Council

<https://www.premewire.com/news-releases/hillard-heintze-welcomes-two-major-city-police-chiefs-to-the-senior-leadership-council-102013508.html>

Short reference piece about how Hillard never worked on corruption while in police power, only now that he gets paid to do it:

<https://chicagojustice.org/2010/04/07/hillard-weis-warm-weather/>

Police official says she sought felony charges in videotaped beating
<https://upload.democraticunderground.com/1014284654>

Chicago 'Code Of Silence:' 2 Police Officers Claim Blacklisting Over Reporting Corruption

https://www.huffpost.com/entry/chicago-code-of-silence-2_n_2064058?

Chicago Tribune - Officials' testimony at odds at cop beating trial

<https://www.chicagotribune.com/news/ct-xpm-2012-10-31-ct-met-abbate-bar-beating-trial-1031-20121031-story.html>

Groups Demand Right To Protest At NATO/G8 Summit

<https://chicago.cbslocal.com/2011/07/27/groups-demand-right-to-protest-at-natog8-summit/>

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: ! Miller, Jared
Sent: Thursday, June 25, 2020 4:02:19 PM
To: S N
Subject: Re: Urbana City Council Special Meeting - Thursday June 25th @ 7PM

?Hi Sarah,

My apologies that I have not been able to return your call yet.

I would certainly support adding issues with how our police department deals with issues of domestic violence as one of our critical topics and I believe I recall that what the topic of your voice message as well.

I am happy to add you to my list of requested speakers for tonight's meeting (if that is your preference) and Tracy Siska as well.

Depending on the volume of requests, we'll do our best to make sure everyone is heard but there are no guarantees with a finite amount of time.

We could always add the domestic violence issue as a separate discussion item at another meeting as well if you would like to have the opportunity to do a presentation and have a more thorough conversation.

From: S N <prairienestmail@gmail.com>
Sent: Wednesday, June 24, 2020 3:50 PM
To: ! Miller, Jared
Subject: Re: Urbana City Council Special Meeting - Thursday June 25th @ 7PM

Thank you, Alderman Miller.

I would like to request that domestic violence (this includes family violence and child abuse) be added to the list of topics critical to the discussion of policing reform in our community. I am compiling data, and would appreciate the opportunity, at a subsequent meeting, to present, briefly, my findings.

Additionally, I have asked Mr Tracy Siska, Director of the Chicago Justice Project, to connect to the meeting tomorrow, if he can, and to speak briefly about Hillard Heintze, the firm hired by the City to conduct the independent review of the police assault of Aleyah Lewis. Mr Siska has previously written about the firm, exposing them as corrupt and ineffective. Please know that Hillard Heintze appears to be essentially a front for the PR arm of the Fraternal Order of Police.

<https://chicagojustice.org/2010/04/07/hillard-weis-warm-weather/>

Excerpt:

"If you want a man/firm that has a history of leading by example then I cannot imagine why anyone would pay this firm [Hillard Heintze] to consult on such issues, unless of course you are trying to find experts in burying complaints and ignoring communities."

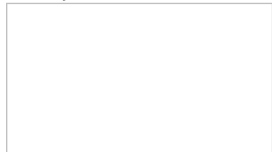
By the way, I provided this article to Benjamin Stone earlier today, who told me he is writing to you, so you may receive it also from him.

Again, thank you so much for your hard work and brave service to the City of Urbana.

Sarah Nixon

Sarah Nixon

Family Court Reform Advocate



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

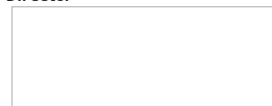
2019 Presenters •

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](#)

On Wed, Jun 24, 2020 at 10:14 AM ! Miller, Jared <jtmiller@urbanaininois.us> wrote:

*** Disclaimer *** My apologies to anyone receiving duplicates of this email and to those of you who know friends who have emailed the Urbana City Council on police issues but did not receive this email. I made every attempt to include everyone who has emailed the Urbana City Council but I may have missed some or added people multiple times, my apologies for that, there were a LOT of email addresses to go through. All recipients are BCC'd to respect anonymity, please forward this message to anyone you know that would benefit from seeing it that may not have received it.

Hello to all,

On Thursday, June 25th from 7 PM - 10 PM the Urbana City Council will be holding a virtual Special Meeting via Zoom Webinar. You can join this meeting via this link:

<https://us02web.zoom.us/j/81355597514>

Council Members Jared Miller (myself), Maryalice Wu, and Dennis Roberts have requested this Special Meeting to dedicate Council attention to and publicly recognize many of the issues raised by Urbana and CU residents over the past eight weeks.

These include issues addressing existing concerns with policing in Urbana, the hiring of an outside organization to conduct an Independent Investigation of Aleyah Lewis' arrest, addressing calls for reform & redesign of the Civilian Police Review Board, answering community calls to redistribute funds from the UPD to other approaches for answering calls for service within the community, and many others.

All residents of the Champaign-Urbana community, including students, especially those who represent or are part of formal and informal groups addressing the concerns of Black, Indigenous, and People Of Color (BIPOC) and others impacted by policing, are strongly encouraged to attend & participate in this meeting.

The primary purpose of this meeting is for the Urbana City Council to engage with the community in meaningful dialogue about issues surrounding the Urbana Police Department.

Any organizations, organizers, formal and informal groups, individuals, students, and residents of the Champaign-Urbana community wishing to participate in this meeting are requested to make their intention known to the City Council by emailing citycouncil@urbanaininois.us <<mailto:citycouncil@urbanaininois.us>> <<mailto:citycouncil@urbanaininois.us>> by 7 PM on Thursday, June 25th, prior to the start of the meeting. As I mention below, as time allows, we will recognize folks who may not have had a chance to send notification prior to the meeting.

Priority in dialogue will be given to groups representing and members of our community who are most impacted by policing in Urbana.

Please understand that due to the time limitations, all those wishing to participate may not have the opportunity to do so. We only have three hours for this meeting (time may be extended at the end but there's no guarantee that it will) so please forgive us if we are not able to get to your specific questions or comments. Hopefully, many of those who are recognized will cover many of the issues we are all concerned about.

Statements submitted to the Urbana City Council email with regard to the topics of this meeting will be included in the public record. Please consider sending a statement via email for the public record if you would like to give more time for those who have been impacted the most from policing or those who are representing those voices.

The meeting will consist of three parts. The first will involve discussion and dialogue focusing on standing demands/issues and the second will focus on new ideas, unconsidered topics, and future plans. The last part will be a Council discussion on next steps.

Those requesting to participate are asked to choose to discuss topics related to either Discussion Topic 1: EXISTING CONCERNS WITH POLICING IN URBANA or Discussion Topic 2: NEW IDEAS ON COMMUNITY ROLE IN POLICING.

Public input and dialogue is highly encouraged and will be the primary focus of the first two discussions and dialogue between public participants and Council/City staff. These discussions will be moderated by Council Members Miller and Wu.

During each input session local groups and organizations representing those most impacted by policing in Urbana with a core group of concerns or issues that have contacted Council prior to the meeting will be asked to make statements and/or ask questions of Council/City staff first. Groups may have up to three people recognized to speak on behalf of the group.

Following that dialogue, the floor will be opened for statements/questions to all participants. To ensure that as many people as possible have the opportunity to participate, each question or comment should not be duplicated by a previous question or comment made by an individual or group.

Please understand that no public participants, Council Members, or City staff can be compelled to respond to any comments or questions directed at them.

It is inevitable that this meeting will fall short in meeting the needs of all who participate, there is no perfect format and every structure has it's ups and downs. We ask in advance for your grace and patience at the meeting for any mishaps or shortcomings and we will of course appreciate any feedback on how things go during the meeting.

I want to give my sincere thanks to all who have raised their voices on these issues. This is the first step on a long journey forward to a new vision and realization of public safety in our community.

Sincerely and humbly,

Jared Miller

Alderman | Ward 7

Urbana City Council

From: ! Miller, Jared
Sent: Thursday, July 16, 2020 9:02:31 PM
To: Marlin, Diane
Cc: Mitten, Carol
Subject: Re: Hillard Heintze; city council applications

Good evening,

Are the HH stakeholder sessions going to be recorded and reviewable by Council and the public? I think it goes without saying that they should be. I know that myself, and many others, would deem it valuable to be able to see how those conversations are going down and what is being discussed in those conversations. I don't want to get a 'report' from HH on their 'take-aways' from what they talked about with our community stakeholders.

If they are not going to be recorded by the City or by HH, then I would insist that at least one Council Member be able to attend the Zoom meeting.

Thank you for asking about this and bringing it to our attention.

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: 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: ! Miller, Jared
Sent: Sunday, June 21, 2020 3:47:59 PM
To: [REDACTED]
Subject: Fw: Independent Review

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: 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
