

Jalyn:

All of the panelists, facilitators, the people that will be reading the questions from our Zoom just had a COVID-19 test and they all passed. So during the speaking time, we might move our masks down so we can understand and hear us a little bit better. My name is Jalyn Roe and I will be your facilitator for this evening. Many of you know that I have had seven generations of family that grew up and lived here in Yellow Springs, so I'm always honored when I'm asked to do a public forum like this, because it's part of Yellow Springs culture, the way that we do things.

Jalyn:

I do have something that I'd like to share with you, it's called appreciative guidelines of engagement for this forum. And during the Q&A panel discussion, I ask that you please keep your questions concise, brief but comprehensive. You may ask a question of an individual panelist, or you can ask a question and have each of the panelists answer the same question. If you hear your question asked by someone else, please don't do repeat questions, even though I know you can ask the question better. Okay?

Jalyn:

You guys, I'm really old school, I'm the Queen of Soul, Aretha Franklin, R-E-S-P-E-C-T, so I just ask that we all respect each other during this process. Yes, thank you. Please put your phone on silence or turn it off. If you do have to accept a phone call, I ask that you leave the room, just so we don't get interrupted. We have an audience here, full house. Come on down, it's not too late. And we also have an audience on Zoom.

Jalyn:

I'm going to turn it over to Josue to let you know the methodology of how we've gotten to this point so far, with these three particular candidates, how they have gotten to this point. Josue?

Josue:

Thank you, Jalyn. Hi, good evening, everyone. Hi, welcome. It's nice to see our folks back in person and I'm seeing you two days in a row now. We were in the school board meeting yesterday. So welcome, everyone. I want to cover a few points. One is the process of how we got here. But first, let me start off by thanking a few folks.

Josue:

Thank you, candidates, for making time, for going through this process, because they did an extensive process. So I'm excited to have you all here. Thank you all for being here in person. We know with COVID and changing situations, I myself don't want to miss, the important things that are happening around us and will keep happening. I want to thank the citizen committee what's lead this work that's gotten us through today has been the hard work of a citizen group [inaudible 00:11:50] and Gabriela that's here. [inaudible 00:11:54] Bill Randolph and Scott Osterholm David Turner. There's Davis, Steve McQueen.

Josue:

These folks here have been part of the citizen group. We had folks that aren't able to make it here today in person that includes [inaudible 00:12:13], Kate Hamilton, so many more that have participated in the meetings. TJ Turner, who's on the school board and some others that have come into the group as time permitted that included council members Brian Housh, David Stokes. I'm sorry, Kevin Stokes in a different time.

Josue:

So several people have been involved. So I want to thank them for their insights, uh, helping find the process without them we wouldn't be in this, we wouldn't have to learn so much about what's needed in this process without ongoing participation. Okay so now we get into the process. How did we get here? We reviewed the group. Um, and I along with other members in the community, we reviewed the qualifications for the job, the skills that were needed in the individual.

Josue:

I personally spent a lot of time studying the work of most recently Carlson who wrote in on what made a great Chief. I also studied work of Scott and I tried to find what were the common things that made these individuals good at their jobs and we studied their work. And so that influenced the characteristics and attributes that we were looking for in the candidates so from there on we reviewed over thirty applications. Thirty applications then turned to ten. From there we further evaluated the actual cover letters. Um, we have particular questions and then we narrow them to four. And, um, but last week we had four candidates.

Josue:

The fourth candidate is not even going to join us tonight. Uh, very, talented individual took another offer so the three, these are the final candidates. So it's been an extensive process. It's been extensive process from last year around August that, uh, Carlson resigned. And Carlson I think it's important to acknowledge all the work that Carlson did. Because Carlson joined the work force but he'd become the police chief.

Josue:

But he took over during a commotius time that was right after New Year's Eve. And Carlson did lot of work around culture to build team and build morale and build a shared value system in the police force that will influence what can be done and what can be seen in the other police officers or the police chief. So it's important to evaluate the work that a police chief does to help us make a better decision. So we look at these three candidates we look at what has worked in the past.

Josue:

So that is in a nutshell the process. Thirty candidates down to ten, down to 4. So you guys I appreciate you taking the time I got to learn a lot from reading your profiles. So I will now open to take any questions.

Jalyn:

Thank you. So how are gonna proceed we're gonna have... I want to give you a little insight when I facilitate events such as this, I purposely do not read the bios of the candidates that we're talking to at the event. Because I don't want as a facilitator to lean one way or another in asking questions or directing the conversation. So I'll have each one of them introduce themselves. And we're going to give you talk a little bit about themselves and give you their opening statement.

Jalyn:

Now, they have 15 minutes to do that. And the reason why we moved it from five minutes to 15, you don't have to take all 15. The reason why we wanted to move it from that. We don't want them to give you just their resume. We want to get a look at who they are. And so that time allows us to do that. Um, allows them to do that for us and there will be, where's our time keeper? Where's David.

Jalyn:

Okay, this is David and when you're getting close to your 15 minutes time runs out, he'll give you five, all right. If you keep going he's going to do a little wrap up and all that means is finish that thought and then we'll move forward. You don't have to stop in the middle of the sentence, finish your thought and we move forward.

Jalyn:

Now, I'd like us to hold the questions until each candidate has given their open comments and we will open the floor up to panel questions. One of the things that I would like you to say in your opening comments, I'd like you to tell us the most important thing that you think we should know about you, which you think is the most important thing that we need to know about you. Ready? Here we go.

Paige Burge:

Good evening. For most of you I believe I have met maybe at some point in my time here at Yellow Springs Police Department if I have not, I am Paige Burge currently the interim chief previously Sargent with the Yellow Springs police department. I got my associates degree from Eastern Gateway Community College thats in Criminal Justice. Prior to coming here in Yellow Springs, I worked in asset connection industry.

Paige Burge:

For those of you that don't know what that is just a brief overview, essentially that is operational best practices, best resolution, anything that would add the law in an organization. And while in that field I had my last position working I had twenty seven locations that I was responsible for.

Paige Burge:

On the low end I would manage about 15 employees on the high end probably about 20-30 depending on the time of year, seasonal obviously. I'm sure I'll be talking about that a little bit more, me personally I am married. I've been married since 2012. My wife and I reside just six miles outside of town and in Fairborn off of Fairfield we have a Weiner dog we love.

Paige Burge:

And I just want to thank all you guys for the opportunity not only for tonight but for the opportunity I've had the last four months of serving as interim chief regardless of what happens it's been an absolute honor and it's going to be outstanding opportunity to learn and grow. So thank you all, Josue, who put all the work into this evening so look forward to your questions and thank you.

Keith Salyers:

Hi my name is Keith Salyers. A little bit about me I'm 53 years old and I live in Miamisburg with my daughter and we have a Shorkie, a year old Shorkie that we love to death.

Speaker 3:

(the mic)

Keith Salyers:

I'm sorry?

Speaker 3:

(the mic)

Keith Salyers:

Okay. How's that?

Speaker 3:

(much better)

Keith Salyers:

So a little bit about me, I had 32 years of law enforcement experience starting my career at West Carrollton police department. Prior to that I was their police _____ president I started a program with _____ and we made that program and went to communities and then went to the police academy in West Carrollton prior. I was with West Carrollton until '93, in '93 I went to Madison township just outside on the left side of Dayton, worked there for two years before I headed out to Bellbrook. Bellbrook that was in '95.

Keith Salyers:

Started off as a road control officer, was promoted to detective for 12 years, invest general investigate petty crimes all the way up to homicides and numerous training and identity theft, suicides, homicides, John Green associates interviews and interrogations. I also took the role of property room officer was promoted to Sergeant in 2015 where I took the supervisor role midnight shift and eventually took the supervision of the second and third shift prior to second shift sergeant passing away due to esophageal disease.

Keith Salyers:

At that time I took on his roles and responsibilities along with mine and also took on additional admin duties. Scheduling, and payroll, overtime, special events. I supervised went from managing an officer to documenting to the supervising the documenting.

Keith Salyers:

And then I left Bellbrook and I left Bellbrook due to, to find, to work more corporate policing to get to the know communities, different cultures. I went to UC Health at Westchester and currently police officer form there.

Jalyn:

(Applause)

Selvain McQueen:

I am going to [inaudible 00:24:16] so I'm around [inaudible 00:24:19] but I've done all the [inaudible 00:24:23]. Lost potential, asset prevention, [inaudible 00:24:28] all over the [inaudible 00:24:31]. What I'm [inaudible 00:24:31] to in this-

Jalyn:

[inaudible 00:24:33].

Selvain McQueen:

[inaudible 00:24:37] is how [inaudible 00:24:41]. Now I'm going to you all [inaudible 00:24:43] as a history lesson. If he is just a fan that there is [inaudible 00:24:45] that I'm going to have with this [inaudible 00:24:45]. So if you [inaudible 00:24:47] and he is [inaudible 00:24:47] I believe around 17 minus seven. First [inaudible 00:24:48] within [inaudible 00:24:48]. But that phone in mind [inaudible 00:24:50] is their replacement.

Selvain McQueen:

His name is, I call him chief [inaudible 00:25:21] Charles [inaudible 00:25:26]. A man that I was [inaudible 00:25:21] trash in association of chiefs in Queens. And he experienced some things

that really real, that really worked and so [inaudible 00:25:42]. And one of the things that he [inaudible 00:25:48] or [inaudible 00:25:50] is that policing allegedly [inaudible 00:25:54].

Selvain McQueen:

Come back to [inaudible 00:26:08] they had [inaudible 00:26:08] that certain roles and they wrote them down [inaudible 00:26:15]. And to try to make sure [inaudible 00:26:18] you whatever the case may be [inaudible 00:26:21]. Okay then you move to the point it was happening. [inaudible 00:26:30] if you want to look at [inaudible 00:26:32] as to where people work on [inaudible 00:26:36] and have before to go and to find and arrest bring back to the plantation [inaudible 00:26:44]. Okay, we're gonna fast forward to our so called [inaudible 00:26:51] society.

Selvain McQueen:

In 50s and 60s, some of our [inaudible 00:27:03] maybe perhaps some [inaudible 00:27:04] to that. And that this was one of the places that provided safe haven to explain. So if we knew a snapshot [inaudible 00:27:14] who were [inaudible 00:27:20] those people that [inaudible 00:27:22] the people that were protesting said, who met those people on that bridge? And so at a bank. [inaudible 00:27:33] I'm not proud of some of the things that [inaudible 00:27:39].

Selvain McQueen:

If we know you're [inaudible 00:27:42] perhaps 1968, we move to Philadelphia, Mississippi, where Mr. [inaudible 00:27:50] Mr. [inaudible 00:27:51] Mr. [inaudible 00:27:55] who is the person who also [inaudible 00:28:00] to be incarcerated refuse to go [inaudible 00:28:06] or [inaudible 00:28:09]. This time when people were checking on those three young men. This guy would say that we don't have [inaudible 00:28:17]. I'm not [inaudible 00:28:20] I told him that. That's not [inaudible 00:28:26]. Parents are everywhere. This [inaudible 00:28:30] one more time.

Selvain McQueen:

Thanks to the admin [inaudible 00:28:39]. We staying in [inaudible 00:28:41]. And you would work with former armed [inaudible 00:28:41] men in New York and St. Luis [inaudible 00:28:52]. So that's where we're [inaudible 00:29:04] right now today. And so we're at a point in time which not only [inaudible 00:29:10] has to change their thought process [inaudible 00:29:12] we have some [inaudible 00:29:12] so we must work together for a common [inaudible 00:29:17].

Selvain McQueen:

And I [inaudible 00:29:17] the police are as nothing [inaudible 00:29:17] that have three that's hard and [inaudible 00:29:17] that holds this community back. Not only this community but all the communities across the nation. [inaudible 00:29:53]. I won't tell him [inaudible 00:29:55]. But the thing that I want to share with you is that we [inaudible 00:30:04].

PART 1 OF 4 ENDS [00:30:04]

Selvain McQueen:

When... We have community everywhere. Community with some hot-shot policemen. In New York, they came up with a concept that actually worked. Concept. We look at [inaudible 00:30:06], we look at how many crimes have [inaudible 00:30:06] committed and times that [inaudible 00:30:06] committed, and the places, and all [inaudible 00:30:06]. But what happens when you go into a neighborhood and, let's say for instance you were trying to take

all [inaudible 00:30:28], whatever, it [inaudible 00:30:41], because they want a lot of machines. [inaudible 00:31:08].

Selvain McQueen:

Okay, here's the deal. There's a 100 people on that block, and you go in there and SWAT team and you knock the door down and [inaudible 00:31:09] this [inaudible 00:31:09]. Okay, that's [inaudible 00:31:09]. And those officers abuse and they misuse the other 99 individuals. You got one [inaudible 00:31:13], you made one [inaudible 00:31:14]. And that's what you did, you made 99 other [inaudible 00:31:23] that are not going to cooperate with the police. They're not going to want to talk to [inaudible 00:31:25].

Selvain McQueen:

They're not going to be [inaudible 00:31:27], because they [inaudible 00:31:32]. They're not going to play the game. So, the aggressive approach to policing, especially in a community such as the one that I can [inaudible 00:31:46]. It's got to stop. It has to. No [inaudible 00:31:54] from what I can see in Yellow Yellow Springs. So, [inaudible 00:31:57], here's the problem. If we think about all these things that we make. The different [inaudible 00:32:03], whatever it is.

Selvain McQueen:

And all of a sudden the [inaudible 00:32:19] not broken anymore. [inaudible 00:32:19] not broken. And Martin Luther King, he wrote a book, he once said: "[inaudible 00:32:20] face these things. Where do we go from here?" And that's been [inaudible 00:32:25] with police [inaudible 00:32:33] for the most part, when the [inaudible 00:32:33] what do we do? What do we do? And I [inaudible 00:32:37] that once... Because crime fighting is only one element. It's not [inaudible 00:32:44].

Selvain McQueen:

Some people measure an [inaudible 00:32:47] system solely based on the fact that, "Hey, no one got killed [inaudible 00:33:18]. I [inaudible 00:33:18] that crime fighting is, in fact, one portion of policing. When the [inaudible 00:33:18] overgrown, that's when [inaudible 00:33:18] to step up to the plate and start engaging. And I hope [inaudible 00:33:18] you got to engage more. You got to get to a point, like [inaudible 00:33:24]. You got to go to the single citizen [inaudible 00:33:36] and sit down and talk with some people.

Selvain McQueen:

[inaudible 00:33:36] people have [inaudible 00:33:36] long lives. They had wisdom, they had guidance, but they didn't [inaudible 00:33:36]. On the [inaudible 00:33:39] everyone [inaudible 00:33:39], and I like that. But, [inaudible 00:33:46] people that we've been [inaudible 00:33:50] engaging, are you [inaudible 00:33:53]. And if we miss it, guess what? They're going to be the person that [inaudible 00:33:58], car jackings, and all that kind of stuff.

Selvain McQueen:

So we need to [inaudible 00:34:04] these people at an early... We need to be proactive as opposed to reactive. And with that thought in mind, I have [inaudible 00:34:51].

Speaker 5:

[inaudible 00:34:51].

Jalyn:

[inaudible 00:34:51]-

Speaker 5:

Press [inaudible 00:34:51] mic on.

Jalyn:

Sorry. Sorry everyone. So, we're going to open the floor with two questions, and Zoom callers have two questions. And we will have 45 minutes to ask questions of each of the candidates. And as I had said earlier, you can ask the questions from something that you heard that one of them might have said. You can ask an individual question. Or, you can ask a question and have all three candidates answer that question. If we run out of time, and yes, we will have a brief meet-and-greet outdoors, where you'll have the opportunity to talk to, speak to each candidate on a one-on-one basis as well.

Jalyn:

If you're [inaudible 00:35:33] in-house, we would like you to jot your question down and so you can remember it and won't be like deer in a headlight, like sometimes I get when I haven't jotted it down. And we'd like three or four people to come up in line at any one time. After the fourth person or the third person, we will take a question from the Zoom audience, and then we'll have the next group of people come up to ask the question. That way, any of you won't have to stand too long at any one time.

Jalyn:

If you just had a knee replacement, I'll come to you. Even if it's not a knee replacement but you just don't feel like standing up. So, if we can get our first four people with questions to come up. Of course, the major is leading the way there. I do want to open it up with a quick question that we got from the community. And this is for each of you. And that is... We wanted to say first, that if you answer the question with a story, or if you answer a question with an example, that's fine. It doesn't have to be yes or no and it doesn't have to be black in white. You can color outside the lines. We give you permission.

Jalyn:

Tell the story, if you [inaudible 00:37:08] it. Just don't tell the novel. We don't want to go from chapter to chapter. So, the first question that we got from our Zoom audience is, As a leader, what is your vision for your policing team?

Speaker 5:

[inaudible 00:37:28].

Paige Burge:

So, in my [inaudible 00:37:30]. So, a lot of experiences is in the team and [inaudible 00:37:46]. And I think that this question is important, because one of the things that I [inaudible 00:37:53] out is, that I'm sitting up here with a couple of folks who have gone through [inaudible 00:38:01]. A lot of experience and [inaudible 00:38:01]. And I would [inaudible 00:38:01] say [inaudible 00:38:02], although I don't have a lot of experience in law enforcement, I [inaudible 00:38:04] lot of experience in leadership and [inaudible 00:38:06].

Paige Burge:

And I think in leading teams, I had established that [inaudible 00:38:12] is one of the most important things. And so, for me, my vision specifically for the Yellow Yellow Springs Police Department, is one where every decision, every event, every act at the police department

[inaudible 00:38:28] collaboration [inaudible 00:38:28]. What I mean by that is, community [inaudible 00:38:28] all too often can be combined as a specific [inaudible 00:38:28] or program. A lot of communities have [inaudible 00:38:28] programs. Like, community school programs.

Paige Burge:

But, true community policing, that would be a part of my [inaudible 00:38:28] if actual collaboration with the community. [inaudible 00:38:28] are problems, and problem-solve them together. There's not much that can be done with any one individual, and I think my partners up here might agree with that. And I think that that philosophy is [inaudible 00:38:28] for my vision for Yellow Yellow Springs Police Department.

Paige Burge:

[inaudible 00:38:28] speak to special [inaudible 00:38:28] communities that have been assigned [inaudible 00:38:28] members with focus on the schools [inaudible 00:38:30] collaboration and involvement. We have [inaudible 00:38:30] program that I'd like to see [inaudible 00:38:30] rather than [inaudible 00:39:32]. For the next few days I'm [inaudible 00:39:37]. We also have a business liaison. We have a health and wellness officer that... I [inaudible 00:39:45] later to [inaudible 00:39:46] that position is.

Paige Burge:

And then, all those programs, what they would accomplish, and as a part of my vision, is being involved and touching every part of the village. So, not just... [inaudible 00:40:01] riding through a neighborhood. But that might [inaudible 00:40:04] say [inaudible 00:40:08]. Or, being able to problem-solve together. So, that's the foundation for my vision for [inaudible 00:40:17].

Speaker 5:

Thank you, candidate Paige.

Keith Salyers:

My vision for the [inaudible 00:40:25] police department [inaudible 00:40:27] leadership [inaudible 00:40:28] we work for the community, we work [inaudible 00:40:32] I'd [inaudible 00:40:35] for the community that [inaudible 00:40:38] and different cultures come to us and teach us [inaudible 00:40:44]. We've been [inaudible 00:40:45] what we really [inaudible 00:40:47]. There's some [inaudible 00:40:48] there that I didn't even know. That [inaudible 00:40:52] not going to [inaudible 00:40:52].

Keith Salyers:

And, there's some folk [inaudible 00:41:00], they'd done that. So, I would love to have the different cultures [inaudible 00:41:09], whatever the [inaudible 00:41:11], they would teach the officers. And then we [inaudible 00:41:14] disrespect [inaudible 00:41:15] respect [inaudible 00:41:17] and we're still available to serve the community with professional policing that you'd expect from the police department.

Keith Salyers:

Candidate Paige has [inaudible 00:41:28]. I love that idea. We did that in [inaudible 00:41:33] and [inaudible 00:41:36] talk [inaudible 00:41:37] sit down [inaudible 00:41:39], reaching out [inaudible 00:41:42]. And then, leading my [inaudible 00:41:48] I would [inaudible 00:41:50]. I like [inaudible 00:41:54], I [inaudible 00:41:56] and be able to speak [inaudible 00:42:01]. If they got [inaudible 00:42:02], come to us, and we'd like to [inaudible 00:42:05]. And if there's

something that is... A complaint, [inaudible 00:42:10] enable to [inaudible 00:42:12].

Keith Salyers:

We also [inaudible 00:42:14] children, we also [inaudible 00:42:16] for their actions. [inaudible 00:42:20] no [inaudible 00:42:21] the best behavior [inaudible 00:42:23] and I'll [inaudible 00:42:25].

Speaker 5:

Thank you.

Selvain McQueen:

So, my intention for the Yellow Yellow Springs Police Department [inaudible 00:42:35]. You may ask any officer, whether they're brand new or a seasoned [inaudible 00:42:44], someone that's been there [inaudible 00:42:47] years, what their job is, I can almost assure you they're going to tell you, "Fight crime. [inaudible 00:42:57]." Or, they're going to say, "[inaudible 00:43:01]."

Selvain McQueen:

So, my vision simply is, we're going to [inaudible 00:43:28], because how [inaudible 00:43:28] with officers [inaudible 00:43:28] to say that "I am going to protect the constitutional right of all community members." Could you imagine that? When people are swearing, and I don't know who does the swearing, whether it's the judge or the lawyer, or whatever the case may be, [inaudible 00:44:00] asked [inaudible 00:44:01] is [inaudible 00:44:01] you will protect and [inaudible 00:44:04] the constitution [inaudible 00:44:04]. So, that would be my vision.

Speaker 5:

[inaudible 00:44:04].

Mayor Pam:

I have first [inaudible 00:44:04] to make a public service announcement, which I'll [inaudible 00:44:04] before I forget. Officer [McQueen 00:44:07], I'm not sure what your rank is, sir?

Selvain McQueen:

Retired Chief.

Audience:

Retired Chief!

Selvain McQueen:

Yes, ma'am.

Mayor Pam:

All right. Retired Chief McQueen is no [inaudible 00:44:17] to the citizen [inaudible 00:44:19]. Not so [inaudible 00:44:26] sister. That's who [inaudible 00:44:27]. It's a different [inaudible 00:44:31]. Officer [Saliers 00:44:38] mentioned something that caught my attention. Which was, [inaudible 00:44:42] to your cultures. Something about cultures and different places. I wanted to start [inaudible 00:44:48] and [inaudible 00:44:49] question, because I believe it will be a good one to start with. In a way it's a soft ball, but it in a way it might be one of the most revealing questions that you'll hear tonight.

Mayor Pam:

And that question is, like [inaudible 00:45:04], we're going to ask Chief Burge to go last [inaudible 00:45:08]. Starting from the [inaudible 00:45:10] on the other side. What [inaudible 00:45:12] about the existing culture, a.k.a. the village of Yellow Yellow Springs? Let's pretend that [inaudible 00:45:20] this exercise. Ohio Magazine is doing a frontline and a story on the top 10 villages in Ohio. Of course, Yellow Yellow Springs will be listed there. What might [inaudible 00:45:33] you're [inaudible 00:45:33] started. But, what might be some topics that you would be sure to mention, 10 or 12 sentences, or themes, or bullet points, because we have a lot of questions here today.

Audience:

But, what do you know about the existing culture and community of Yellow Yellow Springs?

Keith Salyers:

Thank you, Mayor. The culture when I think of Yellow Yellow Springs, being in my favorite county in [inaudible 00:46:01] years, is a very close-knit community, very wide culture-knit community. [inaudible 00:46:07] different races and religions and that is a big [inaudible 00:46:07] to [inaudible 00:46:07] and [inaudible 00:46:07] community that you could possibly [inaudible 00:46:07].

Keith Salyers:

[inaudible 00:46:07] I come from, one of the things I do on my side is, [inaudible 00:46:07], is [inaudible 00:46:07]. And I've traced [inaudible 00:46:07] back to the 1700s so far. I obviously [inaudible 00:46:10]. And, so I come from different types of [inaudible 00:46:10], Spanish, French. And I know that [inaudible 00:46:10] culture and [inaudible 00:46:12] like to [inaudible 00:46:19] and [inaudible 00:46:21].

Speaker 5:

[crosstalk 00:46:21].

Selvain McQueen:

[inaudible 00:46:21] close community, [inaudible 00:47:29] stay. [inaudible 00:47:39] sometimes outspoken. You're not going to to [inaudible 00:47:43]. They don't [inaudible 00:47:50] and [inaudible 00:47:52] this is one of the first places that I've ever [inaudible 00:47:58], that if you speak to someone [inaudible 00:48:06], they'll actually stop and have an engaging conversation. And that is a beautiful thing. It really is. And that doesn't happen everywhere.

Selvain McQueen:

I was shocked when I first come to the town, because I [inaudible 00:48:19] that [inaudible 00:48:20] spoke [inaudible 00:48:21] a couple of people. But just warm, just literally warm. And so, I don't know, this forum, [inaudible 00:48:31] at school [inaudible 00:48:32], like [inaudible 00:48:34] referred to, that it's [inaudible 00:48:36] and she told me what [inaudible 00:48:38]. And I said, "Guess what? [inaudible 00:48:41] too."

Selvain McQueen:

[inaudible 00:48:44]. So, that's my interpretation. It's a virtual melting pot, if you will. But people are not going to allow anyone to [inaudible 00:48:46]. That's [inaudible 00:48:46] to you.

Speaker 5:

Thank you. Next question, please.

Audience:

[crosstalk 00:49:06], Paige.

Speaker 5:

Oh. Paige. [crosstalk 00:49:09].

Keith Salyers:

So, [inaudible 00:49:15] describe the Yellow Yellow Springs culture [inaudible 00:49:17]. We have a [inaudible 00:49:18] throughout the year. And that that one word could define almost every person that I've met [inaudible 00:49:27] Yellow Yellow Springs. Next, I would say, [inaudible 00:49:29]. There's not question that we are [inaudible 00:49:33]. There's no one here that [inaudible 00:49:37] turned away despite their socio-economic [inaudible 00:49:40], they're sexual orientation, their race. We're very diverse in the Yellow Yellow Springs community.

Keith Salyers:

And then, the last thing I would say is, "Engaged and passionate." The engagement and the passion, the amount of participation, that every resident has a voice and they want to make sure that voice doesn't ever get silenced. But [inaudible 00:50:01]. So...

Speaker 5:

Thank you.

Audience:

[inaudible 00:50:09] my question, that I'm going to re-ask it in a way that focuses it more on the position that you're [inaudible 00:50:18] for. I [inaudible 00:50:21] for 30 years, participated in [inaudible 00:50:25] committees, [inaudible 00:50:27] committees. And I can think of two chiefs that we hired in the time I've been here, had deep, deep experience in police work. And they [inaudible 00:50:47] did not know [inaudible 00:50:47] here.

Audience:

So, I appreciate that you were sharing [inaudible 00:50:52] points about the culture of our village. But, I'd like for you to share, I mean, one of you is from Mississippi and the Department of Homeland Security, comparably conservative area, [inaudible 00:51:03] and [inaudible 00:51:03] couple of very conservative areas. [inaudible 00:51:10] police make decisions, people say, "Okay."

Audience:

So, I'd like you to take the knowledge of [inaudible 00:51:14] culture [inaudible 00:51:14], what we may know about the challenges that we present, and how you may differentiate more [inaudible 00:51:14] your judge as chief. And as chief officer, how does it make a difference in what you've done in the past? And Paige is very aware of her village and the challenges. So, I'm going to [inaudible 00:51:26] to what difference between corporate [inaudible 00:51:28] and speaking to the public [inaudible 00:51:28]?

Audience:

Oh, and also as a nurse who's worked purely in COVID, I can share that [inaudible 00:51:31] infect, you don't need to wear masks if you don't want to. Just [inaudible 00:51:31].

Speaker 5:

[inaudible 00:51:31] go first.

Selvain McQueen:

I didn't [inaudible 00:51:31] question is. I'm just saying I get what [inaudible 00:51:32] police work and [inaudible 00:51:32].

Audience:

The question is specifically, How is your approach different in your job? How is your approach [inaudible 00:52:31] different [inaudible 00:52:31], we being a village like Yellow Yellow Springs, what you know about it compared to your approach to the department you've worked in before coming here?

Selvain McQueen:

Oh, [inaudible 00:52:41].

Audience:

How would your approach be? How was your interaction with people? How was your-

Speaker 5:

[crosstalk 00:52:47].

Selvain McQueen:

I can say beyond a reasonable doubt, that is not [inaudible 00:53:05]. So, I'm [inaudible 00:53:05] the community, [inaudible 00:53:05] anything any differently here than I tried to accomplish in my [inaudible 00:53:12] origins. I believe in [inaudible 00:53:13], I believe in transparency, I believe in [inaudible 00:53:13] doing what police do. Okay? And that means [inaudible 00:53:13] changing [inaudible 00:53:13] tire. Many tires. If it's raining outside

[inaudible 00:53:33] saw a little old lady out there from Baltimore [inaudible 00:53:50], and she had her [inaudible 00:53:50] vest on.

Selvain McQueen:

I'm looking [inaudible 00:53:50] anyway, so I am [inaudible 00:53:50] when I was in the [inaudible 00:53:51] position [inaudible 00:53:51], I said, "Ma'am, you [inaudible 00:53:51] get out." And she's, I remember [inaudible 00:53:51] said, "No, you're going to get wet." That's what I get paid for. But she [inaudible 00:53:56] my head. I changed the tire, [inaudible 00:53:59] I had to go to change clothes, because I was [inaudible 00:54:04] wet. I believe in making a community so safe that whatever you [inaudible 00:54:13], that they don't have to worry about of being shy.

Selvain McQueen:

You know when they're sitting [inaudible 00:54:22]. I believe in those things. There's... I [inaudible 00:54:23]. I've been [inaudible 00:54:23], I had [inaudible 00:54:23] transparent department. And guess what? Every [inaudible 00:54:23] you're going to make mistakes. I can assure you of that, because you're a human being, [inaudible 00:54:24]. So, no one's going to ever be perfect. But the thing is, [inaudible 00:54:24] make excuses. [inaudible 00:54:24], you messed up. And we're going to look at [inaudible 00:55:01] you don't have to [inaudible 00:55:02], you don't have to [inaudible 00:55:04].

Selvain McQueen:

That's what a chief does. He looks at whatever [inaudible 00:55:10] he is, and he [inaudible 00:55:10], he writes [inaudible 00:55:10]

Speaker 5:

Thank you.

Paige Burge:

So, one thing that Chief McQueen said that I will agree with, is that it won't be much different. The reason [inaudible 00:55:31] is I am who I am, regardless of [inaudible 00:55:31]. If I change the way that I approached criminal justice, whether that be in law enforcement or in the private sector, and ask that question, is what I've been doing is [inaudible 00:55:41]? The me you've had for three years, is the me you get. The transparency, the kindness, the community engagement.

Paige Burge:

Although, your question specific for me is about how asset protection [inaudible 00:55:58] to that. So, with my experience in asset protection, [inaudible 00:56:02]. In law enforcement, if you've got to you force and you can justify it, you can use force [inaudible 00:56:09]. You didn't have that [inaudible 00:56:11] private sector. [inaudible 00:56:12]. It's where I had conversations about what's going on. And I think that those things translated [inaudible 00:56:21] specifically the police work here, because the community does expect more from [inaudible 00:56:26] as far as [inaudible 00:56:28] force [inaudible 00:56:29].

Paige Burge:

So, the short answer is, I'm still just me.

Jalyn:

Thank you. Candidates, again, I'm going to ask you to speak [inaudible 00:56:40] looks like you're swallowing this microphone. But, I'm going to ask you to speak really close to the mic, because our Zoom audience is having a little harder time hearing you. All right? Candidate [inaudible 00:56:54].

Keith Salyers:

The way that I would handle police [inaudible 00:56:55] will be that, just like Bellbrook, Yellow Yellow Springs has a very [inaudible 00:57:08] resemblance to Bellbrook. And how we policed in Bellbrook is the community, we reached out to the community. [inaudible 00:57:19] program [inaudible 00:57:20] with the community. And where we go on a call and I would

implement this here, [inaudible 00:57:29] the same. [inaudible 00:57:30] also ensure that we show up [inaudible 00:57:32], we're going to [inaudible 00:57:33] community.

Keith Salyers:

And if that means reaching out to different types of social activities or programs, counseling, we're going to help whatever we can to ensure that we give the citizens of Yellow Yellow Springs the help that they need. I try to [inaudible 00:57:57] on the side and helping the citizens versus going down the road of the criminal act [inaudible 00:58:04]. You're not going to end up [inaudible 00:58:06] a successful citizen of [inaudible 00:58:08]. If you reach out [inaudible 00:58:10] programs and counseling, you're hitting that first aspect of helping them and then trying to get to their problems. Thank you.

Speaker 5:

Thank you. We have a [inaudible 00:58:22] question now.

Audience:

Thank you. [inaudible 00:58:29] community. But I'm asking this question of you three on behalf of Johnny [inaudible 00:58:38] 365 [inaudible 00:58:39]. He contacted me and asked, "Would you ask these two questions", if I may? One question is, Young people are covering Yellow Yellow Springs [inaudible 00:58:49] and there have been instances where they felt they had been profiled by the police. What are ways in which officers can receive training on implicit bias? And, how would you handle these types of concerns? That's the first question.

Speaker 5:

Okay. Anybody? [crosstalk 00:59:10] to the fire.

Keith Salyers:

So, as far as racial profiling or racism, there's no [inaudible 00:59:23] under my leadership, or in my beliefs. One of the things that I fail to, and that's my [inaudible 00:59:31] to let you know, is that I [inaudible 00:59:33] an American uncle three bi-racial cousins. Love them dearly. My uncle was a military police and I [inaudible 00:59:45], very knowledgeable young man. He even taught here at [inaudible 00:59:49] years ago. And [inaudible 00:59:54]. The other cousins, they are great. They have their own family and they actually [inaudible 01:00:04]-

PART 2 OF 4 ENDS [01:00:04]

Keith Salyers:

They have their own family, and they actually come to me for help. And if they're [inaudible 01:00:05] then I could listen. A [inaudible 01:00:05] this and this and this. And, don't get me wrong, [inaudible 01:00:05] had his problems with the police and [inaudible 01:00:05] speak about. And I told him, if he would like, I would love to be [inaudible 01:00:05] to prevent that action from happening, because there's no [inaudible 01:00:05] and [inaudible 01:00:05] performing [inaudible 01:00:05] for her as well. Thank you.

Selvain McQueen:

So, everyone... When I was [inaudible 01:00:05] everyone has [inaudible 01:00:05]. Whether it's gender, race, sexual [inaudible 01:00:05], so long as it doesn't rise to a level in which it affects one's job, as [inaudible 01:00:05] should [inaudible 01:00:05].

Selvain McQueen:

In the event that it becomes a problem, or we see a problem. It's up to the administration to monitor things like this. And I'm giving you this example, I had, without giving you too much information, I had an extremely educated person that [inaudible 01:01:33] career in the military. And he [inaudible 01:01:37]. And this guy, when I [inaudible 01:01:43] every...

Selvain McQueen:

[inaudible 01:01:46] weekly, monthly reports, every one that he stopped, everyone that he [inaudible 01:01:53], and everyone that he arrested, I saw this reoccurring [inaudible 01:01:58] mean, mean, mean, mean. [inaudible 01:02:02], just [inaudible 01:02:05], for a whole month. So, what I ended up doing is I called this officer into my office along with the shift leader. I don't know [inaudible 01:02:15] officer. It's [inaudible 01:02:18].

Selvain McQueen:

If I saw it, then why did he not see it? So, when I called him in, I asked the officer and said, I said: "What is this?" I said, "You're working 12-hour shifts and [inaudible 01:03:22] person we saw [inaudible 01:03:22] night or [inaudible 01:03:22] that [inaudible 01:03:22] or is like [inaudible 01:03:22] a serious thing. So, here was my [inaudible 01:03:22] is that I moved him, or paused the individual, [inaudible 01:03:22] to another [inaudible 01:03:22] in which, for the most part, there were no black [inaudible 01:03:22].

Selvain McQueen:

And I waited until the end of the month and I hit the button and [inaudible 01:03:22] what's going on here? Nothing came up. And [inaudible 01:03:22]. So, I called this general as well as his shift leader [inaudible 01:03:22] to the office and I said, "Okay, this guy [inaudible 01:03:27] 12-hour [inaudible 01:03:27]. This is..." You can't make this stuff up. And when he was moved into another segment or section of town, there was literally no activity whatsoever.

Selvain McQueen:

And I asked him, I said, "What's the problem here?" And he said, "There is no problem." I said, "[inaudible 01:03:39] you have a problem, because I believe in equal, [inaudible 01:03:45] law enforcement across the [inaudible 01:03:48]. You see someone [inaudible 01:03:50], you want to write a ticket, you [inaudible 01:03:51] traffic [inaudible 01:03:52] whatever the case may be, then you write tickets. I don't care what the people look like. If you're not going to write tickets or write tickets, whatever."

Selvain McQueen:

When this was brought to his attention and this, I mean, you can't make this stuff up, two weeks later, he was [inaudible 01:04:09]. So, the short version is, as soon as [inaudible 01:04:19] administration, whatever, you set the tone and I'm not [inaudible 01:04:30], I don't care who you are. I'm not going to do what you're not [inaudible 01:04:39].

Speaker 7:

Thank you.

Paige Burge:

[inaudible 01:04:42] issue [inaudible 01:04:42] specific question. And it's, as much as [inaudible 01:04:47], puts mister [inaudible 01:04:49] question, if I recall, [inaudible 01:04:51] you specifically say to that problem [inaudible 01:04:53] explains [inaudible 01:04:54] he just said that was a-

Audience:

[crosstalk 01:04:56]-

Paige Burge:

General.

Audience:

[inaudible 01:04:56] young people [inaudible 01:04:56]-

Paige Burge:

Young people [inaudible 01:04:56] maybe they had experiences outside or inside. I just wanted-

Audience:

[crosstalk 01:05:04].

Paige Burge:

Make sure [inaudible 01:05:06] that. So, when you look at the regular [inaudible 01:05:10] and health care, education and access to the same things that the classes, or [inaudible 01:05:21] might have access to. You have to understand that by just saying, "Well, we're going to train this specific officer." Or, "We're going to [inaudible 01:05:29] train [inaudible 01:05:29] team." That's not enough. Maybe [inaudible 01:05:34] direction on something that will actually change.

Paige Burge:

For example, [inaudible 01:05:36] stops [inaudible 01:05:36] issues. This is a [inaudible 01:05:45], depending on the conversation among the [inaudible 01:05:49] and trying to educate people. Especially if I'm in a position to of, although not minority, I am a member of a [inaudible 01:06:00] group. And no one understands [inaudible 01:06:03]. And so, for me, I felt that it was my obligation to [inaudible 01:06:07] educate the officers that I work with on why it was appropriate [inaudible 01:06:14] safety-related issues.

Paige Burge:

So, that's just one example of continued work that will occur [inaudible 01:06:19]. Thank you.
Speaker 7:

Thank you. Next question, please.

Audience:

Mister [inaudible 01:06:31], this is a question for you. You shared that you had the same experiences professionally [inaudible 01:06:39]. But, I want to know your experiences as a candidate tonight. And I'd also like to know, you said you were a police chief [inaudible 01:06:52] retire. Why are you retired? And also, if you would share the kind of community that you are police chief [inaudible 01:06:59].

Selvain McQueen:

[inaudible 01:06:59] joined [inaudible 01:06:59] police department. After [inaudible 01:06:59] two and a half years, I was transferred to detective's division, or investigator division. I rose to [inaudible 01:07:36] of corporal, sergeant, lieutenant. I [inaudible 01:07:41] research this. I scored higher than all [inaudible 01:07:43].

Selvain McQueen:

Unfortunately... Wait, [inaudible 01:07:49]. But anyway, I moved on. I mean, I... Head of the criminal investigations division. I was the chief of the detectives. I had worked in, or [inaudible 01:07:57], every department within the police department. I've also been the train [inaudible 01:07:57], the [inaudible 01:07:57] of the academy. I [inaudible 01:07:57] state certified, [inaudible 01:07:57] gradually.

Selvain McQueen:

[inaudible 01:07:57] CPR to [inaudible 01:07:57] border [inaudible 01:07:57]. All kinds of [inaudible 01:07:57] it's quite a lot. I'm head of the community probation's [inaudible 01:07:57] division. I've [inaudible 01:07:59] declaration officer. And the list goes... I've done it all [inaudible 01:07:59]. I've done it all. I've a head of the chief of police. I was [inaudible 01:08:04] chief of police.

Selvain McQueen:

[inaudible 01:09:05] about, I think 2012 and [inaudible 01:09:10] shortly thereafter. And my reason for [inaudible 01:09:14] honestly is that I felt as though under the circumstances I had [inaudible 01:09:23] all that I can [inaudible 01:09:24]. And there comes a point when [inaudible 01:09:29] when you look at all the other potential leaders that should be prepared [inaudible 01:09:41] or should be prepared to climb the corporate ladder.

Selvain McQueen:

Leadership [inaudible 01:09:47] an officer. And there will come a time as to where you know when it's time. You know when to move on. When it's best for you, it's when as [inaudible

01:09:59] later [inaudible 01:10:03]. But anyway, when I [inaudible 01:10:06] I moved on to a [TSA 01:10:14] [inaudible 01:10:14]. And I was going [inaudible 01:10:17]. And I said, "Well, [inaudible 01:10:23] I'd rather stay here [inaudible 01:10:25]." Well, at least you're here. Go on and [inaudible 01:10:27] pass on and stuff. And I'm [inaudible 01:10:33] retired. I'm [inaudible 01:10:34].

Selvain McQueen:

But it was just was not my cup of tea. Now, I know you asked some other things. I hope I answered all [inaudible 01:10:41].

Audience:

[inaudible 01:10:42] you [inaudible 01:10:44] that you were the chief of the police [inaudible 01:10:46]-

Selvain McQueen:

At times it could be a war-torn zone. And I've been here since yesterday and I [inaudible 01:10:55] one shot. It's simply amazing. In certain sections of the city, it mirrored [inaudible 01:11:08]. And certain sections in the community, there is [inaudible 01:11:16]. But people who [inaudible 01:11:21] when were nearby, I would talk to them. When I was there, we had perhaps the lowest crime rate in a long time. It was lower [inaudible 01:11:40].

Selvain McQueen:

I don't [inaudible 01:11:41], okay? When I [inaudible 01:11:43] interim chief of police, the city was under siege. I mean, 48 hours and all those other national [inaudible 01:11:54] shows were in town, because we had [inaudible 01:12:01] people being murdered and someone messed up... It wasn't me, I wasn't chief then. But they said, "It's a serial murderer." So, all these people started to come to me.

Selvain McQueen:

And now, you're in a... It's a long story. We had a chief that ended up in [inaudible 01:11:43] a lot of [inaudible 01:11:43]. And so, we [inaudible 01:11:43]. Then, [inaudible 01:11:43] a lot of [inaudible 01:11:43]. There were people there that were not in support [inaudible 01:11:43] climb the corporate ladder, as [inaudible 01:11:43] people who tried [inaudible 01:12:45] and I'm the head and chief. And I know that I [inaudible 01:12:57] a lot [inaudible 01:12:59], then I'm [inaudible 01:13:00].

Selvain McQueen:

I mean, I was the first, whatever you want to call it, black [inaudible 01:13:05] American, whatever, chief that they had. So, inevitably I [inaudible 01:13:11] had its challenges. But I [inaudible 01:13:15] I rose to the occasion and the crime rate was down, people started engaging the police, the police started engaging people. And that had an affect [inaudible 01:13:28] since 19[inaudible 01:13:29] when I [inaudible 01:13:30] I had never, I never saw [inaudible 01:13:32] like that.

Selvain McQueen:

One of the things, and I'll tell you [inaudible 01:13:36] survey [inaudible 01:13:43] sitting there. I'm one of the [inaudible 01:13:45] received [inaudible 01:12:58].

Speaker 7:

Thank you very much. I would like to take a question from a member from our Zoom audience.

Audience:

All right. I do have from Zoom [inaudible 01:14:06]. What is your disposition toward the increasingly common practice of citizen oversight [inaudible 01:14:18], CRB. And also, what disposition toward [inaudible 01:14:23] justice [inaudible 01:14:23]. And that's all.

Speaker 7:

[inaudible 01:14:23]?

Audience:

Yes. What is your disposition toward the increasingly common practice of citizen oversight, like the citizen review board? And also, what is your disposition toward the [inaudible 01:14:23] justice [inaudible 01:14:23]?

Speaker 7:

[inaudible 01:14:23].

Paige Burge:

So, the competition about citizen review boards has been a hot topic in the [inaudible 01:14:23] definitely recently. I'm not sure if [inaudible 01:15:05]. As I just begin my research in the last, I'd say, several weeks [inaudible 01:15:13] types of models, there's more than half a dozen types of citizen review boards [inaudible 01:15:18] citizen oversight [inaudible 01:15:21] the accountability and transparency and [inaudible 01:15:26]. It's a good thing. And it's a good thing for law enforcement.

Paige Burge:

Recently, [inaudible 01:15:29] work for [inaudible 01:15:30] citizens [inaudible 01:15:32] that they have [inaudible 01:15:35] reviews for our [inaudible 01:15:36] initiative. [inaudible 01:15:37] initiative [inaudible 01:15:39] shortly. But, another transparency tool or oversight [inaudible 01:15:43] similar [inaudible 01:15:46].

Paige Burge:

I think they're important when you're talking about unity [inaudible 01:15:52] something that I have discussed several times [inaudible 01:15:55] just one practice. It's the entire community working to resolve [inaudible 01:16:00]. The community [inaudible 01:16:02] when [inaudible 01:16:05] understanding that they are factors in decision-making [inaudible 01:16:09]. They're coming in and they're doing that shaping [inaudible 01:16:10] transformation [inaudible 01:16:10] here to help [inaudible 01:16:10].

Paige Burge:

And that said, another factor of community [inaudible 01:16:11], I don't believe we can truly say [inaudible 01:16:21] practice community [inaudible 01:16:21] if you don't [inaudible 01:16:24] tools in the avenue [inaudible 01:16:25]. Tools such as [inaudible 01:16:25] where it's strictly about [inaudible 01:16:38]. These are all important tools and things that [inaudible 01:16:42]. Thank you.

Speaker 7:

Thank you.

Keith Salyers:

So, [inaudible 01:16:42]-

Speaker 7:

Close to the [inaudible 01:16:50].

Keith Salyers:

Okay. So, as far as oversight review [inaudible 01:16:57], that's one thing [inaudible 01:16:59] I have been [inaudible 01:17:02]. I did a [inaudible 01:17:07] study with the review boards and their jobs. And I'm very, 100% for [inaudible 01:17:16] review panels. Not [inaudible 01:17:16] does it [inaudible 01:17:19] the community [inaudible 01:17:19] but they're going to [inaudible 01:17:20] what has happened within the police department.

Keith Salyers:

But then also gives them the opportunity to waste their [inaudible 01:17:27] on how they would like to see the outcome. What if there was [inaudible 01:17:33]? Would then we be sharing with them the [inaudible 01:17:37] aspect of it, prosecutions, [inaudible 01:17:44] and [inaudible 01:17:44] to come [inaudible 01:17:44] solutions. Then, I'm very pro the review board as far as [inaudible 01:17:53] justice...

Keith Salyers:

As far as justice, if someone is having an addiction problem. I know with being [inaudible 01:18:04] county [inaudible 01:18:05], there's a lot of help within the county to reach out for the invention of that aspect, [TCN 01:18:14] and other type of behavioral aspects to help individual [inaudible 01:18:22] their [inaudible 01:18:23] or [inaudible 01:18:23]. And that's what [inaudible 01:18:27] as well.

Speaker 7:

Thank you.

Selvain McQueen:

I have [inaudible 01:18:38] a lot of people that's [inaudible 01:18:43]. It works, but I mean, you've got to change our [inaudible 01:18:49] and allow at some point, the chief of police to do his or her job also. That [inaudible 01:18:58] a [inaudible 01:18:58] opportunity to fix what's wrong. And then, if they don't do their job, I understand [inaudible 01:19:08], I'm not saying that I'm against it.

Selvain McQueen:

But allow... A lot of things should be handled internally. And if it's not handled, then [inaudible 01:19:16] chief of police. That's the way I'm looking at it. And I'm not against an oversight committee or whatever the case may be. Now, it's interesting that [inaudible 01:19:31] whoever it is, mentioned the story of justice. I'm in favor of that. And I'm also in favor of [inaudible 01:19:37] we've got to respect those people also. Just because [inaudible 01:19:46] things happen sometimes. We all live in the States.

Selvain McQueen:

So, as part of [inaudible 01:19:55], why [inaudible 01:19:57]. I'm going to make this real quick. But a doctor, whoever it was, and the state representative, whoever, [inaudible 01:20:18], we put our heads together and we developed a project, if you will, in which we reviewed the [inaudible 01:20:21] people who had done wrong things, they could come back. In essence, that was just a portion of it.

Selvain McQueen:

But, the [inaudible 01:20:34] part was, if someone made a mistake, they didn't kill anyone, or it wasn't capital murder, that sort of thing, then the judge would have the option to sentence that person to this program. And if the person successfully completed the program, then they didn't have to go to the penitentiary. They could get their high school [inaudible 01:21:00] or whatever the case may be, [inaudible 01:21:03] a trade, whether it be welding, auto mechanics, and some other things. But, we didn't get the [inaudible 01:21:11]. But I still got it, for what's worth. So, yeah [inaudible 01:21:15].

Speaker 7:

Thank you. Next question, please. We are [inaudible 01:21:20] doing really well on time. We have about 25 minutes.

Audience:

All right. So, my question is a little bit different from your page. It was recently reported that you were not running for the chief position. What made you change your mind? And when did you decide to [inaudible 01:21:39]? With the other candidates, I'd like to know how you heard about the job and what draws you to [inaudible 01:21:50]?

Keith Salyers:

How I heard about the position was through Indeed. And I did a lot of research from their website along with the police website, and the policies and procedures that were on the website as well. And all the things that I saw is very close to the city of [inaudible 01:22:15], and, honestly, it's better [inaudible 01:22:18] community. And that draws my attention. I'm very happy to apply [inaudible 01:22:24].

Speaker 7:

Thank you.

Selvain McQueen:

So, for me, when I had been [inaudible 01:22:33] directly [inaudible 01:22:33] and the [inaudible 01:22:33] to [inaudible 01:22:33], it's a [inaudible 01:22:33]. When I started [inaudible 01:22:33], the more I read, the more interested I became. Then reading actually meeting with people [inaudible 01:22:49], I [inaudible 01:22:49] are here today. So, this kind of crowd would be kind of hard to get rid of [crosstalk 01:22:49]. I'm just being honest with you. [inaudible 01:23:02].

Paige Burge:

And so... Okay. And so, my question is specific about what changed my mind. When I was promoted sergeant [inaudible 01:23:13], forgive my timeline, I don't think [inaudible 01:23:16]. I'll say August. I think it was day one, if I'm not mistaken, [inaudible 01:23:21] correct me. [inaudible 01:23:23] shine this new badge. I'm very proud, ready to make a change inside the department. And it was announced to me that Chief [Carlson 01:23:29] resigned. He was a big part of the reason why I enjoyed working [inaudible 01:23:35].

Paige Burge:

So, it was quite intimidating to know that that position would be open. So, it was of no consideration [inaudible 01:23:44] obviously [inaudible 01:23:44]. As I got my feet sturdy and got my sea legs, so to speak, in sergeant's position, I got more comfortable. A lot of administrative responsibility in that role. A lot of things that I was very familiar with from [inaudible 01:23:56]. So, although the specifics had to be learned, technicalities, I fell right into it with ease and felt like I executed that role well.

Paige Burge:

So, the opportunity, then, to take the [inaudible 01:24:10] was there, because I don't think the candidate was selected by the time that I... That Chief Carlson was ready to leave. So, I accepted that with open arms thinking, "What a great opportunity it would be", and just thinking, "I'll just make sure the place doesn't burn down." [inaudible 01:24:26]. And then I fell in love with it. I absolutely have a passion for leadership.

Paige Burge:

I think [inaudible 01:24:35] some point in this timeframe that... Law enforcement is a legacy if you're good at it, treat people well, the respect, and the dignity, you leave behind a legacy. Leadership in law enforcement is the ultimate legacy, because you get to lead and teach and educate others to do the things that you're passionate about and [inaudible 01:24:56]. And when you have that influence over a group of people, they... Teams buy into leaders and then they buy into [inaudible 01:24:59]. So, my [inaudible 01:24:59] was the community. I feel [inaudible 01:24:59] I think it's the ultimate legacy you get to leave behind.

Paige Burge:

Another thing is, I got quite [inaudible 01:25:13]. I thought, "This is what's going to... I'm going to shoot for inevitably." And the last seven chiefs have offered up three, four, five years [inaudible 01:25:23] extremely [inaudible 01:25:24] and I had that [inaudible 01:25:27] of the community as well. Long career. So...

Speaker 7:

Next question, please.

Audience:

First of all, it's really humble to have [inaudible 01:25:35] for the candidates. That's truly from my heart, sincerely. But, anyway, [inaudible 01:25:42] I'm trying to say, we are not of a militarized mindset. So, we don't have that mindset, we don't have that comprehension, and we don't have that philosophy in the village. Not all of us do, at that. [inaudible 01:26:02] that's good [inaudible 01:26:03]. The reason is for instruction. It's a structural awareness of safety protocol, prevention, regulation, [inaudible 01:26:10] of a [inaudible 01:26:12]. This is a very diverse population.

Audience:

So, without our comprehension of [inaudible 01:26:19] philosophy, our mindset. I'm trying to figure how each of you will balance the relationship with the fraternal [inaudible 01:26:28] strong relationship to a fraternal [inaudible 01:26:29] mindset [inaudible 01:26:29] and understand [inaudible 01:26:29] comprehension of militarization and the need for [inaudible 01:26:29] with who we are as a passivist for [inaudible 01:26:29].

Speaker 7:

Wow. Go.

Selvain McQueen:

So, the short version is, is that [inaudible 01:27:01] they're not going to be harming the internal organism, whatever [inaudible 01:27:09], of the police department. They will be [inaudible 01:27:12]. And I will do what's in the best interest of the other [inaudible 01:27:17] and I can either [inaudible 01:27:17] to this [inaudible 01:27:21] certainly the aggressive tactics. And that's what [inaudible 01:27:27]. Police work [inaudible 01:27:28] military in a sense.

Selvain McQueen:

But we're training, especially when the new recruits come out. And I was told this the entire time that I was in the academy, that [inaudible 01:27:44], it's [inaudible 01:27:45] soon as you get out and you come back to [inaudible 01:27:47], you're going to have to get over half of that [inaudible 01:27:52]. And the reason being, [inaudible 01:27:52]. In fact, there were times when you pull over a car and they'll tell you, the first thing they tell you, "You get your [inaudible 01:27:57]", or slice some pie, and all that [inaudible 01:28:04].

Selvain McQueen:

And you can't do that. I mean, if it's an 80 or a 90-year-old male or a female [inaudible 01:28:18]. Who [inaudible 01:28:19] going to have and slice the pie and see how many times that's going to work, see how that works for you. You're going to be on [inaudible 01:28:21]. So, that's it in a nutshell. We're thinking what's right. And, I keep saying, and this is [inaudible 01:28:21], the community that's in the street, they want justice. They want some justice. That's the bottom line.

Speaker 7:

Thank you.

Keith Salyers:

As far as the [inaudible 01:28:52]. The [inaudible 01:28:53], in my career [inaudible 01:28:56], I've never had [inaudible 01:28:58]. The [inaudible 01:28:58] is, comes in [inaudible 01:29:02]. Different types of behavioral issues, [inaudible 01:29:07]. That is when they handle that side. It's like a [inaudible 01:29:17] type of thing.

Keith Salyers:

As far as the review board under my [inaudible 01:29:21] will be totally [inaudible 01:29:23] as far as any type of incident and also they will be abreast with what is going on [inaudible 01:29:30] as well. As far as the military type structure, as far as that, it's like if I'm out on the scene and I see Sergeant [Page 01:29:45], I'm going to address her as Sergeant Page. And that's just respect for her title [inaudible 01:29:51] she [inaudible 01:29:52]. And... But, if I'm also out in [inaudible 01:29:58] citizens in the community, I'm going to address them as sir or ma'am. And-

PART 3 OF 4 ENDS [01:30:04]

Candidate 2:

... [inaudible 01:30:01] and as far, and that's in respect to everyone. Not here, just in Yellow Springs, but anywhere in the community. You've hired, you hired the police department for us to serve you, and again, that's what we're going to do. We're going to do it with kindness and we're going to do it with compassion. There will not be any Gestapo passes, so to speak. It will be open door policy, transparency, work with the community and want to build stronger and happy relationship with the [inaudible 01:30:30] in the community.

Paige Burge:

Okay. So I love this question because it always brings up a pretty commonly used comparison that I hear in law enforcement and in the military. Maybe some of you have heard it, the guardian versus warrior? Anyone ever heard that mindset before? So, there's this notion that officers are either a guardian mindset or a warrior mindset when it comes to policing. And that mindset is based in both are protectors, but do so in different ways. So, oftentimes, females will get pigeonholed as guardians because we're natural protectors. We have a mothering instinct and all that. Then you'll have other folks who have interest in drugs and you know, maybe more dangerous type stuff that identify themselves as warriors.

Paige Burge:

But the truth is that there is no police officer that should have the mindset of anything other than a guardian. Warriors are more likened to the military because they come in, they take over a place and do what needs to be done. And I'm not saying that's not a necessary thing for our country. Guardians protect a community from within, the members of that community. Their stakeholders. And so that is the difference and that's the mindset that I lead with currently.

Paige Burge:

In addition to that, I think police culture is a very strong thing that has to be discussed when you're talking about mindsets. And it can have a lot of power and control over any agency. So for me, I try to lead with an upside down pyramid concept, if anyone's ever kind of heard of that, where it's many chiefs from the bottom up. Everyone's in power and has the autonomy to make decisions, make change. Engage with the community. And I think these are things that kind of prevent that military style hierarchy from being so important and us relying on that.

Paige Burge:

There's always something to be said about structure, but that's with any line of work. You know, you have to have a little bit of structure to make sure everything's run appropriately, but the military style, we're guardians, not warriors.

Moderator:

Thank you. These have been excellent questions guys. And we're doing a great job, and we've been here a moment so I wanted everybody to take a deep breath in, let it out. If you can stand up, stand up and wiggle. If you can't stand up, wiggle in your chair. Kick your legs out, move your arms around, and we'll finish this up on a run. All right? There you go. Breathe in, breathe out. Make it happen. Mary, you almost started something there.

Moderator:

Okay, our next question please. Thank you, thank you, thank you.

Speaker 8:

This is a two part question. First question would be a yes or no answer, and I'm wanting to know [inaudible 01:33:12]. First one is along the [inaudible 01:33:12], and we'll go down the line like this. Is there such thing as race?

Paige Burge:

Yes.

Speaker 8:

Is there such thing as race?

Candidate 2:

Yes.

Speaker 8:

Is there such thing as race?

Candidate 3:

Yes.

Speaker 8:

And this question, I believe has been answered already by [inaudible 01:33:39]. Do you think that serious police violations should be investigated internally or by outside, independent, investigative bodies? [crosstalk 01:34:30]

Candidate 3:

You never investigate your own. If they're being investigated, it's by an outside agency.

Moderator:

Next? Yes, thank you.

Candidate 2:

And I to those, I agree [inaudible 01:34:59]. Anytime that there's an incident within a police department that is serious, under my leadership the state of Ohio's Bureau of Criminal Investigations will investigate that and we'll assist them. We'll do anything that they need for their investigation. Thank you.

Paige Burge:

Criminal matters, of course would be investigated by outside agencies. Whereas an internal matters, I think can be handled by any other way that we kind of resolve problems in the community, and that's together. We can refer back to the CIB, things like that. I think those would come in handy when it comes to procedural, and/or, policy violations. Things that can be internally investigated.

Moderator:

Thank you. We have a follow up, kind of question, that relates to that, that I'd like to read. And it's in regards to your leadership style. Do you support tracking of race, class, gender biases in performance evaluations for officers and staff?

Moderator:

Do you support tracking of race, class or gender biases in performance evaluations of your rank and file officers?

Paige Burge:

I'll go first. If I could ask a clarifying question. So, if by "identify" [inaudible 01:36:33] documenting that in the evaluation, correct?

Moderator:

That's what I'm understanding, and whoever wrote the question is welcome to elaborate.

Paige Burge:

The answer is yes. Yes.

Candidate 2:

As far as evaluations of the officers, they're going to be evaluated on their work performance. They're not going to be evaluated by their race. They're not going to be evaluated bias. They're going to be evaluated by their work performance and they'll have a full set to improve that officer.

Moderator:

Okay, let me try to explain it differently. If there's been a violation by the officer that looked towards bias, that they did something that was you know, that they saw a race... That they did something race violation, gender violation. Would that go into their evaluation report?

Candidate 2:

Yes, it would. It would be also investigated by the departmental [inaudible 01:37:37] to come up with disciplinary action.

Candidate 2:

They're not going to be eligible to take the test for promotion.

Moderator:

Okay. Now, I'm just reading this, right?

Candidate 2:

Right.

Moderator:

But the way that I'm reading it is, do you support tracking? It's kind of like the evaluation that you did of the one officer. Tracking what they're doing and if it's coming back as that.

Candidate 3:

Yes.

Moderator:

All right. We have a question from our Zoom audience member.

Zoom Moderator:

I have a question from Jill [Bolton 01:38:37], wanting to know the candidate's position on using body cameras.

Candidate 3:

I'll go first. It's a must, for many different reasons. They lower village's costs associated with defending lawsuits. It's a win-win situation. If you've got rogue officers that are doing the wrong thing, you know, we've seen in these reports where people don't always activate their body cams, but they better. Otherwise, they're going to be working somewhere else.

Candidate 3:

We're not going to be so gung ho to jump in there and get them started and do the wrong things when we know that there's an eye... I refer to it as an eye in the sky. The public, as well as the administration, they can hear what we're saying. They can see what we're doing. You can't go rogue. I support it all.

Candidate 2:

I support it 100%. We have body cams in Bellbrook and they've lowered our officer complaint investigations down, and it also, we were able to train, have transparency through the internal investigation with that individual that would come in and review the camera footage, and they would drop their complaint because they didn't know that they were being recorded at the time.

Candidate 2:

I fully support cameras and in my opinion, as far as altering the cameras, turning it off and on, that would be a disciplinary issue and handled accordingly.

Paige Burge:

So I touched briefly on this earlier. I've actually been working for the past, I think we're on week six now with the committee and citizen members on the surveillance use application to actually have body cams. So, I've heard citizen's concerns and I am a proponent of body worn cameras, so long as there are no issues for any kind of privacy issue. We've worked pretty diligently over the last six weeks to ensure that those issues were addressed and hopefully we have that excellent proposal. That's all.

Moderator:

Okay, we have time for two more questions.

Zoom Moderator:

Thank you, candidates. Free speech and demonstrating are very important to people in Yellow Yellow Springs. Will you have a high tolerance for technical violations of the law by people who, for example, are marching in the streets without a permit or other technical violations when expressing their free speech rights? Thank you.

Paige Burge:

Thank you. Should I answer this? Or should I just say, "See [inaudible 01:41:42] work"? You know, there's... Is that me causing that issue? I'm sorry. It's kind of echoey. Over the first COVID summer, I think that's how you refer to things now rather than 2020, 2021. Over the first COVID summer, we have a very active community. I think I've mentioned that several times, and we had a group of Black Lives Matter protestors who took to the streets and our main goal was their safety.

Paige Burge:

So, we are not concerned about the fact that there is no permit. We're not concerned about the fact that [inaudible 01:42:18]. Our concern was keeping that group of individuals, citizens of our community, safe. And so we acted appropriately. We made sure that they were escorted to the best of our ability and we continue to do that with... We take that route on Martin Luther King day as well, [inaudible 01:42:39] the last one there. So the answer to your question is, in regards to free speech and demonstrations, yeah. So, I'm sorry-

Zoom Moderator:

Tolerance.

Paige Burge:

Tolerance, yes. I suppose that would be a high tolerance? Is that the...

Candidate 2:

Freedom of speech and demonstration is part of the US constitution. A federal right to do something. And I would have a high tolerance with Yellow Yellow Springs. Again, I agree with candidate Paige. We're protecting those protectors to ensure that they're safe and they don't get harmed. For an example, would be a bypasser driving by and throwing a bottle or trash at them. We're going to make sure that they're safe and they don't get harmed when they speak their piece.

Candidate 3:

Absolutely.

Moderator:

Okay. And the last question for the evening.

Speaker 9:

My question was [crosstalk 01:43:50]. This question was handed to me. [inaudible 01:43:51]

Okay, we're good? All right, so do you believe that there should be standard procedure of protocol implemented with every suspect before they are charged, and/or, arrested?

[crosstalk 01:44:09] Do you believe that there should be a standard procedural protocol implemented with every suspect before they are charged, and/or, arrested?

Candidate 2:

I'll go first on this one. As far as the standard protocol for a suspect being interviewed or before taking into custody, they're going to be treated with compassion. They're going to be treated with respect. They're going to be treated as a human being. I want the interviews and practices of the individual as if I'm talking to my brother, I'm talking to my mother. That's the way that I have for dealing with suspects. And when I was at Bellbrook, when I would arrest an individual for OVI, after doing a field sobriety test, I would say, "Listen. There was a poor choice made tonight on your behalf and there was a bad choice made. And the field sobriety test indicated that there's signs that you are impaired. That you're not safe to drive."

Candidate 2:

The individual would shake and [crosstalk 01:45:34] vocalize yes. "This is what we're going to do. We're going to take you into custody, we're going to transport you down to the police department. We'll give you a [inaudible 01:45:41] and give you the opportunity to take a breath test. Then I'll have you make a phone call to have somebody come and pick you up." That's respect. That's being honest and that's being transparent. And when they leave, nine times out of ten they shake your hand or tell you thank you. And that goes a long way.

Candidate 2:

As far as protocol, as far as approaching the suspect, it's always going to be different. You might have a suspect laying down, crying, and you've got to address why they're crying. You've got to be compassionate, you've got to show empathy. Then address the issue from there. Then you might have another suspect that might be defiant and not answering. Then you're going to have to work through your deescalation tools to get them to talk to you. Find a common ground so that they see that you can open up and have them talk with you. Thank you.

Paige Burge:

So, I'm trying to understand the root of this question so I can answer it the best way possible. So when we talk about standard practices or procedures as it pertains to the handling of, if you're going to make a peaceful arrest anyway, a summons arrest in those circumstances. There are certain circumstances where those standards and practices do have to be followed. When you're talking about violent offenses and keeping people safe and things like that, there are specific policies and procedures, practices that have to be followed. But I would be very hesitant to say that you can follow a standard practice or procedure or policy for every single possible arrest you will make. Because then you're removing the ability to effectively execute some of these things we talked about tonight. Some of these restorative justice, alternative approaches, [inaudible 01:47:31] approaches. Those things would be taken off the table if you have a structured, standard approach to that situation.

Paige Burge:

So, I would be hesitant to say yes with exception to [crosstalk 01:47:40].

Candidate 3:

I don't know of a case here, but there should be a standard operating procedure among the tools that outlines the guidelines of actually what it is that police officers should and should not do. I don't know if that's written in the actual village policy or within the police department policy. I'm accustomed to having a manual and it gives you the dos and don'ts of police work. You follow the manual, you're fine. And the manual has to be voted on by the mayor and city council, as well as legal council.

Candidate 3:

Now, that's what I'm accustomed to. And again, it outlines exactly what it is that you can and you can't do. And I've had occasion to write those for other agencies. I've actually had training in that respect, I've written them, and people have purchased them. I wouldn't say that, but I'm probably [inaudible 01:49:09].

Moderator:

Thank you. Well, guess what? Our time is up for the question and answering session. You guys did an awesome job on the questions. You did an awesome job in your answers. Everyone, yes. Yeah. [crosstalk 01:49:31] Everyone put your right hand in the air, please. Touch your left shoulder, pat yourselves on the back. You did a real good job. So we're going to close this session with each candidate will give a two minute or less closing remark as to their position. Thank you.

Paige Burge:

Again, thank you all. Thank you to everybody for coming out tonight. It's great to see so many faces that I'm familiar with and hopefully will be working with in this capacity. I just want to say the thing that's most important for me to leave you with is that I care about this

community. I'm invested in this community and I am very passionate about the work that I hopefully can accomplish in the future, in this role here. So, if granted that opportunity, I hope I get the chance to prove that to each and every one of you. So thank you all for coming out. There's nothing better than people who are invested in their community and want to make a change.

Candidate 2:

Thank you everyone, for coming out. Thank you, Anna Jo and Elizabeth for having me here and [inaudible 01:50:38]. Thank you. I want to say that I've learned a lot here tonight, and a lot of everything that I've heard meets that vision that I have for the police department and the community together as a tight knit community. And I'm going to be as transparent as possible with the community and with the uniforms as well. And you will have a stronger police department, you will have a closer knit police department with [inaudible 01:51:16]. And I'm looking forward to bringing my training and experience to work here in Yellow Yellow Springs. And Yellow Yellow Springs is 100 times more [inaudible 01:51:36] than the city of Bellbrook and you should be proud of that. Thank you.

Candidate 3:

And so the question was asked earlier, I don't see the gentleman who asked it, but he asked concerning the young man and whether or not we thought there was "race". And I answered yes. The reason being, I believe in the human race. I believe in the principles of justice. I believe that the law should be [inaudible 01:52:06] equally, equitably, or not at all.

Candidate 3:

Every now and then, someone's out there, probably in here or on Zoom and they're probably saying, "Hey. Why appoint you? Why should we choose him?" And I heard this all day long. You're going to be asked whether or not you can fit in. And I'll tell you, McQueen can fit in anywhere, and the reason that I want to share this with you. There comes a point in time that every organization has with [inaudible 01:52:42]. And it's at that point, that new blood needs to be infused so that we can have an reset alliances, [inaudible 01:52:50] and I represent those things. I'm not slighting these people. I think they're wonderful people. I've heard some great things from them, but if you want to reset alliance, you want to reset the [years 01:53:02], you want law enforcement... I see you back there now, heading in the direction, in a different direction then let me captain the ship and I'll sail it. Thank you.

Moderator:

Thank you candidates.

Speaker 10:

Right, thank you candidates. I'm really impressed with every single one of you. Thank you. Thanks for the commitment to be here, and for your very insightful responses. Thank you all for coming tonight. As you can see, these are well qualified individuals. It's not going to be an easy choice, so I use your feedback and the way that I want to collect your feedback is, Steve McQueen's back there... By the way, no relationship to McQueen, okay? Please, on your way out, if you can get the survey. We'll collect those surveys and get that feedback. The police got feedback about deliberations and [crosstalk 01:54:06].

Speaker 10:

For everyone here, for the public that are watching, what are the next steps? The candidates will have interviews, we have a set of interviews scheduled tomorrow for the panelists, for myself, for the members of the police department, members of mediation, the mayor and citizens. And those will be closed door meetings. We have sensitive and [subject 01:54:31] questions in that due process. So, a long day ahead of you all, so get some rest.

Speaker 10:

After those interviews, [inaudible 01:54:35] collect the feedback, deliberate and make a decision. Hopefully in the next few weeks we'll be reaching back out to our candidates and start working that.

Moderator:

[inaudible 01:54:35]

Speaker 10:

Yes, for the audience on Zoom, Philip, do you have the URL?

Philip:

It's already there.

Speaker 10:

Okay, all right. So, for those that are on Zoom, Philip has posted a link on the chat. It's in the chat box. You can click that link and it takes you to the online survey. There's-

Philip:

How long do they have to click on it?

Speaker 10:

We will be collecting feedback through the week. Ideally, we'd get the feedback. We'll start getting the feedback as early as tomorrow morning at 8:00 am. I have a meeting with all the council members as part of the interview, and I know at least one of us wants to see that preliminary data. See how the residents, business owners, all of the constituents have responded to today and the candidates. Any other questions?

Moderator:

We thank you. Don't wait a week to fill that paperwork out. Send that in so you can remember what it is that you heard. And you're welcome to stay for a little while and just talk amongst yourselves, or speak with our candidates. We thank you again for your participation. It's the Yellow Yellow Springs way.

Speaker 10:

Yes, it is. Thank you all. The other thing Yellow Yellow Springs needs, somebody suggested this here. Yellow Yellow Springs needs to provide us with the set of questions that they've posted online so that all the candidates can provide their responses to a set of questions. That material is available online, so is their resume and their bios. Thank you all for coming out today. (silence)

PART 4 OF 4 ENDS [01:58:16]