

# MINUTES

**Regular Board Meeting  
Police Accountability Board  
January 19, 2023 at 6:30 PM  
Conducted Over Zoom**

**Attendees**

Board Members: Knox, Nickoloff, Brown, Tucker, Cadet, Harvey  
Staff: Walker-Cowart, Pacheco-Walker, Cheeks

Item	Details	Vote	Time
Start of Meeting	<u>Welcome &amp; Introductions:</u> Chair Wilson called the meeting to order and completed roll call.	N/A	6:45PM
Approval of Prior Minutes	<u>Minutes:</u> Member Brown moved to approve the minutes of 1/19/23. Second by Member Harvey. Motion passed unanimously with no corrections.	7-0	6:46PM
Meeting Discussion	<p><u>Staff Report:</u> Executive Director Sherry Walker-Cowart provided an upgrade regarding investigations; noted that the Investigations and Case Management teams are working to revise their monthly report. Revision will be more comprehensive and will show numbers being more closely aligned. November and December will be presented in the old format and the new format will be applied to the reports moving forward.</p> <p>Walker-Cowart updated the Board on a presentation to the Safety Commission of City Council regarding the extension of PAB's contract with CauseWave to continue community outreach work. Staff presented information on the remainder of the budget and updates on training for Staff. Members of City Council asked some questions about investigations and why the PAB was not at the hearing stage, Walker-Cowart explained that the agency is still working through that process, but is planning to move several cases forward for board review. Staff is still working to address the barriers to getting information. Walker-Cowart noted that there will be some cases for Board review available in SharePoint and asked that they be reviewed for the February regular meeting.</p> <p>Walker-Cowart also attended last night's PABA meeting and answered questions for their members. Offered to return to answer any other questions they have.</p>	N/A	6:46PM

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	<p>With regard to the revised monthly report, Knox asked if the format that was online would be changing as well. Walker-Cowart replied that she would find out and get back to him.</p> <p>Walker-Cowart also clarified that she would have to find out how the remaining budget must be spent and she will update the Board.</p> <p>Brown noted that she was at the Alliance meeting as well and that they were pleased to hear about the work being done. Brown noted that the Staff had previously presented the Disciplinary Matrix to the Alliance and asked if their feedback had been incorporated. Walker-Cowart responded that she would check in with the Policy and Oversight Division and follow up.</p> <p>Brown asked for an update on how Walker-Cowart’s meetings with staff are going. Walker-Cowart responded that she was not scheduling meetings for everyone, but anyone who wished to speak with her was welcome.</p> <p>Brown asked if any members of Staff had come to her with suggestions on how to move forward and improve the working community. Walker-Cowart responded that many people have had ideas and she loves hearing them. Many people have come forward to talk about the past and how to move forward. Noted that her focus is on both the community and the employees.</p> <p>Harvey asked Walker-Cowart how she was feeling about her first few weeks and if she has been well received. Walker-Cowart replied that she is feeling hopeful, she is receiving a lot of information, but as for her reception, he would have to ask the staff.</p> <p><u>Chair Report:</u> With regard to the City Council legislation that was proposed in December, Knox noted that he has since spoken with councilmembers about how to determine a better process of working together to introduce PAB related legislation. Knox was assured that there would be no new legislation proposed this month and that community conversations about the previous legislation were upcoming.</p> <p>Regarding the PAB Workers United union campaign, Knox explained that the Board had previously voted in favor of the establishment of a union, though the Board is not in a position</p>	<p>N/A</p>	<p>7:02PM</p>
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	<p>to approve the creation of the union. The Board encourages City Council to recognize the union voluntarily rather than going through the card count process which can take time and incur expenses. Knox stated that Council had sent a letter to the Board about the progress that they have made in attaining counsel for the negotiations and that while it is a good step, voluntary recognition would shorten the timeframe.</p> <p>Regarding Board vacancies, Knox stated that since he joined the Board there has been a plea to fill open Board seats. There has been an open Alliance seat on the Board since June and the deadline laid out in the Charter has expired. Knox stressed that the Board and Council must create a better process to get Board seats filled quickly. Also noted that filling seats at different times puts the Board at a disadvantage as there is always someone who must be brought up to speed.</p> <p>Nickoloff noted the irony in the pressure that is put on PAB to hear cases yet there is no incentive from Council to follow the law and appoint Board members. Added that the public must hear that loud and clear.</p> <p>Harvey added that it is important that the Board's reputation improve if it wants to attract and retain leadership. He would like the Board to not have so many public issues this year and for everyone to work together to achieve the work by all means necessary.</p> <p><u>New Business:</u> Nickoloff explained that he will be resigning from the Police Accountability Board. He feels that the agency is in a good place, stronger than it has even been, but that he feels he must step down and make way for someone new. Nickoloff strongly encouraged City Council to appoint new members and to consider appointing a cohort of members all at once. Board members thanked Nickoloff for his time and service to the Board.</p> <p>Tucker explained that she would also be resigning from the Police Accountability Board and that she will be serving out the remainder of the month before her departure. She too wishes to make room for someone who can commit the necessary time and energy to the Board. She expressed that she is very grateful for the Board members who took her under her wing and the Leaders that she was able to learn from. Added that she felt that the agency was in good hands.</p>	<p>N/A</p>	<p>7:12PM</p>
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	<p>Knox stressed the need to fill Board seats now more than ever and explained that bringing on multiple members at once would be the most beneficial means of bringing people on and getting them caught up in training.</p> <p>Brown agreed that she would like to see multiple members brought on at once, but that doing so should not be used as an excuse to hold up appointments.</p>		
End of meeting	Member Harvey moved to adjourn meeting. All members in favor. Meeting adjourned.	7-0	7:37PM

Recording Clerk: Marina Pacheco-Walker

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