

**Regular Board Meeting
Police Accountability Board
February 17, 2022 at 6:30 PM
Conducted Over Zoom**

Attendees

Board Members: Wilson, Tucker, Harvey, Perez, Brown, Nickoloff, Setel, Harrison (@6:48)
Staff: Reynolds, Pacheco-Walker

Item	Details	Vote	Time
Start of Meeting	<u>Welcome & Introductions:</u> Chair Wilson welcomed all to the meeting and Pacheco-Walker conducted roll call.	N/A	6:36PM
Approval of Prior Minutes	<u>Minutes:</u> Chair Wilson made a motion to approve the minutes of February 3, 2022. Seconded by Member Perez. Motion passes unanimously.	7-0	6:37PM
Meeting Discussion	<p><u>Staff Report:</u> Reynolds informed the Board that upcoming meeting with City HR has been delayed, now scheduled for this Friday at 9AM. Noted that he had a very fruitful meeting over the past weekend with City Council President Miguel Melendez, where they discussed a number of issues. He and Chair Wilson will be speaking with President Melendez, City Council Vice President Mary Lupien, and City Councilmember Kimberly Smith this weekend to discuss formalizing some communications procedures that will help PAB effectively operate. Noted that those conversations have gone very well and he will have more updates for the Board next week.</p> <p>City Law Department has begun reviewing PAB Investigative Rules and Regulations last weekend. Reynolds hopes that they will work quickly to review so that leadership can begin implementation.</p> <p>Reynolds stated that with regard to the development of the Disciplinary Matrix, that some of the authority on the project has been delegated to new staff. A team of 4 is now taking the lead. The Disciplinary Matrix Committee can expect a lot of updates in the next couple of weeks. Next step will be to gather public input. Noted that there have been delays in getting information from the City, as they must review and approve our rules prior to allowing us access, regardless we must continue moving forward.</p> <p>With regard to hiring, Reynolds explained that he had hoped to have more updates, but hopes to have further information out to the Board after tomorrow morning's meeting.</p>	N/A	6:38 PM

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	<p>With regard to office space, Reynolds explained that City Council has approved an agreement for a 2-year lease at 245 East Main Street. Noted that leadership is still waiting for terms from the building owners, but that they are hoping to begin moving in next month. Staying on schedule with the move-in will allow PAB to open its doors in April/May. Reynolds opened the floor to questions from Board Members.</p> <p><u>Chair Report:</u> Chair Wilson updated Board Members regarding the Disciplinary Matrix education session that was held with SMK Consultants. The session was recorded and can be sent out to all Board Members. Wilson noted that she found the session to be very informative and that Staff Attorneys have been working hard to get some good information. Noted that the next steps for her are narrowing down what she needs to focus on and that she looks forward to hearing from the City's Law Department to ensure that PAB can work with RPD to get the information that is needed.</p> <p><u>Committee Reports:</u></p> <p><u>Training Committee:</u> Chair Wilson explained that the Committee met with PAB's CCSI consultant to discuss the details of the staff training program that is in development. Noted that CCSI has a very comprehensive list of topics and that she is excited about some of the things they will be doing. Session was not recorded but Minutes can be shared with Board Members. Pacheco-Walker added that the CCSI liaison sent out a document this morning outlining the current state of the program, that document was shared with Board Members for review as well. Wilson continued noting that the discussion was good, that there is approximately 63 hours of training proposed and that CCSI will be building restorative justice practices and trauma-informed care into the program as previously discussed. Explained that those will be very big components of the work and that she is interested to see how those topics will be folded into Board Member training. Wilson asked Nickoloff if her summary of events sounded accurate. Nickoloff confirmed.</p> <p><u>Old Business:</u></p> <p><u>Disciplinary Matrix Discussion:</u> Reynolds explained that next week, PAB Associate General Counsel Chenoa Maye will be</p>	<p>N/A</p> <p>N/A</p> <p>N/A</p>	<p>6:41PM</p> <p>6:42PM</p> <p>6:44PM</p>
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	<p>taking the lead on this work, and that Staff Attorneys have been comparing approximately 50 different disciplinary matrices to understand what other communities are doing. Attorneys have reviewed the options out there for discipline and also reviewed different kinds of justice; punitive, restorative and transformative. The intention is to ensure that they have a clear understanding of what these models are and how they might translate in the context of our work. Focus is on how to get PAB staff the basic knowledge needed to move forward and to look at how to categorize different kinds of misconduct in a way that makes sense for our community. Staff Attorneys have written a number of Memorandums that will be shared with Board Members after a final review. Noted that he believes that PAB is in a place where the ground level knowledge obtained will help us to establish an initial framework for PAB partnerships with the community and RPD. Next steps will be to begin conversations with these entities to determine what they are looking for out of our working relationships. Over the next week or so Board Members can expect many emails regarding materials and proposals for next steps on this matter. Wilson opened the floor to questions from other Board Members.</p> <p><u>RPD Access to Records</u>: Chair Wilson asked Reynolds if there was an update. Reynolds noted that there have been quarterly meetings between the Community Justice Coalition and the City regarding Body Worn Camera (BWC) program implementation. Mayor Warren created the program and setup a community advisory group to oversee. Mayor Evans asked PAB to begin taking part in these meetings. Reynolds discussed this with the Chief and suggested waiting until PAB has finalized its rules around information access. The Chief seemed open to the idea. Noted that the previous group that RPD was meeting with quarterly only had the same level of access that any other community agency would have. Reynolds added that he can push forward on this matter if Board Members desire.</p> <p>Member Setel asked what the status of PAB's role in the selection of the new Police Chief. Reynolds answered that he is meeting with the head of City's HR tomorrow and understands that she has been involved in coordinating some of the focus groups and that he will follow up with her. Setel noted that she will find it objectionable if PAB is treated as an average focus group. Reynolds recalled previous discussion</p>		
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	<p>where a range of ways for PAB to be involved were laid out and stated that he will be sure to bring that up in tomorrow's meeting.</p> <p><u>New Business:</u></p> <p><u>Committee Chairs:</u> Chair Wilson noted that several different Committee meetings are coming up and that Committee Chairs are needed. Noted that it is not something that needs to be decided tonight but would like to see some volunteers. Education Committee already has a chair, but the others do not. Noted that the point person for Committee concerns is Vice Chair tucker.</p> <p><u>Office Space:</u> Reynolds noted that as PAB moves into its new office space, that there will be a significant amount of space available for meetings and events. There will be a modular room which can serve multiple functions and Reynolds hopes to have live-streaming capacity in that room as well. Noted that as we move through COVID, the Board will have to discuss how to hold hybrid meetings (available virtually & in-person). Will be a topic for the Training Committee as well. Reynolds suggested that Board Members begin thinking about what the ideal setup will be. Further explained that it is not clear when the state may require in-person meetings again and formulate a plan for when they do re-instate the in-person requirement.</p> <p>Wilson asked when the mask mandate will be lifting. Reynolds answered that the mask mandate has been lifted in certain City spaces but that in PAB's office staff will continue to wear masks as they cannot socially distance. Wilson noted that the Board will revisit that matter closer to the move-in date.</p>	N/A	6:46PM
End of meeting	Chair Wilson moved to adjourn the meeting. Seconded by Vice Chair Tucker. Motion passes unanimously. Meeting adjourned.	8-0	6:54PM