

MINUTES

**Board Meeting
Police Accountability Board
November 18, 2021 at 6:30 PM
Conducted Over Zoom**

Attendees

Board Members: Wilson, Tucker, Harrison, McIntosh, Brown, Harvey, Setel

Absent: Nickoloff, Perez

Staff: Reynolds, Banks, Pacheco-Walker

Item	Details	Vote	Time
Start of Meeting	<u>Welcome & Introductions:</u> Chair Wilson begins meeting. Pacheco-Walker proceeds with roll call.	N/A	6:34 PM
Approval of Prior Minutes	<u>Minutes:</u> Member Harrison makes motion to approve minutes of last meeting. With no corrections or objections, minutes of November 4, 2021 unanimously approved.	6-0	6:35PM
Meeting Discussion	<u>Staff Report:</u> Reynolds welcomed Marina Pacheco-Walker to PAB as Clerk. Explained that she will be providing support to the Staff as well as to Board members. City Council approval of 3 contracts: 1). Coordinated Care Services Incorporated (CCSI) – A major non-profit organization in Monroe County that will provide a variety of training for PAB Members & staff. 2). Empire Justice Center (EJC) – EJC will assist the Board in the creation of a comprehensive language access plan to ensure that all of the PAB’s work is accessible to all members of the community. 3). Reynolds explained a proposed contract which will involve re-designing the PAB website in order to make it more accessible and to facilitate integration with the case management software. 4). Causeway – previously known as the AD Council. Raising awareness around complaint process. Mayor announces creation of Civilian Public Safety Interview Panel – goal is to interview potential RPD officers. The panel will ask questions regarding attitudes, life experiences, familiarity with the Rochester community, and implicit biases to determine if officers are fit to serve. Panel to consist of 9-12 members that will be selected by a 3 Member committee consisting of Rev. Lewis Stewart from United Christian Ministries, a representative from the City and a representative from the RPD. Applications for panelist will be accepted starting January 2022. Mayor Warren signed a Memorandum	N/A	6:35PM

of Understanding today to establish the panel. Reynolds explained that the panel is an attempt to implement a proposal adopted in the City's policing reform plan earlier this year.

PAB Hiring – Reynolds explained that a great deal of staff time is being spent interviewing candidates. Hoping to begin making offers by end of week. Initial offers will be made to investigating staff.

Harrison asked about the competitive bidding process for these proposals. Reynolds explained the solicitation process.

Setel asked if there is any precedent for the Civilian Review Panel to be selected by non-City officials. Also asked if there are any contractor funds involved in the solicitation process. Reynolds answered that he does not have details about the Civilian Review Panel and is unsure if contractor funds are involved.

Harvey noted that duties of the Civilian Review Panel and asked what powers will they have after the interview process? Reynolds explained that their power is to make recommendations to the Chief as to whether or not a potential Officer should be hired. Is unsure if those decisions will be made public.

Harvey asked for the status of the PAB's court case. Reynolds responded he did not have an update at this time and explained the powers that the Board may exercise until the case has been resolved.

Brown noted differences in the roles of the PAB and the Civilian Review Panel.

Reynolds updated the Board on one more tentative contract with Causewave (previously The Ad Council) who will assist with the Board's Public Awareness Campaign.

Chair Report: Saturday, November 13, 2021 Chair Wilson and E.D. Reynolds presented Local Progress meeting. Movement of local elected officials hosting policy and strategy meeting regarding public safety. Answered questions regarding how to create civilian review boards.

Today, Thursday, Chair Wilson and E.D. Reynolds met with Interim Chief David Smith to welcome him to his role. Updated him on beginnings of disciplinary matrix framework. Smith updated Members on new things in RPD. Officer wellness program being initiated. Jobs have been posted for officer and admin to facilitate getting people into care for their mental health. More training to come. Smith intending to review process for efficiency as well.

N/A

6:55PM

<p><u>Committee Report:</u> None</p>		6:59PM
<p><u>Old Business:</u> Mission Statement revision. Current Mission Statement proposed: <i>The Police Accountability Board's mission is to center community voices in reimagining public safety. The PAB will create accountability, transparency and systemic change within the Rochester Police Department.</i> Board members offered suggestions for revision and discussed changes.</p>		7:00PM
<p>Motion to table the matter until the next regular Board meeting by Harvey</p>	5-0	7:07PM
<p>Communications Plan: Chief of Public Affairs Natalie Banks presented an overview of the PAB Communications Plan. Presented key messages to be communicated to the public. Reviewed a variety of strategies that will be employed with help from Causewave to promote awareness of the PAB and awareness regarding the complaint process. Implementation of the plan begins next week. Team is comprised of Natalie Banks, and Causewave consultants Andy Bailey, Aaron Lattanzio, Hanna Mamnoon and, Piffanie Rosario. Banks opened the floor to questions from the Board. Team will also include members of the PAB public affairs team whom have yet to be hired.</p>		7:10PM
<p>Motion by Chair Wilson to approve the Communications Plan as presented. Second by Tucker. Harrison abstains.</p>	5-0-1A	7:22PM
<p><u>New Business:</u> Disciplinary Matrix & PAB Community Input Model. Reynolds presented an overview of the matrix. Board must create non-binding disciplinary guidelines, input from community and Locust Club must be received. Proposal to have Matrix Committee to ensure matrix is developed appropriately. 3 members spending 4 hours per week. Reviewed Committee tasks. Banks presented the Disciplinary Matrix Community Input Framework. Reynolds explained the next steps. Setel stated that childcare should be included. Setel also commented that the Board must determine the philosophy of the matrix: disciplinary v. restorative. Chair Wilson stated that 4 hours per week would not be enough time for this work. Harrison in agreement with Setel regarding establishing a restorative system. Harvey also reflected concerns regarding time commitment. Asked if commitment was for Board members or for Staff. Setel stated that work could be more evenly divided amongst Board members if a "Committee of the Whole" was formed. Chair Wilson supported Setel's comments. Harrison suggested including some PAB Alliance members who have expertise in this area. Several members suggested to table the matrix.</p>		7:26PM

	<p>Motion by Chair Wilson to approve disciplinary matrix as proposed. – Withdrawn by Chair Wilson.</p>	N/A	7:48PM
	<p>Motion by Member Setel to table the matrix plan Second by Member Harrison. – Withdrawn by Setel.</p>	N/A	7:49PM
	<p>Reynolds explains that a committee would be the best avenue through which to begin laying the foundations for the disciplinary matrix. Setel explained again that the Board must decide and agree upon the “direction” of the matrix before anything else. Harrison noted that more of a “head start” is needed for this kind of project so that the Board is not up against tight time constraints. Harrison agreed with Setel’s comments. Reynolds explained the need for a committee to begin working on the matrix.</p>		
	<p>Motion by Setel to accept proposal as presented with the amendment that the Board acts as a ‘Committee of the Whole’ to work with Staff in smaller groups as applicable and with hourly commitment to be determined. Second by Tucker. Harrison abstains.</p>	6-0-1A	8:01PM
	<p>Chair Wilson asked if Executive Session is needed. Reynolds explained that hiring process must be discussed and is an exception to the Open Meetings Law. May be discussed in Executive Session. Also updated the Board regarding Committees.</p>		8:02PM
	<p>Brown made an announcement to the Board regarding finding “Officer Friendly” at a Net Office on Genesee Street.</p>		
End of meeting	<p>Motion by Chair Wilson to enter executive Session. All in favor. Harrison abstains.</p>	6-0-1a	8:03PM