

**Jobs Committee Special Meeting  
Police Accountability Board  
January 20, 2022 at 6:30 PM  
Conducted Over Zoom**

**Attendees**

Board Members: Wilson, Perez, McIntosh, Setel, Nickoloff, Brown, Harvey (Arrived @ 6:38PM)  
Staff: Reynolds, Pacheco-Walker  
Guests: City Council Member Kimberly Smith

Item	Details	Vote	Time
Start of Meeting	<u>Welcome &amp; Introductions:</u> Chair Wilson introduced herself, all members present introduced themselves as well. Chair Wilson called the meeting to order.	N/A	6:33PM
Approval of Prior Minutes	Minutes: Member McIntosh made a motion to approve the minutes of January 6, 2022. Member Perez offered a spelling correction. Motion with correction seconded by Member Harvey. Motion passes unanimously.	7-0	6:41PM
Meeting Discussion	<p>Chair Wilson welcomed and introduced City Councilmember Kimberly Smith, who has been newly appointed as the PAB liaison to Council.</p> <p>Councilmember Smith thanked Chair Wilson for the introduction and added that she finds the most relevant and important thing at this moment to be that she has seen many of the Board Members in action in the community. She is a fan of the work and leadership and is honored to share this space. She recalled when the PAB was founded and being in the space when the voting results were announced and experiencing all of that excitement. Finds it to be an honor and a privilege to put in the work with PAB.</p> <p><u>Staff Report:</u> Executive Director Reynolds explained that the PAB staff is still working from home. Noted that management is happy to continue to do so to keep staff safe and healthy. Will be re-visiting the 'Work from Home' policy soon. Further noted that there are no more workspaces in the current PAB office. Obtaining office space is a top priority.</p> <p>Reynolds and Wilson met with new City Council leadership (President Miguel Melendez and Vice President Mary Lupien) on the first Friday of January. President Melendez made it very clear that making sure that PAB had the resources and support</p>		<p>6:35PM</p> <p>6:41PM</p>

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	<p>it needs is a top priority for him and his team. He is seeking to form personal relationships with PAB leadership and desires to have a productive relationship going forward.</p> <p>Reynolds meeting with Mayor Evans on Monday to discuss how the administration can work with PAB, help identify barriers and overcome them. Reynolds circulated a preliminary agenda today with items including; making sure other City departments know of PAB's importance, implementation of rules regarding information access, hiring needs, office space, etc. Regular leadership meetings will be scheduled moving forward.</p> <p>With regard to staff, new staff members are being on boarded and trained. PAB is working closely with Empire Justice Center (EJC), CCSI and local community members to develop a comprehensive training program. Working with PHU Concepts on the creation of the website and making it as accessible as possible. Working with Causewave to create a comprehensive community engagement plan. Reynolds thanked Chief of Operations Rosabel Antonetti and Chief of Public Affairs Natalie Banks for getting the contracts into place and keeping things moving forward.</p> <p>A meeting with the Jobs Committee has been scheduled to continue moving candidates forward in the hiring process. Noted that there seems to be a new approach to the way that PAB salary offers are made and negotiated. Staff does a lot of research to ensure that the offers being made are advancing concepts of pay equity while staying within the budget. Reynolds thanked the City's Human Resources department for working with PAB to achieve some of those goals. Reynolds is excited to introduce the new Staff members to come onboard and is hoping to do so at the next regular meeting.</p> <p>Regarding the Disciplinary Matrix, staff has completed their initial analysis of RPD's publicly available disciplinary records. They have completed a preliminary memo outlining some additional statistical analysis. PAB will be bringing on a data analyst and policy people to further this work. Reynolds hopes that the next time the Board meets there will be significant information to move forward with.</p> <p>Mayor Evans has announced that the City will be gathering public input on the search and selection of a new Chief of</p>		
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	<p>Police. Search will take place over the next 3-4 months. Reynolds explained intention to speak with the Mayor on how PAB can be involved in the process.</p> <p>Board Members reflected appreciation for the work of Reynolds and the staff and relief to see that the new administration is eager to help move things forward.</p> <p>Reynolds reflected that the relationships built over the last few years are paying off. Also noted that Staff has been working on the Rules for Investigation. It has taken an immense amount of time and work to compile the first draft. Board and staff will be giving their input on it and working in partnership with the City's law department to make sure they are implemented appropriately.</p> <p><u>Chair Report:</u> Chair Wilson explained that she had no new updates other than the appointment of Kim Smith as PAB liaison. Explained that she has sent around the agenda for the educational meetings and is looking forward to further discussing those topics. Wilson stated that she did not have any new updates on behalf of the Jobs Committee as they have not met since the last open board meeting.</p> <p><u>Committee Report:</u> None.</p> <p><u>Old Business:</u> Board members to continue preliminary disciplinary matrix discussion. So far one Board educational meeting has been held. Meeting was not mandatory, no decision making took place and closed to the public. Chair Wilson commented that she was glad to have the opportunity to ask questions with SMK consultants. Stated that she is looking forward to the data that the staff finds, RPD data is currently a missing piece.</p> <p>Reynolds added that one of the big things that staff found was holes in the data. The publicly available data is only for officers currently on the force with substantiated investigations. Staff members reviewed court records as well and found some records that suggest that RPD took official action, but did not find documentation of that action in the publicly available records. Reynolds explained because of this, PAB will need full access to RPD databases, and that is something that the rules will help to establish. Reynolds explained that PAB's data analyst has been doing work to summarize key points and</p>		<p>6:54PM</p> <p>6:54PM</p> <p>6:55PM</p>
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	<p>differences and that he hopes to have that information out to Board members soon.</p> <p>Chair Wilson stated that educational meetings will be recorded for Board members who are not able to attend. If Board members have questions they may reach out to SMK.</p> <p>Chair Wilson asked to schedule educational meetings for February 1<sup>st</sup> and February 14<sup>th</sup>.</p> <p>Perez thanked Wilson and staff for recording the sessions.</p> <p>Chair Wilson stated if more questions come out of those recordings, more meetings can be held. She hopes that SMK can educate the Board on some of the more technical aspects surrounding the development of the matrix.</p> <p><u>New Business:</u> Executive Director Reynolds stated that the board has many committees currently and requested to recommend that the finance and training committees meet soon as it is getting close to the close of budget season. Noted that there are many good updates including some from New York State regarding the funds that PAB received last year. Further explained that now that there are people working on developing the training it is going to be important to have the board's input on that development. Currently proposing approximately 6-8 weeks of comprehensive training for staff. Staff reaching out to schedule those meetings.</p> <p>Councilmember Smith asked what the PAB committees are. Chair Wilson responded that the committees include; training, finance, rules, jobs, education, and the ad-hoc executive director committee.</p>		7:00PM
End of meeting	Member Harvey moves to adjourn meeting and enter into executive session to discuss employment matters. All members in favor. Meeting adjourned.	7-0	7:02PM