

Police Accountability Board - Regular Board Meeting**Date:** June 5, 2025**Time:** 6:00 PM**Location:** 245 E. Main Street, Rochester, NY**Livestreamed on:** YouTube
(youtube.com/rochesterpab)**Police Accountability Board Meeting Minutes****Date:** June 5, 2025**Start Time:** 6:03 PM**End Time:** 8:12 PM**Attendees**

- **Board Members:** Lawrence Knox (Chair), Rabbi Drorah Setel (Vice Chair), Rev. Keith Patterson, Arlene Brown, Lwam Tecleab, Yvonne Wilson, William Clark
- **Absent/Excused:** None
- **Staff:** Dr. Lesli C. Myers-Small (Executive Director), Brittaney Wells (Director of Public Affairs and Community Engagement) Victoria Harmon (Secretary to the PAB), Brianna Milon (Communications Manager), Hannah Ferguson (Intern)
- **ASL Interpreters:** Madisen Baldwin, Jim Brown

Meeting Agenda and Minutes**Welcome & Introductions (6:03 PM)**

- Chair Knox called the meeting to order and requested introductions. Board members and the Executive Director introduced themselves.

1. Approval of Prior Minutes (6:04 PM)

- **May 1 Minutes:** Motion was made by W. Clark to approve the minutes, seconded by L. Knox. Motion carried unanimously.

2. Staff Reports (6:05 PM)**Public Affairs and Community Engagement (PACE):****FY 2025-2026 City Council Budget Hearing:**

- Held on May 30, with productive dialogue. The transparency of the PAB's reporting helped address councilmember questions efficiently.

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- Board Members Larry Knox and Rabbi Drorah Setel were acknowledged for attending in person.
- **Follow-up Deliverables for Submission to Council:**
 - Monthly website utilization reports
 - A comparison chart illustrating the evolution of civilian oversight
 - Board approved policy and oversight agenda
 - Schedule council work session to review the finalized strategic plan

Charter-Mandated All-Staff Training Session

- The PACE Division hosted a charter-mandated all-staff training, which included:
 - A presentation on Gender Identity and Expression by the Communications Manager.
 - A session on Community Outreach Strategies led by the Community Engagement Specialists.
 - The Executive Director acknowledged Board Members Larry Knox, Lwam Tecleab, and Yvonne Wilson for their attendance and support.

Media Engagement

Spectrum News Interview aired June 3, featuring Dr. Myers-Small on statewide police oversight. Link to article: [Reimagining Police Accountability – Spectrum News](#)

District Meeting Updates

In accordance with the Charter, District Board Members are required to provide annual updates within their respective districts. The East District has successfully fulfilled this requirement.

Upcoming Meetings:

- South District
Board Member Yvonne Wilson with Council Vice President LaShay Harris
June 18 at 5:30 PM | Phyllis Wheatley Library
- Northeast District
Board Chair Larry Knox with Councilman Mike Patterson
June 26 at 6:00 PM | F.I.G.H.T. Village Community Room

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- Northwest District
Date pending confirmation with Councilwoman Bridget Monroe and Board Member Drorah Setel

Case Management and Investigations:**Workflow Transition**

Following the Locust Club II court's ruling, the division formerly known as the Investigations Division has transitioned to a documentation-forward model emphasizing evidence preservation and accountability. Key developments included:

- Implementation of a new Source of Information Request process
- Standardization of tools, including status update letters and evidence protocols

Workload Snapshot (as of May 31, 2025)

- Open Reports Carried Over: 314
- New Complaints Received (May 1 to May 31, 2025): 4
- Complaints Acknowledged and Routed: 4
- Investigative Plans Initiated (Pre-Ruling Cases): 13

Policy and Oversight

- The 2025 Policy and Oversight Agenda has been published and has been in circulation for several months. Key focus areas include:
 - Vehicular Pursuits
 - Sexual Assault Investigations
 - Alternative Mental Health Crisis Responses
 - Use of Artificial Intelligence in Law Enforcement
- These priorities were selected based on current needs, community input, and the evolving landscape of public safety.

Operation and Staffing

- The leadership team continues to meet regularly, focusing on morale, collaboration, and post-ruling strategic planning.

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- The Deputy Executive Director/General Counsel position posting has closed. The team is currently awaiting applicant materials from the Department of Human Resources.
- A meeting with the Department of Human Resource Management is scheduled for June 11, 2025, to review the proposed job description and division structure for the Accountability and Transparency Department, reflecting the shift from the former Investigations Division.
- Ongoing improvements are being made to ensure the website is more accessible and user-friendly. Current efforts include:
 - ADA compliance
 - Spanish language expansion
 - Exploration of additional language support based on commonly spoken languages in Rochester.
- Monthly website analytics show increased engagement, especially on the former Investigations and Governance pages
 - Board members were provided with the April and May 2025 website utilization reports and an executive summary.
 - The growing engagement reflects community interest and reinforces the Board's commitment to meaningful public access and collaboration.

Collaboration and External Relations

- **Citizen Police Academy:** The Executive Director presented at the Citizens Police Academy on Wednesday, May 28, 2025.
- **Public Education:** Planning is underway for public education efforts to explain the Board's role and functions in the current post-ruling environment.
- **NACOLE Regional Conference:** On May 13, 2025, the Police Accountability Board presented at the NACOLE Regional Conference in New York City:
 - The Executive Director and Director of Policy and Oversight, presented on two separate panels.
 - Ho Chun Choi, Staff Attorney also attended.
 - Participation reinforced Rochester's visibility in national oversight discussions.

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- **NYS Oversight Consortium Proposal:** At the NACOLE conference, the Executive Director proposed the creation a New York State Consortium for Civilian Oversight, which was well-received.
 - The consortium aims to share best practices, advocate for legislative reform, and support agencies during high-profile oversight cases.
 - Credit was given to Chair Larry Knox for initiating this work over a year ago.

Disposition Snapshot (as of May 31, 2025):

Case Status	Count
New Complaints Received	4
Complaints Closed	N/A
Inactive/On Hold	0
Referred to Oversight	4

3. Charter Fulfillment PowerPoint & Audit Draft

The Executive Director presented a 41-page draft document demonstrating the PAB's compliance with Section 18 of the Charter. This included seven major task areas such as:

- Complaint intake and investigation
- Discipline matrix review
- Policy reform
- Community engagement (including youth subcommittee)
- Reports (monthly, quarterly, annual)
- Training and audit methods

4. Key Performance Indicators (KPIs) and Reporting

The organization tracks Key Performance Indicators (KPIs) to monitor progress and sends updates to City Council. Core KPIs include:

- Number of complaints received
- Number of complaints closed
- Number of completed investigations with findings and decisions

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- Average length of investigations
- Due to the Locust Club II court ruling, the following KPIs are currently impacted:
 - Complaints cannot be closed or completed with findings
 - The average investigation length will be skewed due to the halt in investigative authority

5. Chair Report (6:43 PM)

- Chair Knox reinforced the importance of continued public engagement and complaint intake. The community is strongly encouraged to continue submitting complaints via phone, email, or the website. While individual investigations are currently restricted due to ongoing legal proceedings, the PAB continues to monitor for patterns and systemic concerns. Chair Knox noted that if the PAB wins the current legal appeal, full investigative powers will be restored, allowing complaints to be investigated as they were prior to the ruling.
- Encouraged community members to apply for open Alliance and District Board seats.
- Acknowledged PAB's unique standing and power compared to other cities in New York and nationwide and emphasized the need to defend its structure and mission amid legal challenges.

Introduction of PAB Intern

- Director Brittany Wells introduced Hannah Ferguson, a senior Criminal Justice student from St. John Fisher College and current PAB intern through the City of Rochester Fellowship Program.
- Hannah expressed gratitude for the opportunity and shared her enthusiasm for the experience.

6. Committee Reports (6:49 PM) None**7. Old Business (6:49 PM) - None****8. New Business (6:50 PM) – None**

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(youtube.com/rochesterpab)**9. Executive Session (6:50 PM)**

- Motion moved by L. Knox to enter executive session, seconded by Y. Wilson. Motion carried unanimously.
- No votes taken during the executive session.

10. Adjournment (8:12 PM)**Next Meeting:** July 10, 2025, at 6:00 PM