

Police Accountability Board - Regular Board Meeting**Date:** March 6, 2025**Time:** 6:45 PM**Location:** 245 E. Main Street, Rochester, NY**Livestreamed on:** YouTube
(youtube.com/rochesterpab) & X (Twitter)**Police Accountability Board Meeting Minutes****Date:** March 6, 2025**Start Time:** 6:55 PM**End Time:** 8:50 PM**Attendees**

- **Board Members:**, Lawrence Knox (Chair), Rev. Keith Patterson, Arlene Brown, Lwam Tecleab, William Clark
- **Absent/Excused:** Rabbi Drorah Setel (Vice Chair), Yvonne Wilson,
- **Staff:** Dr. Lesli C. Myers-Small (Executive Director), Benjamin Wittwer (Deputy Executive Director), Sandra Simon (Interim Director of Public Affairs and Community Engagement), Kannan Tyagarajan (Director of Investigations), Kevin Rambold (Staff Attorney), Brianna Milon (Communications Manager) Ian Benz (Investigator), Victoria Harmon (Secretary to the PAB)
- **ASL Interpreters:** Madisen Baldwin, Jim Brown

Note: The meeting started late due to the Board participating in SWOT training for the Strategic Plan.

Meeting Agenda and Minutes**1. Welcome & Introductions (6:55 PM)**

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

2. Approval of Prior Minutes (6:56 PM)

- **February 6 Minutes:** Motion made by W. Clark to approve the minutes with correction, seconded by A. Brown. Motion carried unanimously.

3. Staff Reports (6:57 PM)**Public Affairs and Community Engagement:**

- The Executive Director conducted one-on-one meetings with 8 out of 9 city council members and received positive feedback on agency direction and staff development.

Police Accountability Board - Regular Board Meeting**Date:** March 6, 2025**Time:** 6:45 PM**Location:** 245 E. Main Street, Rochester, NY**Livestreamed on:** YouTube
(youtube.com/rochesterpab) & X (Twitter)

- Engaged with faith leaders and advocacy groups to strengthen partnerships and expand outreach efforts.
- The Executive Director presented to the United Christian Leadership Ministries (UCLM) and will now provide biannual updates as requested.
- The Police Accountability Board (PAB) will present at the next Civilian Police Academy in Spring 2025, focusing on civilian oversight and law enforcement policy.
- The PAB survey closed on February 18, 2025, with 212 responses. The analysis will be completed and presented at the April board meeting.
- Social media engagement is being evaluated, with discussions about potentially discontinuing Twitter (X) in favor of TikTok and LinkedIn for stronger community engagement.
- Website updates are in progress, incorporating best practices from Chicago Civilian Oversight and New Orleans.

Case Management & Investigations:

- Six cases have been filed since the last board meeting.
- Three cases have been forwarded to the Rochester Police Department (RPD), and the final publication of the reports is expected to occur by the end of the month.
- The implementation of the Reduct software for body-worn camera footage analysis is still in progress.
- PAB secured agreements with RPD regarding 911 call logs for ongoing investigations, workload analysis data for specific cases, and releasing footage for anonymous complaints.

Legal Update:

- The judge declined to dismiss the Locust Club lawsuit and moved it to the summary judgment phase. The next court date is April 10.
- In the case of NYCLU v. City of Rochester, the court ruled that unsubstantiated police misconduct records are public information.

Policy and Oversight:

- The PAB is working with RPD leadership on the equity and policing policy (General Order 502) to ensure that there's transparency in mutual aid agreements and restrict involvement in federal immigration enforcement.

Police Accountability Board - Regular Board Meeting**Date:** March 6, 2025**Time:** 6:45 PM**Location:** 245 E. Main Street, Rochester, NY**Livestreamed on:** YouTube
(youtube.com/rochesterpab) & X (Twitter)

- The Policy team is also analyzing Monroe County mental health data to assess mental health-related law enforcement interactions.

Operations and Training

- **Training:**
 - Participated in a NACOLE webinar on Digital Video Evidence on February 21st, 2025.
 - Open Meetings Law and Charter training was conducted for the board.
 - An all-staff Language Access Training was conducted by Dr. Heather Feinman, the Language Access Coordinator.
 - The Board completed a SWOT analysis with Breakthrough Leadership Consulting.
- **Budget and Strategic Planning:**
 - The Executive Director met with Council President Melendez to discuss the budget priorities, staffing, and technology improvements.
 - Breakthrough Leadership Consulting continues to provide strategic planning support, incorporating stakeholder input.
 - Discussions continue regarding the relocation of the PAB to 57 St. Paul Street.
- **Personnel and Hiring Updates:**
 - Kannan Tyagarajan, the new Director of Investigations, and Kevin Rambold, the new Staff Attorney were introduced to the board.
 - The Webmaster role has been approved as full-time, effective March 24th.
 - Bilingual case manager interviews are in progress.
 - Policy Data Analyst recruitment is underway.
 - Interviews for the Digital Forensic Analyst will take place next week.
 - The posting for the Director of Public Affairs and Community Engagement has closed, with the hope of concluding the selection process by April.

Upcoming Priorities:

- Expansion of community engagement, including outreach to faith leaders, advocacy groups, and youth organizations.

Police Accountability Board - Regular Board Meeting**Date:** March 6, 2025**Time:** 6:45 PM**Location:** 245 E. Main Street, Rochester, NY**Livestreamed on:** YouTube
(youtube.com/rochesterpab) & X (Twitter)

- Potential visit to Chicago's Civilian Office of Police Accountability in the fall of 2025.
- Continued policy advocacy equity and policing and civilian oversight.

Community Engagement Strategic Planning Update (Presented by Sandra Simon, Interim Public Affairs and Community Engagement Director):

- **District Engagement:** The strategic plan involves targeting specific districts (Northwest, Northeast, Southwest, and Southeast) along with the downtown business area, aiming to expand outreach in these regions.
- **Collaborative Effort:** Emphasized the importance of involving board members and the city council in community outreach, as well as staff members to effectively communicate the PAB's mission when engaging with various districts. This collaborative approach will be crucial for expanding outreach and supporting the workload.
- The Executive Director has started making presentations to various agencies, is scheduled to present to the Rochester Black Business Association, to gain their support.
- **Language Accessibility:** Ensuring language accessibility for all community members is a priority, including interpretation services for languages such as Spanish and ASL, as well as additional languages for refugees.
- **Rebranding and Naming:** The plan addresses the confusion surrounding the PAB's name. The suggestion is to retain "PAB" while potentially adding terms like "Oversight Agency" or "Office of Accountability" to clarify its independence from the police department.
- This initiative is scheduled to begin in May 2025.

4. Chair's Report (7:23 PM)

- The Chair thanked the board for their support in keeping operations smooth despite his absence at the last board meeting, emphasized the importance of civilian oversight of law enforcement, and reminded the board of the vital role they play in upholding the community's expectations and the charter's requirements.

Police Accountability Board - Regular Board Meeting**Date:** March 6, 2025**Time:** 6:45 PM**Location:** 245 E. Main Street, Rochester, NY**Livestreamed on:** YouTube
(youtube.com/rochesterpab) & X (Twitter)**5. Committee Reports (7:26 PM)****Training Committee**

- The board completed a training on the Open Meetings Law and Charter. It is mandatory for board members to complete this trainings at least once.
- The board has upcoming training sessions from NACOLE and other board-related trainings.

6. Old Business (7:27 PM) - None**7. New Business (7:27 PM) - None****8. Executive Session (7:27 PM)**

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

9. Adjournment (8:50 PM)**Next Meeting:** April 3, 2025, at 6:00 PM