

**Regular Board Meeting
Police Accountability Board
March 2, 2023 at 6:30 PM**

245 E. Main Street, Rochester, NY

Livestreamed on Facebook (facebook.com/rocpab) & YouTube
(youtube.com/rochesterpab) & Twitter

Attendees

Board Members: Lawrence Knox (Chair), Arlene Brown (Vice Chair), Rabbi Drorah Setel, Dr. Robert Harrison, Rev. Dr. Rickey Harvey

Absent/Excused: Daniel Cadet

Staff: Sherry Walker-Cowart, Rosabel Antonetti

| Item | Details | Vote | Time |
|---------------------------|--|-----------|------|
| Start of Meeting | <u>Welcome & Introductions:</u> Chairperson Knox called the meeting to order and requested self-introductions. | | 6:37 |
| Approval of Prior Minutes | <u>Minutes:</u> February 2, 2023. Correction – Chair Knox called the meeting to order. Motion to approve the minutes made by A. Brown, with a second by Dr. Harrison. | Unanimous | 6:40 |
| | <p><u>Staff Report:</u></p> <p>Operational Division Updates</p> <ul style="list-style-type: none"> • Staff conducted a series of presentations/trainings around Effective Practices in Civilian Oversight based on NACOLE information. • During the month of February, work was performed to complete and submit the 2023-2024 fiscal year budget. • Over the next couple weeks, staff will be completing training through the city’s department of Human Resource Management. <p>Public Affairs – Community Engagement Updates</p> <ul style="list-style-type: none"> • Finalized the spenddown from Causewave prior to June 30, 2023. Finalizing print ads and billboards with Causewave.. • Anticipating launch of new website in the May/June timeframe. <p>Investigations Updates</p> <ul style="list-style-type: none"> ○ Pending case closings before the board for a vote. All cases presented are Out of Jurisdiction. ○ Case #2022-050, 2202-151, 2202-0182 and 2202-0192 were removed from the list for vote. Further information and clarification will be provided on these cases for a possible vote to close at the next board meeting. | | 6:41 |

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| | <p>Question raised about the gaps in numbers of the cases. Response, the “missing” numbers will fall under different categories such as – Uninvestigable, assigned an being investigated.</p> <ul style="list-style-type: none"> • Motion made by L. Knox with a 2nd by D. Setel to close the cases. Motion carried. <p>Note: <i>List of cases approved is attached.</i></p> <p>Policy Updates</p> <ul style="list-style-type: none"> • Policy and Oversight agenda before the board for a vote to approve 12 tasks for the team to research and take the path of either/both oversight or proposal for change. <ol style="list-style-type: none"> 1. Right to know 2. Analysis of the CBA (all items) 3. Cost of misconduct (note: don't ignore the <i>human</i> cost of misconduct) 4. Juvenile pepper spraying 5. Rightsizing/response times 6. BWC, facial recognition, Third-party privacy agreements (Ring, etc.) 7. Beanbag guns (anything short of lethal means of force) 8. Protest policies/ mass gatherings 9. Blue light cameras (maybe even shot spotter) 10. Data Transparency Index 11. Early Identification Systems 12. De-escalation First Model (pursuing a new philosophy/approach to policing) <p>Discussion ensued with a question raised by Dr. Harrison as to how these topics were selected and to what level was the public intentionally/aggressively involved? Response – the list was derived from complaints from the community, feedback received when staff members provided presentations on various topics in the community, hot topics in the news. Suggestion to go to Council member Lightfoot's barbershop to solicit feedback. It was pointed out these topics have been presented to the board and worked on for several months.</p> <p>A recommendation made to construct a formal process to solicit feedback in the future. Staff stated the community will have an opportunity to weigh in on these topics and offer others for future</p> | <p>Unanimous</p> | <p>6:47</p> |
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| | <p>may delay our downloading access, once in place it will be easier for us.</p> <p>Rev. Harvey asked how the board can support staff. Response – key positions need to be filled in Investigations and in Policy and Oversight. Due to attrition, the executive director is overseeing two units in addition to the overall agency. This is an impossible load to sustain.</p> <p>Comment – This has been a two-year problem. We need to find new strategies to make things work. For example, invite prospective board members to board meetings so they can be up on agenda items when they become members.</p> <p>L. Knox noted that we have the finances to fill staff positions. The process involving levels of approval is the problem. It is not the finances. Knox had been meeting with Council member Smith and Melendez expressing our urgent needs.</p> <p>Rev. Harvey expressed frustration, not discouragement, in not being able to help move things and get the work done. There is a desire to be impactful as a board member and not just meet twice per month. L.Knox appreciated the continued commitment and energy expressed by board members.</p> <p>An inquiry was made about the status of the MOU. It is in the negotiation process.</p> <p><u>Committee Report:</u> There was a training conducted last week with two board members in attendance. Another training is scheduled for March 9th and March 23rd 6:00pm with CCSI. These are charter mandated trainings.</p> <p>There has been conversation with Council and allies regarding the large training mandate. We will seek input from the community regarding changing board meetings to once per month and trainings once per month. A Matrix was requested to determine who has received training in which areas. Staff to comply. The concern is that the board receive enough trainings to hear cases. Need to clarify the charter that suggests fifteen (15) trainings. Remembering too, that an alliance appointed board member must be on every panel.</p> | | 7:31 |
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| <p>End of Meeting</p> | <p>Questions raised as to the number of trainings required for comparable oversight boards. What is a reasonable number of trainings that can be sustainable?</p> <p>Another view was that the Charter reflects what the voters wanted. We may need to prioritize trainings needed to serve on panels. The trainings may have been conflated. Staff may need more trainings than Board members. The reference to the PAB includes both.</p> <p>The question of RPD ride-alongs was raised. RPD is still waiting for completed forms. They want to schedule ride-alongs all at the same time. Awaiting forms from Rev. Harvey and Dr. Harrison.</p> <p><u>New Business</u> None</p> <p><u>Old Business:</u> Question raised by A. Brown regarding staff morale. This was a topic mentioned at the PABA. Concern for turn-over and impacts on staff.</p> <p>Staff responded that there are still concerns about staff morale. Considering the traumatic experiences over the past year there are still residual feelings that include mistrust, need for healing and stability in leadership.</p> <p>Discussion ensued regarding a proposal imitated by Rev. Matthew. Request was made to Rev. Harvey to consider taking on this opportunity with staff to build cohesion and trust working through their concerns. It was agreed to continue this conversation off-line. Careful not to micro-manage staff as this is not a Board function.</p> <p>Motion made by Rev. Dr. R. Harvey to adjourn.</p> | | <p>7:55</p> |
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