

Community Policing Performance Audit Steering Committee

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Committee Members

Jodi Sherwood, *Community Police Review Board Chair*

Ann-Marie Bandfield, *Marion County Public Safety
Coordinating Council*

George Burke, *Deputy Chief of Police*

Ashley Hamilton, *ARCHES*

Levi Herrera, *Mano a Mano*

Kathleen Johnson, *Salem-Keizer School District*

Casey Kopcho, *Oregon Secretary of State Audits
Division*

Cyndi Leinassar, *Salem Health and Salem Police
Foundation*

Scotty Nowning, *Salem Police Employees Union*

Oni, *Salem Human Rights Commission*

City Staff

Debra Aguilar, *Lieutenant*

Gretchen Bennett, *Manager*

Courtney Knox Busch, *Manager*

Kirstin Madigan, *Sr. Human Resources Manager*

Natasha Zimmerman, *Deputy City Attorney*

Next Meeting: November 19, 2020

www.cityofsalem.net

Meeting Agenda

Thursday, November 5, 2020

4:30 p.m. – 6:00 p.m.

City Manager's Office

City of Salem Public Meeting Channel (YouTube)

1. Call to Order
2. Robert's Rules of Order 101 (Natasha Zimmerman)
3. Approval of Minutes
 - a. Thursday, October 22, 2020
4. Initial observations (Hillard Heintze)
5. Confirm goals and objectives (Steering Committee)
 - a. Identify participants for community-focused interviews and listening sessions
6. Next Steps
7. Adjourn

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CITY MANAGER'S OFFICE

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Community Policing Steering Committee

October 22, 2020

[City of Salem Public Meeting YouTube Channel](#)

Steering Committee Members

Jodi Sherwood, Chair
Ann-Marie Bandfield
George Burke
Ashley Hamilton
Levi Herrera
Kathleen Jonathan
Casey Kopcho
Cyndi Leinassar
Scotty Nowning
Oni

Hillard Heintze

Robert Davis
Robert Haas

Staff

Debra Aguilar
Gretchen Bennett
Courtney Knox Busch
Kirstin Madigan
Natasha Zimmerman

1. Call to Order

With a quorum present, Chair Jodi Sherwood called the meeting to order at 4:35 p.m. She welcomed Steering Committee members and provided an overview of the purpose of the meeting as an opportunity to get to know fellow Steering Committee members, more about the performance audit process and timeline, and share initial information.

Chair Sherwood asked staff for background on the community policing performance audit. The performance audit concept was initially discussed by Council in June, in the aftermath of the George Floyd killing. At their July 13, 2020 meeting, the City Council confirmed the performance audit scope of work. Staff issued an RFP and an evaluation committee selected the Hillard Heintze team due to their depth and experience in community policing and community engagement, and approach to the work.

Council continues conversations about community policing, including a September 21, 2020 Work Session and a follow up report for the Council's October 26, 2020 to answer specific questions raised regarding mobile crisis response unit, behavioral health, and recruitment.

2. Introductions

Chair Sherwood began with and asked each member to introduce themselves. The group noted Committee members' deep connections within our community, with a range of backgrounds and experience to bring to the work ahead. The Committee's work is supported by staff from the City Manager's Office, City Attorney's Office, Human Resources, and Police Department.

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Rob Davis provided a brief overview of Hillard Heintze, the firm's experience with performance auditing and community policing, and background of team members who will be contributing to the work ahead.

3. Approach to Performance Audit, Timeline

Chair Sherwood shared the primary questions driving the community policing performance audit, featured on the City's web page. Rob Davis described Hillard Heintze's approach to the project, relying on extensive research and validation with on the ground interviews and community perspectives. Hillard Heintze will be relying on the Steering Committee to ensure the recommendations are realistic and reflective of the community. Bob Haas shared the timeline for the work, which features opportunities for interviews and community engagement, an interim report to the City Council by December 14, 2020, and a joint Steering Committee and City Council Work Session in March 16, 2021.

The group asked questions and offered feedback, including:

- Are the community meeting dates set? We will have more detail on dates for focus groups at the next Steering Committee meeting.
- Appreciate emphasis on collaboration and alignment of systems, as well as broad engagement through interviews.
- From a Police Department perspective, the department is looking forward to the audit and the roadmap it will provide to move forward.

4. Next Steps

- Bob Haas asked Steering Committee members to share suggestions for interviews.
- Staff will share links to materials referenced during the meeting including the October 26 City Council report, the Hillard Heintze approach to project, graphic timeline, and link to the City's web page for the work.
- At the next Steering Committee meeting, staff will provide a brief tutorial on Robert's Rules of Order.

5. ADJOURN—With no other business before the Steering Committee, Chair Sherwood adjourned the meeting at 5:40 p.m. The next meeting is set for November 5, 2020.

This meeting can be viewed in its entirety on the City of Salem YouTube channel:

https://www.youtube.com/channel/UCQLj9RKZNHu4wfYcs_TC0TA
