



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 Jonathan, *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: January 14, 2021

www.cityofsalem.net

Meeting Agenda

Thursday, December 10, 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. Approval of Minutes
 - a. Thursday, November 19, 2020
3. Week December 7 "Site Visit" Observations (Hillard Heintze)
4. Key Audit Themes and Concepts (Steering Committee)
5. Next Steps
6. Adjourn

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CITY MANAGER'S OFFICE

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**Community Policing Steering Committee
November 19, 2020**

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

Steering Committee Members

Jodi Sherwood, Chair

Ann-Marie Bandfield

George Burke

Ashley Hamilton

Levi Herrera (absent)

Kathleen Jonathan (absent)

Casey Kopcho

Cyndi Leinassar

Scotty Nowning

Oni

Hillard Heintze

Rikki Goede

Robert Haas

Brian Kauffman

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.

2. Approval of Minutes

Committee member Leinassar made a motion to approve the minutes from November 5, 2020, as submitted.

Motion: Approve the minutes from the last meeting.

Motion: Committee Member Leinassar

Seconded: Committee Member Nowning

Action: Approved the minutes from November 5, 2020, as submitted.

3. Site Visit Observations

Bob Haas thanked the Steering Committee for their help and contributions to the Hillard Heintze team's more than 35 listening sessions over the course of the week. The team reflected on the candor of the conversations, which provided a good base of perspectives on policing in Salem from a cross section of the community. In addition, there have been more than 72 responses so far through the Share Your Story link available on the web page through the end of this year.

From document review and research, the team has a good overview of the structure and the organization but, due to the unexpected remote and virtual nature of the week-long site visit, still would like to look more closely at the internal workings of the Police department.

EQUAL OPPORTUNITY / AFFIRMATIVE ACTION EMPLOYER

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The goal is to finish this first round of listening sessions in November. The group's discussion turned to other groups to connect with, including Oregon State Hospital, Sheriff's Office, Willamette University, Chemeketa Community College, Corban University, Marion County Public Safety Coordinating Council, Health and Human Services, veteran community, the homeless coalition, and mobile crisis response teams.

The team was asked how they are handling the perception that the audit being conducted by former law enforcement and whether the assessment and audit will be considered objective. Bob Haas shared that, in some listening sessions, they've met with initial skepticism and ended with open and honest conversations. The team has yet to form impressions and remains open to continuing to learn about the community and people's perspectives on policing. Member Burke added the Department has encouraged staff to be candid and open in their response to the audit so that the Department can improve.

Committee members shared their perspectives on listening sessions to-date:

- It was really good conversation around a systems approach to bettering our community.
- To get buy-in from department, need credibility on team. To get buy-in from the community, need a mix of perspectives to be successful.
- These sessions could be pathways to build better relationships and meaningful partnerships to ensure the changes called for in the audit are shepherded by the community and the organization.
- Grateful for the passion and advocacy in the conversation. There was an eagerness and craving for: relationship with the Department; more accountability (where are the resources going, resolution of concerns); and transparency (seeking data on crime in neighborhood).

Staff will prepare a brief progress report for the December 14, 2020 City Council meeting.

4. Update to Goals and Objectives

Bob Haas invited feedback from the group on the draft goals and objectives document, distributed with the minutes from the last meeting. It will be updated as the team learns more. The group reflected on community interest in hearing more about accountability, a definition of community policing, and consideration of existing resources with the organization and within the community. The Goals and Objectives document will become the framework for the final report, informed by best practices, research, perspectives from listening sessions, and continued refinement by the Steering Committee. As it is shared, the document should be viewed as a snapshot of what is known at the time.

5. Next Steps

Chair Sherwood noted the next meeting to be scheduled for December 12.

- 6. ADJOURN**—With no other business before the Steering Committee, Chair Sherwood adjourned the meeting at 5:50 p.m. The next meeting is set for December 10, 2020.

Community Policing Steering Committee Meeting Minutes

November 19, 2020

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

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