

City of Salem Community Police Review Board
August 25, 2020 6:00 p.m. Digital Meeting Minutes

Members Present: Jodi Sherwood, Chair; Bevin Clapper, Vice Chair; Erin Hull, John-Michael McDaniel, Steven Rice and Michelle Teed.

Members Absent: Lowell Alik

Guests Present: Sara Daley, Cathy Seckel, Dr Irvin M. Brown, Lisa Nair, Councilor Vanessa Nordyke (Ward Seven)

Staff Present: Gretchen Bennett and Steve Powers, Mayor/City Manager's Office, Marc Weinstein, City Attorney's Office

Gretchen provided notification that the meeting is streaming live on You Tube.

1. **Roll Call.** Chair Sherwood welcomed everyone. Introductions were shared.
2. **Approval of Minutes.** Vice Chair Clapper motioned to approve the July meeting minutes as presented. Member Rice seconded the motion. The motion to approve the minutes was approved unanimously.
3. **Public Comment:**

Councilor Nordyke noted she served on CPRB many years ago; she indicated she got a great deal of information and insight from SPD on things they encounter. She noted the performance audit is coming and stated that the board's work is important and that she encourages the board to be a part of it. She spoke of the neutrality of the board. She observed we are at a crossroads with policing in the country. She noted her peers joined her in calling for an audit with public comment opportunity. Transparency and accountability are valued. Public safety is critical; how we treat people matters. She expressed appreciation for the board.

4. Consideration of Requests from City Manager or Chief of Police:

City Manager Steve Powers echoed Councilor Nordyke's gratitude for the board's service and appreciates the input. Council has directed an audit as he indicated at the last meeting; as promised, he is back this evening to discuss his request to the board in more detail. He thanked Bevin Clapper, Vice Chair, for her service on the RFP review committed that is selecting an auditor. He thanked Jodi Sherwood, Chair, for her agreement to serve as chair of the steering committee the city is forming for the performance audit. These are two important requests he appreciates have been accepted.

The objective is to do policing work consistent with city values. The CPRB plays an important role in accountability. He would like the board to be open to reviewing audit recommendations.

Recommendations would be shared, and the board would be invited to review and comment. There may be ideas regarding the restructuring of the CPRB. He welcomes thoughts and ideas for change at this time or at future meetings. He asks help from the board in spreading the word of the audit, the board and its role. He welcomes suggestions on how staff can spread the word as well.

Nine proposals were received. A notice to proceed will be issued on or about 9/14. An advisory group made up of a variety of community members and perspectives will meet. Steve walked through a timeline for the year, with final recommendations presented on or about March 2021 to City Council. An overview of what is involved in a performance audit was provided: it is an independent assessment. It is done independent of managements; there are touchpoints, but it does not get guided by the city.

Steve observed policing is nationally going through rapid change. Expertise in policing is critical to be current but not reactive, basing changes in best practices. It is not a financial audit, rather it is an audit about performance. A financial aspect is at play in that the information needs to be considered within available resources.

He listed the areas of focus planned: interactions with unsheltered individuals, with individuals experiencing behavioral health crisis, engagement with our community with particular attention to black, indigenous and people of color, response to assemblies and crowds, department capacity, use of force and officer accountability.

Accountability is a partnership between the police and the community, Steve observed. CPRB plays an important role in that, he said. Transparent sharing of findings will be critical. One question asked will be, are the departments polices and tactics aligned with City Council and community values and expectations? How effective are the department and city systems, policies and procedures for officer accountability?

Steve noted this project has the support of the department and the police union. He said we will make information available to them.

It was observed that what we do or changes we make need to make sense for Salem; looking at capital cities of comparable size is logical.

Interviews with community leaders and potential partners will be conducted to explore impacts and outcomes of programs and practices. Interim status reports on key milestones and a final report will be provided. He indicated he values the input of the board and would like input regarding community engagement and accountability; other feedback is also welcome.

Chair Sherwood thanked Steve. She is impressed the audit is up and going so quickly. She paused the conversation to welcome new member John-Michael McDaniel.

Councilor Nordyke shared she hopes body and dash cams are explored in the audit; she is

getting a lot of input on these tools. She noted an intern in her service has done research related to CPRB's and how they function which will be provided to the audit firm.

Chair Sherwood thanked Vice Chair Clapper for her service on the audit selection committee. Vice Chair Clapper noted as a professional auditor, she was impressed with the pool and believes we will get a good selection.

Vice Chair Clapper noted in the past she has made requests to the department; these may need to wait. She understands capacity and it would help to clarify this to help set her expectations. Gretchen and Steve noted that yes, while the questions from the July meeting were brought to the department, there is a heightened urgency and focus with the audit and council. The group discussed what may be doable; Gretchen will follow up and report back.

Member Hull indicated interest in the idea of having officers available for conversations. Member Teed thanked Steve for the information. Chair Sherwood asked if an audit of this nature has happened before; Steve indicated not of this scope of magnitude. Other methods of learnings have been used. Gretchen noted the accreditation process.

The group briefly discussed a possible follow up schedule wherein auditing becomes a part of the regular schedule with metrics. Some cities have an auditor on staff, it was observed. Steve appreciated the suggestion for metrics and spoke of the city's current work with key performance indicators. Dr. Brown spoke of equity lens tools and asked about leading with race. Vice Chair Clapper noted it was not a part of the scoring, but it was discussed in the context of how to use emerging best practices – she noted a modern lens is important, considering expectations articulated in the last six months.

Discussion ensued regarding if the firm would understand the 9th circuit court impact here. There are different standards that auditors use; which standards will the selected company utilize? Member McDaniel asked about the police accreditation; Gretchen will get more information.

The group noted the role of the police department at the meetings; Gretchen explained that she and Marc Weinstein are staff to the board, and the police come as requested for trainings or case review information. This is in keeping with the intention of the board to be neutral. She noted IA Sgt. Smith will be retiring and a new Internal Affairs sergeant will be coming into the position. Vice Chair Clapper noted that the role of IA in Salem is a rotation, and that independence is important. Is rotation a best practice? Chair Sherwood asked about a recap of complaints and if that would be possible regular report; would that be helpful?

Vice Chair Clapper moved to adjourn the meeting; Member Hull seconded the motion. The motion to adjourn was unanimously approved.

Respectfully Submitted, Gretchen Bennett, Staff Liaison