

City of Salem Community Police Review Board
November 18, 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.

Guests Present: Sara Daley, Robert Haas, Joshua Bushman, Brent Southan, Ricky Gonan, Dr Irvin M. Brown, Cathy Seckel, Savanna Valenzuela, and Brian Kauffman

Staff Present: Gretchen Bennett, 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. Public Comment: None received at this time.

3. Listening Session: Community Policing Performance Audit, Hillard Heintze

Chair Sherwood described how the evening's discussion will work. She welcomed guests. She noted she also chairs the audit steering committee. She welcomed the community to make comments following any comments and questions from board members. She noted the importance of receiving feedback. She noted there is also a form on the webpage to invite feedback into the audit. She provided brief overview of the role of the board for guests.

Robert Haas with Hillard Heintz introduced himself, the team and the process. He noted they are there to hear the board. He spoke of the evolution of policing and the larger systems.

Chair Sherwood noted the other groups they are visiting; Bob described the array of groups they are visiting as a result of steering committee guidance.

Vice Chair Clapper noted her letter from July; Bob confirmed it has been provided to the audit team. She spoke of positive experiences with officers, noting people are trying to do a good job. She has a few specific concerns she has expressed at the board. Comments about police generally is one thing and she would like to discuss the board itself. In her opinion, concerned the board is not providing much oversight and is not able to make comment, and has not been provided transparency and data. She noted she sees an origin story issue, as she would see the board as looking at policy, procedure and data trends/analysis and in actuality that is not the experience – some great trainings have come in and they have received good presentations, but are not given facts and data to align whether the presentations align with reality. She noted she has not seen a case in her three years of service. She noted she reads the bylaws differently than how they have been implemented. She noted they've been told policy reviews would come out of case reviews rather than generally.

She asked is it appropriate that the IA position is on rotation? Would training and best practice suggest something different? What training should be provided to the position, especially if it is a rotation? She would also like best practices as it relates to the role of the CPRB. How can CPRB best work? She would like assurance that the complaint process is as the board has been told. As complaints work their way through, is it not that they just aren't getting to us or are they being resolved in an appropriate manner? She is available for any further questions or discussion.

Member Teed noted it would be nice to have data. She appreciated the verbal presentation and would have also appreciated the trend information for context. She noted when police are responding to calls where people have disabilities that the police may not be aware of – she would like more information gathered about what tools and training and how to recognize situations is in place. She spoke with one officer who noted there are many bosses with competing priorities and philosophies, and that there are not enough officers; she is not sure herself but wanted to pass along his perspective.

She believes it is important to take officer wellness and health into account as well as the dispatch center and do what can be done to help there.

Bob asked what data will be helpful to the board. Member Teed noted the use of force activities; more information about how often or infrequent things happen would be helpful in a handout. More information on both informal and formal complaints, and what happens to them before they get to the board, would be helpful. The board noted they had prepared a list for SPD that answers that question and that they would also need trends over time to analyze the data points. Vice Chair Clapper noted that complaint detail such as the type, dispensation would be helpful. She also was concerned to learn that there was no longer production of an annual report. Why is that no longer being produced?

Member Rice shared he brings a different perspective. He shared his experiences with officer ride-alongs, beginning in the Vietnam era. After he retired he began volunteering at the department, including a photography project. He's overall been impressed with the officers and leadership, including their accreditation. He noted the number of officers with military backgrounds and said he can't help but wonder if and how that changes interactions. He spoke of examples of being impressed with department leadership.

He shared he's less interested in the data, noting the board's job in his view is to hear complaints, not to change police practices. He spoke of the history of tasers being introduced, the use initially being through the roof, and then training led to a reduction. He spoke of the types of trainings used around tasers. He used an example of arrest for trespass that he witnessed while on a ride-along and noted how much time it took; he was disappointed at how much time it took the officer. Could there be another approach?

Chair Sherwood noted it has been disappointing that there are no case reviews coming; does

that mean the process is working, or why aren't more coming the way of the board? Does it mean the process isn't well known? It is a rarity to have something rise to the level of the board. She is hopeful we will see a change and openness to using data; she does not think people are not sharing data for any reason other than time commitment. She doesn't know if there are non-sworn data positions that we don't have today. She asked, how are we set up to support data collection and reporting in the way we would expect a modern department to be? She would like to see more transparency with data. She noted the board had not known the name of the accreditation company as it hasn't been a part of their process. She hopes a regular life cycle review process is instilled at the city and that regular audits will occur. She would suspect the board would be reviewed itself; should we be assessing the role of CPRB's over time? She said the board today would note their current value is to be ready should there be a complaint – is that enough?

Member McDaniel asked if there are 25-26 complaints a year and we haven't had any, that it may be time to either rethink the process or to at least see some of the complaints. It would be at least good training for them to see how that process flows and to see a snapshot of what the complaints are. He used to be an accreditation department for a police department. In some processes such as CALIA, data is created and provided to the public as a part of that. He asked, how much of a priority would a national accreditation be to the reviewers. Bob agreed; there are a lot of standards and practices outlined in the CALIA process. It does require the department to address issues and share data with the public. It is also an expensive process and a paper-laden process and there is a balance., and pros and cons.

Member Hull noted the review would be interesting information. She noted when the riots first began in Salem, she spoke of hearing someone report police brutality, and that led her to observe she is not aware that people are not aware of the board as a resource. How can we better resource the community and communicate availability? Is it a red flag? She knows the board is on the web page; does it need to be vocalized better?

Chair Sherwood spoke of the board's charge as being a neutral party. For herself that means taking care to not do things that would cause her to not be able to be neutral. She observed she does not believe they are set up to review policy and procedures. If the board changes to that role, she said the group would need to review the application process. It would need to be explored.

There are trade-offs: we know our department is very busy. When we have the trade-off of spending more time such as with data, what is lost and how is that decided? Community policing is important; many want to be involved and help make sure the right things are happening. Maybe we don't make it easy with the way the City is set up today.

Vice Chair Clapper noted interest in best practices, and, what are the best practices around performance measures. When the board looks at trends over time, what should be looked for? Up until this last request, we have not also had requests to engage from the Chief or Manager. There is opportunity for the board to work more closely with the city and department upon

request. She noted each officer she's talked with if they are knowledgeable in what the CPRB does, and they do not. She's sure some information has been provided at a point in training yet knowledge of it is low – there is an opportunity for officers to know more about the board.

Vice Chair Clapper noted the board minutes are not displayed. Only agendas are on the site. Gretchen will have that corrected.

Additional questions and answers were shared. Member Hull suggested a future training on the K9 unit. Savanna asked about trust, and if trust in the department is considered. Bob answered yes, assessments by the community on how much trust and confidence the community has in the department. Gretchen noted the annual survey process done with a professional polling firm. Sarah noted the hours of the time of day when issues happened and spoke of the health for the community. Dr. Brown spoke of the importance of use of equity lenses.

The audit team appreciated the feedback. Further updates on the performance audit review process will be provided.

Respectfully Submitted, Gretchen Bennett, Staff Liaison