

CITY COUNCIL SPECIAL MEETING MINUTES

MINUTES FOR Meeting of June 30, 2020

As Approved by the City Council at their regular meeting of July 21, 2020

The public is advised that pursuant to Government Code Section 54957.5 all writings submitted to the City Council are public records and will be made available for review.

Please note that minutes are not verbatim minutes and are meant to be the City's record of a summary of actions that took place at the meeting. City Council video recording are kept for a period of one year from date of meeting.

Notice: All resolutions and ordinances introduced and/or adopted under this agenda are waived of all reading of entire resolution(s) and ordinance(s).

The Sebastopol City Council welcomes you to its meetings that are generally scheduled for the 1st and 3rd Tuesday of every month. Your interest and participation are encouraged and appreciated.

SIMULTANEOUS MEETING COMPENSATION DISCLOSURE (Government Code § 54952.3): Members of the City Council receive no additional compensation as a result of convening a joint meeting of the City Council and Successor Agency to the Former Community Development Agency.

SB 751 Legislative bodies of local agencies must publicly report: (1) any action taken and (2) the vote or abstention on each action taken by each member present for the action at a meeting.

****GOVERNOR'S EXECUTIVE ORDER N-29-20****
RE CORONAVIRUS COVID-19

CITY COUNCL MEETINGS WILL BE CONDUCTED PURSUANT TO THE PROVISIONS OF THE GOVERNOR'S EXECUTIVE ORDERS WHICH SUSPENDS CERTAIN REQUIREMENTS OF THE RALPH M. BROWN ACT.

This meeting complies with the Sonoma County Health Officer's COVID-19 Order to Shelter in Place issued on March 17, 2020, and pursuant to California Governor Newsom's Executive Order N-29-20 issued on March 17, 2020.

CORONAVIRUS DISEASE (COVID-19) ADVISORY

To protect our constituents, City officials and City staff, the City requests all members of the public to follow the California Department of Health Services' guidance and the County of Sonoma's Public Health Officer Order for the Control of COVID-19 restricting group events and gatherings and maintaining social distancing.

Consistent with Executive Order N-29-20, in-person participation by the public will not be permitted and no physical location from which the public may observe the meeting will be available. Remote public participation information follows this agenda.

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NOTICE: All Resolutions and Ordinances introduced and/or adopted under this agenda are waived of all reading of entire resolution(s) and ordinance(s).

The Sebastopol City Council welcomes you remotely to its meetings that are generally scheduled for the 1st and 3rd Tuesday of every month. Your interest and participation are encouraged and appreciated.

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City Council Regular Meetings are available in real time and archived on Livestream. Important Notice
The City of Sebastopol shows both live broadcasts and Video Archive of City Council Meetings over the Internet. Your attendance at this public meeting may result in the recording and broadcast of your image and/or voice.

- Here is the link: <http://bit.ly/sebcctv>

There are times that the meetings may not be live streamed due to technical issues; if that is the case, the meeting will be video-taped and uploaded as soon as possible to the City Web Site.

6:00 pm CONVENE CITY COUNCIL REGULAR MEETING by Teleconference Only Per Shelter in Place Directive

CALL TO ORDER: Mayor Slayter called the regular meeting to order at 6:07 p.m.

ROLL CALL:

Present: Mayor Slayter – By video teleconference
Vice Mayor Glass – By video teleconference
Councilmember Carnacchi – By video teleconference
Councilmember Gurney - By video teleconference
Councilmember Hinton -By video teleconference

Absent: None

Staff: City Manager/City Attorney Larry McLaughlin
Assistant City Manager/City Clerk Mary Gourley
Administrative Services Director Ana Kwong
Greg DeVore, Acting Police Chief

Mayor Slayter read a prepared statement regarding the process of the city council meeting. The City Council Meetings will be conducted virtually in accordance with Governor Newsom's State of Emergency declaration regarding the COVID-19 outbreak, Executive Order N-29-20, and the Guidance for Gatherings issued by the California Department of Public Health and Sonoma County Public Health Officer. City Councilmembers and staff will participate in the meeting virtually, while practicing social distancing, from individual remote locations.

Consistent with Executive Order N-29-20, in-person participation by the public will not be permitted and no physical location from which the public may observe the meeting will be available. Remote public participation information follows this agenda.

If you are joining us from Zoom, please “raise your hand” on the application, or on your phone by dialing *9 during the public comment periods. You will then be unmuted for your public comment. Anyone using abusive, vulgar, offensive, threatening or harassing language, personal attacks of any kind or offensive terms that target specific individuals or groups will be muted and removed from the meeting. In order to conduct the virtual

If you are having technical difficulties, send an email message to mgourley@cityofsebastopol.org or would like to make public comment so that you may be recognized.

The City has a three-minute timer in the participants window. The CHAT message feature will be disabled to assure that there are no side conversations and allows the City Council to focus on the meeting as if it were an in-live council meeting to further ensure compliance with the Brown Act.

It is requested that everyone remain on mute when you are not speaking to ensure background noises do not disrupt the meeting.

The City continues to find ways to improve each meeting and we appreciate your patience while we work through this virtual world,

SALUTE TO THE FLAG: Mayor Slayter led the salute to the flag.

PUBLIC COMMENT: During COVID 19 Virtual City Council Meetings, members of the public may submit written emails/comments for items not on the agenda either by email as a public record or by public comment during the public comment period of the virtual City Council meeting. At this time, a member of the public, when recognized by the Mayor, may speak for up to three minutes on the entire consent calendar and/or request at that time that an agenda item or items be removed for discussion. All written emails/comments will be provided to the entire City Council as a public record but will not be read into the minutes at the City Council meeting. Written emails/comments should be received by 5:00 pm of the Council Meeting Date for submission to the entire City Council prior to the meeting and will be included as a part of the record of the meeting. Please submit your comments via email for this meeting to mgourley@cityofsebastopol.org. Under State Law, unless otherwise permitted under the Ralph M. Brown Act, the merits of the matters presented under this item cannot be discussed or acted upon by the City Council at this time. For items appearing on the agenda, the public will be invited to make comments at the time the item comes up for Council consideration. Please review procedures on how to make live public comment during a city council meeting.

City staff stated Kyle Falbo sent an email for the public comment that was distributed to the City Council and made part of the public record.

REGULAR CALENDAR AGENDA ITEMS (DISCUSSION AND/OR ACTION):

THE PURPOSE OF THIS MEETING IS TO *PLAN A PROCESS* FOR DISCUSSING COMMUNITY CONCERNS REGARDING POLICE POLICIES, AND NURTURING AN EQUITABLE, SAFE AND HEALTHY COMMUNITY FREE FROM PREDJUDICE OR RACISM. PUBLIC PARTICIPATION IS ESSENTIAL TO THIS PROCESS. WE ARE PLANNING A PROCESS BECAUSE ALL OF THE PUBLIC'S INPUT CANNOT BE RECEIVED AND A FULL DISCUSSION CANNOT BE ACCOMPLISHED IN JUST ONE OR TWO MEETINGS VIA ONLINE FORUMS.

PUBLIC COMMENT REGARDING POTENTIAL STEPS THAT COULD BE TAKEN BY THE CITY ARE ESPECIALLY APPRECIATED. For example, should scheduling town hall meetings be a priority in this process? How many and when? *This meeting is for planning* our next steps in facilitating more community input and collecting more specific information about the City's law enforcement policies and procedures. This will allow the City Council to make fully informed decisions as it sets priorities and policies for our future.

1. **Establishing a Process for Reviewing City Policies and Practices**

This item is to receive a presentation and discuss a process for evaluating suggested topics and possible actions that the City and community can take to ensure all City policies best represent the values of this community.

Specifically regarding how law enforcement services are delivered, a discussion of ideas to review our police use of force policies; engage our community by including a diverse range of input, experiences, and stories in the review; report back on the findings of the review to our community and seek feedback; review and reform our community's police policies as appropriate; and, how can the City best allocate its resources to sustain a safe, equitable and healthy community. The item is not to address each topic but, rather, to design a process.

Mayor Slayter commented as follows:

- Discussed the process for the meeting
- CHAT feature will not be enabled for City meetings
- It has come to our attention that it is both distracting but could also be perceived as violation of the Brown Act in that people can have side conversations that should not be happening so CHAT is not enabled

USING A COMPUTER OR SMART PHONE:

- Click on the "Raise Hand" feature in the webinar controls. This will notify Meeting Host that you have raised your hand.
- Meeting Host will unmute your microphone when it is your turn to provide public comment.
- A prompt will appear to confirm you would like to be unmuted and then you will have three minutes to provide public comment.
- Once your public comment has ended, you will be muted again.

USING A REGULAR PHONE:

- Dial *9 (star 9), this will notify the Meeting Host that you have "raised your hand" for public comment.
- Meeting Host will unmute your microphone when it is your turn to provide public comment.
- You will hear "you are unmuted" and then you will have three minutes to provide public comment.
- Once your public comment has ended, you will be muted again.

If for whatever reason your device does not support this platform or you are having issues, you can send an email to our City Clerk at mgourley@cityofsebastopol.org. She will be monitoring public comment as well as the Zoom for public comment.

Also, if everyone would please mute themselves when they are not speaking it would be appreciated as it has been noted that the background noises are coming through and it is difficult for everyone to hear everything

- THE PURPOSE OF THIS MEETING IS TO *PLAN A PROCESS* FOR DISCUSSING COMMUNITY CONCERNS REGARDING POLICE POLICIES, AND NURTURING AN EQUITABLE, SAFE AND HEALTHY COMMUNITY FREE FROM PREDJUDICE OR RACISM. PUBLIC PARTICIPATION IS ESSENTIAL TO THIS PROCESS. WE ARE PLANNING A PROCESS BECAUSE ALL OF THE PUBLIC'S INPUT CANNOT BE RECEIVED AND A FULL DISCUSSION CANNOT BE ACCOMPLISHED IN JUST ONE OR TWO MEETINGS VIA ONLINE FORUMS.
- PUBLIC COMMENT REGARDING POTENTIAL STEPS THAT COULD BE TAKEN BY THE CITY ARE ESPECIALLY APPRECIATED. For example, should scheduling town hall meetings be a priority in this process? How many and when? *This* meeting is for *planning* our next steps in facilitating more community input and collecting more specific information about the City's law enforcement policies and procedures. This will allow the City Council to make fully informed decisions as it sets priorities and policies for our future.

Establishing a Process for Reviewing City Policies and Practices

This item tonight is a continuation from the June 23, 2020 City Council Meeting and is to discuss a process for evaluating suggested topics and possible actions that the City and community can take to ensure all City policies best represent the values of this community.

Specifically regarding how law enforcement services are delivered, a discussion of ideas to review our police use of force policies; engage our community by including a diverse range of input, experiences, and stories in the review; report back on the findings of the review to our community and seek feedback; review and reform our community's police policies as appropriate; and, how can the City best allocate its resources to sustain a safe, equitable and healthy community. The item is not to address each topic but, rather, to design a process.

Process for Special City Council Meeting of June 30, 2020:

1. Mayor and Vice Mayor to Provide Opening Remarks

Mayor Slayter commented as follows:

- It's a continuation of our special meeting from a week ago tonight.
- Purpose of these meetings is to have a community conversation about planning how we would like to analyze where we are with police services and law enforcement in the City of Sebastopol.
- The thing that was repeated many times last week was that we felt, as a community, that the police department and the way that services are delivered should be in alignment with the values of this community.
- There were a few other overarching topics

- We have large topic items that were brought up.
- How's the budget allocated within the police department?
- What are some statistics of calls?
- What are we seeing locally?
- It's a variety of policing topics that we heard questions about.
- Heard about mental health and social services, and if that could somehow be part of the police department or in lieu of the police department.
- Part of that also is the crisis intervention team that is currently stood up and provided by the County of Sonoma, and so we do have access to that for certain periods of time.
- Questions about the required trainings of officers, dispatchers, and other police department staff.
- Questions about what types of information is available to the public regarding incidents that have occurred, crime reports, et cetera.
- Questions about video, body cam footage, and the release-ability of that - those items are largely regulated as to what can be released and what cannot be released beyond our ability to regulate them.
- Questions and comments about how is the police department interfacing with the community currently, how has it interfaced in the past, what methods would be appropriate for our community and what might those look like.
- This is essentially a continuation of that meeting.
- At the last meeting, the Council had an opportunity to ask a few questions but not many, and we didn't really have any chance to do any kind of deliberation at all about what we heard last week.
- Tonight the Council will have the opportunity to ask some more questions, to have a brief discussion on what we heard last week, and then we're going to go back to public comment because this is a community-driven process.
- Want to find out the community's thoughts on policing.
- Want to hear the community's thoughts on analysis.
- Not indicting, not accusing, not placing any blame or culpability on anyone, the Sebastopol Police Department, or any city department.
- What we're doing is setting sail on a fact-finding mission.
- We're trying to establish where we are so that we can analyze that, and then set a course for the future.
- The overriding thing was that this community wants to ensure that the Sebastopol Police Department and its officers and its employees are guardians of the public.
- That is a certain and particular mindset that our community holds as a value.
- Tonight, will work our most diligence at deciding what sort of a process we want to go through, what kind of analysis we want to have, what type of review do we want to do.

Vice Mayor Glass commented as follows:

- Thinking about what is thought of, ideally, as the role of police and the role of police is to protect and serve.
- That is what most police departments or many police departments talk about as their mission.
- That's what we're talking about tonight, is how do we ensure that our police department is in alignment with the notion of protect and serve.

- When you serve, that means you're pulling the public together, and you're also making the community safe for democracy to function well, and you're serving the public so that the public has a feeling of safety and the public has a feeling of that the police are their allies rather than someone that opposes them.
- What we're doing here is figuring out how to make -- how to realize that ideal of protecting and serving.
- Met with some of our youth yesterday and have had other discussions with people of color in our community and know that this isn't just about the police.
- The police have remarked to me that sometimes they have people call them and say there's somebody suspicious walking down our street, and the call is about there's a black person walking down their street, and that's so unusual in Sebastopol that the community calls up our police department and is suspicious.
- Have to look at what's the police department's responsibility.
- The question is what are we doing as a community to be anti-racist and what are we doing as a community to embrace a healthy community where people talk to each other and where we act like a community, and where we are a healthy, friendly community where people support each other, but maybe, as is the case in Sebastopol, do not always agree.
- In talking with some of our youth and other people, I know that there are incidents in our community, that people make racist slurs in our high school.
- People say very unacceptable things to people of color in our community
- We are about treating people equally and embracing members of our community as the equals that we all are.
- What we are doing here tonight is determining how can we ensure that our police department is fulfilling that ideal of protecting and serving, and how do we initiate and support an ongoing discussion in our community on eradicating and making racism or discriminatory behavior socially unacceptable.
- If racist behavior is socially unacceptable, it will also make our police department's job easier as well.
- It will also sustain and support all members of our community equally.
- We are talking about how do we sustain a conversation and how do we sustain a discussion in our community to ensure that we are welcoming all members of our community and supporting all members of our community.
- What can we do to apply our city's resources that enable our police department to do their policing job and not be social workers and not be mental health workers, and what resources do we need in order to have those services available.
- What resources do we have that we can apply to having a mental health professional deal with mental health crises rather than our police department?
- These are all questions that we're going to be talking about tonight and how we move forward.
- Think what we want to do is to start out our conversation with a commitment as a community that we're not sweeping any problems under the rug, we are talking about those problems, we're looking at those problems, and we're going to figure out how to fix those problems in a way that is not about finger pointing, it's about creating infrastructure to make us be a positive, healthy, welcoming community.

2. City Council Comments. This is an opportunity for City Council members to provide comments and ask questions.

Councilmember Gurney commented as follows:

- Appreciate all your comments and your leadership at this particular moment in history.
- Want to appreciate our city staff for keeping us going during the pandemic and organizing this meeting, and the previous one, so that we can come together as a community
- Wish we were together in a big room where we could actually feel each other's thoughts, which happens when we're in person and present with each other.
- Agree with what's been said and I just want to offer a little different angle on things
- We're really at this historic moment where our society is deeply fractured.
- Our job is to figure out how to come out of that dark hole into a world that's just and welcoming, and full of opportunity for everybody.
- Like to share with the public this evening some thoughts as to how we go forward.
- Really frustrating to have a meeting to talk about the process about the process that we want to proceed with, and that's an important one to do so that we can be organized in a way that satisfies our community members to have a robust and full and inclusive discussion.
- Remarks are going to focus on how I would like us to approach looking at our police services.
- Particularly interested in an internal audit, an independent internal audit.
- Interested in a citizen's committee, like our General Plan Committee, that would assemble members of the community and, where we are deficient in our point of view and experience, perhaps members from outside of our community, to advise us on the various discussion points that are going to arise from these meetings.
- Consider a hiring committee for our next police chief.
- Think it's a time now when we want to make sure that decision is one that has the whole community behind it, as whole as we can make ourselves.
- Interested in separating from the police department responsibilities that might not fall into our experience of protect and serve.
- Thinking of the social service professionals who could assist us and relieve the police officers from that responsibility, and apply their own professional expertise to assist our citizens, whether that's someone without housing, whether that's someone who needs access to mental healthcare or medical care, whether that's someone who can be counseled in a different way.
- Important that we find room in our budget and separation in the budget so that those services can be offered in a compassionate way, a professionally more exacting way.
- Interested in learning the statistics, what are our police officers doing, how are they doing it, how are they spending their time, how is the city budget being spent.
- Hope statistics will be revealing in meaningful ways to us.
- Would be interesting and important for us to have a citizen oversight committee because, as we do all the work to create a community that is actually healthy and vibrant for everybody, it would be good to maintain that community connection so that, as we do all this work to come together, we just don't procedurally separate, because that happens in time.
- Don't know how we're going to unlearn the practices that we have that are unjust, and how we see what we're blind to, but somehow, we've got to figure that out.
- Welcome people's help in doing that.

- Appreciate the citizens who commented at our last meeting, the citizens who are here tonight.

Councilmember Hinton commented as follows:

- After listening last week, feel that gave us a baseline, and it's still time to listen.
- It's not business as usual.
- Know that my colleagues, feel the same.
- It is a kind of crazy time in the world on so many levels.
- We have red alert fire warnings also happening again.
- Tonight, is about the police department and anything we can do to improve our services for our citizens of this town and look at things in a new way instead of looking at it the same old way is welcome.
- Want to listen again tonight and then hopefully, as a community, we can come up with the right solutions for our city, not for other cities, for Sebastopol.

Councilmember Carnacchi commented as follows:

- Think that the conversation should include reviewing how we could make the city council more inclusive and more diverse as far as getting people of color or other people in our community to be able to be elected and be part of the governing process.

Mayor Slayter commented as follows:

- Been working on a resolution that addresses that very thing Councilmember Carnacchi stated.
- Am getting some input from some of those marginalized communities in order to make sure that we are taking actions that are proactive and appropriate towards those very exact means.
- It is not a box-checking exercise.
- It's not a simple honoring something type of resolution.
- It has specific actions that are suggested.
- That's being worked on and it will be coming to a regular meeting agenda
- This is the most important thing that the council and the city have worked on in my tenure and probably anybody's tenure.
- This is a really important issue and I'm just so happy that everyone is engaged and that the needle is moving.

3. Continuation of Public Comment. This is an opportunity for public to provide public comment on this item.

Aamil Targow commented as follows:

- Last week, there was a lot of upset that 45 percent of the budget goes to the police, but that alone is meaningless because -- unless we know the context.
- The context here is the police department has the largest number of salaried people as a unit, and that's where most of the money goes.
- It's much more important to talk about how the police use the money.
- Want to sign on to what Councilmember Gurney said

- It would be lovely if we could develop a crisis intervention team for our town, so that when somebody needed and the police needed to respond, they could make a phone call to people who might be on call, who might be available to ride along or to join the intervention.
- That would be really helpful, because we're asking the police to do way too much social service for which they are not trained.
- want to point out a couple of things that are kind of in the air in the national conversation, and I really want to recommend Paul Butler's new book called "Chokehold," which has to do with how many of the things that the police do actually prevent the kind of response they are looking for, like if you put somebody in a chokehold and then tell them to relax, can't happen.
- Hoping if there's a search for a new chief, that Acting Chief DeVore can stay on the force.
- He's been there a long time and knows the culture.
- One thing that we know is that culture eats training for breakfast, as was said recently by an expert on police.
- That's where I think the focus would be.
- love what Jerry Threet did last week.
- Need to pare it down, but, with respect to that, if we really can take a look at the culture and see if we can move it, that would be wonderful.

Kyle Falbo commented as follows:

- Last meeting, council described the budget subcommittee as being an extensive process.
- How did this process discuss the policing budget?
- Can this subcommittee report out any specific conversations with the acting or previous chief?
- 45 percent of our city's budget going to policing is unacceptable with losses to sales tax revenue this year on top of last year's wildfires and flooding.
- This council should take an approach to the budget that requires considerable cuts to its largest expense.
- We're now three weeks into discussions set up by a backdrop of national conversation.
- Local municipalities across the state and country have already taken direct action on reform, budget reductions, bold actions on standards of practice.
- Sebastopol continues to drag its heels in its approach in a time in which council attendants and calls for action are higher than ever.
- By now, would expect our elected officials to come to the public with their own research on the actions of other local municipalities.
- Would expect concrete proposals, discussions, debate, decisions, votes.
- Appreciate the time that is allowed for the public to speak up, but what is the voice the council put forward at this point?
- Where is the leadership from this body that our community elected?
- At the last meeting, the topic of mutual aid was brought up as a concern when it was confirmed by the chief that the Sebastopol Police Department was dispatched to Black Lives Matter protests in Santa Rosa.
- The idea of negotiating department policy of mutual aid was immediately squashed without further discussion.
- However, as also mentioned, it was mutual aid request that brought Sebastopol services out to Bloomfield to witness the death of another human at the hands of the sheriff's department.

- Why are we continuing to risk lawsuits as well as continued violence by allowing our services to be provided to an agency that does not reflect the values of our community, that continues to cost the taxpayers millions of dollars each year in actions of police misconduct, negligence, and abuse?
- Jeremiah Chass was a Sebastopol resident that, in 2007, was suffering a mental health crisis.
- His parents called the fire department for help.
- The fire department contacted Sebastopol police who, in turn, contacted the sheriff's department.
- Within ten minutes of the arrival of the sheriffs, he was shot seven times by deputies.
- Beyond this tragic and avoidable loss of life, the civil suit resulted in 1.75 million dollars being paid out by the county.
- Reminding this council of this incident because this loss of life happened as a result of the mutual aid that was so hastily confirmed at the last meeting as a benefit to our community with zero discussion of the ramifications.
- Calling for this council to review and negotiate for the elimination of mutual aid with any department that does not mirror the values of Sebastopol and any department that continues to face civil suit after suit to cost the taxpayers millions annually.

Peter Mancus commented as follows:

- Strongly support the Sebastopol Police Department and I'm strongly against defunding and especially disbanding the local police department.
- Am receptive to intelligent improvements for planning, et cetera, but not defunding or disbanding.
- In my judgment, 75, 80 percent of law enforcement officers across the country are good to very good people and officers. Ten to 15 percent are probably outstanding human beings.
- Maybe somewhere, two, three, five percent upper limit should not be police officers.
- There are ways, legal ways to account for them and to hold them accountable.
- A competent, well-trained, courageous, Constitutionally sensitive, non-badge heavy officer who's well-supervised is a true national asset and worth more than their weight in gold.
- An officer like that provides a priceless, indispensable, necessary service.
- The idea of disbanding or defunding to make the police department to make it more difficult for them to provide protection is appalling, it's horrible, it's asinine, it's absurd.
- Human beings are not angels.
- Social workers can't take care of the worst among the worst.
- Most cops are not racist.
- This United States elected President Obama twice.
- The U.S.A. is undergoing an ideological, civil, cultural warfare, and it's coming down to the mob versus civilization. The mob is acting barbarically.
- Biggest fear is that if a threat comes to town like BLM or Antifa, the council will order the police chief to withdraw from the field and not provide the protection.
- Fear that if Antifa, BLM, anarchists come to this community, the city council, with its community values, will order the police chief to stand down.
- When that happens, I guarantee you there will be unintended consequences.

- Citizens who don't share your community values will come forward, they'll exercise their second amendment rights, and they won't use handcuffs, they won't give Miranda warnings, and they won't shoot rubber bullets.

Jason commented as follows:

- I was recently assaulted by the Sonoma County Sheriffs in Graton, California, off a fraudulent 911 call. They dispatched a helicopter.
- A lot of resources were spent that day, you know, just responding officers, EMTs.
- Spent three weeks in the hospital.
- No charges were filed.
- Wouldn't consider himself an extremist or anything, but what needs to change is what's going on right now.
- The expenses that Sebastopol is spending to help fund agencies outside of our community is crippling for the economy itself
- Would focus more on in-house and personal aspects instead of other agencies that you have alliances with that are proven to be not only disruptive and tyrant but seem to be out of control, not only of their animals but of their officers.
- With multiple murders and assaults occurring in and around Sebastopol involving Sonoma County sheriffs, would highly recommend reconsidering spending 45 percent of your budget towards officers.
- What needs to happen is, to help these people that have become immune to violence and hurting people and watching people be victimized.
- It might only be two, three, five percent of cops that are doing this but 100 percent of them are standing around and watching while men are being eaten by animals and shot and beaten and killed and mauled in their homes and vehicles.
- This has to be stopped.
- Police officers have to be held accountable.
- If I failed to build houses every day and went to my boss and asked for a raise, I'd be denied.
- How are these individuals failing at their job at protecting and serving our communities but getting 45 percent of your budget?

Satchine commented as follows:

- Been watching, trying to keep up on the national conversation.
- One thing that people are talking about is just basically the right to take a life
- Just because someone has been given a badge and a fancy outfit by some establishment, some government entity, does that give them the ability to take a life that was given by God and by their mother for not obeying their orders
- Even if our police officers aren't doing that, and even if our police officers aren't engaging in excessive force, I would like to hear our officers, each of them, actually say that they do not think that is all right
- Would like to hear officers stand in solidarity
- If they're all still quiet and saying, "Well, I wouldn't kill anybody," you know, or just not mentioning the topic, "I haven't killed anybody, so I'm good," that's not good enough.

- If other people think it's okay to kill somebody because you tell them to stop or sit or turn around or take their hands out of their pockets, or put their hands on the dash, or whatever you'd like to be obeyed for, especially in today's technology-efficient society where it's pretty hard to get away now it would be pretty easy to find someone doing something
- People going on the lamb is not as big of an issue as it used to be and even people running, you can probably catch up with them at some point.
- Most of the people I've seen in the programs I've been watching called "Audit the Audit" are not trying to run. They're not acting violent.
- I think putting handcuffs on a person is an act of violence. If you've ever had that happen to you, it's very scary. You feel very helpless.
- If you have trauma related to something like that from your childhood or from another incident, you might freak out
- Would like to hear our officers speaking about what's not okay with other police departments, and that would make me feel our guys are good, and they're also good enough that they're willing to stand up and speak out

Omar Figueroa commented as follows:

- Homeowner, parent, small business owner within city limits.
- Thanked the council for continuing this discussion, and also thanked the police chief for still being here with us - means he is taking this seriously and that he is listening.
- Nobody is proposing defunding or disbanding the police department – that is not being brought up.
- Not talking about not having any enforcement and having an anarchist, autonomous zone
- There's no barbaric mob waiting to storm our gates.
- Are in peace town and we don't want any Second Amendment zealots bringing their firearms to peace town.
- We're a place with innovation and we're small enough and we don't have the big city problems -- that we can implement thoughtful, innovative solutions that might be overwhelming for another jurisdiction because we are a safe space to be a laboratory of policing.
- Really like Councilmember Gurney's idea of having social services experts handle social services issues, and that will also cross-train our law enforcement because maybe some of them also want to acquire those skills.
- Problem with the current model of policing is if your only tool is a hammer, every problem starts to look like a nail.
- Right now, law enforcement have a very limited set of tools for every problem that they come across, and their solution is either do I arrest them or do I shoot them and kill them, or do I let them go.
- They don't have sufficient tools for innovative solutions.
- Another issue that's a big one is, due to our mutual aid obligations, we're a small city, we depend on mutual aid from fire, from other police agencies, from CHP, but we've got to have a duty to intervene so that the Sebastopol Police Department is directed to step in when they see the type of police brutality that we saw with the killing of David Ward getting slammed against his own vehicle and, , the chokehold that was inappropriately placed.
- I think that was outrageous.

- It is sad that our Sebastopol police officers, who are good officers, are kind of in a stand-by situation - they need to be directed that they got to speak up and they got to step in.

Amy and Rachel Cohen commented as follows:

- Students at Analy High School and part of Sunrise Analy.
- As many people have previously mentioned, Sebastopol spends 45 percent of its budget on policing, a number which we think is too high.
- As many people have mentioned, we don't have a full-time crisis intervention unit in Sebastopol.
- Think that it would be a good idea to partially divest some of the money that we spend on the police force and use it to fund a crisis stabilization unit in Sebastopol.
- We are aware that a CSU already exists in Sonoma County, however, the reality of the matter is that it is both underfunded and underutilized.
- Not only is it constructed to functioning from certain hours but also extremely limited resources as a result of being spread out countywide.
- In addition to this, the unit is unable to provide their assistance or aid until after the police have secured the situation, which often ends up with the situation being mishandled and the struggling person becoming a victim of police violence before the unit has even arrived.
- For budget considerations about the police, we think it would be very important to strongly consult people of color or people who are going to be most impacted by the decisions we make.
- A similar project to what we proposed has been undertaken by the People's Budget L.A., whose goal is to reapportion 100 percent of the police budget to foster the community by spreading the money out and allocating only 1.64 percent on law enforcement, based on community input.
- This plan would, of course, need more research, but it could be a starting point for how we enact this in our own community.
- This is a crucial time to invest in our community and listen to the people of color who have been ignored for years.
- We need to roll back or fully abolish our police force and follow the example of cities across the country.
- Do not ask to sacrifice personal safety.
- This is something to emphasize because defunding the police doesn't mean an immediate elimination of all law enforcement, nor does it mean immediately zeroing out police department budgets. Where police jurisdiction is decreased will be met with well-trained professionals who are better equipped for these specific situations.
- Want to show our flexibility as a people and adapt to rework our society that was literally structured to suppress people of color and minorities.

Josephine McCormick commented as follows:

- Thrilled to be a resident of Sebastopol these last 22 years.
- Thrilled to be the daughter of a cop.
- My father was a cop in Scotland. He was an old Bobby, in the style that most of you see on PBS these days. He believed most of the problems originated in the family and he would try and figure it out with the family, with no social sciences or social services training, and certainly no firearm.
- Think happened there was that people do not fear the police. Here, I believe we fear the police.

- This whole discussion was generated in response to the Black Lives Matter protests and the calls to defund the police.
- There's inherent racism in our community that we're not facing, I'm not facing, probably none of us is facing, especially as I look at all the faces around here.
- While we might not be able to solve everything that we would like to see happen, especially with the mutual aid response teams that don't necessarily meet our values, we could start with Sebastopol being a place that has respect for its police force.
- I, for one, don't even know the police officers in our community.
- And if I don't know them, they probably don't know me.
- In my life, I've called what is now called the Crisis Stabilization Unit and I was met with the response, obviously, by armed police, and they were wonderful.
- Our Sebastopol police were great, but they only had limited powers and they had limited access to resources for the situation.
- Would like to see a local response team that really is comprised of -- and I hear this over and over in the comments -- responses to mental health crises.
- Jeremiah Chass, his name, and David Ward's name keep coming up.
- Think our local community will pivot on those issues because those are very dear to our heart.
- None of those required a police person wearing a firearm to respond to it.
- Heard today that people of color especially feel their responses to those situations are based on fear, trauma, and nervousness, and can be misinterpreted by police officers as wariness, suspicious, or, at best, maybe at worst, belligerent.

Todd Swindell commented as follows:

- Spoke at the previous meeting.
- Lived in Sebastopol now for 17 years.
- Glad that this discussion is continuing but also echoing some of the sense of urgency
- Think that there's a lot that's really good as people are saying in Sebastopol, about the Sebastopol police force.
- What we're doing here as a community is, we're trying to really build from that position and use a lot of the tools that we have here.
- Just want to say, in terms of the rallies and stuff here that's happening in Sebastopol, my niece, Dezi, was very integral in planning one of the big ones here.
- Want to say for young people, young people of color, especially if you're trans-racial adoption, you don't have a narrative, historical narrative of safety and reassurance from the police.
- It's quite different. It's quite more brutal.
- What's really important right now is how the youth are showing up and they're speaking out, they're telling their stories, and they're saying that they want to participate.
- Think we really need to honor that and we need to listen to that, and work upon that.
- Come here to really to try to be an advocate for the youth.
- Been great that the chief has been showing up at a lot of these protests, but I also hear from a lot of the kids that their concerns, if they're pulled over, they're not going to be dealing with the police chief.

- Think there's this thing about better understanding each other, illustrating our perspectives, and being reassured that we do want to hear from the cops that they don't support what's going on in terms of the violence that's going on right now.
- For a lot of people, that might be understood, but it needs to be spoken. It needs to be echoed.
- Needs to be forward steps taken to make that happen.
- Discussed a policy of police working with other departments, some of the Sebastopol police coming into Santa Rosa when the protests were happening there, and, again, what happened with poor Jeremiah Chass and his family.
- Discussed our values as a community. Getting that in some sort of structure, documented somehow. Need assurances with these other alliances
- Discussed history with the sheriff's department and other things going on the last ten years or so, but it's got to be close to ten million dollars that's been paid out in lawsuits and settlements.
- There's so much that needs to be done in our community right now, the homeless people, youth.
- We have got these issues with the fires.
- There's a lot that can be done that can be really helpful.

Honora Russell commented as follows:

- Want to echo what Omar and the last speaker were saying.
- Support our police very much, and I support them in maintaining their humanity.
- Think that we have an incredible town here, full of just wonderful people.
- Many of us are white; think 90 percent, a high percentage, the highest percentage of white people in Sonoma County.
- Love this town. Resident, homeowner, parent, but when it comes down to it, I see racism every day in all of us.
- Track my own racism.
- Get nervous when there's people of color who I don't know, and that's part of growing up in America, being steeped in white social conditioning that we all have just experienced.
- There's no way to avoid it in America unless you very, very actively work against it.
- Even when you do work against it, it seeps in.
- We talk about the values of our community, and we have peace town.
- When it comes down to it, this is a town that people of color are not attracted to, not by anything that's intentional, not by anything that's actively keeping people away, but by the passive racism that really is a foundation of our entire country.
- Think we have an incredible opportunity here, with incredible momentum nationwide.
- We have a chance, as a small town, where we have control over our public services, our servants and ourselves, where we can take steps to really do it right.
- Talked to the police chief. He seems like a great guy. He seems like he's open to examining his own self, examining his department, and doing his part. I have confidence in him.
- Think there's not an answer in any one person, but think that each of us can support each other in being strong and really looking at our own racism and recognizing that, as white people, and also as people of color who have also been steeped in that same white social training --.
- The job is on the shoulders of the white people.
- Don't think we have the information that we need because any data that we have collected so far is going to be through the lens of our whiteness, of our -- where we're at now, but think that we

have this chance to really start figuring out new ways of collecting data and what kind of data we need to help the police department to really move forward.

Sam commented as follows:

- Grew up in Sebastopol.
- Do think that Sebastopol should defund and abolish the police.
- Realize that that seems to be a minority opinion within this group but want to echo some of the things that Amy and Rachel said a bit.
- Defunding, think when we talk about it, people immediately think one day there's police and then one day there's no police, and what do we do from there, and that's just not the case.
- Laid out well how a system like that would work.
- Think it really takes us thinking long and hard about structures that are larger than Sebastopol but structures that can be worked on in Sebastopol, things like criminal justice.
- Do we want to live in a society that the only way we think we should deal with crime is just punishment, punishment, punishment, punishment, punishment, and throwing people into a system that is so hard to escape, that once you even go through that system, you're, in many ways, stuck in that system for life?
- Or do we want to be a society that looks at what causes crime to occur and address those things at the root issue?
- Because looking at the budget, as has been brought up, close to half of it going towards the police, and then with the amount of things we're asking the police to do, it's just really not feasible.
- By sending them out there to simultaneously punish but also try to be the cure just is not a feasible way to fix a solution or fix a problem.
- Briefly just want to say that I'm encouraged by some of the conversations that's happening about trying to really address the issues of diversity in Sebastopol.
- Don't think fearmongering about what if Black Lives Matter or Antifa come to Sebastopol, what that means. I don't see either of those groups as potential harmful groups.
- Think, in many ways, it would be good to get a diversity of opinions and outside thought brought to Sebastopol.
- Think if the council is looking to make these meetings a little more inclusive that language translation services would be very helpful.
- When one or more of an officer on the Sebastopol Police Department is sued, in other cities that the city actually does the payment of that suit instead of the actual officers, and was wondering if that was the case, if it comes out of the city budget or the general fund.

Wst commented as follows:

- Thank the council for service to this community.
- Business owner – pay taxes and vote in Sebastopol
- Echo the urgency of those who detailed how we here are dragging our feet and we're behind the nation in our response to this moment that is exposing institutionalized racism.
- Countless cities have moved forward on visibility, policy changing, and defunding their police.
- In my own experience, I witnessed four Sebastopol police officers, including the current police chief, physically restraining and forcing an innocent child to go with his father against his will.

- This resulted in him being carried and restrained and strapped to a gurney.
- He screamed his lungs out when his dad got close to him. He had to be hospitalized overnight.
- I'm certain this could have been handled better by a person or a group of people skilled in human relations, social workers, counselors, mediators.
- The police were not using their own humanity and negotiating with this child as a tool, just using force.
- It was very obviously traumatizing for him and will be with him his whole life.
- Will sharing a video of this event with the city council.
- Since last week's meeting, spoken with our community members that belong to targeted groups, including youth and families.
- It's clear from these discussions and this experience that our police in this cute, liberal, mostly white town that loves music, wine, hiking, that the police are not truly guardians of this community.
- Although our wide culture here enjoys black music at HopMonk, food at a reggae-themed Mexican restaurant, the local high schoolers report that the "N" word, which is a high school a couple miles away from these places, the "N" word is directed at them by fellow students with no consequences.
- This is another tax-paid institution in our town that needs major reform.
- We need to change right now.
- We don't need much more data
- We need visibility, discussion about race among the white community, and real policy changes that truly support the vulnerable and marginalized members of our town.
- We can defund the police totally and it will be okay.
- We can, for example, retrain and hire a new kind of community guardian.
- We don't need guns and military weapons for our little peace town.
- We don't need 13 officers with guns patrolling this community. It's a ticking time bomb.
- Encourage funding a crisis stabilization unit in this town.
- The only way to guarantee that another death like that of Jeremiah Chass does not occur again is to severely limit the police power and to divert funding to education and social services.

Robert Edmonds commented as follows:

- I served as Vice Chair of the Task Force after Andy Lopez was killed.
- Sat on the committee that resulted in the formation of IOLERO, as well as on the hiring committee for former director Jerry Threet.
- Served on the hiring committees for the SRJC chief of police and lieutenant positions and been involved in police accountability work for a long time.
- In March of this year, I made an SB 1421 request for public records and I received back 11 pages regarding one fatal incident where a Sebastopol police officer shot and killed Pablo Ramirez Perez. Chief Connor informed me, in a letter, that there were no other records of misconduct responsive to SB 1421.
- However, in the 11-page document received, there was reference to an over 100-page, two-inch-thick, 75-tab report from SRPD of their investigation, but I didn't get those documents.
- Was also informed that Officer Colthurst had retired over five years, so there were no personnel records maintained by Sebastopol P.D.

- There's also reference to a catastrophic email data server failure from October 2014, so there was no available email data prior to that.
- So, this one request being an example raises a number of questions about accountability.
- How is data kept and maintained reliably by Sebastopol P.D., what's the nature of the data, and what metrics are applied?
- What period would be used to indicate trends or development of problem behaviors if data is only kept for five years?
- What's the administrative process of review from misconduct and what are the standards the department will use to derive sustained findings?
- How responsive is the department to state laws regarding public requests for information as mandated for release by state law?
- Why would Sebastopol police not have significant records regarding the only recorded fatal incident in the department going back as far as 1989, for which I have records?
- Believe it's very important for Sebastopol to examine in detail what the community receives for the 45 percent of the public budget that expends on police.
- How we hold our community's police accountable for the money that we spend, if this is the most important thing that we spend money on, and how can we trust that the guiding policies, training, institutional culture result in the standards and accountability that we expect from those vested with our ultimate enforcement authority.
- Holding community forums is useful and a great way to understand what people want, but having a professional audit and examination and explanation of best practices in similarly-sized and oriented communities is very important, and especially how policy should be tailored to fit the entire community and not rely solely on the maximum liability reduction of the Lexipol model.

Jasmine Lawrence commented as follows:

- Want to kind of repeat the general gist of what I said before, which is I think that we should be talking about shrinking the police budget as much as we can, because, you know, like, it's fine that we're funding the police and that we have a police and we don't need to get rid of it or anything, but it's a lot of money and I feel like there's better things we can be spending on.
- It shouldn't be our highest priority because, in our budget right now, it's our number one priority, and I think that's too high.
- A couple other things that were also touched on were somebody mentioned that we should reduce our reliance on the mutual aid thing
- Done some research on police incidents in Sebastopol.
- From what I've found, a lot of the bad behavior has been done by county sheriffs or by out-of-town police officers.
- It seems like our police force is a little better than some of the other places in the county.
- If that's the case and we're trusting our people but we're not necessarily trusting them, then maybe we should rely less on them and just use our own police.
- another thing that was mentioned was cutting down on qualified immunity.
- If we have police misconduct, think it makes a lot of sense for the police to be paying any legal fees that result rather than having taxpayers do it, because it's like they're committing a crime against the taxpayers and then the taxpayers have to pay the settlement for it, even though they lost, which seems pretty unfair

- Think it should be the police paying and police officers should pay for malpractice insurance like doctors do.
- Peter Mancus, I don't know what's wrong with you that you think that people should be coming in and shooting Black Lives Matter protestors. That's just horrible.

Kerrie Futch commented as follows

- Live in Sebastopol and I've lived here for a long time.
- Am a mom of two little kids and I am all for Black Lives Matter.
- Am Antifa, which just means I'm antifascist.
- Am an early childhood educator, teacher, and a business owner here in Sebastopol.
- Have a lot of questions and curiosity as we make decisions about our police services here, and one is why don't our law enforcement officers respond like social workers and mental health workers already? Why isn't this part of their training already?
- That question really brings me to the reasons why it's important to look at this – as a person who has a family member with mental health issues who's had run-ins with the police – it could have benefited having someone there that knew more closely how to respond to him.
- Believe that law enforcement officers should have continuing education like teachers, like social workers, like our medical community. That's really important.
- Wonder about the systems of accountability in our police department and in the sheriff's department. what happens when an officer witnesses a fellow officer committing something that's outside of what is acceptable behavior in that profession?
- What happens to them, particularly when use of force is not warranted?
- Concerned about mutual aid agreements
- Concerned about qualified immunity.
- Wonder if the money that we allocate towards law enforcement will be justified by law enforcement - if they're saying we require this much money, then, yes, they will justify that much money every time.

Sarah Poplack commented as follows:

- Want to thank the city council, again, for setting up this meeting
- Want to thank the chief for being here, and everyone that's spoken.
- Wanted to say that this, of course, is a Sebastopol problem but, from what it sounds like, we have a lot of mutual aid, and I think this also sounds like a Sonoma County problem.
- Would love to see our city council or our police department working with other counties to try to make sure that we're not seeing what we're seeing.
- It's just unacceptable that that is happening here.
- Don't think we can solve it just by staying in our own little town.
- Have to really think about how we can work with other communities that surround us.
- Think our police, in general, in this country is based on a really punitive system, that is connected with the prison system, and that often people that are put into that system are not able to heal, and often people are unjustly put in that system for the color of their skin.
- Need to think about what our system of policing is structurally based on because we should be trying to help people heal, not trying to punish them for whatever is going on in their lives.

- Been an EMT and a nursing student, and we need to come together to try to help people and not to punish them.
- There's a power differential and we can't deny that power differential.
- When you have weapons going with that power differential, it can cause serious issues, as we've seen.
- Would love to see more police on this call.
- Need to think about how we can help police officers do better, but we need to do better in understanding that the system is based on something really heavy, and I don't know what that looks like right now but that it's not enough to just patch things up, that we really need to look at this and potentially rebuild it from the ground up.

Linda commented as follows:

- Thanked everybody for participating.
- There's a lot of views out there, and a lot of opinions, and that's probably a good thing so that we can get this kick started.
- In order for us to really get this moving quickly and efficiently, I think we need to hire a police chief. - Don't know what the timing is.
- Think we can start by hiring one.
- We have an opportunity, and that opportunity is to have this particular individual hit the ground running with what we feel are our best practices.
- Discussed the comment that keeps coming up is Black Lives Matter - Yes, they do, but is all lives matter. Really shouldn't be segregated as one color of skin or another. We all matter and we're all very important people. It's just how other people see us.
- Some people keep saying they don't really know our police department, and I'm probably one of those people, to be honest with you. I know a few of them. The interactions I've had seem to be positive.
- It would be great to see more of them walking the beat to get out there and interact with our citizens of Sebastopol.
- We need a lot of mental health professionals to help us along the way in whatever that challenge may be.
- Have witnessed firsthand two Sebastopol police officers deal with people that were having challenges, whether they were homeless or just in a bad spot, and what I observed was incredible. Even called the police chief at the time and commented what a great job they did.
- Had never seen that side of them - think a lot of it is we just don't see it or some people don't see it.
- Now, there's a bad apple if every crate, and we all know that, but I think, for the most part, we're pretty fortunate with what we have.
- If we could just capitalize on it by getting a police chief in place and let's just really kick this off and get it going quickly.

Claire McDonnell commented as follows:

- Wanted to echo what I was talking about last week, which was highlighting that I think it's really important that we put effort into bolstering our collection of data around police, policing and public safety.

- Personally, think the police do a great job protecting me, but, again, like I said last week, I know people can't see me but I'm a white woman.
- What police across many generations -- who they have been trained to protect?
- Think that even if my experience has been good, I don't know what other people's experiences have been, and so I want to say that I think collecting data is really important; you know?
- Going to say broadly but I think a lot of people -- everyone thinks that all lives matter, but, right now, people are getting killed, so we need to put up the spotlight on the people who are getting hurt and killed by our system beyond the police.
- So, yes, all lives matter, but, right now, we need to yell from the rooftops "Black lives matter,"
- We're not saying one or the other, we're just saying we care, we really care, and we need to make some changes.
- Wanted to say appreciated Councilmember Gurney's note, and like other people have mentioned this, too, about hiring mental health professionals.
- Had to try to connect with the crisis stabilization mobile unit but they are only available for eight hours every day and it's incredibly hard.
- Feel like crises don't necessarily happen in an eight-hour window per day, and so it's not quite sufficient to meet the needs of folks who are going through crises.
- That is something that we should really put focus on.
- Want to highlight comments about translation services and thinking about really trying to actively put effort into gathering input from folks who are not here or feel comfortable at the table, and genuinely putting time, effort and value in those voices, and making sure those voices have weight.

Martha Glaser commented as follows:

- Wasn't planning on speaking but I have to stand up and say this is a time to say black lives matter, and I stand as an ally with people of color and black people.
- The wrongs in this country have gone on in a way that I see as being very imbalanced for way too long.
- Having Jewish ancestry - it would have been important and it was important for Americans and for people across the world to say Jews need allies, we have to stand up because, right now, there's people of Jewish ancestry and Roma ancestry are being persecuted along with people who are now called LGBTQ.
- Have to stand up for historical and current reasons and say, right now, the focus is very important to be on Black Lives Matter and embracing that and seeking whatever allies are needed as we all strive to support greater equality and also greater accountability in racial matters concerning the police.
- all of the calls for greater mental health issues or greater mental health support is really important and I completely agree with that, both in our Sebastopol Police Department, and, also, I'm hoping there will be a way to address it in the sheriff's department in this county as well.

Gabe commented as follows:

- Black lives matter, absolutely.
- It's not helpful to say all lives matter right now.

- When we give racists a 15-second extra time when they say "Pretty please," it makes us look pretty bad.
- Maybe this council could stop doing stuff like that.
- Discussed 45 percent of the budget going to cops when I am a teacher and I can barely afford to live here in my hometown, that's a huge problem, and we need to really just fix this now.
- It shouldn't even be a debate or a conversation.
- Discussed the charts/budget – stated we don't need them and we don't need that much.
- Defunding the police would be wonderful for this town, wonderful for this country and this planet. More of us want that than don't.
- Don't know what this council is really for - if not to budget for us and to make decisions that we believe in.
- If that's not what you are doing, you might need to be defunded, too.
- We need to take action.
- Know more people in this community want justice and we want safety and we want peace.
- Know all people want that, but we need to fight for people that don't have that right now.
- Some of us do, some of us don't. I would like to be able to stay here and live here. I grew up here.
- It's a pretty scary thing when people that believe in this town get priced out and kicked out while cops get millions to boss us around, kick us around, hurt us. It's unacceptable.
- Hopefully, we can figure out a way to have more people that care about this town stay in this town, and I hope that we can figure that out together.
- Also, I just want to say to Peter, I know you're scared. You don't have to be scared of that stuff.
- It's all good. Your comments made me so furious I wanted to puke, but I don't hate you.
- I'd love for you to know this town can help you see differently. You might be watching too much Fox News or something and I think that maybe you could take a break. I just want you to know while I had hate boil up inside me when you started saying that...I don't have it anymore.
- I just want you to know I know you can change, we all can, we just have to kind of see all these people around you that you're scared of, they don't mean you any harm, man.
- We don't need to defend the police.
- They have 50 percent of all our money, our tax money.
- We need to defend each other so we can take care of each other, and I think that would be pretty cool.
- Black lives matter

City staff stated the following members of the public sent an email for the agenda item that was distributed to the City Council and made part of the public record:

- Kit Carson
- zen Destiny
- Wendy Taylor
- Stella Sappington

Mayor Slayter called for a break at 7:45 pm and reconvened the meeting at 7:55 pm

Mayor Slayter commented as follows:

- Failed to describe this at the beginning of public comment, questions that arose during public comment are collected and we attempt to answer them following public comment.
- There was a question about funding for mutual aid, and there was a lot of conversation regarding mutual aid – identified as a very important issue that the council needs to focus on in whatever kind of review or analysis that we do.
- The immediate question, the pointed question was how and if there is any funding that's provided for mutual aid.

Chief DeVore commented as follows:

- There is no special code or section in the budget for mutual aid.
- It's just something that we know we're going to do occasionally.
- Most of that would come out of the overtime part of the budget, like when we did the mutual aid for Santa Rosa, it was officers coming in on their off time to assist so that we didn't pull the officers off of the street to go.

Mayor Slayter commented as follows:

- While it didn't come up, I know that it's been a question in the community regarding fire services.
- During the firestorms of '17 and '19, the Sebastopol Fire Department provided an incredible number of hours to fighting those fires and reimbursed for the payment for those hours came from the state and from FEMA, the federal government.
- That is how it works on large events, like the fire and on smaller events that happen in law enforcement.
- Gets down to what are our values and where are we spending our money, and it's certainly in that list of things that we need to take a look at.
- Discussed question of when settlements are made, and we see this around the country, we've seen it locally, regionally – when financial settlements are made, the question was how are they paid.

City Manager McLaughlin commented as follows:

- If one of our officers is sued for something that arose during the course and scope of that officer's employment, meaning they didn't do anything outside their duties as a police officer but somebody alleges that in the course of performing their duties they did something negligent or otherwise wrong to cause somebody damages, then a defense of that lawsuit is afforded the officer.
- The officers do not have to pay to defend themselves in those situations.
- If an officer, on the other hand, did something outside the course and scope of their employment, not related to being an officer, then we would not defend the lawsuit that alleged that.
- However, we don't pay the full cost of defending our lawsuits, nor do we pay the full cost of any settlements.
- We are part of an insurance pool that's made up of 15 small- to medium-sized cities that pool their resources and provide mutual assistance to one another in terms of providing insurance and paying for the attorneys.

- We pay the first 10,000 dollars of any attorney or any settlement, and thereafter the pool pays in that. If it rises above a certain level, then there's additional insurance on top of that.
- Some public agency generally ends up paying the bill but it's spread out.
- We do not take on that entire burden ourselves as one city.

Councilmember Carnacchi commented is the premium that Sebastopol pays for the insurance based on combined jurisdictions or how is that based? Does our premium go up if Santa Rosa has a lot of insurance claims, does our premium go up in consequence to that?

City Manager McLaughlin commented as follows:

- Stated what is called a premium is more akin to a deductible.
- City pays the first \$10,000 dollars of any claim, regardless of size.
- Santa Rosa is not a part of the insurance pool referred to - They are a large city and, basically, they're self-insured.
- The largest city that we have that's a part of our pool is Rohnert Park.
- The cities are our size or in the same general range as our population.
- It does not vary according to claim.
- How the premiums are set, how much is a matter of negotiation.
- Some cities pay a little bit more.
- In terms of paying for the cost of providing the insurance, so to speak, that's a combination of a city's record in terms of how well they're doing, not getting into a lot of lawsuits. Then part of what we pay for the extra coverage is more limited. It's also by population.
- We're not footing the bill for a large city and they're not footing the bill for us, but we all pay the first deductible amount out the gate.

Mayor Slayter commented as follows:

- Next question was about training.
- How much social service training do officers receive?
- Know that police officers come to us with a wide variety of education, of majors in college, and so think that that's largely variable.
- Asked the chief to expand on what sort of continuing education in social services.

Acting Chief DeVore commented as follows:

- Everybody that goes through the police academy goes through a certain number of hours of training, anti-bias training, training you would refer to as social service type training, mental health type training.
- Would have to look up the exact hours that they go through on that.
- Been trying to send all of our people through at least a week-long course that's given through the state under POST
- Think just about every one of our officers has gone through that, except maybe one or two of the newest officers.

- Plan is to continually send people through update courses, and any training that becomes available to them

Mayor Slayter asked the status of the police chief recruitment.

City Manager McLaughlin commented as follows:

- Began the recruitment prior to the pandemic and the shelter-in-place orders so that we could reach the point where we have a professional recruiter.
- We had a fairly large slate of potential candidates for the position.
- Before we could conduct the interviews, that was derailed for a time because of the shelter-in-place orders.
- We were unable to assemble an interview panel because while those persons who would make up such a panel were otherwise engaged in their own city's challenges with regard to that.
- That delayed the process at least two months.
- Under the present situation where we're holding these special meetings, we did determine to extend the police recruitment so that whichever candidate or candidates we get in during the extension period are aware of all these meetings and anything that results from those meetings.
- We have encouraged all those who are interested and all those who have applied to date to avail themselves of this process, to learn from this process, to be part of this process in terms of, as they say, learning and watching and hearing what we do now and in the future, but we think that will greatly inform the process and inform our candidates.
- Think we're going to get a better candidate because of that.
- We have taken steps to rewrite and are in the process of completing a rewrite of the description of the type of chief we want.
- We already think it was pretty good, even in the situation as it is now, but we made sure it was even better.
- that process, presently, is projected to end sometime around the end of September with the hiring of a new police chief.

Councilmember Carnacchi commented as follows:

- Discussed comments from Jason - His point about officers standing by and watching, and that also to Omar's point about a duty to intervene.
- Discussed actually putting some teeth in our policy.
- When looking at the police policy manual, under the section of use and force, it is two sections under use of force which is the policy under Section 30.2.1 is a duty to intercede.
- Intercede and intervene are two totally different meanings.
- To intercede means to plead on behalf of one in trouble, whereas "duty to intervene" is to come between.
- Think that we can make a change that is relatively simple to make, to either add a section underneath "duty to intercede," to add a section that says "duty to intervene," so that when intercession fails, it is your duty to intervene.
- Discussed mutual aid, think we should put that out to the other jurisdictions that we might be called to, to go ahead and tell them that this is our policy and you can expect that, if there's any use of force, that the Sebastopol Police Department will definitely intervene in the process.

- I did run it by the former Sebastopol police chief, Jeff Weaver, and he seemed to think that it was reasonable.
4. City Council Discussion of Proposed Topics/Actions: Consideration of Proposed Ideas and Council Action for Future Facilitated Workshops/Community Round Tables. The topics listed below are suggestions to consider, other topics may be added and some might be eliminated. This is not a comprehensive list and is subject to revision:
- Partnership with Social Services, perspectives of specific communities including Latinx, minorities, LGBTQ, youth, seniors.
 - Audit of police department policies, practices, training and procedures in order to align with Sebastopol community values and law enforcement best practices and trainings.
 - How might our police department collaborate with non-profit partners who deliver mental health and social services?
 - Assessment of police activities, expenditures, and compliance with existing policies; review of Police Department expenditures to determine how funds are spent.
 - Review statistics on types of crimes, arrests, use of weapons, percentage of time on various calls, etc.
 - Criteria and process for City Recruitments of Chief of Police and officers (qualifications, experience, education, understanding of the values of Sebastopol)
 - Consideration of possible models of civilian oversight, including Citizen's Advisory Commission or a Citizen's Review Commission.
- Community engagement and effective methods for public participation in our COVID-19 - altered public meeting reality. How to ensure all portions of our community are included; Latinx, ESL, minorities, LGBTQ, youth, and senior populations are particularly important. Language translation services are particularly challenging in an online environment.
 - Consideration of Council direction for:
 - City Council sub-committee; or
 - Community sub-committee (akin to the General Plan Update Committee); or
 - Retaining discussions with the full City Council; or
 - Another method not described here

Council Deliberations:

Mayor Slayter commented as follows:

- Think that a member of the public very succinctly summarized how I am looking at this entire question and process, which is it's not making any assumptions that there are issues but the question was how can we help police officers do better and be better.
- Think that that extends to all of us as citizens as well in so many different ways.
- This very moment, it's about Black Lives Matter.
- We need to do better and we need to be better.
- For our process this evening, we need to figure out how we want to go through the review process, how we want to design that.

- Think that we have some suggestions that were made at last week's meeting by Mr. Threet, and those were quite detailed.
- The way that I'm looking at it is a simplified version of that is, first, we need to do some data gathering, need to find out where we are.
- We need to do all these different things that we have discussed. We need to do the analysis.
- We need to understand where we are.
- That needs to be done through different points of view, through different lenses, through different experiences. It cannot be one small group doing that work.
- That needs to be, as I'm seeing it, a large community-based process.
- Then we also have a lot of comments and we have the need for technical data.
- We need analysis of internal reports. We need analysis of staffing.
- If a police officer is on duty for ten hours, how many of those hours are spent doing x, y, and z.
- Seems to me that that type of data needed, we would be best served to have somebody who is experienced in that type of review.
- It's not a survey of the public as far as interactions with officers, day-to-day interactions.
- That is a very personal thing.
- We need to separate the emotion of an interaction from data.
- The numbers, I think, will be very telling.
- It's all equally important but a little bit of a dichotomy between the two types of research.
- We find out where we are.
- Then we do some review and we decide what policy changes, if any, what budgetary changes need to be made.
- Develop a plan that is workable for the Sebastopol Police Department, that's workable for the Sebastopol community, and workable for the larger community.
- We need to be in partnership with our other cities. This was mentioned a number of times regarding mutual aid. we're not an island out here. We interact, as somebody said, daily with Santa Rosa.
- as part of the COVID emergency, I've been meeting weekly with the mayors around the county, and we've had at least one, most often two, of the County Board of Supervisors on our meeting as well, and so we've been meeting weekly.

- once this became such a significant focus for us as a nation, of course, the mayors immediately at a meeting following the horrific events in Minneapolis where Mr. Floyd was murdered, discussed the need to address this from a regional perspective.
- Other cities are beginning this process as well, and they will have processes that they decide in their own communities. We can't decide things for other cities and we don't want other cities deciding things for us.
- We can do it the way that we want to do it.
- The way that I'm hearing you that you want to do it is thorough and comprehensive.
- The steps are fact-finding, review, and then policy changes and then instituting those potential changes.

Vice Mayor Glass commented as follows:

- Hoping that, this evening, we can -- take three steps forward, and that those steps continue -- consist of, first, determining what our ongoing public engagement process is going to be, agree

that we're going to have a process that includes engagement with the public as we are doing now – not sure what that should look like.

- Mr. Threet mentioned a couple of different paradigms there.
- Could have a subcommittee, a council subcommittee. We could have a GPAC style, a committee that consists of members of the public as well as a couple of council members.

Mayor Slayter commented as follows:

- Discussed what is a GPAC
- GPAC, that's the process that the city went through to update the general plan a number of years ago. - GPAC stands for General Plan Update Committee.
- It was a committee of 16 or 18 community members who all volunteered to serve on this committee, who went through with a paid consultant, who is an expert, a planning consultant, and went through chapter by chapter -- actually, word by word, and promulgated the draft of the new general plan.
- That was community-driven, professionally guided.

Vice Mayor Glass commented as follows:

- Need to decide what kind of -- how we're going to manage this public engagement process.
- Is it a subcommittee of just a couple of members of the council?
- Do we have an appointed committee of a number of members from the community?
- Do we hire a facilitator?
- Think those questions are before us but we need to have an ongoing process where we talk about these issues with our public.
- The second thing I think we need to do is I think we should hire Jerry Threet to go through the public -- an internal review process with the police department, and that we should ask that he meet with our city manager and chief of police and develop a scope of work, and that, from that scope of work, he determine a budget.
- That can be presented to the city council in very short order for our agreement for a budget allocation, and that that scope of work should be specifying what the budget is and have a "not to exceed" number so we're not going to spend over X amount of dollars on it, as well as some recourse if it turns out there are so many issues that he needs to have more time.
- Meanwhile, we'll have kind of a cap on how much time and money he's going to spend on doing the internal review.
- The third thing that I think we need to do, that I'm hoping we can agree on tonight, is something that is more visual and not -- it may, to us, seem like it's not as significant because it's just visual, it's not changing policies, it's not dealing with specific actions, but I know that the youth of our community are interested in having a Black Lives Matter either mural or some sort of art project in our town.
- Would really like us to proceed with engaging with our youth, have them work with our public arts commission, and try and get something like that done as soon as possible.
- The reason for this, aside from our youth really wants it, but I think it creates a visual commitment on the part of our community that we are committed to Black Lives Matter.
- We've had some people here say, and I've heard people in the past, say, "Well, all lives matter," and, of course, that's true.

- But when you say that and you're not understanding and acknowledging that the reason why we're talking about black lives matter now is because we have been behaving in this country as though they don't, and that's why we're singling out black lives matter now, because something has to be done about it.
- We have to acknowledge that we have not been treating a whole large member of our national community in a decent or just manner, in an equitable manner.
- We need to do something about this.
- Us white folks, we need to be allies and we need to do something about it.
- Proposing that we ask our youth to get together with our public arts commission and we move forward with, as soon as possible, with them coming up with a project that can be a community art project that will show, visually, our town's commitment to Black Lives Matter, to respecting the lives of a community that has been -- that is being killed unjustly.
- Those are the three things I would hope that we figure out tonight, how we can continue what is the structure for continuing with this public engagement and public process, that we ask our city manager and our chief to meet with Jerry Threet and put together a scope of work on how we're going to do an internal review of our police department policies and collect information that can result in a report that will be presented to the city council on a specific timeline.
- Once we get that information, then the council will be able to take action on the specific issues or the information that is in that report.
- Hire the consultant, Jerry Threet, continue with public process, and then have a visual commitment to show that we're moving forward with this process by, in particular, engaging with our youth and our public arts commission and having something that shows, visually, that we're committed to this in our town.

Vice Mayor Slayter commented as follows:

- Will add to that the first step of considering engagement with the community – the ability for the council to completely facilitate that, I think, is a little difficult - would also add to the vice mayor's list for that particular item that we would consider a facilitator to help us with those discussions, somebody with experience in these topics, somebody who can help guide us to make sure that we are asking the questions, that we are doing the work that we need to do to get the data that we all know we want.
- To have an expert to help us with that, I think, would be very important.

Councilmember Gurney commented as follows:

- appreciate the vice mayor's comments, and the mayor's as well.
- Think the first step really important for all of us is gathering data so we know how our police department is spending its time and spending its money, because I think we all have assumptions that may or may not be accurate, and we really need to know what's been happening and what are the needs of our community.
- As we see what's been happening, does that activity actually and accurately reflect what our community feels it needs or are we off base there in some way?
- would like to investigate the relationship within the police department, this is within the police officers themselves, their relationship to the chief, the chief's relationship to them, the department's relationship to city management, the department's relationship to the council, the department's relation, most importantly, to our community.

- Think we have a lot of perception but I'm not sure it's accurate or that it includes everybody's perception.
- Important to have an independent internal audit.
- Additionally, want to get to those training statistics.
- Acting chief has mentioned that our officers have considerable training, but I still don't know what is that training and is it adequate, is something missing, are we getting training, are our officers getting training that's not opening their eyes to our social blindness that creates the injustice and the potential violent response.
- As Omar said, for instance, if you're given a hammer, everything can look like a nail.
- Thought that was very revealing of internal perception as well as the community's perception of the police. We need to get to our own reality and disclose that.
- If we're disclosing numbers, if we're disclosing the nature of relationships, in other words, the actual culture that's operating in those relationships, and we understand what we're doing to educate ourselves and look at the potential adequacy or inadequacy of that, I think we're going to get closer to what we can do.
- If we're looking at writing the scope of work for an audit, I think it might be important to have somebody outside of the city manager and the police chief drafting that.
- We want to continue our community engagement.
- Perhaps we need a third member on that. There's a possibility it could be elected because elected people are supposed to represent our community. There's a possibility also of having a community volunteer.
- Think it's really critical that we don't drop off our community right now because they need to be in the middle of all this, informing us of their experiences and their needs so that we can redirect our culture, our expenditures, and our efforts in the appropriate and just and peaceful direction.

Councilmember Hinton commented as follows:

- Heard from the public very clearly tonight they want the police budget reduced.
- I'm one of the newer councilmembers.
- Was elected in 2016 and the police budget has been this large percentage of our budget as long as I've been part of the council, and probably many more years in front of that.
- I did pull the last five years of overtime, which was brought up at the previous meeting, and last year's overtime was \$133,000, and the previous year was over 200.
- So, overtime, it was indicated tonight, has to do with mutual aid, but I follow Councilmember Gurney and think that we need to start with the numbers and have an audit.
- Discussed needing the math, the numbers, where is the money being spent, and is there a way to look at that in a new way?
- We have a relationship at Park Village with West County Community Services.
- Somebody that would work with the police department on a regular basis, like we have a case manager on site at Park Village, is something I'm interested in pursuing.
- I do love what Vice Mayor Glass said about the art project and I'm in full support of a public art project to show where our values lie.
- That sounds like a great idea and that's something hopefully we could start working on right away.

- Very excited and interested to see the new police chief job description, which is not quite out yet, but, as soon as that gets out, then we can look at what we're looking for in a leader for our police department.
- I do think one of the members of the public brought that up and I do think that it's great to be looking at all these things but it would be nice to be looking at those things with the leader that we have moving forward in mind.
- I'd like to start with the police audit.
- I'd like to continue with a committee that would involve members of the public but also city council members.
- Somebody talked about cutting our budget, and maybe most people don't realize that we're volunteers, for the most part.
- We have a stipend but it's certainly we're not paid, but we are members of the public that got elected to help represent the community and I do think a couple of us should sit on any committee to help hear from the public and be involved in this process.
- So, that's what just I'd like to see off the bat here, so that we could get things started.

Mr. Threet provided the following comments:

- In the civilian oversight world, audit sometimes has a little bit different meaning than it does in the fiscal world.
- Auditing a police department in civilian oversight actually means something like taking a look at the policies and practices, comparing those up against best practices across the country, of course, similar agency, seeing how those two things measure up, going out and talking to members of the public, finding out what their desires are around these things, seeing how it compares to that.
- It also often includes things like looking at the accountability system, taking a sample of different investigations, you know, seeing how they measure up against being complete, fair, timely, things like that.
- Looking at things like transparency, for example, how does the agency handle transparency with the public, what kind of data does it put out, does it have a public dashboard so that folks can go to its website and see things without having to request information?
- If folks do request information, how does it respond to those requests?
- That's a little bit different than your typical fiscal audit where you're going in, you're looking at how the department spends its money, you know, how it accounts for things.
- That type of audit tends to have particular standards that are set in a national standards guidebook that you look at and measure up those things against.
- The council and members of the public have been talking about trying to figure out what exactly the personnel time is spent on, what functions are being spent, that time is being spent on.
- That is very important, but it's going to depend on really how that information is kept by the department.
- If you have officers that go out on a shift and they're not really tracking in some way that gets recorded what they spend their time on out in the field, where you're going to have to be relying on when you come in to do this kind of review is you're going to have to rely on what they're telling you now, made through estimates and things like that.
- You might be able to look at calls for service, how those break down over time, and get sort of a global picture of what kind of calls of service are responded to by different officers, but that's a

little bit more general and not a real specific breakdown that will tell you exactly what the personnel time is being spent on.

- Most departments don't track – so it might be you're having to try to get some sort of estimate for that type of thing in the department.

Vice Mayor Glass commented as follows:

- Want to clarify that I was calling for Mr. Threet to develop a scope of work with him to do a draft scope of work with city management, and then it would be available for our review.
- Wasn't saying that I thought our city manager or our police chief should be doing that.
- Mr. Threet has done a lot of this kind of work, certainly with the county, has a huge amount of experience in this area, and so I was hoping that we would engage him to put together the scope of work with -- under the advisement of our city manager and our Acting Chief DeVore.

Councilmember Gurney commented as follows:

- Trying to figure out how the work does something in the law which is called "pierce the corporate veil."
- Concerned that we are able to break through the institutional self-protection and get to the actual facts of what's going on in the activities of our officers in our department
- Requested explanation how to do that in an audit

Mr. Threet commented as follows:

- Talk to the officers.
- Think that the best way you're successful at this is that your rank and file officers are going to need to see that this review also is in their interest.
- Think that we should be looking at the relationship inside the department, between management and the officers, what those dynamics are, what the challenges are, what the good parts and the challenging parts are, think that's something that the officers should be interested in having surface, to some degree.
- They often have issues that are not easy to bring up themselves.
- Management may have issues that are not easy to bring up.
- exploring those dynamics and giving everybody an opportunity to put things on the table so that we can start working to resolve some of those things, I think it's helpful to get folks to trust the process.

- It can be challenging, though, no question about it.

Councilmember Hinton commented as follows:

- Discussed funding
- Asking for Mr. Threet to be called an expert and create a scope of work
- How much funding are we discussing?
- How much are we talking about for something like this, to get this started, for Mr. Threet to go in and do an audit
- Questioned if Mr. Threet does the fiscal side also, or just focused on the policy and officer side
- Would need to know more about that and kind of a ballpark, what we're committing to tonight as a starting point, because, obviously, we want to get a lot of things done, it sounds like.

Mr. Threet commented as follows:

- If talking about an accounting audit, no, that's not something that I generally do.
- If you're talking about looking at the budget and trying to find ways to estimate the amount of time that officers are spending on different functions, that's not really a formal fiscal audit, and there may be ways that we can find to try to estimate that.
- My assumption is that there's not going to be the kind of detailed billing records that would really give you a detailed result on that, so it's going to be a matter of estimates that will have to be given by the department folks, both the rank and file folks, and looking at some of the records that do exist and trying to do estimates from that.
- In terms of how much time it's going to take, I couldn't tell you that unless the audit is scoped.
- We're going to have to go through that process and figure out exactly what the council and city management would like to be in that.
- My billing rate that I'm offering the city is \$150 per hour. That's not my general billing rate, which is \$250 an hour.
- It's going to be a matter of time and however much time that takes.
- Different types of -- different parts of the review take more time than other parts, so that's something that we should all discuss.
- If I'm reviewing investigations, it depends on how detailed they are.
- When I was at the county, one investigation that was very complicated took 180 hours.
- I don't expect anything like that in your department.
- You probably have a handful of investigations that need to be looked at, so it would be much less time.
- Without knowing a little bit more, it would be very difficult for me to give you an estimate of how much time it would take to complete it.
- Have a 20-hour commitment with another -- a commitment with the City of Richmond.
- We're talking about is 20 hours per week that I could give to this project.

Councilmember Hinton questioned if Mr. Threet knew of an auditing firm.

Mr. Threet stated yes but that they are costly.

Mayor Slayter commented as follows:

- To what depth could we lean on the annual audit that we have -- that we just had the report on?
- Is there a sense of how detailed that data would be for this use?

City Manager McLaughlin commented as follows:

- An audit is basically primarily engaged in finding that there are proper safeguards in place from an accounting standpoint, that bills are properly approved, that everything is accounted for and goes into the right column, those kinds of things, which, frankly, I find it a little challenging to see how that would be much real help in analyzing our police department.
- When I use the word "audit" and "police" in the same sentence, I use it in the sense of what Jerry Threet was referring to a few minutes ago, is finding out what our officers do on a daily and weekly basis, how much time is spent on what types of policing and other types of activities in the scope of their employment, and to see if that needs adjustments in the future.

- He's right because we don't seek reimbursement in the sense of presenting a bill to somebody.
- I'm sure our officers do not keep track of every tenth of an hour as we attorneys have been used to doing.
- Would recommend to the council that, if it were going to spend money in this regard, it first looks to do the kind of audit that Jerry Threet was describing and see where that leads us.
- If he and the council find the information is of use and is sufficient, then maybe that will be sufficient to know -- learn the things we need to learn about the police department activities.
- Auditing a budget situation, that is, again, looking at whether we paid the proper bills, were they billed correctly, did they go debited against the right fund.
- Those kinds of things can be somewhat useful, but I'd say that would be future, not something we would start out the gate with.

Vice Mayor Glass commented as follows:

- Wanted to say I think that the fiscal audit that we do get annually from our CPA auditing firm does contain information that I think could be useful to Jerry in comparing, such as how much are we spending on our payroll per officer or per capita, or whatever, compared to other cities, because it has a lot of relevant data in it.
- That's providing information and analysis.
- In this case, we're not really needing to do a fiscal audit because we already know that we have accurate data because we get a financial audit.
- But the information that we have could be useful for his work in analyzing us compared to other jurisdictions.

Councilmember Gurney commented as follows:

- Would like information that's going to tell us what kinds of calls the officers go out on
- We know from the fire department, our fire chief is reporting how many medical calls there are compared to how many fire calls, how many false calls.
- We have a breakout like that.
- Would really be important for our community to know.
- I'm wondering how long would it take to draft a scope of work that could come back for the council's review.
- It seems to me we are likely to miss next week's meeting, in which case we're then waiting another three weeks to finalize a scope -- go from a draft to a final scope of work, to actually initiate services.
- Seems July 21st would be the earliest that we could bring this back for public review, where we would get the council looking at the draft, we'd be able to take public comment to see if we need to modify the proposed scope of work.
- Questioned if that is doable

Mr. Threet stated he could have it for the July 21st Council Meeting.

Councilmember Carnacchi commented as follows:

- Think that it increases our police department budget, and so leery about spending money on that
- I think that there's some initial data that we can achieve just through the police department first.
- That wouldn't cost us a whole lot of money.

- I'm going to go with the will of the council, if the council feels the audit is the way that we want to go
- Discussed departmental reports - the police department has expanded that quite a bit and it is broken down

Councilmember Gurney commented as follows:

- Think the important thing is that the public know how things are broken down.
- Maybe we need to share that information on a dashboard or something.
- I imagine an audit will come up with some recommendations, because if we know, it doesn't mean everybody knows.
- If it's public information like the budget being on the website, the city's website, I think someone mentioned today their source was through the Press Democrat when that budget has been put up on our website and available, historically, for years, and the current one recently.
- We have to make everything as public as we can.
- To that exact point, I'd like to get my colleagues' feelings on the community engagement and the data gathering that's not internal to the police department.
- Interviewing folks who had interactions, looking at it through different lenses.
- The same interaction viewed through somebody who has suffered from racism is completely different than the lens of somebody who has not.
- We had a member of the public speak very eloquently about that difference and acknowledging that, as a white person, those interactions were very likely different.
- I'm desperately interested in us standing up a citizens committee of some type to do some interviewing, to do some of the soft data gathering that is equally as important as the hard data of something that is an internal review.

Vice Mayor Glass commented as follows:

- The community would be best served if we can find a facilitator to help with this process, just to help be a convener, a communicator, a person to help guide the process, get the community together and figure out what community meetings do we have.
- Do we need to have a meeting specifically about interactions between the police and the youth?
- Do we need to have a meeting specifically about mental health crises and how the community is perceiving we're dealing with that, you know, homeless issues?
- I think we need a facilitator to do that. I don't think that Mr. Threet can do both of those.
- Would think we need to investigate having, perhaps, a facilitator to do that.
- It would be really great if we could find someone that has done this work specifically in this area, that is a person of color, either facilitator or firm that specifically does this particular arena, that is about facilitating communities and dealing with issues of race and equality.

Mayor Slayter commented as follows:

- Looking at it as sort of a funnel, where we're -- these couple of meetings, what we have done is we've begun.
- We're at the very top of the funnel. Maybe the next step is some health department-approved outdoor meetings, maybe at Ives Park.

- Half a dozen circles and a dozen chairs each that are all six feet apart, with sub-facilitators who help guide conversations and so people can go round robin and weigh in on youth, on the Latinx community and how they're interactions with the police are; seniors.
- There's so many topics that I think we're starting at the top and now we're getting down, and so what we need to do is figure out how the community information and the community input can be gathered somewhere other than online, which is, as somebody noted, is very difficult and very impersonal.
- Suggestion would be that, if the council has the will, that the mayor and vice mayor do a little bit more research and return to the council meeting where we will be reviewing Mr. Threet's proposal with an additional proposal for a suggested consultant in that realm, using the input from Mr. Threet's experiences locally and what we've heard over these last couple of meetings.

Councilmember Gurney commented as follows:

- Discussed one suggestion that was provided was the notion of the GPAC, the General Plan Advisory Committee, which was an appointed committee from the council, citizens with certain coverage of our community to make sure we had all the various minds working on our land use decisions for our future.
- That model would be one that would have a real importance to its composition.
- That group would continue through many subject areas, I guess in a timeframe parallel to what Jerry was working.
- Those two groups might inform each other and then come forward to the city council.
- Think the notion offered was more like a workshop, a lot of different tables where people were collecting around a subject matter, potentially moving from table to table, rotating around to contribute on numerous subjects that would take a lead facilitator and then assisting facilitators to watch the process and also take notes on the substance.
- Think was another idea of a subcommittee by the city council.
- Think that's too small.
- Two of us doing this work, is it enough?
- There's too much work to do and we're also all in our own heads and in our own government position from years of experience, and we need the community to be stepping up and taking responsibility and advising us significantly.
- Which of these models are you guys talking about when you're considering heading off in the next two weeks to research a facilitator and look for somebody to recommend?

Mayor Slayter commented as follows:

- Suggested it a couple weeks ago a general plan update committee structure has my support.
- Think that that is the way that we should proceed.
- In the general plan model, we had a hired consultant who was an expert in the subject matter.
- We need the same thing here. We need somebody in the facilitator world, who is experienced in these topics. Think that that's where I was going.
- The idea of having a workshop, a round table kind of thing, that is work that that committee would organize.

Councilmember Hinton commented as follows:

- Was not on the council at the time of the GPAC

- Wasn't on council when the general plan was updated, does that group of people include two councilmembers?
- Questioned Community members and two councilmembers on the committee

Mayor Slayter commented as follows:

- In that case, it did not include any councilmembers, and that was a topic of hours of conversation on the part of the council at the time whether or not councilmembers should be formal members of that committee.
- it was determined that no council member was to be an official member but was able to participate in some way

Councilmember Gurney commented as follows:

- Think the reason was because we knew a draft general plan was coming forward to the planning commission and then coming forward to the council.
- Both bodies would have numerous meetings about the draft that the citizens provided.
- The bodies didn't need appointments to the citizen committee because they would be taking up a citizen seat.
- Spent all of 2016, the council did, reviewing the general plan.

Councilmember Hinton commented as follows:

- Would like to keep the discussion open to that, because it does sound like that was a land use, so you had planning commissioners on it.
- We do have a different council now.
- Like to keep it open.
- Think being part of the detailed process is helpful for some background if council is interested in serving on that committee, and I'm not sure we are, but I'd like to keep the discussion open to that in two weeks.

Mayor Slayter commented as follows:

- That was something that we talked about at great length during the general plan process, and how we wanted that committee to function.
- Can keep that on the table and discuss it at greater length once we're down the road a little bit of a little bit more time and knowing a little bit more about what our options are.
- Absolutely a valid thing for us to continue the conversation about.

Mayor Slayter moved and Vice Mayor Glass seconded the motion to direct staff to work with Mr. Threet to develop a proposal that the City Council will review at the July 21st Council Meeting and proposal for a community-based process that will run in parallel to Mr. Threet's work.

Discussion:

Councilmember Gurney questioned if the Mayor is proposing a process of appointment to a panel, like a community panel?

Mayor Slayter commented as follows:

- Envisioning it much the same as the General Plan Advisory Committee, where we put out the call far and wide, and we have applicants, but our standard boards and commission application isn't applicable here.
- We'll need to come up with something that is a little bit more guided so that council has a little bit more additional information
- And we had a lot of questions on our standard application about land use.
- Need to come up with an application for community members, and we cull that list, and then we decide how big the committee is and panel them.

Councilmember Gurney commented it would be helpful if, as you talk about it in our drafting a recommendation, to consider the composition of the panel if you want to make sure certain seats hold a representative capacity.

The council and staff discussed potential application deadlines and when this would return to the City Council. The city would usually do a four-to-six-week timeline to give people the opportunity to submit their applications, and then go ahead and schedule the meeting after that. It was discussed that a special council meeting for interviews may be needed.

VOTE:

Ayes: Councilmember Carnacchi, Gurney, Hinton, Vice Mayor Glass and Mayor Slayter

Noes: None

Absent: None

Abstain: None

City Council Action: Approved direction to staff to work with Mr. Threet to develop a proposal that the City Council will review at the July 21st Council Meeting and proposal for a community-based process that will run in parallel to Mr. Threet's work.

Minute Order Number: 2020-138

Vice Mayor Glass moved and Mayor Slayter seconded the motion to direct our public arts commission and city management to engage with the youth who have been organizing some of the demonstrations in town to talk about a Black Lives Matter art project, and that they engage with our youth, the people that have been engaged with the demonstrations and the concern over this subject, that they engage with them as soon as possible talk about what the next step is.

Discussion:

Councilmember Gurney commented as follows:

- Wondering if we are contemplating or considering a budget item to support the creation of the art.
- I don't think it needs to be free or donated.
- If it's public art, we need to put our money behind it as well.
- We have a public arts fund.
- I'm just all in favor of spending the money in that worthy way, what -- but we'll see what the Public Arts Committee comes up with, but this discussion will give them the go-ahead to put money on it.

Vice Mayor Glass amended the motion and Mayor Slayter seconded the amended motion to:

1. direct our public arts commission and city management to engage with the youth who have been organizing some of the demonstrations in town to talk about a Black Lives Matter art project, and that they engage with our youth, the people that have been engaged with the demonstrations and the concern over this subject, that they engage with them as soon as possible talk about what the next step is; and
2. Direct the Public Arts Commission to let management know any funding that is needed to move forward with this project.

Discussion:

Councilmember Carnacchi commented as follows:

- Is this going to be left up to the students and the art commission to determine what type of mural it will be?
- Think that an all-inclusive mural that shows equality would be something that I would envision.
- Don't know that there was ever a time when we here, in Sebastopol, said "Pomo lives matter," because we're all living on former Pomo ground.
- Think that if we leave it up to the students, they will probably come up with something that's more inclusive.

Councilmember Gurney commented as follows:

- historically, had the Pomo honoring month of October, which was an activity that the council did create, just so you're aware.
- We should be clear, I anticipated this meant that the project would come -- the concept or projects that they are choosing from would come with a recommendation to the council.

Mayor Slayter stated the process would be that it goes through the standard public arts process.

Councilmember Gurney commented that process would be to bring it to the council, the committee choices of one, two, and three.

Vice Mayor Glass commented that we ask that this be youth-directed, not commission-directed, that we ask that the youth come up with the projects they want to do rather than the arts commission directing them.

Councilmember Carnacchi commented as follows:

- Think it's relevant here that I had a conversation with Ned Kahn, and the Sebastopol Portal that we had all approved for the entranceway to Sebastopol has hit a complete roadblock.
- It doesn't look like that actually will happen any time or ever again.
- He actually said that he would not mind if the \$45,000, he hasn't been paid any of it, went back into the art fund.

Mayor Slayter commented that is news to the city and the process would need to be discussed with staff.

Councilmember Gurney commented as follows:

- Think there's the opportunity for seeking sponsors to make up the difference in that project
- Suggest we just don't give that up quickly
- Think we need to have an organized discussion at Public Arts about how to potentially find other funding.
- Discussed having a gateway to town

De3nnis Colthurst, a member of the public, voiced concern with not being allowed public comment and discussed the Brown Act and Roberts Rules of Order and the ability for the public to speak on an item after the motion has been made and seconded.

City staff stated the Council opened public comment for this agenda item.

City Manager/Attorney McLaughlin commented as follows:

- Standard is that there be public comment on each agenda item.
- Tonight's meeting was somewhat unique in that there was one agenda item only, as the mayor noted, and ample time was given for all public comment on the one agenda item.
- Don't know of any specific requirement that says prior to a vote that you have to ask for additional public comment. I don't believe that's the case.
- This one agenda item did get its full public comment.

VOTE:

Ayes: Councilmember Carnacchi, Gurney, Hinton, Vice Mayor Glass and Mayor Slayter
Noes: None
Absent: None
Abstain: None

City Council Action: Approved direction to staff to:

1. direct our public arts commission and city management to engage with the youth who have been organizing some of the demonstrations in town to talk about a Black Lives Matter art project, and that they engage with our youth, the people that have been engaged with the demonstrations and the concern over this subject, that they engage with them as soon as possible talk about what the next step is; and
2. Direct the Public Arts Commission to let management know any funding that is needed to move forward with this project.

Minute Order Number: 2020-139

ADJOURNMENT OF SPECIAL MEETING:

Mayor Slayter adjourned the meeting at 9:06 pm. Meeting was adjourned to the City Council Regular Meeting of Tuesday, July 7, 2020 6:00 pm (virtual meeting).

Respectfully Submitted:



Mary C. Gourley
Assistant City Manager/City Clerk, MMC