

- We have an outreach coordinator that does coordinate most of the messages that go out.
- However, law enforcement is responsible for their own Nixle alerts, which are generally matters that need urgent public attention.
- Not all of those go through our outreach coordinator.
- Some of them are brought by the police department directly.

Mayor Slayter questioned policies and how they are memorialized and questioned how does it work internally to let Sebastopol police offices know of the change in policy?

Acting Chief DeVore commented as follows:

- We use a system that's called Lexipol.
- Most agencies throughout the state use this.
- It has a lot of fantastic options with it.
- I have just set up all of my officers with it.
- When I do a change to the policy, update a policy, it sends an e-mail to each officer telling them that they need to link into Lexipol.
- They have to go in, they have to read the policy, see what changes are there, and actually acknowledge that they have read it.
- It's time stamped.
- I always do a follow-up.
- I sent out an e-mail in regard to the carotid, telling them exactly what the change was and what our rule was, that it was no longer allowed.

Mayor Slayter provided the following comments:

- Council has heard a lot of interesting things for us to consider as far as how we go forward.
- So, we're scheduled until 9:30, and I want to respect that time as much as possible, knowing this is the first of several meetings.
- And apologies to my colleagues, but I think that it's important for the council to have an opportunity for comments and any questions and any suggestions as far as where we are now and where we're headed.

Councilmember Carnacchi asked the following questions:

- Discussed the comment of militarization of police and questioned if the Sebastopol police department uses tear gas?
- Do you have rubber bullets?
- Do we have flash grenades?
- That was the question with regard to the militarization. We don't take any free equipment from the federal government - When they offered the surplus from the federal government, is that correct?

Acting Chief DeVore stated we do not use tear gas, we do not use rubber bullets, we do not use flash grenades and we do not accept surplus from the federal government.

Vice Mayor Glass commented as follows:

- I think there was another question that didn't quite get answered.
- And I think this is a question for Acting Chief DeVore.
- What happens to officers about whom there are complaints specifically, or most I think specifically, like significant complaints? - Not like, "You looked at me weird," but what happens when an officer has a complaint lodged against him that would sound like very inappropriate behavior?
- And then the other question that actually went with that was about the officers that were involved in the fatality that involved the sheriff's office.

Acting Chief DeVore commented as follows:

- I have to say in regard to the Ward case that you're referring to, I cannot make any comments.
- As most people know, there is current litigation going on over that issue.
- I am prohibited from speaking about that incident.
- In regards to the other issue, if an officer is involved in something we consider to be pretty outrageous, something -- extreme use of force, something like that, my process, I would say, would be first to put the officer on leave, administrative leave, to make sure that he or she is off the street so that incident will not happen again.
- And then there would be a full investigation into the incident.
- And then it would depend on the findings of the investigation as to what would happen from there.
- There are multiple levels of punishment that could possibly happen, or it could turn out that we determine the officer didn't violate any rules.

Councilmember Gurney requested that the questions related to the budget be answered.

Acting Chief Devore commented as follows:

- I think the public needs to know something about the detail of budget information that can be revealed.
- My response from the police department would be that my take is that the police department budget is a public record, and the public should be able to look at every penny that is spent by this department.
- I believe through the finance department and everything, we do break the budget down pretty much to the dollar.

City Manager McLaughlin commented as follows:

- There's at least 35, maybe 40 different categories in every department's budget, including the police budget.
- And they're all broken down by exactly where each expenditure goes, as well as money coming in from grants and various things.
- And then on the following pages, those categories are further broken down to show individual contracts or purchases that are made.
- So, the budget has gone through a process over the last eight years where huge efforts have been made to have it be completely transparent in terms of where the citizens' moneys are spent.

- That is definitely a public document. It's online .It's available in other places, and it's at city hall, as well.

Vice Mayor Glass commented as follows:

- Sits on the budget sub-committee
- I think what the public is really interested in is probably on the details about how our biggest -- the biggest part of our police budget is spent, and that's the biggest part of just about every budget is always personnel.
- I think a question is how much of all those personnel costs are spent on what kind of activities?
- I don't think we really have that information.
- So, if we're looking at -- We have -- We spend "X" amount of money on personnel, but out of that, what percentage of that personnel time is spent doing traffic enforcement?
- And how much of that time is spent dealing with arresting people for theft, or how much of that time is spent on answering 911 calls and doing dispatch.
- I think that is actually a really important question for us to be figuring out, is what are the details of those expenses?
- I don't think we really have all of that information.

Councilmember Hinton commented as follows:

- Tonight, I think that this was definitely our night to listen.
- Having mostly grown up in this town and raising children in this town, I have had my own brushes with the police force, both through getting pulled over, getting a ticket, and my kids having different issues.
- I welcome this community opportunity to really look closer at this.
- I have sat on budget subcommittee for the last three years.
- We have dived into not only the police department budget, but all budgets, but we can certainly do a lot more analysis and really take what the community wants us to take a closer look at and move forward.
- I welcome this community meeting and the opportunity to listen, and then the next community meeting and whatever comes from that.

Councilmember Carnacchi commented as follows:

- I wanted to follow up on what Una was saying about auditing the police department and seeing what exactly they're spending their time doing.
- I think there was a comment about overtime and reducing overtime.
- That would be another thing that I would like to see.
- If we were going to really take some concrete action that would be fast, I think if we eliminated the overtime, that would reduce the budget somewhat, anyways, but I don't know how much that would be.
- Asked if it was possible for the Chief to eliminate the overtime in the police department?

Acting Chief DeVore commented as follows:

- Unfortunately, no - We have a small department.
- Right at this moment, I'm short three positions.

- We have an agreement that we will keep a minimum staffing level always available at the department. That's a minimum of two officers all the time, 24 hours a day, seven days a week.
- When you're short-handed, any time somebody's sick, hurt, goes to training, is on vacation, numerous different things that come up, it requires overtime from somebody else to fill those spots.
- We could definitely look at the overtime.
- I believe it would be possible to reduce some of it. But to eliminate overtime, no, we can't do that.

Mayor Slayter made the following closing remarks:

- The outcome of this meeting was to come up with a list of potential topics and perhaps a suggestion of a process.
- Where we have come to at this point in the evening is maybe a little short of that
- What I will recommend to my colleagues and staff and all the community members is to let council digest this information, to consult with our expert, Mr. Threet, and find out what suggestions he might have as far as next steps and how we might approach our next meeting, which we will hold in a week.
- We will work very hard on getting the agenda out as soon as we possibly can and the format of that meeting so that we can keep moving this forward.
- It's important to acknowledge the hard work of our administrative staff in assisting the council in getting this meeting and next week's meeting, and in between our regularly scheduled meetings, we're meeting every single Tuesday.
- A lot of the public do not realize that our city staff -- our city management staff has virtually no administrative support.
- There is a large amount of work needed to put together an agenda for a full regular council meeting which is a big lift every two weeks.
- We now are having extra meetings in weeks between the regular council meetings
- We also had an extra week in between meetings which allowed us to have these two special meetings
- Staff is working incredibly hard.
- How many times did I say this evening, "If you have a question, contact our city clerk"? I apologize to Mary, but I don't apologize to our community because it's important for us to all recognize the amount of work and the incredible work ethic that our staff has.
- I also want everybody to know that as I said at the beginning of the meeting, we do not have a preconceived outcome.
- We're not working on a set of assumptions, other than we want to listen and gather information.
- We're working very hard on this.
- Please continue to be in touch with us as council members, and let us know your concerns, your questions.
- You can send e-mails – and I'll apologize for myself right now that if I don't get right back to you, I will do my darnedest to. But there's only one of me, and I'm doing my best to keep up.
- I know all my colleagues are, as well.
- But the issue is so important to us, and so many people have great ideas and suggestions.
- We welcome that communication.

- Our next meeting is scheduled for June 30th at 6:00 pm
- We'll basically pick up from where we are right now with a bit more focus following the analysis of this meeting.

The following items were not discussed and continued to the next special meeting of June 30, 2020 at 6:00 pm.

- Consideration of Proposed Ideas 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

ADJOURNMENT OF SPECIAL MEETING:

Mayor Slayter adjourned the meeting at 9:40 pm. Meeting was adjourned to the City Council Special Meeting scheduled for Tuesday, June 30, 2020 at 6:00 pm (virtual meeting).

Respectfully Submitted:

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

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