

## City of Boulder

### Police Oversight Task Force Meeting Notes

7/25/2019

(Absent: Nami, James, Sheila [Note: Sheila arrived at the building for the meeting and was turned away by a Boulder employee who was unaware of the task force, Aimee/Pam will follow up to try and determine what happened and ensure it does not happen again.]

Check in: Attendees shared their favorite athlete of all time

Administrative update:

- Deputy Chief Weinheimer was introduced as the PD management representative for the evening
- Spanish translation will be available for the interview guide as of the afternoon of 7/26/19
- Council schedule: September 10 (memo due September 3) and October 10 (memo due September 27) Final passage of new model anticipated for October 29.
  - Request to discuss who from the Task Force will present to Council during the 8/1 Task Force meeting

Interview Process Check-in

- Many Task Force members have begun interviewing community members. Roughly 23 interviews have taken place thus far.

Reflections

- Task Force members reviewed their experiences of the past few meetings, and interviews with PSRP members.

PSRP Civilian Recruitment and Selection

- Pam Davis presented an overview of the most recent recruitment and selection process.
- Potential improvements discussed include:
  - Including community member(s) in the initial screening of applicants
  - Changing the minimum requirements for future panelists (criminal background, age restrictions, etc.)
  - Considering demographics in the selection process and being intentional about adding diversity

Critical Learning Dialogue

- Investigative Model
  - Pros: Independent investigation, impartial. Investigator is highly trained with relevant experience. Investigations would be more thorough.

- Considerations: focus on high level complaints, high cost, subpoena powers, contracting options, disciplinary recommendations, legal authority, investigation secondary to a criminal investigation if occurring.
- Monitor/Auditor Model
  - Pros: One person is in charge and receives direct complaints. Review training practices. Objective observer. Singular person most informed about issues. Have the ability to address systemic issues. Minimal cost.
  - Considerations: no investigative power, only make recommendations regarding disposition. Contracting options- if contracted, the complaints may still have to come to a city contact. Investigation still done by internal affairs.
- Review Model:
  - Pro: Lowest cost. Building community trust—may also lead to more cases. Review board made up of members of historically marginalized groups. Have a police liaison for the board who is a union member.
  - Consideration: Financial support of panel members—paid via nonprofit rather than city to maintain independence. Limited authority to make recommendations. Scope limited to reviewing cases. Would like to explore opportunity to hear appeals of the Police Chief’s decision. Term length.
- The group acknowledged that any recommendations for oversight will result in change or dissolution of the current PSRP and structure.

#### Develop Research Questions for Cities with Oversight Models

- For investigative model:
  - How do they compel individuals to comply with the investigation?
  - How did they get police to buy-in to the model?
- For Auditor/Monitor Model:
  - If contracted, how do complaints come in?
- For Review Model:
  - How are review panelists selected? Is there community representation?
  - If you only take on the cases that the PD decides to review in the first place, how is that viewed by the community? What happens to complaints that the PD don’t refer to the review board?
- For all models:
  - How to mitigate underreporting by minority communities?
  - What community involvement exists?
  - Are recommendations all made public and transparent, or just final dispositions?
  - How many times are your findings contested, and what circumstances/type of investigations are most contested?
  - How many employees dedicated, how much are they paid, total budget for oversight?
  - Any successful contract negotiation strategies?
  - How long has your model existed, have there been changes over time?

### Additional Information

- OIR Group—California contractor for investigating complaints.
  - <https://www.oirgroup.com/>

### Homework

Continue conducting interviews and send to Aimee as you complete – [kanea@bouldercolorado.gov](mailto:kanea@bouldercolorado.gov) . You do not need to wait until the Monday, July 29<sup>th</sup> @ 5 pm deadline to submit all at once. Please type or write legibly so your interviews can be transcribed.