

CITY COUNCIL SPECIAL MEETING MINUTES

MINUTES FOR Meeting of June 23, 2020

As Approved by the City Council at their regular meeting of July 7, 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.

7:00 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 7:02 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.

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 PREJUDICE 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

Mayor Slayter made the following introductory comments on the agenda time:

- Stated this meeting is a result of the item that was discussed last Tuesday
- That was step zero and this is step one which is to have a meeting to discuss the process
- This is the first of many meetings
- We need to educate ourselves
- We need to find out our options and plan best how police services can be delivered in the City of Sebastopol
- If there is a change in the way that services are delivered that is exactly what we need to find out and work through as a community
- What we are going to work on this evening is designing the process of how we want to analyze where we are and where we want to go
- We have no preconceived notions
- Ideally, we would meet in person and we would be able to have a large community meeting and that is difficult at best right now due to the pandemic
- We have discussed other options so we are looking at ways that we can get together in some safe and accommodating way
- We are in no way here – and it is unfortunate that what we have is one department that seems to be the focus right now – because really what we are doing is design a process for the entire City, all City staff across all departments going forward in a way that is equitable and safe and is delivering the services of a City in close alignment in parallel with the values of the community
- That is the most important thing is that government works for the people and the people need to have the voice and let the government know how their needed services are delivered
- We are not here in any kind of accusatorial way
- We are not here in any kind of culpability, blame placing
- What we are here to do is start the process of education and to figure out how we want to go through the process in order to get the services that we desire and in alignment with the values we hold as a community
- We have a limited period of time – we are scheduled from 7:00 pm -9:00 pm

Vice Mayor Glass made the following remarks:

- Want to reassert that people should not feel like if they did not get to say everything, they wanted to say tonight that this is the end of it
- This is us figuring out what steps are available to us to deliver the best, the healthiest, most equitable services as a City on behalf of our community and that are in alignment with our community values
- As I stated last week, I think just about everybody in the nation has been pretty appalled by what they have seen, starting with the Georg Floyd episode
- There's been a huge reaction of many people throughout the nation and that also includes people on our police force that are also appalled and upset

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- What we are doing here is making sure that an incident like that happen never happens on our watch
- I think I can't have a lot of impact on everything – we are a tiny City but we can and I am responsible for ensuring that we are a City where something like that does not happen and that is what I am taking responsibility for
- I also want to take responsibility for making sure that we live in a safe and equitable and healthy community where we can be friendly neighbors
- That is what is being discussed tonight – how we design a process to look at what are the issues that we might be concerned about and how we engage with those issues
- Look at how we ask our community and public with those issues

Mayor Slayter commented as follows:

- Discussed actions being considered for the very near future which are greater than this contained topic
- Looking at a possible resolution with some actual teeth in it as far as actions for City employees, City elected officials, everybody on a board, commission or committee for accessing training
- There are a lot of things out in the world that we can take advantage of that will educate us and help us be free of the things that we wish to leave behind as a sad part of our history
- A lot of people have had conversations about demonstrations and installations that are honoring lives lost unnecessarily
- There are many things that the Council is considering
- Those things will come in a relatively short time frame
- The Council is 100% devoted to doing this work and to being present, being representative, being the government that we really need to be for all of you
- Mayor Slayter asked Acting Chief DeVore to make some comments.

Acting Chief Devore provided the following opening comments:

- Thanked everyone for attending the meeting
- Like most people, this is something new and different
- Was asked to give some comments tonight – was not sure what I wanted to say
- I believe right now that most of you out there are probably wondering who is in charge of the police department – who is that person
- Provided some information about himself
- Not from Sonoma County originally
- Born and raised in the City of Oakland
- Grew up in a poor family
- Raised in a majority black neighborhood in Oakland
- Went to one might call the worst schools
- Interesting environment for me growing up
- Family raised me to be somebody who respected and looked up to the police
- That was a little different than the people I went to school with
- They had different opinions about the police
- When I was young, I did not quite understand that

- I really did not understand that until later in life when I started learning more about history and things that have on
- For me, being in Oakland, I at one point in my life when I was very young, a teenager, decided I wanted to get out of Oakland so I joined the Army
- You would think after serving in the Army what would I do – go someplace other than Oakland
- No – I moved back to Oakland to be near family
- I spent quite a few years going through different jobs
 - Worked in Silicon Valley as an electronic technician when Silicon Valley was first starting up
 - Worked in construction for quite a few years
 - Spent a few years in property management as the maintenance supervisor caring for people's property
 - About 28 years ago my wife living in Oakland decided that was not the environment we wanted to raise our kids in so we moved to Sonoma County - a beautiful area and a nice place to raise a family
 - While up here I realized I had always had this dream of being a police officer so I decided it was time for me to make a move
 - The Santa Rosa Junior College here as a police academy that is anyone can go through and I put myself through it
 - At the age of 40 I graduated from the police academy number one in my class
 - From there I had to decide where I was going
 - I decided I wanted a small-town atmosphere and that I wanted the small-town cop life
 - I wanted to be able to be out there with the public and talk to people
 - This was the way I figured I could make a difference
 - I went looking around, doing drive arounds with different departments and I did quite a few ride-alongs with Sebastopol and I loved it
 - I loved the department, I loved the people, the town – I loved Sebastopol
 - At that time, they were not hiring so I made them an offer –
 - I was a volunteer for about a year and the department said we have a reserve program and we are hiring reserves so I moved up to a reserve police officer
 - I did that for another year and the department said we have an open position and they wanted to hire me
 - I jumped at that and became a full-time officer a little over 16 years ago
 - At this time, I have about 18 years as a full-time officer, working on all shifts
 - The motor position came open and the Chief asked if I would step up and be a motor officer and I moved in and took over the traffic position and was a motor officer for a few years
 - After that the Chief asked me to become the training officer and then a few years later I was promoted to Sergeant for about seven to eight years and then when Chief Weaver was retiring, I was asked to move up to Lieutenant
 - Six months ago, I was promoted to Acting Chief of Police
 - That is my life - what I would like to say is that I have a lot of life experience and most of my time was as a civilian not as a police officer and that is really how I look at a lot of things here and I think that has helped me enormously in my career

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- It has allowed me to really hear the public and deal with the public in what I feel is an appropriate manner
- A few weeks back, like most of you, I was sitting at home one day watching TV and, on the news, they came up with this little clip and said here shortly was in Minneapolis a police officer kills someone
- Like a lot of you I was like not again – here we go again- why
- A few minutes after that they showed the video – my wife came in and we are sitting there in shock – we were shocked and we were silent – my wife looks at me and says they cannot do that can they?
- I told her no they cannot – they cannot do that – That officer just killed that person – I told her that officer is going to prison
- Then again while at home watching TV on the weekend it was video after video of officer brutalizing people
- I was horrified
- It made me ashamed to be a police officer
- I want you to know that I am with you – I hear you – and I want to work with you and with the community to make sure that nothing like that happens in this town

Mayor Slayter introduced Mr. Threet who provided some background on himself.

- Was director of IOLERO - Independent Office of Law Enforcement Review and Outreach
- Worked in a variety of roles as public attorney and San Francisco Deputy City Attorney
- Worked for the Department of Justice for a period of time and have some experience in different legislative bodies
- Separately from that, have a good deal of experience with community organizing and advocacy in various context
- Resident of Sebastopol
- Have lived here for over five years and raised my family here with his husband
- Love this town
- Glad to be able to participate in this process
- Was requested to help frame these issues before the Council
- Will be throwing out possible options to consider facilitating a productive discussion
- Key question that has been posted here is are the values of the Sebastopol community reflected in the policies, practices, procedures and trainings of our police department
- What are the values of our Sebastopol community with regard to policing?
- Not make assumptions of what those are – need to do something to find out what those values are
- Once we have that, we have to measure them up with the current policies, practices, practices and training of the Sebastopol Police Department
- How do we find out the state of the police department with regard to these things and is there something that should be done to change or transform our police department and the way it operates to reflect community values -maybe we do not need to – maybe we decide we want to – if so how do we do that
- Discussed what processes can be used to gather the information we need to gather the information we need to answer these questions and make that decision

- This is a first attempt to frame these issues and should not be considered final in any way
- These are some considerations for the public and council to look at
- Key to success of this process is going to be the collaboration with the police department and its leadership
- One of the key issues is equity – should the voices who have historically been excluded from this type of discussion be some type of special consideration in the process
- Those communities that have had the most impact in these types of processes – should they have special consideration for their voice
- This is really a unique moment in our history – something I have not seen in my lifetime where there might be the political will and public will to creatively reimagine how we are doing this

Mr. Threet then provided a presentation to the City Council and public.

Mayor Slayter asked for questions.

Councilmember Gurney commented as follows:

- Questioned the amount of time needed to dive into this deliberately and responsibly.
- We are a small community of under 8,000 people
- We are pretty tight knit and known to each other
- Is it reasonable to think the timing would be six months or a year and a half?
- Do we have to talk fast or do we have time to take it a little easier?

Mr. Threet commented as follows:

- Stated he would take an educated guess but does not think it will take a year and a half
- May take several months to do in a robust appropriate way
- Has heard the comments of being a tight knit community, but also stated that policing in any jurisdiction affects not only those folks who are residents of the town but also those who work there, who travel through there
- Have a lot of folks who come into our community to work both in homes and businesses and many of those folks are in our disadvantaged communities and we would want to hear from them also
- To put together a robust process that gathers all of that information would take a few months
- It depends on how frequently the meetings could be held

Mayor Slayter opened for public comment and made the following comments:

- Discussed the process of public comment
- Staff spent a lot of time figure out how we could have translation services available to all of us for this virtual platform of zoom meetings, to include this meeting
- The sad fact is we are not able to identify a workable solution to language translation
- Certainly, Spanish is important but also ASL services
- Those would be two of the largest important items for communication
- It was very difficult to identify and we are continuing to work on that
- Please know that this is something that we take seriously and that we are working on
- If we were in a live, in person meeting, we could accommodate those much more easily

- Right now, it is a technical difficulty that many communities are struggling with
- Stated public comment will be the same format as a regular council meeting
- Important to hear from you what you are thinking on this issue
- Important to hear what procedures are important to you
- We are not here to make assumptions and we are certainly not here to impose the Council's will – we want to impose you will- we want to listen to our community and get this right
- I believe both the Acting Chief and Mr. Threet stated, this is an opportunity that does not come along very often
- What we have is significant public energy
- We have 99 participants on this meeting
- Heartened to have such a wide cross section of our community in attendance

Mayor Slayter opened for public comment.

The following submitted written comments that were distributed to the City Council and made part of the public record:

- David Cary
- Renata Brillinger
- JoJo Sanders
- Paris Strachan
- A.J. Levis

The following provided comments during the virtual zoom meeting platform:

Todd Swindell commented as follows:

- Been living in Sebastopol 17years
- Member of Dezi's family who organized the rally that was downtown
- Wanted to say that I am here to advocate for the youth for them to be listened to and heard
- As a gay man, I know what it is like to grow up without a voice, without a sense of community and I had to leave my home in my community in a very conservative place and move to San Francisco where I could participate
- I was an AIDS activist and learned a lot about being out on the streets, working on the grassroots level
- This is a very broad topic and we are giving people a space to speak and listening to a plurality of viewpoints
- One thing liked about the rally the kids put together is that chance to sit and listen to the young people of color stand up there in the town square tell their stories and have a chance collectively to listen
- Education, inspiration and empowering
- This is about giving the kids a voice, welcoming them to the process, and would be really good to get this into the high school – not a presentation – but a chance for people to sit down and hear each other and listen to each other and realize the personal stories behind this
- Need to take that extra time

- Advocate to give voice to the youth, especially young children of color here in our community
- This is their time and we have a responsibility to listen to them
- It is important they have a chance to be heard
- If that does not happen, they will lose faith in the electoral process
- It will lead to a lot of despair and apathy

James Jacob commented as follows:

- Teacher in the neighborhood
- Get evaluated every year
- Important for police officers to be evaluated three- or four-times a year
- Public comment is important
- Community is responsible and should be a part of the process
- Important that the selection of the new chief has experience that is required by the community
- Have an independent audit of the general idea of how police funds are spent, how police time is spent and how are policies are compared to best practices
- As a teacher, always evaluated on best practices
- Would be great if the new police chief could enforce that also
- Should have an audit of officers that are disciplined
- They are so many stories of being brutalized by cops
- I have been brutalized by cops – the same person that murdered Andy Lopez – remember years before that being brutalized by the same person
- Hear differences in treatment depending on color
- That should be taken into consideration
- People are afraid to come to the police
- Many people are afraid to drive through Sebastopol on the way to the beach or Whole Foods because of the treatment by the Sebastopol police
- Many people should care about this
- Agree with former speak regarding high school students
- We should have a plethora of people from our community that not only chooses and evaluates our peace officers but that the cases are reviewed in a timely manner

Ravi commented as follows:

- Thanked the Council for having this conversation
- Thanked Mr. Threet for his insightful presentation
- Personal interactions with Sebastopol police have been a mixed bag in Sebastopol
- Believe most people's perception of the police is formed by limited interactions with the police or limited observation of the police
- What is currently available and what data can be shared with the community and where can it be found
- Where are current statistics and police stops being kept?
- Highly supportive of community oversight
- Against internal investigations

- Observed on more than one occasion where the Sebastopol police are dealing with our youth, our adolescents, and the perception is that they were entirely too authoritarian and punitive and not looking after the kids interests but more interested in asserting their behavior

Mayor Slayter commented as follows:

- City will collect all the questions and get answer as best we can tonight
- If we do not answer your question tonight, will ask that the public reach out to the City Clerk with the question
- We will try to answer these questions as best we can tonight and if not will get answers to the public

Heather commented as follows:

- Thanked the Council for this process
- Important to have democratic input from the community
- That's part of what really makes a democracy and empowers our citizens
- Thanked everyone for participating
- Background is a science degree and teaching degree and have several years of law school
- Mainly here to be supportive of Dezi's family
- She is a youth in our community and a person of color doing a really good job advocating for the next generation in a positive way
- Encouraged that she has an avenue to speak
- Would like our particular community to be a model throughout the whole country of what could be as far as an ideally in a community with policing with a model to be replicated in different places
- If we can do it well here it would be nice to actually be able to facilitate that and many others – that includes cameras with a very strict top-down procedure that makes it very clear to officers that they are not to turn off their cameras
- The camera issue is very important and should be modeled through the whole country in a sense of keeping the camera on and having it being really at a top-down level if that officer turns their camera off, that there is harsh consequences for that
- As a community, as a superior, need to be able to look at the footage and see how the situation actually went down and if the camera is left on that could be properly evaluated
- Feel our area of Sebastopol should take a strong policy against militarization
- Was not happy with the procedures in Santa Rosa, gassing our citizens
- Democracy is very important
- Public assembly is very important
- This is in the Bill of Rights
- The right to assemble is very important
- For them to be gassed in Santa Rosa – those people deserve to have had a chance to exercise their freedom to assembly that was just very horrifying
- I would like a strong policy on the City level that does not support use of militarized weaponry on civilian population – a very clear policy from Sebastopol that we are not in support of gassing our civilians

Erica commented as follows:

- Works in the nonprofit environmental sector
- Has been devastated by what has happened and the police brutality, what is going on and the injustice of persons of color
- Challenging myself to learn more and be a better person
- Thankful for our town and opening this up for discussion for everyone
- We all need to be heard and some systems need to be shaken down from the roots and grafting a new growth onto it to use
- Clearly a lot of our systems are not working
- Really need for progressive and experienced candidates for the community policing
- Personal feel is that police unions need to be restructured and how much weight they are given
- Know they need advocates as well
- Not taking that away
- Feel structure it is in needs to be looked at
- Focusing on and trying to educate and have those discussions
- Really love what Jerry was saying about the officers of peace and maybe the restructuring of how the police is used for different calls – such as mental health professional taking a certain call of domestic violence or somebody in distress, social services, homeless advocate, definitely bilingual and someone that is able to be called on to help a situation not escalate a situation.
- Feel like the officers should go through rigorous training in ethics, equity courses, and mental health
- That any disciplinary actions are taken against them is very transparent for us as a community to be able to review and understand and that they have bigger training courses for them and maybe have more education to be able to get to be a police officer.
- The use of excessive force is not welcome anywhere, and that really needs to go through all of our neighboring cities and sheriffs, and we should not be taking any bully-ish stance.
- We should work as a community and for everyone to be heard and to police with more connection of the community and having police officers actually do more community service and volunteer.
- I don't really see that a lot in our community.

Kyle commented as follows:

- I was shocked to hear at the last meeting that the budgeting process for the upcoming year was business as usual, given the excuse of just COVID-19.
- The only mention of the insane 45% of our city's budget going to policing was slugged off with a mention of increases in insurance costs.
- I was disheartened at the pace in which the city is moving in regard to police reform.
- It's my hope that in the last few weeks, the city council has done their due diligence in researching alternatives to policing and ways to reduce the cost of policing in this city.
- Discussed attempts by city councilmembers to slow down this process through bureaucracy will be seen as an attempt to wait out the concerns of the citizens, and that will not be forgotten.
- The attendance of the last two meetings should be a clear message to this council that the time for direct action on reforming policing and the budget on policing is now.

- Unfortunately, my video has been muted by the meeting host. I'm not sure how to address at this time.
- It might border on infringing on public speech. But if my video wasn't muted, I'd be happy to share graphics that demonstrate how Sebastopol exceeds the proportional general fund for police budget --
- It's completely unacceptable.
- I'd also share, as I have in previous meeting comments, that alternatives to additional policing are possible.
- Working with community partnerships has the potential to reduce the policing budget by upwards of 20%.
- That's close to \$1 million annually. That's one-tenth of our entire city's annual budget.
- I appreciate the speaker's focused on community oversight, but unfortunately, I didn't hear a thing about addressing how to seriously reduce the cost of policing in our town.
- The last few slides on how I expect this council to proceed further, I'd like to see the following as soon as the next council meeting.
- Experts and police reform should be brought in to share their experiences.
- The leaders in alternative delivery methods and community partnerships should be brought in to share their alternatives and potential savings in the policing budgets.

Aamil commented as follows:

- One thing I was thinking as I was hearing Jerry's presentation, I was watching dollar signs flying away in some of the things he was talking about, and fortunately, there's a number of things that can be done that in terms of oversight that don't necessarily involve hiring people, including community involvement
- The two most important things I heard were about transparency and culture, culture in the police department and transparency about what is being done about use of force, about stops, who's being
- Stopped
- I'm thrilled that we're proceeding with this.
- I've been a criminal public attorney since I arrived here in Sebastopol in 1983, so I certainly have police
- involved in every case that I've ever handled.
- I think perhaps the most important thing really is the culture in the police department, and I just think
- that needs to be looked at.

Amy and Rachel commented as follows:

- My name is Amy Cohen, and this is my twin Rachel, and we're students at Analy High School.
- We have recent started A Sunrise Over Analy, and the Sunrise Movement is a national youth-led movement to peacefully combat climate change and social injustices.
- Right now, Sunrise is currently working to support the movement for black lives efforts to defund the police.

- So, the percentage of Sebastopol's budget given to the police is disproportionately high, 45% in comparison to other local cities and underfunded public services, and that's not even talking the supplemental law enforcement fund.
- We fully support defunding the police, but we know this is a change likely too abrupt for our community right now.
- Instead, we could begin by redirecting some of the funding that goes to the police department to our schools, infrastructure, housing, and other public services or fire prevention and recovery.
- We would also recommend removing school resource officers or SROs from our schools. SROs have not stopped school shootings in the pasts, and the numbers show that SROs disproportionate arrest black, and indigenous people of color and disabled students far above the rate of their white, able-bodied classmates.
- We ask SROs be replaced with professionals trained to deal with situations the SROs currently manage without the use of force.
- Last semester, we were shown a video addressing racial inequalities at our school and told not to discuss it. But how are we supposed to create a culture of respect when we're not allowed to talk about racial disparities?
- As it's been mentioned before, we would like to see our schools organize conversations on racial injustice in our classes with authoritative figures in Sebastopol and experts on the topic so it could be discussed in a respectful way.
- Cities and towns without a strong police presence already exist. You can find them all over the country in wealthy white suburbs.
- Police aren't needed there anymore because the money that once funded them instead went to fostering the well-being of the community.
- Now it's time to invest in frontline communities so that they have equal opportunity to thrive, unhindered by biased policing.
- I've heard Sebastopol police were called to the Santa Rosa protests, where violence was used to deter protesters. I want to confirm this because it seems against our community values.
- I acknowledge that as white citizens, we are inherently more privileged than the members of the black community, and we want to use our privilege to elevate black voices and make sure that the crippling issues facing the black community do not go unheard.
- It's time for a change in our policing.

Dezi commented as follows:

- I'm going into my senior year at Analy High School.
- I'm here tonight to shed light on a subject that I strongly feel needs to be addressed.
- Growing up as a person of color in America, at a very young age we are passed down this tremendous fear, the fear that more often than not, is a fear of law enforcement.
- It's passed down from generation to generation and is fed by the continuous occurrence of police brutality and oppression that has occurred in this country for far too long.
- This fright takes a huge toll mentally on people of color.
- When there are interactions with people of color and law enforcement, there's usually a strong reaction coming from both sides.
- One side is scared of losing their life at the hands of police brutality, and the other may have a conscious or unconscious racial bias.

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- On both sides, there's a great deal of panic and worry.
- Fear that is met with fear can never end well.
- In the speech that I read at the protest I organized the other day, I spoke on being afraid of being pulled over and how I worry that my nervousness and fright might be mistaken for erratic behavior simply because of the way people react to the color of my skin.
- So, here are the questions that I have for the Sebastopol Police Department.
- How much racial bias training have your officers gone through?
- What are the systems put in place for that training?
- Have they had extensive training on de-escalating situations?
- And my main point -- do you use the crisis stabilization team that we have in Santa Rosa for calls you may get concerning mental health issues?
- I also bring up the crisis stabilization team because, like I said earlier, unfortunately, people of color's reaction to police is usually misjudged and taken as a threat to some officers when in actuality, it's a genuine result of being afraid.
- It's very important that our police department uses our crisis stabilization team as sort of a first step when there is a situation where an officer feels the need to call for backup or the instinct to pull out their gun.
- It's very important that the Sebastopol police have this training and use these resources that are available in our county to make sure that pulling out a gun or taking someone's life is never the first instinct or option.
- We need to make these changes in our community and in society so that situations like Jeremiah Chass, Andy Lopez, Breonna Taylor, Eric Garner, George Floyd, and so many others don't become no normalized

Debbie Kirklin commented as follows:

- I just want to say I feel really hopeful for the future and uplifted by hearing from our young people, and I want to thank the city council and chief of police for bringing this meeting to happen.
- I think it's a great opportunity for listening, and I'm learning a lot.
- I also want to be an ally for people of color that are experiencing institutionalized racism.
- The point I wanted to bring up in the meeting is just that the speaker, Mr. Threet, made a really great point about making sure that the mission of our community aligns with mission of the police department here in Sebastopol.
- I have looked at the Sebastopol Police Department policy manual. I'm probably just not looking in the right place, but where you go to find the mission statement, it just says "blank" for mission statement.
- I would like to know where I can read the mission statement for the police department.
- when I look at further details in the policy manual and go to use of the force, I still see the carotid control as a potential method for controlling suspects.
- I still see that in writing.
- I'm very much hoping that that is going to be eliminated as one of the options for dealing with suspects

Mayor Slayter commented as follows:

That control has been removed from the Sebastopol Police policy.

- It is no longer to be used here by our law enforcement officers.
- There is a bit of a lag time between the publishing company for the manual and what the actual policies are.
- That carotid control is not to be used here. It shall not be used here. It has been removed.

Omar commented as follows:

- I'm a parent, homeowner, and business owner here within city limits.
- I'm also a graduate of the Sebastopol Police Department's Citizen's Police Academy, as well as a former board member of the ACLU of Sonoma County.
- I've also cross-examined dozens of police officers in open court in my role as freedom defense lawyer.
- I've represented victims of police misconduct and successfully sued police departments in federal court for violating Constitutional rights.
- I'm currently representing a street medic pro bono, an EMT who's been charged with violating the curfew in Santa Rosa after the protests.
- I am extremely thankful about our community's turnout.
- We need more information about the cost of policing. How can it be 45% of our budget?
- We need to reduce the cost of policing by minimizing overtime. Not make it a game that officers use to pad their retirement.
- We are absolutely entitled to know where our tax dollars go.
- Nobody here is calling to defund the police. Nobody else has said the word "defund" in this conversation. That's not what we want.
- We want to re-imagine our police resources.
- We need robust reporting about use of force by the Sebastopol Police department.
- When I attended the Citizen's Police Academy, I learned about use of force continuum, but I did not hear anything about de-escalation of force.
- And I think it's so important to train our police officers how to de-escalate tense situations and give them that training so they're not always trying to figure out how to use more force until it ends in the application of lethal force.
- I also echo Jerry Threet's very important reminder about having independent civilian oversight.
- If we as a country don't allow the military to run the country because they have civilian oversight, how do we allow the police to not have civilian oversight?
- Of course, the police should have civilian oversight.
- So, we ask the city council, this is something you can do right now without having to conduct any lengthy expensive studies.
- We want you to endorse the Evelyn Cheatham Effective Independent Office of Law Enforcement Review and Outreach Initiative so we have independent civilian oversight at the county level with our sheriffs.
- we should also establish independent civilian oversight within Sebastopol, at the Sebastopol PD.
- I agree we need to remove SROs from the schools, and we need a crisis stabilization team within the
- Sebastopol PD.

A member of the public commented as follows:

- I just wanted to comment and say I moved to this community two years ago, and since then, I've seen a Sebastopol police officer use excessive force on a child. I called in to report this and I was met with
- a process in which the police department could go through to investigate, or it wasn't followed up with and there was a lot of resistance of, "Well, are you sure? We have to do what we have to do," kind of thing.
- I got the idea that the culture of the Sebastopol Police is kind of on the side of using excessive force rather than not.
- I researched the Facebook page later and saw there was some other excessive force that two other officers were involved in where the choke hold was used and someone died.
- I guess my question is what has happened with these specific incidents?
- Is there any way to know what steps have been taken with those specific officers?
- Has anything been done, or was anyone fired?
- Was there any follow-through with additional training?
- I'm starting, just gathering information and trying to figure out, as a new community member, what the culture is of the police here.

A.J. commented as follows:

- Thank you very much for recognizing me and for putting this on.
- I wanted to address the question about the values in Sebastopol that Mr. Threet appropriately raised at
- the very beginning of his presentation.
- And to point out, quoting our great peacetown.org, the ways of being in Sebastopol are, of course, to be
- kind, to create beauty, to build community, to love your neighbor, to choose love over fear, to laugh, sing, dance, play, meditate and/or pray every day, to love yourself as a divine being, and to see others
- as divine beings, and to be grateful and to be happy.
- I just wanted to share that as some of our values that have been established.
- I know that we have a great peace wall that's memorialized a lot of great people.
- On a more practical level related to what we're trying to do, I think that the body-worn camera footage is important to be released, and I don't understand exactly why the city thinks they can get away without
- releasing it when a proper request has been made.
- I know you've probably all seen the e-mail I submitted earlier today.
- I think that investigations regarding dishonesty are very important and need to be researched and that dishonest police officers should be dismissed.
- I know the previous chief believed in that also.
- He told me that himself in person.
- I think that a verbal warning should be issued by a police officer before taking someone down and slamming their face into the concrete pavement, that they should not be tackling people and putting their knee on their back without giving them a warning, "Hey, if you don't do this, I'm going to tackle you

- and put you down," because I think that's important.
- I think that there should be an appropriate civilian review of any complaints made.
- I can say this because I personally filed a complaint, and no response was issued by the police department about it.
- I was just told there would be one of four responses given to me in writing. No response ever made.
- I think that if there is going to be a civilian board or some review board, I think it be important they be given the power to terminate officers.
- I was very surprised to find that even the chief of police did not have the power to terminate officers because the union has the right to review any complaints about those officers.
- We all know that the chief of police was forced to resign because of the way he was trying to discipline the officers the union didn't like.
- I think it be important there be a power to terminate officers regardless of the union procedures and the blue code, where one police officer protects another and files a false police report.

Molly commented as follows:

- I am a resident of Sebastopol.
- There's been so many good comments so far this meeting.
- I'm so happy we're here.
- Even AJ, the last one, the blue code. That's a big one for people.
- People are concerned that the police is taking care of each other like a gang would and that politicians, local politicians are also in with the police officers, which just creates a circular situation where everybody owes each other a favor, and no one can be terminated, no one can be disciplined.
- That's what we're looking to resolve with an independent task force review.
- When we form that group, and I'm confident we will, they should be local citizens who have no affiliation with the police department.
- They should not be endorsed by politicians or a political group, the Democrats or, the Republicans or anything else.
- They should be very independent.
- They should be there to serve the citizenry and to hold the police department accountable.
- I also really liked Omar's comment about crisis, there being crisis intervention people on the police department within the internal group who are experts at dealing with anybody, any subgroup that we're going to be looking at.
- That has come up so much with the protesters that just stories -- that inappropriate help from the police, no help at all -- Yes, they can get there in five minutes, but you might not like what you get -- is a huge
- problem.
- I'm not blaming the police department.
- They're trained maybe for a certain process. We're going to be looking at this process and we're going to be looking at their training and then we're going to be reporting to the citizenry about what that training is and seeing if they disagree with any of it.
- The protesters are so voiced right now
- The children are stepping up, and the movement and the energy is with them.

- They are the youth. This is their community. They are tomorrow's people.

Honora commented as follows:

- Thanked Dezi for her work
- It takes a ton of work.
- I think that the police department has quite a bit of work that needs to be done, including individual training of individual officers, systemic work on the systems.
- Thank you, Jerry, for your outlining how that can happen and also community work.
- I think individuals in our community, beyond the police station, need to take the time and the energy and the money to really work on themselves.
- I've been doing this kind of work for six years with a group called UNtraining White Liberal Racism.
- I get some giggles at that one, but what it does is it lets me talk to the police chief and see his humanity, Even though I'm really angry at policing in America right now.
- I think we need to figure out the solutions, and I love this meeting because I think that we're heading there.

Courtney commented as follows:

- I am a citizen of Sebastopol.
- I apologize if my words are not extremely eloquent.
- I didn't have much -- I didn't write something beforehand, so I've just been taking some notes about what I want to say.
- I do want to talk about culture.
- I think that that is extremely important, and I really liked what our consultant said about when having these discussions about policy changes, to do it with informed choice.
- I want to advocate for the issue that I have devoted quite a bit of
- time to understanding and read about and whatnot, and that is homelessness, or the unsheltered lifestyle.
- What I would really like to see from our community police officers, who I hope one day will shift towards peace officership, and our community is I would like to see us advocate for supporting our unsheltered folks more.
- That doesn't necessarily mean we want them on track to get a job and, you know, cross all these
- T's and dot these I's in the way we want them to be, but instead, to really look at supportive
- infrastructure for those who are struggling and to let them do it in their own time and make the
- decisions they feel is right for them.
- I think that some of these supportive infrastructures could be things like safe parking, better infrastructure for hygiene.
- While we do have some shower services here in Sebastopol, which are mainly offered by the local churches and the generosity of Ives Pool, we have not done enough
- I would also like to see, which I know this is a very bold thing to propose, but I would like to see permanent bathrooms near the skate park because I know a lot of our unsheltered folks are on
- Morris Street, instead of the Honey Buckets.
- Although I know -- I appreciate the Honey Buckets being around town, but I would like to see
- more stability for our community members who are unsheltered.

- I would like to see the police advocate for that more

Evan commented as follows:

- I'm a resident of Sebastopol and been in the area the past eight or nine years.
- I just want to commend everyone who is participating in this evening's discussion, and in particular, just to echo the support for the young folks really leading this charge, especially here in Sebastopol.
- But the point I wanted to bring up tonight was about how this police department communicates.
- I think that's just incredibly important in terms of shaping the narrative.
- When a police report comes out, I'm just curious to know what the protocol is for releasing police statements through Nixles and informing the community of an incident directly after it happens.
- What are the guidelines to make sure that their reporting is accurate and fair and balanced and not shaping the narrative in advance of a full investigation?
- An obvious example is I was participating in a peaceful demonstration Saturday night when a Porsche SUV ran violently into the crowd, almost killing myself and dozens of other people.
- Within 24 hours, the report came out from the police department -- the Santa Rosa Police Department - To be very clear, this is not Sebastopol - This is Santa Rosa. But it's just one example. And the report came out very clearly stating that the assault was on the driver of that vehicle. And the way it was framed, the wording of the article shaped the narrative not only for those who read it -- the community
- members of Santa Rosa and Sonoma County at large, but also the media.
- The vast majority of media outlets then took the police report and used that as their report, as opposed to going to the four videos that were available or talking to the demonstrators, 150 demonstrators
- who also witnessed the encounter?
- And so, that inaccurate reporting that came from the Santa Rosa Police Department has since shaped the narrative that victimizes one person and totally disregards the experiences of 150, including video evidence.
- So, my question and encouragement for the Sebastopol police is to come up with some sort of protocol so that when public announcements are made and provided to the public, that there is some protocol to make sure that they're not shaping a narrative in advance of making a final verdict, of actually having all the information, or, in this case, even having the proof, the clear proof in the case of four videos, and still
- reporting inaccurately the order of events.
- Would love to see some oversight and some protocol from the Sebastopol police to make sure that that would never, ever happen here in Sebastopol, that might shape public opinion in ways

Martha commented as follows:

- I had no intention of speaking, but a couple of questions have come to me, and I would like to get answers.
- I'm really grateful to everybody -- everybody, every single person who spoke, starting with Greg DeVore.
- So, thank you, everybody.

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- I really appreciate Dezi's work. It's so nice to see her because I remember her, like my kids, when they're young.
- Nobody wants to remember them when they're young, but it's so nice to see you out.
- And I was so proud of you when I saw the article.
- I wasn't able to come out to the rallies because of health concerns.
- I'm really proud of you and proud of all the young people who are out.
- I just want to say, in relation to the last comment that Evan gave, Laura Hagar Rush has an excellent article that she wrote. I think it's just online now.
- Probably available to everybody from the Sonoma West Times -- called "A Lesson in Anger."
- And she's writing about what happened Saturday night in Santa Rosa with the car that drove through.
- If you only saw the Santa Rosa charges and article, you might want to look at her article, her excellent writing.
- It's a very good depiction of her children witnessing and being in the middle of the crowd as this woman in the Porsche drove into the crowd and then claimed white victimhood later.
- I appreciate Honora talking about the work she's doing
- I'm similarly doing that -- unlearning racism, white supremacy, all the things that I want to do to be an ally in this important, important work.
- When you talked about the new policy, getting the carotid control, the neck holds out of our police department in Sebastopol, how has this been communicated, and how is it instituted?
- How is it memorialized as policy in writing now?
- If you're saying the guidebook, the protocol manual is not going to be published again, how are we sure the that the officers all now are trained and know there's a new protocol?
- Was this as of last week when Governor Newsom said, "No more"?
- You've answered it as if it's an understood statement of fact, but I think we should see how it's documented because, in the manual, it's written.

David commented as follows:

- I'm a Sebastopol resident and voter.
- I want to start by thanking each of you for your service to the people of Sebastopol, and in particular for scheduling this and any subsequent meetings or events on these topics.
- I want to think the voices that we've already heard tonight.
- I'd like to talk about one of the things about which I sent an e-mail earlier yesterday to the city council.
- And that is that I want to encourage you to look at root causes, not just superficial symptoms.
- Most roads to root causes will lead back to this city council and its relationship with Sebastopol voters.
- No solution to the problems on tonight's agenda can be fully effective, sustainable, or complete without also converting Sebastopol to a democracy, to a system of government by the people.
- That conversion will include these three changes -- making the Sebastopol government more open and transparent, electing the city council with free and fair elections that ensure a truer representation of voters, and campaign finance reform.
- For example, currently, the council is elected using the election method plurality bloc voting that is designed to suppress, even eliminate minority representation on the council.

- In Sebastopol's more overtly racist past, it was popular for that very reason.
- It is a clear example of systemic racism that continues in Sebastopol today.
- Its use continues to undercut the legitimacy and credibility of this council.
- It leaves a stain on every decision you make, regardless of how good your intentions are.
- That has to change.
- I recommend that converting to a democracy be added to your list of solutions to evaluate.
- Converting to a democracy is essential to ensuring that city policies and practices best represent community values.
- So, just briefly, to tie that back to some other things that have been said tonight, in Sebastopol, we do have civilian oversight of the police department.
- From the police chief, it goes up to the city manager. And from there to the city council.
- And it should go further up to the people and voters of Sebastopol.
- But that link is broken, and it appears maybe there's some links that are broken further down, also.
- So, making sure that we have a more representative city council is essential.

Jasmine commented as follows:

- One of the things that's come up is making the Sebastopol Police Department represent our values.
- That's great, but I think we also need to make the budget represent our values because budgets are, among other things, they are a statement of priorities.
- When you have a budget where the largest budget item is the Police, then what you're really saying is they're the largest priority is the police.
- When it's the largest budget item by such a large margin, you're saying, "Okay, this is the number-one, most important thing to our city.
- We're going to be tough on crime.
- We're going to have men with guns showing up any time there's trouble.
- We can have a lot of mission statements, but actions over words
- That's what our real priorities are is what we're spending the most money on.
- I think it's really important that we re-evaluate that and consider maybe shrinking parts of that budget accordingly.
- Imagine if we shrank our police budget by 25%, we could double the budget of the fire department.
- Now, I personally don't think the police are four times more important than the fire department.
- They probably get paid a lot more because so many of the firefighters are volunteers.
- But if I'm being honest, I would much rather have firefighters respond to an emergency than police, most every emergency, actually.
- Firefighters are trained to protect people, and even at the cost of their own safety.
- Whereas police -- in theory they're supposed to protect the public, but a lot of the training emphasizes being careful and protecting themselves.
- If a police officer senses danger, their training is to go to high alert. They maybe use violence.
- You get into a traffic stop, and you're trained to expect, "Okay, this is a dangerous situation. I've got to be prepared to protect myself." Really, they should be thinking about protecting the other people.

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- Basically, the point is I think oversight is great, and we should definitely have more oversight, but we shouldn't be using that oversight to expand the police budget.
- Instead, we should be taking parts of the police budget, from other things, and putting them into oversight.
- Maybe cut down on overtime. Maybe cut down on officer salaries and things like that.
- I'm sure you can find something.

Claire commented as follows:

- I was born and raised in Sebastopol.
- I'm a public health researcher whose work focuses on rethinking health systems to meet these underserved populations, especially those experiencing mental illness.
- I'm also on the Sonoma County Mental Health Services Steering Committee.
- One thing that's really important that has surprised me, actually, across the nation is the lack of data that's collected by police departments and how little we can hold people accountable and how little transparency there is.
- How is 45% of our budget spent
- We can all kind of make guesses and people can kind of say where things are going really, but I think that needs to be public information.
- Where are our tax dollars being spent?
- I'm also wondering what is happening during calls.
- Who's being pulled over?
- Wondering if there's inequities there, and I would not be surprised, but it's all hearsay right now.
- We literally can't say if our police are doing a good job right now, other than the fact that there's 99 people attending a meeting asking for reform and changes.
- I'm wondering how we can collect data to understand, really, what is going on with our police department and how we can serve the community.
- As was mentioned earlier, I'm a white female and born in America, I've been raised and steeped in racism and capitalism.
- We have to work against these systems.
- I think accountability is really essential in accordance of making that next step.
- Equity in voices in leadership.
- I know the council actually mentioned this during the last meeting, how the council is made up of all white folks.
- And this meeting itself was led by all white males.
- Granted, I think Jerry did a fantastic job, and that was a great presentation.
- But no matter what, I think having an all-white-male-led presentation is a step backwards in terms of what we've been talking about here in terms of equity of voices.
- And so, with that being said, I think moving forward, we need to put a spotlight on those who are not traditionally heard or historically heard and who are being oppressed by white supremacy.
- And I also think that compensation needs to be considered for these folks.
- If we are just asking people to attend different oversight committees and different things like that but we are not paying for their time, that is exploitation of information.
- We need to make sure there's reciprocal relationship there.

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- Just like in my research, our community advisory committees are priceless in terms of serving folks that we're trying to serve.
- Working against those pay differentials, everyone in our community's valued, and we need to make sure it's known.
- Translation services are essential.

Mitcho commented as follows:

- I appreciate the city and police department for doing this, and I really think that the tone needs to be one of working together.
- This is not pointing a finger at the police department.
- These are good people who are sworn to protect and serve.
- These are good people.
- And talking with my son, who is a native Hawaiian, we were talking about it, and he feels safe here in Sebastopol more than Rohnert Park or Santa Rosa.
- These are real issues.
- It's the training.
- As Jerry was talking earlier, when he did his presentation, it's really about what do we want?
- We need to all work together and not create this thing of us against them.
- We need to help our police officers.
- We need to really stand together and figure out what do we want, what do we see, and what do we envision our future like?

Sequoia asked for the following comment to be included:

- An important topic of discussion for me is the Sebastopol police budget.
- I found the info currently 45% of the budget.
- I'm curious how that is used and would like to consider as a community if some of that money should be distributed elsewhere.
- How can a community member skilled in conflict resolution and mediation offer their expertise?

Jordan asked for the following comment to be included:

- I would like to know if the city has considered employing liaisons to serve as a direct bridge between the police, the council, and the community.
- And I would like to know what our police chief believes would be helpful to him and his staff as we move forward

Jacob commented as follows:

- I'm 23 years old.
- I have a degree in anthropology, focusing on cultural anthropology, which is how humans interact.
- There were a couple comments about finances with the police that I just wanted to comment on.
- To get technical, a few questions -- I want to know -- we need to have an independent audit to get a general idea of how police funds are spent and how police time is spent and how Sebastopol's policies compare to the best practices, maybe, in the United States.

- We should also have an audit with questions about how often officers are disciplined and why there are so many differences depending on color

There were no further public comments.

Mayor Slayter commented as follows:

- I am heartened by the comments, and I'm daunted by the task, but I think that we are up to it.
- I'm going to work through some of the questions, and I assume that our staff will let me know who the most appropriate person might be to answer the question.
- First question that I noted was, "What data is available to the public?" That was in regard to just demographic information about law enforcement activities. I know that some of that is publicly available.

Acting Chief DeVore commented as follows:

- That's kind of a broad question, but I guess the easiest -- I think the person was asking about things like traffic stops, different data like that.
- So, let's start with traffic stops. Easily attainable data through our systems would be how many traffic stops, time of the day, whether somebody was cited or not, and if they were cited, cited for what violation.
- That would be something that would be fairly easy to come up with.
- As far as other incidents, we do put out pretty much a press report that goes out every week that covers all the different calls that we handle. It refers to what type of call they were, the general area that the call was.
- You can get a lot of data from the police department through public records requests.

Mayor Slayter commented that the nuts-and-bolts answer is if you have a question about some data or statistics, to contact either the SPD or our city clerk, and we will accommodate that request to the very best of the city's ability within the bounds of the law.

Mayor Slayter questioned if Sebastopol police officers were called to Santa Rosa in support of SRPD over the last couple of weeks?

Acting Chief Devore commented that we did send officers to Santa Rosa.

Mayor Slayter questioned if Santa Rosa put out a request to every agency in the county, and all agencies responded?

Acting Chief Devore stated that is correct.

Mayor Slayter commented that when that happens it is called mutual aid and it is for both police and fire. If Sebastopol had an incident and we needed assistance with law enforcement or fire services, the other agencies would come and help us in our time of need.

Acting Chief Devore commented that he would not place a value on whether it was a time of need or not, that is for people at a higher pay grade than I have to determine.

Mayor Slayter asked the following:

- How much racial bias training, how much de-escalation training and we heard a lot about crisis stabilization.
- I really appreciate all the comments about that because I think that that is certainly something I'm interested in learning more about and looking at in a much greater way.
- How much crisis stabilization teamwork is there currently, de-escalation, and racial bias training?

Acting Chief DeVore commented as follows:

- To answer the questions about training, I think that's something we'll probably have to come up at our next meeting.
- We do go through that type of training, but to answer exactly how much, I would have to go through everybody's record and see exactly which classes they have gone to.
- I do not have that data in front of me right now.
- When they're talking about crisis stabilization, I think they're talking about the mobile support team, which just started coming to Sebastopol area about a year ago.
- Before that, it was mainly in the Santa Rosa area. We did not have access to it.
- Trust me, my officers kept calling. We wanted it here. Now that it is here, it is something that we do use.
- If we're dealing with somebody with mental health issues, if they are available, we call them out.
- But they are only available for limited hours during the day.
- Regarding the mission statement of the police.
- Interesting question, and I'm so glad it was asked. That one got me, too.
- I do have to update the policy that's on the city website.
- That is not the policy that the police department uses.
- We have one through a system called Lexipol, which has been updated, and as you said, the carotid restraint was removed from.
- It also has our mission statement in there.
- I need to actually go into the city website and update that one.

Mayor Slayter questioned if it is possible to research specific incidences or specific actions of individual officers? Is that a possibility for a resident to do?

Acting Chief DeVore commented as follows:

- It would depend upon what information you're looking for.
- What I would suggest to the public, if they have a question, they could submit the public record request.
- There are things that are confidential or not releasable through legislature and through other reasons.
- It would depend exactly what type of information they're looking for.

Mayor Slayter questioned body cams and the policies regarding surrounding release of body cam footage.

Acting Chief DeVore commented as follows:

Body cam video, at this time in California, is considered evidence and in most cases, is not released, but as most people know, within the last year or so, there was a Senate bill that does require us to release video under certain conditions in certain incidents.

The use of lethal force, things of that nature.

Mayor Slayter questioned the comment of how reports are written and how they are vetted for neutrality and stated although this was directed to the police department, it may be a city-wide question.

City Manager McLaughlin commented as follows:

We have an outreach coordinator that does coordinate most of the messages that go out.

However, law enforcement is responsible for their own Nixles, 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 Chief DeVore, Act 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, it was 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 of 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.

Minutes of June 23, 2020

- 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