

PBAB Minutes 2-16-23:

Present: Amara Dunn (AD) (chair); Andrew Spink (AS) (secretary) Robert Maclean (RM); James McCorkle (JM); Michele Neary (MN); Stefanie Newcomb (SN) (City Comptroller)
Absent: John Lynch (JL); Frank Gaglianese (City Council Liaison)

Minutes:

Minutes from Nov 17, 2022 and January 19, 2023. Motion to approve the minutes as corrected. Approved 5-0.

Updating Rob and James on activities of the board:

AD: We had a meeting on recommendations for this budget year. We submitted our recommendations in August 2022 for the 2023 budget season. It should be in Google Drive folder. There were some other things that ended up not as firm suggestions, but rather suggested things to look at. We want to have the GPD's budget requests be presented in a way that is more clear about what is being asked for and why. There is also a high level of confusion over the expense reports, and lack of clarity as to categories. There are also some limitations to what we can do to change the expense report since some categories are fixed.

We spent one meeting talking about the report from DCJS. We developed a list of areas we wanted to learn more about. Michele and David came up with suggestions for recruiting and possible funding sources for policing in general. Amara and Andrew looked at mental health and policing. Amara started to put together into a report. In March we'll do some budget training, and in April we will formulate our recommendations. And James brought up the idea of interactions with the elderly and wellness checks. We also talked about researching efficiency in vendor contracts (like body cameras, cell phones, etc). We kind of put that on hold because no one jumped up and said they were interested in that.

RM: What do we need to do to prepare for budget training?

SN: That's on me to figure out. The idea is to go in depth about our overall process and streamline it into the process with the GPD. As PBAB is planning to make recommendations, the PBAB will know where in the process to put the energy.

AS: Anything the returning members want to discuss about the August 2022 recommendations?

RM: No, I read them over and they looked good .

AD: We can finalize a report about policing and mental health.

SN: If this group could do a report that gives some recommendations, then we could have something to read, that would be helpful. Also, City Council could do a budget amendment to implement for the last six months of the year, or the other option is to have it be for next year's budget. I also have two updates: I'm still waiting to hear back from legal about why we need 5 to

be a quorum rather than 4. I will offer clarification. The other update I have is that DCJS is no longer answering any further questions related to the study. The study stands for itself.

AS: Is that usually the DCJS's stance on things, or did they feel we were asking too many questions about it?

SN: That's their normal stance, to let the study speak for itself. It didn't seem like we were asking too many questions.

AD: Councilor Gaglianese told us we need a 7th member and an alternate.

SN: He's going to present to City Council on March 4. We need to know by Friday Feb 24th be the deadline.

AS: At the March City Council meeting is Councilor Gaglianese just announcing vacancies or is he presenting nominees?

SN: He's presenting names of nominees. The agenda only says "boards and commissions" so maybe we could push it to 2/27 or 2/28.

AD: Can we say "we'll review the applications by this deadline" so someone will still apply if they miss it? We can nudge someone to get a volunteer.

Mental Health and Policing:

AD: The Chief placed a lot of value on the CPEP program, and I'm curious if we're using that program to its fullest extent. Could they be using it more if certain things happened? What is limiting our larger use of CPEP? Lack of iPads or lack of mental health providers?

AS: I remember from an old PRB training where this was addressed and the issue was more a lack of mental health providers.

RM: It would be good to have more providers. With the retirement of the Chief, what would it look like to get more support for CPEP?

SN: For hiring a new chief there will be an interview panel, but also a public comment type thing. Not a public comment like City Council meeting, but rather a meet and greet type event, not with the applicants, but where community members could propose their questions about the process. That could start the ball rolling when we discuss the actual candidates.

JM: What is the financial relationship between Clifton Springs Hospital and the City of Geneva? It costs a lot to have someone transferred there, plus the costs of a hospital stay. Does the county or Clifton Springs absorb that cost?

SN: To my knowledge there is not a financial impact on the City of Geneva other than the officer having to transport the individual. Our financial responsibility stops at that point. So then it becomes a county responsibility.

RM: One thing I've been thinking about a lot lately that is similar, is violence interruption. I'm concerned about retaliatory violence, which sometimes the police have trouble controlling, though that's not their fault. The violence interruption program would try to interrupt violence before it erupts again. They are shown to have a dramatic effect.

SN: We can think of this as a broader area of research that include mental health, and elderly wellness, and violence interruption. Maybe there is some low hanging fruit where trainings could happen, or maybe one of the GPD vacancies filled by someone who has a focus on this.

AS: What do you suggest about the timeline for our mental health report?

SN: We should have a rough draft of all points at the April meeting, and discuss it at April meeting, and then finalize it at the May meeting. That would still give enough time to discuss it. You can give yourselves the next two months to research things, and by April get to a rough idea of what you want, and vote on May.

AS: I haven't been nearly as diligent as Amara on the mental health research. Could we have a written product on the other two areas (wellness and violence interruption program) in the next two months?

RM: Yes, that would work.

JM: Yes, having a deadline is helpful.

SN: We should narrow things down into action items, that could give concrete things to focus on, such as several concrete suggestions

Recruitment:

AS: What about the officer recruitment question?

MN: I was able to talk to various law enforcement people I know and asked if "you were thinking of going somewhere else, what would they care about?" The two things they consistently said were 1) money, and 2) support. We'd have to have some sort of visible support for the police department, and give them what they need. I know that the contracts limit some aspects of incentives to make officers come.

SN: One thing that's hindering people in coming to the police force is a law with a 3-year lookback period, and if you've used any form of a controlled substance in the last 3 years, you need to wait. This includes things like a prescription for Adderall. That's an issue we're running into. We made an amendment to the contract where we can bring in recruits before they go to academy. This allows them to build up camaraderie before they go to academy. Other police

departments can swipe people when they're in the academy, so it helps that we bring them into GPD before that happens. On the money side, we're evaluating the cost of health insurance. We're looking to see if we can evaluate cost savings on health insurance which puts more money in officers' pocket.

One of the things we're looking at in the budget is "stay stipends." We only have 8 of them, not just the GPD but the whole city, but they are where a new hire in a non-management position is offered incentives at certain benchmarks, such as 90 days, one year etc. They're also agreeing not to leave the city for 3 years or else they need to pay it back. We have 9 vacancies that meet the criteria for a stipend.

AS: Would we have a written product for recruitment?

SN: Probably not, since we're mostly confirming what we already know in that recruits want 1) money and 2) support.

MN: There isn't much new to report in that area, but I will keep looking at it.

SN: We went to a law enforcement conference and pretty much everyone was looking at 1) incentives and 2) health insurance costs. So it's the same issues everywhere, but in Geneva we're teetering on the edge of what is possible due to staffing issues.

MN: You can't keep asking people to do the same things with limited staff.

SN: Yes I agree, and the new recruits also need to go to academy, so the lateral transfers were got are very helpful. And our lateral transfer offerings are much better than other cities. But basically we're not hearing many reasons that recruits come other than money or support.

Mental health (continued):

AD: As to mental health programs, the question of different sizes of cities came up, i.e. can we scale down something that works in Phoenix? Trying to address the limitations of CPEP seems possible, but the best thing seems to be to mimic other programs, such as Eugene, Oregon. It seems like it would be hard to scale up to larger cities.

MN: What training do mental health providers have compared to officers?

AD: It varies. Some places the police train the mental health providers, and vice versa. But another program was only a peer program where someone who had mental health personal experience would reach out, which is very out of the box.

MN: It scares me to have a mental health professional respond if they're not trained to protect themselves.

AD: There are many ways to address this. People certainly have felt nervousness about sending a mental health professional.

SN: Could we save money in other areas, such as CPEP software, which would allow us to phase in a new program? Maybe a three-step phase-in, since budget is a constraint. If you have one bucket of money, and maybe figure out how to reallocate current resources rather than have new money. Or maybe have the county kick in money, or other ideas.

AD: I might start by emailing the Chief and figuring out what the limitations are for CPEP, and what it actually costs the GPD.

SN: When you email the Chief, also email Lt. Colton. He might have more availability to come in.

AS: Is it correct that sending a mental health professional would not be done for someone who is dangerous, and armed, for example?

AD: A piece of the training is proper training for 911 dispatchers to evaluate risk.

MN: Do they have the time to do training on mental health?

SN: That would be worked into existing trainings. Basically, we want to work it into their current schedule rather than add more on.

AD: What if, anything, do we need to do for the budget training? Anything?

SN: No. We'll look at a training on fixed and variable expenses, and look into what categories can't be moved and what can't.

AS: Does having mental health professionals save the city money overall? And would that scale to a small city like Geneva?

AD: The value of the CAHOOTS calls (in Eugene, Oregon) were \$8.5 million, which isn't necessarily money saved, but value provided.

SN: Officers get more of a reprieve due to not handling situations like that. The measure of success is less intense and extreme calls, less workers comp.

AS: I can speak from personal experience that I work with a lot of clients with mental disabilities, and I've not had concerns over safety, but the interactions can sometimes be very draining, and I suspect that would be true for officers when that's not their main job.

AD: The action item is working on reports, for April deadline.

MN: I won't be here in March.

AD: John Lynch wasn't here today, though he said he would be here. I'm concerned about not being able to have a quorum to approve minutes.

SN: It's acceptable to post the minutes in draft form before being confirmed.

[Adjourned]