



Roll Call

*CITY COUNCIL MEETING
CONDUCTED AS AN ON-LINE ZOOM MEETING
Northampton, MA*

A special meeting of the City Council was called to order by City Council President Gina-Louise Sciarra at 7:22 p.m. On a roll call, the following City Councilors were present:

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| At-Large Councilor Gina-Louise Sciarra | At-Large Councilor William H. Dwight |
| Ward 1 Councilor Michael J. Quinlan, Jr. | Ward 5 Councilor Alex Jarrett |
| Ward 2 Councilor Karen Foster | Ward 6 Councilor Marianne LaBarge |
| Ward 3 Councilor James B. Nash | Ward 7 Councilor Rachel Maiore |
| Ward 4 Councilor John Thorpe | |

Announcement of Audio/Video Recording

Councilor Sciarra announced that the meeting was being held by remote participation and audio/video recorded.

CONTINUATION OF PRESENTATION AND DISCUSSION on the Northampton Policing Review Commission: A Joint Special Commission of the Mayor and City Council

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The only item on the agenda is the continuation of the discussion of the Northampton Policing Review Commission (NPRC), a joint commission of the mayor and city council, Councilor Sciarra reminded. At the end of the June 10, 2020 special city council meeting, Councilor Maiore asked if the mayor and council president could flesh out the verbal commitment they had made to come up with a process for change to address the concerns of the community and put something down in writing for presentation to the council before the budget was finalized June 18th. In addition, Councilor Maiore agreed research was needed to bring about the needed change and asked that there also be a commitment of funding to this process. Councilor Sciarra and Mayor Narkewicz presented it as promised June 18th. At that presentation, there was a request by Councilor Maiore to continue the conversation to allow councilors more time to review the document.

As a process note, Councilor Jarrett expressed his understanding that councilors are not voting on anything tonight.

Councilor Sciarra said that's correct. If there are recommendations for changes, they would either incorporate them into the document or forward them directly to the commission once convened.

Councilor Jarrett said he understands the mayor has authority to create commissions, but he wanted to clarify the council's role in creation of the commission. What is the council's role in acceptance of this commission? He asked.

Mayor Narkewicz said he would echo what the council president said at a previous meeting. The council president and mayor were asked to create a framework and bring it back to the council. It is being structured as a joint commission with appointing authority by both the city council and the mayor. The commission itself is independent and goes to work; it sets its own agenda and elects its own chair. It is not unprecedented for the council and mayor to form ad hoc committees. The idea was to have both branches of government involved in the process.

Councilor Jarrett pointed out that the council never actually voted on creation of the joint commission.

Councilor Sciarra said she thinks there may be some confusion between multi-member bodies created by the mayor and this joint commission. The joint commission is something that was jointly proposed by the two bodies, she clarified.

Councilor Foster thanked the mayor and council president for the work that went into this. She does remember their asking them for this before taking their first vote on the budget. She wanted to address that she's hearing an overall mistrust; a general mistrust that the commission is going to have authority. She really likes the process described; i.e., the fact that the city council has

more appointees than the mayor, the proposal for citizen chairs, list of topics to be studied, etc.

She has definitely heard comments to the effect that the research it out there and yes it is, she agreed. However, she thinks the work of the commission now is to take the research out there and distill it down to what they have in Northampton, how it's going to work and how they're going to implement it in Northampton.

As far as fear that the commission's report will end up sitting on a shelf, she wanted to spend some time tonight discussing the council's selection process, and she hopes that discussion will gain some buy-in and trust for the commission. The commission has real potential to prioritize, make recommendations and bring the research that is out there [to bear], she suggested. That research doesn't translate into action without people to do the action. She wants to be clear that it doesn't end with the commission. She supports the proposal and recognizes there's nothing in it that precludes the council from also going ahead and studying legislative options. She views this as an important step and as a process for real meaningful change, she observed.

She appreciates that the proposal includes a commitment to file a financial order for staff support, Councilor Foster continued. One thing she is hearing is that language may be a barrier. She asked the mayor if translation or other accommodations would be made to allow participation by those who might otherwise be unable to participate.

That is certainly something that could be part of the funding, Mayor Narkewicz confirmed.

He's heard people say that the commission doesn't have power, Mayor Narkewicz observed. Neither the council nor the mayor can actually give their power to someone else under the charter, he noted. They can impanel commissions but they can only be advisory; they can't give them independent authority, he stressed. There are bodies with independent authority such as the License Commission, but this is given to them by state law. Change to this would require major structural change. "We're the folks who stood election for these positions . . . we're accountable to the voters for what happens with these recommendations," he stressed.

Councilor Sciarra added that the body would be subject to the Open Meeting Law, so there would be no private meetings. They would all be public meetings everyone could attend and where people could comment.

Councilor Nash asked if it would be okay for councilors not chosen to serve on the commission to attend the joint commission's meetings. "I'm really interested in hearing what the commission has to say," he said.

If a quorum of the city council or a subcommittee is present, its members could not deliberate in a commission meeting, Councilor Sciarra responded. They could attend and listen, she confirmed. She acknowledged the possibility of cross-posting certain meetings if there was a concern about the council's ability to participate.

Councilor LaBarge said her big concern now is hearing that some do not want this commission. The trust is gone; there's no doubt about it, she agreed. She asked why they don't look at doing a legislative process led by city councilors. She thinks having a process led by the city council and the people of Northampton is important, and she agrees with the suggestion of a select committee. They have many agencies such as Safe Passages they could bring in to work with as a legislative body, she pointed out.

The mayor and she talked extensively about having social service agencies be part of the commission, Councilor Sciarra related. They were going to designate some seats to be reserved for representatives of certain organizations but wanted to make sure they had as broad a representation as possible. They certainly talked specifically about asking people to participate from agencies and organizations that would be sharing in this work.

To the point about having a select committee, she knows Councilor LaBarge understands the city council cannot put forward a proposal that would involve change to a city department or staffing, Councilor Sciarra said. She is not sure what kind of substantive change can happen if they can only put forward ordinance changes that do not involve the police department.

We are the legislative body, Councilor LaBarge persisted. As city councilors, why can we not as councilors form a select committee?

Councilor Sciarra said she had tried to explain the limitations of doing that.

The city council can have a concurrent council committee researching and trying to understand what possible legislation would be appropriate for them to apply, Councilor Dwight confirmed. In fact they will be discussing a resolution which they cannot deliberate right now. [Formation of the joint commission] "is not a disqualifier [to a select committee]," he explained.

They made it a condition of a vote that the council president and mayor get together and come to them with a proposal that would allow them to consider systemic changes, Councilor Dwight continued. The council president and mayor have done just that. It doesn't mean they can't have other committees that are allowed by council rules, the charter, Mass. general law and the state constitution.

Councilor Maiore said she appreciated the work and their quick action. She wasn't requesting a committee or a joint commission, she was speaking mostly to the mayor and asking for some fundamental shifts to possibly include a reduction, reallocation in funding and proposals to address other concerns heard from residents, she clarified. One thing that would be nice before this would be something to rebuild trust. What they really need is some kind of truth and reconciliation forum right off the bat to answer questions and take responsibility for the city's part in some of the things that have happened, she suggested. People have been asking her about the use of pepper spray, the large paramilitary mobilization at the last protest and reports of disturbing behavior on the part of active officers, she elaborated. She said she would have to object to establishing something in the council's name without a vote.

She would welcome an opportunity for the mayor to address some of these lingering questions because she herself can't answer them, Councilor Maiore indicated.

They were presented with this last week, Councilor Quinlan recounted. At the moment, he was pretty excited about it. As some may remember, on June 4th, he spoke about the need for something like this, referencing the committee on sustainability created in 2005 as something that serves as a beacon to this day to the city's central services and planning and sustainability departments. He has heard the suggestion that this type of commission also might have a long-ranging effect. Maybe they could consider this going longer and being an active process they are always working on, he proposed.

The same day he got the NPRC document, he got this (he displayed a document entitled "Abolish Police") in his mailbox following a visit from the rolling protest that came to 712 Bridge Road. He asked how 'this' (the NPRC charter) and 'this' (the "Abolish Police" handout) worked together. He spoke about really wanting to make progress and use creativity. "I think this commission's a great first step," he attested. He also does see that a select committee could have some impact on some immediate things. He quoted a resident as saying she thinks the commission's great because it's very complete but it's not limiting.

He received a thoughtful, well-written email from a resident who expressed the hope this commission gives him but also the skepticism that exists around whether they will actually turn it into something for the greater good. Speaking for himself and fellow councilors, "we're pledging to make this happen," he assured. Forming this commission, getting its report and investing in this gives them a chance to hold themselves and hold the mayor accountable. He is in support of this and has some ideas about how to fill these positions.

"We have to figure out how these two documents work together, and this commission is built to do that," he concluded.

Councilor Dwight issued a general caution about talking about items pending in the next council meeting, including conversations about resolutions and proposals. Any discussion of items not posted on the agenda would be a violation of the Open Meeting Law, he reminded.

They have heard from countless residents and others about systemic racism, how policing is experienced in this community, how racism is reinforced by structures embedded in their culture

and from residents who demand that racism in all its manifestations be addressed, Councilor Dwight continued. "We all have a really long, long way to go and acknowledging our complicity is really just the start, it is not the achievement," he suggested. Like everyone, he has been struck by the extent of the profound, passionate and personal testimony and the grace of many of those who described their own experiences. He can't let it pass without comment that there was a distinct – not universal, but distinct - blindness evident in many of the remarks. He heard many white people and people otherwise privileged vehemently describe and define the experience of being black in particular but also indigenous, queer, trans, etc. White allies and anti-racists are not excused from culpability by their advocacy no matter how zealous or how active. Throughout 20 hours of testimony they heard from upwards of 1,000 people, yet only three speakers, two who chose to disqualify him entirely, acknowledged the presence of Councilor Thorpe. He found himself grimacing multiple times as sincere and earnest white folks explained to them the black experience in America while essentially erasing Councilor Thorpe. That is a demonstration of the pernicious condition of systemic racism, and that's what he means when he refers to 'us' collectively. He is inviting them to recognize that none of them are exempt from contributing to the scourge. There are many approaches to rebuilding and their objectives are essentially the same based on what he's heard from councilors, in testimony and from the mayor and police chief. They differ in how to get there and in what that looks like. They must do a top to bottom reassessment of public safety. They can't just dither in well-intentioned aspirations; they must commit to action, policy and law that reflects a holistic, genuine change. That's what he's heard universally.

This is also reflected in what they're witnessing nationally. "This is a moment to be seized," he stressed. They are called to make radical change. Demanding radical change and effecting radical change are substantially different. The mission of the council is to effect radical change by abiding by the constructs, restrictions and limitation of their authority to govern. He thinks there should be broad and many community discussions but he doesn't think it would be appropriate for the council to lead those. They clearly heard people asking to be empowered to participate in the conversation. Conversations, discussions, fora, etc. should be done by the community within the community and officiated by the community. It is not mutually exclusive to what they're endeavoring to do. All these systems work in parallel toward one goal – to redesign, reshape and redefine what public safety means and to address all other aspects of systemic, embedded, institutional racism, white supremacy and paternalistic structures. It is a time of great upheaval. For some it's a revolution, for them it's a charge to do what they've been charged to do. That is to deliberate conscientiously and morally and render decisions that have the weight of law. That is their charge, and they will do it as they've taken an oath to do. That doesn't disqualify or eliminate anyone else from participating or contributing. He encouraged people again to run. "Absolutely run for office." Don't run against someone or something, run *for* something and "commit yourself to this form of transactional and transitional change," he urged.

Councilor Thorpe thanked councilors who had spoken. He appreciates each and every comment heard tonight and he takes them into consideration. With regard to the joint commission, he has heard some really great comments from people who want to see it go forward but also from constituents who are really concerned about how much authority it will have and how much their voices will actually be heard. He thinks it's important that no matter what their opinion on the matter they be respectful to each other and include all voices that matter. He heard from a constituent who wanted to be sure they include the LGBTQ community, the elderly and people with disabilities. They really need to be mindful and do the best they can moving forward.

Councilor LaBarge thanked Councilor Thorpe. She also has great concerns about people with disabilities being included and also the Human Rights Commission. She has heard from people from Ward 6 who are case workers - social workers - who really want to be involved in this commission, some of whom would even volunteer their time. The whole idea is working together. "We need to get out of the box and look at the big picture of making everybody in this community work together and feel safe," she asserted. She is glad they didn't vote on it the night they had such a full agenda since it really did take time to review the document and look at its language.

Her concern is bringing back trust. She is hearing that people in this city have lost a lot of trust and she wants to bring it back by putting the appropriate people on this commission. She still feels that, as a legislative body, they should be looking at legislative options as a full council. "That can be done with a resolution. There's no question about that," she emphasized.

It was very important to them that at least a majority of the commission be made up of people most affected by policing, Councilor Sciarra reiterated. They worded it in a way that talked about historically-marginalized communities because they acknowledge many communities haven't had a voice on this issue. They wanted to make sure to give as much representation as possible to everyone who feels like they have a point of view on which direction they should go. "Their voices are the voices that we want to hear," she affirmed.

In response to a question from Councilor LaBarge, she confirmed that being a Northampton resident is a requirement.

Councilor Maiore acknowledged they are all evolving really fast and said she wanted to get into some false divisions. Most of them do have the same goal, but she does need to say one more time that she really objects to having the council represent something without a vote. She thinks coming back with a proposal to be voted on would have been one thing but this seems highly unusual to her.

She hopes before the meeting is over they can hear from the mayor about addressing immediate concerns councilors are getting emails about every day. She thinks it would really help build trust if either the councilors could get the answers or they could have a forum to address the issues she brought up – the rally, grievances against active officers, COP-LINK, etc., she reiterated. "I hope before this week is out you could just address that in some way," she stated.

This is a special meeting of the council to discuss one item on the agenda, Mayor Narkewicz reminded. He was asked to be here to discuss it because he helped to create it. He wanted to be clear that he is not trying to force the council to do anything. He extended the offer to work with the council on a joint framework at the meeting at which he presented the revised budget, but it is not his intention to force the council to do anything, he stressed. He wanted to make that clear because he has heard people say that it's his commission. He was doing it out of a spirit of working on it collaboratively, but if that's not what the council wants to do, that's fine.

In terms of his turning this into a public forum on employees or other matters that councilors are hearing about, he is not really sure that's appropriate in terms of what this meeting is posted to be and set up to be.

He thinks the council *should* deliberate on whether it wants to participate in this, and if it wants to take a vote on it, it can, Mayor Narkewicz confirmed. He is not part of the council's process. He is not telling the council what it should do or how it should do it; members will have to come up with their own decision-making process, he clarified.

Councilor Maiore said she wanted to assure the Mayor they all know he had good intentions coming here. It's been a long three and a half weeks. This just wasn't sitting right with her this way. To the point about grievances and a truth and reconciliation forum, she didn't mean they had to do it right now; it's not on the agenda. She was looking for some indication of whether there will be a time when these questions will be answered.

Councilors can always send him questions and request information, Mayor Narkewicz reminded. To the extent there are questions, they'll try to answer them. A process for seeking information from the mayor is embedded in the charter. He distinctly thought she said before they go anywhere tonight she wanted to hear the mayor answer all these questions.

Councilor Jarrett said he wanted to touch briefly on some things Councilor Dwight said. He heard from a lot of folks about divisiveness and the call for respect. It is a tough thing to talk about because he knows there has been and continues to be consistent disrespect towards black, indigenous people, people of color, LGBTQ folks, people of low income, etc. It can feel hard to ever talk to anyone about respect because it's so good that people are speaking up who haven't been at these meetings. "There also is a way in which we're driving wedges between people," and he wants to figure out how they can invite people in and listen even when there's strong disagreement. He thinks that's part of nonviolence. It's just something he wants to be thinking about.

He has heard many voices arguing that they should *not* have this joint commission; that the viewpoints of the mayor and the council or the mayor and the people are too different, Councilor Jarrett submitted. He feels conflicted because they have a strong mayor governmental structure.

They need to work with the mayor to enact major changes.

He knows the mayor wants to listen and has been listening. It's up to the council and the community to hold the mayor accountable and, if this commission goes forward, to follow its recommendations. The city council will have the majority of seats and if the results of the commission aren't to the council's liking, they do have the power of the purse, and they've shown this month they are willing to use it. He also thinks they need a select committee independently focused specifically on legislative and budgetary aspects. A potential solution is a select committee and a mayoral commission that works together and independently.

Councilor Jarrett asked Mayor Narkewicz to talk about his commitment to moving money from policing to alternatives and to supporting human needs rather than policing and about holding people accountable – officers that they've heard complaints about. "It's related to this topic because I need to know you are really with us," he enjoined.

As expressed in his request, when he submitted the budget back on May 18th, they were in a completely different place, Mayor Narkewicz noted. The world has changed and the nation, and events of the last several weeks have crystalized what they have talked about and discussed. They've talked about it over time, but "I think we're at a place now where we have to look at these issues on a fundamental level," he confirmed. Chief Kasper has said this as well, and both of them have issued statements to that effect. He is committed to that.

"If that is where the community wants us to move, I will carry out that and I will work on that," he assured. He has spent the better part of his life working in public policy; it was his major in college and he worked as an aide in congress for many years. He did it as a resident appointed to city boards and as a city councilor. He thinks it is one of the reason people entrusted him with this role as mayor. He tries to hear from all sides and not make serious decisions lightly without a lot of input and a lot of data. He has always gotten public input.

"I am committed to making sure this city lives up to the values it espouses for itself in terms of being welcoming, in terms of being accepting and being compassionate," he affirmed. He thinks they have a strong record in terms of social services, housing, houselessness and other issues Northampton leads the way on in many cases. The challenge is obviously the funding structures that they're dealing with. If residents want them to reallocate and change their priorities that is certainly something he will be receptive to and carry out. The challenge is making those types of major, sweeping decisions without some kind of formal public process. Typically, city officials gather input, collect data and hear from stakeholders and public employees involved; that's the approach he's always taken in looking at a range of issues.

He is open to that and committed to that, he continued. He is not trying to force the council to be involved in something that he doesn't take seriously. He does take it seriously. They are in a moment where the community wants them to take action and press for serious reform. That's the spirit in which he wants to collaborate with the council. If the council wants to take a different path, he respects it. If the council wants to go in a different direction and be independent, that's fine. They have had Chief Kasper before them and have heard very clear public statements from her. She's outlined the efforts she's made to try to move the department in a forward direction and adopt some of the progressive policies and other reforms. Is it enough? Clearly what they're hearing from the community is that it's not. But Chief Kasper like him is someone who cares very much about getting the policies right and having the best possible outcome for the people they serve. If they form this commission and it comes up with recommendations that represent their community, he will work to advance those recommendations he is able to advance.

Councilor Jarrett thanked the mayor and said he appreciates his attention to detail and to policy. He is hearing that if they reach the conclusion as a body to move to alternatives to policing and to supporting human needs, the mayor will support that. He asked if this is correct.

Yes, the mayor said. He feels like their community and his administration has been working hard to support human needs like affordable housing and fair housing. "I believe that if you look at my record, I'm someone who has taken these types of studies and I've worked to implement them," he added, citing the resiliency hub as an example. That came out of the panhandling report and his administration is trying to push that forward. Of all the recommendations, everyone, including people on the streets, have said that is the #1 need in Northampton.

He has a whole list of suggestions for the commission, and the resiliency hub is part of that, Councilor Jarrett responded. He is so glad the mayor is moving forward on that.

In deliberations last week, he was talking about them getting to the point of doing planning and coming up with a plan for how they're going to transition to new services, policies and ways of doing policing, Councilor Nash recounted. He views this commission as an essential part of making that happen. There are some important elements here, particularly, that both the mayor and the council are part of the commission and have influence over it. They don't necessarily have to wait until next March to move on something that seems vitally important. The commission is a body that will reflect who they largely aren't as a largely white community. They are asking for input from people in their community who've been marginalized. They're going to provide their feedback and advise them and be involved in the policy-making process. He thinks it's really critical for them to honor people who have been marginalized and subjected to abuse and murder culturally.

It is his hope that they're going to get much deeper information there. As someone who sat in on a lot of ISP's and IEP's; these are the essentials of how services are delivered. He thinks it's essential that they take this step and that it includes the mayor because he thinks it will allow them to move much quicker. He looks at this as a collaboration and a place where they're going to come together, listen to ideas and move quickly. "I see this as the quickest way to get there." He endorses this process and hopes defund advocates can see a way to support it.

Councilor Sciarra made the point that the mayor will not be sitting on this commission but there actually will be two city councilors sitting on it. There seems to be a worry about an imbalance of power. In addition to the council having more appointees, two of those appointees are councilors whereas the mayor will not be sitting on it himself.

Councilors discussed the logistics of the appointment process. They will create an application, Councilor Sciarra advised. Her suggestion for appointing council representatives is that she and the two councilors appointed to serve will sit down and look through the applications. As she's clearly stated, they are going to really privilege the voices of people who have been most affected and who have been marginalized on these issues in the application process.

Councilor Maiore said she had some suggestions for the bullet point area. She appreciates what Councilor Sciarra said about privileging marginalized people. She hopes that would extend to the trans community and the queer community. Also, domestic violence survivors are not mentioned and she would like to see them added.

She likes the line about rethinking 'how we structure and fund community safety moving forward.' She gets concerned later when the documents says "transform how the city delivers policing services." She thinks part of the point is to see beyond just policing services and that's what the strong sentence above suggests. Personally, she thinks they need to transform public safety.

Also, instead of: 'issues to be studied,' she suggested 'issues to be tailored to Northampton and enacted' would be stronger.

Because of the power differential, she thinks the mayor should have four appointees and the council should have 11. By the nature of councilors' jobs, she thinks they are more in touch with residents than the Mayor is since they represent certain wards.

She gets very concerned when they start talking about social workers and mental health workers, Councilor Maiore continued. She is very excited about transitioning 911 calls to mental health workers but they have to be very careful about how they do so. A lot of these agencies, whether intentionally or not, tend to uphold oppressive systems. She thinks maybe the city should have its own agency. The Department of Children and Family Services has historically disproportionately harmed people of color. "We don't want police-like," she stressed. There are wonderful programs out there but they have to make sure they are not inadvertently adding to the oppression. DCF has a very long history of this.

Also, when they mention houselessness and substance abuse, she thinks domestic violence needs to be right there. She's heard individually from residents that it's an area that's broken in

Northampton. It's an issue that's not addressed and most of the time re-traumatizes survivors, she suggested. That's something she really feels passionate about. And, she thinks they need to add a bullet point for "looking at investments that prevent crime."

Resourced communities have low crime rates, so they need to look at things that prevent crimes, like education, housing and jobs, she asserted. Finally, she thinks any public safety initiative needs to be community led and community run and not run by outside agencies that might have a bad history with people of color.

Councilor Sciarra agreed they should add domestic violence. When they're talking about social service agencies, they're talking about local agencies such as Tapestry, she clarified. They are talking about private, locally-run agencies, she confirmed.

Mayor Narkewicz agreed he was thinking about agencies like Clinical & Support Options (CSO), Tapestry, Safe Passages, etc., i.e. - agencies the city works with now.

Councilor Sciarra asked if Councilor Maiore could email her the list of proposed changes, and Councilor Maiore said yes.

Councilor Dwight said it is his hope that they are going to empower an advisory panel and not dictate the terms to them, but rather that these recommendations be forwarded to them. As they form themselves and determine their leadership, he suggested they be empowered to define themselves as well. He agrees with every box Councilor Maiore ticked. He thinks any recommendation should be drafted in the form of a letter and given to them when it's assembled. Part of the problem is that they are talking about a committee that doesn't exist yet. In order for this commission to be successful it is important that they be as unencumbered as possible and allowed to set their own agenda. It's particularly being populated by people chosen for their independent minds and independent expertise so it makes sense to have them determine the more granular details. It's important that the people who have not enjoyed the privileges have the opportunity to make their own terms.

The only thing we can do about the mistrust is earn trust back. That remains to be seen and we need to have the opportunity to do that. He agrees with other councilors that this actually has a chance, and legislators need this. "We have a lot of people saying wonderful things about how we should reallocate funds for housing," but right now, under the existing structure, they don't have the authority to do that. "How do we do that?" he asked rhetorically. It would be his hope that this panel would have some recommendations. "These challenges are huge and I don't want to narrow their agenda by defining it for them; I want them to define it for us," he concluded.

Councilor Jarrett echoed Councilor Maiore's suggestions of adding domestic violence and shifting the number of appointees. On meeting human needs, there isn't presently a bullet point for that, and he thinks it is really an essential thing that needs to be in there. Meeting people's needs for healthcare, jobs and education reduces the need to police them.

He raised the issue of providing compensation to people serving on the commission as a means to encourage diversity. Members of the council are mostly white, mostly homeowners and do get paid. "There's so many people who couldn't afford to do this job and they're disproportionately black, people of color and low-income people. If we want diversity on our boards and commissions, we need to pay people to serve on them," he asserted. He knows this commission will be funded so he thinks that's something they should strongly consider.

Regarding the issue of qualified immunity for officers, Councilor Jarrett said he thinks it's a good idea for the commission to take a position on it. Qualified immunity means police are not liable for actions that violate someone's constitutional rights unless there is a court precedence already.

Another thought is having a majority/minority report. Rather than having just one report, they could allow for a minority opinion, which would allow for more diversity of opinion.

Members will also have to figure out the decision-making process, whether recommendations will require a majority or super-majority vote, he pointed out. He mentioned reviewing whether to have a police professional liability insurance policy. Most professionals carry liability insurance, including the city's teachers. It removes liability from them as a city and transfers it to police

officers themselves as professionals so that their rates go up if they receive complaints.

Councilor Jarrett also suggested adding a little more about the powers of the commission to demand certain documents that might otherwise not be available or to require testimony from city staff including police officers. It has already been decided to replace the word 'citizen' with the word 'resident' in every occurrence.

Finally, he thinks they should consider having a council vote at their next meeting on formation of the commission. It could just be a resolution in which they adopt the language. It would help him feel that they are actually choosing this.

With regard to representation, Mayor Narkewicz pointed out that he does actually get elected as well by the people of the city and is the chief elected official, so he doesn't understand the concept that he doesn't represent the people of this city. In working with the council president he thought it was important to distribute the appointments the way they distributed them. It doesn't really feel like a joint commission if it is 90% appointed by the city council or whatever they're suggesting. He feels like he has a lot of expertise in making appointments to commissions and committees and believes he could make some strong appointments to the commission.

It's hard to call it a joint commission when they have so much less power as a body; that's why she brought up looking at that balance, Councilor Maiore responded. She didn't mean to imply that he wasn't elected or didn't represent people, she stressed.

Their respective powers under the charter have nothing to do with the power of the commission since it's an independent commission, Mayor Narkewicz countered.

Councilors offered additional comments and suggestions. Councilor Quinlan suggested charging the commission with creating an initial report and then allowing it to continue its work in case the prescribed time frame is not long enough.

Councilor Sciarra said she would be very open to that. The timeline was built around having the commission's report inform the budget for next year. She would be happy to have them continue on if they felt that was needed.

Councilor Quinlan also relayed a Ward 1 resident's suggestion of having the commission invest in some anti-bias/racism training at the outset of its work.

Councilor Sciarra asked Councilor Quinlan to also send her that suggestion. If the commission would like to work with a consultant they want to empower them to do that and give them the resources they need, including any training they need to carry out their mission.

Mayor Narkewicz said he is not really sure about the salary piece and would have to understand it a little more. It's not something any of their other boards or commissions receive or that was envisioned when they created this.

It has to do with who can afford to spend the time, Councilor Jarrett elaborated. If someone doesn't have transportation or childcare, it necessarily skews who is available to do the job. Given that they are specifically trying to insure people from different backgrounds that historically don't make as much money are included, he thinks it's very relevant.

It absolutely makes sense, Councilor Sciarra agreed. She and Councilor Dwight have had an ongoing conversation for years about such barriers to participation, particularly around the council. She is not sure what mechanism they have for it, but it is something she thinks about a lot and has wished they had a way to structure.

He is not saying it's possible or impossible, he is just looking for more guidance from the council about what it would look like, Mayor Narkewicz clarified. If councilors want to incorporate this, they would need to advertise it to applicants, so it is a decision that would have to be made sooner rather than later.

Regarding the appointment process, if the two councilors serving on it are also the ones chiming in about the appointments, it seems like a lot of power on just two councilors, Councilor Maiore

noted. She would like a way for the rest of the council to have input into the appointments. She suggested the possibility of other councilors giving a recommendation to the two councilors appointed to serve.

She is going to task the council with going out, informing people about the commission, asking people to participate and finding people with the right criteria willing to do the work, Councilor Sciarra related.

Councilor Quinlan expressed his understanding that the two councilors appointed to the commission and the council president would select the candidates. He asked if the full council would approve those.

What doesn't feel comfortable to her is having a public meeting where they go through each application and talk about each person, Councilor Sciarra responded.

Would the two councilors and council president bring forth nominees to the full council for discussion? Councilor Quinlan asked.

Her idea was that they would present their recommendations, Councilor Sciarra said.

In response to additional questions, Councilor Sciarra said she and the mayor discussed creating a uniform application since it didn't feel fair to have different applications for council and mayoral appointees. They also talked about letting applicants designate which appointing authority they wished to apply to, Mayor Narkewicz added.

Councilor Foster suggested perhaps setting aside eight \$1,000 stipends for people who need them in order to have childcare.

The commission may be meeting over Zoom so this might create possibilities for people who might not otherwise be able to participate, Councilor Sciarra noted.

Regarding city councilors appointed to serve, Councilor Foster asked if she as council president would appoint the two members to serve on the body.

Yes, Councilor Sciarra said.

Councilor Maiore asked if Councilor Sciarra needed a stipend for childcare or extra support to make this happen. Councilor Sciarra said she greatly appreciated the thought but she is fine.

Councilor Quinlan mentioned the possibility of holding public hearings around the city if they are able to be in person.

Councilor Dwight said if no one had further comments or questions, he would like to move to adjourn. Councilor LaBarge seconded.

The motion failed 2:7 by roll call vote with only Councilors Dwight and LaBarge in favor.

Councilor Foster asked the timeline around appointments.

As stated, the appointment process shall be completed on or before August 20th and the commission shall convene its first organizational meeting on or before September 10th, Councilor Sciarra said. They are planning on getting moving on the application process as soon as possible. They don't yet have a deadline for applications, just a date by which the process of choosing must be finished.

Councilor Maiore asked if the commission itself could amend the established timelines.

She feels strongly that she would like to see something in time for it to be included in the budget process, but since the commission will be reporting to the council, they can feel empowered to come to them and say they don't feel comfortable with the timeline, Councilor Sciarra said.

Motion to Adjourn

Upon motion made by Councilor Dwight and seconded by Councilor LaBarge, the meeting was adjourned at 9:12 p.m. The motion carried 8:1 by roll call vote with Councilor Dwight opposed.

Attest:

Administrative Assistant to the City Council