**Sarah Carpenter and Zoraya Hightower – thoughts on Police Oversight**

**One body**

* Expand the body to 9 and tighten up nomination?
  + can we have criteria?
  + disclose relationship to police, if applicable
  + Two people per district if it’s 9? One per district if its 7?
* Can we set up formal sub-committees?
  + Disciplinary
  + Directives
  + One more? What makes sense?

**Staff Support**

* Assume at least 50% of the time to police commission alone.
* Mandate not reporting to police chief or fire chief.
* Other options for where they sit (don’t have to formalize, but recommend to mayor?)
  + Legal department: more of a paralegal admin person to support research, etc.
  + Public Safety Department: CARES, staff police commission and fire board, and public safety commission, houselessness, addiction
  + Human Resources: more complaint process specific person for both BPD and across the city.

**Discipline**

* All complaints, use-of-force incidences should be accessible to an oversight body a week before the next meeting of that body or within 1 week, whichever is later. Individual-staff level outcomes data disaggregated by race and disability should be sent to the oversight body annually. The oversight body as a committee or as a sub-committee will review and categorize all complaints and use-of-force by type of complaint (language, use-of-force, etc.) and by severity (low, medium, high as defined in the BPOA contract) as well as the level of discrimination found in outcomes data.
* All complaints will receive an update on each milestone of the process as well as the overall outcome of their complaints. Either the chief or the committee can refer the matter to the CJC for restorative justice.
  + Example: 1) the police chief and sub-committee have until X date to come to a decision 2) they have come to a decision and agreed on the severity and discipline, and this has been issued OR 3) they have come to a decision and disagreed on the severity and discipline, this is now being sent to the HR Director
* (FOR NOW, future process in Charter Change Below) The Chief will issue discipline or launch an investigation after this recommendation has been made. The Chief will inform the Body on any deviations in actions from their recommendation. The Body may also launch a parallel investigation by decision of a simple majority.
* Annually, the committee will release a report with high-level data of both the categorization of complaints by type and complaint by severity as well as use-of-force by type and use-of-force in severity and detail how often their recommendation and that of the chief deviated.

**Appeals**

* Go to HR committee (like the rest of city staff)

**Charter Change**

1.     **Discipline.** For complaints that are labeled as serious or high or use-of-force with an injury, or for data indicating bias for more than one year for any staff member, the body will make a recommendation – be that investigatory or disciplinary. The body may also choose to develop a recommendation around any complaint or use-of-force or data-based outcomes that they believe requires further action - be that investigatory or disciplinary.

In parallel, the Chief will categorize and make a recommendation of discipline or investigations. If the categorizations or the two recommendations cannot be reconciled – the matter goes to the HR Director. If they can be reconciled, the categories are recorded, and recommendations implemented.

Annually, the committee will release a report with high-level data of both the categorization of complaints by type and complaint by severity as well as use-of-force by type and use-of-force in severity and detail in how often their recommendation and that of the chief deviated.

*2.*     *Appeals go to the HR committee like the rest of the city staff.*

*3.*     *Implement the same process as above for the fire department (requires Charter Change)*