

## 2021 Community Oversight Board Public Input Meeting Matrix

#	Comment/Question	Response
1	In terms of structure of the COB, in the proposed form it appears to be a function of Borough Council, and this could potentially impact the independence of the COB. For example, what if the complaints (as outlined in Section 4.a) included complaints against the SCPD and Borough Council. What steps can be taken to increase the independency of the board? Is there a way to do a general election of COB members vs being appointed by Borough Council?	Similar to other ABC's, the COB must function within the existing structures authorized by the Home Rule Charter; therefore, members are appointed by and report to the elected members of Borough Council. While it is important that the COB be independent of the SCPD in order to provide effective oversight, the COB is not independent of the Borough. The membership of the COB is intended to reflect the diversity of the community, and the reports and recommendations are intended to provide transparency and resolution of complaints against the SCPD.
2	What trainings would the COB members be required to complete? There is a concern that the training lacks community input into training/orientation of new COB members. They noted some things that were missing like the Forum on Black Affairs, the National Association for the Advancement of Colored People (NAACP), the 3.20 Coalition and Black Lives Matter that should be part of the training of these people who are going to be making decisions.	The study committee recognized the importance of training to inform COB members of both SCPD practices and community concerns, including issues related to race, bias and cultural competency. These values are reflected in the proposed ordinance. However, it will be the responsibility of the COB and its staff (Board Coordinator) to develop the curriculum. The membership of the COB is intended to reflect the diversity of the community, and to include individuals involved in community organizations serving persons in need and who understand the role of systemic racism in society. The COB would benefit from the involvement of the groups listed when developing the initial training and identifying opportunities for continuing education.
3	The COB should have the authority to sit in on internal investigations and that this is at the core of the board's power. When sitting in on these investigations, what could be done if the board representative heard information that was troubling/problematic? How would the COB further remedy that situation? Overall expressed concern over limitations in power to ensure that an issue was further investigated and ensure accountability.	The <u>auditing</u> function, during which the Board Coordinator is involved in a real time observation of internal affairs investigations, is intended to assure SCPD compliance with the disciplinary process and procedures, and to confirm action on matters filed through the Civilian Oversight Process. Two processes are available to address concerns raised through the audit: (1) a confidential review of the issue with authorized individuals (e.g., Police Chief, Borough Manager); and/or (2) a public review of the process or procedural concerns (excluding any issues that would violate confidentiality).
4	In terms of review of closed cases, will the COB have access to redacted information? The COB members should be required to have a certain level of confidentiality with this information.	While the <u>monitoring</u> function involves the quarterly review of redacted summaries of all incidents, the independent review of closed cases limits redaction to those details otherwise protected or required by law (e.g., Criminal History Records Information Act, etc.). COB members must sign a confidentiality statement promising

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		to maintain and protect the status of confidential information. Any member violating the confidentiality statement may be removed by Council.
5	Can legal action be recommended by the COB?	The COB is authorized to conduct oversight functions, including data analysis, monitoring, auditing, and independent review of closed cases, and to make recommendations regarding law enforcement policies, practices, and procedures. The COB may recommend legal action by Borough Council related to SCPD policies, practices or procedures.
6	Can further investigation on a closed case by an independent investigator be done?	Yes. Section 8. C. iv of the proposed ordinance states: Independent review of closed cases – investigation by an independent investigator of closed cases involving use of force resulting in serious injury or death when questions persist even after the auditing and monitoring functions have been completed. Investigations will occur at the conclusion of litigation if pursued and will be conducted primarily for the purpose of making policy recommendations to the Council, the State College Police Department, and the Borough Manager.
7	What is the selection process for COB members? This should be developed in a way that ensures it is serving the marginalized populations.	Borough Administration, as directed by Borough Council, will put out a call for interested volunteers who meet the requirements of the ordinance to complete the COB membership application. The outreach will include groups, organizations, and individuals. The HR Department will review the applications solely to determine eligibility of applicants per the ordinance. All eligible applications will be provided to the Borough Council to discuss and make a decision on which nine (9) applicants to appoint to the initial COB. In reviewing all eligible applications, Council can request input from Borough administration staff and/or the COB Study Committee. Council may also seek additional information about applicants to determine qualifications.
8	Who will be selected initially to sit on the COB?	See above response. The nine (9) members to sit on the COB will be the sole decision of Borough Council.
9	How safe or neutral does the Council wish to make the COB initially?	Borough Council is committed to appointing a COB that is consistent with the proposed ordinance.
10	The COB needs to have a long-term commitment in funding obligations from the municipality. It needs to be a permanent fixture of the Borough.	The current Borough Council has clearly expressed a commitment to supporting, including funding, of the COB. However, a current Council cannot legally commit future Borough Councils to funding

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		for the COB or any other program of the Borough. That decision is always made by the existing elected Borough Council.
11	The COB should be designed to have the strongest power possible; not a COB that is designed to avoid arbitration.	The proposed ordinance includes nearly all of what was recommended by the COB Study Committee with the few modifications not weakening the power.
12	The COB should avoid the typical selection process that is utilized by local ABCs due to the importance of the board being broadly inclusive and developed in a way that considers systemic racism.	The typical selection process will not be used. Unlike other ABC's, Section 6 b & c of the ordinance have very specific qualifications and categories for the COB members. Additionally, the COB will have access to the application developed by the Study Committee to consider using for candidates interested in serving on the COB.
13	Because of the many backgrounds and experiences that need to be considered when selecting COB members, the Study Committee developed a COB-specific application that is very different from the standard ABC application. The standard application is inadequate for COB candidates.	See above response. The Borough Council and the appointed COB will have access to the specific application developed as part of the COB Study Committee that can be used. The standard ABC application will not be used for those interested in being appointed to the COB.
14	Where can more information about the Citizen's Police Academy be found?	Citizen's Police Academy is a program designed to acquaint community residents who are not sworn police officers with the activities of their local police department. The programs vary by department. Here are 2 links, one from Wikipedia and the other from the State College Police Department web site. <a href="#">Citizens Police Academy - Wikipedia</a> <a href="#">Centre County Citizens' Police Academy   State College, PA - Official Website (statecollegepa.us)</a>
15	Who will be leading the racial bias and other social justice trainings?	Critical race theory; implicit bias; cultural competency training will be provided by local (including state) or national resources. This will be determined by the appointed COB members, Board Coordinator, and Borough Manager.
16	Is the executive director the same as the board coordinator? If so, how will this person be selected?	Yes. The Board Coordinator will be responsible for the duties outlined in Section 9 of the proposed ordinance. As stated in Section 9 (Part A): "The Borough Manager will assign a Borough administrator to serve as the Board Coordinator."
17	What is the reasoning for 9 years on the COB?	Because of the special membership requirements and the extensive training required to be completed by COB members, the study committee recommended 3-year terms and the ability for Council to appoint members to no more than three consecutive terms (9 years). The intent is to build a stable and knowledgeable COB while

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		recognizing the difficulties of recruiting and retaining members for Borough ABC's.
18	How will the COB communicate to the public? What is the frequency of those updates?	The COB (like other Borough Boards/Committees) will have a dedicated section of the website and a place to subscribe to receive all COB updates. As required in Section 8 (Part D): the board shall "develop a [communications] plan to keep the public informed of Board activities and to receive public feedback." This includes publishing an annual report.
19	Regarding review of past cases, what is the statute of limitations to bring a complaint or case before the COB?	The proposed COB ordinance does not have a statute of limitations for persons filing a complaint against the SCPD or an officer. The COB does not have the power or authority to file legal action against a police officer but can recommend action be taken against an officer.
20	How will the privacy be protected of those issuing complaints/assistance from the COB?	The COB should consider privacy of those filing complaints when developing its Complaint Process Plan.