



Office of Police Ombudsman Commission

Meeting Minutes: May 5, 2015

1. Welcome, Proposed Agenda & Material Review

Chair Rachel Doležal called the meeting to order at 5:30 PM. Commissioner Doležal welcomed members of the public in attendance. She noted other Commissioners present:

- Kevin Berkompas
- Debra Conklin
- Scott Richter

Commissioner Dominquez was unable to attend the meeting.

Other Attendees: OPO Assistant Hollwedel and Commission Counsel Beggs were present.

- Agenda and materials approved

2. Community Input

- Mr. Dave Plemons advocated for an interim or new ombudsperson to be installed as soon as possible. All Commissioners who responded supported this notion.

3. OPO Personnel Oversight & Evaluation

Commissioners discussed the ordinance Section 04.32.150 item B7 under Commission General Duties, "Conduct and approve evaluations of the Ombudsman and OPO personnel."

Commissioners are obliged under the ordinance to conduct evaluations. However, there has never been a documented evaluation policy or procedure for the OPO. The challenge is that there is currently no ombudsman directly supervising office personnel; furthermore, office personnel are City employees subject to City personnel rules. Commissioner Richter noted he is against any evaluations until an ombudsperson supervisor is in place; that any evaluation would be problematic and would undercut the authority of the future ombudsperson.

Commissioners discussed the possibility of the 360 Degree™ assessment for OPO personnel administered by City HR: this prevalent feedback tool could provide professional growth but avoid impinging on City personnel evaluation or supervisory rules. Commissioners agreed that any tools should be employed as part of a larger evaluation plan approved by Commissioners.

- Commissioners Conklin and Berkompas will draft an overarching evaluation policy and procedure with a view to submitting this draft for approval by Commissioners at their June meeting.

4. Ombudsman Office: Monthly Report

Ms. Hollwedal briefed the draft April OPO Activity Report. Ms. Hollwedal provided Commissioners with requested documentation of OPO procedures for processing citizen complaints. She also reported that OPO collaboration continues with community partners to assist citizens in filing complaints during this period without an ombudsperson, specifically Liz Moore of PJALS. Ms. Hollwedal reported that the City Administrator directed her to prioritize completing the 2014 OPO Annual Report. She reported that she updated the Commission website with reports and other items from 2014.

At this point in the meeting Commissioner Richter raised an objection to the Chair and Vice Chair conducting regular monthly meetings with the Chief of Police. He stated these meetings circumvent the process and are in violation of the ordinance. He requested Chair to “cease and desist” meeting with the Chief of Police. He noted a message on his phone where Commissioner Berkompas had called to relay an item that came out of the March meeting with Chief Straub. He also objected that he had asked the Chair to include an agenda item for the March meeting that was not included in the draft agenda provided to Commissioners for approval. He departed the meeting “in protest.”

Commissioner Berkompas asked Mr. Beggs to comment on whether the Chair’s meetings with Chief Straub went against the ordinance; Mr. Beggs stated the ordinance does not disallow such meetings. Commissioner Berkompas stated he called Commissioner Richter to inform him on actionable outcomes of the meeting per agreement with the Chair to pass to all Commissioners, and that he had left a message when the phone call was unanswered. Commissioner Berkompas noted under the ordinance the Chair is responsible to provide Commission meeting agendas, and should a Commissioner want an additional item added this can be raised when the agenda is brought for approval at the meeting.

Commissioner Conklin suggested that for future meetings, there be an item for Commissioners to relay reportable items from meetings they had attended during the month. Remaining Commissioners agreed to this in principle as a good practice.

- Commissioners approved April Public Safety report pending the addition of community event attendance dates.

5. Approval of 04/07 Minutes

- Commissioners approved April meeting minutes with no objections.

6. New & Interim Ombudsman Selection Process Update

Commissioner Dominguez, the Search Committee representative, stated the Search Committee had met May 4 (the day prior) when he was unable to attend. He is concerned meetings are scheduled in an ad hoc fashion and without sense of urgency for installing an interim ombudsperson per Commission request in accordance with the ordinance. The next meeting is tentatively scheduled for May 20, where the Search Committee will apparently vote on which

candidates to interview. Commissioners raised concerns the Search Committee had not provided three nominations for an interim ombudsperson for this meeting despite that request.

7. Body Camera Stakeholders Group

Commissioners discussed the timeline for commencing the Body Camera Stakeholder's Group. Commissioner Conklin is concerned there are too many participants to have an effective BCSG. Next step: conduct online polls for good meeting times.

8. Community Input

[Note: in response to a DoJ suggestion, the Chair added a second community input agenda item at the meeting's end to allow for citizens to comment on items.]

- Mr. Dave Plemons stated he believes a 360 degreeTM evaluation tool for OPO personnel seems to be very good to have in place.

12. Adjournment

Chair Doležal adjourned the meeting at approximately 7:30 PM.