

**Community Oversight Board Meeting**  
**MEETING MINUTES**  
**Wednesday, May 25, 2022, 5:30PM- 7:00PM**  
Howard Office Building – Sonny West Room (A&B)  
7002<sup>nd</sup> Ave S, Nashville, TN 37210

**1. Call to Order**

- Chair Arnold Hayes called the meeting to order at 5:30 p.m.
- **Board Members in Attendance:** Arnold Hayes, Drew Goddard, Hamid Abdullah, Joe Brown, MaKayla McCree, Maxine Spencer, Michael Milliner, Phyllis Hildreth, Shawn Whitsell, and Walter Holloway.
- **Board Members Absent:** Mark Wynn
- **Others in Attendance:** Jill Fitchard (Executive Director), Daniel Yoon (Legal Resource Advisor), Gavin Crowell-Williamson (Research Analyst), Demica Robinson (Community Liaison), Marian Pinson (Administrative Assistant), MNP LT. Michelle Coker (Commander Lara was off) and members of the public were in attendance.

**2. Establish Quorum and Reading of Appeals Statement**

- Chair Hayes established a quorum.

**3. Approval of Minutes**

- Board Members approved the minutes.

**4. Chair Remarks – Arnold Hayes, Chair**

- Chair Hayes read the appeal statement pursuant to provision 2.68.030 of the Metropolitan Code of Law.
- Chair Hayes applauded the mayor on equity in this year's budget cycle, however the fairness is missing when it comes to the necessary resources for the Community Oversight staff. Chair Hayes stated the mayor's recommended budget only grants four of the nine positions requested. This continues to put the COB below the "penny" standard. Meaning that COB's nationally receiving at minimum a penny for every dollar spent on police departments is becoming a standard. Chair Hayes stated despite the setback and much needed staff positions Director Fitchard and Hayes continues to engage in conversation with the Metro Council in hopes to gain the necessary resources for the COB.

- Chair Hayes suggested that based on some of the actions that occurred in the previous board meeting it would be helpful to explain the rules and protocols of the meeting to the community with the help of the Community Liaison.
- Chair Hayes informed the Board, Member McCree resigned from her newly appointed Secretary position on the executive board during the previous board meeting.
- Chair Hayes appointed Member Goddard to the Secretary position to fill the vacancy left by former Member McCree.
- Chair Hayes also appointed Member Holloway as a fifth voter for Executive Committee Meetings.
- As of August 4, 2022, Chair Hayes will resign from the Board because his spouse has been elected to a judicial seat, however he plans to continue engaging in the work of the Community Oversight Board.

#### **5. Executive Director's Report-Jill Fitchard, Executive Director**

- Director Fitchard informed everyone she will be posting and making an announcement for the MNCO Research position very soon.
- Director Fitchard provided updates on staff recent trainings; investigators are now certified after taking a four-week Internal Affairs Training on investigations. There are now 3 COB certified investigators.
- Director Fitchard provided updates on the recent trainings she attended with Metro Human Resource, Executive Leadership Trainings and Metro HR Trainings on Safety and Injury on Duty.
- Legal Resource Advisor Attorney Yoon participated in the Lab Training Movement Law with emphasis on Policy and Strategy Efforts.
- Fitchard attended meetings with Partners in Care, Criminal Justice, Planning Advisory Committee, Justice Integration Systems, and Nashville Conflict Resolution Center (NCRC).
- Fitchard met with the mayor's office to discuss community safety initiatives and was a guest on WPLN's This Is Nashville. Director Fitchard express the experience was sobering and very emotional seeing survivors who have lost a loved one because of police shootings. She also expressed it was good to see and know they support the COB and want the COB to continue doing the work they are doing.
- Fitchard also met with the National Action Network to share information about the Community Oversight.
- Research Analyst Crowell- Williamson attended a meeting with Partners in Care Initiatives.

- Director Fitchard reported to the Board that the COB complaint calls are increasing with ten in May. Two cases were referred for mediation and one resolution report completed.
- Fitchard and Chair Hayes attended Metro Government's Budget meeting on May 14,2022. Director Fitchard attended a Force Review meeting on Thursday May 26,2022, and a Public Safety Budget Talk meeting on May 28,2022
- Director Fitchard elaborated that although she received approval for 4 positions; the COB continues to need a Legal Assistant, a social worker, and resources to assist families who are survivors of police shooting.
- Director Fitchard emphasized that some of the needed positions are pathways to getting the COB out of the backlog of complaints.
- Member Milliner expressed his concerns regarding the mayor and council not approving the legal assistant and other needed positions in the budget by stating, "that it hampers the ability of the COB to conduct itself in a fashion to exercise the will of the people." Milliner also stated, "the lack of additional positions not being filled causes a lack of the COB's ability to process the complaints of the people."
- Member Spencer moved to send a letter from the COB to the Mayor requesting an explanation why only 2 positions were approved instead of the 4 requested. Board Member Milliner seconded. Board approved the motion. Ayes: Board Members Hayes, Hildreth, Spencer, Whitsell, Brown, Holloway, McCree, Abdullah. Nay: Board Member Goddard.

#### **6. Proposed Resolution Report- Director Fitchard**

- Director Fitchard read MNCO CC2021-003.
- Board Member Hildreth moved to accept but modify disciplinary action to demotion. Board Member McCree seconded. Ayes: Board Members Hayes, Hildreth, Spencer, Whitsell, Brown, Holloway, McCree, Abdullah. Nay: Board Member Goddard. Passed.

#### **7. Report: Policy Advisory- Gavin Crowell- Williamson, Research Analyst:**

- Research Analyst Crowell- Williamson presented a report in reference to a response issued from the Chief of Police to a recent resolution proposal by the COB.
- Research Analyst Crowell-Williamson's report included the differences in administrative language and definitions between the COB and MNPD and the significant challenges that potentially impact disciplinary outcomes.
- In response to Policy Advisory Crowell- Williamson's report Member Goddard emphasized he wants the Board effecting positive change in police procedures efficiently and on important issues.

- Member Milliner moved to adopt the entire policy advisory report 1-4. Member McCree seconded. Ayes: Members Holloway, McCree, Hildreth, Whitsell, Hayes, Spencer, Abdullah, Milliner. Nays: Members Goddard and Brown. Passed.
- Member Hildreth moved for the COB to go back to the negotiating table for the MOU with MNPD.
- The Board agreed to adopt an amendment with volunteer negotiators Members Brown, Goddard and Milliner. Member Abdullah seconded. Passed unanimously.

#### **8. Public Comment:**

- Complainant for CC2021-003 made a victim impact statement.

#### **9. New Business / Announcements**

- Chair Hayes appointed Board Members Hildreth, Abdullah and Holloway to be on the Nomination Committee.
- July and October meetings will be held in the public.

#### **10. Adjourn**

Chair Hayes received Member Whitsell's motion to adjourn. McCree seconded. Passed unanimously. Chair Hayes adjourned the meeting at 8:08 pm.