



POLICE COMMISSIONERS
ADVISORY COMMITTEE
Brookline Town Hall
333 Washington Street
Brookline, MA 02445

Judith Fabricant, Chair
Karen Ambrose
Scott Ananian
Kimberley Richardson
Kristan Singleton
Paul Yee
Ronald Wilkinson

Town of Brookline Police Commissioners Advisory Committee

Date: 01/30/2023 Start Time: 7:00 PM

Actual Start: 7:00 PM End: 8:33 PM

Meeting held via ZoomGov

Board Members Present: Judith Fabricant, Chair, Scott Ananian, Kimberley Richardson, Kristan Singleton, Ronald Wilkinson, Karen Ambrose

Board Members Absent: Paul Yee

PCAC Staff Present: DS Paul Campbell, Ann Hess Braga, Michael Downey

Other attendees: Town Administrator, Chas Carey

I. Call to Order 7:00 p.m.

Meeting called to order and a reminder was issued that meetings are being recorded.

II. Minutes Review

Unanimous approval of the minutes from the following meetings: September 29, 2022; October 24, 2022; November 28, 2022; and January 3, 2023.

III. Public Comment Period

- Marty Rosenthal – In the wake of the incident of police brutality resulting in the death of Tyre Nichols, Mr. Rosenthal emphasized the importance and necessity of equipping Brookline police officers with body cameras.
- Ryan Black, Bonnie Bastien, Carlos Tamayo, Savyon Cohen, Bob Lepson – This group recited a statement issued by the Brookline Equity Coalition, a local organization of which they are members, in response to the incident of police brutality resulting in the death of Tyre Nichols. A link to the full statement was entered into the meeting's "Chat Messages." The statement serves as a reminder, and warning, that such an incident can happen in Brookline unless changes are made. Considering the incident involving Tyre Nichols began with a traffic stop, as did the fatal incident involving Philando Castile, the statement encourages the Town to adopt all of the recommendations made by the the Task Force to Reimagine Policing, such as pursuing legal authority permitting civilians to perform limited traffic functions and developing more effective methods of responding to community members in crisis.

- Donelle O’Neal, Sr. - Mr. O’Neal emphasized the necessity of equipping Brookline police officers with body cameras. To that effect, Mr. O’Neal intends to resubmit to Town Meeting a resolution regarding body cameras that he had previously put forth.

IV. Town Administrator Chas Carey Discusses the Process and Criteria for Selection of the Next Police Chief

TA Carey spoke at length regarding the process involved in hiring a permanent police chief, though he began by soliciting input from the PCAC and the wider community to ensure that he and the Town fully understand the public’s priorities. The hiring process is guided by an advisory group made up of community members, largely to serve that purpose. Town officials and the advisory group will first meet to review all applicants to determine who to invite to participate in a written exercise. The written responses will be graded anonymously to preserve and promote full impartiality. Next, the panel will conduct interviews of those candidates, still without knowing the names attached to written responses to avoid entering the interview with preconceived notions of their work product. The written responses will be de-anonymized after the interviews are completed and the panel will then recommend to TA Carey the candidates who should proceed to the next round of the process, which is a mock presentation before the Select Board designed to evaluate the candidate’s ability to think on their feet. The topic of the presentation will be one of controversy, relevant to current affairs in policing and to the community. Again, the panel will recommend to TA Carey their candidate of choice. While the ultimate decision is TA Carey’s to make under the Town Administrator Act, he intends to take the panel’s recommendation very seriously. Upon making the final decision, TA Carey is tasked with presenting the selected candidate’s name to the Select Board, at which time the Board can either vote to approve or reject. If rejected, TA Carey must move to present another name, and that process continues until the Board votes their approval. As the above process plays out, the Town will be conducting a thorough and extensive background check.

- Ron Wilkinson asked how many applicants has the Town received, to which TA Carey responded over a dozen.
- Scott Ananian asked how the Town sought ensure diversity of candidates, both in geographical and ethnic terms. TA Carey stated the Town posted the vacancy in traditional places, including organizations, both local and non-local, but also made a deliberate effort to message the vacancy on an individual basis to community members with different backgrounds.
- Chair Judy Fabricant asked if there is a screening process of all applicants before the written exercise and interviews, to which TA Carey responded in the affirmative.
- Kristan Singleton asked if young adults, or youth, in the community are at all involved in the process. TA Carey said the Town had not included the Town’s youth in the conversation, but that he thought it was a good idea and vowed to pursue that avenue by reaching out to school staff to engage that audience.

Public Comment:

Marty Rosenthal – Mr. Rosenthal encouraged the panel to listen to supporters of the Brookline PD, and consider how good the PD is, in the context of the dilemma between choosing an internal v. external candidate.

Select Board member, Bernard Greene – SB member Greene reiterated the comment made by Mr. Rosenthal.

Donelle O’Neal, Sr. – Mr. O’Neal expressed what he believed to be the biggest mistake of the previous hiring process of the police chief, which was that it didn’t involve asking female officers about their interactions with the former chief. Mr. O’Neal concluded by encouraging the Town to hire internally.

Naomi Sweitzer – Ms. Sweitzer asked about the makeup of the hiring panel. TA Carey provided the panel members as follows: PCAC members Karen Ambrose and Scott Ananian; TMM and Advisory Committee

member, Joslin Murphy; SB member, Mike Sandman; and Aba Taylor, Director of the Brookline Community Foundation.

Anne Weaver – Ms. Weaver asked if the candidates’ will be asked about their stance on creating a community-based crisis response team. TA Carey affirmed that the topic will be addressed during the hiring process.

V. Follow-Up on Final Approval of Changes to Civilian Complaint Policy

Chair Fabricant announced that the final draft will be presented to the Select Board at one of their next two meetings.

VI. Working Groups Progress Reports

Responding to Individuals with Mental Illness:

Chair Fabricant started by asking if this group’s draft would be ready for presentation to the Select Board at the same time as the revised civilian complaint policy. After reviewing the changes made, it was clear the draft was not ready for presentation as it requires a more extensive review and discussion by the full PCAC, and by staff. The PCAC will revisit the draft at the next meeting.

VII. Police Department Annual Reports

Paul Campbell affirmed the expectation that annual reports will be released in February, thus allowing the PCAC to hold the public hearing on said report on March 27, 2023. At the next meeting, Chair Fabricant will raise for discussion the idea of holding that hearing in person.

VIII. Next Committee Meeting

The next meeting will be held on February 27, 2023.

IX. Vote to Adjourn

8:33 p.m.

On a motion duly seconded, the Police Commissioners Advisory Committee (PCAC) voted by roll call to adjourn.

Moved by Ambrose. Seconded by Singleton.

AYE: Judith Fabricant, Kimberly Richardson, Kristan Singleton, Ronald Wilkinson, Karen Ambrose

NAY: Scott Ananian

VOTES:

- **Vote to adjourn at 8:33PM. Moved by Ambrose, Seconded by Singleton. Approved 5-1.**

DOCUMENTS PREPARED:

Meeting Agenda

Draft RE: Responding to Individuals with Mental Illness

NEXT MEETING:

The next meeting is scheduled for February 27, 2023 at 7:00PM.

