

### **What is a Police Accountability Board (PAB)?**

- A Police Accountability Board is a 9 member appointed panel of citizens that is responsible for reviewing allegations of misconduct and improper use of force by uniform members of the Police Department. A PAB will have the power to independently investigate allegations and subpoena information if needed. The PAB will use these tools to review cases and render a judgement. If a complaint against an officer is sustained, the PAB is empowered to set discipline for the officer using a disciplinary matrix that will be developed with input from the RPD and Locust Club. In addition to this function the PAB will be able make recommendations for updates to RPD policies and procedures.

### **What is the Police Accountability Board Alliance (PABA)?**

- The Police Accountability Board Alliance is a non-profit entity that is comprised of community and neighborhood organizations. This group of civilians is responsible to put forth names to the City Council to consider to serve on the PAB.

### **How can I serve on the PAB?**

- You must be a City resident and have been one for a minimum of 1 year.
- Once selected board members will need to fill out a Financial Disclosure Form and background check as required for service on all City Boards.
- You must be appointed to serve on the PAB, if you are interested in serving on the PAB, you should share your résumé of your relevant experience and cover letter detailing:
  - Your reasons for wanting to serve on the PAB
  - How your skills, interests, and experience will be an asset to the PAB
  - Your current address, zip code, and how long you have been a City resident.

This information can be sent by email to [PAB.Application@cityofrochester.gov](mailto:PAB.Application@cityofrochester.gov) or by US Mail to Office of the City Council – Attention PAB; 30 Church St., Room 301A, Rochester, NY 14614

### **Who appoints members to the PAB?**

- The PAB will be comprised of 9 members
  - 4 members shall be directly appointed by the City Council (with representation from each of the 4 Council Districts)
  - 4 members shall be appointed by the City Council from 12 recommendations submitted by the PABA
  - 1 member shall be appointed by the Mayor and confirmed by the City Council.

### **What is the definition of immediate family?**

- The definition of immediate family includes a parent, sibling, spouse/partner or child, as well as any member of a person's household.

### **Do I get paid to serve on the PAB?**

- No, participation on the PAB is strictly voluntary. There is no compensation for service.

### **How much time will it take to serve on the PAB?**

- Time commitment and meeting length will be dependent on case load. The initial membership of the PAB is likely to be labor intensive given the need to create by-laws, interview and hire an Executive Director, and work with the RPD and Locust Club to develop a disciplinary matrix.

### **What type of training do you need to serve on the PAB?**

- Individuals selected to serve on the PAB will need to participate in a broad range of training annually. The Board and staff orientation and ongoing training shall include but not be limited to the following:
  - All relevant local, state, and federal laws
  - Implicit bias and anti-racism
  - Gender identity and sexuality
  - Disability rights, including but not limited to physical disabilities intellectual and developmental disabilities, psychiatric disabilities and traumatic brain injuries
  - Classism, poverty and homelessness
  - Trauma-informed policing and crisis intervention, including RPD Officer well-being
  - Patterns, practices, policies, and procedures of the RPD
  - Police Accountability Board Local Law
  - Civilian oversight history, models, trends, theories, standards and best practices
  - How to conduct independent and objective complaint investigations (e.g. interviewing, collection and preservation of evidence)
  - Community outreach to inform how the Board functions and serves the community and public reporting
  - Discipline and remediation, education based discipline, early warning systems processes of arbitration/grievance
  - RPD ride-alongs
  - Access to RPD training
  - Access to RPD manuals

### **How long is a term for a PAB Board member?**

- Except for the initial board, members serve staggered three year terms and may be reappointed for another three year term for a total of six years. Terms of service will conclude on June 30. The initial Board shall consist of:
  - Three members appointed for a term of 1 year, (1 Council appointee; 2 PABA recommended appointees)
  - Three members appointed for a term of 2 years, (2 Council appointees; 1 PABA recommended appointee)
  - Three members appointed for a term of 3 years, (1 Council appointee; 1 PABA recommended appointee; 1 Mayoral appointee)