

Called to Order: 6:02 pm

In Attendance (asterisk indicates voting board member)

- Anne Swager-Wilson, Commission Liaison
- MLPD Chief Jason Haberman (guest)
- *Stephanie Fedro-Byrom
- *Pam Hansen
- *Leah Lahoda
- Laura Pace Lilley, Public Information Officer
- Robyn Vittek, Staff Liaison
- *Livia Macedo
- *Terry Timm

Attending Virtually:

- *Catherine Schilken, Chair
- *Margaret Izzo, Co-Chair
- *Marissa Escajeda
- *Adam Flango

Absent:

- *Noah Evans
- *Geron Oakley
- Luke Lombardo, Jr. Board Member
- Karina McCullough Brown, Jr. Board Member

Citizens' Comments:

None

January 2023 Minutes:

Approved Unanimously
 Motion: Lahoda
 Second: Fedro-Byrom

REPORTS

Board Chair -Schilken

- None

Commission – Swager-Wilson

- Please join or renew MRTSA membership; subscriptions are vital to providing this valuable resource to the community.

Public Information Officer – Lilley

- None

Staff Liaison (Library Director)– Vittek

- None

Junior Board Members

- N/A

CONTINUING BUSINESS (led by Schilken unless otherwise listed)

DEI Initiative

- Citizens' Climate Survey (Flango) – working on questions – will meet with Ian McMeans (Assistant Municipal Manager/ Municipal Planner)
- Training recommendations for DEI for employees and volunteers (Macedo) – No new report
- Events Calendar (Lahoda) – share with Mt. Lebanon Partnership (recommendation of Commissioner Flynn)
 - Swager-Wilson – will meet with Lilley, Vittek to establish parameters as far as which events are appropriate for municipality vs. outside orgs such as Partnership to host
 - Fedro-Byrom – LeboPride is now 501(c)(3) non-profit organization, will expand beyond LBGTQ+ / events to include Juneteenth, etc.
- Police Department image, communications methods (Timm)
 - See under New Business

CRB Magazine Column - Izzo

- Lilley – Turkish refugees story
- Lilley – info about events needs shared two months in advance for inclusion in the magazine

Mediation - Izzo

- No recent calls. Problems seem to escalate in warmer weather (tree, lawn & garden issues, etc)
- Schilken – shared info at Residents' Academy

Residents' Academy

- Need to ask in future years if residents need accommodations ahead of time
- Four sessions remaining

Citizens' Service Award - Lilley

- One application so far – February deadline (but that is flexible, as no awards dinner in 2023)
- All members should promote Awards program
- No age limit – teen volunteers are eligible
- Announced at PTA – CRB members need to continue to promote in their circles

Succession Planning

- Will need to select new chair as Schilken's 2nd term expires in March – will need to announce slate of officers at March meeting at the latest
- Bylaws – Chair and Vice-Chair, must be elected at April election.
- Email Vittek with nominations to pass to Schilken/ Izzo

NEW BUSINESS**Introducing Mt. Lebanon Police Chief Jason Haberman:**

- Busy first month
- Strong background in DEI – Pittsburgh was a pilot city for the DOJ's Procedural Justice initiative when he served on the transit police and was involved
- "Deposit" good feelings in community bank – when bad things happen, "can withdraw goodwill"
- "People Positive" approach
- Has met with LeboPride group several times – wants good safety and security at events
- Will focus on good mental health/ care for officers
- Happy to share police methods/ procedures with public – open communications
- MLPD recently completed accreditation process – one of 149/1100 eligible police departments in the state
 - 150/300+ bullet points required to be met
 - Year-long validation process, evaluated every three years
- Re: excessive force
 - Two essential policies – Duty to Report policy and Use of Force policy. If officers see violation of UoF policy and don't report, they are as guilty as perpetrator
- Macedo – recommendations from DEI Support Group?
 - JH: Some very good ideas – some we're already doing
 - Police officers are req'd to do "one community engagement thing they haven't been asked to do by dispatch (like visit a school)" every day
- Macedo – what do you need from the CRB?
 - JH: feel very well supported by community
 - Give PD opportunity to work through issues – want to maintain trust with community
- All officers undergo extensive background checks
- Swager-Wilson: all officers in Mt. Lebanon are required to have a four year degree, though other communities are reducing that standard

- Timm – recruiting and retention
 - JH: 80% of Mt. Lebanon residents have 4-yr degree or higher
 - The entire industry is experiencing “unprecedented times” re: hiring
 - In Mt. Lebanon we compete with the private sector – working to improve quality of life issues for officers (like relaxing grooming standards – allowing facial hair, etc)
 - Recruiting from every avenue – currently short three officers
 - Testing in March – hiring in April. We interview top 25 candidates – low score is around 90% to even get an interview
 - QoL issue: women’s locker room – fast tracked
- Flango- How PD plans to treat black/ brown Americans
 - JH: Uber-sensitivity – awareness of expectations here
 - Body cameras – heightened awareness – must be on point all the time
 - ABLE-certified – Advanced Bystandership for Law Enforcement
 - Check yourself first
 - Institutional understanding/ philosophy
 - Empowered to supersede rank to ack
- Fedro-Byrom – Grant for social worker on PD staff?
 - JH: lost officer in McKeesport – many PD funerals – follow same patterns with PD, citizen behaviors
 - Grant if received will cover cost of \$90k for social worker in MRTSA – co-responder – sent in once situation is safe. Can follow-up – officers can’t do that – and maintain coordination of care (medications, elder care, etc)
 - Potential partners/ grantors – RK Mellon Fdn, St. Clair Fdn, St. Clair hospital

ADJOURNMENT: 7:07 pm

Motion: Fedro-Byrom

Second: Lahoda

Next Meeting: 8 March 2023