

To: Community Oversight Board
From: Ashlee Davis, Chair, Community Oversight Board
Date: Friday, November 15, 2019
Re: Chair Remarks

Chair Remarks

I regret that my work travels this week will result in me missing my first COB meeting and I hope that this written report will help share an overview of the developments that have occurred since our last meeting.

Executive Director Engagement

Following the October COB monthly board meeting I made the requested corrections to the letter that was approved by the Board and then sent a copy of the signed letter to Mr. Weeden and Metro HR. In my correspondence to Metro HR, I asked for their assistance in using the letter that the COB approved to create the appropriate Performance Improvement Plan (PIP). I held several calls with Metro HR as a draft was composed, revised, and approved by me and once the document reflected the letter that the Board approved, I shared the document with Mr. Weeden. One important difference between the letter the COB agreed to and the PIP is that I was advised that the minimum number of days for such a document is 60 days, so I made that adjustment from the 30 days listed in the letter. Following Mr. Weeden's review of the document we both signed the PIP during our weekly meeting that occurred on Thursday, November 7th.

During this Thursday, November 7th meeting I asked Mr. Weeden about the progress of the strategic plan, gave him ideas of Metro Directors that he could meet with for ideas on the strategic plan that the COB is expecting to see, and I also communicated that by the November COB meeting he should come prepared to share a very clear overview with details that show measurable progress since the last meeting. Mr. Weeden shared the MNCO staff had met and will continue to meet to discuss the strategic plan and I communicated that I was very happy to hear this, but it is important that he lead these meetings, be present and part of each meeting and that the strategic plan be one that he develops as the Executive Director.

Also, important to note that per the guidelines of the PIP on November 6th I emailed Mr. Weeden to share a list of meeting dates for the two of us to meet over the next 60 days.

Executive Board Meetings & Appointment

The Executive Board met on Friday, November 1st to determine whether it would be necessary to reopen the review and comment portion of our MOU process due to the special request made by James Smallwood of the FOP. After a thorough review of the request, internal and external correspondences that have been shared with the COB and discussion among the Executive Committee, it was determined that such an extension was not necessary, and a response was emailed to James Smallwood on November 5th with attachments to detail the timeline and the COB's rationale for this decision. No response has been received to date.

On Wednesday, November 13th I called Mr. Jamel Campbell-Gooch to ask if he would accept the appointment of 2nd Vice-Chair on the COB Executive Committee due to the vacancy created by Mr. Bob Cooper's resignation. This was done in accordance with Article 7 of the COB bylaws. Mr. Campbell-Gooch accepted, and I then emailed Mr. Weeden to ask that he add Mr.

Campbell-Gooch to the COB Executive Committee correspondences. I am greatly appreciative of Mr. Campbell-Gooch's unyielding commitment to public service.

MOU Negotiation Taskforce

On Thursday, November 14th I received a call from Mayor Cooper. The Mayor called to discuss what opportunities there may be to ensure that the COB and MNPD can work together in a positive and collaborative nature. I shared with the Mayor that the COB and the COB staff (the MNCO) remain open to ideas for collaboration even if they are not our own. The Mayor then proposed that one member of the COB and one senior designee from MNPD be the representatives of the MOU Negotiation Taskforce and asked me if this would be an approach we would agree to participate in, to which I agreed. I identified Dr. Hildreth as the COB's representative for this Taskforce and shared that I was confident she would be more than willing to meet as frequently as necessary to ensure that the MOU continues to move towards finalization. As we concluded the meeting the Mayor shared that these meetings would be facilitated by Metro's Legal Director, Bob Cooper.

My call with the Mayor concluded and I then received a call just short of an hour later from the Mayor's Office communicating that Chief Anderson had agreed to the terms of the Negotiation Taskforce that the Mayor outlined and designated Deputy Chief Hagar as their MNPD representative. During this call, it was also shared that the Mayor wants the members of this Taskforce to meet as frequently as possible to ensure that the MOU is finalized before the end of the calendar year. I communicated the COB's full support of this approach and we then ended the call.

As I have said before I remain optimistic that we can and will be successful in our efforts to work with the MNPD to finalize a MOU that will position all parties to serve the people of communities of Nashville. I hope that you share all or part of this enthusiasm and I also hope the Board appreciates the great success of the letter that we composed and sent to the Mayor's Office. A special thanks to Dr. Hildreth for partnering with me to compose this letter with a short turnaround time. I am also appreciative of Mayor Cooper's and his Administration's assistance and leadership.

Wishing you all a productive COB meeting and a wonderful Thanksgiving to come.

Ashlee J. Davis
Chair, Metro-Nashville Community Oversight Board