

## **Board Membership**

### **Board and Panel Size**

The Board will have 33 members. The Board will have at least 5 alternates.

The Board may create panels for hearings, due process, and appeals made up of at least 5 Board members. In more serious cases the panels will have at least 7 members. Appeals panels will consist of Board members not on the original panel, unless the appeal is due to the discovery of new information.

The Board may form subcommittees consisting of at least 5 members of the Board.

### **Qualifications**

Members must live, work, play, attend school, or worship in the Portland for at least 12 months prior to appointment. The Board shall ensure a diverse membership, giving preference to applicants who are members of over-policed communities. The Board will have members with experience in community outreach, police accountability, advocating for houseless community members, investigations, and auditing. Board members must have a demonstrated support for police accountability and racial justice. As stated in the Charter, current and former law enforcement personnel are ineligible to serve on the Board. Board members may not also serve on other boards related to policing.

### **Recruitment and Appointment Process**

Successors to an unexpired term will be appointed by approval of Council for the remained for the term. Recruitment efforts should include a variety of methods and should clearly state that the positions are not full time City positions or with PPB. Applications will be solicited with the help from other City entities including other police groups, as well as community organizations. The Board may create a nominating committee to refer applicants to City Council. Applicants will be screened for potential conflicts of interest. Members will be appointed by City Council who must vote on nominees within 45 days of receipt of the nomination.

### **Member Support and Compensation**

Members will receive support, including compensation, for their services; the Board will allocate approximately 10% of its annual budget to Board member support and compensation and regularly review and revise the details of its member support.

Members may be reimbursed for expenses incurred and will receive a stipend of no less than the amount legally allowed. The Board will provide financial compensation to Board members on a per-hour basis. The hourly compensation cannot be equivalent to a professional wage and shall not exceed 20% of the wages of City employees performing similar work. Members may decline compensation.

Mental health support and services will be provided to Board members. The Board shall ensure personal protection for members and will ensure that meetings, hearings, and other activities are secure.

As required in the Charter, the Board can advocate to other governmental entities for protections for Board members on issues related to state/federal law (e.g. excused absence from work).