

Ruth Stellmacher

From: Thuy-Tien Nguyen <thuytienn59@gmail.com>
Sent: Monday, June 22, 2020 3:56 AM
To: CityRecorder
Subject: City Council Meeting 06/22/2020

Hello, my name is Thuy-Tien Nguyen, and I would like to state my full support of agenda items 5.a. through 5.e. I have spent most of my life here in Salem, and as an Asian American I can say that I have lived rather comfortably despite being part of the smaller percentage of minorities that are represented in this city. I believe that the "model minority" characterization of people like me has inflicted damage on those that are Hispanic and African American by insinuating the stereotypes of these groups of people, and this has contributed to the disproportionate policing that has been targeted at those who are non-caucasian. Because of this, I have not had any encounters with the police in the same way that my Hispanic friends have unfortunately experienced, and it infuriates me that this sort of racial profiling is condoned. These past several weeks have brought to light the disturbing tolerance of police brutality and injustice within our systems, and the willingness to ignore these realities must stop now. It will take all of us to prevent further abuse of this power, but it will need to start with the actions and initiatives of this council. You must stop providing large amounts of funding to the Salem Police Department, and allocate the budget to focus on schooling, healthcare, homelessness, and other social services. The dominance and authority of the police have for far too long been left unchecked, and this lack of supervision and accountability has only elevated their position of power. With that being said, I also would like to mention the presence of school resource officers in schools. As a recent high school graduate, I can say that having SRO's situated in front of my school or walking throughout the halls has always made me feel uncomfortable and intimidated. I believe that having SRO's on school campuses actually causes more harm than good, and it introduces students to law enforcement far too early in life, especially in an educational setting. By having them on campus, this creates a school to prison pipeline that puts vulnerable students at risk of being locked up in prison in the future. A school should be a place that breeds educated and insightful young adults, NOT prison inmates. I urge you to reconsider the impact your decisions will have on this community and the future of its inhabitants. We want change, and we want it now. Thank you for your time.

Ruth Stellmacher

From: Nick Stroud <nickstroud54@gmail.com>
Sent: Monday, June 22, 2020 2:25 PM
To: citycouncil
Subject: Regarding Today's City council agenda items 5a - 5e

To the Salem City Council and the Mayor,

I strongly support the implementation of agenda items 5a-5e on the agenda for tonight's council meeting. Based on a wealth of research, we know that BIPOC community members have been disproportionately impacted and victimized by our criminal justice system, of which the police are the front door into the system. Our budget for police and law enforcement is grossly out of proportion to investment in things like housing, education, recreation, employment readiness, rehabilitation services, etc. We must not continue to perpetuate a system that traps people in poverty using the "felon" label for so many who have been convicted of non-violent crimes, such as drug crimes. Once that label has been applied legally, it is then used to legally discriminate against poor people for the rest of their lives, creating a second class citizenship for so many, and disproportionately so for BIPOC community members. It will take more than police reform for meaningful change to occur and the items on the agenda are part of moving forward. Let's be better than we have been for so long.

-Nick Stroud

Ruth Stellmacher

From: Aiyla Thomas <aiylat@gmail.com>
Sent: Monday, June 22, 2020 1:53 AM
To: CityRecorder
Subject: City council meeting agenda items 5a-5e

City Council Members,

My name is Aiyla Thomas and I've lived in Salem with my husband for the past 6 years. After moving here from California and having worked in the education system there for 3 years, I worked for the Salem-Keizer School District for 2 years. I quit due to lack of resources, and safety in Special-Ed classrooms for staff and all students school wide. (The safety in Special-Ed classrooms I'm referring to has nothing to do with police presence).

I am calling for the defunding of the Salem Police department and demanding that their new budget be reallocated. There are many other areas in our city that need funding and the police almost always receive the most or more than necessary.

I am asking that you reallocate the Salem PD's funding and invest it into any and all areas listed below:

- Any funding possible into our local education system and Youth programs! (Oregon as a whole has one of the worst education systems in the country and I've witnessed it first hand as an employee. As of 2018 we lead the nation in the highest rate of homeless youth. Police officers also should not be on campuses anywhere as they offer little to no safety and make many BIPOC students feel unsafe.)
- Healthcare
- Mental healthcare and social workers as first responders to help keep the community safe
- Food Security
- Better public transportation (busses to run later, to all areas of the city, 7 days a week)
- Housing
- Homeless housing and resources

I am also asking that our city:

- Discontinue any general funds or funding from taxpayers that would pay for settlements due to police murders, misconduct, and negligence.
 - Terminate the contract with Salem PD and Salem-Keizer School District. Many BIPOC students do not feel safe around police, nor does their presence on campuses increase safety.
- Personal story- When I switched from being in the classroom full time to subbing, I was at an elementary school that had an event in the library for students that had earned the opportunity to participate. A campus police officer shared about his job and also had a q&a time. At one point this officer started badmouthing firefighters. He said that firefighters don't do much and don't have dangerous jobs, unlike police officers who put their lives on the line daily and drive around looking for bad guys. He literally said to at least 100+ kids that

Firefighters just sit around! What kind of b.s. is that?! Who hires these goons?! He went on to say more nonsense and make himself look like an idiot to adults, but I can't say he didn't leave an impression on the children. How disrespectful of him to be spreading misinformation like that to impressionable students. I DO NOT want my tax dollars going to this nonsense! Police have no business on campuses unless called for an emergency they are trained to handle, which in most cases they aren't when it comes to students misbehaving! A huge portion of teachers can't even handle it so why should we trust police to be able to do something they know nothing about. What we need is multiple, permanent councilors per campus that can build relationships with students.

Please consider investing our tax dollars back into the community where it's needed and can be most effective.

Thank you for your time.

Sincerely,
Aiyla Thomas

Ruth Stellmacher

From: JJ Gregg <jjgregg@gmail.com>
Sent: Sunday, June 21, 2020 11:07 PM
To: CityRecorder
Subject: Testimony for 6/22 city council meeting

Hello City Council,

Please accept my testimony regarding the many aspects of policing up for discussion in the 6/22 meeting:

5.a. 20-248 I urge the city to cease its contract between Salem Police and Salem Keizer School District. As the father of a young child who will attend Salem Keizer schools, I write to urge Salem Keizer Public Schools to remove police officers from all schools in our district. Research shows that police officers in schools actually makes schools less safe, especially for students of color and those with disabilities. Students reprimanded by police officers at school are less likely to feel safe at school and as a result are less likely to excel academically and less likely to graduate. I advocate for transferring the funding currently used for police officers in schools towards school counselors, social workers, and nurses. Please work to make Salem Keizer schools safe and nurturing for all students.

5.b. 20-249 I support all efforts to remove a police presence in all non-criminal situations including health emergencies (including and especially mental health emergencies), in relation to our large homeless population, and in schools as resource officers. Any funding reduction for police should go to counselors, social workers, and healthcare workers. If new funding is required, please seek it out.

5.c. 20-250 I support an audit of our police, especially their use of force. Strong transparency in all aspects of police operations would go a long way to building trust in the community. Use of tear gas is not morally justified at anytime - its use in wartime is prohibited by the Geneva Convention.

5.d. 20-251 I support implementing 8 Can't Wait immediately. This would be a great start, but we must continue working to reduce entry points into the criminal justice system.

5.e. 20-252 I support all efforts to evaluate and remove police officers from SKPS. Funding should re-direct to un-armed social workers.

Thank you,

Jeremiah Gregg
1290 Peace St SE
Salem, OR 97302

Ruth Stellmacher

From: Jesper Malum <jespermalum@gmail.com>
Sent: Sunday, June 21, 2020 10:36 PM
To: CityRecorder
Subject: Support for Agenda Items for Monday's Council Meeting

Hello,

I am a resident of Salem and would like to send in my support and advocacy for agenda items 5. A through 5. E on tomorrow's city council meeting agenda. I would love to see all police reform measures strongly considered, especially the 8cantwait policies being proposed. I appreciate the changes being considered for the city I live in.

Thank you,
Jesper

Ruth Stellmacher

From: Cayla Skillin-Brauchle <skillinb@gmail.com>
Sent: Sunday, June 21, 2020 10:01 PM
To: CityRecorder
Subject: Testimony for 6/22 meeting

Hello City Council,

Please accept my testimony regarding the many aspects of policing up for discussion in the 6/22 meeting:

5.a. 20-248 I urge the city to cease it's contract between Salem Police and Salem Keizer School District. As the mother of a young child who will attend Salem Keizer schools, I write to urge Salem Keizer Public Schools to remove police officers from all schools in our district. Research shows that police officers in schools actually makes schools less safe, especially for Black boys. Students reprimanded by police officers at school are less likely to feel safe at school and as a result are less likely to excel academically and less likely to graduate. I advocate for transferring the funding currently used for police officers in schools towards school counselors, social workers, and nurses. Thank you for working to make Salem Keizer schools safe and nurturing for all students.

5.b. 20-249 I support all efforts to remove a police presence in all non-criminal situations including health emergencies (including and especially mental health emergencies), in relation to our large homeless population, and in schools as resource officers. Please replace police officers with counselors, social workers, and healthcare workers.

5.c. 20-250 I support an audit of our police, especially their use of force. I am appalled at the use of tear gas at Black Lives Matter marches this summer.

5.d. 20-251 I support implementing 8 Can't Wait immediately. I would like this to be paired with shrinking our police force (only for criminal matters) while increasing social services.

5.e. 20-252 I support all efforts to evaluate and remove police officers from SKPS.

Thank you,

Cayla Skillin-Brauchle
1290 Peace St SE
Salem, OR 97302

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Cayla Skillin-Brauchle

caylaskillin-brauchle.com

Studio Updates: [@caylaskillinbrauchle](https://twitter.com/caylaskillinbrauchle)

Ruth Stellmacher

From: Deb Vaughn <debvaughn23@gmail.com>
Sent: Sunday, June 21, 2020 2:33 PM
To: citycouncil; CityRecorder
Subject: June 22 Agenda Comments: Budget and Items 5A-E

Dear Salem City Council,
I understand: We don't have enough money. The budget shortfall is a big deal. This offers an ideal time to re-think allocation of funding in our city.

We've held the role of police officers as sacred for too long. We have an unfounded belief that the presence of police deters crime, but our officers have taken on roles above and beyond what they should due to inadequate funding for social services, education and community resources.

Some of the money used for the police could be better spent elsewhere. Salem can be a leader in reallocation to provide better community services and address the budget shortfall at the same time.

Please don't pass this budget. The citizens of Salem deserve better.

I also support adoption of the resolutions included in Agenda item 5. Thank you, Council Members, for looking to the future of our city.

Sincerely,
Deborah Vaughn, Registered Voter
Ward 3

Ruth Stellmacher

From: Beatrice Peaslee <beatrice.peaslee@gmail.com>
Sent: Sunday, June 21, 2020 12:44 PM
To: CityRecorder
Subject: Comments for Monday council meeting

Hello,

Please find below a statement I would like to read aloud as a public comment at the city council meeting on 6/22/2020:

"My name is Beatrice Peaslee, and I want to express to the council my strong support for items 5a-5e on the 6/22/2020 city council meeting agenda. I see the process of defunding police to refund social services, of removing armed police officers from schools, and of restricting police use of force on civilians as a pressing, urgent matter and I want it to start as soon as possible. I also support renaming a major thoroughfare within city limits after Martin Luther King Jr., and the creation of a mural that honors Black lives and leaders. These may be gestures, but gestures send a message about the kind of city we live in, and I want that message to be that civil rights, equality and inclusion matter in Salem."

Thank you!

Best,
Beatrice Peaslee

Ruth Stellmacher

From: Madelyn Smith <madzmith@yahoo.com>
Sent: Sunday, June 21, 2020 10:31 AM
To: CityRecorder
Subject: June 22nd Agenda Comments

Hello,

Below are my comments for agenda items 5a through 5e.

My name is Madelyn Smith. I am a young, white, privileged person. Like many others who were painfully unaware of the extent of racial injustice in our country, I was shocked and horrified to watch the murder of George Floyd. In the past few weeks, I have attended numerous marches and protests in front of our capitol building and I have listened to the powerful testimonies of black leaders. They are calling for change and justice, especially with regard to police reform. Their motive is simple – they want to feel SAFE in the city they call home.

As an ally, I am writing to voice my strong support for agenda items 5a through 5e.

I see no single reason to avoid a performance audit of the Salem Police Department. Accountability is essential for preventing abuse of power. Accountability is essential for safety. Accountability is essential for justice. Motion 5c is a great start to what should be a regular, independent analysis of the police department. These results will offer valuable feedback which can be used to make informed decisions about the future of the department in our city.

Similarly, 8CANTWAIT is a great step for accountability and trust. These policies are essential for preventing police brutality and saving lives. They are built on research which suggests these guidelines are the right step forward.

The motion to form a community commission should absolutely be approved. Your job as elected officials is to listen to the voices and needs of your constituents and act accordingly to update Salem's policies. By listening to a diverse and creative group of community leaders, organizations, and parents, you will be enlightened with new ideas and perspectives. Your opinions and decisions will be better informed, which benefits everyone.

To close, I would like to remind you that we are counting on you to listen and be the necessary change for our community. Please, do not be idle in this time of need. We all have a civil responsibility to use our position of power, whatever that is, to contribute to a just and safe Salem – I am using my power as a citizen to express my opinions here and I am expecting and relying on you to vote in a way that represents the needs of your constituents, especially the oppressed.

Thank you for listening.

Best,
Madelyn Smith

Ruth Stellmacher

From: Nate Carter <n8carter@hotmail.com>
Sent: Sunday, June 21, 2020 10:10 AM
To: CityRecorder
Subject: Action items for the June 22 meeting

As a Salem resident who is concerned about the "school-to-prison pipeline" that results from embedding police officers in schools, I strongly encourage the City Council to vote yes on Action Items 20-248, 20-249, 20-250, 20-251, and 20-254.

Thank you all for your attention to this problem.

Nate Carter
97302

Sent from my Samsung Galaxy smartphone.

Ruth Stellmacher

From: Sarah Evans <evans.sj@gmail.com>
Sent: Saturday, June 20, 2020 10:39 PM
To: CityRecorder
Subject: Public Comment for June 22 City Council Meeting

Hello,

Below is a public comment related to items 5a through 5e on the City Council's agenda for June 22.

Mayor Bennett and City Councilors,

My name is Sarah Evans, and I live in the Northeast Neighbors neighborhood. I have two children who attend Englewood Elementary School. I am submitting these comments in support of items 5a through 5e on your agenda tonight.

George Floyd, Breonna Taylor, Ahmaud Arbery, Michael Brown, Tamir Rice, Eric Garner, and so many other Black people have died at the hands of police officers who were unable to see and treat them as humans worthy of respect. For way too long, police have used their positions of power and authority to harass, hurt, and even kill Black and brown people for little to no reason. The items on your agenda related to Salem police are incredibly important so that our city starts to take action to dismantle the racism that police departments are built upon.

I would like to focus in particular on items 5a and 5e, related to school resource officers.

Recently, the Portland Public Schools superintendent made the brave decision to remove armed police officers from their schools. I urge you to do the same for Salem schools.

There are many studies that show police officers in schools actually make them less safe, particularly for students of color. When students are arrested, expelled, or otherwise disciplined by police, not only do they miss school time, they frequently stop coming to school because it is not a place where they feel safe or welcome. They are also not getting the real help they need to deal with the issues leading to their misbehavior, issues that would be better met by social workers or counselors rather than police.

Research shows that restorative justice practices, instead of punitive police actions, are much more effective for working with students who are causing disciplinary issues. When students sit down and face the issue directly, hear from the people they affected, and work together with their teachers and peers to come up with ways to make reparations for the harm they caused, they are much more impacted and much less likely to cause problems in the future. They also feel like their school cares about them.

My two sons are currently at Englewood Elementary School. They have had their share of disciplinary issues due to their struggles with ADHD and mental health issues. But they are white, as am I, and I fully recognize that our family will be treated much differently in the long run than if we were black or brown. I fear for their black or brown peers and what will happen to them when they are older and start to be seen as a problem that needs to be removed by police.

I listened to student after student testify at the last Salem-Keizer School Board meeting about the discrimination they had faced from local police, and the fear they felt. It was heart-breaking. Please remove the police from our schools to help our students of color feel safer and like they belong.

Sincerely,

Sarah Evans

Northeast Neighbors resident

Englewood Elementary School parent

Ruth Stellmacher

From: Shelby Sallee <shelbysallee29@gmail.com>
Sent: Saturday, June 20, 2020 5:26 PM
To: CityRecorder
Subject: 6/22 agenda items

I support agenda items 5.a through 5.e.

-Shelby Sallee

Ruth Stellmacher

From: Genevieve Davis <davis.genevieve@gmail.com>
Sent: Saturday, June 20, 2020 3:14 PM
To: CityRecorder
Subject: Support of police reform and agenda items 5a.-5e.

As a citizen of West Salem I'd like to make known my complete support of the city council motions to address and discuss reform of the Salem Police Department particularly including agenda items 5a. - 5e. I believe the Police should serve and protect the residents of Salem with dignity, equality and respect. Not control, domination or intimidation. Thank you for your time and service.

- Genevieve Davis
Salem, OR

Sent from my iPhone

Ruth Stellmacher

From: Caitlin Adele <caitlinadele33@gmail.com>
Sent: Saturday, June 20, 2020 10:48 AM
To: CityRecorder
Subject: Monday morning meeting

Hello, I am emailing in support of agenda items 5a through 5e. I am so glad we are talking and taking action regarding important police reforms. Please no longer contract SROs in our schools, there's a number of reasons this is important including it has been shown to open a school to prison pipeline for especially our children who are people of color. Our police academy curriculum is concerning at best, we should be allocating much more time on de escalation and communication. Our city has many people who are in crisis right now, we need to allocate more funds to programs that will improve mental health response, food stability, houselessness, education, and healthcare , and less funds on police.

Thank you,
Caitlin Fewx

Sent from my iPhone

Ruth Stellmacher

From: Ali Butzner <ali.butzner@gmail.com>
Sent: Saturday, June 20, 2020 9:31 AM
To: CityRecorder
Subject: Regarding City Council Meeting Agenda Items 5a-5e

To the Salem City Council, Mayor Bennett, and all Relevant Parties:

I write to continue the serious inquiry into the nature of and funding for our police force here in Salem, whose militarization and bloated budget puts social services, education, and the lives of individuals in harm's way.

To that end, I support the work proposed by agenda items 5a - 5e on the June 22, 2020 City Council Meeting Agenda, and encourage the council to adopt to the workgroups and plans that will lead to the reduction in police funding, diminish police presence as SROs in schools, and instead reallocate resources to systems and services that will benefit our community.

Force is not the answer, especially when that force is disproportionately applied to disenfranchised communities and communities of color.

Please approve the motions described in 5a - 5e.

Thank you for your time.

Ali Butzner

Ruth Stellmacher

From: Rachel Johnston <rjohnston0814@gmail.com>
Sent: Friday, June 19, 2020 9:50 PM
To: CityRecorder
Subject: City of Salem Monday Meeting Agenda Comments

Greetings, my name is Rachel Johnston and I am a constituent of Tom Andersen and reside in Ward 2. I am writing to express my full support on agenda items 5.a through 5.e as these items specifically relate to police reform and restructuring within our city. It has become increasingly apparent that this is the direction that our city needs to take to work towards building a stronger community and brighter future for all Salem residents. I believe in this city, and I know we can do better. With your positions, I implore you all to vote with your full support on these items.

Thank you for listening,

Rachel Johnston

Ruth Stellmacher

From: Benjamin Haley <bghaley92@gmail.com>
Sent: Friday, June 19, 2020 9:09 PM
To: CityRecorder
Subject: Support for Agenda Items

To Whom it May Concern,

My name is Ben Haley and I am a resident of Ward 1. I am writing in support of agenda items 5.a through 5.e. As a downtown resident I believe that, if adopted, they will help Salem fulfill its commitment to equity and diversity. Specifically, I believe that Salem will benefit from the use of mental health professionals for non-criminal matters, as well as structured community conversations regarding policing.

Thank you,

--

Benjamin Haley
97301

Ruth Stellmacher

From: Brittani Thompson <roguetogorge@yahoo.com>
Sent: Friday, June 19, 2020 2:20 PM
To: CityRecorder
Subject: Next Council Meeting

To Whom It May Concern,

I am writing to you today to voice my support on the following topics;

1. Reconsidering contracts with Police in schools.
2. Reallocating a majority of the Police funds to other areas of the State that can better handle certain issues.
3. Performance audit for the Salem Police Department.
4. Implementing 8cantwait policies.
5. Formation of community commission to discuss policing in our schools.

Thank You for your help,

Brittani Thompson

Ruth Stellmacher

From: Emma Jonas <emma.pace.jonas@gmail.com>
Sent: Friday, June 19, 2020 8:25 PM
To: citycouncil; Chuck Bennett
Subject: Before you vote on Monday

Hello,

I am submitting my comments to be considered before the vote on June 22, 2020. I would like to urge you to vote in support of the following:

1. Reconsidering contracts with Police in our schools.
2. Reallocating Police funds to other areas that can better handle the issues.
3. Performance audit for Salem PD.
4. Implementing all 8 Can't Wait policies. <https://8cantwait.org/>
5. Formation of community commission to discuss policing in our schools.

The proposed \$64 million to be allocated to law enforcement is not an appropriate amount and must be put toward improving the city rather than supporting an institution that encourages violence, perpetuates the disenfranchisement of Black/Indigenous People of Color (BIPOC), and has clearly demonstrated favoritism toward known hate groups. Police presence in school turns small conflicts between students into life-ruining processes that feed the engorged pipeline of youths, many of whom are BIPOC, into the prison system at early ages, which helps perpetuate the cycles of imprisonment and learned helplessness. Taking cops out of schools will save whole generations of families.

The SPD are not who I want to call about any issues regarding mental health, domestic abuse, sex crimes, hate crimes, or homelessness. I do not trust them to use good judgment, as they have shown bias and are quick to use force. Their performance must be evaluated based on information from a diverse sampling of Salem residents, body cam footage, and other hard evidence. Adopting the policies of 8 Can't Wait is an excellent start to enact immediate progress.

I urge you not to vote in this astoundingly unbalanced budget, and instead consider where funds might be better spent to create an actual safety net for the people of Salem by providing services for homeless people, public services and resources especially for marginalized individuals, and support for survivors of domestic abuse. I hope that you take the time to consider these and other comments before Monday's vote.

Thank you,
Emma Jonas

Ruth Stellmacher

From: Katie Kantrowitz <kkantrow@gmail.com>
Sent: Friday, June 19, 2020 8:13 PM
To: CityRecorder
Subject: Salem City Council Meeting Agenda

Good evening,

My name is Katie Kantrowitz. I am a long time resident of Salem and a high school teacher in a neighboring district. I am writing to voice my support of Agenda items 5a-5e on the docket for the upcoming Salem City Council Meeting on Monday, June 22. As a Salem resident, I believe these conversations are necessary. As an American citizen, I believe these conversations are necessary. As an educator, I believe these conversations are necessary. As a debate coach, I believe these conversations are necessary. I voice unequivocal support for the discussion of our relationship with and to policing in all aspects of our public life; it is clear that we must reexamine this in order to keep all of us, especially those most vulnerable, safe.

Thank you,

-Katie Kantrowitz-

Ruth Stellmacher

From: Christine Sedore <sedorech@gmail.com>
Sent: Friday, June 19, 2020 7:59 PM
To: CityRecorder
Subject: Support for 5a-e on Monday's agenda

Dear Salem City Council members,

I am emailing you in support of items 5 a. through 5 e. on the agenda for Monday's city council meeting. It is imperative that we as a city take action to make sure our community is safe for all members. It is clear that much more work needs to be done, but supporting these agenda items would be a step in the right direction. Inaction is to be complicit. Thank you for your time.

Your fellow Salemite,
Christine Sedore

Ruth Stellmacher

From: Brandon Pike <brandonrjpike@gmail.com>
Sent: Monday, June 22, 2020 12:24 PM
To: CityRecorder
Subject: Tonight's Council Agenda

Good afternoon,

I would like to voice my support for agenda items 5.a. through 5.e. as shown on the agenda for tonight's City Council meeting (June 22, 2020). These motions, while a good start, do not go far enough to ensure police brutality and systemic racism is eliminated within our police force. Please consider reallocating funds away from the police department and toward services which actually protect and serve us all.

Best,

Brandon Pike
Salem Resident

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Brandon Pike
brandonrjpike@gmail.com | (503) 984-7849

Ruth Stellmacher

From: Emma Jonas <emma.pace.jonas@gmail.com>
Sent: Monday, June 22, 2020 1:12 PM
To: CityRecorder
Subject: Comments to be submitted to official record

Hello,

I am submitting my comments to be considered before the vote on June 22, 2020. I would like to urge you to vote in support of the following:

1. Reconsidering contracts with Police in our schools.
2. Reallocating Police funds to other areas that can better handle the issues.
3. Performance audit for Salem PD.
4. Implementing all 8 Can't Wait policies. <https://8cantwait.org/>
5. Formation of community commission to discuss policing in our schools.

The proposed \$64 million to be allocated to law enforcement is not an appropriate amount and must be put toward improving the city rather than supporting an institution that encourages violence, perpetuates the disenfranchisement of Black/Indigenous People of Color (BIPOC), and has clearly demonstrated favoritism toward known hate groups. Police presence in school turns small conflicts between students into life-ruining processes that feed the engorged pipeline of youths, many of whom are BIPOC, into the prison system at early ages, which helps perpetuate the cycles of imprisonment and learned helplessness. Taking cops out of schools will save whole generations of families.

The SPD are not who I want to call about any issues regarding mental health, domestic abuse, sex crimes, hate crimes, or houselessness. I do not trust them to use good judgment, as they have shown bias and are quick to use force. Their performance must be evaluated based on information from a diverse sampling of Salem residents, body cam footage, and other hard evidence. Adopting the policies of 8 Can't Wait is an excellent start to enact immediate progress.

It is my understanding that Vanessa Nordyke and possibly other councillors will be proposing Salem adopt the CAHOOTS system that Eugene currently uses to dispatch non-police officials to emergency or check-up situations as needed. I hope the Council will consider this carefully because Salem needs a system like this.

I urge you not to vote in this astoundingly unbalanced budget, and instead consider where funds might be better spent to create an actual safety net for the people of Salem by providing services for houseless people, public services and resources especially for marginalized individuals, and support for survivors of domestic abuse. I hope that you take the time to consider these and other comments before Monday's vote.

Thank you,
Emma Jonas