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Commissioner Abernethy moved, seconded by Commissioner Annang, to approve the work plan updates. The motion passed by the following vote:

| COMMISSIONER       | AYES | NOES | ABSENT | ABSTAIN |
|--------------------|------|------|--------|---------|
| Abernethy          | x    |      |        |         |
| Annang             | x    |      |        |         |
| Argento            | x    |      |        |         |
| Emeric-Ford        | x    |      |        |         |
| Jones              | x    |      |        |         |
| Lurvey             | x    |      |        |         |
| Matthews           | x    |      |        |         |
| Stacy              | x    |      |        |         |
| Verrette           | x    |      |        |         |
| Vice Chair Serrano | x    |      |        |         |
| Chair Ibáñez       | x    |      |        |         |

The following individual(s) provided public comment on this agenda item:

- Heavenly Hughes, Pasadena Resident

**11. UPCOMING AGENDA ITEMS AND NEXT MEETING – JUNE 2, 2022**

Staff (Fowler) informed the Commission that she would be working with the Chair and Vice Chair on the agenda for the upcoming meeting.

The following individual(s) provided public comment on this agenda item:

- None

**12. ADJOURNMENT**

Chair Ibáñez adjourned the meeting at 11:43 PM.

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Raúl Ibáñez  
Community Police Oversight Commission Chair

ATTEST:

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Frankie Gudiel  
Recording Secretary



## **City of Pasadena Community Police Oversight Commission Work Plan: December 2021 – June 2022**

### **Mission**

The purpose of the commission is to enhance, develop, and strengthen community-police relations and review and make recommendations regarding the ongoing operations of the police department to the chief of police, city manager, and/or city council.

### **FY 2021-2022 Objectives**

1. Trainings for Commissioners and Police Department
2. Key PPD Policies and Procedures for Commission to Review and Make Recommendations
3. Officer Involved Shootings/Use of Force Review
4. Police Complaint/Investigations Tracking and Reporting
5. Resources for Victims; the Cost of Trauma
6. Mental Health Best Practices and Wellness Unit Review

## **Objective 1 – Training for Commissioners and Police Department**

### **Ad Hoc Committee Members: Commissioners Annang, Jones, and Lurvey**

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#### **Action Items**

- Working with staff and based on Commission feedback, research training opportunities for the Commission that could be facilitated by Pasadena community members with lived experience and a significant understanding of topics being addressed
- Create a schedule of trainings for the rest of the fiscal year and beyond, if needed
- Assess if any of the trainings given to the Commission would be beneficial to the Police Department, and make recommendations of implementing these trainings accordingly

#### **Work Plan Updates**

##### January/February 2022

- Ad hoc committee members and staff met twice and discussed how to prioritize community trainings and Commission-specific trainings.
- The committee met with Mr. Gary Moody to learn about his training opportunities, the topics he would cover, and approach.
- Staff spoke with NACOLE about developing a specialized curriculum and training program for the Commission. After reporting back information to the ad hoc committee, the committee agreed that these would be valuable trainings to have as part of regularly scheduled commission meetings, while the community trainings would be better as a community series outside of the regularly scheduled meetings.

##### March 2022

- Ad hoc committee members and staff met with Brian Williams, Executive Director of the Los Angeles County Sheriff Civilian Oversight Commission, to learn about his experiences. Staff is working with Mr. Williams to invite him to attend a regular meeting of the CPOC to share his insights with the full Commission.
- Staff developed a request for speakers informational sheet for training opportunities for the Commission, and Mr. Gary Moody submitted a proposal for a 2-hour training session on the history of Pasadena as it relates to policing.

##### April 2022

- Ad hoc committee members and staff met to discuss the approach to prioritizing community training for the Commission in Fiscal Year 2022-23.
- The ad hoc committee invited potential trainers on the history of Pasadena and trauma informed care to introduce themselves at the May 2022 Commission and show the Commission and community the importance of these trainings.

## May 2022

- Gary Moody and K-Rahn Vallatine presented at the May CPOC meeting to introduce themselves to the Commission and give an overview of their expertise and proposed trainings on the history of Pasadena and trauma-informed care, respectively.
- Staff worked to prepare and recommend a training budget to City Council in support of the work of the CPOC for Fiscal Year 2022-23, which begins on July 1, 2023. On May 24, the Legislative Policy Committee reviewed the budget related to the CPOC and agreed for it to be included in the proposed operating budget going to City Council on June 20, 2022.

## **Objective 2 – Key PPD Policies and Procedures for Commission to Review and Make Recommendations**

### **Ad Hoc Committee Members: Vice Chair Serrano and Commissioners Abernethy and Emeric-Ford**

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#### **Action Items**

- Working with the IPA, review and assess the following Pasadena Police Department policies:
  - Stop and Detentions
  - Arrests
  - Bias Free Policing
  - Use of Force
- Review recent changes to these policies and assess how the Pasadena Police Department is implementing changes via training and in practice
- Understand threat perception and how this impacts policies and procedures
- Recommend changes to policies if they are not following best practices

#### **Work Plan Updates**

##### **January/February 2022**

- Staff sent ad hoc committee members the key policies from PPD for their initial review.
- Ad hoc committee members and staff met to discuss their approach going forward, which includes looking into best practices and case studies, understanding more about policy options for investigative reviews, and doing further research on bias-free policing in policies and training, with a focus on research informed trainings and threat perception.
- The committee and staff are currently conducting research and are scheduled to meet again on March 10, 2022.

##### **March 2022**

- Ad hoc committee members and staff met to provide updates on their progress and decide on a plan forward. Currently, committee members are reviewing the audit conducted by former IPA Maxey and focusing on key recommendations they would like to investigate further.
- The committee is also looking at bias-free policing best practices.
- The committee hopes to discuss their findings and recommendations at the May CPOC meeting.

#### April 2022

- The Policy ad hoc committee members continued reviewing former IPA Maxey's audit and discussed this in relation to the review from the District Attorney's Office of the Officer Involved Shooting of Anthony McClain.
- Due to the overlapping nature of the current work of the Policy and OIS ad hoc committees, the Chair authorized the merging of these ad hoc committees until an IPA is in place who can help better guide both ad hoc committees.
- The combined ad hoc committees prepared a discussion about the DA's report and plan to incorporate feedback and next steps for discussion with the new IPA for the May 2022 meeting.

#### May 2022

- The combined ad hoc committees led a discussion about the DA's report at the May CPOC meeting.
- The committees reviewed emerging trends and policy changes, including the Department of Justice's Use of Force Policy update.



## **Objective 3 – Officer Involved Shootings and Use of Force Reviews**

### **Ad Hoc Committee Members: Vice Chair Serrano and Commissioners Argento and Matthews**

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#### **Action Items**

- Working with the IPA, review prior independent investigative reports and provide a high-level summary of their key recommendations and what has or has not been implemented by the Police Department to date
- Receive report from IPA on 18 categorical use of force cases under his review and work to understand systemic issues that could be addressed
- With foundational knowledge from the report, begin conversations about what the findings mean and what recommendations the Commission would want to make or further research

#### **Work Plan Updates**

##### January/February 2022

- Prior to the departure of the IPA, the Commission received an audit from the IPA of prior independent investigative reports and the status of recommendations made in these reports.
- Ad hoc committee members have been monitoring the City Council discussions with the Police Department regarding the investigative review process and concern over the length of time it takes a criminal investigation to be completed.

##### April 2022

- Due to the overlapping nature of the current work of the Policy and OIS ad hoc committees, the Chair authorized the merging of these ad hoc committees until an IPA is in place who can help better guide both ad hoc committees. Updates are provided under Objective 2.

## **Objective 4 – Police Complaint/Investigations Tracking and Reporting**

### **Ad Hoc Committee Members: Chair Ibáñez and Commissioner Stacy**

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#### **Action Items**

- Learn about current complaint process, including the difference between complaints and investigations and how each are handled
- Understand more about how the Police Department is tracking and learning from data from internal affairs investigations related to discourtesy and harassment, or other areas that may signal a failure to practice de-escalation
- Implement a system for receiving and validating complaints coming through the Commission, including a tracking and reporting system that will allow the Commission to see systematically how complaints/investigations are being handled without compromising confidential information

#### **Work Plan Updates**

##### January/February 2022

- At the request of the ad-hoc committee, staff provided them with the PPD Personnel Complaints Policy, their online complaint form, and the City's general "submit a request" online system. Staff also provided information from the LAPD Office of the Inspector General as an example of how other agencies handle complaints.
- The ad-hoc committee met and decided that they would, as a first step, like to meet with the PPD to fully understand the current process. Staff is currently working to set up this meeting.

##### March 2022

- Commissioner Stacy and staff met with PPD investigations staff to hear a detailed presentation on the investigative process
- Chair Ibáñez and staff are working with PPD to have a presentation on investigations involving off-duty officers.

## **Objective 5 – Resources for Victims; the Cost of Trauma**

### **Ad Hoc Committee Members: Chair Ibáñez and Commissioner Annang**

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#### **Action Items**

- Look into best practices from other cities and agencies that are prioritizing resources for victims
- In collaboration with community organizations, prepare recommended resources for victims of trauma
- Prepare recommendations on how to best communicate these resources to the community

#### **Work Plan Updates**

##### January/February 2022

- The ad hoc committee has met, and is prioritizing bringing in victims of trauma to speak about their experiences and what further resources could have been helpful.
- The committee has begun identifying and contacting professionals on subject matters related to trauma and victimhood, for the purposes of guest speaking at general meetings.

##### March 2022

- Chair Ibáñez, Commissioner Annang & staff are working with local organizations to have a presentation on impacts of community trauma and resources for victims at the May/June 2022 CPOC meeting.

##### April 2022

- The ad hoc committee worked to bring community members who have been victims of violence in the city to share their experiences for the May 2022 Commission meeting.

##### May 2022

- The ad hoc committee coordinated and led a listening session and conversations with victims of violence in the city in order to better understand resources needed and the cost of trauma in our community.

## **Objective 6 – Mental Health Best Practices and Wellness Unit Review**

### **Ad Hoc Committee Member: Chair Ibáñez and Commissioners Annang and Jones**

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#### **Action Items**

- Working with PPD, learn about the origins of the Wellness Unit, its goals and priorities, and work to date
- Review studies on best practices for officer mental health and the role mental health support, and the adverse effects of not prioritizing mental health
- Give recommendations on best practices and how the PPD can enhance the Wellness Unit
- Understand how the PPD provides mental health services to the community and how they are trained to respond to calls in a way that promotes mental health awareness and understanding

#### **Work Plan Updates**

##### January/February 2022

- The ad hoc committee has met, and is researching best practices, with a focus on Los Angeles and Seattle.
- Staff has conducted and sent over for review initial research on mental health best practices and other wellness units.
- Staff met with Sergeant Domino Scott-Jackson, head of the Wellness Unit, to learn more about the progress and new initiatives they are undertaking since the commissioner training. Staff and the ad hoc committee are coordinating with her to give an update at the Commission's April meeting.

##### April 2022

- Sergeant Domino Scott-Jackson presented an update on the Wellness Unit with the Pasadena Police Department and Commissioners requested further data on the their outreach and programs' success.
- Committee has begun exploring and searching for data for trauma impacted officers and empirical peer reviewed research of mental health effects of police work on law enforcement workers
- They have begun the contact of academic faculty from local institutions who may have expertise in related subjects