



**REGULAR MEETING
COMMUNITY POLICE OVERSIGHT COMMISSION
THURSDAY, FEBRUARY 2, 2023
6:00 P.M.**

**COUNCIL CHAMBERS, PASADENA CITY HALL
100 NORTH GARFIELD AVENUE, ROOM S249, PASADENA CA 91101**

MEMBERS

Raúl Ibáñez, Chair, District 5
Juliana Serrano, Vice Chair, Community Based Organization
Alexis Abernethy, Community Based Organization
Florence Annang, Community Based Organization
Phillip J. Argento, Mayoral
Esprit Loren Jones, District 1
Noemi Emeric-Ford, District 2
Donald R. Matthews, District 3
Barbara Stacy, District 4
Paula Verrette, District 6
Lawrence Lurvey, District 7

STAFF

Amanda Fowler, Principal Administrative Analyst
Frankie Gudiel, Management Analyst I/Recording Secretary

MEETING INFORMATION

Regular Community Police Oversight Commission meetings are held on the 1st Thursday of each month at 6:00 p.m in the Pasadena City Hall Council Chambers, Room S249.

Agendas and supporting documents are available on the City's website at:
<https://www.cityofpasadena.net/commissions/community-police-oversight-commission>.
Items on the agenda may not be called in order listed.

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http://pasadena.granicus.com/MediaPlayer.php?publish_id=9
AND
WWW.PASADENAMEDIA.ORG

In order to facilitate public participation at meetings, the Commission will accept public comment in the following manner:

1. In-person public comments during the meeting:

Prior to or during the meeting, members of the public may provide public comment by submitting a speaker card prior to the start of public comment on that item to the recording secretary.

If a public comment speaker wishes to speak on more than one agenda item, please indicate so on the form (multiple item speakers will be handled according to the process posted on the agenda and as specified in the City Council meeting policy). Public comments are limited to 3 minutes each, and the Chair and the Commission may limit this time if reasonable under the circumstances.

2. Advance correspondence, to become part of the record:

Members of the public may submit written correspondence of any length prior to the start of the meeting, at the following email address: CPOC@cityofpasadena.net. Correspondence will be forwarded to the Community Police Oversight Commission prior to the meeting if received at least 30 minutes before the start of the meeting and posted online. Any correspondence received later will be forwarded and posted the next business day.



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1. **CALL TO ORDER**
2. **ROLL CALL**
3. **PUBLIC COMMENTS ON MATTERS NOT ON THE AGENDA**
4. **APPROVAL OF MINUTES FROM DECEMBER 1, 2022 REGULAR MEETING***
5. **STAFF ADMINISTRATIVE UPDATES**
6. **IPA INFORMATIONAL REPORT AND STATUS UPDATE**
 - Summary of December and January activities

NEW BUSINESS

DISCUSSION ITEM

7. **INTRODUCTION BY AND CONVERSATION WITH PASADENA POLICE CHIEF EUGENE HARRIS ON GOALS AND PRIORITIES**

CONTINUED BUSINESS

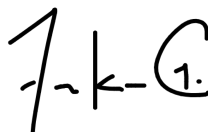
8. **APPROVAL OF COMMISSION WORK PLAN UPDATES AND DISCUSSION***
9. **UPCOMING AGENDA ITEMS AND NEXT MEETING – MARCH 2, 2023**
10. **ADJOURNMENT**

*Attachments



Raúl Ibáñez
Community Police Oversight Commission Chair

I HEREBY CERTIFY that this notice was posted in its entirety on the internet at <https://www.cityofpasadena.net/commissions/community-police-oversight-commission/> and on the Council Chamber Bulletin Board, Room S249 of City Hall, the Bulletin Board in the rotunda area of City Hall, and a copy was distributed to the Hastings Branch Library for posting this 30th day of January 2023, by 5:30 p.m. and that copies hereof were emailed, faxed, or delivered to each member of the Community Police Oversight Commission, and to each local newspaper of general circulation, radio or television station requesting notice in writing, all of which recipients are identified on the distribution list set forth herein below.



Frankie Gudiel
Recording Secretary

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AGENDA ITEM 4



Draft Minutes

**Regular Meeting
Community Police Oversight Commission
Thursday, December 1, 2022
6:00 P.M.
Via Teleconference**

Commissioners Present: Commissioners Alexis Abernethy, Florence Annang, Noemi Emeric-Ford, Esprit Loren Jones, Lawrence Lurvey, Donald Matthews, Barbara Stacy, Chair Raúl Ibáñez

Commissioners Absent: Phillip Argento, Paula Verrette, Vice Chair Juliana Serrano

Staff Present: Amanda Fowler

Others Present: Christine Diaz-Herrera, Richard Rosenthal

1. CALL TO ORDER

Chair Ibáñez called the meeting to order at 6:04 PM.

2. ROLL CALL

Staff (Fowler) called the roll, and a quorum was established for the Commission.

3. PUBLIC COMMENTS ON MATTERS NOT ON THE AGENDA

All written correspondence was distributed to the Commission, posted on the Commission's website, and made part of the public record. The following individual(s) provided public comment on items not on the agenda:

- None

4. APPROVAL OF MINUTES FROM NOVEMBER 3, 2022 REGULAR MEETING

Commissioner Jones moved, seconded by Commissioner Lurvey, to approve the minutes of the November 3, 2022 regular meeting. 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:

- None

5. STAFF ADMINISTRATIVE UPDATES

Staff (Fowler) gave an update on the following matters:

- **In-Person Meetings for City Commissions**

In-Person meetings will begin in January. Staff will work with City staff to work out the logistics and provide an update on the proposed meeting location. The Commission is advised to plan on attending in person as there will be limited remote options for commissioners.

- **Newly Appointed Police Chief**

City Manager Miguel Márquez has appointed Eugene Harris as Pasadena’s Chief of Police, effective January 3, 2023. Mr. Harris is currently San Gabriel Police Department’s Chief and serves as the president of the Los Angeles County Police Chiefs Association.

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

- Adriana Bautista

6. IPA INFORMATIONAL REPORT AND STATUS UPDATE

Independent Police Auditor (IPA) Richard Rosenthal gave a status update on his work this month, which included the review of the use of force investigations between June 2021 and November 2022, and gave an overview of the work that will follow. He continued his work with the policy ad hoc committee in reviewing the Police Department’s use of force policy related to drawing and pointing firearms at individuals, and will make an in-person appearance at an upcoming meeting when the Police Department gives an update on the administrative review process.

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

- Adriana Bautista
- Heavenly Hughes

NEW BUSINESS

Training Item

7. A TRAUMA INFORMED APPROACH TO COMMUNITY ENGAGEMENT, PRESENTED BY K-RAHN VALLATINE

Chair Ibáñez introduced guest speaker K-Rahn Vallatine and summarized Mr. Vallatine’s career, community contributions, and achievements. Mr. Vallatine gave an informative presentation on how to use a trauma-informed approach to community engagement. Mr. Vallatine gave examples and spoke on the different forms of trauma and how traumatic experiences affect individuals and communities based on values, culture, life experiences, and mental perception. Mr. Vallatine also gave examples and processes to help acknowledge, process, analyze, and become culturally aware when tackling trauma as a community.

Commissioner Emeric-Ford left the meeting at 7:30 pm.

After the presentation, Mr. Vallatine answered the Commissions questions and gave further comments on his presentation. The Commission thanked and commended Mr. Vallatine for his presentation.

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

- Heavenly Hughes
- Adriana Bautista
- Bianca (Santokh Khalsa)
- Joseph Gooden

CONTINUED BUSINESS

8. APPROVAL OF COMMISSION WORK PLAN UPDATES AND DISCUSSION

After discussion, Chair Ibáñez moved, seconded by Commissioner Jones, 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:

- Adriana Bautista
- James Maddox

9. UPCOMING AGENDA ITEMS AND NEXT MEETING – JANUARY 2023

After discussion, Staff (Fowler) announced that the following item(s) would be planned for future meetings:

- A special meeting on January 25, 2023 for Gary Moody to give a training on the history of Pasadena
- Further discussions on the Police Department's Administrative Review process

10. ADJOURNMENT

Chair Ibáñez adjourned the regular meeting at 7:57 pm.

Raúl Ibáñez
Community Police Oversight Commission Chair

ATTEST:

Frankie Gudiel
Recording Secretary

AGENDA ITEM 8



City of Pasadena Community Police Oversight Commission Work Plan: Fiscal Year 2022-23

Mission

The purpose of the Community Police Oversight 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.

CPOC Values and Focus/Lens

For its first full year as a Commission, the Community Police Oversight Commission (CPOC) is committed to making impactful change through its focused but ambitious work plan, in partnership with the City's Independent Police Auditor (IPA). The key objectives listed below are the goals the Commission will be working towards achieving this year. All work and recommendations from the CPOC will always be guided by the following:

- The prioritization of mental health resources for community members and police officers
- An acknowledgement of the cost of trauma and the need for resources for victims
- A commitment to creating policies, trainings, and cultures that eliminate the impacts of bias

FY 2022-2023 Key Objectives

The following are the four key objectives for the CPOC in FY 2022-23, with more details for each of them noted on the following pages of this work plan.

1. Review Internal Affairs and Use of Force investigations (IPA led)
2. Complete a comprehensive Use of Force policy assessment and review
3. Fully review and assess the Pasadena Police Department's training program
4. Conduct CPOC-sponsored trainings for Commission, community, and Police Department
5. Research and recommend mental health best practices and services

Long Term Objectives and Goals

The Community Police Oversight Commission acknowledges that the key objectives for FY 2022-23 are a critical starting point, but not the only goals of the Commission.

Rather, they are the foundational items that need to be completed to ensure the Commission can turn its attention to other goals in the coming years, knowing that the practice of police oversight is long term and continual. Some of the current long-term goals of the CPOC are:

- Investigating and making recommendations on pretextual stops, including how they are tracked, reported, and assessed
- Enhancing the mental health services offered to both officers and the community, with a key focus on trauma informed care
- Understanding PPD's data and performance review mechanisms to understand how the department reports and tracks key information, and uses it as a learning mechanism

Objective 1 – Review Internal Affairs and Use-of-Force investigations (IPA led)

Ad Hoc Committee Members: Abernethy, Jones, Serrano, and Stacy

Action Items

- Led by the IPA, complete a review of a representative sample of Internal Affairs and Use of Force investigations from the previous year
- Review findings from the Anthony McClain administrative review and independent report and provide recommendations to the Department in response
- From the IPA's report, work in collaboration with the IPA to issue recommendations to City Council and/or the Pasadena Police Department regarding:
 - The investigative process
 - The handling of complaints and other administrative investigations
 - The reasonableness of findings
 - The quality and effectiveness of discipline

Work Plan Updates

July/August 2022

- IPA Rosenthal continued his review of a representative sample of Internal Affairs and Use of Force investigations.
- At the August meeting, IPA Rosenthal and the Commission discussed the administrative review process and acknowledged the need for further conversations regarding the timeline for reviews.
- IPA Rosenthal, staff, and ad hoc committee member Vice Chair Serrano began preparations for a more thorough fact-finding conversation about the feasibility of concurrent reviews and are preparing to have this conversation in October.

September 2022

- IPA Rosenthal continued his review of a representative sample of Internal Affairs and Use of Force investigations and is beginning to prepare his findings on Use of Force investigations.
- The Commission will be discussing the process for administrative reviews of critical incidents at the October 6, 2022 meeting.
- Ad hoc committee members and Dr. Rosenthal are planning to meet prior to the November meeting.

October 2022

- IPA Rosenthal completed his review of the sample of Use of Force investigations and is beginning to prepare his public report with findings.

Revised 02/02/2023

- The ad hoc committee met to discuss the process for preparing and making recommendations based on the IPA's report, and discussed their role in making recommendations once the independent review of the officer-involved shooting of Anthony McClain is released.

November 2022

- IPA Rosenthal began preparing his public report on his findings from his review of Use of Force investigations.

December 2022/January 2023

- IPA Rosenthal met with the ad hoc committee to discuss his progress on his report and discuss the next steps for their involvement in reviewing a draft.
- IPA Rosenthal completed a draft of his report and is currently reviewing it for accuracy with the City Attorney's Office and Police Department. The report is tentatively scheduled to be released and discussed at the March CPOC meeting.

Objective 2 – Complete a comprehensive Use of Force policy assessment and review

Ad Hoc Committee Members: Argento, Emeric-Ford, and Matthews

Action Items

- Create a methodology for fully reviewing and assessing the Use of Force policy and any related policies
- Conduct a best practices review of the PPD's Use of Force policies, with special attention paid to policies that address mental health and the impact of trauma from police interactions
- Recommend changes to the policy and related trainings that will give Pasadena a best-in-class Use of Force policy

Work Plan Updates

July/August 2022

- Ad hoc committee members, IPA Rosenthal, and Commission staff met to review PPD proposed changes to the Use of Force policy and discuss their longer term priorities for recommendations.
- The ad hoc committee prepared a document with recommended changes to PPD's proposal and will engage the Commission, community, and PPD in a full conversation at the September meeting in order to make a formal recommendation regarding their proposed changes.

September 2022

- At the September meeting, the Commission reviewed and provided input on the Use of Force policy changes being recommended by PPD.
- Ad hoc committee members, IPA Rosenthal, and staff met to review PPD's revised Use of Policy draft based on the conversation at the September meeting.
- At this October meeting, the Commission will further discuss and vote on if they would like to recommend that PPD adopt the revised Use of Force policy.
- Noting that this round of edits is a first step, the ad hoc committee identified the following key priority areas that they will be reviewing and preparing formal recommendations related to the Use of Force policy:
 - The pointing of a firearm
 - Shooting at/from a moving vehicle
 - De-escalation
 - The duty to retreat
 - Pain compliance
 - How they track/report non categorical uses of force

- Requiring all officers who witness uses of force to prepare written reports

October 2022

- At the October CPOC meeting, the Commission voted to recommend the Pasadena Police Department adopt the first round of edits to the Use of Force policy.
- The ad hoc committee then met to discuss next steps for making further recommendations and is preparing research and recommendations related to the pointing of firearms and shooting at or from a moving vehicle.

November 2022

- The ad hoc committee met to review research and discuss their next priorities for recommended changes to the Use of Force policy, with a focus on the pointing of a firearm. With direction from committee members, staff is doing further research and a review of other agency policies.

December 2022/January 2023

- The ad hoc committee completed their research on how other departments report the pointing of a firearm, and will prepare recommendations for a policy change once they have researched other potential recommendations.
- The committee is now looking best practices related to shooting at or from a moving vehicle.

Objective 3 – Fully review and assess the Pasadena Police Department’s training program

Ad Hoc Committee Members: Annang and Verrette

Action Items

- Working with the PPD, conduct a deep dive to fully understand the training program and schedule for officers at every level, including new trainings being offered as part of the Wellness Unit’s new program and focus on mental health
- With this information and an understanding of the time commitment of required trainings, make recommendations on:
 - Enhancements to current trainings
 - The amount of training received in certain areas
 - Continual training moments
 - New trainings that would benefit the Department and community

Work Plan Updates

July/August 2022

- Ad hoc committee members worked to establish their priorities and goals for their year, and broke down the stages of PPD training they would like to focus on.
- Staff worked to identify PPD staff who can facilitate these deep-dive conversations and will work to set up meetings with PPD and the commissioners in the coming month.

September 2022

- Ad hoc committee members, Dr. Rosenthal, and staff met to continue discussions of their priorities and goals. Priorities include understanding the training journey from hiring, into Academy, and through the Field Training Officer program, as well as understanding the training modalities used and effectiveness of PPD’s ongoing trainings.
- Staff is working to compile documents on the hiring process, Academy training, and the Field Training Officer program.
- The ad hoc committee members will then meet with PPD to learn more, ask questions, and identify the key areas they would like to investigate further in order to make recommendations to PPD.

October 2022

- After requesting background information from PPD, the ad hoc committee members were provided documents on hiring requirements, Academy, and training to prepare for their initial conversation with training staff to learn more.
- The ad hoc committee is scheduled to meet with PPD staff on November 7th.

November 2022

- The ad hoc committee met with PPD training staff to understand more about the hiring process, Academy training, and the Field Training Office (FTO) program. Commissioners asked questions and discussed follow-up items of interest, including learning more about continued training for all officers.

December 2022/January 2023

- Ad hoc committee members sent follow-up requests for more information, and PPD is currently preparing a presentation on follow-up items of interest, including ongoing training opportunities, the modules used, and new trainings that have recently been implemented. This presentation will happen in February.

Objective 4 – Conduct CPOC-sponsored trainings for Commission, community, and Police Department

Ad Hoc Committee Members: Annang, Ibáñez, and Jones

Action Items

- With foundational work completed in FY 2021-22, implement the following trainings:
 - An introduction to the history of Pasadena, facilitated by Pasadena community members with lived experience and significant understanding how Pasadena’s past impacts its present.
 - Trauma informed care
 - Best practices in oversight, facilitated by NACOLE and local oversight practitioners
- Coordinate the attendance of Commissioners representatives at the NACOLE annual conference

Work Plan Updates

July/August 2022

- Staff coordinated with trainers on scheduling and planning for their trainings.
- In order to ensure appropriate time and focus, the committee and Chair/Vice Chair agreed to hold special meetings over the next two months for trainings on the history of Pasadena and trauma informed care.
- Staff is currently working with the Commissioners and trainers to find dates and times, and will publicize the dates and times to the community once they are set.
- Commissioner Emeric-Ford was selected to attend the NACOLE conference in Fort Worth in September and will give an overview of key takeaways at the October meeting.

September 2022

- Staff worked with the Chair, Vice Chair, and ad hoc committee members to schedule K-Rahn Vallatine’s trauma informed care training for the December regular meeting.
- Commissioners and staff are currently scheduling a date in late January/early February for the History of Pasadena training to be aligned with Black History Month.
- Commissioner Emeric-Ford and Principal Administrative Analyst Amanda Fowler attended the NACOLE conference in Fort Worth, TX.

October 2022

- Several commissioners attended the first of three days of a virtual NACOLE conference on best practices in police oversight.

Revised 02/02/2023

- The Commission will be receiving training on trauma-informed care in December and the History of Pasadena in January/February.

November 2022

- Commissioners and staff attended the remaining days of the virtual NACOLE conference on best practices in police oversight.
- Staff and ad hoc committee members prepared for the December 1, 2022 training titled “A Trauma Informed Approach to Community Engagement,” conducted by K-Rahn Vallatine.

December 2022/January 2023

- In December, the Commission received a training from K-Rahn Vallatine titled “A Trauma Informed Approach to Community Engagement.”
- At a special meeting in January, the Commission received a training from Gary Moody titled “Pasadena Seen and Unseen,” a historical perspective that addressed the impacts migration, racial discrimination, social and cultural changes, and economic development have had on Pasadena’s African American community.

Objective 5 – Research and recommend mental health best practices and services

Ad Hoc Committee Members: Annang, Ibáñez, Jones, and Lurvey

Action Items

- With a foundational understanding of the work of the PPD Wellness Unit:
 - Review studies on best practices for officer mental health and the role of 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
- Recommend mental health services that the PPD can offer to the community to ensure that calls are responded to in a way that promotes mental health awareness and understanding

Work Plan Updates

July/August 2022

- The ad hoc committee extended their research of publications with data on mental health impacts of workers in law enforcement and data on formal inquiries and usage of mental health services from Police Department employees.
- The committee is also researching guest speakers that will help provide insight on stress for law enforcement workers, trauma, and self-care within their working culture.

October 2022

- The ad hoc committee met this month to discuss their priorities and share initial research to help inform their work.
- Staff is working to set up a meeting with the ad hoc committee and the Wellness Unit of PPD to learn about their progress and how the CPOC can collaborate with them to advance their goals.

November 2022

- Ad hoc committee members followed up with additional information they would like to know from the Wellness Unit, and staff is working with PPD to provide answers and a presentation to the ad hoc committee.

Revised 02/02/2023

December 2022/January 2023

- City staff met with PPD command staff to prepare a follow-up presentation for the ad hoc committee members based on their request for further information, which is currently being prepared and scheduled for February.