



**REGULAR MEETING
COMMUNITY POLICE OVERSIGHT COMMISSION
THURSDAY, JULY 6, 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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Materials related to an item on this Agenda submitted to the Community Police Oversight Commission after distribution of the agenda packet are available for public inspection in the City Attorney/City Prosecutor's Department at 100 N. Garfield Avenue, Room N210, Pasadena, during normal business hours.

**PUBLIC COMMENT AT THE COMMUNITY POLICE OVERSIGHT COMMISSION
MEETING FOR
JULY 6, 2023 AT 6:00 P.M. WILL BE ACCEPTED IN-PERSON AND BY
VIDEOCONFERENCE/TELECONFERENCE.**

Link to City Meeting Policy:
[cityofpasadena.net/CityCouncilMeetingPolicy](https://www.cityofpasadena.net/CityCouncilMeetingPolicy)

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

1. Whether participating in-person or virtually at 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, at the following webpage:

www.cityofpasadena.net/commissions/public-comment/

If a public comment speaker wishes to speak on more than one agenda item, please indicate which items on the online form. Public comments are limited to 3 minutes each, and the Chair and Commission may limit this time if reasonable under the circumstances.

- **In-person Meeting Participation:** Complete an online speaker card at the website listed above. After submitting a public speaker card via the form on the website above, members of the public may attend the meeting in-person by coming to the Pasadena City Council Chamber, Room S249 at City Hall at the date and start time of the posted meeting.
- **Virtual Meeting Participation:** For virtual participants, you may attend by connecting to the meeting using a computer, other electronic device, or by telephone. Please review the agenda to identify the published start time for the meeting and connect to the meeting just prior to, or at the start of the meeting.

To participate in public comment for an item and to be recognized to speak, it is required that the speaker login to the meeting using the same name or telephone number used on the speaker card form. This will allow City staff to locate and promote the speaker into the meeting when it is time for their public comment. Participants' phone calls to the Commission meeting will be recorded as part of the Commission meeting. By staying on the line and making public comment during the Commission meeting by phone, you are agreeing to have your phone call recorded. The following is the connectivity information for virtual participation:

Computer or electronic devices, join the meeting at:
[cityofpasadena.net/cczoom](https://www.cityofpasadena.net/cczoom)

Telephone only dial-in: 1-669-900-6833, Meeting ID: 161 482 446

2. Members of the public may submit 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 Commission prior to the start of the meeting, posted online, and made part of the legislative record for the item.

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ATTORNEY'S OFFICE AS SOON AS POSSIBLE AT (626) 744-4141 OR
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**AGENDA
REGULAR MEETING
COMMUNITY POLICE OVERSIGHT COMMISSION
THURSDAY, JULY 6, 2023
6:00 P.M.**

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

1. **CALL TO ORDER**
2. **ROLL CALL**
3. **PUBLIC COMMENTS ON MATTERS NOT ON THE AGENDA**
4. **APPROVAL OF MINUTES FROM MAY 18, 2023 SPECIAL MEETING AND JUNE 01, 2023 REGULAR MEETING***
5. **STAFF ADMINISTRATIVE UPDATES**
6. **IPA INFORMATIONAL REPORT AND STATUS UPDATE**

NEW BUSINESS

ACTION ITEMS

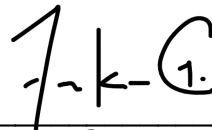
7. **DISCUSSION AND CONSIDERATION OF POTENTIAL RECOMMENDATION TO THE CITY COUNCIL TO EXTEND THE CONTRACT OF INDEPENDENT POLICE AUDITOR (IPA) RICHARD ROSENTHAL**
8. **REVIEW AND APPROVAL OF COMMISSION REPORT OF ACCOMPLISHMENTS FOR FY 2022-23***
9. **ELECTION OF COMMISSION CHAIR AND VICE CHAIR FOR FY 2023-24**
10. **ESTABLISHMENT OF WORK PLAN FOR FY 2023-24***
11. **UPCOMING AGENDA ITEMS AND NEXT MEETING**
12. **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 3rd day of July 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 - APPROVAL OF MINUTES
FROM MAY 18, 2023 SPECIAL MEETING AND
JUNE 01, 2023 REGULAR MEETING**



Draft Minutes

**Special Meeting
Community Police Oversight Commission
Thursday, May 18, 2023
6:00 P.M.**

**Council Chambers, Pasadena City Hall
100 North Garfield Avenue, Room S249, Pasadena, CA 91101**

Commissioners Present: Commissioners Alexis Abernethy, Florence Annang, Esprit Loren Jones, Lawrence Lurvey, Donald Matthews, Vice Chair Juliana Serrano, Chair Raúl Ibáñez

Commissioners Absent: Commissioners Phillip Argento, Noemi Emeric-Ford, Barbara Stacy, Paula Verrette

Staff Present: Frankie Gudiel, Chief Eugene Harris

Others Present: Richard Rosenthal, Anthony Taylor

1. CALL TO ORDER

Chair Ibáñez called the meeting to order at 6:12 PM.

2. ROLL CALL

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

NEW BUSINESS

3. PRESENTATION BY OIR GROUP ON INDEPENDENT REVIEW OF OFFICER-INVOLVED SHOOTING OF ANTHONY MCCLAIN AND DISCUSSION OF REPORT AND NEXT STEPS BY COMMISSION, INDEPENDENT POLICE AUDITOR, AND CHIEF OF POLICE

The OIR Group's Michael Gennaco and Teresa Magula gave a presentation on their report of the officer-involved shooting of Anthony McClain. In their presentation, they spoke of the methodology, key findings, and recommendations they have given to the Police Department.

Chief Eugene Harris Gave a brief presentation in response to the OIR Group's report and discussed the Police Department's investigative procedures for officer-involved shootings, police training, department policies and procedures, and the Department's response to the OIR's recommendations.

Independent Police Auditor (IPA) Richard Rosenthal gave a brief presentation on his response to the OIR Group's report and commented on the report, discussed past and present recommendations given to the Police Department, and suggested tracking recommendations given to the Police Department via a dashboard or similar method.

After the presentations, the Commission expressed its thoughts, comments, and concerns. The OIR Group, Chief Harris and IPA Rosenthal answered the Commission's questions, responded to their concerns, and discussed the above presentations by the OIR Group, Chief Harris and IPA Rosenthal. The Commission expressed gratitude to the community for their participation and to the presenters for the analysis they provided.

The following individual(s) provided public comment on items not on the agenda:

- Sonja Berndt
- Jasmine Abdullah
- Adriana Bautista
- Allen Shay
- Oden Denham
- Trina Chen
- Flavio Andrade
- Don Rodell
- Gabriela Perez
- Heavenly Hughes
- Kris Ockershauser

4. **ADJOURNMENT**

Chair Ibáñez adjourned the special meeting at 9:19 PM.

Raúl Ibáñez
Community Police Oversight Commission Chair

ATTEST:

Frankie Gudiel
Recording Secretary



Draft Minutes

**Regular Meeting
Community Police Oversight Commission
Thursday, June 1, 2023
6:00 P.M.
Council Chambers, Pasadena City Hall
100 North Garfield Avenue, Room S249, Pasadena, CA 91101**

Commissioners Present: Commissioners Alexis Abernethy, Florence Annang, Phillip Argento, Noemi Emeric-Ford, Esprit Loren Jones, Lawrence Lurvey, Barbara Stacy, Paula Verrette, Vice Chair Juliana Serrano, Chair Raúl Ibáñez

Commissioners Absent: Commissioners Noemi Emeric-Ford, Donald Matthews,

Staff Present: Frankie Gudiel

Others Present: Richard Rosenthal, Anthony Taylor

1. CALL TO ORDER

Chair Ibáñez called the meeting to order at 6:07 PM

2. ROLL CALL

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

3. PUBLIC COMMENTS ON MATTERS NOT ON THE AGENDA

The following individual(s) provided public comment on items not on the agenda:

- Adriana Bautista

4. ANNOUNCEMENT BY CHAIR IBÁÑEZ

Chair Ibáñez expressed his gratitude to the Commission and announced that he will not be serving as chair for the upcoming year.

5. APPROVAL OF MINUTES FROM MAY 4, 2023, REGULAR MEETING

Commissioner Jones moved, seconded by Commissioner Argento, to approve the minutes of the May 4, 2023, 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

6. STAFF ADMINISTRATIVE UPDATES

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

- **Community Police Oversight Commission (CPOC) Reappointments**
City Council reappointed Commissioner Lurvey on May 8, 2023, and Chair Ibáñez on May 15, 2023, for an additional term from July 1, 2023 – June 30, 2026. Commissioner Argento is set to be reappointed at the June 5, 2023, Council meeting, and Commissioner Matthews is pending reappointment.

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

- None

NEW BUSINESS

Discussion Items

7. PRESENTATION BY INDEPENDENT POLICE AUDITOR (IPA) RICHARD ROSENTHAL OF FISCAL YEAR 2022-23 IPA WORK PLAN ACCOMPLISHMENTS; DISCUSSION OF IPA WORK PLAN AND PRIORITIES FOR FISCAL YEAR 2023-24; AND DISCUSSION OF THE TIMING AND SCOPE OF A PRESENTATION BY THE IPA TO THE CITY COUNCIL

Independent Police Auditor (IPA) Richard Rosenthal gave a presentation summarizing his work for the fiscal year of 2022-23 and his work plan for the fiscal year 2023-24. In his presentation, IPA Rosenthal gave an overview of key recommendations submitted to the Police Department based on his and other reports, an update on issues he is following up on with the Police Department’s Use of Force Policy, insight on implementing and tracking recommendations, and an overview of his work plan for the fiscal year 2023-24. He also informed the Commission that he will attend the June 12, 2023, City Council meeting virtually to give a presentation.

During discussion, IPA Rosenthal answered the Commission’s questions and gave further details on the topics discussed in his presentation. The Commission expressed its concerns, opinions, and gave suggestions on the topics discussed in the presentation. Outside Counsel (OC) Anthony Taylor advised the Commission

on Brown Act regulations regarding ad hoc committees and the potential for community members being a member of an ad hoc committee.

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

- None

8. DISCUSSION OF THE COMMISSION’S WORK PLAN AND KEY OBJECTIVES FOR FISCAL YEAR 2023-24

During discussion, the Commission expressed its desire to form ad hoc committees to focus on the Police Department’s use of technology, pretextual stops, recommendation tracking, and increasing police and community engagement. Chair Ibáñez expressed that he would be willing to appoint the ad hoc committees at the Commission’s discretion. The Commission did not oppose the suggestion. IPA Rosenthal expressed his suggestions on the formation of ad hoc committees. OC Taylor gave insight into the Commission’s role and the process of changing the meeting date based on the Pasadena Municipal Code.

After discussion, IPA Rosenthal and Staff (Gudiel) answered the Commission’s questions regarding the work plan and the upcoming Council presentation IPA Rosenthal will give.

All written correspondence was distributed to the Commission and posted on the Commission’s website prior to the meeting. The following individual(s) provided public comment on this agenda item:

- Yadi Younse
- Adriana Bautista

CONTINUED BUSINESS

Action Item

9. APPROVAL OF COMMISSION WORK PLAN UPDATES AND DISCUSSION

During discussion, Commissioner Argento gave an update on the work the policy ad hoc committee has done.

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:

- None

Chair Ibáñez adjourned the regular meeting at 8:05 PM.

Commissioner Argento moved, seconded by Vice Chair Serrano, to reopen the 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			

10. UPCOMING AGENDA ITEMS AND NEXT MEETING

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

- Discussion of the draft work plan for 2023-24 and formation of ad hoc committees

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

- Adriana Bautista

11. ADJOURNMENT

Chair Ibáñez adjourned the regular meeting at 8:10 PM.

Raúl Ibáñez
Community Police Oversight Commission Chair

ATTEST:

Frankie Gudiel
Recording Secretary

**AGENDA ITEM #8 - REVIEW AND APPROVAL
OF COMMISSION REPORT OF
ACCOMPLISHMENTS FOR FY 2022-23**



City of Pasadena Community Police Oversight Commission Report of Accomplishments: 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 five 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

Big-Picture Accomplishments

Building upon the foundation of the prior year, Fiscal Year 2022-23 was a constructive year for the Community Police Oversight Commission, with much of its focus centered on researching and making recommendations on the Pasadena Police Department's policies, learning about the Department's mental health best practices, working alongside the Independent Police Auditor (IPA) on various projects, and continue to focus on bridging the Community and the Police Department. In addition to the work plan progress and accomplishments on the following pages, members of the Community Police Oversight Commission:

- Made its transition to in-person monthly meetings in January 2023
- Connected the public to community leaders
- Gave a presentation alongside IPA Rosenthal to City Council in June 2023
- Attended multiple community-based events

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.

- 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 will be released and discussed at the March CPOC meeting.

February 2023

- IPA Rosenthal is delaying the release of his review of PPD Use of Force investigations to gain further insight from a use-of-force expert.
- After this, IPA Rosenthal will work with the ad committee to prepare for the public release in April or May.

March 2023

- IPA Rosenthal met with the ad hoc committee to work towards the finalization of his Use of Force assessment.

April 2023

- IPA Rosenthal received feedback from ad hoc committee members on his draft report.
- IPA Rosenthal then finalized his report after a final review with PPD. PPD prepared a response to the report that was included in publication of report.
- CPOC will be discussing the report at the May 4, 2023 CPOC meeting.

May 2023

- IPA Rosenthal presented his published report on the Use of Force investigations at the May 4, 2023, CPOC meeting and continues to work on his assessment of the Internal Affairs investigations.

June 2023

- IPA Rosenthal continues to work on his assessment of the Internal Affairs investigations.

End-of-Year Status

The review ad-hoc committee played a pivotal role in assisting the Independent Police Auditor (IPA) Richard Rosenthal with releasing his report on the Police Department's Use of Force Investigations by providing valuable feedback and suggestions. This was a major milestone as it was the first report released by IPA Rosenthal which gave further insight into the Police Department's policies and procedures and included recommendations to make improvements within the Police Department. The collaboration between the review ad hoc committee and the IPA will serve as a blueprint for future IPA/Committee collaborations.

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 at best practices related to shooting at or from a moving vehicle.

February 2023

- The ad hoc committee met on February 27, 2023 to continue their review of the Use of Force policy, including new research on shooting at/from a moving vehicle.
- The ad hoc committee is preparing a discussion with the full commission on their recommendations for making a formal recommendation and the next steps involved.

March 2023

- The ad hoc committee prepared research and a proposed recommendation for the Commission's consideration. The committee is requesting that the Commission formally recommend that the Police Department require the reporting and tracking of instances when officers point their firearm at individuals.

April 2023

- At the April CPOC meeting, the Commission approved the ad hoc committee's recommendation to ask PPD to begin reporting and tracking the pointing of firearms.

- The Commission sent Chief Harris a letter with their research and findings supporting this recommendation.
- Chief Harris reviewed the recommendation and will be presenting an update on his acceptance of the recommendation at the May 4, 2023 CPOC meeting.
- The ad hoc committee also met this month to continue their research on shooting at or from a moving vehicle.

May 2023

- Chief Harris accepted and gave an update on the recommendation at the May 4, 2023, CPOC meeting.
- The ad hoc committee also met this month to continue discussing the shooting at or from a moving vehicle and discussed pretextual stops as a future topic of interest.

June 2023

- The ad hoc committee met, and IPA Rosenthal informed them that PPD is reviewing the suggested changes to the Use of Force Policy relating to shooting at or from a moving vehicle.

End-of-Year Status

The policy ad-hoc committee, along with the assistance of Staff, did extensive research comparing the Use of Force policies between PPD, and several surrounding cities, related to the pointing of firearms at individuals and shooting at or from a vehicle. The committee drafted and brought forth a recommendation at the April CPOC meeting to ask PPD to begin reporting and tracking the pointing of firearms. Chief Eugene Harris formally accepted the recommendation at the May CPOC meeting. PPD is currently reviewing comparable policies related to shooting at or from a vehicle provided by the Committee and will provide a response once they have finished their review.

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.

February 2023

- The training ad hoc committee has scheduled a meeting in mid March with PPD and a contract trainer who delivers PPD's "Why'd You Stop Me?" training.

March 2023

- The ad hoc committee and members of the League of Women Voters met with PPD's training staff to receive a demonstration of the new use-of-force training module and learn more about other key trainings involving cultural awareness and de-escalation.
- The ad-hoc committee has requested a further presentation to fully understand the Department's training program and scope.

April 2023

- Staff is working with PPD to set up a follow-up meeting with ad hoc committee members to learn more about the full training program of PPD officers.

May 2023

- Staff set up a follow-up meeting with PPD and ad hoc committee members for May 31st to learn more about the full training program of PPD officers.
- The ad hoc committee met with PPD training staff to discuss the Department's training methodology, procedures, and suggested improvements to training.

June 2023

- Staff is working on developing the FY 2023-24 work plan and using key information from this ad hoc committee to formulate future committees relating to community awareness related to PPD training.

End-of-Year Status

The training ad-hoc committee garnered substantial insight into multiple training programs provided by the Police Departments and developed several recommendations

to improve and track the success rates of the programs. With the assistance of Staff, the training ad hoc committee was able to have several conversations with PPD regarding de-escalation practices, basic training, and other layers of PPD's training practices.

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.

- 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.

February 2023

- Staff and IPA Rosenthal reached out to NACOLE to understand their training capabilities and availability.
- The ad hoc committee will now discuss how they would like to implement this training before discussing with the full Commission.

March 2023

- The ad hoc committee met to review a proposal from NACOLE for further Commission training and discussed options for how to implement the training.
- Staff is currently working with NACOLE to identify potential dates and times, and will follow up with Commissioners once options have been secured.

April 2023

- Staff continues to work with NACOLE to identify potential dates and times, and will follow up with Commissioners once options have been secured. NACOLE is currently hiring a new Director of Training, leading to a delay in availability.

May 2023

- Staff has acquired potential dates and times from NACOLE and has presented the Commission with the potential dates and times.

June 2023

- Staff has received information on the possible dates that would work for each commissioner. Although there was not a set date that would work for most of the commissioners, Staff will continue to communicate with NACOLE and the Commission, to a later date to hold an training open to community participation.

End-of-Year Status

Recommendations were brought by the training ad hoc committee to bring community leaders K-Rahn Vallatine and Gary Moody to help open discussions on the effects of trauma within the community and the history of Pasadena. At the CPOC's December meeting, K-Rahn Vallatine gave a training titled "A Trauma Informed Approach to Community Engagement" where he discussed the different forms, causes, effects, and solutions to dealing with trauma. Mr. Moody gave a training titled, "Pasadena Seen and Unseen: A Historical Perspective," based on his lived experiences and gave insight into the history of African Americans within Pasadena and surrounding cities at the January CPCOC meeting. These trainings helped facilitate greater community engagement and opened conversations with the National Association for Civilian Oversight of Law Enforcement (NACOLE), to explore training options that may be applied to the work plan for FY 2023-24.

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.

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.

February 2023

- The ad hoc committee is scheduled to have a follow-up meeting with PPD in mid March. PPD and Wellness Unit staff are currently working to prepare the presentation with the requested information.

March 2023

- The ad hoc committee met with the Wellness Unit to get an update on program enhancements, grant funding, and potential next steps.
- Committee members offered recommendations regarding mental health first aid training, data tracking, and process improvements for ensuring the Unit is alerted to incidents needing their support.
- The committee also expressed their desire to collaborate and help secure any other available grant funds to help expand the wellness programs to better serve officers and the community.

April 2023

- At the request of the ad hoc committee, staff is researching national trends related to officer mental health in the post-COVID era and other best practices related to officer and community wellness programs.
- Staff spoke to the San Diego PD Wellness Unit to learn more about their program and how they collect and utilize data to improve services.

May 2023

- Staff continues to research national trends related to officer mental health in the post-COVID era and other best practices related to officer and community wellness programs.

June 2023

- Staff has provided its findings to the ad hoc committee but was unable to find research based on the specified criteria.

End-of-Year Status

The mental health ad-hoc committee developed recommendations to assist the Police Department's Mental Health Unit with training, data collection, and resource allocation within the program to improve the mental health of current and future officers. The committee gained essential knowledge into the Mental Health Units purpose and

functions and extended their support to help the unit gain further funding, support, and expansion.

**AGENDA ITEM #10 - ESTABLISHMENT OF
WORK PLAN FOR FY 2023-24**



City of Pasadena Community Police Oversight Commission Work Plan: Fiscal Year 2023-24

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

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 acknowledgment 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
- The importance of utilizing data and performance review mechanisms to understand how the department reports and tracks key information, and uses it as a learning mechanism

FY 2023-2024 Key Objectives

The following are the six key objectives for the CPOC in FY 2023-24, with more details for each of them noted on the following pages of this work plan.

1. Monitor and report on the implementation of OIR, NPF & IPA recommendations.
2. Develop a methodology to analyze the use of pretextual stops in Pasadena and make recommendations to PPD; to include convening community conversations to formally discuss and consider the pros and cons of PPD's use of pretext stops.

3. Monitor PPD's utilization of technology and how it impacts privacy and the community.
4. Assess the feasibility of a community-police mediation program.
5. Develop an informative program that emphasizes community involvement within community-based spaces, and bridges the community and PPD.
6. Collaborate with the IPA on IPA Key objectives.

FY 2023-2024 Key Objectives (IPA)

1. Track and report on past and current policy and training recommendations made to the PPD by the OIR, NPF, CPOC and IPA.
2. Review and assess PPD Internal Affairs investigations.
3. Review of Imposition of Discipline (& potential need for Discipline Matrix)
4. Review and assess PPD Early Warning/Intervention System.
5. Evaluation of PPD Use-of-Force Training.
6. Ongoing monitoring of Use of Force Review and Disciplinary Review Boards hearings.
7. Ongoing review and assessment of categorical UOF investigations.
8. Develop methodology (with CPOC subcommittee) to assess Pretext Search policy and practices.
9. Develop (with the CPOC subcommittee) a proposal for a Community-Police mediation program.

Long-Term Objectives and Goals

The Community Police Oversight Commission acknowledges that the key objectives for FY 2023-24 are critical items to focus on, 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:

- 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.
- Monitor and make recommendations on PPD's training program through in-person observation and data reporting.

- Monitor and engage with the Department's Wellness Unit to enhance mental health services offered to both officers and the community, with a key focus on mental health first aid and trauma-informed care.

DRAFT

Objective 1 – Monitor and report on the implementation of OIR, NPF & IPA recommendations

Ad Hoc Committee Members:

Action Items

- Led by the IPA, identify methods for tracking and publicly reporting on policy, training, and practices recommendations made by the National Police Foundation (NPF), the Office of Independent Review (OIR), the Independent Police Auditor (IPA), and the CPOC.
- Review findings from policy reviews (not covered by other CPOC subcommittees) and provide recommendations to the Department depending on responses and the implementation status.
- Work in collaboration with the IPA to publish and update on a regular basis the status of policy recommendations and implementation of those recommendations.

Objective 2 – Develop a methodology to analyze the use of pretextual stops in Pasadena and make recommendations to PPD; to include convening community conversations to formally discuss and consider the pros and cons of PPD’s use of pretext stops.

Ad Hoc Committee Members:

Action Items

- Work with IPA to develop a methodology to evaluate the use of pretextual stops by the PPD with a focus on “best practices” and based on community, stakeholder and expert input.
- Implement the methodology and make recommendations to the PPD.

DRAFT

Objective 3 – Monitor PPD’s utilization of technology and how it impacts privacy and the community

Ad Hoc Committee Members:

Action Items

- Identify technologies to be assessed
- Meet with PPD to understand the technology being used and being considered for future use.
- Examine and research best practices
- Develop a methodology for making recommendations to the PPD.

DRAFT

Objective 4 – Assess the feasibility of a community-police mediation program

Ad Hoc Committee Members:

Action Items

- Research, discuss, and evaluate the feasibility of a community police mediation program.
- Identify the key features needed to create a successful program.
- Identify costs associated with implementation.
- Make recommendations to the CPOC for moving forward.

DRAFT

Objective 5 – Develop an informative program that emphasizes community involvement within community-based spaces, and bridges the community and PPD

Ad Hoc Committee Members:

Action Items

- Create a program for community-space gatherings to inform and engage the community, as well as bridging the community and PPD
- Identify appropriate training for CPOC and public.
- Identify issues of importance to the community for discussion at public forums and/or other community gatherings.

DRAFT

Objective 6 – Collaborate with the IPA on IPA Key objectives

Ad Hoc Committee Members:

Action Items

- Meet regularly with IPA to discuss the status of projects not covered by other CPOC subcommittees to include:
 - IPA review and assessment of PPD Internal Affairs investigations.
 - IPA review of Imposition of Discipline (& potential need for Discipline Matrix)
 - IPA review and assessment of PPD Early Warning/Intervention System.
 - IPA monitoring and evaluation of PPD Use-of-Force Training
 - IPA ongoing monitoring of Use of Force Review and Disciplinary Review Boards hearings.
 - IPA ongoing review and assessment of categorical UOF investigations.
 - IPA review of PPD's Use of Force policy: Shooting at or From a Moving Vehicle.