



**REGULAR MEETING
COMMUNITY POLICE OVERSIGHT COMMISSION
THURSDAY, OCTOBER 5, 2023
6:00 P.M.**

**TELECONFERENCE LOCATION:
CINCINNATI MARRIOTT AT RIVER CENTER
10 WEST RIVERCENTER BOULEVARD
COVINGTON, KY 41011**

**TELECONFERENCE LOCATION:
201 C ST. S.E.
WASHINGTON, DC 20003**

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

MEMBERS

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

To request meeting materials in alternative formats or other disability-related modifications or accommodations necessary to facilitate meeting participation, please contact the City Attorney's Office as soon as possible at (626) 744-4141 or CPOC@cityofpasadena.net. Language translation services are available for this meeting by calling (626)744-4141 at least 24 hours in advance.

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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 OCTOBER 5, 2023 AT 6:00 P.M. WILL BE ACCEPTED IN-PERSON AND BY VIDEOCONFERENCE/TELECONFERENCE.

Link to City Meeting Policy:
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

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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AND ALSO AT WWW.CITYOFPASADENA.NET/COMMISSIONS/AGENDAS,**

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**AGENDA
REGULAR MEETING
COMMUNITY POLICE OVERSIGHT COMMISSION
THURSDAY, OCTOBER 5, 2023
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**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 SEPTEMBER 7, 2023 REGULAR MEETING***
5. **STAFF ADMINISTRATIVE UPDATES**
6. **IPA INFORMATIONAL REPORT AND STATUS UPDATE**

NEW BUSINESS

DISCUSSION ITEM

7. **DISCUSSION REGARDING MEET AND GREET WITH INDEPENDENT POLICE AUDITOR RICHARD ROSENTHAL**

ACTION ITEM

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

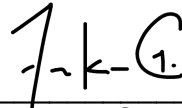
*Attachments



Esprit Loren Jones

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 2nd day of October 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 SEPTEMBER 7,
2023 REGULAR MEETING



Draft Minutes

**Regular Meeting
Community Police Oversight Commission
Thursday, September 7, 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 (Joined at 7:13 p.m.), Noemi Emeric-Ford, Raúl Ibáñez, Lawrence Lurvey (Joined at 6:28), Donald Matthews, Barbara Stacy, Paula Verrette, Vice Chair Juliana Serrano, Chair Esprit Loren Jones

Commissioners Absent: Commissioner Phillip Argento

Staff Present: Frankie Gudiel, Chief Eugene Harris, Sergeant Jason Cordova

Others Present: Richard Rosenthal (Independent Police Auditor), Anthony R. Taylor (Outside Counsel for the CPOC)

1. CALL TO ORDER

Chair Jones called the meeting to order at 6:19 P.M.

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

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 items not on the agenda:

- Yadi Younse: Requested to have Axon products reviewed by the CPOC technology ad hoc committee.

4. APPROVAL OF MINUTES FROM AUGUST 03, 2023 REGULAR MEETING

Commissioner Verrette moved, seconded by Commissioner Ibáñez, to approve the minutes of the August 03, 2023, regular meeting. The motion passed by the following vote:

COMMISSIONER	AYES	NOES	ABSENT	ABSTAIN
Abernethy	x			
Annang	x			

Argento			X	
Emeric-Ford	x			
Ibáñez	x			
Lurvey			X	
Matthews	x			
Stacy	x			
Verrette	x			
Vice Chair Serrano	x			
Chair Jones	x			

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

- None

5. STAFF ADMINISTRATIVE UPDATES

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

- **CPOC Staff**
Principal Administrative Analyst Amanda Fowler will attend the CPOC October regular meeting.
- **CPOC REPORT OF ACCOMPLISHMENTS FOR FY 2022-23***
Staff submitted the report on August 16th and will go on the Public Safety Committee’s agenda for the September 20, 2023, meeting.

Commissioner Lurvey joined the meeting at 6:28 P.M.

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

- None

6. IPA INFORMATIONAL REPORT AND STATUS UPDATE

Independent Police Auditor (IPA) Richard Rosenthal gave a status update on his work this month, which included monitoring current events, recommendations for tracking misconduct investigations, reviewing investigations, and current policy reviews within the Police Department. He also gave an update on his upcoming October on-site visit, plans for upcoming collaborations with the CPOC ad hoc committees, recommendation tracker, and other pending projects.

After the presentation, IPA Rosenthal answered the Commission’s questions regarding body-worn camera policy reviews, his review process, HR investigations in the Police Department, and gave further insight regarding the topics discussed within his presentation.

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

- **Adriana Bautista:** Commented on current allegations of a law enforcement gang within the Pasadena Police Department and requested to have Max

Huntsman, from the Los Angeles County Office of the Inspector General, give a presentation.

NEW BUSINESS

DISCUSSION AND ACTION ITEMS

7. DISCUSSION AND DIRECTION REGARDING IPA ROSENTHAL’S UPCOMING OCTOBER SITE VISIT

During discussion, the Commission expressed their enthusiasm for the upcoming meet and greet with IPA Rosenthal, gave input on organizing the meeting, and expressed their desire for future site visits by the IPA in various districts of Pasadena. Outside Counsel Anthony Taylor answered the Commission's questions about his request to collaborate with CPOC Staff and the City Attorneys’ Office on the best way of holding the October 4th meet and greet with the IPA, the possibility of a nonprofit organization hosting the meeting, meeting organization options, and further insight on Brown Act regulations and meeting policies.

Commissioner Annang joined the meeting at 7:13 P.M.

Commissioner Emeric-Ford moved, seconded by Commissioner Matthews, to have the Community Ad Hoc Committee organize and attend the meet and greet with IPA Rosenthal. After further discussion, the motion was withdrawn.

Commissioner Annang moved, seconded by Commissioner Verrette, to have Links, NAACP, and All Saints co-host the meet and greet with IPA Rosenthal. The motion passed by the following vote:

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

Chair Jones moved, seconded by Commissioner Abernethy, to have City Staff report to the Community Ad Hoc Committee and have the committee organize the meet and greet with IPA Rosenthal in collaboration with the meeting sponsors. The motion passed by the following vote:

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

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

- None

8. DISCUSSION AND DIRECTION REGARDING POTENTIAL CPOC CORRESPONDENCE TO CHIEF EUGENE HARRIS CONCERNING THE POLICE DEPARTMENT’S RESPONSE TO THE CPOC WORK PLAN AND ITEMS BEING DISCUSSED BY THE CPOC AD HOCS (AS REQUESTED AT THE AUGUST CPOC MEETING

During discussion, Outside Counsel Anthony Taylor introduced the item and gave background on the item based on conversations from the August regular CPOC meeting to make recommendations to Chief Eugene Harris and the Police Department. The Commission expressed to have the recommendations made within their FY 2022-23 Work Plan

Commissioner Verrette moved, seconded by Commissioner Stacy, to draft a letter outlining the recommendations made in the Commission’s FY 2022-23 Work Plan and approved by the Chair and Vice Chair. The motion passed by the following vote:

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

After Discussion, IPA Rosenthal answered the Commission's question on best practices for making Commission based recommendations to the Police Department.

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

- None

9. PRESENTATION BY CHIEF EUGENE HARRIS ON THE PASADENA POLICE DEPARTMENT'S STREET CRIME UNIT AND CPOC DISCUSSION REGARDING SAME

Chief Eugene Harris introduced the Street Crimes Unit (SCU) supervisor, Sergeant Jason Cordova. Sgt. Cordova gave an informative presentation on the SCU's mission, history, objectives and responsibilities of the Gang and Special Problems Detectives, collaborations, statistics, and accomplishments.

After the presentation, Chief Harris answered the Commission's questions regarding the SCU building community relationships, objectives, history, evolution, collaborations, tracking, and gave further insight regarding the topics discussed within his presentation.

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

- None

10. DISCUSSION AND DIRECTION REGARDING SCHEDULING OF CPOC AD HOC MEETINGS AND REQUESTED TOPICS BY COMMISSIONERS TO BE DISCUSSED AT SAME

During discussion, Chair Jones expressed her desire to have each ad hoc committee set their first meeting and discuss how they wish to proceed with their objectives. Staff (Gudiel) elaborated on staff availability, ad hoc procedures, and upcoming updates to the work plan. The Commission requested to have staff send out a survey to schedule meetings for each ad hoc committee.

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

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

- None

CONTINUED BUSINESS

11. UPCOMING AGENDA ITEMS AND NEXT MEETING

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

- Recap of the meet and greet with IPA Rosenthal
- FY 2023-24 work plan updates
- Presentation by the Pasadena Health Department on the Pasadena Intervention and Prevention Project (PIPP)

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

- None

12. ADJOURNMENT

Chair Jones adjourned the special meeting at 9:06 P.M.

Esprit Loren Jones
Community Police Oversight Commission Chair

ATTEST:

Frankie Gudiel
Recording Secretary

**AGENDA ITEM #8 - APPROVAL OF
COMMISSION WORK PLAN
UPDATES AND DISCUSSION**



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.

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

Ad Hoc Committee Members: Commissioners Emeric-Ford, Lurvey, and Matthews

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.

Work Plan Updates

September 2023

- The ad hoc committee met with IPA Rosenthal to discuss possible ways to track the recommendations made to PPD and make the information accessible to the public. The committee will go through the current recommendations and prioritize the ones they believe are most important and need further review.

Objective 2 – Develop a methodology to analyze the use of pretext 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: Chair Jones, Vice Chair Serrano, Commissioners Abernethy and Ibáñez

Action Items

- Work with IPA to develop a methodology to evaluate the use of pretext 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.

Work Plan Updates

September 2023

- The ad hoc committee met with IPA Rosenthal to discuss formulating a methodology for gathering data on pretext stops via written, electronic, and other research methods while focusing on community engagement and participation.

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

Ad Hoc Committee Members: Commissioners Annang, Lurvey, Stacy, and Verrette

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.

Work Plan Updates

September 2023

- The ad hoc committee met with IPA Rosenthal to discuss their approach and focus for collaborating with PPD to gather data on the technology used by PPD by understanding the procurement process, use, policy, and purpose of their technology. ShotSpotter and license plate readers will be the research focus for the ad hoc committee next month.

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

Ad Hoc Committee Members: Commissioners Abernethy, Matthews, and Stacy

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.

Work Plan Updates

September 2023

- The ad hoc committee met with IPA Rosenthal to discuss the logistics and purpose of mediation programs. IPA Rosenthal shared his experience with mediation programs while working in Denver and Portland, providing valuable insights to the committee. The committee plans to conduct further research on mediation programs as a next step.

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

Ad Hoc Committee Members: Commissioners Annang, Argento, Ibáñez, and Verrette

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.

Work Plan Updates

September 2023

- The ad hoc committee met with IPA Rosenthal to discuss potential venues, agenda items, and goals of his upcoming meet and greet with the community. They also discussed strategies for advertising the event to the community and holding future events within all the districts of Pasadena.

Objective 6 – Collaborate with the IPA on IPA key objectives

Ad Hoc Committee Members: Chair Jones, Vice Chair Serrano, Commissioners Argento and Emeric-Ford

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.
 - Technical assistance related to PPD community training videos.

Work Plan Updates

September 2023

- The ad hoc committee met with IPA Rosenthal to discuss his current projects, collaborations with PPD, plans for future on site visit, and current assessments with PPD policies and procedures.