



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

Mission

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

FY 2021-2022 Objectives

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

Objective 1 – Training for Commissioners and Police Department

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

Action Items

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

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

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

Action Items

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

Objective 3 – Officer Involved Shootings and Use of Force Reviews

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

Action Items

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

Objective 4 – Police Complaint/Investigations Tracking and Reporting

Ad Hoc Committee Members: Chair Ibáñez and Commissioner Stacy

Action Items

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

Objective 5 – Resources for Victims; the Cost of Trauma

Ad Hoc Committee Members: Chair Ibáñez and Commissioner Annang

Action Items

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

Objective 6 – Mental Health Best Practices and Wellness Unit Review

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

Action Items

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