



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

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

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

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

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