



**AGENDA
SPECIAL MEETING
COMMUNITY POLICE OVERSIGHT COMMISSION
THURSDAY, NOVEMBER 14, 2024
6:00 P.M.**

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

MEMBERS

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

STAFF

Sherene Young, Acting Principal Administrative Analyst
Frankie Gudiel, Management Analyst II/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.

Habrá servicio de interpretación disponible para éstas juntas llamando al (626)744-4141 por lo menos con 24 horas de anticipación.

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 NOVEMBER 14, 2024, 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.

**LIVESTREAM WITH CAPTIONING IS AVAILABLE AT WWW.PASADENAMEDIA.ORG,
AND ALSO AT WWW.CITYOFPASADENA.NET/COMMISSIONS/AGENDAS,**

**IF YOU NEED A REASONABLE MODIFICATION OR ACCOMMODATION PURSUANT
TO THE AMERICANS WITH DISABILITIES ACT BECAUSE YOU ARE UNABLE TO
PARTICIPATE ELECTRONICALLY AS SET FORTH ABOVE, CONTACT THE CITY
ATTORNEY'S OFFICE AS SOON AS POSSIBLE AT (626) 744-4141 OR
CPOC@CITYOFPASADENA.NET.**



**AGENDA
SPECIAL MEETING
COMMUNITY POLICE OVERSIGHT COMMISSION
THURSDAY, NOVEMBER 14, 2024
6:00 P.M.**

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

CALL TO ORDER AND ROLL CALL

PUBLIC COMMENTS ON MATTERS NOT ON THE AGENDA

Public comments are limited to 3 minutes each, and the Chair may adjust this time if reasonable under the circumstances. The Commission may not discuss or take action on issues not on the meeting agenda, except that members of the Commission or staff may briefly respond to statements made or questions posed by persons exercising public testimony rights (Government Code Section 54954.2).

When speaking, please address your comments to the commission and not towards members of city staff or to the public in the audience.

Since this meeting is also on Zoom, please speak into the microphone at all times during public comment so everyone on Zoom and in the room can hear you. Please limit loud talking in the audience so that the Commission and members in the audience can hear each other speaking.

- 1. APPROVAL OF MINUTES FROM OCTOBER 10, 2024, SPECIAL MEETING***
- 2. STAFF ADMINISTRATIVE UPDATES**
- 3. IPA INFORMATIONAL MONTHLY REPORT AND STATUS UPDATE***

NEW BUSINESS

INFORMATIONAL/DISCUSSION ITEM

- 4. COMMUNITY- POLICE MEDIATION POLICY; DISCUSSION AND POSSIBLE DIRECTION REGARDING THE SAME***
- 5. PRESENTATION BY INDEPENDENT POLICE AUDITOR (IPA) DR. RICHARD ROSENTHAL RECOMMENDING AMENDMENTS TO CPOC RULES AND REGULATIONS; DISCUSSION AND POSSIBLE DIRECTION REGARDING THE SAME***

CONTINUED BUSINESS

ACTION ITEM

6. APPROVAL OF COMMISSION WORK PLAN UPDATES AND DISCUSSION*

7. UPCOMING AGENDA ITEMS AND NEXT MEETING: DECEMBER 12, 2024

8. ADJOURNMENT

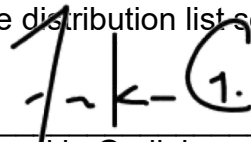
*Attachments



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 13th day of November 2024, 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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Los Angeles Times

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AGENDA ITEM # 1
APPROVAL OF MINUTES FROM
OCTOBER 10, 2024



Draft Minutes

**Special Meeting
Community Police Oversight Commission
Thursday, October 10, 2024
6:00 P.M.**

**TELECONFERENCE LOCATION
566 Gilmore Pond Road, #376
Jaffrey, NH 03452**

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

Commissioners Present: Commissioners Alexis Abernethy, Florence Annang (arrived at 7:36), Phillip Argento, Raúl Ibáñez, Lawrence Lurvey, Donald Matthews, Paul Vernon, Paula Verrette, Vice Chair Juliana Serrano, Chair Esprit Loren Jones

Commissioners Absent: Commissioner Teddy Bedjakian

Staff Present: Sherene Young, Frankie Gudiel

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

CALL TO ORDER AND ROLL CALL

Chair Jones called the meeting to order at 6:05 PM. Staff (Gudiel) called the roll, and a quorum was established for the Commission.

PUBLIC COMMENTS ON MATTERS NOT ON THE AGENDA

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

- None

1. APPROVAL OF MINUTES FROM SEPTEMBER 12, 2024 SPECIAL MEETING

Commissioner Matthews moved, seconded by Chair Jones, to approve the September 12, 2024, special meeting minutes. The motion passed by the following vote:

COMMISSIONER	AYES	NOES	ABSENT	ABSTAIN
Abernethy	x			
Annang			x	

Bedjakian			X	
Ibáñez	X			
Lurvey				X
Matthews	X			
Serrano	X			
Vernon	X			
Verrette				X
Vice Chair Argento	X			
Chair Jones	X			

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

- None

2. STAFF ADMINISTRATIVE UPDATES

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

- **Independent Police Auditor Request for Proposal (RFP)**
The IPA Request for Proposal closes on October 11, 2024, at 5 pm.
- **Pretextual Stops Survey Flyer**
Staff has distributed digital flyers via social media and is working on distributing physical flyers to community centers. The flyers and survey are available in English and Spanish.
- **2024 Annual National Association for Civilian Oversight of Law Enforcement (NACOLE) Conference**
Staff (Young) and Staff (Gudiel) will attend the 2024 NACOLE conference in Tucson, Arizona, with Chair Jones and Commissioner Ibáñez.

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

- None

3. IPA INFORMATIONAL REPORT AND STATUS UPDATE

Independent Police Auditor (IPA) Richard Rosenthal gave a status update on his work this month, which included meeting with the CPOC ad hoc committees to support and assist in their work plan goals related to the pretext stop surveys, mediation policy, the Use of Force & Pursuit adjudications review, and his upcoming report on the Pasadena Police Department's (PPD) response to the 2023 IPA UOF investigation Assessment. He also gave an update on his assessment of PPD's administrative review and investigation of the officer-involved shooting of Lloyd Nelson, Jr., and his upcoming availability.

After the presentation, IPA Rosenthal answered the Commission's questions regarding the transition process with the new IPA, the development of a pretext stop policy, and provided further insight into the topics discussed in his presentation.

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

- None

NEW BUSINESS

INFORMATIONAL/DISCUSSION ITEMS

4. PRESENTATION FROM PIERRE ARREOLA STAFF AT THE LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS ON SUBURBAN POLICING AND DISCUSSION REGARDING SAME

Joshua Parr, Senior Human Relations Consultant for the County of Los Angeles Human Relations Commissions, provided a brief background and introduction for Dr. Jorgen Harris, a Professor at Occidental College. In his presentation, Dr. Harris provided information on his research on arrests in Pasadena, detailing the types of offenses, race, location of arrest, bail information, and duration of time spent in jail. He also gave insight into the data collection process and comparisons to similar cities.

After the presentation, Dr. Harris addressed the Commission's questions regarding data collection and the analytical approach to his work, and provided further insight into the topics discussed in his presentation.

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

- Yadi Younse

5. DISCUSSION AND POSSIBLE RECOMMENDATIONS TO THE CITY COUNCIL FOR REQUEST AMENDMENTS TO CPOC RULES AND REGULATIONS

Staff (Young) introduced the item and provided a brief overview, detailing the process to formally change the Commission's meeting date and making further recommendations to the City Council regarding the Commission's Rules and Regulations. Commissioner Annang arrived at 7:36 PM. Outside Council Anthony Taylor gave further substance to the item and assisted Staff (Young) in addressing the Commission's questions in clarifying language to the Commission's Rules and Regulations.

Commissioner Serrano moved, second by Commissioner Verrette, to recommend editing Article 6 Section 1, to reflect regular meetings of the Commission shall be held on the second Thursday of every month at 6:00 PM, except for August; and Article 6 Section 4(b) the action of the Commission shall be valid with the affirmation vote of a majority quorum in the room. The motion passed by the following vote:

COMMISSIONER	AYES	NOES	ABSENT	ABSTAIN
Abernethy	x			
Annang	x			
Bedjakian			x	
Ibáñez	x			
Lurvey	x			

Matthews	x			
Serrano	x			
Vernon	x			
Verrette	x			
Vice Chair Argento	x			
Chair Jones	x			

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

- Adriana Bautista

CONTINUED BUSINESS

ACTION ITEM

6. APPROVAL OF COMMISSION WORK PLAN UPDATES AND DISCUSSION

During discussion, Commission members provided brief updates on their ad hoc committees' work for the month.

Commissioner Matthews moved, seconded by Commissioner Abernethy, to approve the work plan updates. The motion passed by the following vote:

COMMISSIONER	AYES	NOES	ABSENT	ABSTAIN
Abernethy	x			
Annang	x			
Bedjakian				x
Ibáñez	x			
Lurvey	x			
Matthews	x			
Serrano	x			
Vernon	x			
Verrette	x			
Vice Chair Argento	x			
Chair Jones	x			

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

- None

7. UPCOMING AGENDA ITEMS AND NEXT MEETING – NOVEMBER 14, 2024

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

- Discussion on the 2020 officer-involved shooting of Lloyd Nelson, Jr.
- Presentation by the Pasadena Police Officer's Association
- Discussion on the mediation policy

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

- None

8. ADJOURNMENT

Chair Jones adjourned the regular meeting at 8:13 PM.

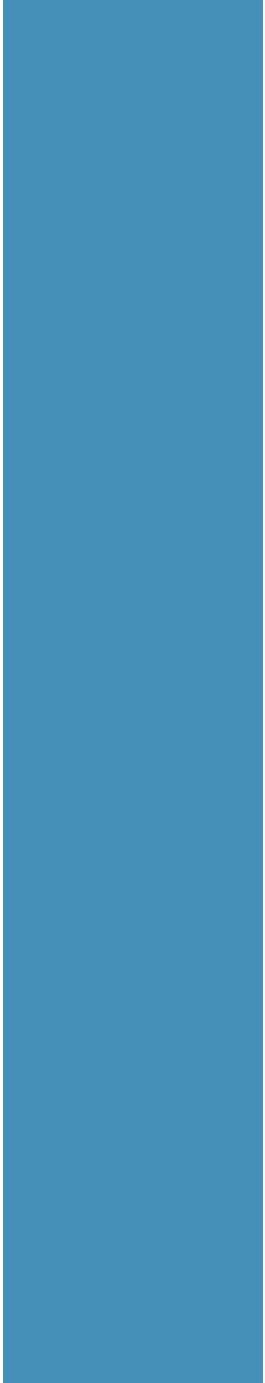
Esprit Loren Jones
Community Police Oversight Commission Chair

ATTEST:

Frankie Gudiel
Recording Secretary

AGENDA ITEM # 3

IPA INFORMATIONAL
MONTHLY REPORT AND
STATUS UPDATE



Pasadena Community Police Oversight Commission

IPA Monthly Report

November 14, 2024

IPA ACTIVITIES – OCTOBER 2024

- **Pretext Stop Policy Evaluation Support**
 - *Officer Survey live on August 8. (46 responses)*
 - *Community Survey (English & Spanish versions) now posted on CPOC website (139 responses)*
 - *Next steps:*
 - Evaluation of survey data
 - Focus group preparation
 - Preparation of staff report for CPOC consideration

IPA ACTIVITIES – OCTOBER 2024

- **OIS Review**
 - *May 20, 2020 (Lloyd Nelson Jr.) – IPA report released on Sept. 24, 2024*
 - DA letter issued July 5, 2023
 - Pursuit UOFRB still pending.
 - *November 23, 2021 (Devon Hall) – UOFRB on Nov. 6, 2024; UOFRB Memo pending; IPA report pending.*
 - DA letter pending.
 - *July 30, 2022 (Adam Youines) – Administrative Investigation pending.*
 - DA letter issued February 20, 2024
 - *April 13, 2024 (Ricardo Andrade) – Criminal/Administrative Investigation pending.*

IPA ACTIVITIES – OCTOBER 2024

- **Review has begun of all Use of Force & Pursuit adjudications completed during 2024 calendar year**
 - *Three 2023 UOF cases adjudicated and reviewed/coded*
 - *Twelve 2024 UOF cases adjudicated and reviewed/coded*
 - *Fifteen 2023 Vehicle Pursuit adjudicated cases reviewed/coded*
 - *Ten 2024 Vehicle Pursuit adjudicated cases reviewed/coded; Ten memos pending completion.*
- **Anticipated report on PPD response to 2023 IPA UOF Investigation Assessment at Dec. 12, 2024, CPOC meeting.**

IPA ACTIVITIES – OCTOBER 2024

- **PPD response to IPA Assessment of Complaint handling – Recommendations Accepted & Implemented**
 - *Recommendation No 3: Civil claim policy needed – pending.*
 - *Recommendation No. 4: Mediation program needed – pending.*
 - *Recommendation No. 5: Video recording needed – pending.*
 - *Recommendation No. 7: Project management needed – accepted.*
 - *Recommendation No. 10: Documentation of rationale – accepted.*
 - *Recommendation No. 11: Documentation of Training/Counseling – accepted.*

IPA ACTIVITIES – OCTOBER 2024

- **PPD response to IPA Assessment of Complaint handling**
 - *Recommendation No 2.: The Department should modify its website complaint form to make sure all introductory language is specific to the filing of a personnel complaint or commendation relating to officer conduct and include language regarding the procedures used to receive and process a complaint.*
 - *Status: Completed.*

IPA ACTIVITIES – OCTOBER 2024

- **PPD response to IPA Assessment of Complaint handling**
 - ***Recommendation No 6.:** The PSU needs to improve the content of its disposition letters to complainants to include sufficient information, whenever permitted by California law, to allow an objective reviewer to understand the rationale for not-sustained findings and to assure each complainant that their complaint was the subject of an evidence-based review.*
 - ***Status: Partially implemented***



AGENDA ITEM # 4
COMMUNITY-POLICE MEDIATION
POLICY

Pasadena Community Police Oversight Commission

Community-Police Mediation Policy Update

November 14, 2024

Dr. R. Rosenthal, IPA

PPD Deputy Chief Art Chute

Previous Pasadena Community-Police Mediation Program

Pasadena Police Community Mediation Program

MEDIATION is a confidential and voluntary process in which an impartial third party facilitates communication and negotiation between persons in dispute to assist them in reaching a voluntary agreement.

Goals of the Program

- Provide a forum for the community and the police to discuss pertinent issues.
- Provide an opportunity for the community and the police to work collaboratively rather than treat each other as adversaries.
- Promote greater understanding between the police department and the community which it serves.



FAQs

- 1. Who is involved?**
Western Justice Center, mediators who are members of the Southern California Mediation Association, employees of the Pasadena Police Department, and community members.
- 2. What kind of issues are mediated?**
Complaints dealing with procedure, service, courtesy, and tactics can be considered.
- 3. Who will serve as the mediator?**
Mediators are neutral third parties who have received extensive training to help resolve disputes.
- 4. When and where will mediations be held?**
Mediations will be held in a neutral location at a time that is convenient for all parties.

How do you use the program?

Step 1: When you go to the police department to make a complaint, indicate to the officer taking the complaint that you want to use mediation. If your complaint is one that is appropriate for mediation, s/he will give you the necessary forms to fill out OR you can contact Western Justice Center directly to schedule a mediation without making a complaint. To contact Western Justice Center, call 626-584-7494 or send an email to info@westernjustice.org.

Step 2: You will be contacted by Western Justice Center, the organization that will arrange the date, place and time of the mediation.

Step 3: You attend the mediation, and, if the issues which caused you to file the complaint are resolved, then you withdraw the complaint.

Step 4: If your issues are not resolved, your complaint is reviewed through the Internal Investigations.



! Translation services are available during mediations. Immigration status is not relevant to mediations and there is no inquiry about immigration status. All identifying information is kept strictly confidential. The PPD employee is only informed of the complaint and facts related to the specific incident that is being mediated. During mediation, the PPD employee is not given any personal information about the reporting party. If you have any questions, please contact the Western Justice Center.



MEDIATION is a **confidential** and **voluntary** process in which an **impartial** third party facilitates communication and negotiation between persons in dispute to assist them in reaching a **voluntary** resolution.

Goals of the Employee Mediation Program

- Provide a forum for employees of the police department in dispute with each other to discuss pertinent issues.
- Provide an opportunity for these employees to work collaboratively on the issues rather than treat each other as adversaries.
- Promote greater understanding and improve relationships between employees so they can focus on serving the Pasadena community.

FAQs

- 1. Who is involved?**
Western Justice Center, mediators who are members of the Southern California Mediation Association (SCMA), and employees of the Pasadena Police Department.
- 2. Who will serve as the mediator?**
Mediators are neutral third parties who have received extensive training to help resolve disputes.
- 3. When and where will mediations be held?**
Mediations will be held in a neutral location at a time that is convenient for all parties.



Scheduling a mediation:

- ♦ If you are in a dispute with other employees, you may request a mediation directly through Western Justice Center with no supervisor involvement.
- ♦ A supervisor may offer mediation as an alternative way to resolve a dispute either before, during or after an employee makes a complaint against another employee.

Employee disputes on issues such as sexual harassment or hostile work environment are not eligible for mediation.

Western Justice Center will keep the specific details of the mediation confidential.

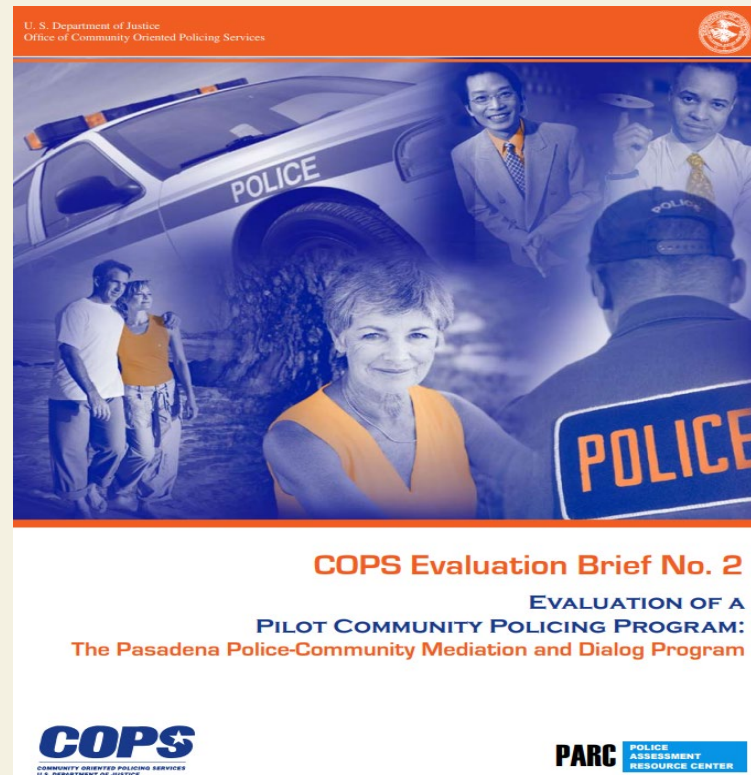
For more information about the process or to schedule a mediation, contact Western Justice Center at 626-584-7494 or send an email to info@westernjustice.org. You may also contact the Pasadena Police Department, Administrative Services Lieutenant at 626-744-6724.



2008 Mediation Program Assessment

Police Assessment Resource Center. Evaluation of a Pilot Community Policing Program: The Pasadena Police-Community Mediation and Dialog Program. COPS Evaluation Brief No. 2. Washington, D.C.: Office of Community Oriented Policing Services, U.S. Department of Justice, 2008.

(<https://cops.usdoj.gov/RIC/Publications/cops-p147-pub.pdf>)



2006-2009 PASADENA POLICE-COMMUNITY MEDIATION STATISTICS

RESULTS	2009	2008	2007	2006
SUCCESSFUL		1	9	3
UNSUCCESSFUL	2	1	3	3
TOTAL REFERRED	2	2	12	6

Mediation Population Evaluated

July 1, 2005 – June 30, 2006

- During the pilot year, members of the public filed 109 complaints against Pasadena police officers.
 - *Six were deemed eligible for mediation of which three were eventually mediated to successful conclusions.*
 - *The three that were not mediated:*
 - were a case in which the officer turned down mediation because he thought the complainant would be too hostile;
 - a case in which the complainant refused mediation for unspecified reasons;
 - and a third case where the officer was not on active duty.

MEDIATION PROGRAM DISUSE - WHY?

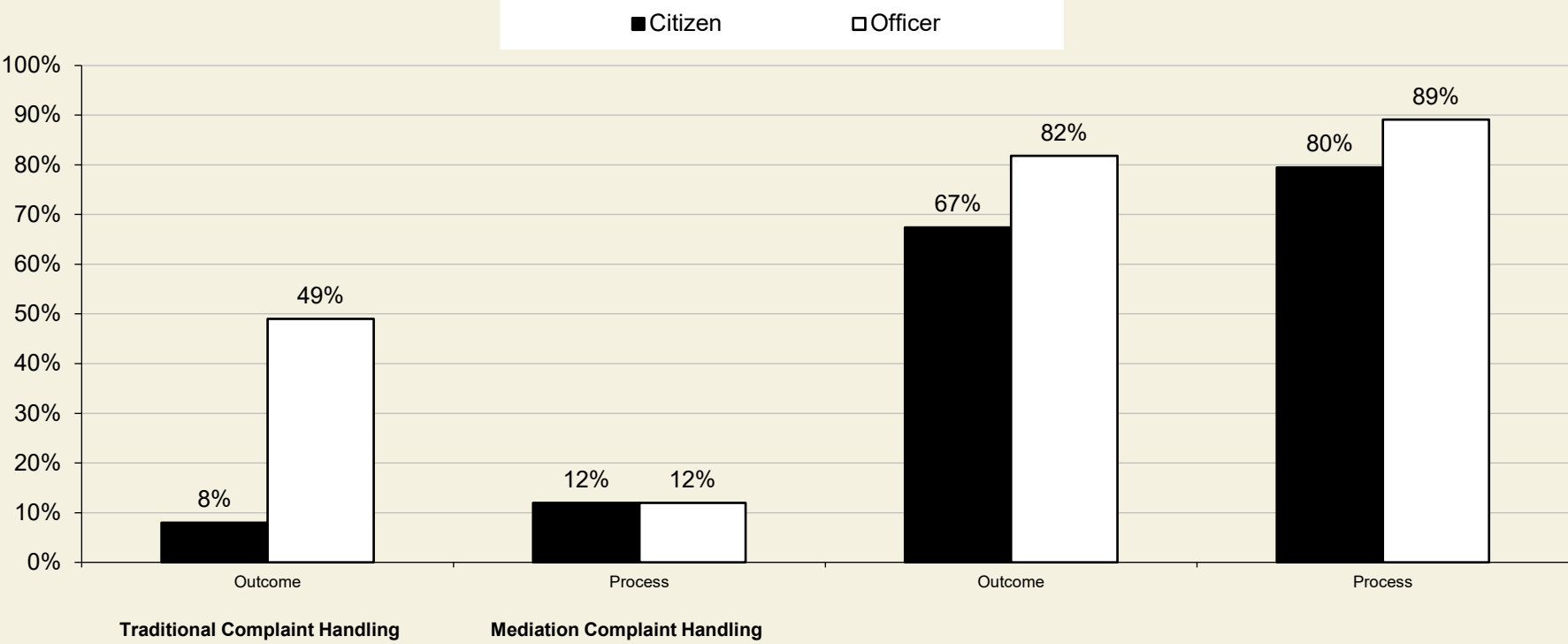
- *No incentive for officer participation.*
 - **Mediation sessions are not necessarily pleasant**
 - **No assurance of resolution**
 - **Untimely investigations following unsuccessful mediations**

The Denver Program as a solution

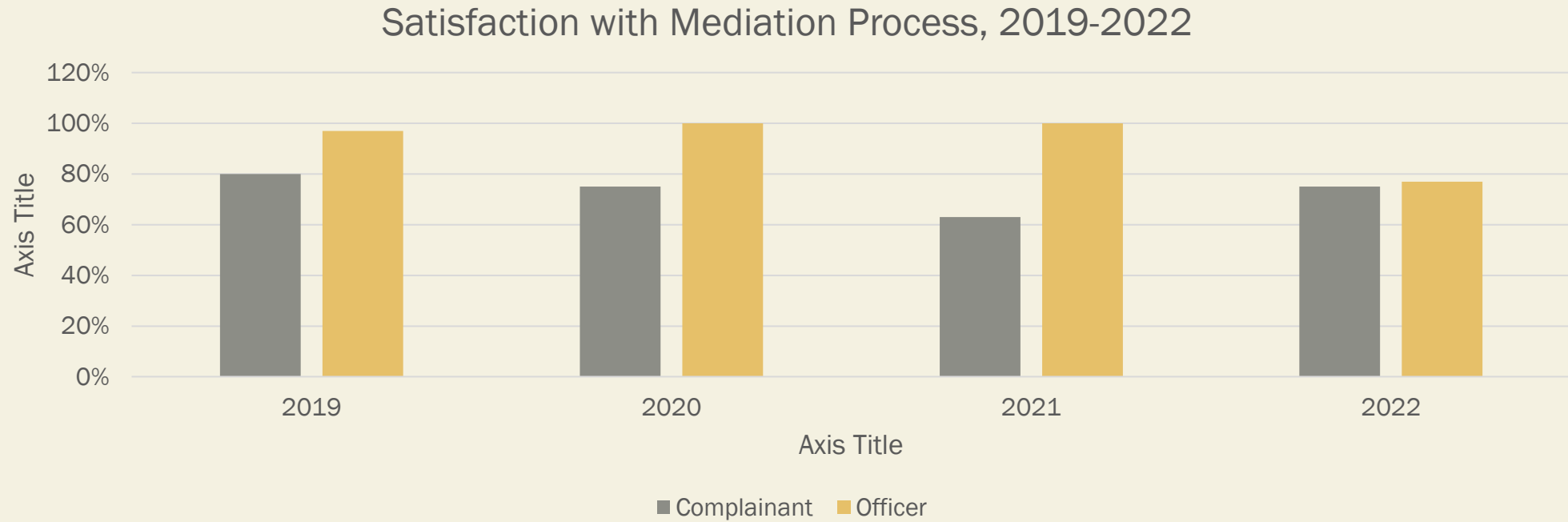
■ “Mediation Contract”

- *Leads to higher percentage of mediation for community complaints*
- *Leads to higher satisfaction for community members*
- *Leads to higher satisfaction for officers*
- *Empowers participants to resolve their own conflicts*
- *Reduces anger and frustration from prior bad experiences*

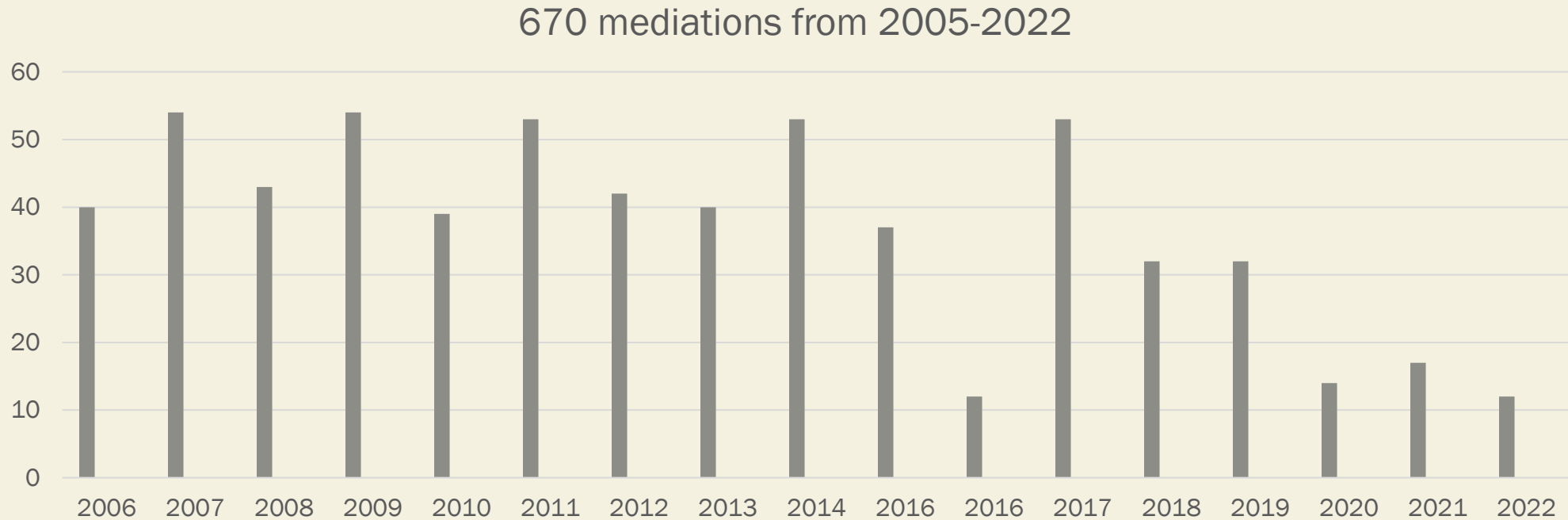
**Percentage of Complainants and Officers Reporting Satisfaction with the
Traditional Investigations Process vs. Mediation
Office of the Independent Monitor, Denver, Colorado
2006-2010**



Denver Current Satisfaction Rates (2022)



Denver Mediation Program Mediations over the years



Mediation Rates Per Officer for Select Agencies, 2015

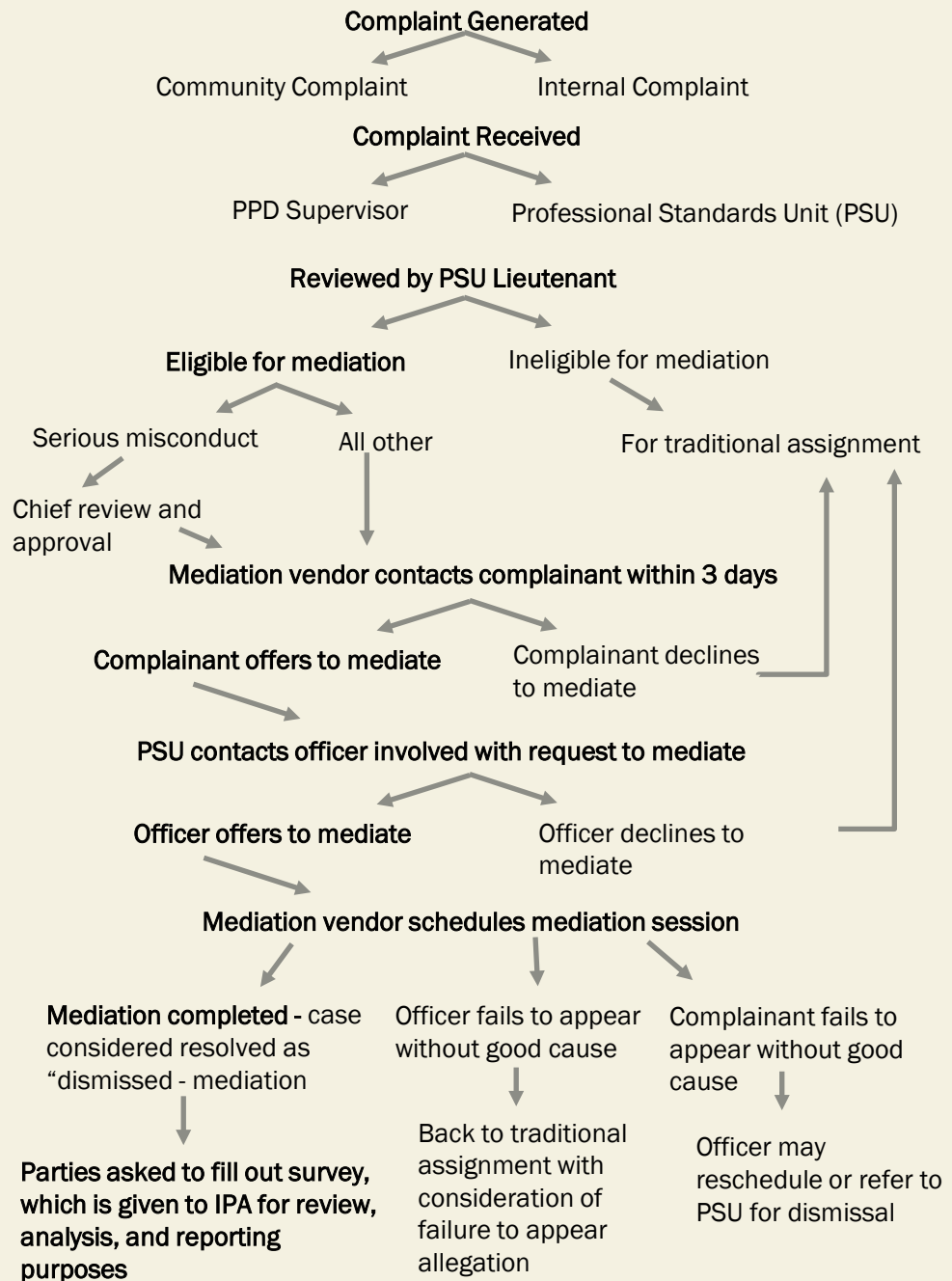
(2015 OIM Annual Report, excluding agencies with only 1 mediation)

City	Agency	Sworn Officers	Mediations Completed	Mediations Per 1,000 officers
Denver	Office of Independent Monitor	1,442	38	26.4
San Francisco	Office of Citizen Complaints	2,208	45	20.4
Washington D.C.	Office of Police Complaints	3,789	42	11.1
New York City	Civilian Complaint Review Board	34,500	205	5.9
Kansas City	Office of Community Complaints	1,354	6	4.4
Aurora, CO	Community Mediation Concepts	682	3	4.4

Denver OIM 2023 Annual Report

- 690 mediations since 2006
- 20 completed mediations in 2023
- 86% reported satisfaction amongst community members with process
- 80% reported satisfaction amongst police officers with process
- 7% of community complaints resolved through mediation in 2023

MEDIATION PROCESS FLOW CHART



Literature

- Schieble, DeAngelis, Rosenthal: Denver's Citizen/Police Mediation Program
 - *Finding:* The study finds that both police and civilian participants in the mediation program were significantly more satisfied than individuals who participated in traditional complaint process.
 - Criminal Justice Policy Review, Vol. 24, Issue 5 (2013)
- Riley, Prezler: Mediation of Complaints Against the Police: Program Implementation in the Denver Police Department
 - *Finding:* Recognizes Denver as a “model” program with high satisfaction rates and program longevity – “*The findings indicate that civilian-police complaints mediation programs are most effective when well supported at the highest levels of governance and specifically designed for the locality.*”
 - Newcastle Law Review, Vol. 15 (2020)

Significant PPD policy changes

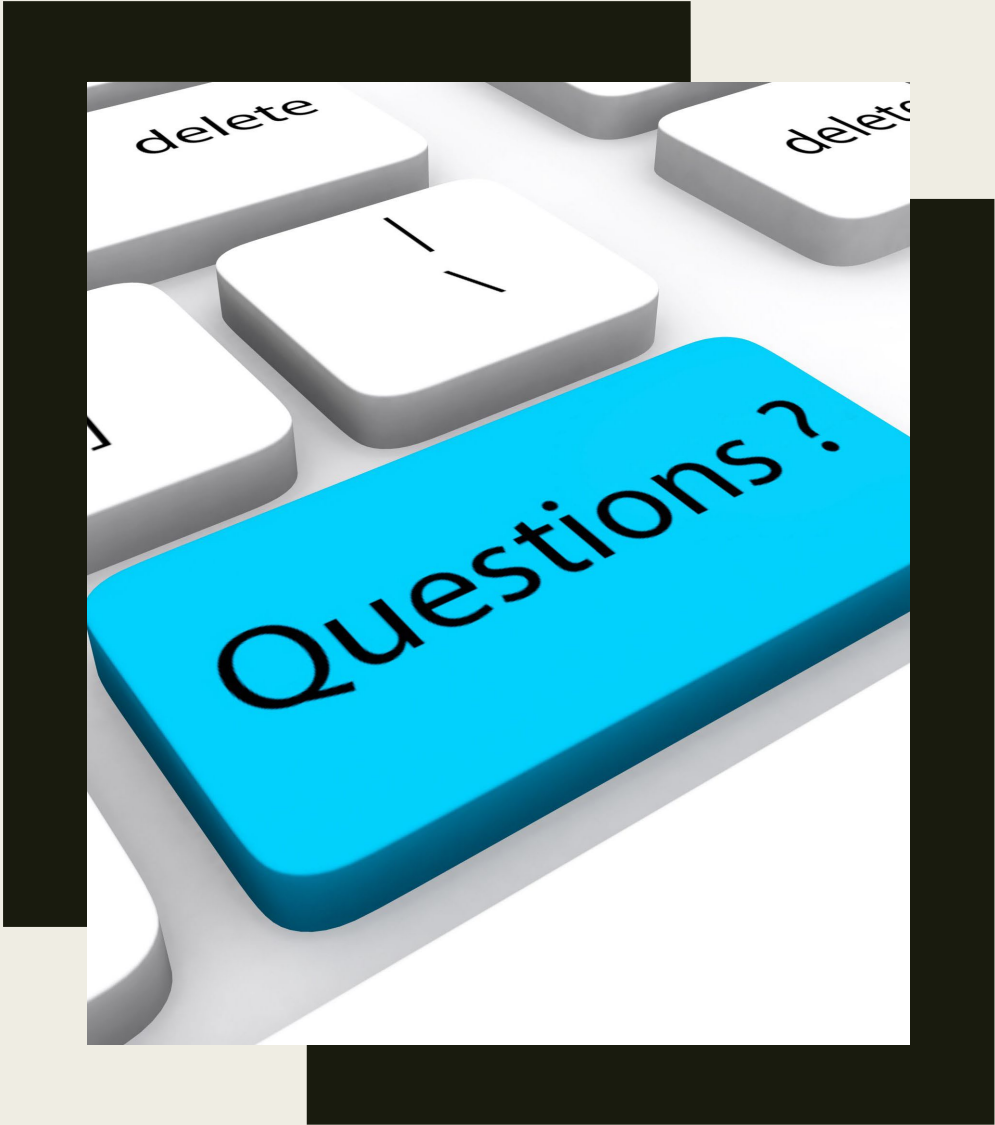
1. Increase in population of cases to be considered: “A complaint will be considered for mediation if it resulted from a failure to communicate or a lack of communication such that the allegation would be resolved better through mediation than through the formal disciplinary process.”
2. Final authority on mediation eligibility: Even if a complaint is otherwise eligible for mediation, the Chief of Police, or designee, has the authority to decide for any reason that a case should not be assigned for mediation.
3. If the original contact between the Department members and the complainant took place while the Department members was in full uniform, Department members will attend the mediation in full uniform.; Otherwise, the Department member will attend the mediation in appropriate business attire.

Significant PPD policy changes


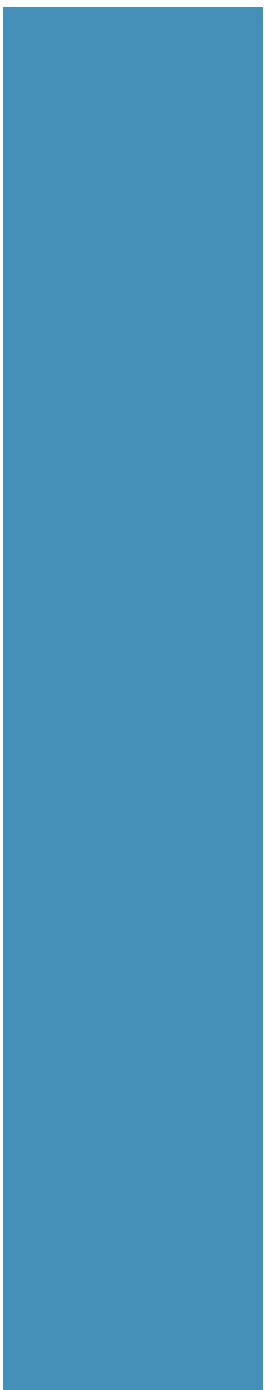
4. There will be no requirement that an agreement will be reached during the mediation. The mediation is ultimately a facilitated conversation wherein all parties are given the opportunity to hear and be heard.
5. Upon concluding a mediation session, or upon the complainant failing to appear for a mediation session without good cause or the complainant withdrawing from the mediation process, the mediator will deliver a “Statement of Outcome” to the Professional Standards Unit, categorizing the resolution as one of the following: classifying the complaint as having been “resolved through mediation.”
6. A complaint will be returned to the Professional Standards Unit for an investigation only if the involved employees fail to attend the mediation session without good cause.

Implementation – Next Steps

- CPOC staff will need to:
 - Prepare a business plan and budget proposal for the City Attorney’s Office (CPOC/IPA staff) to fund a community-police mediation program for the 2025-2006 fiscal year.
 - Anticipated cost: \$5,000
- Identify one or more mediation vendors, and
- Manage the mediation contract



AGENDA ITEM # 5
RULES AND REGULATIONS



Pasadena Community Police Oversight Commission

CPOC Rules & Regulations

November 14, 2024

CURRENT CPOC RULES & REGULATIONS –

APPROVED BY THE CITY COUNCIL ON MARCH 21, 2022

- **Article 1: Name**
- **Article 2: Purpose**
- **Article 3: Membership**
- **Article 4: Officers**
- **Article 5: Committees**
- **Article 6: Meetings/General Rules**
 - *Section 4 – requires 6 votes to pass a motion*
- **Article 7: No provisions**
- **Article 8: Meetings/Special Rules**
- **Article 9: Meetings/Motions**
- **Article 10: No provisions**
- **Article 11: Amendment of Rules & Regulations**
 - *Can be amended by a majority vote; subject to approval by City Council*

CURRENT CPOC RULES & REGULATIONS – BASED ON ENABLING ORDINANCE

2.60.110 - Purpose and functions

- A. 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.

CURRENT CPOC RULES & REGULATIONS – BASED ON ENABLING ORDINANCE

2.60.110.B. - The commission's function is to:

1. Receive community feedback and complaints and refer them for further review, as appropriate;
2. Monitor and receive reports from the police department on hiring, training, and promotions..;
3. Monitor and publish statistics on police uses of force, personnel complaints, and outcomes within the police department;
4. Provide input on police department policy recommendations prior to adoption;
5. Receive reports from the independent police auditor regarding critical incidents, police department policies, and other matters;
6. Notwithstanding the right to play a role in reviewing and monitoring personnel matters, refrain from (a) directly or indirectly taking active participation in personnel matters; (b) taking personnel actions; (c) using records developed to take personnel actions; and/or (d) directing that action be taken on police department employees;
7. Administer oaths and issue subpoenas for the production of records (., other than personnel records) and attendance and testimony of witnesses (..) to carry out the commission's functions, to the extent permitted by law; with the city clerk issuing such subpoenas under the seal of the city, ..; and
8. Comply with all applicable laws, including, but not limited to, Sections [411\(B\)](#) and [604\(J\)](#) of the City Charter, and preserve the privacy of police department employees, the confidentiality of their personnel files, the confidentiality of police department files, and the confidentiality of other confidential information ...consistent with the applicable provisions of the Brown Act.

(Ord. No. 7368, § 2, 10-5-2020)

WHAT IS MISSING FROM THE RULES & REGULATIONS?

- **Policies/process regarding acceptance of complaints**
- **Policies/process regarding handling of recommendations for policy changes and updates**
 1. *From community members or community organizations*
 2. *From the Police Department*
 3. *From members of City Council*
- **Policies/process regarding equipment/technology purchases**

CURRENT INFORMAL PRACTICES RE: COMPLAINT HANDLING

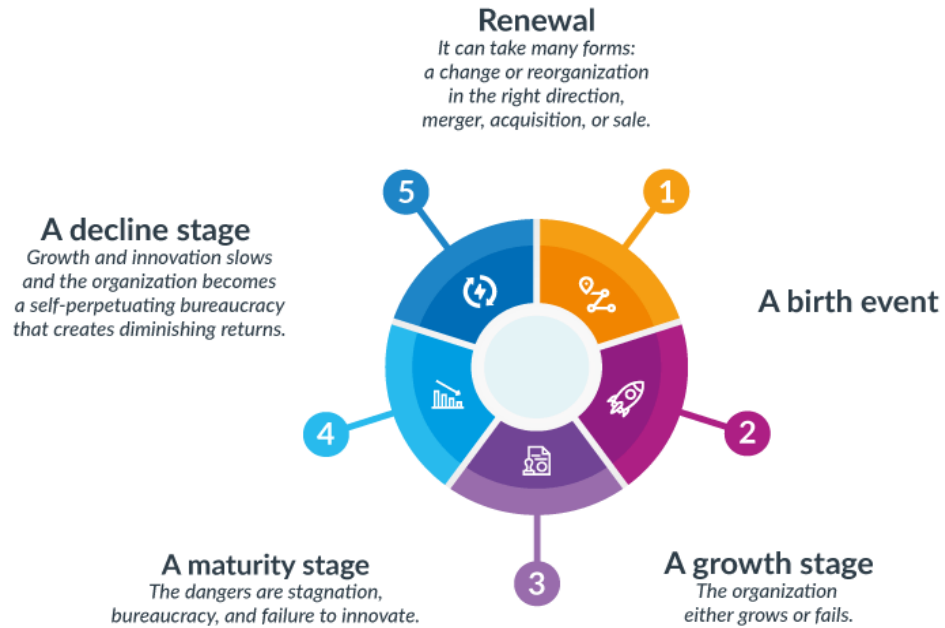
- **Upon receipt of complaint, staff should:**
 - *Advise CPOC Chair/Vice Chair & IPA of complaint*
 - *Advise complainant of ability to appear before the CPOC*
 - *Advise complainant that neither CPOC nor IPA have investigative powers*
 - *Encourage complainant to file a complaint directly with the PD*
 - *Advise complainant that the PD will provide a case number and notice of disposition of the complaint.*
 - *Advise complainant that if unsatisfied with the handling or resolution of the complaint, a request can be made for the IPA to audit the complaint.*

CURRENT INFORMAL PROCESS FOR HANDLING POLICY/EQUIPMENT REQUESTS

- **Policies/Equipment requests from PD**
 - *CPOC agendas for a monthly meeting, or*
 - *Chair/CPOC can assign to ad hoc committee or request staff or IPA to evaluation and make recommendations.*
- **Policy recommendations from IPA**
 - *IPA will work with a CPOC ad hoc or the PD and Chair will agenda for CPOC discussion and recommendations*
- **Policy recommendations from community**
 - *Generally assigned to CPOC ad hoc for recommendations and referral to CPOC*

“90% of conflict is as the result of lack of clarity in roles, goals and processes”

Five Phases of Organizational Life Cycle



RECOMMENDATIONS

- **Refer development of policy evaluation protocol to the Complaint Handling ad hoc.**
- **Refer development of a Technology purchase protocol to the Technology ad hoc.**



AGENDA ITEM # 6

APPROVAL OF
COMMISSION WORK
PLAN UPDATES AND
DISCUSSION



City of Pasadena Community Police Oversight Commission Work Plan: Fiscal Year 2024-25

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; and
- 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 2024-2025 Key Objectives

The following are the five key objectives for the CPOC in FY 2024-25, with more details for each of them noted on the following pages of this work plan.

1. Gain community input on pretext stops and make formal recommendations to the PPD on continued use of pretext stops in Pasadena (Pretext Stops)
2. Monitor PPD's technology purchases to ensure effective policies are in place to protect privacy and the community (Technology Policies)
3. Review and make recommendations on PPD's complaint handling process and consider how CPOC can better take in and follow up on complaints (Complaint Handling)

4. Engage with community groups at their events and partner with PPD at other community events to ensure that all members of the community understand the purpose and priorities of the CPOC (Community Education)
5. Support the selection and onboarding of new IPA (IPA Selection and Onboarding)

Long-Term Objectives and Goals

The Community Police Oversight Commission acknowledges that the key objectives for FY 2024-25 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.
- Monitoring and making recommendations on PPD's training program through in-person observation and data reporting.

Objective 1 – Gain community input on pretext stops and make formal recommendations to the PPD on the continued use of pretext stops in Pasadena (Pretext Stops)

Ad Hoc Committee Members: Commissioners Abernethy, Annang, Ibáñez, Serrano, and Vernon

Action Items

- Having completed the methodology, literature review, and community forums in FY 2023-24, work with IPA to complete the community survey and focus groups to gain a better understanding of community thoughts related to the use of pretext stops
- Create a comprehensive report on findings from the full methodology
- Make a formal recommendation to PPD related to their use of pretext stops in Pasadena

Work Plan Updates

September 2024

- The CPOC community Pretext Stop Survey flyer was created in English and Spanish, with a QR code and an active link to ensure easy access to complete the survey
- The Pretext Stop flyer was posted on the CPOC webpage, and all social media platforms, Community Centers, Libraries, and PIO issued a press release to the Community
- IPA Rosenthal is monitoring the surveys issued to the PD

October 2024

- The ad hoc committee discussed different strategies to get the community to complete the Pretextual Stops online survey via regular announcements at Commission meetings, social media posts, and handing out paper flyers at various events. Staff has provided updated flyers to be posted online by the Commission and will continue to supply paper flyers for distribution.

Objective 2 – Monitor PPD’s technology purchases to ensure effective policies are in place to protect privacy and the community (Technology Policies)

Ad Hoc Committee Members: Vice Chair Argento, Commissioners Lurvey, Verrette, and Bedjakian

Action Items

- Building on the work of last year, monitor all new technology purchases – both upgrades and new items – by the PPD
- Work with PPD to ensure that all new technologies have an associated policy that prioritizes privacy and community safety

Work Plan Updates

August 2024

- PPD reached out to staff and asked if they could make a presentation on the August regular meeting to make a presentation regarding the Mobile Observation Tower. Staff will discuss this with the Chair and Vice Chair.
- PPD presented at the August 2024 meeting. The Commission requests PPD to draft a policy before purchasing the Mobile Observation Tower.

September 2024

- At the September meeting, the Commission proposed a change to the PPD Mobile Observation Tower policy, but the motion didn't pass because the CPOC Rules and Regulations require a vote of at least six members. PPD Chief Harris agreed to modify the policy by removing the word "exigent" from the document. PPD is scheduled to present the purchase and policy of the Mobile Observation Tower to the City Council for approval on September 18, 2024.

October 2024

- During the October meeting the ad hoc committee discussed getting an update from PD on the cell site tower simulator and license plate reader devices at the Rose Bowl. Commissioners discussed PD should now have a policy for PD body-worn cameras in place for officers to turn it on from the start of encountering a person. Commissioners would like to establish a formal process for PD to come to CPOC before implementation on any new technology equipment they are purchasing and see the policy.

Objective 3 – Review and make recommendations on PPD’s complaint handling process and consider how CPOC can better take in and follow up on complaints (Complaint Handling)

Ad Hoc Committee Members: Chair Jones, Commissioners Abernethy, Matthews, and Serrano

Action Items

- In collaboration with IPA, work with PPD to implement recommendations for IPA’s July 2024 assessment on the complaint handling process
- Make further recommendations as the CPOC sees necessary related to internal affairs and the complaint-handling process
- Develop a program and process that will allow the CPOC to directly receive community complaints related to PPD that includes a mechanism for follow-up and report-outs to prioritize transparency, timeliness, and accountability

Work Plan Updates

September 2024

- Staff have been in contact with the Ad Hoc Committee to coordinate meeting dates to discuss the annual work plan. We will have a work plan update on the November CPOC monthly agenda.

October 2024

- The ad hoc discussed PD mediation policy that was created by the IPA and PD Deputy that will be presented to CPOC.
- CPOC and IPA would like to create a budget policy to give to the City Attorney regarding funding for FY 2026. The budget document will detail the cost of a person to conduct the complaint mediation program. There is currently no funding available for a person to conduct a complaint mediation.

Objective 4 – Engage with community groups at their events and partner with PPD at other community events to ensure that all members of the community understand the purpose and priorities of the CPOC (Community Education)

Ad Hoc Committee Members: Commissioners Annang, Bedjakian, Matthews, and Vernon

Action Items

- Partner with PPD to have a CPOC presence at PPD events, and create joint community events to better engage the community in the work of the CPOC
- Prioritize commissioner attendance at all types of community events
- Meet with community groups directly to engage them in the work the CPOC is doing and form partnerships

Work Plan Updates

October 2024

- City staff have been in contact with the Ad Hoc Committee to coordinate meeting dates to discuss the annual work plan. We will have a work plan update on the November CPOC monthly agenda.

October 2024

- The ad hoc committee and IPA Rosenthal met and discussed creating a flyer to distribute at community events to give basic information about the CPOC. They also discussed creating a flyer to help engage community engagement at monthly CPOC meetings, gave insight into the events they attended, and discussed the possibility of hosting events within the city to engage with the community.

Objective 5 – Support the selection and onboarding of new IPA (IPA Selection and Onboarding)

Ad Hoc Committee Members: Chair Jones, Vice Chair Argento, Commissioners Ibáñez, and Verrette

Action Items

- With IPA Rosenthal's departure expected in December 2024, support the City Council in the recruitment and selection process of the next IPA
- Once a new IPA is selected, work with the new IPA to ensure a deep understanding of Pasadena and our work to date
- Together with the new IPA, set a work plan for the 2025 calendar year

Work Plan Updates

September 2024

- The ad hoc committee met along with IPA Rosenthal to discuss strategies, procedures, and the status of the RFP for the new IPA. The ad hoc committee expressed their desire to be a part of the interview and selection process for the new IPA as a prior ad hoc committee did in 2022.
- The IPA RFP has been posted on NACOLE, Office of the Inspector General, Daily Journal, and other Judges and Arbitrators Association websites to ensure that proposals received are from qualified firms or individuals.

October 2024

- The ad hoc committee discussed the process of the evaluation process for the RFP proposals received and their involvement during the prior recruitment. The ad hoc committee made a recommendation to the City Council on selecting the best fit for CPOC IPA.
- Ad hoc committee/CPOC would like IPA to have an involvement in the evaluation process in reviewing the proposals and his recommendation of the top selection.