

Attachment A

Pursuant to ARTICLE XI of the Community Police Oversight Commission (CPOC) Rules and Regulations, which reads: "AMENDMENT OF RULES AND REGULATIONS SECTION 1: These rules may be proposed to be amended by a majority vote of the Commission, upon which the rules shall be submitted to the City Council for approval," the following amendment concerning the CPOC's training and onboarding is proposed.

ARTICLE XII

COMMISSIONER TRAINING AND ONBOARDING

SECTION 1. In addition to, or as part of, the orientation and training requirements outlined in the Pasadena Municipal Code, CPOC commissioners shall complete the training outlined in the sections below.

SECTION 2. Initial training to be completed within 90 days of appointment:

- a) Commission Foundation and Background
 - i) Historical background information concerning the formation of the CPOC and an overview of prior meetings and recommendations by the CPOC that impact ongoing and future work by the CPOC, including an orientation provided by the Chair of the CPOC concerning these topics;
 - ii) Board norms and procedures and the role of the CPOC; and
 - iii) Role of the Independent Police Auditor.
- b) Policing Practices and Department Operations
 - i) Peace Officers' Bill of Rights;
 - ii) Officer wellness initiatives;
 - iii) Use-of-force policies;
 - iv) Complaint intake and disciplinary process;
 - v) Confidentiality requirements of certain types of police personnel matters under State law; and
 - vi) Facility tours, including a visit to the Department's shooting range

SECTION 3. Within the first year of appointment, commissioners shall complete training provided by community-based organizations on topics that may include, but are not limited to the following:

- a) History of policing in Pasadena and its impact on diverse communities;
- b) Implicit bias, cultural humility, and trauma-informed approaches;
- c) Community-based alternatives, restorative justice principles, and harm-reduction strategies; and
- d) Perspectives from advocacy groups, community organizations, and impacted residents.

SECTION 4. Within the first year of appointment, commissioners must participate in a ride-along with a Pasadena Police Department supervisor.