



Citizens Advisory Board on Police/Community Relations
Notice

Monday, July 22, 2019 6:00 PM

Encanto Recreation Center
6508 Wunderlin Avenue
San Diego, CA 92114

A G E N D A

CALL TO ORDER/ROLL CALL

APPROVAL OF MINUTES

1. No Minutes

CHAIR'S REPORT – Barry Pollard

EXECUTIVE DIRECTOR'S REPORT – Rev. Gerald Brown

POLICE STAFF REPORT- Assistant Chief T. Jarvis

NON-AGENDA PUBLIC COMMENT (Speaker Slip Required)

ACTION ITEMS

Informational Items

None

Action Items

1. Work Plan for 2019-2020 – ACTION ITEM
Presentation and adoption of the CAB work plan
2. Ad Hoc Committees – ACTION ITEM
Consideration of the formation of ad hoc committees to carry out the adopted work plan.

COMMITTEE REPORTS

1. Ad Hoc - Board Training (Racheal Allen)
2. Ad Hoc – Coordination (James Halliday)
3. Ad Hoc – Outreach (Deborah McKissack)
4. Ad Hoc - San Diego Police Department (SDPD) Recruitment (Barry Pollard)
5. Ad Hoc - SDPD Training (Polly Dong)

BOARD MEMBER ANNOUNCEMENTS

PROPOSED AGENDA ITEMS FOR FUTURE MEETINGS

ADJOURNMENT

NEXT MEETING: C.A.B. Board Retreat – June 24, 2019 – Mira Mesa Recreation – 8575 New Salem – San Diego, CA. 92101.

Public Comment on an Action/Discussion Item: If you wish to address the Board on an item on today's agenda, please complete a speaker form (on the table near the door) and give it to the Board's Chair before the Board hears the agenda item. You will be called to express your comment at the time the item is heard. Please note, however, that you are not required to register your name or provide other information to the Board in order to attend our public session or to speak.

Public Comment on Committee/Staff Reports: Public comment on reports by Board Committees or staff may be heard on items which are specifically noticed on the agenda.

Public Comment on Matters Not on the Agenda: If you wish to address the Board on any matter within the jurisdiction of the Board that is not listed on today's agenda, you may do so during the **NON-AGENDA PUBLIC COMMENT** period during the meeting. Please complete a speaker form (on the table near the door) and give it to the Board's Chair. The Board will listen to your comments. However, California's open meeting laws do not permit the Board to take any action on the matter at today's meeting. At its discretion, the Board may refer the matter to staff, to a Board committee for discussion and/or resolution or place the matter on a future Board agenda. The Board cannot hear specific complaints against named individual officers at open meetings.

Comments from individuals are limited to two (2) minutes per speaker, or less at the discretion of the Chair. At the discretion of the Chair, if a large number of people wish to speak on the same item, comment may be limited to a set period of time per item.

This agenda will be made available in alternate formats upon request, as required by the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof. A minimum of 48 hours' notice is requested, though attempts will be made to accommodate requests with shorter notice.

Citizens Advisory Board on Police/Community Relations Work Plan

Category	Time Frame	Topic
Outreach	Immediate - 1 month	Board coordination - Board representation at community meetings
Race Relations	Immediate - 1 month	Race Relations - Racial Profiling - SDSU Report
Race Relations	Immediate - 1 month	Board coordination - SDSU Report
Board	Immediate - 2 months	Board coordination - Multiple board/commission joint meetings and/or recommendations
Board	Immediate - 2 months	Technology - Report on the use and effectiveness of Shot Spotter Technology (Pilot program ends in November 2017?)
Mental Health	Immediate - 2 months	Explanation of Homeless Outreach Team (H.O.T.)
Race Relations	Immediate - 2 months	Race Relations - Gang documentation
Race Relations	Immediate - 2 months	Race Relations - Implementation of AB2298 - California Street Terrorism Enforcement and Prevention Act
SDPD Staffing	Immediate - 3 months	Recruitment of new officers and retention of existing officers - Need statistics from SDPD
SDPD Staffing	Immediate - Sept. 2017	Management - Police Chief replacement
Community Policing	Long-term	Limited interaction with Southeast San Diego
Community Policing	Long-term	Increase number of SDPD storefronts
Crime Prevention	Long-term	Restorative justice practices and policies; partner with Superior Court Judges, City Attorney's office
Crime Prevention	Long-term	Youth mentorship
Crime Prevention	Long-term	Social media by police and engagement of community
Crime Prevention	Long-term	Model and implement neighborhood watch programs
Crime Prevention	Long-term	Neighborhood Loitering
Mental Health	Long-term	Officer Training - Mental health training for officers
SDPD Staffing	Long-term	Recruitment of new officers and retention of existing officers - Housing and/or moving assistance
SDPD Staffing	Long-term	Recruitment of new officers and retention of existing officers - Officers live in areas they work?
SDPD Training	Long-term	Officer Training - Sensitivity training of minorities and various cultural/religious/lifestyle groups
SDPD Training	Long-term	Officer Training - First 5 mins of interaction is critical
Crime Prevention	On-going	Neighborhood watch/Council District Community Meeting
Crime Prevention	Short-term - 1 st Q 2018	Crime prevention programs and strategies - Pilot first Facebook Live Neighborhood Watch Meeting

Citizens Advisory Board on Police/Community Relations Work Plan

Category	Time Frame	Topic
Mental Health	Short-term - 1 st Q 2018	Explanation of PERT / Mental Health Trauma - Adequately staffed?
Mental Health	Short-term - 1 st Q 2018	Explanation of PERT / Mental Health Trauma - Response time?
Race Relations	Short-term - 1 st Q 2018	Support of a state-wide audit on gangs
SDPD Training	Short-term - 1 st Q 2018	Officer Training - Academy and P.O.S.T. requirements explained
Crime Prevention	Short-term - 2 nd Q 2018	Community Policing - Miscellaneous - Community courts and cooperation by city attorney?
SDPD Policies	Short-term - 2 nd Q 2018	Police policies and regulations - Post SDPD police officer regulations on line?
SDPD Staffing	Short-term - 2 nd Q 2018	Recruitment of new officers and retention of existing officers - City incentives
SDPD Policies	Short-term - 3 rd Q 2018	Community Policing - Miscellaneous - Can an officer take a photo and send/mail an equipment violation citation?
SDPD Policies	Short-term - 3 rd Q 2018	Police policies and regulations - Use of force guidelines, de-escalation training, taser use protocol
SDPD Policies	Short-term - 3 rd Q 2018	Police policies and regulations - Use of force - Does SDPD use rubber bullets?
SDPD Policies	Short-term - 3 rd Q 2018	Performance Measurements & Discipline for Officers
Community Policing	Short-term - 4 th Q 2018	Community Policing - Miscellaneous - Improve "Trust Factor" with citizens
Community Policing	Short-term - 4 th Q 2018	Know Your Rights educational seminars
SDPD Policies	Short-term - 4 th Q 2018	Police policies and regulations - Use of force - CRB subpoena power?
SDPD Staffing	Short-term - 4 th Q 2018	Recruitment of new officers and retention of existing officers - Community assistance
SDPD Staffing	Short-term - 4 th Q 2018	Recruitment of new officers and retention of existing officers - Increase number of diverse racial officers
SDPD Staffing	Tracking	SDPD Dispatch computer system upgrade

Ad Hoc Committees (existing)

1. Racial Profiling
 - a. Chair: Armand King
 - i. Phil Thalheimer
 - ii. Alex Pelayo
 - iii. Jay Bowser
 - iv. Dennis Hodges
 - v. Deb McKissack
 - vi. Joe La Cava
2. Work Plan
 - a. Chair: Bob Ilko
 - i. James Halliday
 - ii. Barry Pollard
 - iii. Jay Bowser
 - iv. Polly Dong
3. Board Training
 - a. Chair: Rachel Allen
 - i. Norma Sandoval
 - ii. Brian Marvel
 - iii. Alex Pelayo
 - iv. Bob Ilko
 - v. Phil Thalheimer
 - vi. Cynthia Chasan
4. Coordination
 - a. Chair: James Halliday
 - i. Jay Bowser
 - ii. Polly Dong
5. Outreach and Engagement
 - a. Chair: Deb McKissack
 - i. Alex Pelayo
 - ii. Joe LaCava

City of San Diego Police Community Relations Board

Thursday, December 7, 2017

Work Plan Ad Hoc Committee

The Citizens Advisory Board on Police/Community Relations was created to study, consult and advise the Mayor, City Council, and City Manager on police/community relations and crime prevention efforts. The Board's duty is to promote and encourage open communication and cooperation between the Police Department and residents of the city and also to develop and make recommendations directed toward informing the community of its rights and responsibilities when coming into contact with police officers. It is further intended that the Board function as a method of community participation in recommending and reviewing policies, practices and programs designed to make law enforcement sensitive, effective and responsive to the needs of the city, actively encouraging and fostering citizen participation in crime prevention activities.

Additionally, in 1988, voters approved an amendment to the City Charter (Proposition G), which gave the City Manager the exclusive authority to create and establish a Citizens' Review Board (CRB) on Police Practices to review and evaluate citizens' complaints against police officers and the discipline arising from such complaints. Furthermore, the CRB was to review, whether or not a complaint has been filed, all police actions that result in the death of a person. The Board could also refer complaints to the Grand Jury, District Attorney, or any other governmental agency authorized by law to investigate the activities of a law enforcement agency.

Once the role of the Citizens' Review Board on Police Practices was established, the Citizens Advisory Board on Police/Community Relations ceased to meet and became an inactive board in 1998.

This action requests approval to amend San Diego Municipal Code Chapter II, Article 6, Division 8, Sections 26.0801, 26.0802 and 26.0803 relating to the purpose and intent, composition, and duties and functions of the Citizens Advisory Board on Police/Community Relations. The proposed amendments would modify the composition of the Board while maintaining its current size. In addition, it clarifies the responsibilities of the Board. Approval of this action would allow for the reactivation of the Board.

This action is intended to improve police-community relations in San Diego. Approval of this action would enable the Mayor and City Council to repopulate the Citizens Advisory Board on Police/Community Relations. The role of the Citizens Advisory Board on Police/Community Relations is separate and distinct from that of the CRB whose main responsibility is to review and evaluate citizens' complaints and given the critical issues facing our nation and our city, the role of this Board is necessary to promote and encourage open communication and cooperation between the Police Department and residents of the city, recognizing that policing the city of San Diego is a shared responsibility.

City of San Diego Police Community Relations Board
Thursday, December 7, 2017
Work Plan Ad Hoc Committee
FY 18 Initial Work Plan Recommendations

- How do schools work law enforcement personnel work with the rest of the schools administration?
- Effects and benefits of punitive systems Focus on Restorative/Procedural Justice
- Review of the Police Department's gang documentation procedures and practices
- Review of the Police Department's use of force policies and procedures
- Review of the Police Department's community engagement process
- How can the community help in recruiting officers?
- What types of outreach/engagement efforts work and don't work?
- Youth Mentorship
- Recruitment of a new Police Chief
 - o What should the community component of the recruitment process look like?
- Disparity Study
- Crime prevention
- Citizen participation
- Increased Police staffing
- Feedback on patrol officer experiences
- Creation of neighborhood watch programs
- Recognizing the existence of racial profiling
- Implementation of AB2298
- Support of a state –wide audit on gangs
- Report on the use and effectiveness of Shot Spotter Technology
- Appointment of a Police Czar
- Support to provide the CRB Subpoena Power
- Communication with the community at large
- Reviewing best practices from other cities
- Focus on the youth
- Better communication and collaboration between the San Diego Police Department and the San Diego Unified School District's Police Department
- Improving relations between the Police Department and the city's homeless populations
- Improving relations between the Police Department and the city's immigrant/undocumented population
- Recruited officers from the communities they serve
- Establishing a collaborative court model
- Helping individuals clean up their criminal records
- Community Engagement
- Board representation at various community meetings
- Know Your Rights educational seminars
- Sensitivity training
- Community Engagement
- Social Media presence
- Police response or visibility in underserved communities (Lincoln Park Area)
- Parking Issues

City of San Diego Police Community Relations Board

Thursday, December 7, 2017

Work Plan Ad Hoc Committee

- Residential Packages (UPS)
- Neighborhood Loitering
- Use of Rubber Bullets Training –
- Use of Force (Kill Shot)
- Taser Usage
- Learn how to deal with OUR community
- Cultural Training
- Exchange Student/Personal
- Work Better with Community Non Prepared to “Interact” with Us intimidated -gang
- Make officers of color
- No interaction (SESD)
- No satellites
- Make mental health training
- Gang Detail eliminated
- On going training on 1 child development - teach youth interaction youth/community trauma
- Officers that live here
- Officers that care and invested in our communities
- Lives in neighborhood
- Assumptions about population here (prejudice)
- Homeless protocol
- “Low level” calls -slow
- Policies for PERT team (Staffing & Funding)
- Consistent method of getting info to us –
- Items are selectively left out (shot spotters)
- Police liaisons –
- Emotional guidance/process training
- “One stop” info process for residents - transparency (CRO’s engage with community)
- Pert
- Shot-spotter
- What is SD Recruiting Policies
- Community Policing Get out of your car calmly
- Get to know neighborhood
- Want the return of “Lights Out”
- Trauma Informed Practice
- Gang Data Base Updated & Notification
- Minors Follow Up Need to understand the current culture Youth DNA
- Progressive discipline policy
- First 5 mins of interaction is critical
- MTS Police Officers?
- It’s Rough - needs guidance
- Tech Vehicle Stop 0
- Identify vehicle equip.
- Take pictures & send ticket
- Is there an arrest quota? # of arrests to meet at the end of the month

City of San Diego Police Community Relations Board

Thursday, December 7, 2017

Work Plan Ad Hoc Committee

- Mentality of officers - recruit - curfew spots - trolley station on way home
- Community involvement
- Credit reports used
- Early "problems" prevent adult cops
- Community courts, city attorney interaction - like drug court in Chula vista, Downtown
- Community Policing -- What is it? How is it defined? Some types of programs on what a CP looks like: Coffee with a Cop, 21st Century
- Policing Get the officers out of the vehicle and actually try to communicate with the community (Watch attitude)
- Trust Factor
- Them getting to know us
- Training, Mental Health, Veterans (PTSD screening)
- Recruiting Policies
- Return of Nights Out –
- Addressing community trauma
- Trauma Informed Practices
- Police need to be held accountable
- So many complaints.
- Should be able to get suspended, progressive disciplined etc. (Transparency)
- Gangs - Cal Gangs Transparency Eliminating the problem
- People are not being notified that they are being added to the list
- Get documented walking in groups of 3, wearing the same colors, have the same tattoos
- Need to get Security People involved - specifically those near the trolley system
- Pilot Community Court –
- Citizens review board
- Focus on the Trauma instead of just punishing people - they have to be willing to do it.
- Downtown, Chula Vista, -
- Judges want to be involved

1. Work Plan

a. Executive Overview

The Work Plan should be updated as issues are raised by residents, board members, law enforcement, and city representatives. The Work Plan should be viewed as a “living document” that establishes *immediate, short-term* and *long-term* objectives to be accomplished by the board. As comments are received by the board whether orally or in writing, every issue raised is added to the Work Plan in either an existing category or in a new category. If an issue is outside the scope of the board’s discretion, those items will be memorialized as being “*Not in board scope*”. Every resident concern is important and should be memorialized in some way.

The Work Plan should be reviewed for effectiveness twice a year. Ad Hoc or Standing Committees can be appointed to specifically study and make recommendations to the board from the “menu of options” in the Work Plan. Time specification listed for each category (*Immediate, Short-term, and Long-term*) refer the immediacy of the board making a recommendation. An Ad Hoc and/or Standing Committee may be tasked with a variety of issues that involved immediate, short-term and long-term objectives to attempt to fulfill. Some issues may appear in more than one category and may have a different immediacy expectation.

2. Race Relations

a. Gangs (*immediate*)

i. Gang documentation (*immediate*)

1. People are not being notified that they are being added to the list
2. Get documented walking in groups of 3, wearing the same colors, have the same tattoos

ii. Support of a state-wide audit on gangs (*Short-term*)

iii. Implementation of AB2298 - California Street Terrorism Enforcement and Prevention Act (*immediate*)

b. Racial Profiling (*immediate*)

i. SDSU Report (*Immediate*)

ii. Fighting stereotypes? (*Long-term*)

3. Board coordination

a. Board representation at community meetings (*Immediate*)

b. Multiple board/commission joint meetings and/or recommendations

i. SDSU Report (*immediate*)

4. Community engagement and outreach

a.

5. Police recruitment, training, policies, technology and management

a. Community policing

i. Officers live in areas they work? (*Long-term*)

ii. Relations between the Police Department and homeless populations

1. Explanation of Homeless Outreach Team (H.O.T.) (*immediate*)

a. Adequately staffed?

iii. Relations between the Police Department and immigrant population (*Long-term*)

iv. Relations between the Police Department and undocumented population (*Long-term*)

v. Relations between the Police Department and citizens with mental health issues (*Long-term*)

1. Explanation of PERT / Mental Health Trauma (*Short-term*)

a. Adequately staffed? (*Short-term*)

b. Properly trained? (*Long-term*)

c. Response time? (*Short-term*)

2. Veterans with PTSD / Mental Health Trauma (*Long-term*)

vi. School police coordination and/or cooperation (*Long-term*)

vii. MTS police coordination and/or cooperation (*Long-term*)

viii. Know Your Rights educational seminars (*Short-term*)

ix. Miscellaneous

1. Police response or visibility in underserved communities (i.e. Lincoln Park Area) (*Long-term*)

2. Parking issues (*Not in board scope*)

3. "One stop" info process for residents - transparency (CRO's engage with community) (*Long-term*)

4. Is there an arrest or citation issuance "quota"? (*Long-term*)

- a. What is SDPD policy for managing police officers who do not make stops or issue citations? *(Long-term)*
5. Can an officer take a photo and send/mail an equipment violation citation? *(Short term)*
6. Community courts and cooperation by city attorney? *(Short-term)*
7. Get the officers out of the vehicle and actually try to communicate with the community (Watch attitude) *(Long-term)*
8. Improve "Trust Factor" with citizens *(Short-term)*
9. Them getting to know us *(Long-term)*
10. Focus on the trauma instead of just punishing people - they have to be willing to do it (Restorative Justice approach) *(Long-term)*
11. Ask Superior Court judges to be involved? *(Long-term)*
12. Limited interaction with Southeast San Diego? *(Short-term)*
13. More SDPD storefronts *(Long-term)*
- b. Recruitment of new officers and retention of existing officers
 - i. Need statistics from SDPD *(immediate)*
 - ii. City incentives *(Short-term)*
 1. Housing and/or moving assistance *(Long-term)*
 - iii. Community assistance *(Short-term)*
 - iv. Increase number of diverse racial officers *(Short-term)*
 - v. Officers live in areas they work? *(Long-term)*
- c. Officer Training
 - i. Sensitivity training of minorities and various cultural/religious/lifestyle groups *(Long-term)*
 - ii. Academy and P.O.S.T. requirements explained *(Short-term)*
 - iii. Mental health training for officers *(Long-term)*
 - iv. First 5 mins of interaction is critical *(Long-term)*
- d. Police policies and regulations
 - i. Post SDPD police officer regulations on line? *(Short-term)*
 - ii. Use of force *(Long-term)*
 1. Explain to public use of force guidelines *(Short-term)*
 2. Explain to public taser use and protocol *(Short-term)*

3. Does SDPD use rubber bullets? (*Short-term*)
4. CRB subpoena power? (*Long-term*)
5. Deescalation training (*Short-term*)
- e. Management
 - i. Police Chief replacement (*immediate*)
 - ii. Appointment of a Police Czar? (*Short-term*)
- f. Technology
 - i. Report on the use and effectiveness of Shot Spotter Technology (*immediate*)
 1. Pilot program ends in November 2017?
6. Crime prevention programs and strategies
 - a. Restorative justice practices and policies (*Long-term*)
 - i. Cooperation with City Attorney (*Long-term*)
 - b. Youth mentorship (*Long-term*)
 - c. Helping individuals clean up their criminal records (*Not in board scope*)
 - i. Referrals to San Diego Public Defender
 - d. Social media by police and engagement of community (*Long-term*)
 - e. Model and implement neighborhood watch programs
 - i. Pilot first Facebook Live Neighborhood Watch Meeting (*Short term*)
 1. SDPD to follow up questions and comments with offer to attend meeting with an officer to discuss in more depth
 - f. Residential package delivery theft issues (*Not in board scope*)
 - g. Neighborhood Loitering (*Short-term*)
7. Board training
 - a. Ad Hoc Committee formed and to provide input
8. PCR coordination with other commissions/boards
 - a. Ad Hoc Committee formed and to provide input
9. PCR outreach and engagement
 - i. Ad Hoc Committee formed and to provide input
 - b. Miscellaneous
 - i. More SDPD storefronts (*Long-term*)

<i>Police Community Relations Board Work Plan Immediacy Objectives</i>	
<i>Immediate, Short-term, Long-term</i>	<i>Issue to be addressed</i>
Immediate	Race Relations - Gang documentation
Immediate	Race Relations - Implementation of AB2298 - California Street Terrorism Enforcement and Prevention Act
Immediate	Race Relations - Racial Profiling - SDSU Report
Immediate	Board coordination - Board representation at community meetings
Immediate	Board coordination - Multiple board/commission joint meetings and/or recommendations
Immediate	Board coordination - SDSU Report
Immediate	Explanation of Homeless Outreach Team (H.O.T.)
Immediate	Recruitment of new officers and retention of existing officers - Need statistics from SDPD
Immediate	Management - Police Chief replacement
Immediate	Technology - Report on the use and effectiveness of Shot Spotter Technology (Pilot program ends in November 2017?)
Long-term	Community Policing – Miscellaneous - Ask Superior Court judges to be involved?
Long-term	Community Policing – Miscellaneous - Limited interaction with Southeast San Diego?
Long-term	Community Policing – Miscellaneous - More SDPD storefronts
Long-term	Recruitment of new officers and retention of existing officers - Housing and/or moving assistance
Long-term	Recruitment of new officers and retention of existing officers - Officers live in areas they work?
Long-term	Officer Training - Sensitivity training of minorities and various cultural/religious/lifestyle groups

<i>Police Community Relations Board Work Plan Immediacy Objectives</i>	
Long-term	Officer Training - Mental health training for officers
Long-term	Officer Training - First 5 mins of interaction is critical
Long-term	Police policies and regulations - Use of force - CRB subpoena power?
Long-term	Crime prevention programs and strategies - Restorative justice practices and policies
Long-term	Crime prevention programs and strategies - Restorative justice practices and policies - Cooperation with City Attorney
Long-term	Crime prevention programs and strategies - Youth mentorship
Long-term	Crime prevention programs and strategies - Social media by police and engagement of community
Long-term	Crime prevention programs and strategies - Model and implement neighborhood watch programs
Long-term	Crime prevention programs and strategies - Neighborhood Loitering
Long-term	Miscellaneous - More SDPD storefronts
Short-term	Support of a state-wide audit on gangs
Short-term	Explanation of PERT / Mental Health Trauma - Adequately staffed?
Short-term	Explanation of PERT / Mental Health Trauma - Response time?
Short-term	Know Your Rights educational seminars
Short-term	Community Policing – Miscellaneous - Can an officer take a photo and send/mail an equipment violation citation?
Short-term	Community Policing – Miscellaneous - Community courts and cooperation by city attorney?
Short-term	Community Policing – Miscellaneous - Improve “Trust Factor” with citizens
Short-term	Recruitment of new officers and retention of existing officers - City incentives
Short-term	Recruitment of new officers and retention of existing officers - Community assistance
Short-term	Recruitment of new officers and retention of existing officers - Increase number of diverse racial officers

<i>Police Community Relations Board Work Plan Immediacy Objectives</i>	
Short-term	Officer Training - Academy and P.O.S.T. requirements explained
Short-term	Police policies and regulations - Post SDPD police officer regulations on line?
Short-term	Police policies and regulations - Use of force - Explain to public use of force guidelines
Short-term	Police policies and regulations - Use of force - Explain to public taser use and protocol
Short-term	Police policies and regulations - Use of force - Does SDPD use rubber bullets?
Short-term	Police policies and regulations - Use of force - Deescalation training
Short-term	Management - Appointment of a Police Czar?
Short-term	Crime prevention programs and strategies - Pilot first Facebook Live Neighborhood Watch Meeting
TBD	Board training - Ad Hoc Committee formed and to provide input
TBD	PCR coordination with other commissions/boards - Ad Hoc Committee formed and to provide input
TBD	PCR outreach and engagement - Ad Hoc Committee formed and to provide input