

Citizens Advisory Board on Police/Community Relations

Draft Meeting Minutes

Monday, December 17, 2018
6:00 PM

Skyline Hills Branch Library
7900 Paradise Valley Road
San Diego, CA 92114

CALL TO ORDER/ROLL CALL

Chair Brian Pollard called the Citizens Advisory Board on Police/Community Relations (CAB) meeting to order at 6:01 p.m.

Present: Chair Barry Pollard, Secretary Bob Ilko, Members Racheal Allen, Cathlyn Fisher, James Halliday, Deb McKissack, Phil Thalheimer, and Jack Schaeffer. Executive Director Gerald Brown.

Absent: Vice Chair Joe LaCava, Dennis Hodges, and Polly Dong.

Vacancies: District 4, District 9 and Probation.

APPROVAL OF MINUTES

1. November 26, 2018

Motion by Member Schaeffer, second by Secretary Ilko, to approve the minutes of November 2018. Passed 8-0-1. (Yays: Chair Pollard, Secretary Ilko, Members Allen, Dong, Fisher, Halliday, McKissack, and Schaeffer; Nays: none; Abstentions: Thalheimer.)

CHAIR'S REPORT

- None

EXECUTIVE DIRECTOR REPORT

- On the job for 1.5 weeks. He has an email address and is available 24/7. He spent some time with a gang shooting and in-custody death.

POLICE STAFF REPORT

- None.

MAYOR'S OFFICE REPORT

- None.

STAFF REPORT

- None.

NON-AGENDA PUBLIC COMMENT (Speaker Slip Required)

- Doug Case, Immediate past Citizen Review Board Chair. San Diego Union Tribune article about CRB not 100% accurate. The CRB sent a report to the city with two recommendations.
 - 1. Carotid restraints not acceptable.
 - 2. Deescalate use of force when appropriate.

ACTION ITEMS

1. Review and Adoption of Ad Hoc Committee Recommendations – Drafts distributed at November 26, 2018 meeting
 - a. SDPD Training (Member Polly Dong)
 - i. Pillar 5 of 21st Century Policing model. More emphasis on community policing. Every officer should be evaluated on outreach with the community. Instead of 30 minutes per day at one time but throughout the day to make it part of the 'routine' for an officer.
 1. Q: Neighborhood policing vs Community policing?
A: Every officer should practice both. Should be taught in the field. SDPD should make it a priority in the academy.
 - ii. There appears to be a lack of communication by new officers. The academy should help trainees to work on the first 3 to 5 minutes of an encounter with citizens.
 - iii. New officers need better Field Training Officers who have more experience. We have been informed FTO's have fewer years of patrol than previous generations of FTO's.
 - iv. Q: How can the public interact with the academy trainers to discuss race issues?
A: There is a bus tour and in specific training at the academy like sexual assault and domestic violence training.
 - v. Officer evaluations
 1. Citizens want officers to do community policing so it should start with FTO's. It needs to be a part of the training and evaluation process.
 2. Hold FTO's more accountable for officer evaluations.
 - vi. Officer training
 1. More frequent training for FTO's

2. Q: From a citizen – Can SDPD Captain’s Advisory members evaluate officers?

A: We don’t know.

vii. Field training

1. Most valuable component as it is ‘where the rubber meets the road’. It is from the academy to the streets.
2. SDPD is having a harder time finding new FTO’s due to officer promotions.
 - a. 80 FTO’s for 80 trainees so concerned about FTO ‘burnout’.
 - b. FTO’s need time off as the duties can be stressful and requires full attention at all times to be responsible for a trainee.
3. Board member believes FTO process is critically flawed. Officers can’t unlearn something. FTO’s should be the ‘best of the best’. FTO promotions should be as valuable as other promotions and not a detour.

viii. Trauma training for wellness

1. Wellness needs to be for officers, their families and citizens.
2. We should want to help officers not to take home their daily trauma from the job. Concerns about PTSD and we urge more monitoring.
3. Mental health professionals should be part of the team (ex. Debriefing after a critical incident).
4. SDPD has peer support and Chaplains.

ix. Miscellaneous

1. Overarching goal of 21st Century Policing – Warrior vs Guardian. Not either but a combination of both. Officers need to be able to switch from one to the other as the situation arises.
2. “Purple Officers”
 - a. The goal of recruiting should be officers that “look like us” when the city is diverse. Not fair to judge communities by broad brush stereotypes. MLK advocated that we should judge a person not on how they look but as to their character.
 - b. Officers regardless of race, gender, nationality should be uniformly ethical, hard-working, physically fit, emphatic, caring, warrior when needed and guardian foremost.
 - c. Any officer should be able to work at any division and not selected by race/nationality/gender. Officers need experiences in different cultures and lifestyles. Officers will come into contact vast variety of different people.

3. Offer Inside SDPD more often to get more citizen interaction.
- x. Motion to table recommendations to January 2019 meeting by Member Halliday and second by Secretary Ilko. Passed 9-0-0. (Yays: Chair Pollard, Secretary Ilko, Members Allen, Dong, Fisher, Halliday, McKissack, Schaeffer and Thalheimer; Nays: none; Abstentions: none.)
 - b. SDPD Recruitment (Chair Barry Pollard)
 - c. SDPD Racial Profiling (Member Norma Sandoval)
2. Review and Adoption of CAB Report (Chair Barry Pollard)

INFORMATION ITEMS

1. None.

COMMITTEE REPORTS

1. Ad Hoc - Board Training (Racheal Allen)
2. Ad Hoc – Coordinatin (James Halliday)
3. Ad Hoc – Outreach (Debbie McKissack)
 - a. February 2019 meeting will be Heath Sciences High and Middle College (City Heights).
4. Ad Hoc – SDPD Recruitment (Chair Barry Pollard)
5. Ad Hoc – SDPD Training (Polly Dong)

CAB's Board Strategic Planning Retreat (TBA February 2019)

BOARD MEMBER ANNOUNCEMENTS – None

PROPOSED AGENDA ITEMS FOR FUTURE MEETINGS - None

ADJOURNMENT: 8:00 p.m.