



AGENDA

COMMUNITY POLICE OVERSIGHT BOARD

A Regular Meeting via Teleconference

Wednesday, November 17, 2021 at 4:00 p.m.

City Council Chambers, La Mesa City Hall
8130 Allison Avenue, La Mesa, California

This meeting is being conducted utilizing teleconferencing and electronic means consistent with Government Code Section 54953, as amended by Assembly Bill 361, in relation to the COVID-19 State of Emergency and recommended social distancing measures.

The public may view the meeting live using the following remote options:

Teleconference Meeting Webinar

<https://us06web.zoom.us/j/86255222390>

Telephone (Audio only)

(669) 900-6833 or (253) 215-8782 | Webinar ID: 862 5522 2390

Copy and paste the webinar link into your internet browser if the webinar link does not work directly from the agenda.

Live Public Comments

To provide oral public comments during the meeting, join the Zoom meeting by computer, mobile phone, or dial in number. On Zoom video conference by computer or mobile phone, use the “Raise Hand” feature. This will notify the moderator that you wish to speak during a specific item on the agenda or during non-agenda Public Comment. Members of the public will not be shown on video but will be able to speak when called upon. If joining the meeting using the Zoom dial-in number, you may raise your hand by pressing *9. Comments will be limited to three (3) minutes. No further comments will be entertained after the Chair closes public comment.

Written Public Comments

Members of the public who wish to make public comments may submit their comments by email to be read aloud at the CPOB meeting by City staff. Email comments must be submitted to the City Clerk at comments@cityoflamesa.us by **2:00 p.m.** the day of the CPOB meeting and be no more than 300 words. Any language beyond the 300 words shall not be read during the CPOB meeting. The counting of words, for the purposes of public comment submissions, shall follow the same standards as set forth in Elections Code § 9 (see Attachment A). Please note in your email subject line either “public comment” for non-agenda Public Comment or the agenda item number related to the comment. All email comments shall be subject to the same rules as would otherwise govern speaker comments at the CPOB meeting. Form correspondence of identical content signed by different individuals shall be read aloud only once during the comment period. Immediately prior to the reading of such correspondence, the name of each signatory shall be stated aloud.

CALL TO ORDER

ROLL CALL

PLEDGE OF ALLEGIANCE

PUBLIC COMMENTS

Members of the public may address the CPOB on subjects within the jurisdiction of the CPOB. Unless such subjects are contained within this agenda, there can be no discussion or action by the CPOB until a subsequent, publicly noticed meeting.

CURRENT BUSINESS

1. LA MESA POLICE DEPARTMENT UPDATES
2. UPDATED INDEPENDENT POLICE AUDITOR POLICIES AND PROCEDURES
3. DRAFT 2022 COMMUNITY POLICE OVERSIGHT BOARD WORKPLAN

STAFF AND BOARD MEMBER ANNOUNCEMENTS

ADJOURNMENT

Materials related to an item on this agenda submitted to the CPOB after distribution of the agenda packet are available for public inspection in the City Clerk's Office, 8130 Allison Avenue, during normal business hours.

Copies of the CPOB Agenda are posted for public review on the announcement boards located near the entrance to City Hall and the entrance to the Council Chambers, 8130 Allison Avenue, La Mesa, California, no less than seventy-two (72) hours prior to a meeting of the CPOB.

The City of La Mesa encourages the participation of disabled individuals in the services, activities and programs provided by the City. Individuals with disabilities, who require reasonable accommodation in order to participate in CPOB meetings, should contact the City's Americans with Disabilities Act (ADA) Coordinator, Rida Freeman, Director of Administrative Services, 48 hours prior to the meeting at 619.667.1175, fax 619.667.1163, or rfreeman@cityoflamesa.us.

State of California**ELECTIONS CODE****Section 9**

9. (a) Counting of words, for purposes of this code, shall be as follows:
- (1) Punctuation is not counted.
 - (2) Each word shall be counted as one word except as specified in this section.
 - (3) All proper nouns, including geographical names, shall be considered as one word; for example, "City and County of San Francisco" shall be counted as one word.
 - (4) Each abbreviation for a word, phrase, or expression shall be counted as one word.
 - (5) Hyphenated words that appear in any generally available standard reference dictionary, published in the United States at any time within the 10 calendar years immediately preceding the election for which the words are counted, shall be considered as one word. Each part of all other hyphenated words shall be counted as a separate word.
 - (6) Dates shall be counted as one word.
 - (7) Any number consisting of a digit or digits shall be considered as one word. Any number which is spelled, such as "one," shall be considered as a separate word or words. "One" shall be counted as one word whereas "one hundred" shall be counted as two words. "100" shall be counted as one word.
 - (8) Telephone numbers shall be counted as one word.
 - (9) Internet Web site addresses shall be counted as one word.
- (b) This section shall not apply to counting words for ballot designations under Section 13107.

(Amended by Stats. 2014, Ch. 697, Sec. 3. (SB 1253) Effective January 1, 2015.)

2021 Community Police Oversight Board ("CPOB") Work Plan

Work Plan Item 1: Complete Administrative Setup of CPOB

Goal	Tracking Milestones	Status
1. Create establishing documents for the CPOB including bylaws and the Policies and Procedures Manual.	1.1. CPOB reviewed draft Bylaws; City Council adopted CPOB bylaws on March 9, 2021. 1.2 Establish Terms of Office for CPOB. 1.3 Provide Policies and Procedures Manual to IPA for review; CPOB to provide comments. Staff will present Policies and Procedures to City Council. 1.4 Work with City staff to provide input regarding ongoing funding needs to the City Council to achieve the objectives defined in the CPOB Ordinance. 1.5 Update General Counsel retainer to include clarifying language regarding legal advisory role to the CPOB.	Bylaws adopted by City Council. Terms of Office determined on April 21, 2021. CPOB to review Policies and Procedures Manual with Independent Police Auditor. Staff worked with General Counsel to update legal retainer.

Work Plan Item 2: Conduct data collection to gather baseline information for the purpose of measuring change over time

Goal	Tracking Milestones	Status
1. Conduct data collection (i.e. arrests, stop data, etc.) to gather baseline information to measure change over time.	1.1 Collect data from LMPD to achieve baseline information to measure over time.	RIPA data collection beginning 2022.
2. Work with the City, local universities, and research institutions to collect, review, and update data regarding community sensing and attitudes towards policies and practices of the LMPD.	2.1 Create survey to achieve baseline information to measure over time.	Survey developed; completed surveys to date collected by Chair/CPOB.

Work Plan Item 3: Hire Independent Police Auditor

Goal	Tracking Milestones	Status
1. Participate in the hiring of an Independent Police Auditor for the CPOB.	1.1 Develop & advertise RFP. 1.2 Provide questions for Independent Police Auditor interviews (Dillard & Fuentes). 1.3 Review Request for Proposals (RFP's) (Dillard & Fuentes). 1.4 Conduct interviews and rate candidates (Dillard & Fuentes). 1.5 Make recommendation to City Council (CPOB motion for approval). 1.6 Item scheduled for next regularly scheduled Council meeting (approval of contract).	RFP 21-11 developed & advertised; questions for IPA interviews provided; candidate ratings and interviews completed; BartlettJames, LLC chosen as IPA. Professional Services Agreement approved by Council July 27, 2021.
2. Introduce selected Independent Police Auditor to CPOB	2.1 Schedule selected auditor at the next appropriate regularly scheduled CPOB meeting to introduce themselves and provide a presentation (after City Council approval of contract).	BartlettJames introduced to CPOB.

Work Plan Item 4: Receive introductory training and continuing educational training for all new and current CPOB members

Goal	Tracking Milestones	Status
1. Receive confidentiality training (from legal counsel) for the purpose of reviewing personnel or other documents that are protected by privacy laws.	1.1 Receive and complete initial training by December 31, 2021.	Completed.
2. Receive training on LMPD policies and procedures, including officer training, vehicular stops, arrests, and use of force.	2.1 Receive and complete initial training by December 31, 2021.	Ongoing.
3. Receive training on Community-oriented Policing.	3.1 Receive and complete initial training by December 31, 2021.	Ongoing.
4. Receive training on Emergency Operations and Communications as a part of the Incident Command System ("ICS") and National Incident Management ("NIMS") System.	4.1 Receive and complete initial training by December 31, 2021.	Ongoing.

5. Receive training on LMPD hiring practices and employee wellness.	5.1 Receive and complete initial training by December 31, 2021.	Presentation by LMPD completed.
6. Receive training from other qualified agencies, professional organizations (i.e. National Association for Civilian Oversight of Law Enforcement "NACOLE"), etc.	6.1 Receive and complete initial training by December 31, 2021.	NACOLE trainings provided and ongoing.

Work Plan Item 5: Create internship application and program for La Mesa residents currently enrolled in high school or college to serve as temporary, non-voting CPOB members

Goal	Tracking Milestones	Status
1. Create an internship application/program for La Mesa residents currently enrolled in high school or college and between the ages of 16 and 22 through which students may serve as temporary, non-voting CPOB members.	1.1 Create application/program 1.2 Advertise non-voting positions in April. 1.3 Complete interviews in August. 1.4 Appointment of non-voting positions in September.	Application for program created; advertisement of positions completed; to date no qualified applications received; Chair sent application to Middle College High School.
2. Review internship application/program and make modifications as necessary.		Completed.

Work Plan Item 6: Develop a program for the accessibility and mediation of the complaint process

Goal	Tracking Milestones	Status
1. Develop a program for the mediation of complaints, in coordination with the Chief of Police and with the assistance of other qualified experts as needed.	1.1 Create Subcommittee and/or select CPOB board members to develop draft program. 1.2 Present draft program to CPOB for comments and feedback. 1.3 Incorporate comments and feedback into recommended program and bring back to CPOB for approval (if necessary).	Overview presentation from IPA given at September 1 meeting. Ongoing.
2. Implement mediation program and access mediation services such as the National Conflict Resolution Center ("NCRC") and NACOLE when necessary.	2.1 Access mediation services when necessary. 2.2 Schedule item on CPOB agenda for discussion and approval of program (motion).	Ongoing.
3. Approve formal complaint form and make it accessible to public.	3.1 Work with LMPD to finalize one complaint form to be used by CPOB and LMPD. 3.2 Determine where complaint form(s) will be located on website. 3.3 Implement complaint form.	Final complaint form and flow chart approved by CPOB; complaint form and flow chart placed on LMPD "Police Info. Counter" webpage and City CPOB webpage.
4. Determine effective outreach and messaging regarding the complaint process.	4.1 Identify strategies and platforms to utilize. 4.2 Work with City staff to implement outreach and messaging strategies.	Ongoing.
5. Review and evaluate outreach and messaging strategies as necessary.	5.1 Review and evaluate as necessary.	Ongoing.

Work Plan Item 7: Develop and recommend community outreach programs regarding policing in La Mesa

Goal	Tracking Milestones	Status
1. Develop and recommend, in conjunction with the LMPD and City, community outreach programs regarding policing in La Mesa and community outreach events to communicate information or events in collaboration with or independent of LMPD designed to encourage safety and emergency preparedness.	1.1 Create Subcommittee and/or select CPOB board members to develop and recommend draft programs. 1.2 Present recommended programs to CPOB for comments and feedback. 1.3 Incorporate comments and feedback into recommended program and bring back to CPOB for approval (if necessary).	Subcommittee created; LMPD community listening sessions and HOME Program identified as effective outreach programs; presenting of recommended programs to CPOB and incorporation of CPOB feedback ongoing.
2. Identify ideas for LMPD to participate in activities that bridge the gap and improve relationships with people of color.	2.1 Identify strategies and special events. 2.2 Work with LMPD to implement activities.	United Against Hate Forum, Open House Youth Engagement Program, May 30th Day of Remembrance, and Juneteenth event planning identified as effective events/activities.
3. Update and maintain webpage for CPOB as necessary and develop PSA and social media outreach.	3.1 Identify materials to be added or updated on the webpage as necessary (handbook, forms, bylaws, work plan, etc.).	Ongoing.

Work Plan Item 8: Develop and recommend alternative social service and crime-prevention policies and strategies

Goal	Tracking Milestones	Status
1. Form a sub-group to study, develop, and recommend alternative social service and crime-prevention policies and strategies to the Chief of Police, Mayor, City Council, and City Manager; assess and make recommendations regarding the role in public safety of social services, including those related to mental health, alcohol and substance abuse, homelessness, juvenile justice, and education.	1.1 Orient and educate CPOB regarding which current social service and crime prevention policies are currently in place. 1.2 Create sub-group and/or select CPOB board members to develop and recommend policies and strategies. 1.3 Present recommended policies and strategies to CPOB for comments and feedback. 1.4 Incorporate comments and feedback into recommended policies and strategies and bring back to CPOB for approval (if necessary).	Subcommittee drafted recommendations for consideration by LMPD and inclusion in annual report to City Council.
2. Make recommendations to LMPD regarding training, policies, and strategies.	2.1 Schedule item on CPOB agenda for discussion and approval of social service and crime-prevention policies and strategies (motion).	Completed.

Work Plan Item 9: Provide semi-annual and annual reports to La Mesa City Council and City Manager

Goal	Tracking Milestones	Status
1. In conjunction with the Independent Police Auditor, provide semi-annual public reports to City Council and City Manager on the number and types of complaints reviewed and the CPOB's response, investigative findings, analysis, and police progress on CPOB recommendations.	1.1 Schedule item on CPOB agenda as needed to discuss, review, and finalize each six month public report. 1.2 Determine which two months each fiscal year to present public report to City Council.	Ad-hoc committees created; recommendations to be presented to City Council as part of the CPOB reporting process.
2. Draft and issue public reports regarding policies, procedures, practices, and training as to regular operations.	2.1 Create subcommittee for report. 2.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	Ad-hoc committees created; recommendations to be presented to City Council as part of the CPOB reporting process.
3. Draft and issue public reports regarding policies, procedures, and practices as to hiring and promotions.	3.1 Create subcommittee for report. 3.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	Ad-hoc committees created; recommendations to be presented to City Council as part of the CPOB reporting process.
4. Draft and issue public reports regarding policies, procedures, practices, and training as to internal investigations of misconduct.	4.1 Create subcommittee for report. 4.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	Ad-hoc committees created; recommendations to be presented to City Council as part of the CPOB reporting process.
5. Draft and issue public reports regarding initial and in-service trainings in de-escalation techniques, human relations instruction, and implicit bias training.	5.1 Create subcommittee for report. 5.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	Ad-hoc committees created; recommendations to be presented to City Council as part of the CPOB reporting process.
6. Draft and issue public reports regarding policies, procedures, practices, and training as to community-oriented policing.	6.1 Create subcommittee for report. 6.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	Ad-hoc committees created; recommendations to be presented to City Council as part of the CPOB reporting process.
7. Draft and issue public reports regarding any and all other areas of policing or LMPD policies, procedures, practices, and training that the CPOB finds appropriate to review.	7.1 Create subcommittee for report. 7.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	Ad-hoc committees created; recommendations to be presented to City Council as part of the CPOB reporting process.

Work Plan Item 10: Work with the La Mesa Police Department to implement Hillard Heintze After Action Report recommendations

Goal	Tracking Milestones	Status
1. Review After Action Report with IPA and Chief of Police.	1.1 Schedule review date or agendaize review on future CPOB agenda.	Completed.
2. Work with LMPD to implement Hillard Heintze After Action Report recommendations.	2.1 Form ad-hoc group or subcommittee. 2.2 Receive written information from LMPD on implemented recommendations. 2.3 Review implemented recommendations and work with LMPD to implement remaining After Action Report recommendations. 2.4 Ad-hoc group or subcommittee and LMPD to report periodically on progress to CPOB as necessary.	Ongoing.

2022 Community Police Oversight Board ("CPOB") Work Plan		
Work Plan Item 1: Conduct data collection to gather baseline information for the purpose of measuring change over time		
Goal	Tracking Milestones	Status
1. Conduct data collection (i.e. arrests, stop data, etc.) to gather baseline information to measure change over time.	1.1 Collect data from LMPD to achieve baseline information to measure over time.	
2. Work with the City, local universities, and research institutions to collect, review, and update data regarding community sensing and attitudes towards policies and practices of the LMPD.	2.1 Create survey to achieve baseline information to measure over time.	
Work Plan Item 2: Receive ongoing training and continuing educational training for all new and current CPOB members		
Goal	Tracking Milestones	Status
1. Receive confidentiality training (from legal counsel) for the purpose of reviewing personnel or other documents that are protected by privacy laws.	1.1 Receive and complete initial training by December 31, 2022.	
2. Receive training on LMPD policies and procedures, including officer training, vehicular stops, arrests, and use of force.	2.1 Receive and complete initial training by December 31, 2022.	
3. Receive training on Community-oriented Policing.	3.1 Receive and complete initial training by December 31, 2022.	
4. Receive training on Emergency Operations and Communications as a part of the Incident Command System ("ICS") and National Incident Management ("NIMS") System.	4.1 Receive and complete initial training by December 31, 2022.	
5. Receive training on LMPD hiring practices and employee wellness.	5.1 Receive and complete initial training by December 31, 2022.	
6. Receive training from other qualified agencies, professional organizations (i.e. National Association for Civilian Oversight of Law Enforcement "NACOLE"), etc.	6.1 Receive and complete initial training by December 31, 2022.	
Work Plan Item 3: Create internship application and program for La Mesa residents currently enrolled in high school or college to serve as temporary, non-voting CPOB members		
Goal	Tracking Milestones	Status
1. Create an internship application/program for La Mesa residents currently enrolled in high school or college and between the ages of 16 and 22 through which students may serve as temporary, non-voting CPOB members.	1.1 Advertise internship position	
Work Plan Item 4: Develop a program for the accessibility and mediation of the complaint process		
Goal	Tracking Milestones	Status
1. Develop a program for the mediation of complaints, in coordination with the Chief of Police and with the assistance of other qualified experts as needed.	1.1 Create Subcommittee and/or select CPOB board members to develop draft program. 1.2 Present draft program to CPOB for comments and feedback. 1.3 Incorporate comments and feedback into recommended program and bring back to CPOB for approval (if necessary).	
2. Implement mediation program and access mediation services such as the National Conflict Resolution Center ("NCRC") and NACOLE when necessary.	2.1 Access mediation services when necessary. 2.2 Schedule item on CPOB agenda for discussion and approval of program (motion).	
3. Approve formal complaint form and make it accessible to public.	3.1 Work with LMPD to finalize one complaint form to be used by CPOB and LMPD. 3.2 Determine where complaint form(s) will be located on website. 3.3 Implement complaint form.	

4. Determine effective outreach and messaging regarding the complaint process.	4.1 Identify strategies and platforms to utilize. 4.2 Work with City staff to implement outreach and messaging strategies.	
5. Review and evaluate outreach and messaging strategies as necessary.	5.1 Review and evaluate as necessary.	

Work Plan Item 5: Develop and recommend community outreach programs regarding policing in La Mesa

Goal	Tracking Milestones	Status
1. Develop and recommend, in conjunction with the LMPD and City, community outreach programs regarding policing in La Mesa and community outreach events to communicate information or events in collaboration with or independent of LMPD designed to encourage safety and emergency preparedness.	1.1 Create Subcommittee and/or select CPOB board members to develop and recommend draft programs. 1.2 Present recommended programs to CPOB for comments and feedback. 1.3 Incorporate comments and feedback into recommended program and bring back to CPOB for approval (if necessary).	
2. Identify ideas for LMPD to participate in activities that bridge the gap and improve relationships with people of color.	2.1 Identify strategies and special events. 2.2 Work with LMPD to implement activities.	
3. Update and maintain webpage for CPOB as necessary and develop PSA and social media outreach.	3.1 Identify materials to be added or updated on the webpage as necessary (handbook, forms, bylaws, work plan, etc.).	

Work Plan Item 6: Develop and recommend alternative social service and crime-prevention policies and strategies

Goal	Tracking Milestones	Status
1. Form a sub-group to study, develop, and recommend alternative social service and crime-prevention policies and strategies to the Chief of Police, Mayor, City Council, and City Manager; assess and make recommendations regarding the role in public safety of social services, including those related to mental health, alcohol and substance abuse, homelessness, juvenile justice, and education.	1.1 Orient and educate CPOB regarding which current social service and crime prevention policies are currently in place. 1.2 Create sub-group and/or select CPOB board members to develop and recommend policies and strategies. 1.3 Present recommended policies and strategies to CPOB for comments and feedback. 1.4 Incorporate comments and feedback into recommended policies and strategies and bring back to CPOB for approval (if necessary).	
2. Make recommendations to LMPD regarding training, policies, and strategies.	2.1 Schedule item on CPOB agenda for discussion and approval of social service and crime-prevention policies and strategies (motion).	

Work Plan Item 7: Provide semi-annual and annual reports to La Mesa City Council and City Manager

Goal	Tracking Milestones	Status
1. In conjunction with the Independent Police Auditor, provide semi-annual public reports to City Council and City Manager on the number and types of complaints reviewed and the CPOB's response, investigative findings, analysis, and police progress on CPOB recommendations.	1.1 Schedule item on CPOB agenda as needed to discuss, review, and finalize each six month public report. 1.2 Determine which two months each fiscal year to present public report to City Council.	
2. Draft and issue public reports regarding policies, procedures, practices, and training as to regular operations.	2.1 Reconvene subcommittee for report. 2.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	
3. Draft and issue public reports regarding policies, procedures, and practices as to hiring and promotions.	3.1 Reconvene subcommittee for report. 3.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	
4. Draft and issue public reports regarding policies, procedures, practices, and training as to internal investigations of misconduct.	4.1 Reconvene subcommittee for report. 4.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	
5. Draft and issue public reports regarding initial and in-service trainings in de-escalation techniques, human relations instruction, and implicit bias training.	5.1 Reconvene subcommittee for report. 5.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	
6. Draft and issue public reports regarding policies, procedures, practices, and training as to community-oriented policing.	6.1 Reconvene subcommittee for report. 6.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	

7. Draft and issue public reports regarding any and all other areas of policing or LMPD policies, procedures, practices, and training that the CPOB finds appropriate to review.	7.1 Reconvene subcommittee for report. 7.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	
Work Plan Item 8: Work with the La Mesa Police Department to implement Hillard Heintze After Action Report recommendations		
Goal	Tracking Milestones	Status
1. Work with LMPD to implement Hillard Heintze After Action Report recommendations.	1.1 Reconvene ad-hoc group or subcommittee. 1.2 Receive written information from LMPD on implemented recommendations. 1.3 Review implemented recommendations and work with LMPD to implement remaining After Action Report recommendations. 1.4 Ad-hoc group or subcommittee and LMPD to report periodically on progress to CPOB as necessary.	