

**COMMUNITY POLICE REVIEW COMMISSION  
of the City of Richmond, California  
(CPRC)**

**Wednesday, January 4, 2023**

**7:00 P.M.**

**Zoom Meeting**

**MINUTES**

**I. CALL TO ORDER, ROLL CALL, PLEDGE**

The meeting was called to order at 7:01 P.M. by Vice Chair Dow Tunis, with all Commission Members participating via teleconference.

**Present:** Dow Tunis (Vice Chair), Carol Hegstrom, Andre Jackson, and Randy Joseph

**Absent:** Diego Garcia, Oscar Garcia, and Steven Lacy

**Staff:** Lilia Corral - Present

**Council Liaison:** Claudia Jimenez

**City Attorney's**

**Office Representative:** Alison Flowers - Present

**II. APPROVAL OF MINUTES (October 6, 2021; November 3, 2021; December 6, 2021)**

<p><b>ACTION:</b> It was M/S/C (Joseph/Hegstrom) to approve the minutes of the October 6, 2021; November 3, 2021; and December 6, 2021 minutes, as submitted; approved by a Roll Call vote: 4-0 (Ayes: Hegstrom, Jackson, Joseph, Vice Chair Tunis; Noes: None; Abstain: None; Absent: D. Garcia, O. Garcia, and Lacy).</p>
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**III. AGENDA REVIEW**

Given the absence of Commissioner O. Garcia, Item a. under New Business for Prioritizing Police Hiring was continued to the next meeting. In addition, Council Liaison Claudia Jimenez was not available to offer her report.

**IV. PUBLIC FORUM**

Lilia Corral, CPRC staff, read the following email from CORDELL HINDLER: "For a future agenda, the Commission should consider returning to in-person meetings; and I am working on a project that will benefit the Community Police Review Commission."

**V. REPORT OF CITY COUNCIL LIAISON (Claudia Jimenez)**

Councilmember Claudia Jimenez was not present at this time.

**VI. REPORT BY CHIEF OF POLICE (Chief French or Designee)**

Police Chief Bisa French reported that the statistics for 2022 had identified 18 homicides, the same as last year, and 62 shooting victims. She noted the full data was still being tallied for 2022 given the required approval process for reports, and a five-year analysis on all crime was also being prepared. She advised that crime for last year was about the same as the prior year, maybe less, and more specifics would be available next month.

Chief French reported the RPD currently had 37 police officer vacancies with nine officers on medical leave, two on light duty, and 23 non-sworn vacancies. Three people were in the police academy and four were scheduled to start the academy later this month.

Referring to the CPRC's request in November for a list of things that would be helpful for the RPD's recruitment efforts, Chief French reported that the RPD had partnered with the Human Resources (HR) Department, a marketing firm had been hired, and some interest had been garnered in the sworn and non-sworn positions but more needed to be done. She explained that there were various people in the background stage and it would take some time to fill all the vacancies.

As to recommendations to help in the recruitment process, Chief French explained they all revolved around support for the RPD. Testing had been scheduled for this weekend when nine candidates were expected to participate. She explained that many candidates did their research, watched city council meetings and looked to see what opportunities were available in the department, and that was where police officers had been lost to other departments given that there were fewer opportunities available in the RPD, there was a lack of support for police in the City of Richmond, and there was a lot of overtime given the shortage of police officers. Support for police was paramount to be able to attract people to the RPD.

Chief French stated it was also important to maintain the health and welfare of the RPD for both police officers and staff. The City Council had recently approved support for mental health programs for the RPD as well as a wellness app that would be helpful. New mental health clinicians would do new training with the team and they were also looking for additional health screening for officers. An assigned vehicle program that had proven to be a great recruiting and retention tool elsewhere had also been proposed and would be presented to the City Council soon. It would also maximize RPD's current vehicle fleet. Other police departments had offered hiring incentives and bonuses along with referral bonuses. The support for procurement of new tools and technologies that would help officers provide public safety services such as a camera system to be placed around the City could help solve crimes, particularly given the RPD's limited staff. The camera system proposal would be submitted to the City Council soon, although the funding was not yet available for that system. She asked for the CPRC's support for those possibilities.

Chief French also reported that the new deployment would start on Sunday and all officers moving to different teams or assignments would start at that time. With the new deployment, there would no longer be a standalone traffic unit but those traffic officers would be placed on patrol teams that would still be answering calls for service, and when not doing that they would work on traffic enforcement and work on events and parades. In the future, she hoped that the standalone traffic unit could be returned.

Chief French also reported that with the new deployment the RPD was finalizing a new Policy Manual, the first in over five years. She described the comprehensive effort to update and upgrade the new manual that was now on the website and would be used moving forward.

Commissioner Joseph asked if there was a way to see what the new deployment would look like and Chief French stated she could submit that to the CPRC. Speaking to the 2022 ShotSpotter chart, Commissioner Joseph asked about the total number of incidents in the December 2022 report, which the Chief confirmed at 71 incidents.

Vice Chair Tunis commented that a lot of marketing had been done for the RPD and he was pleased with the positive news and looked forward to more.

**VII. REPORT BY RICHMOND POLICE OFFICERS' ASSOCIATION (Ben Therriault or Designee)**

Ben Therriault, President of the Richmond Police Officers' Association (RPOA), reported the Richmond Police Activities League (PAL) Shop With a Cop event had served 55 kids and had been well received. The Police and Fire Toy Program had held its first full year program since COVID and there were enough materials for 500 families; with resources left over there had been donations to other groups and some churches and everything had been distributed by about 40 volunteers. He stated the RPOA fully supported the Chief's comments and urged the CPRC to offer its support to improve the hiring gaps in professional and sworn positions.

Vice Chair Tunis was pleased with the holiday outcomes.

**VIII. REPORT BY RICHMOND POLICE MANAGEMENT ASSOCIATION (Esteban Barragan or Designee)**

Lieutenant Esteban Barragan, President of the Richmond Police Management Association, was not available at this time.

**IX. REPORT BY INVESTIGATIVE AND APPEALS OFFICER (Jerry Threet)**

Jerry Threet reported there were three completed complaint investigations for the Executive Session on the agenda, one of which consisted of four separate complaints from the same family, which left three other complaints pending. Of those three, interviews had occurred with two of them and interviews with officers would proceed. His remaining items included the Annual Report project and the Use of Force Data Analyses. He added that Commissioners had taken on a role to follow up on those two items and he had not yet heard from the Commissioners involved.

**X. OLD BUSINESS, DISCUSSION ITEMS**

**A. Update CPRC Reference Handbook (Staff: Lilia Corral)**

Lilia Corral stated she had worked with Chair Yenny Garcia for things to add to the CPRC Reference Handbook and she would touch base with the new Chair as to what to include in that Handbook.

No written comments were submitted or oral comments made by any member of the public on this item or any of the previous items on the agenda.

**B. Update on the CPRC Annual Report (R. Joseph)**

Commissioner Joseph apologized that he had not worked on the CPRC Annual Report but would do so before the next meeting.

**XI. NEW BUSINESS**

**A. Prioritizing Police Hiring (O. Garcia)**

This item was continued to the next meeting.

**B. Election for a New Chair (C. Hegstrom)**

Commissioner Hegstrom explained that she had responded to the email that had been circulated asking for volunteers to serve as Chair of the CPRC, and she had responded with her interest in that position.

Commissioner Joseph nominated Vice Chair Tunis for the position of Chair, although Vice Chair Tunis advised that he was not interested in being Chair at this time but would continue as the Vice Chair. There were no other nominations.

**ACTION: It was M/S/C (Joseph/Hegstrom) to elect Carol Hegstrom as Chair of the Community Police Review Commission for 2023; approved by a Roll Call vote: 4-0 (Ayes: Hegstrom, Jackson, Joseph, Vice Chair Tunis; Noes: None; Abstain: None; Absent: D. Garcia, O. Garcia, and Lacy).**

No written comments were submitted or oral comments made by any member of the public.

**XII. REPORTS FROM COMMISSIONERS, STAFF, AND RIDEALONGS**

Vice Chair Tunis advised that given the holidays he had not been involved in anything else but he looked forward to participating in the new year.

Commissioner Joseph commented that COVID was real and he urged everyone to mask up since people were still dying at a high rate.

Chair Hegstrom acknowledged former Chair Yenny Garcia for all her hard work for the CPRC, and expressed her sadness that Chair Garcia had resigned.

Ms. Corral stated she would be in touch with Chair Hegstrom to go over the CPRC Reference Handbook.

The CPRC adjourned into Executive Session at 7:40 P.M.

**XIII. EXECUTIVE SESSION – CLOSED TO THE PUBLIC – Government Code §54957(b):**

1. Receive Complaint Report from CIAO on Complaint 2022-1 (Hausser) - Discuss and vote on finding and recommendations.

2. Receive Complaint Report from CIAO on Complaint 2022-2 (Lucietta-Jackson) – Discuss and vote on finding and recommendations.
3. Receive Complaint Report from CIAO on Complaint 2022-6 through 9 (Leiva) – Discuss and vote on finding and recommendations.

Return to Open Session

The CPRC returned into open session at 8:23 P.M. and Alison Flowers from the City Attorney's office advised that the CPRC had taken the following actions.

**ACTION: The CPRC had met in Executive Session on Complaint 2022-2 (Lucietta-Jackson) and accepted the report of the Investigative and Appeals Officer by a vote of 4-0 (Ayes: Hegstrom, Jackson, Joseph and Vice Chair Tunis; Noes: None; Abstain: None; Absent: D. Garcia, O. Garcia and Lacy) and voted to accept the recommendation that the complaint itself was not within the authority of the CPRC to investigate by a vote of 4-0 (Ayes: Hegstrom, Jackson, Joseph and Vice Chair Tunis; Noes: None; Abstain: None; Absent: D. Garcia, O. Garcia and Lacy).**

**ACTION: The CPRC had met in Executive Session on Complaint 2022-6 through 2022-9 (Leiva) four separate complaints all related to the same incident, to accept the report of the Investigative and Appeals Officer by a vote of 4-0 (Ayes: Hegstrom, Jackson, Joseph and Vice Chair Tunis; Noes: None; Abstain: None; Absent: D. Garcia, O. Garcia and Lacy) and voted to accept the recommendation that the complaint was not within the authority of the CPRC to investigate by a vote of 4-0 (Ayes: Hegstrom, Jackson, Joseph and Vice Chair Tunis; Noes: None; Abstain: None; Absent: D. Garcia, O. Garcia and Lacy).**

**ACTION: The CPRC had met in Executive Session on Complaint 2022-1 (Hausser) to accept the report of the Investigative and Appeals Officer by a vote of 4-0 (Ayes: Hegstrom, Jackson, Joseph and Vice Chair Tunis; Noes: None; Abstain: None; Absent: D. Garcia, O. Garcia and Lacy) and voted to accept the recommendation that the complaint of discrimination be not sustained by a vote of 4-0 (Ayes: Hegstrom, Jackson, Joseph and Vice Chair Tunis; Noes: None; Abstain: None; Absent: D. Garcia, O. Garcia and Lacy).**

#### XIV. ADJOURNMENT

The meeting was adjourned at 8:26 P.M.