

**COMMUNITY POLICE REVIEW COMMISSION
of the City of Richmond, California
(CPRC)
Wednesday, September 6, 2023
7:00 P.M.**

MINUTES

I. CALL TO ORDER, ROLL CALL, PLEDGE

The meeting was called to order at 7:06 P.M. by Chair Carol Hegstrom in the Employee Lunchroom in the Basement of 450 Civic Center Plaza at Richmond, California.

Present: Carol Hegstrom (Chair), Dow Tunis (Vice Chair), Oscar Garcia, Carole Johnson, Daniel Lawson, Steven Lacy,* and Rachel Lorber
*Arrived after Roll Call

Absent: Andre Jackson and Randy Joseph

Staff: Lilia Corral - Present

Council Liaison: Claudia Jimenez – Present

**City Attorney's
Office Representative:** Pam Lee - Present

II. STATEMENT OF CONFLICT OF INTEREST: None

III. AGENDA REVIEW: None

IV. APPROVAL OF MINUTES (July 12, 2023)

<p>ACTION: It was M/S/C (Garcia/Tunis) to approve the minutes of the July 12, 2023 meeting, as submitted; approved by a Roll Call vote: 6-0 (Ayes: Garcia, Johnson, Lawson, Lorber, Tunis and Chair Hegstrom; Noes: None; Abstain: None; Absent: Jackson, Joseph and Lacy).</p>
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V. PUBLIC FORUM

Staff Liaison Lilia Corral advised of a written comment from CORDELL HINDLER, as follows: *Hello Chair Hegstrom, Commissioners and staff, I am submitting the following comments into the record: 1. The update is that my project is coming along and I will update the Commission at a later time. 2. Also I do apologize for not attending the Board retreat last month due to scheduling conflicts.*

VI. REPORT OF CITY COUNCIL LIAISON (Claudia Jimenez)

City Council Liaison Claudia Jimenez announced that the City Council remained in recess until September 12, 2023. She reported that prior to its recess, the City Council had been working on the Transit Village-Metro Walk project near the BART Station in the downtown when some conditions of the Development Agreement had been changed to allow the City to control the ownership of the land to guarantee affordability.

City Council Liaison Jimenez added that the City and the developers had applied for funding and the City had been awarded near \$43 million for the Transit Village-Metro Walk project to provide 150 affordable homes.

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

Captain Matt Stonebraker represented Chief Bisa French, who was at a training conference, and identified the crime statistics for August. Comparing August statistics with July, he reported there had been one homicide in August and one in July, still being investigated and both participants were juveniles. Aggravated assaults in August were up 25 percent with 83 in August versus 66 in July; robberies were up 24 percent with 36 in August and 29 in July; sexual assaults were up 33 percent with four in August and three in July, with a total of 124 violent crimes in August. There had been 32 property crimes in August versus 21 in July; an increase of 12 percent on vehicle and burglary thefts with 163 in August and 145 in July, and there had been 105 vehicle thefts in August up from 104 in July. There had also been two arsons in August and one in July. In total there had been 302 property crimes in August and 271 in July.

Captain Stonebraker identified 166 arrests, 12 of which had resulted in use of force incidents, an increase of 17 percent versus the prior month. When asked, he stated some were dog bites but he had no actual number of the bites involved. There had been 365 impounds, an increase of 27 percent since there had been 286 the prior month. In addition, 12 firearms had been recovered, which was a decrease from the 19 recovered in the prior month. There had also been a couple of other shootings that had resulted in gunshot wounds. Another crime trend was the grand theft (purse snatching) out of Costco and the Pacific East Mall where car windows had been broken and purses taken from passenger seats. He noted that Asians had been the primary target. There had been four purse snatching incidents at Pacific East Mall and two at Costco.

Captain Stonebraker stated with respect to recruiting that this month the RPD had hired an Officer and a Dispatcher who were now attending the orientation process, and a Records Clerk. There were eight recruits in the Police Academy; three to graduate in October and the remainder to graduate in January 2024. Three had been given conditional job offers and should start the Academy and there were six more in process. Three Dispatchers were in the background process along with two Jailers, and two Parking. There were nine Officers on injury leave and two on modified duty recovering from their injuries.

Captain Stonebraker expressed a desire to connect with each member of the CPRC to schedule ridealongs and he asked members to identify when they would like to go out.

Commissioner Lawson asked about the statistics year to year and Captain Stonebraker stated that would be included in the Crime Accountability meeting. Those stats were not currently available.

Commissioner Lawson verified the ways to track crime statistics using UCR (Uniform Crime Reporting) data and the National Incident-Based Reporting System (NIBRS). He suggested the comparison of the two numbers had been compared as a percent change, which he questioned and suggested rather than a comparison to those two ways to report data the comparisons should be month-to-month or year-to-year to avoid confusion and error.

When asked about the total number of homicides this year, Captain Stonebraker identified seven homicides with four by gun violence between individuals.

Chair Hegstrom reported that Steven Lacy had joined the meeting earlier.

Council Liaison Jimenez asked about the number of homicides in 2021 and 2022, and Captain Stonebraker stated while he did not have the data at this point, he explained that there had been fewer homicides in the last couple of years. He could provide the data requested at a later time.

Commissioner Lawson commented that in August 2022 there had been 18 homicides in the City.

Chair Hegstrom commented that the RPD used to provide crime stat updates on Facebook although that was not now occurring, and she asked if that would be continued, and Captain Stonebraker explained that information had not been provided due to reduced staff but as soon as the Public Information Officer (PIO) was hired in the next month or so that information could again be provided.

In response to the Chair as to whether the RPD had a policy of what to do if an arrestee had a pet with him or her when arrested, Captain Stonebraker was not aware of an actual policy but he reported there was a protocol, which would be to call Animal Control. He noted that normally a pet would run away. The RPD's goal would be to get Animal Control on board as a last resort to get the pet secured if someone was not available to pick up the pet. The same would occur with a juvenile where there would be an opportunity to have someone pick up a child when there was an arrest involved.

Captain Stonebraker also explained in response to the Chair that if a homeless person was arrested and there was a vehicle involved, the RPD's protocol would be not to tow the vehicle of a homeless person in view that vehicle could be a home, and the vehicle could be left parked on the street. He referred to a specific incident that had presumably raised the question and he stated he had reviewed that incident.

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

Sergeant Ben Therriault, President of the Richmond Police Officers' Association (RPOA) noted his understanding that Commissioner Randy Joseph would be moving on. He thanked Mr. Joseph for his service to the Commission, his heartfelt work while on the CPRC, and expressed his appreciation for Mr. Joseph's efforts. With respect to the RPOA, he stated that most of the issues had been covered by Captain Stonebraker.

IX. REPORT BY RICHMOND POLICE MANAGEMENT ASSOCIATION (Eric Smith or Designee)

There was no report from the Richmond Police Management Association (RPMA).

X. REPORT BY INVESTIGATIVE AND APPEALS OFFICER (Jerry Threet)

Jerry Threet, Investigative and Appeals Officer reported there were nine pending investigations that had not been completed.

Mr. Threet explained that had been a significant increase since his last report in July due to the fact there had been several new complaints filed over the last six weeks, and when it had been discovered there had been an officer involved death in custody that had not been logged had caused a rereview of the logs with the City Clerk when four past complaints had been found, which complaints had not been logged in the 2021-22 calendar years. He advised that those four past complaints were the subject of the Executive Session on the current agenda, which would leave four outstanding investigations pending. The ninth complaint related to a CHP Officer and not an RPD Officer. As a result, that complaint had been closed.

Of the remaining complaints, Mr. Threet stated he had made progress on the Ivan Gutzalenko death in custody investigation from 2021, which the CPRC had previously been advised, and expected to have it presented to the CPRC in Executive Session next month. He had also been reviewing the Macdonald officer-involved shooting from July 2023, which would be the focus of his time after the completion of the Gutzalenko investigation. The two pending complaints after that time were unnecessary use of force complaints. One of those complaints from 2022 had been pending given an active ongoing murder investigation where the records were not yet available to him. The last remaining investigation was from the last month alleging unnecessary and excessive force and discrimination and that investigation had not yet been started.

Mr. Threet stated the Use of Force data requested by the CPRC that he had been working on remained on hold pending the completion of the identified investigations. With respect to the tracking database, he clarified that was not his project and had primarily been handled by the Administrator and other staff from the City Manager's Office. He had taken a look at the data and stated it looked pretty good to him.

Commissioner Lawson asked if the past complaints that Mr. Threet had identified from the City Clerk's office included all those that would have been missed from January 2021, and Mr. Threet advised that he had not seen the audit and had not reached out to the City Clerk but it was his understanding that most of the complaints missed that had not been logged had been lost during the transition from one Administrator to another. He noted his understanding that the City Clerk had been asked to review her records and compare them to the City's other records and to his own records.

Commissioner Lawson recommended a standing agenda item to report on the status of the tracking database.

Staff Liaison Lilia Corral advised that she would do that.

XI. OLD BUSINESS, DISCUSSION ITEMS

A. Discuss and Vote on Recommendations to the City Council/City Council Liaison (O. Garcia)

Staff Liaison Corral identified a number of emails submitted for this item that she read into the record, with three minutes allowed for each email read into the record and for each speaker at the meeting and on Zoom.

DR. LAURA MANGELS: I am writing to stridently oppose any new funding for RPD. As a social scientist who has studied violence and the criminal justice system for decades

and in particular study policy I must object on scientific grounds. Why aren't you listening to the experts who don't hold a self-interest at stake? You have no doubt by now heard that overwhelmingly evidence offered by serious experts show that increasing policing does not work to reduce violence so why would you pretend to believe that this misinformation promoted by police departments and their allies who are in a position to spread this misinformation virtually unopposed? To put it bluntly, why do you pretend to believe this propaganda? The pro police narratives about public safety are self-serving resource coordinating and expansionist narratives and directly fly in the face of rigorous social science. It is a shame that powerful special interests have managed to distort the narrative drowning out community voices. It's a shame that we as a society have so little respect for evidence-backed research. It's a shame to see that this Council will consider a measure that's steeped in so much disinformation. Further, it's a shame to see anti-democratic measures being considered by this Council. The City has had a Task Force of community experts study our public safety and increasing the RPD budget is not aligned with this Task Force's recommendations. Why are our very own experts on public safety being steamrolled? The RPD presently consumes the lion's share of the budget. We must invest in life-affirming programs for our young people as this is the path that actually works. Please listen to the experts. Please listen to our community.

JUSTIN VILAYSOUK: I want to ... oppose the CPRC's proposal for offering up 10K for new police officers and a \$1,500 referral bonus for current officers to refer friends to join RPD. RPD has recently reported that recruitment is going very well so there is no need to incentivize the recruitment of new police officers or have current officers' friends join RPD. And that a recent news report states that gun violence has decreased in the City. So why give extra money to the RPD when we can use this money for our struggling communities. The RPD budget is already huge, almost at 40 percent and these 10K and \$1,500 will only make the RPD richer while other departments and services will remain low. This proposal is outrageous simply because it's money that can easily improve other important services and departments such as Health Services and the Firefighter Department and even provide more opportunities for our youth. We do not need to spoil RPD any more whose officers have mostly been abusing people's Miranda rights, not being professional or even doing their jobs. Do not pay for more corruption in the City unless it improves the behavior and culture of the police or give it to those who actually need it, aka the people.

VICTORIA ESPINO: Hello. It is very exciting to hear that a commission that is supposed to hold the police accountable from its conduct is advocating on RPD's behalf for more money. My concern is where will this money come from? Will it be taken away from other departments that hardly get any funding or will it come from the RPD? There are other needs ... which the City should focus on. This commission needs to reevaluate its purpose and values because asking to provide RPD with bonuses does not align with its mission. The City of Richmond is at its lowest in crime rates which means there's no need to recruit more officers. Lastly, the limitation of CCTV will only continue to criminalize our BIPOC community. This will allow officers to point fingers at people and incarcerate them without digging deeper into the root cause of the problem. I strongly suggest that members of this commission strike down this set of recommendations.

EUNICE TRUMBLE: I am writing to support the proposed RPD hiring incentives. The Richmond City Council retained Matrix to conduct a public safety report. The explicit stated goal was to seek a fact-based assessment of workloads and services. Matrix

concluded RPD staffing levels are seriously deficient to meet the needs of the public, and that officer turnover is at an unsustainable crisis. Quoting the report, this rate of turnover at 15 percent far exceeds the normal rate for sworn turnover which in most departments the project team has worked with is around 5 to 8 percent. Put simply, this is an unsustainable crisis and makes it virtually impossible to recruit sufficient personnel to meet the gap. In order to attract and retain top talent, Richmond has to be competitive. Googling other city's incentives, Alameda offers serious ... of up to 148K with a \$75,000 signing bonus, \$25,000 upon swearing in. San Francisco officers earning up to \$148K with a \$5,000 signing bonus. In comparison, Richmond's officers earn up to \$124K with no signing bonus. Quoting Alameda's Police Chief Joshi, he believes Alameda's \$75,000 bonus is their best shot at instituting the type of progressive, reform-minded policing he hopes to achieve by allowing the department to hire diverse candidates, staff up and police actively rather than reactively. Chief Joshi plans to split Alameda up into geographic beats, assigning one officer to each beat allowing them to develop relationships and integrate with the community. Sound familiar? It's our produced policing model, a model that just a few short years ago was nationally acclaimed and recognized by the Obama Administration and which now can barely cover their shifts while working mandatory 18-hour days. With nine beat officers covering all of Richmond one incident can leave a large portion of Richmond uncovered for hours. Dan Borenstein of the East Bay Times called it in 2022. He said RPD has been decimated. It's unsustainable. And here we are today with Matrix advising the Richmond City Council RPD's staffing levels are seriously deficient and officer turnover is at an unsustainable crisis. One of the ways to help rebuild RPD is to improve the proposed hiring incentives. Thank you.

LISA JOHNSON: Dear Commissioners, I am writing in support of the proposed recommendations to the City Council regarding Richmond's Police Department to help support sworn officer recruitment and retention and more effectively compete with surrounding Bay Area cities for high quality personnel. As you already know, RPD is already understaffed. A majority of the Richmond City Council mandated that a thorough review be done of both the RPD and RFD. These assessments were done by the Matrix Consulting Group and cost Richmond taxpayers significant money. Unfortunately, efforts remained to try and hide the final report on the Consent Calendar at the last regularly scheduled City Council meeting on July 11 just before the summer recess. Thankfully, this item was successfully pulled so that the public can not only see what has happened to the RPD but also the consultant's recommendations. Importantly, these recommendations were informed by several public forums that took into account diverse input and perspectives throughout Richmond. For those that may not have seen the final report, it can be found at a link (added). As this report is now six months old, RPD will have to provide the current number of active sworn officers. That being said, the recommendation in March 2023 appears to recommend 53 additional sworn officers to a total of 198 from the current budget approved number of 145. Note: Chief French or RPD representative will have to confirm that my assessment of these numbers are correct. As RPD is continuing to lose officers to retirement, resignation or injury, we as a community and city we have to do everything we can to successfully retain and recruit well-qualified and well-trained officers that believe in and support the community and RPD's vision. Given the anti-police rhetoric, policies and lack of support that some elected and other leaders within Richmond and elsewhere have unfortunately demonstrated over the past few years, this will continue to be a difficult challenge for RPD and Richmond to overcome for some time. But yesterday, another article came out discussing Alameda's approach to address this significant challenge, which is an SF

Chronicle article. El Cerrito has offered a \$10,000 signing bonus to attract new sworn officer recruits and Richmond RPD eliminated or cut numbers in investigative units, which hurt some victims and their families and doesn't provide them the timely justice they deserve as a lot of other units, example Traffic and Regulatory, which puts the health and safety of the public at a greater risk. RPD has already enforced mandatory OT, which hurts our officers, their families and those they serve. This is unsustainable and will only exacerbate this crisis. If you compare Richmond and Berkeley, which many on our City Council continually do and model our policies after, you get an even better perspective on how short staffed RPD is. Berkeley's population is 117K, their size is 17.66 square miles and number of sworn officers per a Berkeley side article of 181 officers of the department ... [allowed time ended].

MARISOL CANTU: To City staff and to the CPRC, I am once again speaking against the CPRC proposal by Commissioners Hegstrom and Garcia. I am appalled this has even come forth to the public again as it shows the community the CPRC has become a puppet of the RPOA and RPD. Under Ordinance No. 15-84 and as in others, the CPRC was established to investigate complaints alleging excessive or unnecessary force, discrimination, sexual harassment and/or sexual assault by on-duty Richmond police officers, not to advocate for more funding. These recommendations undermine the trust and value that community members have for the CPRC. The efforts of RPD should be to fill their vacancies before exceeding the funding and increase for racist, anti-Black antiquated policies and procedures like surveillance. Furthermore, this proposal comes without a budget and data analysis which are foundational to bringing recommendations forth to the City Council. As the Black and Brown community continues to heal from historic police violence, the message from the CPRC should be to hold officers accountable not to ask for more police. I am concerned about the wellbeing of this commission under its current leadership and the harm it will cause to the community by not focusing on its core mission to hold the police accountable. Thank you for your time, Marisol, third generation Richmond resident.

YEALENE PEREZ: *Good evening, I'm a Richmond resident who would like to express my strong opposition to CPRC's proposal to give RPD more funding. If we do this, it will be taking more money than we already have straight from our community. In the past six months, RPD has already received a 20 percent raise in their new contract. They have already been taking more than they should from our youth, City workers, and community as a whole. How much are we willing to fund police when they have already time after time come short of meeting our community's safety needs. We need ... systems of care for Richmond such as youth programs and house programs and more employment programs. Richmond has already gone down in the number of crimes and homicides thanks to the City investing and community-based solutions to public safety. The fact of more police does not equate to safety. The CPRC was also established to investigate complaints made about the RPD officers not to advocate for more funding. These recommendations undermine the trust and value that community members have for the CPRC. Please listen to our community and realize that we need more systems of care and not criminalization.*

EMILY ROSS: To CPRC members, City staff, and community, I am a Richmond resident writing to express my concern about tonight's agenda Item XI. The CPRC does not exist as an advocacy arm for RPD or the Richmond Police Officers' Association. The CPRC has important duties to fulfill under the ordinances guiding your work. We are counting on you to provide police oversight and accountability regarding excessive

use of force, discrimination and harassment by police officers. The three recommendations related to increased compensation and other perks for police officers are not in service of the CPRC's goals. These proposed recommendations come with substantial budgetary implications and seemingly ignore recent substantial efforts made to address police staffing challenges including the City Council's recent approval of a massive raise for officers, deepened commitment from the HR Department into RPD recruitment and RPD's recent increased hiring. The final recommendation for increased surveillance also strays from the CPRC's goal to provide oversight into the Police Department and from most positive police community relations. As a whole, these recommendations actively undermine community trust and this oversight body. I encourage commissioners to vote no on Item XI and maintain your focus on the scope of ordinances dictating the CPRC's work. Thank you.

LESLIE ROSS: I am calling to support the RPD using hiring incentives. The Richmond City Council retain ... of the public safety report. Its explicit stated goal was to seek a fact-based assessment of workloads and services. Matrix concluded RPD staffing levels are seriously deficient to meet the needs of the public and that officer turnover is at an unsustainable crisis. To quote the report 'This rate of turnover at 15 percent far exceeds the normal rate for sworn turnover, which in most departments the project team has worked with is around 5 to 8 percent. Put simply, this is an unsustainable crisis and makes it virtually impossible to recruit sufficient personnel to meet the gap. In order to attract and retain top talent, Richmond has to be competitive. This is what other neighboring cities are doing. Alameda officers earn up to \$148K with a \$75K signing bonus. San Francisco officers earn up to \$148K with a \$5,000 signing bonus. In comparison, Richmond Police Officers earn up to 124K with no signing bonus.' I'm not saying we need to do the same figures as above but certainly in order to retain and recruit the best candidates, RPD must be competitive. RPD's policing model from ... while working mandatory overtime for up to 20 hours a week. Many ancillary units don't exist anymore or are barebones. An example is traffic enforcement. We could use the savings from the huge mandatory overtime cost to pay for the incentives. Why would a person want to be an officer in our City for less money, mandatory overtime, not enough officers to protect the City, leaving those working vulnerable, and with the City Council and America that does not fully support the police department. All the Richmond citizens have been anxious about doing every task like going to the store, driving on our streets, taking their kids to a neighborhood park. Richmond citizens will either leave, which many are moving out of state, or having long-term PTSD of our City will not turn the situation around. Thank you.

PUBLIC COMMENT

SUE _____, suggested that many of the public comments had missed the real issue at hand in that the significant question was not that RPD should be getting bonuses but whether it was appropriate for the CPRC to be advocating for bonuses for police, which she stated clearly it was not. She reminded the CPRC that Richmond residents needed the CPRC to remember that its role was not to advocate on behalf of the CPRC but to offer neutrality with unbiased opinions, to hear cases and make fair decisions. She emphasized that if CPRC members personally believed that the RPD should have raises, bonuses and the like, those members should be advocating as individuals, go before the City Council as the decision maker and advocate for that. Being an advocacy organization for the RPD would undermine the whole purpose of the CPRC, no one

would trust its decisions in the future or in the past, and the CPRC would lose its credibility.

JAMIN PURSELL, Richmond, a member of the Reimagining Public Safety Community Task Force, emphasized some of the things that had already been said and stated the point of the CPRC was not to be an advocate for police officers but for Richmond citizens, to hold the RPD accountable and to maintain the neutrality and trust of the public, and he suggested the CPRC's advocacy of the RPD was not within the scope of its role. He commented that while signing bonuses could be a great way to hire people in other professions, they did not provide retention. An employee could be dissatisfied with a job, a salary or an organizational culture. He emphasized that Richmond was working hard to address the organizational culture of policing in general and looking to assist officers through alternative policing methods to lighten their load. He suggested some officers could hop from one bonus to the next and ever-increasing bonuses would be necessary to attract more officers.

Mr. Pursell stated the Reimagining Public Safety Community Task Force had been working for the last three years to try to reimagine public safety, and had been developing equitable community centered systems to prioritize authentic community safety for everyone along with restorative interventions and needed to look at ways to incentivize community engagement and shifting culture. When attracting officers, it should not be just for financial incentive but to incentivize them for the culture to be created. Noting the deficit of officers, he stated that was a condition being experienced across the nation given a cultural crisis amongst police officers that should be addressed by holding them accountable.

Commissioner Garcia thanked the public for its comments and commented that the issue had come about amongst a few Commissioners because they had seen that officers showed up to meetings exhausted and haggard and he stated there continued to be factual data, mainly the Matrix Report, where community members had been surveyed and experts had weighed in. It had been found that Richmond's police staffing levels were seriously deficient to meet the needs of the public leaving the community vulnerable. He stated the RPD had been authorized to have 145 officers and no one was asking to change that number. With the recent hiring of 17 officers the RPD still had only 120 officers and there was still a deficiency.

Commissioner Garcia emphasized that no one had recommended new officers and the City could not afford it. But Matrix had indicated that Richmond should have at least 185 officers while there were only 120. Berkeley currently had 190 officers with about the same population but with less crime than Richmond. As a result, staffing levels had impacted all parts of the City such as Community Violence Reduction teams, foot and bike patrols, no crime stats were available, and the overtime was not sustainable. He quoted a comment from City Councilmember Robinson that the unsustainable practice not only compromised the wellbeing, health and safety of dedicated officers and firefighters but jeopardized safety and security as a whole. He agreed and did not want to continue to subject RPD to the mandatory overtime and the community to an understaffed police department.

Commissioner Garcia added that RPD had noted that the cameras had recently helped, and he suggested the proposal to give the RPD the ability to work within its existing budget would help attract a diverse field of applicants.

Commissioner Garcia explained that most surrounding police departments were offering more pay and incentives and he supported the ability for the RPD to compete for the top applicants. He re-emphasized there would be no new budget and the increased number of officers could reduce the cost of overtime that had been estimated at \$8.8 million annually, which could be used to offer the RPD the flexibility to work within its budget to improve recruitment. He supported the RPD's ability to ask the City Council to give RPD the flexibility to work within its budget to improve recruitment.

Commissioner Garcia made a motion to approve the recommendations from the RPD supported by the CPRC and forward them to the City Council/City Council Liaison related to incentives for RPD recruitment and retention.

Pam Lee from the City Attorney's Office referred to several of the public comments related to whether or not the CPRC had the authority or the jurisdiction to review or make the proposed recommendations. She had stated when the item had initially come forward that the ordinance was not specifically clear as to whether that would be allowed or not. She stated the enabling ordinance under Chapter 3.54 stated that the ordinance broadly identified the purpose of the Commission to promote causative relations between the community and the Police Department and to advise the City Council, City Manager and the Chief of Police on all matters pertaining to the administration of the RPD.

Ms. Lee stated according to the Richmond Municipal Code (RMC), the powers and duties of the CPRC were to review and evaluate the policies, practices and procedures of the RPD Manual, develop strategies and programs to promote positive police/community relations, investigate complaints on excessive or unnecessary force, discrimination or harassment, conduct investigations and handle appeals. The RMC was not clear whether or not issues related to retention and recruitment and those types of recommendations on personnel was part of the CPRC's role. Her recommendation was to clarify the ordinance itself as to one way or the other.

Commissioner Lawson asked whether the CPRC could or would be called in to address potentially lesser issues than its stated role when an officer was rude, for instance. He was concerned that the CPRC was straying from its role, he questioned why the CPRC was seen as the venue for the RPOA, which he suggested made the CPRC seem to be in the pocket of the RPD, which in turn undermined the integrity of the CPRC.

Chair Hegstrom suggested police officers liked to work long shifts but they were overtired and could not do their jobs well as a result. She would cut back the number of hours officers were allowed to work, which would save the City money. She suggested the situation was unsafe and her concern was for the safety of City residents.

Commissioner Lawson commented with respect to the statement that more officers created less overtime was not supported by the data from 2020 to 2023. He suggested there was the highest number of employees in 2020 with 248 full-time employees but he did not know how many were on patrol. He also commented that there was also the highest amount of overtime and he suggested that hiring more officers created more overtime.

CPRC Members disagreed in that the numbers referenced by Commissioner Lawson did not identify the specifics of the number of officers who were on duty, injured, or were on light duty or otherwise not in the field.

Commissioner Lorber opposed the recommendations because of a lack of information on the funding available for new hires and because no information or studies had been provided to show how the use of bonuses equated over time to retention. She referred to the CAHOOTS Program out of state with success rates using non-uniform, non-sworn officers and dealing with mental health crises, which she suggested could be within the CPRC's purview given that it had to do with relations with the public and the RPD. She agreed this was not the time and place to discuss those types of alternatives given that information was not currently available.

Chair Hegstrom explained that even if the CPRC voted to approve the recommendations to the City Council, it would be the City Council that would make the decision on any of the recommendations. Given the controversies involved, she questioned whether the recommendations should be pursued at this time.

Commissioner Johnson commented that another factor involved was that the recruitment for RPD had been going very well putting into question the need for the recommendations.

Commissioner Garcia suggested there was precedent where the CPRC had taken a position and while nothing had come of that position, he still felt it was important to comment.

Vice Chair Tunis explained there was a lot going on that the CPRC was unaware, such as the alternatives to policing, particularly in the area of mental health. He noted that the CPRC had agreed with some of the things the RPD had proposed to do to retain and recruit new officers in a show of support, which he suggested was important for the CPRC to provide.

Council Liaison Jimenez explained that the City Council would be considering the Community Crisis Response Program (CCRP) on Tuesday, September 12, 2023, that was similar to CAHOOTS and other similar programs, one of which was operated in the City of Oakland.

Commissioner Lawson asked Council Liaison Jimenez if there were ongoing negotiations with the RPOA and the RPMA as to whether the CCRP would impact the RPD, and Councilmember Jimenez explained that there were ongoing negotiations on that issue.

Pam Lee added that overall, it could impact negotiations if it became an issue but at this point there were active negotiations.

Commissioner Garcia commented that he had learned from the news that the City of Berkeley had recently implemented a community-driven alternative to policing while also retaining almost 190 officers.

Commissioner Garcia's motion to approve the recommendations and forward them to the City Council/City Council Liaison died for lack of a second.

XII. NEW BUSINESS

- A. Discuss and Vote on Whether to Recommend to the Police Department That They Add a Section to Their Policy Manual on What to Do If an Arrestee Has a Pet in Their Possession. (C. Hegstrom)

Chair Hegstrom commented that after speaking with Captain Stonebraker she had learned of the RPD's policy related to arrestees who had pets where the RPD would specifically call Animal Control.

Commissioner Lorder suggested there should be a policy in the manual that officers shall take all reasonable efforts to contact somebody to take custody of the animal before calling Animal Control.

Vice Chair Tunis suggested that RPD should provide its specific policy, identify where it was located, and return to the CPRC thereafter for potential action.

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

XIII. REPORTS FROM COMMISSIONERS, STAFF, AND RIDEALONGS: None

XIV. EXECUTIVE SESSION – CLOSED TO THE PUBLIC – Government Code §54957 (b)

- A. Receive Complaint Reports from CIAO on Complaint 2021-8 (Leothurs), 2022-10 (Egbukichi), 2022-11 (Foster), and 2022-12 (Foster). Discuss and Vote on Findings and Recommendations.

Return to Open Session

Pam Lee reported that the CPRC had met in Executive Session to discuss the four complaints and had taken the following actions.

ACTION: The CPRC had met in Executive Session on Complaint 2021-8 (Leothurs), had voted unanimously to accept the report and had voted unanimously to accept the recommendation that the complaint was not within the jurisdiction or authority of the CPRC.

ACTION: The CPRC had met in Executive Session on Complaint 2022-10 (Egbukichi), had voted unanimously to accept the report and had voted 6-1 to accept the recommendation that the complaint was not within the jurisdiction or authority of the CPRC.

ACTION: The CPRC had met in Executive Session on Complaint 2022-11 (Foster), had voted unanimously to accept the report and had voted unanimously to accept the recommendation that the complaint was not within the jurisdiction or authority of the CPRC.

ACTION: The CPRC had met in Executive Session on Complaint 2022-12 (Foster), had voted unanimously NOT to accept the report and to require the Investigative and Appeals Officer to conduct further investigation with respect to the matter and bring back a further report.

Commissioner Garcia stated that he had been asked by some community members to invite the CPRC to a community event scheduled for Saturday, September 16, 2023 in memory of Pedie Perez, a case that had come before the CPRC. He highly recommended as many members attend as possible to show support. He understood that many community members had come together to schedule the unity event that would include participation by the Richmond Police Department.

XV. ADJOURNMENT

The meeting was adjourned at 9:09 P.M.

Carol Hegstrom, Chair