

COMMUNITY POLICE REVIEW COMMISSION
of the City of Richmond, California
(CPRC)
RETREAT – SPECIAL MEETING AGENDA
Wednesday, August 2, 2025
9:00 A.M.

MINUTES

I. CALL TO ORDER AND ROLL CALL

The Retreat – Special Meeting was called to order at 9:02 A.M. by Chair Carmen Martinez in the Council Chambers at 440 Civic Center Plaza, 1st Floor, at Richmond, California.

Present: Carmen Martinez (Chair), Oscar Flores (Vice Chair), Marisol Cantú, Oscar Garcia*, Carol Hegstrom, Andre Jackson*, and Daniel Lawson
*Arrived after Roll Call

Absent: None

Staff: Nicole Williams - Present

Council Liaison: Claudia Jimenez – Not Present

**City Attorney's
Office Representative** Floy Andrews, City Attorney's Office - Present

II. PUBLIC FORUM

Floy Andrews, Legal Counsel, Aleshire & Wynder, LLP, advised that the public forum was open for comments on any item on the agenda or any item within the jurisdiction of the Commission. She added that after the public forum, the statement of conflict of interest and agenda review, the CPRC would move into the presentation/workshop, after which there would be a public forum after the approval of the minutes, with another public forum in connection with the new business item prior to reports from Commissioners and adjournment.

CORDELL HINDLER, reported that he had attended the Richmond Youth Council and had updated that group regarding the remaining vacancy on the CPRC; he invited the CPRC to the Contra Costa Mayors Conference on September 4, 2025 hosted by the City of El Cerrito with an RSVP required by mid-August at a cost of \$70 that included dinner; and he also invited everyone to the Richmond Rotary Club Weekly Meeting on September 19, 2025 at 12:30 P.M. at the Richmond Country Club with a cost of \$35 for lunch. He referred to the discussion at the last meeting with respect to Brown Act violations and stated that the public always had the opportunity to speak after the Report from the Chief of Police on the CPRC agenda.

III. STATEMENT OF CONFLICT OF INTEREST

Legal Counsel Andrews advised that there was no reported conflict of interest.

IV. AGENDA REVIEW

There were no changes to the order of the agenda.

V. PRESENTATION/WORKSHOP

a. Annual Commissioner Training

At 9:13 A.M., the CPRC moved into the Annual Training Session presented by John Alden, Esq., pursuant to a separate agenda, as follows:

1. The standard of proof – clear and convincing vs. preponderance – and associated due process concepts
2. Credibility assessments
3. Use of Force standards, including:
 - a) Constitutional standards, such as the Fourth Amendment
 - b) California laws, including de-escalation
 - c) Richmond policies on Use of Force
4. Bias, including bias in decision-making in disciplinary cases, and also biased policing, including:
 - a) Definition of biased policing in Richmond
 - b) Use of California Racial and Identity Profiling Act (RIPA) information
 - c) Primer on recognizing bias in decision-making
5. Findings in discipline cases – including Sustained vs. Policy Deficiency vs. Unfounded (including small group exercise, applying principles)
6. Confidentiality per California state laws, such as Public Safety Officers Procedural Bill of Rights Act (POBRA)

Mr. Alden concluded the above training at approximately 3:35 P.M. (*The training recording is available on the CPRC website for review.*)

The CPRC moved on to the remainder of the meeting agenda.

VI. APPROVAL OF MINUTES (July 2, 2025)

Legal Counsel Andrews pointed out that the minutes of the July 2, 2025 meeting misspelled the new Interim Investigator's name in several places. She requested that his name be correctly spelled as *Bill Whalen*.

ACTION: It was M/S/C (Lawson/Martinez) to approve the minutes of the July 2, 2025 meeting, as amended to correct the spelling of the Interim Investigator's name; approved by a Roll Call vote: 6-0 (Ayes: Cantú, Garcia, Hegstrom, Jackson, Lawson, and Chair Martinez; Noes: None; Abstain: Flores; Absent: None).

VII. PUBLIC FORUM

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

VIII. NEW BUSINESS

- a. Discuss National Association for Civilian Oversight of Law Enforcement (NACOLE) Conference in Minneapolis, MN – October 26-30, 2025, Consider/vote on Commissioner Attendance

Chair Martinez advised of the upcoming NACOLE Conference in Minneapolis, Minnesota from October 26 to 30, 2025, and noted her understanding that in the past two Commissioners along with the Investigator had attended those conferences. Given that the current Investigator was an interim position, she recommended that three Commissioners be considered for the NACOLE Conference this year. She identified the cost for NACOLE members to register at \$580 each, and \$229 per night for hotels, not including the cost of the flight. As the Chair, she expressed an interest in attending the conference, recommended that the Vice Chair also be allowed to attend the conference, and commented on her understanding that all members of the CPRC, with the exception of the newest members, had been able to attend previous NACOLE Conferences.

Commissioner Cantú, also expressed a desire to attend the conference.

Commissioner Lawson noted that when he had attended the NACOLE Conference he had flown in the day of the conference and had to go straight to the sessions, which had been very difficult to do. As such, he recommended that lodging be secured for each participant the day before the start of the conference.

Commissioner Hegstrom recommended that all conference-related expenses be covered.

ACTION: It was M/S/C (Hegstrom/Martinez) to designate three members of the CPRC to attend the NACOLE Conference in Minneapolis, Minnesota from October 26 to 30, 2025: Chair Martinez, Vice Chair Flores, and Commissioner Cantú, with all expenses to be paid and with lodging to start the day before the conference; approved by a Roll Call vote: 7-0 (Ayes: Cantú, Flores, Garcia, Hegstrom, Jackson, Lawson, and Chair Martinez; Noes: None; Abstain: None; Absent: None).

Chair Martinez recommended that members attending the conference schedule different sessions so that the members could cover more of the conference and report back to the CPRC on those sessions.

IX. PUBLIC FORUM

CORDELL HINDLER, Richmond, agreed that the newer members of the CPRC should attend the NACOLE Conference.

X. REPORTS FROM COMMISSIONERS, STAFF, RIDEALONGS

Chair Martinez identified two upcoming trainings.

The first training was a NACOLE Bay Area regional training on August 27 and 28, limited to 150 participants, \$50 per participant for registration, with the following topics: AI and Civilian Oversight and Law Enforcement, the Diminishing Support of Oversight, the Intersection of ICE and Local Law Enforcement, the RIPA Data and Audit Implications, and the Community's Strategies and Engagement.

Staff Liaison Nicole Williams advised that the ability of the CPRC's budget to cover the cost of that training had yet to be verified.

Commissioner Hegstrom recommended that given the training was limited, it made sense to sign up now and pay the registration, and later determine whether or not Commissioners could be reimbursed for that training.

Chair Martinez also identified a webinar training scheduled for August 6, 2025 at 11:00 A.M. with topics of: Hate Crimes Explicit and Implicit Bias and the Evolution of Standards for the Certification of Peace Officers. Registration was \$20 per NACOLE member but she recommended that the City pay for the webinar to secure the recording, to be broadcast to the CPRC as a whole at the next meeting or the meeting thereafter.

CHUCK WEISSELBERG, Richmond, stated that he taught criminal law and procedure for many years. He described the training session offered by Mr. Alden as outstanding, stated he had learned from the training, and he appreciated the questions from the CPRC. As a follow-up to the CPRC's comments during the session about the Racial Justice Act, he encouraged the CPRC to ask the Richmond Police Department (RPD) about the training offered to its officers about the Racial Justice Act. He noted that he had posed the same question to the CPRC about a year ago and never had a response. He thought the CPRC should be free to ask the Chief of Police about training to officers and other procedures with respect to compliance with the Racial Justice Act. With respect to Lexipol and the published policies that different departments had adopted, he noted that different departments had deviated from Lexipol's policies or adapted them in some way and he hoped that when the CPRC considered policies for RPD, it would not defer to policies disseminated by Lexipol but feel free to exercise its own independent judgment in deciding what the policies for RPD should be. He commended the presentation.

XI. ADJOURNMENT

The meeting was adjourned at 3:59 P.M.

Carmen Martinez, Chair