

# **RICHMOND POLICE COMMISSION**

**Wednesday, March 1, 2006 – 7:00 p.m.**

**Community Services Building**

**330 - 25<sup>th</sup> Street**

**Conference Room 1**

## **MINUTES**

### **I CALL TO ORDER**

The meeting was called to order at 7:00 p.m. by Chair Martinez

#### **ROLL CALL**

**Present:** Albert R. Martinez, Chair  
Emile de Vera  
Susan H. Geick  
Dolores Hembree  
Cora J. Ward  
Naomi Williams

**Absent:** None

**Vacancies:** Three

**Administrative Staff Present:** Don Casimere, Confidential Investigative & Appeals Officer  
Malia Glover, Administrative Secretary

### **II APPROVAL OF MINUTES – February 1, 2006**

Upon motion by **Commissioner Hembree** and second by **Commissioner Williams** the minutes for the regular meeting of February 1, 2006, were approved with one correction.

### **III REPORT BY CHIEF OF POLICE (or his representative)**

**Chief Magnus** said he has two staff members doing research on policy changes and improvements they can make in dealing with aggressive dogs. He thanked Chair Martinez for assisting with the dog training in Advanced Officers' School. Chair Martinez gave RPD useful tips, suggestions and guidelines that the Post Office uses for their letter carriers.

**Commissioner Williams** said she attended the second training class and it was very interesting. The SPCA and Animal Control also participated and gave suggestions.

**Commissioner de Vera** said that he has searched the internet and can't find anything regarding the dog policy issues. He said that Richmond could set a standard with a new policy.

**Chair Martinez** thanked Commissioner de Vera for his research on this subject. He also thanked Chief Magnus for responding quickly and changing the mindset of the department regarding this matter. He said the officers have been very receptive to the information that the Post Office and Animal Control had to offer.

**Chief Magnus** reported that they found a pepper spray that is more effective on vicious dogs than what they currently carry and will be looking into using it.

The Chief said he is proposing a change in the structure of the department and welcomes any input. Instead of having one captain overseeing Patrol, he would like to have 3 captains assigned to 3 different sectors of the city allowing them to deal with the problems that are specific to their third of the city. He wants a fourth captain to be an assistant chief; he hopes to promote from within for this position. He said he welcomed any ideas or concerns the Commission may have.

**CIAO Casimere** thanked Chief Magnus for his fresh approach to some of the organizational and community concerns; it will make a difference in this community. He said he believes that this city can be an example of what policing should be like in this country.

**Commissioner Geick** said that the Chief attended her neighborhood council meeting and afterwards people were talking and were very enthusiastic. She asked how the areas are going to be broken down because some of them are very large. Chief Magnus said he wants the captains to oversee a group of people that he can break down into smaller areas of responsibility. He wants a team of officers regularly assigned to specific areas who know what's going on and communicate with each other across shift lines about what's happening concerning crime, quality of life issues and other things.

**Commissioner de Vera** said that in the Policy Manual, Section 342.31 referring to attendance, it states what will happen after an officer's first tardy, second tardy, etc. He said he is more concerned with officers knowing what happens if they use unwarranted action, unnecessary force, neglect of duty, conduct reflecting discredit, etc. He would like to see it expanded to show the penalties for specific violations. Chief Magnus said there are too many variables that can impact a complaint or disciplinary action for the same basic violation. He is open to looking at some things that can follow a fairly consistent matrix but he thinks for more serious things it can sometimes end up not being very fair to the community or to the officers involved.

**Commissioner de Vera** asked Chief Magnus what he thought about an Early Warning System. The Chief said that he would like to see one developed in the near future.

**Commissioner Ward** asked with the recent killing and attacks of many officers, will Richmond PD be offering any type of training to their officers. Chief Magnus said that he would like to see the department do a better job of working with officers who have been exposed to high stress or traumatic incidents using a peer assistance counseling model with the support of a trained psychologist.

**Commissioner Geick** told Chief Magnus that the officers have had to deal with many 5150 cases in the past and it would be very helpful to have a mental health professional available that could assist in these situations. Chief Magnus agreed and said that he mentioned at the last meeting that they have already started working on a master training plan for all officers. This will include dealing with the mentally ill and they will look at how they can get others involved.

**Commissioner Hembree** told the Chief that he had wonderful ideas and she can see some of them becoming reality in the near future while others may take some time to be completed. Chief Magnus thanked her for pointing out that some of these things will take time; it will be an ongoing process.

**Commissioner Williams** said she liked the look of the newly painted patrol cars. Chief Magnus said they have gotten good feedback from the community also.

**Commissioner Ward** asked how recruiting was going. Chief Magnus said they are making progress but they have a long way to go. He said that it's hard to recruit people in a competitive environment. They are looking into getting a better facility, equipment, training and a more competitive pay structure.

**Commissioner de Vera** said he is a board member of Hilltop Community Church and they're planning a large community outreach event on Saturday, May 6, 2006, from 9:00 a.m. to 1:00 p.m. He asked for help with traffic and security in the Hilltop Mall area. Chief Magnus said that he would talk with him about it but they already have every officer scheduled for work that weekend because of Cinco de Mayo.

#### **IV REPORT BY POLICE OFFICER ASSOCIATION REPRESENTATIVE**

**Det. Kevin Martin** said that Mr. Lindsay had shared with them the names of the two finalists for the Chief's position. He said a few phone calls were made and their recommendation to the City Manager was Chief Magnus; they are happy that Chief Magnus was selected. **Det. Martin** thanked Commissioner Ward for bringing up additional training or debriefing for officers in critical incidents because that is something the department needs. They will be having several fund raisers in the near future. There is a golf tournament scheduled for June 5, 2006, at Hiddenbrooke Golf Course in Vallejo. The POA has been trying to get their salaries raised because they are 12<sup>th</sup> of 13 on the salary survey. They are asking the Police Commission to support them in their measure to raise their salaries which will ultimately attract more officers.

**V REPORT BY GUARDIANS OF JUSTICE REPRESENTATIVE**

**Sgt. Monahan** said the GOJ apologized for not being able to attend the meeting. They had no report.

**VI REPORT BY LATINO POLICE OFFICER ASSOCIATION REPRESENTATIVE**

**Sgt. Monahan** said that Rafael Samayoa was not able to be here but he did want to remind everyone about the crab feed on March 25<sup>th</sup>.

**VII COMMENTS BY MEMBERS OF THE AUDIENCE**

**Phil Mehas** said that the ACLU will be having a film series in the spring time. The community is invited. The first film to be shown is called "Exonerated." The others will be on civil liberty/civil rights issues. Mr. Mehas said he went to the police department to pick up a complaint form. There were none in the lobby so he asked a receptionist for one and she gave him one along with the Police Commission brochure. He also wanted to let the Police Commission know that the ACLU was very instrumental in setting up an Early Warning System at the San Francisco Police Department and it has helped find and track abusive officers and it can also detect officers who may be acting out due to the stress of the job. Mr. Mehas handed out a brochure that the ACLU distributes at high schools and middle schools regarding youth rights and free speech.

**VIII REPORT BY CONFIDENTIAL IAO**

**CIAO Casimere** introduced Wayne Nishioka from the City Attorney's office. He will be attending the meetings regularly. Mr. Casimere took a count of how many commissioners would be attending the Officer/Firefighter of the Year Awards Dinner. He said he will be giving a presentation on the Police Commission to the Grand Jury later this month.

**IX DISCUSSION ON CONFIDENTIALITY STATEMENT**

**Wayne Nishioka** said that he will be adding the information regarding public hearings to the statement. He will also stay in touch with Mr. Ochoa and if there are any other changes he will notify the Commission.

**X REPORTS OF SUBCOMMITTEES**

**A. West Contra Costa Alcohol Policy Working Group**

**Commissioner Williams** stated that she went to a meeting yesterday. Officer Whitney has been reassigned to this group and attended the meeting. There was also a representative from the County Sheriff's office. She said the county has a deemed ordinance to use the 15 minute green curbs to reduce loitering and she

suggested that the city use them also.

**B. Church Outreach Committee**

**Commissioner de Vera** said that his church will be having an outreach on May 6, 2006, that all the commissioners can participate in, along with the RPD.

**C. Brochure Committee**

**Commissioner Williams** made a motion, seconded by **Commissioner Ward**, to keep the original color brochure with some changes. The vote was 1 nay, 4 ayes and 1 abstention.

**XI EXECUTIVE SESSION: Public Employee Performance and Discipline/Release (Police Officers)**

**A. Discussion Regarding Complaints Received in the Past Month and Past Complaints**

There were no new complaints in the past month.

**XII REPORTS BY COMMISSIONERS/FOR THE GOOD OF THE COMMISSION**

**Commissioner Hembree** stated that there was an article in today's paper, Chris Treadway's Our Neighbors column, entitled "Honor 'Herstory,' Celebrate Women." On March 11<sup>th</sup>, the college hosts its 6<sup>th</sup> Annual Women's History Program Celebration honoring ten residents of West County as Women Builders of Dreams and Communities, one of them being Naomi Williams for her civic volunteerism. Chair Martinez and the other commissioners congratulated her.

**XIII ADJOURNMENT**

Upon motion by **Commissioner Ward** and second by **Commissioner Williams**, the meeting was adjourned at 9:15 p.m.

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**Don Casimere**  
**Confidential Investigative & Appeals Officer**