



Minutes

Community Police Review Board

---

Wednesday, May 15, 2024

6:00 PM

Surlene Grant Community Room  
999 East 14th Street, San Leandro

---

1. CALL TO ORDER

*The meeting was called to order at 6:01 p.m.*

2. ROLL CALL

**Present** 5 - Bailey, Chang, Gibbs, Trujillo, and Zimmermann

By unanimous consent, the Board reordered the agenda to hear Item 8.a. as the first item.

8.a. [24-215](#)

Receive from the City Manager a Report on the Job Requirements, Application Process, and Evaluation Criteria of Candidates for the Chief of Police, and Make Recommendations to the City Manager Regarding the Job Requirements, Application Process, and Evaluation Criteria (Continued from April 17, 2024 CPRB meeting)

*Comments were made by three people.*

**Moved by Chair Bailey, seconded by Member Chang:**

- That the CPRB supports an expedited hiring process to fill the Chief of Police position on a permanent basis;
- The CPRB endorses the idea of a community panel to interview Interim Chief of Police Angela Averiett for the position;
- The panel would constitute six to nine people, including three CPRB members (Gibbs, Zimmerman, Chang);
- The interview will be scheduled during the week of May 27, 2024;
- There will be a public, virtual presentation that is advertised to the community and held immediately prior to the interview where Interim Chief Averiett can make a statement about her candidacy to the public;
- An Ad Hoc Subcommittee composed of Members Gibbs, Zimmerman, and Chang is established and charged with identifying up to three diverse members of the community for the interview panel; and
- The CPRB wishes to invite Emily Griego of the San Leandro Chamber of Commerce, DeWayne Cornelious of the San Leandro Black Chamber of

Commerce, and Erina Kim-Eubanks from Bethel Community church to participate in the interview panel as representatives of the faith-based and business communities.

**Motion carried on the following vote:**

**Aye:** 5 - Bailey, Chang, Gibbs, Trujillo, Zimmermann

### 3. PUBLIC COMMENTS ON NON-AGENDA ITEMS

*There were no public comments.*

### 4 APPROVAL OF MINUTES

4.a. [24-214](#) Minutes of April 17, 2024

**Moved by Member Gibbs, seconded by Member Chang to adopt the minutes as submitted. Motion carried on the following vote.**

**Aye:** 5 - Bailey, Chang, Gibbs, Trujillo, Zimmermann

By unanimous consent, the Board reordered the agenda to hear Item 8.a. as the first item.

8.b. [24-216](#) Provide Direction to Staff Regarding June CPRB Meeting, to Accommodate City Holiday Closure on June 19

**Moved by Chair Bailey, seconded by Member Chang to move the June meeting to Thursday, June 20, 2024, at 6:00 pm in the Surlene Grant Community Room. Motion carried on the following vote:**

**Aye:** 5 - Bailey, Chang, Gibbs, Trujillo, Zimmermann

### 5. POLICE DEPARTMENT'S REPORT

*Report made by Interim Chief of Police Angela Averiett.*

### 6. INDEPENDENT POLICE AUDITOR'S (IPA) REPORT

*Report made by Jeff Schlanger.*

### 7. BOARD SECRETARY'S REPORT

*Report made by Board Secretary Eric Engelbart.*

### 8. ACTION ITEMS

8.c. [24-217](#) Formation of Ad Hoc Committee to Prepare the CPRB's Draft Annual Report (Due 6/30/2024)

**Moved by Chair Bailey, seconded by Member Gibbs to appoint Chair Bailey,**

**Member Trujillo, and Member Zimmerman to an Ad Hoc Committee to prepare the Board's Annual Report. Motion carried on the following vote:**

**Aye:** 5 - Bailey, Chang, Gibbs, Trujillo, Zimmermann

**9. DISCUSSION ITEMS**

- 9.a. [24-218](#) Ad Hoc Committee Reports

*Board Members reported on the activity of the CPRB's Ad Hoc Committees.*

- 9.b. [24-219](#) Preliminary Racial and Identity Profiling Act (RIPA) Data Analysis from Independent Police Auditor

*Item continued to a future meeting of the Community Police Review Board.*

**10. BOARD MEMBER COMMENTS**

*Board Members made various comments.*

**11. ADJOURNMENT**

*The meeting adjourned at 7:44 p.m.*

RESPECTFULLY SUBMITTED:

---

Sarah K. Bunting, CMC  
Deputy City Clerk of the City of San Leandro