

Community Police Review Board Annual Report | June 2026

Introduction

This is the fourth annual report of the Community Police Review Board (CPRB) as required by City of San Leandro Ordinance No. 2022-004 adopted on April 4, 2022. The Ordinance establishes both the Community Police Review Board, comprised of City Council appointed San Leandro residents, and the Independent Police Auditor (IPA) function. The two together are considered a “hybrid” model of civilian police oversight. The CPRB is a member of the National Association for Civilian Oversight of Law Enforcement (NACOLE).

Your Voice Matters!
with the Community Police Review Board!

The purpose of the CPRB is to increase public trust, increase accountability, and ensure that police operations reflect community values

SanLeandro.org/CPRB
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City of San Leandro
COMMUNITY POLICE REVIEW BOARD
ENSURING Police Department Policies & Operations Reflect Community Values
CITY OF SAN LEANDRO



CPRB Statement of Purpose in the Ordinance (Section 1-3-1700)

“This article shall be known as the City of San Leandro “Community Police Review Board Ordinance”. The purpose of the board is to increase public trust, increase accountability, ensure that police operations reflect community values, and, in cooperation with the Independent Police Auditor, ensure prompt, impartial and fair investigations of complaints brought by members of the public against San

Leandro Police Department employees, including but not limited to complaints under California Penal Code section 832.5.”

Year in Review: Key Accomplishments and Impact

In its fourth year, the Board continues to mature as a civilian oversight body focused on strengthening public trust, increasing transparency, and ensuring that police operations reflect community values. The CPRB's role is advisory in nature. Through policy review, public engagement, and collaboration with the Independent Police Auditor, the Board seeks to strengthen community trust while supporting continuous improvement within the San Leandro Police Department.

Key activities in FY 25-26 included:

- Received and reviewed regular reports and analyses from the Independent Police Auditor.
- Continued examination of racial disparities identified through RIPA stop data.
- Reviewed emerging law enforcement technologies, including AI-assisted police reporting and Automated License Plate Reader (ALPR) systems.
- Served as the public forum for annual review of the Police Department's Military Equipment Use Policy.
Participated in local, regional, and national civilian oversight training through NACOLE.
- Expanded community outreach efforts through public events, informational materials, and direct engagement with residents.
- Adopted a 2026 Workplan focused on transparency, accountability, community engagement, and policy review.



Report Highlights

* Chief Averiett was placed on administrative leave effective May 13, 2026 after the Alameda County District Attorney filed misdemeanor hit-and-run charges for a minor automobile accident that occurred on May 19, 2025. That incident, first reported by local news media on March 31 and April 1, 2026, prompted considerable community interest. While personnel matters fall outside the formal purview of the Board and this topic was not an agenda item, individual members chose to share statements in their personal capacities expressing support for Chief Averiett amidst concerns about the timing and motivation for this action after the incident had already been the subject of a CA Highway Patrol report, a third-party administrative investigation by the City, and a review by the Independent Police Auditor.

- This leadership transition delayed several ongoing policy review efforts and implementation of pending policy revisions. Specifically, this disruption has slowed SLPD response to pending CPRB policy reviews: on crowd control and First Amendment demonstrations, vehicle pursuits policy, and issuance of the new policy to comply with CA state law SB 524 adopted in October 2025 regarding the use of Artificial Intelligence (AI) in police reporting, and implementation of previously agreed upon revisions to the SLPD De-escalation and Use of Force policy.
- In December, 2025 the then-Acting Alameda County District Attorney dismissed manslaughter charge against former Officer Jason Fletcher related to the April 2020 death of Steven Taylor.
- Chair Bailey and Independent Police Auditor Schlanger presented at the 2025 national NACOLE conference regarding San Leandro's hybrid oversight model and how, in a small city with limited resources, positive impacts can be achieved through an emphasis on transparency, collaboration and a commitment to continuous improvement.
- Three members of the CPRB and Board Secretary attended a regional NACOLE conference in San Francisco focused on emerging issues including artificial Intelligence and technology in policing.
- The IPA continued to enhance its monthly reports to the CPRB, providing additional information and more transparency for the public on trends in the IPA's review of SLPD critical incidents, use of force, pursuits and complaint investigations.
- The CPRB voted to review and update its Administrative Procedures and training curriculum for new and existing board members to strengthen Board operations.

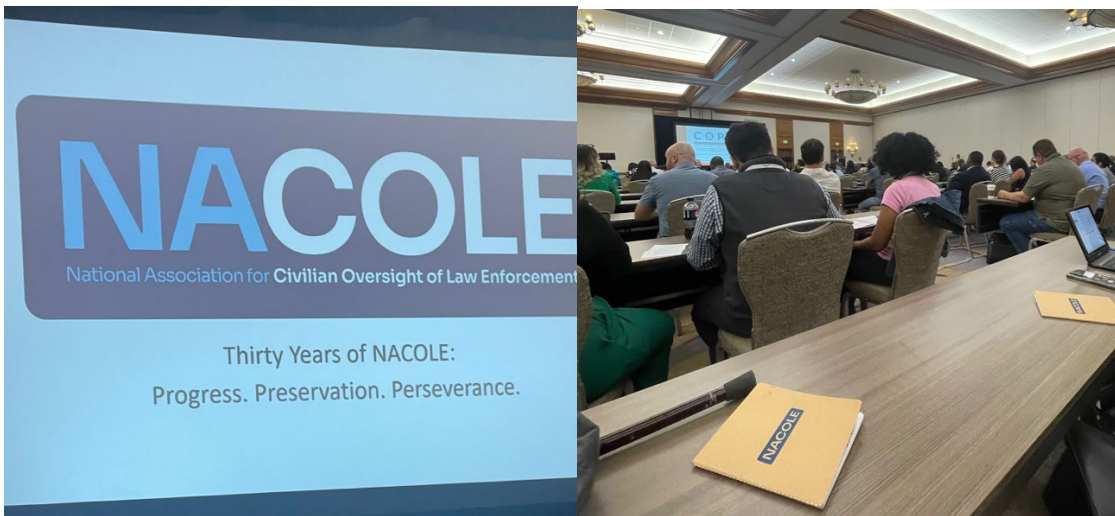


Community Concerns and Emerging Issues

Throughout the year, residents continued to raise questions and concerns regarding a variety of public safety issues. Topics most frequently discussed during CPRB meetings and public comment periods included:

- Racial disparities reflected in traffic stop data.
- Immigration enforcement activity and local police response.
- First Amendment demonstrations and crowd management practices.
- Police use of emerging technologies, including AI-assisted report writing.
- Automated License Plate Reader (ALPR) systems and data privacy.
- Transparency and accountability in officer-involved incidents.
- Military equipment use and reporting.

These concerns helped inform the Board's annual workplan, policy review priorities, and requests for additional information from the Police Department and Independent Police Auditor.



CPRB's Policy Reviews

First Amendment Assembles policy:

In response to community concerns about the prospect of federal Immigration and Customs Enforcement (ICE) and Border Patrol immigration enforcement activities in San Leandro and other East Bay communities, and the potential for public protests in response, the Board determined this issue to be a policy area of compelling community-wide concern and began a review of SLPD crowd control policies. At its October meeting, the Board unanimously approved the following motion:

“Amend the current SLPD Policy #431 on First Amendment Assemblies, Section 431.13 “Use of kinetic energy projectiles and chemical agents for crowd control” to include the specific statutory requirements governing use of kinetic energy projectiles and chemical agents for crowd control that the Lexipol policy template omits. Specifically, add Penal Code Section 13652 (b), subsections 1 through 11”.

Those subsections establish specific restrictions on the use of kinetic energy projectiles and chemical agents in crowd control situations, including: de-escalation tactics must first be tried and have failed; audible announcements of the intent to use needed before deployment; reasonable opportunity to disperse must be provided; only target individuals engaged in violent acts, without aiming at the head, neck, or other vital organs, and without using indiscriminately on a crowd; use of tear gas must be authorized by a commanding officer on the scene; medical assistance must be provided when safe to do so.

The Chief declined to adopt the verbatim language from the state law but agreed to consider summary language consistent with the Board's intent. Here is her full response dated 2/2/26:

“Thank you for your review of the Department’s First Amendment Assemblies Policy #431 and for your recommendation/motion to amend the policy to include the full statutory language of California Penal Code section 13652(b), subsections (1) through (11), governing the use of kinetic energy projectiles and chemical agents.

To summarize the motion as passed-

“Amend the current SLPD Policy #431 on First Amendment Assemblies, Section 431.13 “Use of kinetic energy projectiles and chemical agents for crowd control” to include the specific statutory requirements governing use of kinetic energy projectiles and chemical agents for crowd control

that the Lexipol policy template omits. Specifically, add Penal Code Section 13652 (b), subsections 1 through 11.”

For reference, the current SLPD policy is written as follows:

“431.13 USE OF KINETIC ENERGY PROJECTILES AND CHEMICAL AGENTS FOR CROWD CONTROL

Kinetic energy projectiles and chemical agents for crowd control purposes shall only be deployed by officers who have received POST training for crowd control if the use is objectively reasonable to defend against a threat to life or serious bodily injury to any individual, including an officer, or to bring an objectively dangerous and unlawful situation safely and effectively under control (Penal Code § 13652).”

After careful consideration, I am respectfully modifying this request. While Penal Code section 13652 provides important statutory requirements, incorporating the full text of the statute into the policy itself would not align with best practices for policy development. Statutes are subject to change, and evolution, through legislative action and judicial interpretation. Embedding the complete statutory language into policy would create an increased risk of the policy becoming outdated or inconsistent with current law without immediate revision.

Additionally, industry standards for law enforcement policies generally rely on clear operational guidance supported by references and annotations to applicable statutes, rather than reproducing statutory language verbatim. Including the entire statute would make the policy overly complex and unnecessarily wordy, which can reduce clarity and effectiveness for operational use.

Instead, the Department’s policy explicitly references and annotates Penal Code section 13652, ensuring that officers are directed to the governing law and any subsequent legislative updates or changes to the section. Officers are expected to be knowledgeable of both Department policy and the specific statutes cited within those policies. This approach supports legal compliance while maintaining a clear, concise, and usable policy framework.

However, we will conduct an internal review of the policy, according to our policy review protocols, and determine if additional language is needed. Once the review has been completed, I will send the updated draft policy to the CPRB.

I appreciate the Board’s continued engagement and oversight, and we remain committed to continuous improvement, transparency, accountability, and adherence to all applicable laws governing crowd control tactics. Thank you.”

Annual RIPA reports:

The CPRB continues to review annual and periodic RIPA data reports provided by the Police Department and analyzed by the Independent Police Auditor. The Board remains interested in understanding persistent racial disparities reflected in traffic stop data and trends identified through statewide reporting requirements.

The CPRB does not independently collect or analyze stop data. Rather, the Board relies upon information provided by the Police Department and the Independent Police Auditor to inform questions, identify trends, and support policy discussions aimed at improving community trust and equitable policing practices

Flock ALPR “public safety” cameras:

Over the past year, several Bay Area cities have expressed concerns about the integrity of Flock’s handling of data that is proscribed by CA law from being shared with federal and out-of-state law enforcement agencies (i.e., Santa Clara County, Mountain View, San Jose, Richmond, and Berkeley). Some have suspended contracts and/or expansion of Flock services. The CPRB also received a written complaint from a resident questioning the City’s continued use of Flock cameras. In response, a representative of Flock attended a CPRB meeting, and acknowledged that Flock had a public trust problem but asserted that the company is addressing those concerns.

Annual review of Military Equipment Acquisition and Use policy:

The CPRB again served as the annual public forum to review the SLPD’s report on usage of military equipment. No further policy changes were recommended at the conclusion of that meeting, though the CPRB sought clarifying details on some of the reported uses, including whether any injuries resulted.

Additional CPRB activities during FY 2025-26 included:

- Discussion of the Police Department's plans regarding AI-assisted report writing and compliance with Senate Bill 524.
- Educational presentation regarding Taser deployment, policy, and training.
- Review and discussion of the IPA's annual report and ALPR audit findings.
- Debriefs and knowledge-sharing from regional and national NACOLE conferences.
- Adoption of the 2026 CPRB Workplan.
- Discussion of Board recruitment, retention, training, and succession planning.



Community Outreach

The CPRB continues its commitment to community engagement and public education. In addition to maintaining information on the City's website (www.sanleandro.org/CPRB), Board members routinely attend community events and public safety outreach activities. During FY 2025-26, CPRB outreach efforts included:

- Participation in Coffee with the Cops events.
- Participation in United4Safety events.
- Attendance at Police Department ceremonies and community gatherings.
- Outreach at the Cherry Festival and Farmers Market events.
- Distribution of multilingual informational materials regarding the CPRB and complaint process.
- Public education regarding the role of civilian oversight and the Independent Police Auditor.

The Board recognizes that community awareness of civilian oversight remains an ongoing challenge and intends to continue expanding outreach efforts during the coming year.



Challenges and Opportunities

As the CPRB approaches its fifth year, several opportunities for continued growth remain, including:

- Maintaining a full complement of Board members and youth representatives.
- Preparing for board Chair and Vice Chair succession.
- Increasing public awareness of the CPRB and its role.
- Completing pending policy reviews affected by leadership transitions and staffing changes.
- Updating the Board's Administrative Procedures and board member training.
- * Keeping pace with rapidly evolving technologies used in law enforcement.
- Continuing to build trust among diverse community stakeholders.

The Board remains committed to continuous improvement and strengthening its effectiveness as a civilian oversight body.

Looking Ahead: 2026-27 Priorities

The CPRB anticipates focusing on the following priorities during the coming year:

- Completion of ongoing policy reviews related to First Amendment demonstrations, vehicle pursuits, and de-escalation.
- Continued review of racial disparity data and community concerns.
- Monitoring implementation of AI-related policies and emerging technologies.
- Recruitment of Board members and youth representatives to fill vacancies.
- Expanded community outreach and public education efforts.
- Review and revision of CPRB Administrative Procedures.
- Continued collaboration with the Independent Police Auditor and Police Department to support transparency and accountability.

Board Appointments, Terms, Attendance, and Vacancies

The CPRB is comprised of one board member from each of the six Council districts, one at-large member appointed by the Mayor, and two at-large ex-officio youth members (who must be between the age of 14-22 years old).

There are currently six voting board members, with one voting member and two ex-officio youth positions vacant, as of the date this report was published.

Current CPRB membership::

- Bob Bailey, District 5, Chair
- A. Keith Gibbs, District 4, Vice Chair
- Jennifer Chang, District 2
- Vacant, At-large
- Pcyeta Stroud, District 1
- Joseph Trujillo, District 3
- Timothy Zimmermann, District 6

Peter Franco resigned as the Mayor's at-large member in December 2025; and subsequently Victor Krevocheza resigned in April 2026 before attending any Board meetings.

Kacey Guo resigned her Ex-officio Youth position in May 2026, leaving two vacant Youth positions.

The current demographic composition of the Board: two African-American, one Asian, one Hispanic, and two Caucasians; four male and two female.

As stipulated by the Ordinance, the annual attendance record of all CPRB members is as follows:

- * No absences: Board members Bailey, Chang, Trujillo and Zimmermann
- * Three excused absences: Board members Gibbs, Stroud
- * Four absences: Ex-officio youth member Guo

Terms of Current Members

Expires 12/31/26: Bailey, Trujillo, Stroud, and At-large vacancy

Expires 12/31/28: Gibbs, Chang, Zimmermann

In March, 2026 Board Member Bailey was re-elected as Chair and Board Member Keith Gibbs was re-elected Vice Chair. Deputy City Manager Eric Engelbart continues to serve as the CPRB Secretary

CPRB and IPA Estimated Expenditures FY25-26

To be added, pending Finance Dept report

Background: Establishment of the CPRB and IPA

The fatal officer-involved shooting of unhoused San Leandro resident Steven Taylor in April 2020, and the national call for greater police accountability after George Floyd's killing in May, 2020 (and others), prompted local community organizing in the City by various individuals and groups, which ultimately led to calls for the establishment of civilian police oversight. The grass-roots organization SLATE (San Leandro for Accountability, Transparency and Equity) that emerged engaged in research, advocacy, and public education on the subject. SLATE also began collaborating with the City Manager's office to develop an oversight model appropriate for the City.

In February 2021 the City Council held a workshop with the OIR consulting group on the various models for civilian police oversight nationally. At that session the Council directed the City Manager to develop a hybrid model for their consideration. The City Manager's office held two public townhalls for further community input in October, 2021, and consulted with NACOLE (National Association for Civilian Oversight of Law Enforcement), SLPD command staff, the City Attorney, several of the City's employee bargaining groups (including the San Leandro Police Officers Association), and others in drafting their recommended Ordinance to present to the City Council.

On April 4, 2022 the Ordinance establishing the CPRB was passed unanimously by the City Council. A diverse pool of over 50 community members subsequently applied for the CPRB. The consulting firm IntegrAssure, Inc. was hired by the City Manager as the Independent Police Auditor (IPA) in September, and eight CPRB board member appointees were sworn in before the City Council on September 19, 2022. The CPRB held its first public meeting on October 19, 2022.

Annual Workplan

As required by the Ordinance, attached is the CPRB's 2026 preliminary workplan and adopted calendar (see Appendix).

Independent Police Auditor Summary Report

See the Appendix for a summary of the activities of the Independent Police Auditor which, among other things, describes how their role relates to that of the CPRB. The IPA separately produces a detailed annual report in the Fall that includes more information about their actions and recommendations that result from their review of alleged misconduct complaints, critical incidents, use of force, pursuits, data analysis and audits.

Commendations

The CPRB is especially appreciative of the Chief’s initiative last summer to include CPRB and other community members - together with SLPD personnel - in several training sessions on the Transformative Policing Model. This demonstrated both a commitment to reform and to strengthening police-community relations.

The CPRB also appreciates inclusion in the IPA’s reports of its commendations for exemplary actions by SLPD personnel in the performance of their duties. These provide an important perspective that the board does not otherwise see - and helps reinforce positive changes in SLPD operational effectiveness.



City of **San Leandro**

Hello! We Are The
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SanLeandro.org/CPRB

Learn More & Stay Involved!

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APPENDIX

- A. CPRB 2026 Annual Workplan
- B. IPA Summary for FY 25-26