

The seal of the City of San Leandro is a circular emblem. It features a central landscape with a sun rising over mountains and a body of water. The words "CITY OF SAN LEANDRO" are inscribed around the perimeter of the seal. The seal is mounted on a light-colored stone or concrete pillar.

# Civilian Oversight of Law Enforcement

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March 21, 2022



Oversight  
Hybrid  
Model

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Community Police Review  
Board (CPRB)

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Independent Police  
Auditor (IPA)



# Background

- Community survey work going back to 2010
- Evolving national conversations about policing
- Local, regional and national events
- City Council work session - February 2021
- City Council planning session - July 2021
- Community listening sessions – October 2021
- Meetings with labor groups – November 2021 – January 2022
- City Council Work Session – February 15, 2022
- First Reading of Ordinance – March 21, 2022

2/15/22  
Council Work  
Session  
Direction

- Council direction on framework and supporting provisions:
  1. Exclude former and current law enforcement from membership on the CPRB.
  2. Include two voting student members, making the total membership nine.
  3. Set the initial terms of CPRB members from Districts 1, 3, 5, and the Mayor's at large appointment to expire December 31, 2023 and the terms of members from Districts 2, 4, and 6 to expire December 31, 2024.

# Community Police Review Board - Framework



- Independent from Police Department
- 7 diverse members + 2 student voting members
  - Excluding law enforcement background
  - Current City employees are ineligible
- Appointed by City Council, well-trained
- Broad policy review authority
- Supports public outreach
- Provides input into PD budget & hiring process of Police Chief
- May refer citizen complaints to Auditor/IA
- Develops annual public report



# Independent Police Auditor - Framework



- Overview of Responsibilities
  - Independent monitor
  - Advises on Internal Affairs process
  - Subject Matter Expert to Review Board
  - Advises on classification of complaints
  - Analyzes police data & trends
  - Reports to Board on statistics & trends
  - Supports public outreach
  - Develops annual public report

# Supporting Provisions

#	Provision	Ordinance	Administrative Procedure
1	The CPRB and IPA need to have a clear mission/purpose statement, with clarity about their relationship to each other		Yes
2	Chief attends CPRB meetings and reports significant policy changes and mutually agreed upon topics		Yes
3	IPA may make recommendations on the classification category of complaints to be investigated by the Police Dept's Professional Standards (Internal Affairs) unit	Yes	
4	The CM has responsibility to address any disputes between the Chief and the IPA/CPRB on access to records or other potential legal disputes	Yes	
5	CPRB may establish working sub-committees on topics of interest. This will require majority vote of CPRB.		Yes
6	Exclude former and current law enforcement from membership on the CPRB.	Yes	
7	Include two voting student members, making the total membership nine.	Yes	
8	Set the initial terms of CPRB members from Districts 1, 3, 5, and the Mayor's at large appointment to expire December 31, 2023 and the terms of members from Districts 2, 4, and 6 to expire December 31, 2024.	Yes	

# Supporting Provisions- Recent Community Feedback

#	Provision	Ordinance	Administrative Procedure
9	Clear procedures for how recommendations from the IPA and CPRB are to be handled by the Chief and City Manager.		Yes
10	Public reporting obligations of the IPA and CPRB to include a summary of their activities, outcomes of recommendations made to the Chief and City Manager, and general trends data on police operations.		Yes
11	As part of the normal City Council budget process the CPRB may provide input into the Police Department budget.		Yes



# Resource Allocation

## Staff Allocation

- Asst. City Manager – Administrative oversight
- Asst. Chief of Police – Liaison to Police Department
- Administrative Support - PD and CMO
- Administrative Services Manager - Special projects
- Independent Police Auditor – Contract

## Budget Allocation

- \$175,000 in FY22
- \$350,000 ongoing

# Next Steps/Timeline

- City Council adoption (March)
- Council appointment of members (April-May)
- Independent Auditor RFP (April-May)
- CPRB members begin training (June)
- Internal Auditor is selected (July)
- CPRB administrative procedures into Administrative Code (August – December)



# Staff Recommends

The City Council adopt the Ordinance to Amend San Leandro Municipal Code sections 1-3-100, 1-3-110 and subsection (a) of section 1-3-115 to add Community Police Review Board and to Add Article 17 Community Police Review Board to San Leandro Municipal Code Chapter 1-3, Boards and Commissions.