



City of San Leandro

City Hall
835 East 14th Street
San Leandro, California

Minutes

Community Police Review Board

Wednesday, December 18, 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 6:00 p.m.

2. ROLL CALL

Present 6 - Bailey, Chang, Gibbs, Trujillo, Zimmermann, and Stroud

Absent 1 - Franco

The board agreed to reorder the agenda to hear Item 8.b. immediately following the Police Department's report.

3. PUBLIC COMMENTS ON NON-AGENDA ITEMS

There were no public comments.

4. APPROVAL OF MINUTES

4.a. [24-548](#) Minutes of November 20, 2024

A motion was made by Member Gibbs, seconded by Member Stroud, that the minutes be adopted as submitted. The motion CARRIED by the following vote:

Aye: 6 - Bailey, Chang, Gibbs, Trujillo, Zimmermann, Stroud

Absent: 1 - Franco

5. POLICE DEPARTMENT'S REPORT

Report made by Police Chief Angela Averiett.

8.b. [24-589](#) Motion to Consider Body Worn Camera Policy Review Request as Part of Annual Workplan, Pursuant to Public Request

There were no public comments.

A motion was made by Vice Chair Chang, seconded by Member Stroud, that the request be referred to the Independent Police Auditor for action as they deem appropriate. The motion CARRIED by the following vote:

Aye: 6 - Bailey, Chang, Gibbs, Trujillo, Zimmermann, Stroud

Absent: 1 - Franco

6. INDEPENDENT POLICE AUDITOR’S (IPA) REPORT

Report made by Jeff Schlanger of IntegrAssure.

7. BOARD SECRETARY’S REPORT

Report made by Board Secretary Eric Engelbart.

8. ACTION ITEMS

8.a. [24-588](#) Use of Force Policy Review

Comments were made by 4 people.

A motion was made by Chair Bailey, seconded by Member Stroud, that the CPRB would first like to commend the Police Chief’s commitment to a process that allows for real dialogue and a chance for community concerns to be heard; and although some of the CPRB’s core principles were not accepted, the majority are reflected in the revisions accepted by the Chief; and the CPRB still prefers greater reference to harm reduction, stricter inclusion of language from AB 392 about the standards for use of deadly force, and a summary statement of the beginning of the policy that would highlight core principles as other police departments have done; and the CPRB is pleased by the department’s responsiveness and approves of the revised De-escalation and Use of Force Policy 300 as presented.

The motion CARRIED by the following vote:

Aye: 6 - Bailey, Chang, Gibbs, Trujillo, Zimmermann, Stroud

Absent: 1 - Franco

8.c. [24-576](#) Adoption of the 2025 Community Police Review Board Meeting Calendar

There were no public comments.

A motion was made by Vice Chair Chang, seconded by Member Zimmermann, to adopt the 2025 Community Police Review Board meeting calendar. The motion CARRIED by the following vote:

Aye: 6 - Bailey, Chang, Gibbs, Trujillo, Zimmermann, Stroud

Absent: 1 - Franco

8.d. [24-590](#) Motion to Modify Composition of Pretextual Traffic Stops Ad Hoc Committee Previously Formed at March 20, 2024 CPRB meeting

There were no public comments.

A motion was made by Chair Bailey, seconded by Member Zimmermann, to

reconstitute the Pretextual Traffic Stops Ad Hoc Committee to include Member Stroud; Member Zimmermann; and Chair Bailey (or Member Franco instead if he wishes); with a focus on research and analysis, but not making recommendations to the full board.

The motion **CARRIED** by the following vote:

Aye: 6 - Bailey, Chang, Gibbs, Trujillo, Zimmermann, Stroud

Absent: 1 - Franco

9. DISCUSSION ITEMS

- 9.a. [24-550](#) Presentation of Independent Police Auditor’s Annual Report (Including Racial and Identity Profiling Act (RIPA) Data Analysis) (Continued from the November 20, 2024 CPRB meeting)

Comments were made by one person. Discussion held.

The Board provided feedback regarding the Annual Report and by unanimous consent requested further clarification from the Independent Police Auditor.

- 9.b. [24-551](#) Presentation of Highlights of the National Association for Civilian Oversight of Law Enforcement (NACOLE) 30th Anniversary Annual Conference that Occurred October 13-17, 2024 (Continued from the November 20, 2024 CPRB meeting)

Comments were made by two people. Presentation made.

10. BOARD MEMBER COMMENTS

Board Members made various comments.

11. ADJOURNMENT

The meeting adjourned at 7:40 p.m.

RESPECTFULLY SUBMITTED:

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