

SAN LEANDRO COMMUNITY POLICE REVIEW BOARD

Presentation for Youth Advisory Commission
Tuesday, April 15, 2025

WHAT IS CIVILIAN POLICE OVERSIGHT?

NACOLE definition:

Civilian oversight -

- Investigates, audits, or reviews internal law enforcement investigations or processes, including community complaints and use of force incidents.
- Conducts ongoing monitoring of law enforcement agencies' policies, procedures, training, management, and supervision practices.
- Includes any agency or process that involves active participation in the above by persons *who are not sworn law enforcement*.

WHY IS CIVILIAN OVERSIGHT OF POLICE IMPORTANT?

Per NACOLE:

- Protects human rights
- Promotes constitutional policing
- Increases public confidence and trust in the police
- Builds bridges between law enforcement and the public
- Supports effective policing
- Ensures greater accountability
- Enhances risk management

TYPES OF CIVILIAN OVERSIGHT

- Investigative, Community Policy review, and Independent Auditor/Monitor – or Hybrid (a combination of more than one of these functions)
- Our CPRB with the IPA is a hybrid type
- Civilian Oversight has existed in the Bay Area for 50 years. Includes: Berkeley, Oakland, San Francisco, Richmond, San Jose

HOW WAS CIVILIAN OVERSIGHT CREATED IN SAN LEANDRO ?

- The fatal officer-involved shooting of unhoused San Leandro resident (and SLHS alumnus) 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 our 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 in 2020 engaged in research, advocacy, and public education on police oversight.
- The City Council held a workshop in the Feb. 2021 with an outside consultant to learn about the different models of police oversight nationally.
- SLATE collaborated with the City Manager's office to develop a hybrid oversight model appropriate for our City. The City Manager held two public townhalls facilitated by NACOLE in Oct. 2021 to get community feedback on a proposed model.

WHEN WAS THE CPRB ESTABLISHED?

- Established by a City of San Leandro Ordinance 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.
- 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.
- The CPRB is now a member of the National Association for Civilian Oversight of Law Enforcement (NACOLE). www.nacole.org

WHAT IS THE PURPOSE OF THE CPRB?

From the 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 employees.

WHAT ARE THE POWERS OF THE CPRB?

- Reviews and provides input on any SLPD policy or procedure which a majority of the Board deems to be of compelling community interest; policy reviews can be initiated by the CPRB or be in response to a request from the public
- Refers complaints of police misconduct to IPA; does not investigate such complaints
- Holds public meetings attended by the Chief; issues its reports and recommendations to the public; publishes an annual report summarizing its activities to the City Council
- Can request all relevant information from SLPD and the City to conduct its policy reviews
- Submits formal recommendations in writing to the Chief; the Chief must respond in writing within 90 days; if denied by the Chief, the CPRB can forward to the City Manager for response, with the outcome reported to the City Council
- Provides input to the City Manager on the hiring process for the Chief of Police
- Coordinates community outreach efforts with the City Manager's office

WHAT ARE THE POWERS OF THE IPA?

- Oversees all investigations of alleged police misconduct; can recommend further investigation, specific findings and disciplinary action
- Has access to all SLPD records, including confidential police personnel records
- Analyzes trends in SLPD data
- Conducts audits of police operations to assure compliance with policy and procedures, and to seek continuous improvement consistent with best practices in law enforcement; can make policy recommendations to the Chief and City Manager
- Provides subject matter expertise on policing to the CPRB; attends all CPRB meetings
- The IPA function is carried out by an independent consulting firm (Integrassure)
- BOTH the CPRB and IPA are subject to confidentiality restrictions on what can be publicly disclosed to protect individual officer privacy rights under State law.

WHAT POLICE POLICY REVIEWS HAS THE CPRB CONDUCTED?

- Acquisition and use of military equipment
- Flock cameras/Automated License Plate Readers
- Use of Force

WHAT IS THE COMPOSITION OF THE CPRB?

- The diverse nine member 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.
- **Originally the Ordinance included two student board member positions for 18-22 year-olds. After the City was unable to fill those positions over the past year, and in an effort to make participation on the Board more feasible for young people, the Council recently amended the Ordinance to designate those positions as “ex-officio “, expanding age eligibility to 14-22 and deleting the requirement of being a student.**
- The ex-officio board members can attend all CPRB meetings, receive CPRB documents and materials, and participate fully in the Board’s discussions. They cannot vote on actions taken by the Board but any ex-officio absences do not effect the number of Board members needed to constitute a quorum or a majority to take action.

WHAT ARE THE REQUIREMENTS FOR THE YOUTH EX-OFFICIO CPRB MEMBERS?

- Age (14-22) and San Leandro residency
- Parental or guardian consent for minors (14-17)
- Interest in helping achieve the CPRB mission
- Training – Basics on civilian oversight, police operations, “Constitutional policing”; most training is accessible on-line, with a police ride-along (with parental/guardian consent)
- Attend monthly meetings
- Provide the perspective of and voice for San Leandro youth on police matters

HOW DO YOU APPLY TO SERVE ON THE CPRB?

- Go to <https://www.sanleandro.org/170/Boards-Commissions> to apply online
- Deadline for applications TBD
- All applications referred by the City Clerk to the City Council's Rules Committee which reviews and recommends nominees to the full City Council for approval.

HOW TO CONTACT US

- Website: www.sanleandro.org/CPRB
- Email: CPRB@sanleandro.org
- Board Secretary Eric Engelbart (Deputy City Manager) eeengelbart@sanleandro.org

Current Board Members:

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