

The seal of the City of San Leandro is a circular emblem. It features a central sun with rays, a mountain range, and a building with a flag. The words "CITY OF SAN LEANDRO" are inscribed around the perimeter of the seal. The seal is mounted on a light-colored wall.

# Civilian Oversight of Law Enforcement

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February 15, 2022

# Work Session Goals

Provide

Background on the process

Share

Model framework and community feedback

Receive

Council direction



# 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, 2021



# Oversight Model Considerations

- Legal Constraints
  - City Charter
  - Structure of City government
  - Statutory & legislative mandates
  - Labor Contracts
- Budgetary & resource constraints
- Research from other agencies
- Public input to further shape any proposals

# Proposed Hybrid Model

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Community Police Review  
Board (CPRB)

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Independent Police  
Auditor (IPA)

# Community Police Review Board - Framework

- Independent from Police Department
- 7 diverse members + 1 student
  - Student is a non-voting member
  - Maximum of 2 with law enforcement background (including sworn)
  - 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 – Community Feedback

#	Provision	Alignment with Council Direction	
		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	Clear procedures for how recommendations from the IPA and CPRB are to be handled by the Chief and City Manager	Yes	
3	Chief attends CPRB meetings and reports significant policy changes and mutually agreed upon topics		Yes
4	Include public reporting obligations of the IPA and CPRB: Specifically, regarding activities of each, outcomes of recommendations made to the Chief & CM, and general trends data on policy operations	Yes	
5	IPA may make recommendations on the classification category of complaints to be investigated by the Police Dept's Professional Standards (Internal Affairs) unit	Yes	
6	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	
7	CPRB may establish working sub-committees (including non-voting member) on topics of interest. This will require majority vote of CPRB.		Yes

# Supporting Provisions – Community Feedback

#	Provision	Alignment
8	Each CPRB member to be appointed by a majority of the Council (4), removal should require a supermajority (5), 4-year non-renewable terms and only one appointee per Council Member (New idea – not included in City presentation)	No - Need Council Direction
9	An annual IPA/CPRB budget allocation of 1.5% of the Police Dept.'s General Fund Budget (Outside scope – not included in City presentation)	No – Charter provides for budgetary process
10	Exclude former sworn officers from being considered for the CPRB (City presented: Maximum of 2 with law enforcement background (including sworn))	No - Need Council Direction

# 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

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



# Council Direction

1. Approve Framework

2. Approve Supporting Provisions

3. Membership eligibility criteria:

- Exclude all former Sworn
- Provide for a maximum number of former sworn
- Other Council direction

4. Approve removal of CRPB Member:

- Super Majority **OR**
- Majority