



## LA MESA COMMUNITY POLICE OVERSIGHT BOARD AGENDA

### A Regular Meeting

**Date:** Wednesday, September 18, 2024, 4:00 p.m.  
**Location:** La Mesa Police Department Community Room, 8085 University Avenue  
La Mesa, California

**Board Members:** Chair Leroy Johnson  
Vice Chair Janet Castanos  
Board Member Denise Carlson  
Board Member Lauren Cazares  
Board Member Christian DeMent  
Board Member John Fonseca  
Board Member Aaron Landau  
Board Member Jeffrey Scott McIlwain  
Board Member Susan Wayne

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Teleconference Meeting Webinar

<https://us06web.zoom.us/j/89806770947>

Telephone (Audio only)

(669) 900-6833 or (253) 215-8782 Webinar ID: 898 0677 0947

Copy and paste the webinar link into your internet browser if the webinar link does not work directly from the agenda.

### **PUBLIC COMMENTS**

- **In-Person comments during the meeting:** Join us for the Board meeting at the time and location specified on this agenda to make your comments. Comments will be limited to three (3) minutes.
- **How to submit eComments:** eComments are available once an agenda is published.

Locate the meeting in "upcoming meetings" and click the comment bubble icon. Click on the item you wish to comment on. eComments can be submitted when the agenda is published and until **24 hours prior** to the meeting. eComments are limited to 3700 characters (approximately 500 words). eComments may be viewed by the Board and members of the public following the close of the eComment submission period (24 hours prior to the meeting). Email your comment to [cityclrk@cityoflamesa.us](mailto:cityclrk@cityoflamesa.us) if you have difficulty submitting an eComment. eComments will not be read aloud as a regular meeting item; however any member of the Board or member of the public may do so during their respective comment time.

**PLEASE NOTE:** Public Comment will be limited to 3 minutes per item. The timer begins when the participant begins speaking. Time cannot be combined or yielded to another speaker.

Citizens who wish to make an audio/visual presentation pertaining to an item on the agenda, or during Public Comments, should contact the City Clerk's Office at 619.667.1120, no later than 12:00 p.m., the business day prior to the meeting day. Advance notification will ensure compatibility with City equipment and allow Board meeting presentations to progress smoothly and in a consistent and equitable manner. Please note that all presentations/digital materials are considered part of the maximum time limit provided to speakers.

Agenda reports for items on this agenda are available for public review at the City Clerk's Office, 8130 Allison Avenue, during normal business hours.

Materials related to an item on this agenda submitted to the Board after distribution of the agenda packet are available for public inspection in the City Clerk's Office, 8130 Allison Avenue, during normal business hours.

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Hearing assisted devices are available for the hearing impaired. A City staff member is available to provide these devices upon entry to City Council meetings, commission/board meetings or public hearings held in the City Council Chambers. A photo i.d. or signature will be required to secure a device for the meeting.

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Pages

1. CALL TO ORDER
  - 1.1 PLEDGE OF ALLEGIANCE - ROLL CALL
2. ADDITIONS AND/OR DELETIONS TO THE AGENDA

**3. PUBLIC COMMENTS – (TOTAL TIME – 15 MINUTES)**

NOTE: In accordance with state law, an item not scheduled on the agenda may be brought forward by the general public for comment; however, the Community Police Oversight Board will not be able to discuss or take any action on the item at this meeting. If appropriate, the item will be referred to Staff or placed on a future agenda.

**4. CONFLICT DISCLOSURES**

**5. CURRENT BUSINESS**

**5.1 APPROVAL OF THE MINUTES FOR THE COMMUNITY POLICE OVERSIGHT BOARD REGULAR MEETING HELD AUGUST 21, 2024**

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**Recommended Motion:**

Approve minutes.

**5.2 PRESENTATION BY HILARY EGO, ENVIRONMENTAL SUSTAINABILITY MANAGER, REGARDING THE EV CHARGING STATION MASTER PLAN WORKING GROUP**

**5.3 LA MESA POLICE DEPARTMENT UPDATES**

- STAFFING AND RECRUITMENT
- PAST AND UPCOMING EVENTS
- DE-ESCALATION VIDEO

**5.4 INDEPENDENT POLICE AUDITOR UPDATES**

**5.5 2024 CPOB WORK PLAN REVIEW**

8

**6. COMMITTEE REPORTS (3-MINUTE LIMIT)**

**7. STAFF AND BOARD MEMBER ANNOUNCEMENTS**

**8. ADJOURNMENT**



## La Mesa Community Police Oversight Board

### Minutes of a Regular Meeting

Date: August 21, 2024, 4:00 p.m.  
Location: La Mesa Police Department Community Room, 8085 University Avenue  
La Mesa, California

Present: Chair Leroy Johnson  
Vice Chair Janet Castanos  
Board Member Denise Carlson  
Board Member Lauren Cazares  
Board Member Christian DeMent  
Board Member Aaron Landau  
Board Member Jeffrey Scott McIlwain  
Board Member Susan Wayne

Absent: Board Member John Fonseca

Staff: Assistant City Manager Amanda Lee  
Assistant to the City Manager Dedmon  
General Counsel Caroline Chiappetti  
Independent Police Auditor ("IPA") Rick Rasmussen  
Deputy City Clerk Stacy Ready

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#### 1. **CALL TO ORDER**

Chair Johnson called the meeting to order at 4:00 p.m.

##### 1.1 **PLEDGE OF ALLEGIANCE - ROLL CALL**

Chair Johnson led the Pledge of Allegiance.

#### 2. **ADDITIONS AND/OR DELETIONS TO THE AGENDA**

Assistant City Manager Lee acknowledged new Community Police Oversight Board Member Denise Carlson.

Board Member Carlson, Police Beat 4 Representative, introduced herself and expressed her interest in serving on the Community Police Oversight Board.

**3. PUBLIC COMMENTS – (TOTAL TIME – 15 MINUTES)**

There were no public comments.

**4. CONFLICT DISCLOSURES**

There were no conflict of interest disclosures.

**5. CURRENT BUSINESS**

**5.1 APPROVAL OF THE MINUTES FOR THE COMMUNITY POLICE OVERSIGHT BOARD REGULAR MEETING HELD JULY 17, 2024**

**Moved by** Board Member Wayne

**Seconded by** Board Member DeMent

Approve minutes.

Yes (8): Chair Johnson, Vice Chair Castanos, Board Member Carlson, Board Member Cazares, Board Member DeMent, Board Member Landau, Board Member McIlwain, and Board Member Wayne

Absent (1): Board Member Fonseca

**Motion Approved (8 to 0)**

**5.2 LA MESA POLICE DEPARTMENT UPDATES**

- **STAFFING AND RECRUITMENT**
- **PAST AND UPCOMING EVENTS**

Captain Nicholass provided an update on the staffing, recruitments, and vacant positions in the La Mesa Police Department ("LMPD"). Captain Nicholass mentioned that CPOB Student Intern Lucas Fonseca would be helping to coordinate youth programs, such as the Explore or Cadet programs.

Captain Nicholass commented on July and August community events and activities.

Following Board questions and comments, no action was taken.

**5.3 FIRST QUARTERLY REPORT FROM THE INDEPENDENT POLICE AUDITOR COVERING THE PERIOD FROM JANUARY 1, 2024 TO MARCH 31, 2024**

IPA Rasmussen provided an overview of the Independent Police Auditor 2024 First Quarter Report. Case Nos. 2023-08, 2023-09, 2023-12, 2023-14, and 2023-15 were reviewed and discussed.

Following Board questions and comments, no action was taken.

**5.4 SECOND QUARTERLY REPORT FROM THE INDEPENDENT POLICE AUDITOR COVERING THE PERIOD FROM APRIL 1, 2024 TO JUNE 30, 2024**

IPA Rasmussen provided an overview of the Independent Police Auditor 2024 Second Quarter Report. Case Nos. 2023-08, 2023-14, 2023-15, and 2024-01 were reviewed and discussed.

Following Board questions and comments, no action was taken.

**5.5 DISCUSSION OF THE LA MESA CITY COUNCIL'S DECISION NOT TO FILL A CPOB VACANCY FOR POLICE BEAT 4 AT THE CITY COUNCIL MEETING OF JULY 23, 2024**

Vice Chair Castaños gave an update on the recent decision of City Council to not fill the Police Beat 4 vacancy. She commented on support from City Council in filling the vacancies for Police Beat 3 and La Mesa-Spring Valley. A meeting with City Administration was requested to review and discuss the ordinance that established the CPOB (Ordinance No. 2020-2881), and to address the concerns regarding the unrepresented quadrants of the City of La Mesa.

Following Board questions and comments, no action was taken.

**6. COMMITTEE REPORTS (3-MINUTE LIMIT)**

There were no committee reports.

**7. STAFF AND BOARD MEMBER ANNOUNCEMENTS**

Assistant to the City Manager Dedmon reminded Board Members of the Racial and Identity Profiling Act (RIPA) Subcommittee meeting on Thursday, August 29, 2024 at 4:00 p.m.

Assistant City Manager Lee suggested including a discussion with Environmental Sustainability Manager Hilary Ego regarding the EV Charging Stations Master Plan on the next meeting agenda.

Board Member Cazares shared that La Mesa Park and Recreation Foundation was awarded \$100,000 from San Diego Community Power and the San Diego Foundation for EV Charging Stations located in parks.

**8. ADJOURNMENT**

Chair Johnson adjourned the meeting at 5:03 p.m.



**Work Plan  
FY2024**

**Goals should be consistent with the City’s goals:**

- Maintain a community where residents and visitors feel safe
- Ensure a strong financial outlook through careful planning, sustainable service levels, and fiscal sustainability
- Promote a high quality of life that current and future generations can afford to call home
- Invest in infrastructure to serve the needs of the community
- Nurture an organizational culture where employees are recognized for the delivery of high-quality services to the community

**Staffing Department:** City Manager’s Office

| <b>GOALS</b>   | <b>DUE DATE</b> | <b>TRACKING MILESTONES</b>   | <b>STATUS</b> |
|--|-----------------|--|---------------|
| <b>Work Plan Item 1: Continue to collect data to gather information for the purpose of measuring change over time</b>  |                 |  |               |
| 1. Continue to collect data (i.e. arrests, stop data, etc.) and use RIPA, TrueNorth Community Survey, and CPOB survey data to gather information to measure change over time.                  | Ongoing         | 1.1 Use data sources such as RIPA, TrueNorth Community Survey, and CPOB survey, along with other sources to analyze data and report results.<br>1.2 Present update on data collection to CPOB once per year. | Ongoing       |
| 2. Work with the City, local universities, and research institutions to collect, review, and update data regarding community sensing and attitudes towards policies and practices of the LMPD. | Ongoing         | 2.1 Create survey to achieve baseline information to measure over time.<br>2.2 Update survey accordingly.  | Ongoing       |
| <b>Work Plan Item 2: Receive ongoing training and continuing educational training for all new and current CPOB members</b>   |                 |  |               |
| 1. Receive confidentiality training (from legal counsel) for the purpose of reviewing personnel or other documents that are protected by privacy laws.   | Ongoing         | 1.1 Continue receiving updated training by December 31, 2024. Add Discussion Item regarding training dates throughout the year to a future CPOB agenda (board meeting).                                      | Ongoing       |
| 2. Receive training on LMPD policies and procedures, including officer training, vehicular stops, arrests, and use of force including hands on training opportunities.                         | Ongoing         | 2.1 Continue receiving updated training by December 31, 2024.  | Ongoing       |
| 3. Receive training on Community-oriented Policing.  | Ongoing         | 3.1 Continue receiving updated training by December 31, 2024.  | Ongoing       |





**COMMUNITY POLICE OVERSIGHT BOARD**

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| 4. Receive training on Emergency Operations and Communications as a part of the Incident Command System ("ICS") and National Incident Management ("NIMS") System.  | Ongoing | 4.1 Continue receiving updated training by December 31, 2024 .<br>4.2 Use item to discuss, schedule, and determine training dates for CPOB members.                     | Ongoing     |
| 5. Receive training on LMPD hiring practices and employee wellness.  | Ongoing | 5.1 Continue receiving updated training by December 31, 2024 .  | Ongoing     |
| 6. Receive training from other qualified agencies, professional organizations (i.e. National Association for Civilian Oversight of Law Enforcement "NACOLE"), etc.   | Ongoing | 6.1 Continue receiving updated training by December 31, 2024 .  | Ongoing     |
| <b>Work Plan Item 3: Promote internship application and program for La Mesa residents currently enrolled in high school or college to serve as temporary, non-voting CPOB members</b>  |         |   |             |
| 1. Distribute an internship application/program for La Mesa residents currently enrolled in high school or college and between the ages of 16 and 22 through which students may serve as temporary, non-voting CPOB members. | Ongoing | 1.1 Advertise internship position.<br>1.2 Review applicants and select a youth intern.  | Ongoing     |
| <b>Work Plan Item 4: Develop a program for the accessibility and mediation of the complaint process</b>  |         |   |             |
| 1. Implement mediation program and access mediation services such as the National Conflict Resolution Center ("NCRC") and NACOLE when necessary.   |         | 1.1 Access mediation services when necessary.<br>1.2 Schedule item on CPOB agenda for discussion and approval of program (motion).                                      | In-progress |
| 2. Determine effective outreach and messaging regarding the complaint process.   | Ongoing | 2.1 Identify strategies and platforms to utilize.<br>2.2 Work with City staff, particularly the Communications Officer, to implement outreach and messaging strategies. | In-progress |
| 3. Review and evaluate outreach and messaging strategies as necessary.   | Ongoing | 3.1 Review and evaluate as necessary.   |             |
| <b>Work Plan Item 5: Develop and recommend community outreach programs regarding policing in La Mesa</b>   |         |   |             |



**COMMUNITY POLICE OVERSIGHT BOARD**

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| <p>1. Develop and recommend, in conjunction with the LMPD and City, community outreach programs regarding policing in La Mesa and community outreach events to communicate information or events in collaboration with or independent of LMPD designed to encourage safety and emergency preparedness.</p> | <p>Ongoing</p> | <p>1.1 Create Subcommittee and/or select CPOB board members to develop and recommend draft programs as needed.<br/>1.2 Present recommended programs to CPOB for comments and feedback.<br/>1.3 Incorporate comments and feedback into recommended program and bring back to CPOB for approval (if necessary).</p>   | <p>Ongoing</p> |
| <p>2. Identify ideas for LMPD and CPOB to participate in activities that bridge the gap and improve relationships with people of color.</p>  | <p>Ongoing</p> | <p>2.1 Identify strategies and special events.<br/>2.2 Work with LMPD to implement activities.</p>  | <p>Ongoing</p> |
| <p>3. Update and maintain webpage for CPOB as necessary and develop PSA and social media outreach.</p>   | <p>Ongoing</p> | <p>3.1 Identify materials and topics to be added to the webpage such as use of license plate reader technology, use of drones, RIPA, human trafficking, gun storage and safety, use of military equipment, PERT qualifications, and any other relevant topics, policies or procedures in addition to handbooks, forms, bylaws, work plan, etc.</p>  | <p>Ongoing</p> |
| <p>4. Develop youth internship program or explore cadet program to provide youth access to firearm simulator training and other related trainings.</p>   | <p>Ongoing</p> | <p>4.1 Work with LMPD to develop program.</p>   | <p>Ongoing</p> |
| <p>5. Explore developing additional community policing and outreach programs.</p>  | <p>Ongoing</p> | <p>5.1 Explore informing the community that police officers are interested in attending events.<br/>5.2 Explore assisting LMPD training unit with Implicit Bias training.<br/>5.3 Host forums for items in Tracking milestone 3.1 above<br/>5.4 Evaluate ongoing progress of outreach programs such as police officer's wearing plain clothes at community events and while working on school campuses.</p> | <p>Ongoing</p> |



**COMMUNITY POLICE OVERSIGHT BOARD**

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| 6. Work with Communications Manager to explore additional inter-agency communications (Fire, Police, Medical). | Ongoing | 6.1 Evaluate ongoing programs. | Ongoing |
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**Work Plan Item 6: Develop and recommend alternative social service and crime-prevention policies and strategies**

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| 1. Form a sub-group to study, develop, and recommend alternative social service and crime-prevention policies and strategies to the Chief of Police, Mayor, City Council, and City Manager; assess and make recommendations regarding the role in public safety of social services, including those related to mental health, alcohol and substance abuse, homelessness, juvenile justice, and education. | Ongoing | 1.1 Orient and educate CPOB regarding which current social service and crime prevention policies are currently in place (Homeless Outreach and Mobile Engagement "HOME" Program, Mobile Crisis Response Team "MCRT" for example).<br>1.2 Create sub-group and/or select CPOB board members to develop and recommend policies and strategies.<br>1.3 Work with non-profit organizations for referrals for information about general services for the public.<br>1.4 Present recommended policies and strategies to CPOB for comments and feedback.<br>1.5 Incorporate comments and feedback into recommended policies and strategies and bring back to CPOB for approval (if necessary). | Ongoing |
| 2. Make recommendations to LMPD regarding training, policies, and strategies.   | Ongoing | 2.1 Schedule item on CPOB agenda for discussion and approval of social service and crime-prevention policies and strategies.  | Ongoing |

**Work Plan Item 7: Provide semi-annual and annual public reports to La Mesa City Council and City Manager**



**COMMUNITY POLICE OVERSIGHT BOARD**

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| <p>1. In conjunction with the Independent Police Auditor, provide semi-annual public reports to City Council and City Manager on the number and types of complaints reviewed and the CPOB's response, investigative findings, analysis, and police progress on CPOB recommendations.</p> | <p>Ongoing</p> | <p>1.1 Schedule item on CPOB agenda as needed to discuss, review, and finalize each six-month public report.<br/>1.2 Determine which two months each fiscal year to present public report to City Council.</p> | <p>Reports submitted and ongoing</p> |
| <p>2. Draft and issue public reports regarding policies, procedures, practices, and training as to regular operations.</p>   | <p>Ongoing</p> | <p>2.1 Reconvene subcommittee for report.<br/>2.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.</p>   | <p>Ongoing</p>                       |
| <p>3. Draft and issue public reports regarding policies, procedures, and practices as to hiring and promotions.</p>  | <p>Ongoing</p> | <p>3.1 Reconvene subcommittee for report.<br/>3.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.</p>   | <p>Ongoing</p>                       |
| <p>4. Draft and issue public reports regarding policies, procedures, practices, and training as to internal investigations of misconduct.</p>  | <p>Ongoing</p> | <p>4.1 Reconvene subcommittee for report.<br/>4.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.</p>   | <p>Ongoing</p>                       |
| <p>5. Draft and issue public reports regarding initial and in-service trainings in de-escalation techniques, human relations instruction, and implicit bias training.</p>  | <p>Ongoing</p> | <p>5.1 Reconvene subcommittee for report.<br/>5.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.</p>   | <p>Ongoing</p>                       |
| <p>6. Draft and issue public reports regarding policies, procedures, practices, and training as to community-oriented policing.</p>  | <p>Ongoing</p> | <p>6.1 Reconvene subcommittee for report.<br/>6.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.</p>   | <p>Ongoing</p>                       |
| <p>7. Draft and issue public reports regarding any and all other areas of policing or LMPD policies, procedures, practices, and training that the CPOB finds appropriate to review.</p>  | <p>Ongoing</p> | <p>7.1 Reconvene subcommittee for report.<br/>7.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.</p>   | <p>Ongoing</p>                       |



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| <b>Work Plan Item 8: Continue to evaluate LMPD policies and provide ongoing recommendations</b>   |         |  |         |
| <p>1. Evaluate and recommend policies including use of force, officer training, de-escalation, employee wellness, compliance with health and safety standards, and compliance with the Racial and Identity Profiling Act ("RIPA").</p> <p>2. Review recommendations from the Independent Police Auditor regarding investigations.</p> | Ongoing | <p>1.1 Reconvene ad-hoc group or subcommittees.</p> <p>1.2 Receive written information from LMPD on implemented recommendations.</p> <p>1.3 Review implemented recommendations and work with LMPD to implement remaining After Action Report recommendations.</p> <p>1.4: Make recommendations to LMPD based on the continued changes to RIPA data</p> | Ongoing |
| <p>2. Adopt policies that promote police community relations and encourage the use of new, less lethal technologies.</p>  | Ongoing | <p>2.1. Consider best practices and discuss community relations initiatives and less lethal technologies with the Chief of Police.</p> <p>2.2 Receive presentations and updates from LMPD regarding implementation of new policies and community relations initiatives.</p>  | Ongoing |
| <b>Work Plan Item 9: Continue working with the Chief of Police to engage in LMPD hiring process when possible and offer recommendations regarding the hiring process, exams, and the interview process</b>  |         |  |         |



**COMMUNITY POLICE OVERSIGHT BOARD**

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| <p>1. Continue working with the Chief of Police to engage in LMPD hiring process when possible and offer recommendations regarding the hiring process, exams, and the interview process.</p> | <p>Ongoing</p> | <p>1.1 Invite CPOB members to participate in the oral interviews for LMPD applicants.<br/>         1.2 Seek to obtain demographic data on applicants that pass or fail various testing elements: written exam, oral interview, physical abilities test, background investigation, psychological examination, and medical examination.<br/>         1.3 Provide oral interview questions to the CPOB for review and input.<br/>         1.4 Conduct full review of "automatic" and "potentially disqualifying" background issues. Consider adding automatic disqualifiers such as posting hate speech on social media or conducting themselves inappropriately or in a manner that discredits the profession, on social media or otherwise.<br/>         1.5 Research the various options available that satisfy the P.O.S.T. requirements for the psychological exam.<br/>         1.6 Research innovative ways to target a diverse applicant pool.<br/>         1.7 Reach out to Administration of Justice programs at Grossmont College and Southwestern College to see if there are any roles (instructor, guest lecturer, career fairs) that LMPD personnel can assist with.<br/>         1.8 Research possibility of re-instituting an Explorer/Cadet program.</p> | <p>CPOB participated in recruitments; ongoing efforts</p> |
| <p><b>Work Plan Item 10: Collaborate with the IPA to review audits of LMPD investigations</b></p>  |                |   |   |
| <p>1. Collaborate with the IPA to review audits of LMPD investigations.</p>  | <p>Ongoing</p> | <p>1.1 Review of audits of LMPD investigations with the IPA only after policies and procedures are approved by City Council.</p>  | <p>Completed; audits ongoing</p>                          |

**2.30.010 – Creation and purpose.**

- (a) There is hereby permanently created the community police oversight board (hereinafter referred to as the "CPOB"). The purpose of the CPOB is to advise the chief of police, mayor, city council, and city manager on the administration of the La Mesa Police Department and on matters of public safety within the city.
- (b) The CPOB shall function as a means of community participation and oversight by directing and reviewing audits, and by reviewing and recommending policies, practices and programs designed to bring about community policing that is sensitive, effective, and responsive to the needs of the city and its residents. (c) The CPOB shall promote and encourage open communication and cooperation between the La Mesa Police Department and residents of the city, recognizing that policing the City of La Mesa is a shared responsibility. The CPOB shall also develop and make recommendations directed toward informing the community of its rights and responsibilities when coming into contact with police officers.