



LA MESA COMMUNITY POLICE OVERSIGHT BOARD AGENDA

A Regular Meeting

Date: Wednesday, October 16, 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 Brianna Coston
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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Telephone (Audio only)

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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 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.

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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 SEPTEMBER 18, 2024 4

Recommended Motion:
Approve minutes.
 - 5.2 INTRODUCTION OF NEW CPOB MEMBER BRIANNA COSTON
 - 5.3 LA MESA POLICE DEPARTMENT UPDATES
 - STAFFING AND RECRUITMENT
 - PAST AND UPCOMING EVENTS
 - 5.4 INDEPENDENT POLICE AUDITOR UPDATES
 - 5.5 PRESENTATION BY HILARY EGO, ENVIRONMENTAL SUSTAINABILITY MANAGER, REGARDING THE CLIMATE ACTION PLAN UPDATE
 - 5.6 CPOB SUBCOMMITTEE APPOINTMENTS 8
 - 5.7 2024 CPOB ANNUAL REPORT DISCUSSION 9
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: September 18, 2024, 4:00 p.m.
Location: La Mesa Police Department Community Room, 8085 University Avenue
La Mesa, California

Present: Vice Chair Janet Castanos
Board Member Denise Carlson
Board Member Lauren Cazares
Board Member John Fonseca
Board Member Aaron Landau
Board Member Jeffrey Scott McIlwain
Board Member Susan Wayne

Absent: Chair Leroy Johnson
Board Member Christian DeMent

Staff: Assistant City Manager Amanda Lee
Chief Ray Sweeney
Assistant to the City Manager Dedmon
General Counsel Dale Larson
Independent Police Auditor ("IPA") Rick Rasmussen
Deputy City Clerk Stacy Ready

1. **CALL TO ORDER**

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

1.1 **PLEDGE OF ALLEGIANCE - ROLL CALL**

Vice Chair Castaños led the Pledge of Allegiance.

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

There were no additions or deletions to the agenda.

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 AUGUST 21, 2024**

Moved by Board Member Cazares

Seconded by Board Member McIlwain

Approve minutes.

Yes (6): Vice Chair Castanos, Board Member Carlson, Board Member Cazares, Board Member Landau, Board Member McIlwain, and Board Member Wayne

Abstain (1): Board Member Fonseca

Absent (2): Chair Johnson, and Board Member DeMent

Motion Approved (6 to 0)

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

Environmental Sustainability Manager Hilary Ego and Environmental Analyst Serena Lee provided a PowerPoint presentation on the EV Charging Master Plan Community Working Group highlighting the Climate Action Plan and ways in reducing greenhouse gas emissions within the transportation sector.

Board questions and comments ensued.

Moved by Board Member Fonseca

Seconded by Board Member Cazares

To appoint Board Member Fonseca, Board Member Landau, and Board Member Wayne to the EV Charging Station Master Plan Community Working Group.

Yes (7): Vice Chair Castanos, Board Member Carlson, Board Member Cazares, Board Member Fonseca, Board Member Landau, Board Member McIlwain, and Board Member Wayne

Absent (2): Chair Johnson, and Board Member DeMent

Motion Approved (7 to 0)

5.3 LA MESA POLICE DEPARTMENT UPDATES

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

Chief Sweeney provided an update on the staffing, recruitments, and vacant positions of the La Mesa Police Department ("LMPD"). He honored San Diego Police Officer Austin Machitar who lost his life in the line of duty, and San Diego Police Officer Zachary Martinez who was critically injured in a chase pursuit.

Chief Sweeney commented on August and September community events and activities.

Lieutenant Travis Higgins provided a video presentation on various safe de-escalation tactics and methods.

Following Board questions and comments, no action was taken.

5.4 INDEPENDENT POLICE AUDITOR UPDATES

IPA Rasmussen provided an update on Case No. 2023-08.

Following Board questions and comments, no action was taken.

5.5 2024 CPOB WORK PLAN REVIEW

Vice Chair Castaños provided opening comments on reviewing the draft 2024 CPOB Work Plan.

Assistant City Manager Lee requested the Ad Hoc Subcommittees provide updates and accomplishments for the Work Plan.

Vice Chair Castaños suggested scheduling meetings with each subcommittee before presenting the final CPOB Work Plan to City Council.

Following Board questions and comments, no action was taken.

6. COMMITTEE REPORTS (3-MINUTE LIMIT)

Vice Chair Castaños provided an update on the Racial and Identity Profiling Act (RIPA) Subcommittee. She commented on the missing data points on traffic stops and searches, and crime demographics.

7. STAFF AND BOARD MEMBER ANNOUNCEMENTS

General Counsel Larson announced General Counsel Chiappetti would no longer be a representative for CPOB due to her resignation from Strumwasser & Woocher firm. General Counsel Larson would be the point of contact until further notice.

Board Member Landau commented on his ride-along experience with the Homeless Outreach and Mobile Engagement (HOME) team. He commended Matt Smiley and Earl Childress and thanked them for the opportunity and their assistance.

Assistant City Manager Lee recognized Board Member Wayne for being the first to complete the ICS FEMA training courses.

Board Member Wayne commented on businesses in the City of La Mesa receiving SB553 Violence Training for awareness and safety measures.

8. ADJOURNMENT

Vice Chair Castaños adjourned the meeting at 5:48 p.m.

COMMUNITY POLICE OVERSIGHT BOARD 2024 AD HOC SUBCOMMITTEES & ASSIGNMENTS

POLICIES, OPERATIONS AND TRAININGS

Board Member Lauren Cazares

~~Board Member Manuel Gomez~~

~~Board Member Michaela Blackmon~~

Rick Rasmussen (IPA)

Lt. Travis Higgins

COMMUNITY POLICING AND OUTREACH

~~Board Member Caitlin Tiffany~~

Board Member Christian DeMent

Board Member Susan Wayne

Karisa Croxton (IPA)

Lt. Scott Hildebrand

HIRING PRACTICES, PROMOTIONS, EMPLOYEE WELLNESS PROGRAMS

Chair Leroy Johnson

Vice Chair Janet Castanos

Board Member John Fonseca

Dennis Montejano (IPA)

Lt. Katy Lynch

MEDIATION SUBCOMMITTEE

Chair Leroy Johnson

~~Caitlin Tiffany~~

~~Ana Fuentes~~

~~Larry Darby~~

~~Daniel Walkup~~

COMMUNITY ENGAGEMENT SUBCOMMITTEE

Chair Leroy Johnson

Vice Chair Janet Castanos

Christian DeMent

~~Caitlin Tiffany~~

~~Ana Fuentes~~

RIPA SUBCOMMITTEE

Chair Leroy Johnson

Vice Chair Janet Castanos

Jeffrey Scott McIlwain

~~Caitlin Tiffany~~

~~Manual Gomez~~



INTEROFFICE MEMO

DATE: April 9, 2024

TO: La Mesa City Council
City Manager, Greg Humora
Chief of Police, Raymond Sweeney

FROM: Leroy Johnson, Community Police Oversight Board Chair

SUBJECT: 2023 Community Police Oversight Board Annual Report

Overview

The City Council created the La Mesa Community Police Oversight Board (CPOB) on October 13, 2020, with the City Council's approval of the Ordinance adding Chapter 2.30 to the Municipal Code. The initial meeting of the CPOB was held on February 17, 2021, followed by semi-monthly meetings on the first and third Wednesdays of each month during its first year of service.

The purpose of the CPOB is to serve as a liaison between the community and the La Mesa Police Department (LMPD) on matters of public safety and to advise the Chief of Police, Mayor, City Council, and City Manager on the administration of public safety duties within the City. This work includes but is not limited to:

- Directing and reviewing audits of internal investigations,
- Reviewing and recommending policies, practices, and programs,
- Promoting and encouraging open communication and cooperation between LMPD and residents, and
- Informing the community of its rights and responsibilities regarding the complaint and conflict resolution process involving LMPD officers.

The work of the CPOB is designed to affirm the La Mesa Police Department's ongoing commitment to policing that is fair, impartial, and objective in meeting the needs of the City and its residents.

Membership

The CPOB consists of eleven voting members who are current residents of the City of La Mesa. The categories of representation are:

- A representative from each of the four police beats
- A representative from each of the four communities: faith-based, business, young adult (18-30 years of age), and older adult (62+ years of age)
- Representatives from Helix Charter High School and the La Mesa-Spring Valley School District
- An advocate for people experiencing homelessness, substance abuse, mental health, or other social issues

Introduction

As delineated by the CPOB Ordinance, the CPOB is tasked with a number of responsibilities that include working with the City and the Chief of Police to make recommendations regarding LMPD policies, procedures, and practices. These duties include recommendations for training programs, hiring, promotions, internal investigations, de-escalation training, in-service training, and other areas of policing appropriate for review. Over the past year, the CPOB has worked to develop and maintain productive working relationships with LMPD Command Staff, the La Mesa Police Officers' Association (POA), the City, and community stakeholders to support its mission. As reflected in the following section, the CPOB has focused its efforts on ensuring that the community is represented in decisions that influence LMPD operations. The CPOB has and will continue to maintain a dialogue with the Chief of Police and LMPD Command Staff, the Independent Police Auditor (IPA), and the CPOB counsel to continue this work.

Summary of 2023 Accomplishments

The CPOB has worked with the City Manager's Office and LMPD to develop an Annual Workplan to organize its workload and ensure compliance with the adopted City Council Ordinance. The CPOB achieved the following accomplishments during 2023:

1. Ongoing collection of baseline data through an informal survey to assess information to measure community perceptions about the LMPD and subsequently compare this information over time. Presentation of survey results to date given at the September 20, 2023 CPOB meeting.
2. Participation on selection panels to interview candidates for LMPD command staff positions including the Department Captain and Lieutenant positions.
3. Continuation of ongoing continuing education for all CPOB members on matters related to:
 - Confidentiality of Police-related records
 - LMPD Policies and Procedures
 - Community Oriented Policing
 - Emergency Operations and Communications

- LMPD hiring practices and employee wellness
 - Workshops and seminars presented by the National Association for Civilian Oversight of Law Enforcement (NACOLE)
 - Brown Act and Roberts Rules of Order
4. Dissemination of an internship application and program for youth ages 16-22.
 5. Dissemination of information to the public regarding access to the complaint process form and flow chart.
 6. Collaboration with the IPA to develop a quarterly reporting process.
 7. Collection of research on various crime prevention and social service strategies.
 8. Participation in the Chief's community outreach efforts by promoting the series of Community Conversations to residents and stakeholders.
 9. Continued work of the three subcommittees to develop reports and offer recommendations that are focused on:
 - a. Community Policing and Outreach
 - b. Hiring Practices, Promotions, and Officer Wellness Programs
 - c. Policies, Operations and Training
 10. Development and approval of the 2023 Annual Report to City Council, Chief of Police, City Manager, and Independent Police Auditor.

2024 Work Plan

Over the next year, the CPOB plans to continue building upon its successful foundation by pursuing additional opportunities to partner with the LMPD towards achievement of the following:

1. Continue working with the Chief of Police to engage in the LMPD hiring process whenever possible. Offer recommendations to the Chief of Police regarding the hiring processes, procedures, exams, and interview questions.
2. Provide recommendations on officer trainings, procedures, and policies including alternative social service and crime-prevention policies and strategies.
3. Work with the Chief of Police, LMPD, and subject matter experts to analyze data submitted to the Department of Justice through the Racial and Identity Profiling Act (RIPA). Utilize this data, along with supplemental information received through the

CPOB's survey, to make informed recommendations to the Chief regarding best practices.

4. Collaborate with the IPA to review audits of LMPD investigations on a quarterly basis and ensure the adopted complaint manual is accessible to the community.
5. Receive ongoing training and updates regarding various aspects of police work; participate in ride-alongs and other hands-on training opportunities to understand policing procedures and laws that will inform the CPOB's role in making recommendations to the Chief of Police.
6. Promote the CPOB intern application process and select an intern for the Youth Internship Program.
7. Work with the Chief and Police Officer's Association to promote the mediation program. Work with the IPA, the City staff, the Chief, and the Police Officers Association to select an unbiased mediator for the mediation program.
8. Engage with members of the media and City leaders to showcase various new and valuable programs at the LMPD. Assist and recommend in identifying and developing programs for greater community outreach to schools, non-profits, faith communities, and other local groups. Work with the City to review, evaluate, and implement outreach and messaging strategies that showcase the work of the CPOB and the LMPD.
9. Explore opportunities for recommending improvements to employee wellness, especially as it relates to mental health and stress, and address community public safety concerns regarding health and wellness of the public.
10. Work with the Chief of Police to review and implement trainings such as implicit bias and age-appropriate interactions provided to LMPD and to the CPOB.
11. Provide semi-annual and annual reports to the La Mesa City Council and City Manager.

CPOB Ad-Hoc Subcommittees

In compliance with the CPOB Ordinance, three Ad-Hoc Subcommittees were established by the Chairperson in 2023 to offer recommendations on key areas of emphasis of the CPOB. The ad-hoc subcommittees are as follows:

- CPOB Ad-Hoc Subcommittee on Community Policing and Outreach

- CPOB Ad-Hoc Subcommittee on Hiring Practices, Promotions and Officer Wellness Programs
- CPOB Ad-Hoc Subcommittee on Policies, Operations and Training

In 2023, the Ad-Hoc Subcommittee on Policies, Operations and Training conducted meetings with representatives from the Police Officers Association to continue working on a mediation policy. The meetings, facilitated by City staff, were productive and the new mediation policy for the La Mesa Police Department was approved by City Council in 2023.

Moving forward, the three ad-hoc subcommittees will convene meetings in 2024 and continue to work in their areas of emphasis. Future subcommittee reports will be included in the Annual Report as necessary.