



LA MESA COMMUNITY POLICE OVERSIGHT BOARD AGENDA

A Regular Meeting

Date: Wednesday, November 20, 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 McIllwain
Board Member Susan Wayne

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<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@cityoframesa.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.

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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 OCTOBER 16, 2024 4
 - 5.2 LA MESA POLICE DEPARTMENT UPDATES
 - STAFFING AND RECRUITMENT
 - PAST AND UPCOMING EVENTS
 - 5.3 INDEPENDENT POLICE AUDITOR UPDATES - 2024 3RD QUARTER IPA REPORT 10
 - 5.4 2025 WORK PLAN 15
 - 5.5 APPOINTMENT TO CPOB AD-HOC SUBCOMMITTEE
 - 5.6 DISCUSSION REGARDING WHETHER TO CANCEL THE DECEMBER 18, 2024 REGULAR CPOB MEETING
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: October 16, 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 Brianna Coston
Board Member John Fonseca
Board Member Aaron Landau
Board Member Jeffrey Scott McIlwain
Board Member Susan Wayne

Absent: Board Member Denise Carlson
Board Member Lauren Cazares
Board Member Christian DeMent

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

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**

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 SEPTEMBER 18, 2024

Moved by Board Member Fonseca

Seconded by Board Member McIlwain

Approve minutes.

Yes (6): Chair Johnson, Vice Chair Castanos, Board Member Fonseca, Board Member Landau, Board Member McIlwain, and Board Member Wayne

Abstain (1): Board Member Coston

Absent (3): Board Member Carlson, Board Member Cazares, and Board Member DeMent

Motion Approved (6 to 0)

5.2 INTRODUCTION OF NEW CPOB MEMBER BRIANNA COSTON

Board Member Coston, La Mesa Spring Valley School District Representative, introduced herself and expressed her interest in serving on the Community Police Oversight Board.

5.3 LA MESA POLICE DEPARTMENT UPDATES

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

Chief Sweeney provided an update on the staffing, recruitments, and vacant positions of the La Mesa Police Department ("LMPD"). He commented on the success of this year's Oktoberfest event.

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

Following Board questions and comments, no action was taken.

5.4 INDEPENDENT POLICE AUDITOR UPDATES

IPA Rasmussen provided an update and shared that the 2024 Third Quarter Report had been submitted to staff for review.

Following Board questions and comments, no action was taken.

5.5 PRESENTATION BY HILARY EGO, ENVIRONMENTAL SUSTAINABILITY MANAGER, REGARDING THE CLIMATE ACTION PLAN UPDATE

Environmental Sustainability Manager, Hilary Ego, provided a PowerPoint presentation on the draft Climate Action Plan (CAP) Update highlighting the CAP strategies, measures, and actions to enhance the Environmental Sustainability Program.

Following Board questions and comments, no action was taken.

5.6 CPOB SUBCOMMITTEE APPOINTMENTS

Assistant to the City Manager Dedmon opened the forum for nominations of appointments to the CPOB Ad Hoc Subcommittees. He explained the objective of each ad hoc subcommittee and its relevance.

Board Member Landau and Chair Johnson proposed the Community Policing, Outreach, and Engagement Ad Hoc Subcommittee and Community Engagement Ad Hoc Subcommittee be integrated, due to their similar purpose and goals.

Board Member McIlwain and Board Member Coston were nominated to the Policies, Operations, and Trainings Ad Hoc Subcommittee.

The Hiring Practices, Promotions, and Employee Wellness Programs Subcommittee assignments were reviewed. No changes were made.

Board Member Landau was nominated to the Mediation Ad Hoc Subcommittee.

The Racial and Identity Profiling Act (RIPA) Ad Hoc Subcommittee had one vacancy. Board Member Landau and Board Member Coston volunteered to be on the subcommittee.

Board Member Landau was nominated to the RIPA Ad Hoc Subcommittee.

Moved by Board Member McIlwain
Seconded by Board Member Landau

To integrate the Community Policing, Outreach, and Engagement Ad Hoc Subcommittee with the Community Engagement Ad Hoc Subcommittee.

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

Absent (3): Board Member Carlson, Board Member Cazares, and Board Member DeMent

Motion Approved (7 to 0)

Moved by Board Member Landau
Seconded by Board Member Fonseca

Appoint Board Member McIlwain and Board Member Coston to the Policies, Operations, and Trainings Ad Hoc Subcommittee.

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

Absent (3): Board Member Carlson, Board Member Cazares, and Board Member DeMent

Motion Approved (7 to 0)

Moved by Board Member Fonseca
Seconded by Board Member McIlwain

Appoint Board Member Landau to the Mediation Ad Hoc Subcommittee.

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

Absent (3): Board Member Carlson, Board Member Cazares, and Board Member DeMent

Motion Approved (7 to 0)

Moved by Board Member Fonseca
Seconded by Board Member Wayne

Appoint Board Member Landau to the RIPA Ad Hoc Subcommittee.

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

Absent (3): Board Member Carlson, Board Member Cazares, and Board Member DeMent

Motion Approved (7 to 0)

5.7 2024 CPOB ANNUAL REPORT DISCUSSION

Assistant to the City Manager Dedmon provided an overview of the 2024 CPOB Annual Report, including the update and approval process.

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

Board Member Wayne recommended attending webinars on the National Association of Civilian Oversight of Law Enforcement (NACOLE) website and participating in NACOLE conferences to gain a deeper understanding of bylaws and procedural law related to law enforcement.

Deputy City Clerk Ready informed those Board Members with terms expiring December 31, 2024, and reminded them to submit their applications for consideration of reappointment no later than Tuesday, January 7, 2024. Interviews were tentatively scheduled for the City Council meeting on Tuesday, January 14, 2024. The following Board Members whose terms were expiring were:

- Janet Castaños, Helix Charter High School representative
- Susan Wayne, Older Adult (62+ years old) representative
- Lauren Cazares, Younger Adult (18-30 years old) representative
- John Fonseca, La Mesa Business Community representative
- Rev. Christian DeMent, La Mesa Faith Based Community representative

- Vacant, Police Beat 3 representative

8. **ADJOURNMENT**

Chair Johnson adjourned the meeting at 5:18 p.m.



INSIDE THIS ISSUE

PG. 1

A brief discussion about the terms and findings used in this report.

PG. 2

A summary of complaints and findings is covered in this report.

PG. 4

Trends identified and recommendations set forth by the Independent Police Auditor based upon reviews and audits of La Mesa Police Department complaints and personnel investigations.

BUILDING COMMUNITY TRUST THROUGH TRANSPARENCY

COMMUNITY POLICE OVERSIGHT BOARD

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. The CPOB shall promote and encourage open communication and cooperation between the La Mesa Police Department and residents of the City.

Explanation of findings

The following is a list of the potential findings for investigating allegations of misconduct by sworn members of the La Mesa Police Department (LMPD). When the LMPD concludes the internal affairs process, they will have reached a finding for all allegations of misconduct in each case. In those cases where an allegation(s) is still being investigated, the summary will reflect the nature of the allegation and note the investigation is pending conclusion. It is important to not draw conclusions about any pending cases until the internal affairs investigation is completed.

Sustained: The alleged act was determined to have occurred and is a LMPD policy violation.

Exonerated: The alleged action(s) of the officer did occur and were within LMPD policy.

Unfounded: The allegation cannot be proven to have occurred or was proven to not have occurred.

Not Sustained: The allegation cannot be proven or disproven.

Not Yet Referred: The matter has not been sent to the Independent Police Auditor (IPA).

Administratively Declined: This matter does not meet IPA investigative guidelines.

Informational Documentation Only: A complaint was received by the PD, but no further investigation needed. For example, an anonymous complaint with insufficient information for follow-up. Or the reporting party refuses contact with investigators and insufficient information exists for follow-up. The original complaint information is still kept maintaining a record of all complaints.

Administratively Handled: A complaint was received by the PD but determined not to need investigation. For example, a complaint is initiated against LMPD officers, but it is subsequently determined no LMPD officers were involved in the matter, but officers/deputies from another agency. The original complaint information is kept, thus maintaining a record of all complaints, affording greater transparency.

Summary of Complaint: A brief summary of the allegations made by the complainant prior to an investigation being conducted by the La Mesa Police Department. This summary does not include any investigative outcomes, unless otherwise noted.

This report is for the Third Quarter of 2024. It will include information for cases which have had a change of status since the last quarterly report or remain in progress at the end of this quarter and new cases initiated in this quarter.

Complaints & I/A's initiated in the 3rd Quarter of 2023:

LMPD Complaint No. 2023-08

Date Filed: 08-06-2023.

Officers were searching for a burglary suspect who had a warrant for his arrest. They located him in an apartment complex parking lot. When they approached him, the suspect pointed a firearm at the officers and pulled the trigger, which due to a suspected weapon malfunction, did not fire. He then ran and one officer fired his duty weapon at the suspect resulting in the suspect's death.

IPA Observations/Comments: The IPA is monitoring the ongoing investigation. We recently completed a thorough examination of all evidence gathered by the LMPD. Our review of this matter leads us to conclude that the investigations into this officer involved shooting are proceeding at an appropriate pace and reflect best practices being used during the handling of this matter.

Allegation: Officer Involved Shooting

LMPD Finding: Pending

IPA Finding: Investigation Progress Review completed June 7, 2024. A complete audit is now in progress.

Complaints & I/A's initiated in the 3rd Quarter of 2024:

LMPD Complaint No. 2024-02

Date Filed: 07-12-2024.

Officers arrived to perform a wellness check because a neighbor was concerned as they hadn't seen the complainant in a week and the screen door was ajar. The officer was checking the exterior of the residence before attempting to contact the complainant at the door. The officer was able to contact the complainant. During his conversation with her, he used a medical term which the complainant disagreed with and felt the officer should not use medical terms when discussing issues with members of the public.

IPA Observations/Comments: The IPA spoke with the complainant who was dissatisfied with the finding of the department's investigation of the matter. The complainant was satisfied with the resolution of the matter after her discussion with the IPA.

Allegation: Bias

LMPD Finding: Unfounded

IPA Finding: Administratively Declined, after involvement.



LMPD Complaint No. 2024-03

Date Filed: 07-17-2024.

The officer was in the process of towing the complainant’s car for a 72-hour parking violation. The complainant moved his car. The complainant alleged the officer said “Well, if you are moving your car then I am going to issue you a citation.” He issued him a citation for no front plate. The complainant said there were numerous other cars on the street with no front license plate that were not issued a citation.

Allegation: Discourtesy

LMPD Finding: Pending
IPA Finding: Pending

LMPD Complaint No. 2024-04

Date Filed: 07-19-2024.

The officer placed the complainant on a mental health hold and transported her to Grossmont Hospital. The complainant said the handcuffs were too tight and caused physical injury (bruising). She told the officer the left cuff was too tight and was causing pain. She said she was also restrained, even though she was compliant. The complainant said she was left in handcuffs for more than 30 minutes at the hospital without having them loosened. She asked for them to be loosened "at least 4 times."

Allegation: Poor Service

LMPD Finding: Pending
IPA Finding: Pending

LMPD Complaint No. 2024-05

Date Filed: 09-07-2024.

Officers responded to a "man with a gun" call to an area where there was earlier a call for shots heard in the area. The officers detained all the people present. The complainant alleged the officers used "excessive force" causing her injury. However, after specific discussion about what physical actions were taken the only force, she described was handcuffing. She stated the handcuffing caused her a great deal of pain because of her per-existing disability. She alleged the officer discriminated against her based-on race (Indigenous) and disability status and caused her harm by handcuffing her inappropriately.

Allegation: Discrimination and Improper Handcuffing

LMPD Finding: Pending
IPA Finding: Pending



Trends/Issues Identified and to be Relayed to the Police Department

The LMPD saw four new IA cases in the third quarter of 2024. This was an increase as the department had only one IA case in the previous two quarters. However, despite this upward trend of cases for the third quarter, it does compare favorably to the third quarter of 2023, which registered five new cases. The department's efforts to reduce complaints also show progress when compared to last year when at the end of the third quarter for 2023, twelve IA cases had been registered, compared to five for the same time-period this year.

RECOMMENDATIONS

1. None



**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

GOALS	DUE DATE	TRACKING MILESTONES	STATUS
Work Plan Item 1: Continue to collect data to gather information for the purpose of measuring change over time			
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. 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. 2.2 Update survey accordingly.	Ongoing
Work Plan Item 2: Receive ongoing training and continuing educational training for all new and current CPOB members			
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

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 . 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
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			
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. 1.2 Review applicants and select a youth intern.	Ongoing
Work Plan Item 4: Develop a program for the accessibility and mediation of the complaint process			
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. 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. 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.	
Work Plan Item 5: Develop and recommend community outreach programs regarding policing in La Mesa			



COMMUNITY POLICE OVERSIGHT BOARD

<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. 1.2 Present recommended programs to CPOB for comments and feedback. 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. 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. 5.2 Explore assisting LMPD training unit with Implicit Bias training. 5.3 Host forums for items in Tracking milestone 3.1 above 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

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

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). 1.2 Create sub-group and/or select CPOB board members to develop and recommend policies and strategies. 1.3 Work with non-profit organizations for referrals for information about general services for the public. 1.4 Present recommended policies and strategies to CPOB for comments and feedback. 1.5 Incorporate comments and feedback into recommended policies and strategies and bring back to CPOB for approval (if necessary).	Ongoing
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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
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Work Plan Item 7: Provide semi-annual and annual public reports to La Mesa City Council and City Manager



COMMUNITY POLICE OVERSIGHT BOARD

<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. 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. 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. 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. 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. 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. 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. 7.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.</p>	<p>Ongoing</p>



Work Plan Item 8: Continue to evaluate LMPD policies and provide ongoing recommendations			
<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
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			



COMMUNITY POLICE OVERSIGHT BOARD

<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. 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. 1.3 Provide oral interview questions to the CPOB for review and input. 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. 1.5 Research the various options available that satisfy the P.O.S.T. requirements for the psychological exam. 1.6 Research innovative ways to target a diverse applicant pool. 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. 1.8 Research possibility of re-instituting an Explorer/Cadet program.</p>	<p>CPOB participated in recruitments; ongoing efforts</p>
<p>Work Plan Item 10: Collaborate with the IPA to review audits of LMPD investigations</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.