



## LA MESA COMMUNITY POLICE OVERSIGHT BOARD AGENDA

### A Regular Meeting

**Date:** Wednesday, February 19, 2025, 4:00 p.m.  
**Location:** La Mesa Police Department Community Room, 8085 University Avenue  
La Mesa, California

**Board Members:** Chair Leroy Johnson  
Board Member Denise Carlson  
Board Member Brianna Coston  
Board Member Christian DeMent  
Board Member Clifton Ewbank  
Board Member John Fonseca  
Board Member Dave Hardenburger  
Board Member Aaron Landau  
Board Member Jeffrey Scott McIlwain  
Board Member Susan Wayne  
Board Member Sophia Wright

The public may view the meeting in-person or live using the following remote options:

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.

**ACCESSIBILITY:** The City of La Mesa encourages the participation of disabled individuals in the services, activities and programs provided by the City. Individuals with disabilities, who require reasonable accommodation in order to participate in the Board meetings, should contact the Administrative Services Department 48 hours prior to the meeting at 619.667.1175, fax 619.667.1163, or [GSpaniol@cityoflamesa.us](mailto:GSpaniol@cityoflamesa.us).

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.

- 1.1 PLEDGE OF ALLEGIANCE - ROLL CALL
2. ADDITIONS AND/OR DELETIONS TO THE AGENDA
  - 2.1 INTRODUCTION OF NEW COMMUNITY POLICE OVERSIGHT BOARD MEMBERS
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 JANUARY 15, 2025 4
  - 5.2 LA MESA POLICE DEPARTMENT UPDATES
    - STAFFING AND RECRUITMENT
    - PAST AND UPCOMING EVENTS
  - 5.3 INDEPENDENT POLICE AUDITOR UPDATES - 2024 FOURTH QUARTER REPORT 8
  - 5.4 2025 COMMUNITY POLICE OVERSIGHT BOARD WORK PLAN 14
  - 5.5 COMMUNITY POLICE OVERSIGHT BOARD CHAIR AND VICE CHAIR APPOINTMENTS
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: January 15, 2025, 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 Brianna Coston  
Board Member Christian DeMent  
Board Member Aaron Landau  
Board Member Susan Wayne

Absent: Board Member John Fonseca  
Board Member Jeffrey Scott McIlwain

Staff: Assistant City Manager Amanda Lee  
Chief Ray Sweeney  
Assistant to the City Manager Lyn Dedmon  
General Counsel Julia Michel  
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**

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 NOVEMBER 20, 2024**

**Moved by** Board Member Landau  
**Seconded by** Vice Chair Castanos

Approve minutes.

Yes (6): Chair Johnson, Vice Chair Castanos, Board Member Carlson, Board Member Coston, Board Member Landau, and Board Member Wayne

Absent (3): Board Member DeMent, Board Member Fonseca, and Board Member McIlwain

**Motion Approved (6 to 0)**

**5.2 LA MESA POLICE DEPARTMENT UPDATES**

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

Board Member DeMent arrived to the meeting at 4:05 p.m.

Chief Sweeney provided an update on staffing, recruitments, and vacant positions within the La Mesa Police Department ("LMPD"). He also commented on community events and activities that took place in December and January.

Following Board questions and comments, no action was taken.

**5.3 AB 481 PRESENTATION**

Lieutenant Lynch provided a PowerPoint presentation on Assembly Bill 481 ("AB 481"): Annual Military Equipment Report explaining its purpose, the use of various equipment, and any violations or complaints related to the military use policy.

Following Board questions and comments, no action was taken.

#### **5.4 INDEPENDENT POLICE AUDITOR UPDATES**

IPA Rasmussen gave an update on the Independent Police Auditor's 2024 Third Quarter Report, stating that he had submitted it for staff review. The number of complaints received in 2023 had decreased by 53% in 2024.

#### **5.5 CRITICAL INCIDENT VIDEO**

IPA Rasmussen presented a video on a critical incident video: LMPD Officer-Involved Shooting on August 6, 2023.

Cliff Ewbank commented on the policy regarding gunfire directed at a residential building during a pursuit.

Following Board questions and comments, no action was taken.

#### **5.6 2025 WORK PLAN REVIEW**

Board Member Coston left the meeting at 5:15 p.m.

Assistant City Manager Lee and Assistant to the City Manager Dedmon provided opening remarks on the review of the draft Fiscal Year 2025 CPOB Work Plan. Assistant City Manager Lee discussed the following Work Plan changes for Board approval:

- Work Plan Item 1 and Work Plan Item 8: Integrate Work Plan Item 8 with Work Plan Item 1.
- Work Plan Item 9: Remove Nos. 1.3 and 1.5.

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 Landau and Board Member Dement commented on the Homeless Outreach and Mobile Engagement ("HOME") team and commended them for their service to the homeless.

Vice Chair Castaños shared that she would be attending a Department of Justice briefing to gain information on the Racial and Identity Profiling Act ("RIPA") Data Report and its recommendations.

Assistant City Manager Lee encouraged board members to meet with their assigned ad-hoc subcommittee for the CPOB Annual Report.

Following Board questions and comments, no action was taken.

**8. ADJOURNMENT**

Chair Johnson adjourned the meeting at 5:43 p.m.



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## INSIDE THIS ISSUE

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### PG. 1

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

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### PG. 2

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

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### PG. 5

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 3<sup>rd</sup> 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 an officer 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 completed a full audit of the investigation of this officer involved shooting. Our audit and a thorough examination of all evidence gathered by the LMPD leads us to conclude the internal affairs investigation of this officer involved shooting was thorough, complete and accurate.

The officer was faced with an imminent threat of death by the suspect. The suspect posed an immediate threat to the arresting officers and the public at large during his effort to escape, while refusing the officer's lawful commands to surrender. The officer's use of force was objectively reasonable to protect themselves and the community from an immediate and deadly threat posed by the suspect against the officers and members of the community.

Allegation: Officer Involved Shooting

LMPD Finding:           Officer's actions were within department policy.

IPA Finding:             Officer's actions were within department policy.



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

**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:       Unfounded  
IPA Finding:         Administratively Declined

**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:       Exonerated  
IPA Finding:         Administratively Declined

**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 her race (Indigenous) and disability status and caused her harm by handcuffing her inappropriately.

Allegation: Discrimination and Improper Handcuffing

LMPD Finding:       Unfounded



IPA Finding:            Audit Pending

**Complaints & I/A's initiated in the 4<sup>th</sup> Quarter of 2024:**

**LMPD Complaint No. 2024-06**

Date Filed: 12-4-2024.

The complainant was stopped for no front license plate and tinted windows. It was determined her license was suspended. The complainant stated she was ordered out of her car and her phone was "snatched" out of her hand. She said the officer was aggressive and confrontational and violated her 4th amendment rights by taking her phone. Several officers were also yanking on her arm. \*\*The complainant and officer were offered mediation for this matter. The officer agreed and so did the complainant. The complainant later changed her mind and declined mediation.

Allegation: Unreasonable use of force, exceeding lawful authority and unlawful seizure of the complainant's property.

LMPD Finding:        Pending  
IPA Finding:         Audit Pending

**LMPD Complaint No. 2024-07**

Date Filed: 07-12-2024.

The complainant called the police department and complained about noise, parking, and traffic issues at the Charcoal House, which is a rental party space. He stated the officer who responded did not take any action and was defensive when the actions he should have taken were pointed out to him. The officer did not write a citation for a vehicle parked in a disabled spot and stated he did not have his BWC activated when checking the property for violations. The complainant called the officer's supervisor who responded and wrote a citation for the illegally parked car. The complainant complained that the officer failed to perform his duty and failed to have his BWC activated during a call for service.

Allegation: Neglect of duty and failure to follow the body worn camera policy

LMPD Finding:        Pending  
IPA Finding:         Administratively Declined



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

During this quarter the department completed an investigation of an officer involved shooting which occurred in 2023 and resulted in the fatality of the suspect. These sorts of incidents can be emotionally charged for a variety of individuals, including the involved officers, the friends and family of the decedent and members of the community who may have witnessed the incident. The loss of life demands an extensive, detailed investigation in pursuit of the facts and truth in the matter.

Body worn camera recordings from the involved officers were instrumental during this investigation in helping to establish facts in the case. Those recordings supported detailed statements from the officers to investigators. The investigation concluded the involved officers acted in accordance with the law and department policies governing the use of deadly force. After an extensive audit of the case, the IPA concurred the officers' actions were within department policy.

The department had another successful year in reducing the number of citizen complaints of officer misconduct. By the end of the 2024 calendar year, the LMPD achieved a 53% reduction in IA's for 2024 from 2023 (7 for 2024 versus 15 for 2023).

## **RECOMMENDATIONS**

1. While a case almost made it to mediation, it fell through at the last minute when the complainant decided not to participate in the mediation process. The IPA recommends the City and the department continue with its efforts to promote mediation as a useful and viable alternative to the formal complaint process.



### FY 2025 Work Plan

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
<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 and 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
<del>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.</del>	Ongoing	<del>2.1 Create survey to achieve baseline information to measure over time. 2.2 Update survey accordingly.</del>	Ongoing
<b>Work Plan Item 82: Continue to evaluate LMPD policies and provide ongoing recommendations</b>			
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"). 2 Review recommendations from the Independent Police Auditor regarding investigations.	Ongoing	1.1 Reconvene ad-hoc group or subcommittees. 1.2 Receive written information from LMPD on implemented recommendations. 1.3 Review implemented recommendations and work with LMPD to implement remaining After Action Report recommendations. 1.4 Make recommendations to LMPD based on the continued changes to RIPA data.	Ongoing
1. Adopt policies that promote police community relations and encourage the use of new, less lethal technologies.	Ongoing	2.1. Consider best practices and discuss community relations initiatives and less lethal technologies with the Chief of Police. 2.2 Receive presentations and updates from LMPD regarding implementation of new policies and community relations initiatives.	Ongoing

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**COMMUNITY POLICE OVERSIGHT BOARD**

GOALS	DUE DATE	TRACKING MILESTONES	STATUS
<b>Work Plan Item 23: 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 <sup>5</sup> . 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 <sup>5</sup> .	Ongoing
3 Receive training on Community-oriented Policing.	Ongoing	3.1 Continue receiving updated training by December 31, 2024 <sup>5</sup> .	Ongoing
<del>4 Receive training on Emergency Operations and Communications as a part of the Incident Command System ("ICS") and National Incident Management ("NIMS") System.</del>	Ongoing	<del>4.1 Continue receiving updated training by December 31, 2024. 4.2 Use item to discuss, schedule, and determine training dates for CPOB members.</del>	Ongoing
<sup>5</sup> 4 Receive training on LMPD hiring practices and employee wellness.	Ongoing	<del>5.14.1</del> <sup>5</sup> Continue receiving updated training by December 31, 2024 <sup>5</sup> .	Ongoing
<sup>6</sup> 5 Receive training from other qualified agencies, professional organizations (i.e. National Association for Civilian Oversight of Law Enforcement "NACOLE"), etc.	Ongoing	<del>6.15.1</del> <sup>6</sup> Continue receiving updated training by December 31, 2024 <sup>5</sup> .	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>			
<del>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.</del>	Ongoing	<del>1.1 Advertise internship position. 1.2 Review applicants and select a youth intern.</del>	Ongoing
<b>Work Plan Item 4: Develop a program for the accessibility and mediation of the complaint process</b>			

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**COMMUNITY POLICE OVERSIGHT BOARD**

GOALS	DUE DATE	TRACKING MILESTONES	STATUS
<del>1. Implement mediation program and access mediation services such as the National Conflict Resolution Center ("NCRC") and NAGOLE when necessary.</del>	-	<del>1.1 Access mediation services when necessary. 1.2 Schedule item on CPOB agenda for discussion and approval of program (motion).</del>	In-progress
21. Determine effective outreach and messaging regarding the complaint process.	Ongoing	1.1 <del>21.1</del> Identify strategies and platforms to utilize. 1.2 <del>21.2</del> Work with City staff, particularly the Communications Officer, to implement outreach and messaging strategies.	In-progress
32. Review and evaluate outreach and messaging strategies as necessary.	Ongoing	32.1 -Review and evaluate as necessary.	
43. <u>Review and update the mediation policy as needed.</u>	Ongoing	3.1 <del>3.1</del> Review and evaluate as necessary	
<b>Work Plan Item 5: Develop and recommend community outreach programs regarding policing in La Mesa</b>			
<del>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.</del>	Ongoing	<del>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).</del>	Ongoing
1. <del>2. Identify ideas for LMPD, and CPOB, to participate in activities that bridge the gap and improve relationships with people of color.</del>	Ongoing	1.1 <del>Create Subcommittee and/or select CPOB board members to develop and recommend draft programs as needed.</del> 1.2 <del>Work with LMPD to implement activities</del> 2.1 Identify strategies and special events. 2.2 Work with LMPD to implement activities.	Ongoing

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**COMMUNITY POLICE OVERSIGHT BOARD**

GOALS	DUE DATE	TRACKING MILESTONES	STATUS
<p><del>2-3</del> Update and maintain webpage for CPOB as necessary and develop PSA and social media outreach.</p>	<p>Ongoing</p>	<p><del>2.1 3.1</del> 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><del>4-</del> 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><del>4.1</del> Work with LMPD to develop program.</p>	<p><del>Ongoing</del></p>
<p><del>5-</del> Explore developing additional community policing and outreach programs.</p>	<p>Ongoing</p>	<p><del>5.1</del> Explore informing the community that police officers are interested in attending events.  <del>5.2</del> Explore assisting LMPD training unit with Implicit Bias training.  <del>5.3</del> Host forums for items in Tracking milestone 3.1 above  <del>5.4</del> 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><del>Ongoing</del></p>
<p><del>6-</del> Work with Communications Manager to explore additional inter-agency communications (Fire, Police, Medical).</p>	<p>Ongoing</p>	<p><del>6.1</del> Evaluate ongoing programs.</p>	<p><del>Ongoing</del></p>
<p><b>Work Plan Item 6: Develop and recommend alternative social service and crime-prevention policies and strategies</b></p>			

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**COMMUNITY POLICE OVERSIGHT BOARD**

GOALS	DUE DATE	TRACKING MILESTONES	STATUS
<p><del>4.2 Form a sub-group to <u>stay informed about the City's approach to social services study, develop, and recommend alternative social service</u> and crime-prevention, <u>monitor updates, and recommend adjustments as needed to the 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.</u></del></p>	Ongoing	<p><del>2.1 <u>1.1</u> 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).</del></p> <p><del>2.2 <u>1.2</u> Create sub-group and/or select CPOB board members to develop and recommend policies and strategies.</del></p> <p><del>1.3 Work with non-profit organizations for referrals for information about general services for the public.</del></p> <p><del>1.4 Present recommended policies and strategies to CPOB for comments and feedback.</del></p> <p><del>2.3 <u>1.5</u> Incorporate comments and feedback into recommended policies and strategies and bring <u>them</u> back to CPOB for approval (if necessary).</del></p>	Ongoing
<p><del>2. Make recommendations to LMPD regarding training, policies, and strategies.</del></p>	Ongoing	<p><del>2.1 Schedule item on CPOB agenda for discussion and approval of social service and crime prevention policies and strategies.</del></p>	Ongoing
<b>Work Plan Item 7: Provide semi-annual and annual public reports to La Mesa City Council and City Manager</b>			
<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>	Ongoing	<p>1.1 Schedule item on CPOB agenda as needed to discuss, review, and finalize each six-month public report.</p> <p>1.2 Determine which two months each fiscal year to present public report to City Council.</p>	Reports submitted and ongoing
<p>2 Draft and issue public reports regarding policies, procedures, practices, and training as to regular operations.</p>	Ongoing	<p>2.1 Reconvene subcommittee for report.</p> <p>2.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.</p>	Ongoing

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**COMMUNITY POLICE OVERSIGHT BOARD**

GOALS	DUE DATE	TRACKING MILESTONES	STATUS
3 Draft and issue public reports regarding policies, procedures, and practices as to hiring and promotions.	Ongoing	3.1 Reconvene subcommittee for report. 3.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	Ongoing
4 Draft and issue public reports regarding policies, procedures, practices, and training as to internal investigations of misconduct.	Ongoing	4.1 Reconvene subcommittee for report. 4.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	Ongoing
5 Draft and issue public reports regarding initial and in-service trainings in de-escalation techniques, human relations instruction, and implicit bias training.	Ongoing	5.1 Reconvene subcommittee for report. 5.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	Ongoing
6 Draft and issue public reports regarding policies, procedures, practices, and training as to community-oriented policing.	Ongoing	6.1 Reconvene subcommittee for report. 6.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	Ongoing
<del>7</del> 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.	Ongoing	7.1 Reconvene subcommittee for report. 7.2 Schedule item on CPOB agenda as needed to discuss, review, and finalize each annual public report.	Ongoing
<b>Work Plan Item 8: Continue to evaluate LMPD policies and provide ongoing recommendations</b>			
<del>4</del> 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"). <del>21</del> Review recommendations from the Independent Police Auditor regarding investigations.	Ongoing	1.1 Reconvene ad-hoc group or subcommittees: 1.21.1 Receive written information from LMPD on implemented recommendations. 1.31.1 Review implemented recommendations and work with LMPD to implement remaining After Action Report recommendations. 1.41.1 Make recommendations to LMPD based on the continued changes to RIPA data.	Ongoing

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**COMMUNITY POLICE OVERSIGHT BOARD**

GOALS	DUE DATE	TRACKING MILESTONES	STATUS
<p><del>2.1. Adopt policies that promote police community relations and encourage the use of new, less lethal technologies.</del></p>	<p>Ongoing</p>	<p><del>2.1. Consider best practices and discuss community relations initiatives and less lethal technologies with the Chief of Police.</del></p> <p><del>2.2. Receive presentations and updates from LMPD regarding implementation of new policies and community relations initiatives.</del></p>	<p>Ongoing</p>
<p><b>Work Plan Item 98: 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></p>			
<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.</p> <p>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.</p> <p><del>1.3 Provide oral interview questions to the CPOB for review and input.</del></p> <p>1.4.1.3 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.</p> <p>1.5.1.4 Research the various options available that satisfy the P.O.S.T. requirements for the psychological exam.</p> <p>1.6.1.5 Research innovative ways to target a diverse applicant pool.</p> <p>1.7.1.6 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.</p> <p>1.8.1.7 Research the possibility of <del>re-instituting</del>reinstating an Explorer/Cadet program.</p>	<p>CPOB participated in recruitments; ongoing efforts</p>
<p><b>Work Plan Item 910: Collaborate with the IPA to review audits of LMPD investigations</b></p>			

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**COMMUNITY POLICE OVERSIGHT BOARD**

GOALS	DUE DATE	TRACKING MILESTONES	STATUS
1. Collaborate with the IPA to review audits of LMPD investigations.	Ongoing	1.1 Review of audits of LMPD investigations with the IPA only after policies and procedures are approved by City Council.	Completed; audits ongoing

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**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.

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