



**Work Plan
FY2023**

Goals should be consistent with the City’s goals:

- Safe Community
- Maintain a Financially Sound and Affordable City Government
- Continue to Improve High Quality Municipal Services
- Revitalize Neighborhoods and Corridors
- Enhanced Recreation and Quality of Life Opportunities
- Effective and efficient traffic circulation and transportation
- Ensure Safe and Affordable Homes for all current and future Residents
- Foster community health by reducing greenhouse gas emissions and improving environmental quality

Staffing Department: City Manager’s Office

GOALS	DUE DATE	TRACKING MILESTONES	STATUS
Work Plan Item 1: Continue to conduct data collection to gather information for the purpose of measuring change over time			
1. Continue to conduct data collection (i.e. arrests, stop data, etc.) to gather information to measure change over time.	Ongoing	1.1 Collect data from LMPD to achieve baseline information to measure over time.	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.	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, 2022.	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, 2022.	Ongoing
3. Receive training on Community-oriented Policing.	Ongoing	3.1 Continue receiving updated training by December 31, 2022.	Ongoing



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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, 2022.	Ongoing
5. Receive training on LMPD hiring practices and employee wellness.	Ongoing	5.1 Continue receiving updated training by December 31, 2022.	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, 2022.	Ongoing
7. Receive training from the IPA on types of mediation programs in use by law enforcement agencies.	Ongoing	7.1 Continue receiving updated training by December 31, 2022.	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. Develop a program for the mediation of complaints, in coordination with the Chief of Police and with the assistance of other qualified experts as needed.	Ongoing	1.1 Create Subcommittee and/or select CPOB board members to develop draft program. 1.2 Present draft program to CPOB for comments and feedback. 1.3 Incorporate comments and feedback into recommended program and bring back to CPOB for approval (if necessary).	In-progress
2. Implement mediation program and access mediation services such as the National Conflict Resolution Center ("NCRC") and NACOLE when necessary.		2.1 Access mediation services when necessary. 2.2 Explore collaborating with the NCRC to provide services through their Community Mediation Program. 2.3 Schedule item on CPOB agenda for discussion and approval of program (motion).	In-progress



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3. Determine effective outreach and messaging regarding the complaint process.	Ongoing	3.1 Identify strategies and platforms to utilize. 3.2 Work with City staff to implement outreach and messaging strategies.	In-progress
4. Review and evaluate outreach and messaging strategies as necessary.	Ongoing	4.1 Review and evaluate as necessary.	
Work Plan Item 5: Develop and recommend community outreach programs regarding policing in La Mesa			
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.	Ongoing	1.1 Create Subcommittee and/or select CPOB board members to develop and recommend draft programs. 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).	Ongoing
2. Identify ideas for LMPD to participate in activities that bridge the gap and improve relationships with people of color.	Ongoing	2.1 Identify strategies and special events. 2.2 Work with LMPD to implement activities.	Ongoing
3. Update and maintain webpage for CPOB as necessary and develop PSA and social media outreach.	Ongoing	3.1 Identify materials to be added or updated on the webpage as necessary (handbook, forms, bylaws, work plan, etc.).	Ongoing
4. Develop youth internship program or explore cadet program to provide youth access to firearm simulator training and other related trainings.	Ongoing	4.1 Work with LMPD to develop program.	Ongoing
5. Explore developing additional community policing and outreach programs.	Ongoing	5.1 Explore police officers on bicycles. 5.2 Explore police officers wearing plain clothes at community events and while working on school campuses. 5.3 Explore increasing police officer's interaction at schools (letting the students talk). 5.4 Explore safety classes for children (bicycle safety classes, reaching out to help, etc.). 5.5 Explore informing the community that police officers are interested in attending events. 5.6 Explore assisting LMPD training unit with Implicit Bias training.	Ongoing
6. Work with Communications Manager to explore additional inter-agency communications (Fire, Police, Medical).		Communications Manager position recruitment in late 2022; will initiate once the position is filled.	On-Hold 2023



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Work Plan Item 6: Develop and recommend alternative social service and crime-prevention policies and strategies			
<p>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.</p>	<p>Ongoing</p>	<p>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).</p>	<p>Ongoing</p>
<p>2. Make recommendations to LMPD regarding training, policies, and strategies.</p>	<p>Ongoing</p>	<p>2.1 Schedule item on CPOB agenda for discussion and approval of social service and crime-prevention policies and strategies.</p>	<p>Ongoing</p>
Work Plan Item 7: Provide semi-annual and annual reports to La Mesa City Council and City Manager			
<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>



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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
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



Work Plan Item 8: Work with the La Mesa Police Department to implement Hillard Heintze After Action Report recommendations			
1. Continue to work with LMPD to implement Hillard Heintze After Action Report recommendations and IPA and CPOB recommendations.	Ongoing	1.1 Reconvene ad-hoc group or subcommittee. 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 Ad-hoc group or subcommittee and LMPD to report periodically on progress to CPOB as necessary.	Ongoing
2. Develop a flow chart of mutual aid response that covers both small and large scale requests.	Ongoing	2.1 Provide feedback on the Communications Manager's efforts to develop an emergency communications plan, including incorporating a flow chart of mutual aid support.	Ongoing
Work Plan Item 9: Continue to evaluate LMPD policies and provide ongoing recommendations			
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.	Ongoing
2. 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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Work Plan Item 10: 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			
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.	Ongoing	<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>1.3 Provide oral interview questions to the CPOB for review and input.</p> <p>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.</p> <p>1.5 Research the various options available that satisfy the P.O.S.T. requirements for the psychological exam.</p> <p>1.6 Research innovative ways to target a diverse applicant pool.</p> <p>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.</p> <p>1.8 Research possibility of re-instituting an Explorer/Cadet program.</p>	CPOB participated in recruitments; ongoing efforts
Work Plan Item 11: Collaborate with the IPA to review audits of LMPD investigations			
1. Collaborate with the IPA to review audits of LMPD investigations.	Ongoing	1.1 Begin review of audits of LMPD investigations with the IPA only after policies and procedures are approved by City Council.	Completed; audits ongoing

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.



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- (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.