

Community Policing Advisory Board
Minutes of Regular Meeting

1 Frank Ogawa Plaza, First Floor, Oakland City Hall, Oakland, California 94612

January 2, 2013 6:00 pm

Officer John Hege Hearing Room (3)

AGENDA

Call to Order at 6:08 p.m.

Committee Roll Call: Quorum Established (9)

Present- Frank Castro (NW), John Garvey (Dist. 2), Krista Gulbransen (Dist. 4), Angela Haller (NW), Barbara Hunter (Dist. 3), Chairperson Marcus Johnson (AL) Alex Miller-Cole (M), Vice Chair John Nichols (Dist. 6), Renia Webb (OHA)

Absent- Jeffrey Cash (M), Greg Novak (Dist. 7), Vertis Whitaker (Dist. 1)

Vacancies- District 5, Mayoral, OUSD

Appointee Notes: Dist. = District; M = Mayoral; NW = Neighborhood Watch; OHA = Oakland Housing Authority; OUSD = Oakland Unified School District

Chairperson Johnson noted the CPAB should have new members appointed by the new District 5 Council Member and the School District after the inauguration. He noted the School District seat has been challenging to fill.

New member's self-introductions:

Member Hunter, District 3, stated that she is a longtime Oakland resident (since 1979) and has been a member of her NCPC (Beat 6) for a long period of time. She is a musician, a teacher, and is interested in having a thriving community.

John Garvey, District 2 has been a member of Beat 17 for a long time and was recruited by other leaders not only to reduce crime, but also as part of an effort to rebuild the park at Bella Vista School. He works for Urban Strategies Council doing advocacy and research work around crime and safety in Oakland which is partly why he was recruited to serve in this role.

Member Webb, OHA was drafted by the Oakland Housing Authority, she is a mother of three, the oldest in college, and is a resident of Beat 6 and a member of that NCPC. She is motivated to make Oakland a better place to live.

Chairperson Johnson took this moment to clarify why the **December Meeting was cancelled**. He explained that the former secretary to the CPAB informed him that she was unavailable to staff the meeting due to the Mayor's Town Hall meeting and that there were no possible replacements (in large part due to that meeting). The Chair's request was when a person was identified to be the secretary, that he be notified. He received the notification

that Joe DeVries would be the new secretary on December 13th and there was no time to post an agenda for a special meeting before the Winter Holiday.

Chairperson Johnson introduced the new staff Joe DeVries, noting that they met years ago during a gun buy-back program that he coordinated.

Joe DeVries thanked the board for the opportunity. He explained that he started with the City in 1997 with City Council Member Nate Miley who chaired the public safety Committee during the time that Community Policing was first being implemented. In the time since then he spent 8 years with Nate Miley, 7 years in the Neighborhood Services Division working on violence prevention programs in Beat 6, Beat 31z, 5 years managing a Department of Justice grant in Beat 33 and 34, and has worked extensively on Public Safety and Public Health policies. He is excited to help strengthen the *Community* aspect of community policing.

Note: Agenda Items taken out of order

Agenda Item 2b, OPD Updates:

Assistant Chief Toribio introduced himself, and thanked the Chair for taking him out-of-order to enable him to leave early to attend another meeting.

He framed four things he intended to discuss:

1. Introduce himself to the new board members

He has been with OPD for 23 years, a majority of that time assigned to the West, including serving as a beat officer for Beat 6. from 2008-10 he was the Area 1 commander and since February of last year he has been Assistant Chief in charge of day-to-day operations of the police department overseeing all uniformed officers.

2. Update the ongoing re-organization of OPD

Last meeting he explained that the department was returning to a "Watch Based" command structure with a Captain in charge of each time period of the day-day shift, swing shift, and graveyard. Since that time Bob Wasserman provided an analysis that concluded the department would be more effective moving to a geographic based plan. It involves breaking the city into 5 districts, each district will be managed by a police captain who will have geographic accountability. Each captain will have two lieutenants assigned to them, one for operational oversight, the other for administrative oversight. Each district will comprise 6-8 beats and will be responsible for all patrol officers (responding to 911 calls for service), the Problem Solving Officers, a Crime Reduction Tea, AS WELL AS ANY School Safety Officers if there are schools with officers assigned to them.

The purpose is to give the captains a smaller area of responsibility but greater responsibility to respond to emerging crime patterns and trends as well as strengthening Police/Community relationships. The department will "beta-test" this system on the East end first (districts 4 and 5, from 73rd Avenue to the City of San Leandro). The plan is to work out any glitches in those two districts and then expand the model Citywide. The "beta" part will roll out by the end of the first quarter of 2013 at which point he will come back to the committee to recap how it is working.

3. Recent news regarding the hiring of Strategic Policy Partners (Bob Wasserman And Chief Bill Bratten)

The City has a contract with Strategic Policy Partners, led by Bob Wasserman to conduct an organizational review of the department to improve its efficiencies and to get it into greater compliance with the negotiated settlement agreement. One area they will review is the Internal Affairs process, another area is how the department is organized. From that review they are focusing on two additional areas: a short term plan to contain crime and immediately impact the department's crime reduction efforts., and a long term crime reduction and community safety strategic plan which involves citywide resources and strengthening and involving the community more in terms of how to reduce crime. Ill Bratten and his team will focus on the short and long term strategies. The item goes to the City Council on January 22 for funding approval. The plan includes having Strategic Policy Partners meet with the community to ensure their input is heard and that will include the CPAB.

4. Review initiatives the Chief (Jordan) has highlighted in terms of community involvement

- The department will be raising the hiring age for officers to 25 with two exemptions: college graduates, or military service. The reasoning is to see that officers have more life experience, maturity, and judgment before working in Oakland neighborhoods. This should improve the service they provide and strengthen their relationship with the community.
- The Chief (Jordan) is expanding the call for community members to sit on the oral boards (interviews) for those applying to be officers to ensure greater input from the community. He also will be including community members and groups in the actual academies to provide instruction and to begin dialogue with OPD trainees. Last Friday, 15 officers met and had an open dialogue with community members who clarified what they expect of the department and what their perceptions of the department are currently. This dialogue will continue with a series of trainings with community members. This is not new, in 2012 community members were brought in to meet with lateral trainees and the trainees found that experience very rewarding.
- When trainees graduate from the academy, they will spend one week of their fifteen week field training in the beat they will ultimately be assigned to. This will establish relationships and a sense of ownership for the new officers.

Member Comments | Questions:

Member Gulbransen asked how the reorganization will affect Problem Solving Officers.

Assistant Chief Toribio explained that each of the 35 beats will still have a PSO but the four CRT Teams will be deployed differently. Districts 1,4, and 5 will have their own CRT due to the level of crime in those districts. The deployment of the other two teams has yet to be determined. The PSOs will have increased contact with their captain under the new system so they will be getting greater focus and oversight than before.

The direction to the bureau chiefs last year was to identify those calls for service on the beats that officers are being sent to most often and develop a problem solving strategy to resolve those problems. The goal is to reduce the number of calls for service. Secondly, he asked that every Comstat meeting include a report from a PSO discussing a project they opened/closed and how they used the SARA process effectively, and discuss a problem they have that does

not have a working solution so that one can be developed. He believes they are making progress using this practice.

Member Gulbransen asked for geographic clarification of the districts versus the area.

Assistant Chief Toribio explained that currently there are two areas (BFOs) each with districts within, the new system will include 5 distinct districts and he will send the new map to the Chair to be distributed to the group.

Member Miller-Cole asked three questions: Do we have a PSO in each beat. AC Toribio stated that currently we do. His second question: Are trainees being trained in Community Policing.

Assistant Chief Toribio explained that OPD has a PSO school scheduled to start in February that all PSOs will be assigned to attend. Last year the department provided a course on problem solving as well. They are utilizing Measure Y training dollars to provide these trainings. One obstacle they encountered with the former BFO command structure was that the PSOs in BFO 1 and BFO2 were doing things differently; the plan for 2013 is to make their processes consistent and uniform.

Member Miller-Cole's last question was regarding the CPAB's input into the reorganization of OPD. He feels that in the past the CPAB gets an update after it happens instead of being a part of it.

Assistant Chief Toribio answered that with the new consulting team, OPD will gladly take any recommendations from the CPAB into consideration as they move forward. He assured the group that OPD welcomes community input to the process.

Member Garvey asked how PSOs are selected

Assistant Chief Toribio explained that sergeants and lieutenants often hand pick individuals they feel would fit the position well.

Chairperson Johnson also took the moment to clarify that the Measure Y Oversight Committee also looks at the deployment of the PSOs since it is Measure Y funding that covers their salaries.

Chairperson Johnson asked about the community groups currently providing trainings at the academy.

Assistant Chief Toribio stated that Kevin Grant, the City's Violence Prevention Coordinator provided some training and also brought in a local business owner to conduct a training on racial bias and profiling.

Assistant Chief Toribio asked the CPAB to help identify a training for the academy on community policing, problem solving, and enhancing police/community relations. He would also like members of the CPAB to attend the trainings on a regular basis.

Chairperson Johnson asked if there was a manual for the committee to review. He also asked if AC Toribio felt the consultant and the reorganization would help with the settlement agreement.

Assistant Chief Toribio stated that he did because the focus and attention of the department on reducing crime and making neighborhoods safer will in turn make it easier to hold managers accountable to meeting the goals of the agreement.

Member Nichols noted that many clergy members he is familiar with want to be involved with the Cease Fire program but when they are invited, they don't know what the training will entail ahead of time. For example, they show up to participate in a training session unaware that they will be going out immediately into the neighborhood they are meeting in. If attendees had prior knowledge of what is involved, they would be better prepared for the evening.

Assistant Chief Toribio agreed to follow-up on that.

Audience Comments | Questions

Allene Warren, a member of the public, asked how community members were selected to be part of the training process.

Assistant Chief Toribio did not know but agreed to get that information back to the CPAB. Her second question was how the federal oversight would impact the reorganization process. Assistant Chief Toribio felt the hiring of the consulting team and the implementation of their work will have a positive impact on the department's ability to reach compliance with the settlement agreement.

Kathleen Russell, a member of the public, asked for clarification about the compliance director and their power over the reorganization.

Assistant Chief Toribio clarified that Bill Bratton would not be the compliance director; it's a separate position. Also, technically the compliance director could "undo" the work of the consulting team but he felt strongly that this would not happen as part of the rationale for hiring the consulting team was to reorganize the department to meet the goals of the agreement.

Jim Dexter, a member of the public, asked for clarification about the number of lateral academies took place in 2012. AC Toribio explained that these were "transitional" academies that retrained lateral transfers and officers that had been laid off in 2009. He did not have a percentage rate for graduates; not all attendees completed the field training. Mr. Dexter also asked that the Chair provide the information to the public, not just the CPAB Members.

Chairperson Johnson agreed to do this.

Nancy Sidebotham, offered to provide AC Toribio with an extensive training manual that was developed for Community Policing in the 1990's that she has.

Assistant Chief Toribio gladly accepted her offer.

Susan Kayman, asked what impact the reorganization would have on keeping PSOs in their area since her beat has had four different PSOs in the past four years.

Assistant Chief Toribio explained that this is a multifaceted problem. The typical problems of retirement, injury, and reassignment are all huge problems that all units of the department face. The department has had a large number of retirees in the past couple of years. He

expects even greater turnover in the command staff in the near future. Also, every year there is a lottery in January when patrol officers get to pick where they are assigned and the order they pick is based on seniority. Even though PSOs are not part of that draw, many changes do come out of it because of patrol officers wanting to become PSOs.

Susan Kayman noted that her last PSO wanted to stay in her area (Beat 25y) but that he was reassigned against his wishes.

Assistant Chief Toribio explained that may have had to do with the consolidation of 57 beats into 35.

Assistant Chief Toribio reviewed the five items that he would get back to the CPAB on:

- Assure a representative of the CPAB attend the PSO training course; completed
- Send the judge's court order regarding the compliance director; completed
- Provide number of trainees who attended and graduated the two transition academies
- Send information on how community groups were selected to participate in the academies
- Provide the maps of the new police districts; completed

Agenda Item 1, Open Forum

Jim Dexter first acknowledged the new members and staff person and suggested that new members and staff opened up new opportunities for accessibility and progress. Next, he raised a concern about the CPAB's input and oversight regarding the Crime Reduction Teams (CRTs). He believes the CPAB is not advised about what the CRT Teams are doing, what they have accomplished, or what they plan to do. The teams' creation was justified originally by resolution 79235 by creating one CRT. Since then OPD has created four CRT Teams which totals 32 officers many of whom came from changing the number of Community Policing Beats from 57 to 35. Since these are PSOs the CPAB should have input into what they do.

Second he spoke to the Comstat reports. They are data reports and therefore there is no classified data in the reports and they should be shared with the public.

Chairperson Johnson again noted that the Measure Y Oversight Committee has some jurisdiction on this matter and the public should also participate there.

Agenda Item 2a, Draft Minutes: Regular Meeting July 5, Sept. 5 and Oct. 3, 2012, Nov. 7, 2012

Motion to approve July 5, 2012 minutes, Member Gulbransen, seconded Member Castro

Discussion: Public

Jim Dexter began to speak about the PSOs duties but Chairperson Johnson stopped him because he was not speaking to the item before the Board.

Chairperson Johnson asked Staff Joe DeVries for clarification but staff was not able to provide a clear answer. Staff noted that at City Council meetings many individuals speak to whatever they wish to speak to under any given agenda item even though technically they should contain their comments to the item at hand.

Member Castro suggested that without a definitive answer, Mr. Dexter should be allowed to speak but that his time should be limited. Joe DeVries clarified that within the rules, if the

chair decides to limit speakers' time, the chair needs to limit all speaker's time consistently and since no limits had been placed on speakers' time, his could not be arbitrarily limited. It was decided to give him the full two minutes.

Mr. Dexter spoke to PSO duties, projects, and accountability. Measure Y created the concept of a Problem Solving Officer. OPD and this concept have not worked well together. OPD has difficulty identifying what a PSO should do and what their relationship with the community should be. The CPAB does not have any vital information about how much time a PSO spends in their beat, whether they respond to patrol calls, or what they are doing citywide. He feels it is the CPAB's duty to review these issues.

Discussion: Members-none

Roll call vote:

Ayes: Castro, Haller, Johnson, Nichols, Gulbransen; **Noes:** none; Abstentions: Miller-Cole, Webb, Hunter, Garvey; **Motion Passed, 5-0-4**

Motion to approve Sept. 5 and Oct. 3, 2012, Nov. 7, 2012 minutes, Member Gulbransen, seconded Member Webb.

Discussion: Member

Member Gulbransen had one correction: noting a quorum for the October minutes.

Discussion: Public

Jim Dexter was called to speak, he was given an additional four minutes. He would like the CPAB to address the PSO SARA Projects. He would like those projects to be made as public as possible. He sees these reports as huge public relations boosts for OPD as they show case positive examples of their work. Second he spoke to PSO accountability. There is a database created by the Measure Y Oversight Committee that was provided to OPD to help PSOs track their time; he wants that data made public. He also wants the Comstat reports to be shared publicly. Finally, he feels this is a tremendous period of opportunity for the CPAB as an organization. There is a new administration in the new City Council, a City Administrator who is interested in changing how the city does business, and it is a time to make major requests for change. Currently the CPAB is frozen out of the legislative process until it is too late. The CPAB should be giving input before decisions (legislative) have been made. A yearly report is not enough, the CPAB should have reports to the City Council on a monthly basis.

Roll call vote:

Ayes: Haller, Johnson, Nichols, Gulbransen; **Noes:** none; **Abstentions:** Miller-Cole, Webb, Hunter, Garvey; **Motion Passed, 4-0-5**

Agenda Item 2c, NCPC Resource Committee Report, Beat 33/34X

Member Nichols reported that they met with the chairpersons for the Beat33/34 NCPC and had a very successful meeting. Other than minor changes to the by-laws, they are recommending re-certification. He highlighted the work the NCPC has done since their de-certification in 2010 and felt strongly they should be certified.

Member Nichols made the motion to certify and Chairperson Johnson seconded the motion their new bylaws.

Motion tabled until after Beat 22/34X membership. Members unanimously agreed.

Agenda Item 3: Agenda Building

Member Miller-Cole raised several issues that he had shared in an email earlier in the day. They included the following:

- The CPAB is supposed to report twice a year to the City Council and has not.
- Members are supposed to go to NCPC meetings and provide support throughout the City yet many NCPCs don't know of the work of the CPAB
- The OPD report today was helpful but a greater level of detail and involvement would be better.
- The City has work furlough days around which the CPAB should coordinate its calendar
- Vacancies on the Board should be aggressively filled

Several members had comments to make based on these remarks including the need for more team building, training, the fact that much work has been done in the past that new members may not be aware of, and that critiques of the work of the committee need to be constructive and not appear to attack the legitimacy of the body.

One suggestion that everyone agreed was a good idea was to have a retreat in the spring. Although there was a retreat a couple of years ago, some members felt the work plan that came out of the retreat was not fully implemented.

It was noted that the CPAB work entails much more than attending the monthly meetings.

It was unofficially agreed that a retreat would be scheduled for the spring but that first the vacancies needed to be filled.

The meeting adjourned at 8:15 pm.