



Meeting of the
City of Sacramento
Community Racial Profiling Commission



SUMMARY

Thursday, February 19, 2009

Public Safety Center - 5770 Freeport Boulevard - Hall of Honor

COMMISSION MEMBERS:

Brian Louie, Vice Chair
Alani Cridge
Vacant
Sean Coletta, Chair
Renee Carter

Francine Tournour
Walter Kawamoto
Ashiya Odeye
Vacant
Crystal Taylor

Brent Meyer
Riley Chavis
Julia Vera
Danette Brown
Ernest Carter

CITY STAFF:

*Brian Louie, Deputy Chief
Katherine Lester, Lieutenant
Helga Sprung, Administrative Analyst*

The Community Racial Profiling Commission is a board of the City Council whose purpose is to provide recommendations to the Council concerning racially biased policing.

NOTICE TO THE PUBLIC

You are welcomed and encouraged to participate in this meeting. Public comment is taken (3 minutes maximum) on items listed on the agenda when they are called. Public Comment on items not listed on the agenda will be heard at the end of the meeting as noted on the agenda. Comments on controversial items may be limited and large groups are encouraged to select 3-5 speakers to represent the opinion of the group.

Notice to Lobbyists: When addressing the Commission you must identify yourself as a lobbyist and announce the client/business/organization you are representing (City Code 2.15.160).

Speaker slips are located on the table and should be completed and submitted to the Commission Clerk.

Government Code 54950 (The Brown Act) requires that a brief description of each item to be transacted or discussed be posted at least 72 hours prior to a regular meeting. The City posts Agendas at City Hall as well as offsite meeting locations.

The order of Agenda items are listed for reference and may be taken in any order deemed appropriate by the Commission. The Agenda provides a general description and staff recommendations; however, the Commission may take action other than what is recommended. The Agenda is available for public review at least three calendar days prior to the meeting. Hard copies are available from the Police Department (10 cents per page),

Meeting facilities are accessible to persons with disabilities. If you require special assistance to participate in the meeting, notify the Police Department at (916) 808-0864 at least 48 hours prior to the meeting.

SUMMARY

February 19, 2009

*Public Safety Center
5770 Freeport Boulevard, Hall of Honor*

All items listed are heard and acted upon by the Community Racial Profiling Commission unless otherwise noted.

Called to Order – 6:05 p.m.

Roll Call – Chair Sean Coletta called a meeting of the Community Racial Profiling Commission (CRPC) to order at 6:05 p.m. Thursday, February 19, 2009 at the Public Safety Center, Hall of Honor. Ernest Carter and Julia Vera absent.

Pledge of Allegiance led by Sean Coletta.

Discussion / Action Reports

Discussion and action reports include oral presentations including those recommending receive and file.

1. Update on Commission Membership

Location: (Citywide)

Recommendation: Receive and file.

Contact: Lt. Katherine Lester, (916) 808-0800, Police Department.

Action: Lt. Lester introduced the Commission to the new member representing District 3, Anthony Riley Chavis. The lieutenant also reported that District 2 had nominated but not appointed a candidate; that District 8 and the At-Large vacancy both had applications under review; and that District 4 would reopen for applications from February 25, 2009 to March 27, 2009.

2. Approval of Minutes for January 15, 2009

Location: (Citywide)

Recommendation: Approve minutes.

Contact: Helga Sprung, Administrative Analyst, (916) 808-0838, Police Department.

Action: Moved, seconded, carried (Coletta/Cridge; Absent – E. Carter, Vera) to approve the minutes for January 15, 2009.

3. Presentation on Officer Evaluation Policy

Location: (Citywide)

Recommendation: Review and comment.

Contact: Lt. Katherine Lester and Lt. Michael Bray, (916) 808-0800, Police Department.

Action: Lt. Michael Bray discussed a recently implemented officer evaluation form to be used semi-annually as a self-analysis tool for long-time Sacramento Police Department (SPD) sworn employees. A focus group, formed six months ago to review and reformulate the SPD evaluation process, determined that the Department needed a record of progress and/or problems to consult when officers and sergeants were under consideration for promotion or transfer. Lt. Bray explained that new officers are being monitored and evaluated daily, weekly, and monthly, first by training staff and their peers, and then also by their Field Training Officers. These new employees receive constant feedback throughout their probationary terms, but their next evaluations do not occur until they receive their step pay increases. The focus group recognized and filled a gap in the evaluation process. Using the new evaluation form, officers and sergeants meet with their supervisors at the beginning of each year to determine measurable, specific goals, which they revisit and discuss at six-month intervals. The focus group also added "customer service" to the evaluation criteria. The expectation is that the evaluation form will be a tool for open dialogue between employee and supervisor. If an employee disagrees with an evaluation, he or she may attach a rebuttal to the document. These documents are kept in the employee's watch file for one year and in the employee's personnel file permanently. Officers and sergeants who fall below the Department standard receive remedial training, not just following evaluations, but at any time the need is recognized. Deputy Chief Sam Somers will review the evaluation form yearly.

4. Presentation on SPD Internal Affairs Investigative Protocol and Policy, the Early Warning System, and the Peace Officers' Bill of Rights (POBR)

Location: (Citywide)

Recommendation: Review and comment.

Contact: Lt. Katherine Lester and Lt. Neil Schneider, (916) 808-0800, Police Department.

Action: Lt. Neil Schneider of the SPD Internal Affairs Unit (IA) explained that the job of the Unit is twofold: to safeguard the rights of police officers and "to get to the truth." Officers must speak to Internal Affairs or face termination; they give compelled statements. IA received 110 complaints within the past year, most from arrested or ticketed individuals. Of the 110 complaints, 26% were sustained. After IA has built a case against an officer, the information is shared with the officer's supervisor. Deputy Chief Louie and Chief Braziel determine the appropriate discipline. The Office of Public Safety Accountability reviews each complaint form, reviews all Use of Force reports and chooses to monitor others. Complainants may decide if their case is to be handled formally or informally. By law, IA has one year to complete an investigation and may suspend complaints if criminal proceedings in the case are underway. Under the terms of the Peace Officers' Bill of Rights (POBR), if one year has passed and the complaint has been neither suspended nor decided, the officer cannot be disciplined. In any case,

IA will send the complainant a letter stating the disposition of the case. Lt. Schneider also described the IA “early warning” software that will alert IA staff to any instance of an officer receiving three complaints within one year. The software will also report on cases in which an officer accumulates five vehicle pursuit reports or use of force (baton, taser, K-9) reports in one year. Commission members requested that Lt. Schneider return to continue the item discussion at the next CRPC meeting.

5. Formulating and Presenting Ordinance or Resolution Refuting Racial Profiling to the Law & Legislation Committee and the City Council

Location: (Citywide)

Recommendation: Review and comment.

Contact: Lt. Katherine Lester (916) 808-0800, Police Department; Jerry Hicks, (916) 808-5346, Office of the City Attorney.

Action: CRPC members studied examples of resolutions provided by Lt. Lester. Jerry Hicks of the City Attorney’s office advised members to provide city staff with their recommendations regarding the contents of the resolution. City staff would then write a report to the Law & Legislation Committee, which would decide whether to send the report to the City Council for consideration. Members voted (Taylor/Chavis; E. Carter and Vera absent) to draft a resolution and present it to city staff for further action. Members then voted (Chavis/Odeye; E. Carter and Vera absent) to rescind the previous motion. Members next voted (Odeye/Chavis; E. Carter and Vera absent) to table the item until the next CRPC meeting and to ask city staff to return with more examples and templates. DC Louie requested that all members email their suggestions for the resolution contents to SPD staff by March 5, 2009.

6. Discussion, Formulation, and Approval of Future Goals, Responsibilities and Scope of the CRPC

Location: (Citywide)

Recommendation: Review and comment; approve.

Contact: Sean Coletta, Commission Chair.

Action: Members discussed whether to discuss this agenda item quarterly rather than monthly and debated if they should proceed with determining their goals or with sending three recommendations to SPD following release of the Lamberth study results. Members voted (Chavis/Odeye; E. Carter and Vera absent) to focus on their three recommendations to SPD. After discussing whether to use the desired resolution refuting racial profiling as one of their recommendations to SPD, members decided that the second part of their previous vote was to put the formulation of the resolution on hold (Chavis/Odeye; E. Carter and Vera absent; Taylor – “no”; R. Carter – abstain). After further discussion, members returned to the previous agenda item and voted to return to the resolution issue at the next CRPC meeting.

7. Update on Posting Videos of Stakeholder Meetings on CRPC Website

Location: (Citywide)

Recommendation: Review and comment.

Contact: Lt. Katherine Lester, (916) 808-0800, Police Department.

Action: Lt. Lester reported that the CRPC website now shows an email address through which the public can request DVD copies of the stakeholder meetings held in August 2008. Members requested information on posting the meetings on YouTube for those who prefer to access the videos anonymously.

8. Police Department Activities Influencing Study Data and Report of Compliance Statistics

Location: (Citywide)

Recommendation: Review and comment.

Contact: Deputy Chief Brian Louie, (916) 808-0800, Police Department.

Action: Deputy Chief Louie described directed enforcement targeting robberies in the Meadowview and in the North Natomas areas. The Deputy Chief also announced that a CalGRIPS grant is funding a three-month program in which California Highway Patrol officers will work with SPD officers two days a week to address common problems.

Public Comments- Matters Not on the Agenda

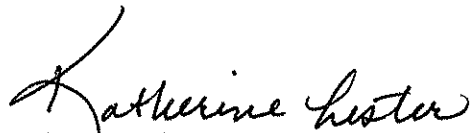
9. None.

Questions, Ideas, and Announcements of Commission Members


10. Commission Chair Sean Coletta discussed his plan to follow Roberts' Rules more closely at future CRPC meetings.

Adjournment – 8:34 p.m.

Submitted,


Katherine Lester, Commission Clerk

Approved,


Sean Coletta, Chair