

**AB 1185 Sheriff's Oversight  
Community Outreach Working Group  
Meeting #4**

*November 29, 2022 ~ 5:30 pm – 8:00 pm*

*Zoom Link:*

<https://us06web.zoom.us/j/7744304192?pwd=bXR6NWJmNzhMVmpDeHhudnhuVIFvQT09>

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**A G E N D A**

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- 5:30 pm    I.    **Welcome**
- Agenda Review
- 5:40 pm    II.    **Sheriff Oversight in California**
- Sacramento County Office of the Inspector General
    - Francine Tournour, Inspector General
  - San Francisco County Sheriff's Department Oversight Board
    - Jayson Wechter, Chair
  - Sonoma County Independent Office of Law Enforcement Review and Outreach
    - John Alden, Director
- 6:30 p.m.    III.    **Building Oversight in Marin County**
- Committee
    - Composition
    - Duties
    - Authorities
    - Training
  - Inspector General
    - Duties
    - Authorities
- 7:30 p.m.    IV.    **Survey Update**
- 7:45 p.m.    V.    **Sub-Committee Update**
- 8:00 pm    VI.    **Close**

# AGENDA

- Sheriff Oversight in California
- Building Oversight in Marin County
- Survey Update
- Subcommittee Updates

AB1185 Working Group Meeting No. 4



# SHERIFF OVERSIGHT IN CALIFORNIA

# AB1185 Committee

PURPOSE

COMPOSITION

TRAINING

POWERS & DUTIES

# PURPOSE

policed - allowing for residents and deputies both to feel safe.  
-We want the Sheriff's Office to feel that we are working together - that it doesn't have to be adversarial.  
-Addressing trauma of people who have been mistreated and those who serve  
-Adding a voice to the community to help the Sheriff's office to better understand how they are being policed and how that feels.  
-add training to "policy, practices, and procedures"  
-Proactive work to help to help stop problems from occurring in the future  
-Transformational change  
-Allowing people to better understand that everyone has a backstory.  
-Not using Marin City as a training ground  
-Shifting from biased-based policing to policing that is based in equity and justice  
-Understanding that policing is felt whether something happens in Marin or elsewhere.  
-Addressing systemic racism and other issues  
-Insure that jail system can become a more healthy organization and providing the care that is needed by all individuals in the jail

## EXAMPLES:

- To ensure that law enforcement responds to the needs and concerns of all of the community to help build trust
- To develop the public trust, legitimacy, and cooperation necessary to improve police-community relations and enhance public safety
- To promoting public trust through independent, objective, civilian oversight, provide community participation in setting and reviewing Police Department policies, practices, and procedures, and to provide a means for prompt, impartial and fair investigation of complaints brought by members of the public against sworn employees of the Berkeley Police Department
- To provide additional perspectives to alleged police misconduct
- To encourage civilians to take part in the process
- To identify patterns of alleged police misconduct
- To make policy recommendations

# COMPOSITION

- People with lived experience
- Multi-Lingual
- Youth
- Community-driven effort from the start but with allowances for inclusion of former law enforcement down the line
- People who have a lot of knowledge about specific segments of the community or specific work that feeds into civilian oversight
- Nine with two alternates (possibly)
- Representation (more) from areas that have been overpoliced
- Staggered terms
- Ad-Hoc committees (need to learn more about number of complaints and possible special issues)
- Possibly have BOS appoint so each district is represented. Also consider seats for specific community organizations. (Concerns about using any nonprofits funded by BOS or Marin County) - perhaps community recommended (nominated), reviewed by the committee and then sent on to BOS for final approval
- Live or work in Marin County, students
- Stipends
- 

## THINGS TO CONSIDER:

- Number of Members
- Who is the appointing authority?
- How will the board reflect the community?
- Is sworn law enforcement included in any capacity?
- Residency requirements?
- Age restrictions?

# TRAINING

- healing centered, trauma-informed practices  
(move rest of list over)
- restorative justice
- bias
- bwc (and other technology)
- Use of force
- Informational access
- Understanding underlying culture of department
- POBAR and other applicable statutes
- data analysis
- de-escalation training
- non-escalation training
- history of policing
- policy writing
- 

## TOPICS & SOURCES:

- Police Department operations, policies, practices, and procedures
- Police oversight & community policing
- Constitutional rights and civil liberties
- Cultural awareness and racial equity
- Complaint process, investigative procedures, confidentiality requirements
- Ethics, public records, and public meeting laws
- Quasi-judicial duties and obligations of the Board
- Fundamentals of procedure, evidence and due process

# POWERS & DUTIES

- Making training, policy, procedure, and practice recommendations
- Subpoena power
- Access to all facilities
- Access to BWC and other technology (audio recordings, etc.)
- Access to any personnel equipment for auditing purposes
- Auditing

## EXAMPLES:

- Make recommendation regarding written policies, practices, and procedures
- Receive and consider the findings and recommendations regarding complaints filed Participate in the hiring of the Chief of Police
- Access to records
- To adopt rules and regulations necessary for the conduct of its business
- Propose annual budget to City Council
- Annual Reporting
- Recommendation of additional investigation of complaints
- Community/Stakeholder outreach



# AB1185 INSPECTOR GENERAL

AUTHORITY & JURISDICTION

RELATIONSHIP TO COMMITTEE

# Authority & Jurisdiction

Working Group did not discuss at 11/28 meeting.

## EXAMPLES:

- Monitoring Policy Compliance
- Monitoring SBPD programs, activities, investigations, and use of force incidents
- Annual Reporting
- Develop and issue reports policy recommendations
- Create and support system for receiving and processing complaints
- Provide staff support for the review board
- Recommendation of additional investigation of complaints
- Community/Stakeholder outreach
- Access to records and data
- Maintain confidentiality

# Relationship with Board

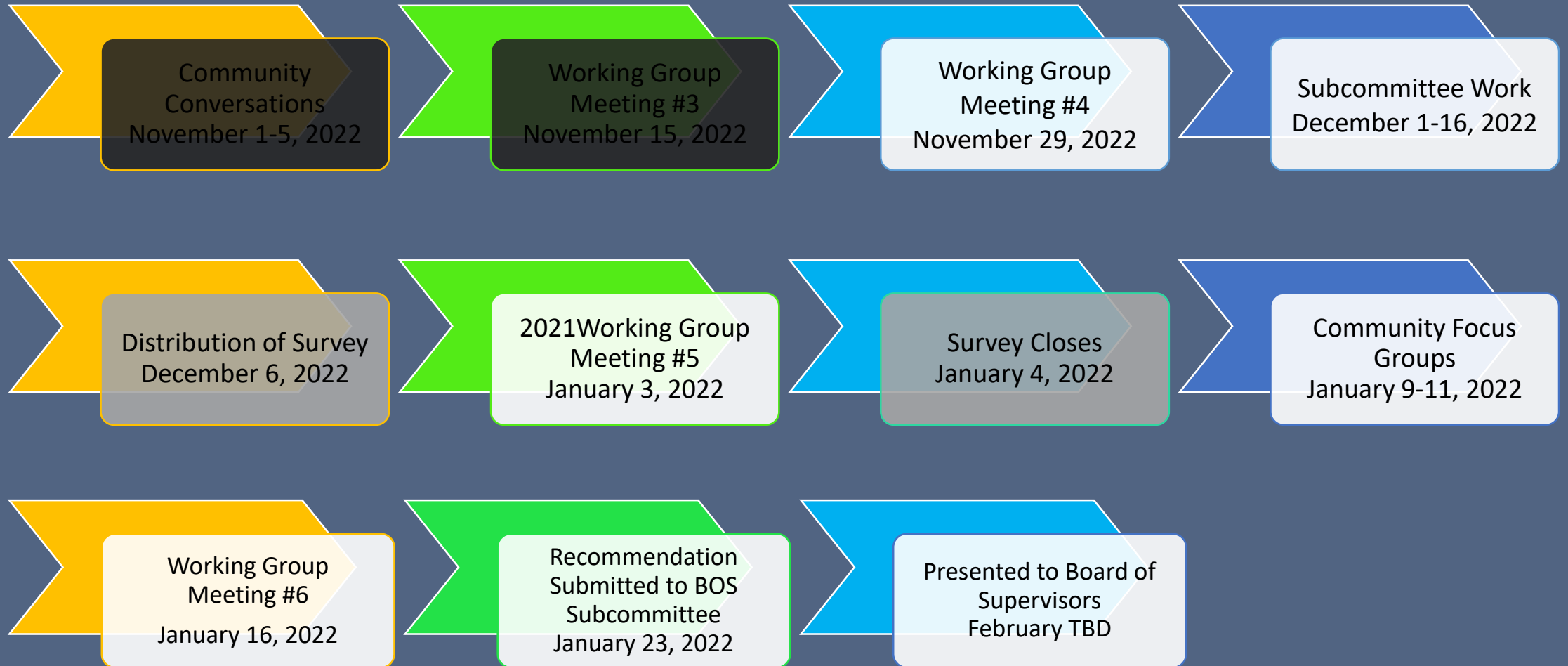
Working Group did not discuss at 11/29 meeting.

## EXAMPLES:

- Staffing board?
- Annual review?
- Level of independence?
- Day-to-day activities?
- Development of SOPs?

# SURVEY UPDATE

# TIMELINE



# ITEMS FOR NEXT AGENDA



CAMERON MCELLHINEY  
mcellhiney@nacole.org

## **AB 1185: Community Outreach Working Group Meeting #4 - Marin County, CA**

**Tuesday, November 29, 2022 – 5:30 p.m. PST**

**Present:** Gary Besser (Marin County); Jamillah Jordan (Marin County); Cameron McElhiney (NACOLE); Karen Williams (NACOLE); Curtis Aikens; Stephen Bingham; Jacqueline Dagg; Tara Evans; Matthew Hymel; Steve Knudsen; Cesar Lagleva; Rondall Leggett; Heidi Merchen; Steve Raab; Ashley Raveche; Nancy Weber.

**Absent:** Devera Boyd, Charles Dresow, Cesar Lagleva, Jeremy Portje, Christine Soto DeBerry

**Resigned:** Phoebe Smith

Cameron ran through the agenda for the evening and introduced the guest speakers: Francine Tournour, John Alden, and Jayson Wechter. Francine discussed what she felt were important items in building out a new oversight body and lessons learned from her work; Jayson discussed his various roles in oversight and the various investigative processes; and John discussed the evolution of oversight in Sonoma County from creation to present day.

Curtis thanked the presenters and asked what each of the presenters thought about the others processes and what they would want in a perfect agency.

Ashley asked about burnout and what Francine believed was a good term for board members and other positions. She also asked about the potential for retaliation such as what had previously occurred in Los Angeles County and whether any of the speakers have encountered that type of action.

Stephen asked what the meet and confer process with the police union should look like as well as the timing of involving those parties in the process either before or after a recommendation for a process is made.

Cameron began to discuss the main points that will be brainstormed in this meeting to help the drafting committee:

Purpose: what are you trying to accomplish?

- Promoting public trust...(Berkeley's)
- Public forum for community members to weigh in to public and how they view it, how they engage with it, and whether they were harmed or not
- Working with the Sheriff's office to provide transparency and accountability through a civilian oversight mechanism
- "In partnership with our community" – make this a tangible expression
- Fair investigations of complaints – and a form of recourse that does not currently exist. Method for individuals who are afraid of the Sheriff's Office to bring their complaint and be heard
- Make policy recommendations as nothing changes if policy doesn't change
- Building relationships – humanizing residents in the eyes of deputies and vice versa
- Make community feel comfortable with the way they are policed – both residents and deputies to feel safe



- Wanting to feel that we are working together with the Sheriff's Office and that it doesn't have to be an adversarial process
- Addressing the trauma that exists with those who have been mistreated and those who serve
- Adding a voice to the community to help the Sheriff's Office better understand how the community is being policed and how that feels.
- Add "training" to policy, practices, and procedures (Berkeley)
- Proactive work to help stop problems from occurring in the future
- Transformational change
- Allowing people to better understand that everyone has a back story.
- Not using Marin City as a training ground
- Shifting from bias-based policing to policing with equity and justice
- Understanding that policing is felt whether something happens directly or indirectly to a person or occurs in their community or elsewhere
- Addressing systemic racism and other issues
- Ensure that the jail system can become a more healthy organization and providing the resources and care needed by all individuals

#### Composition - What should the board look like?

- People with lived experience
- Multilingual
- Youth
- A community driven effort from the start with allowances for inclusion of former law enforcement down the line
- People who have a lot of knowledge about specific community segments or specific work that feeds into oversight
- Nine with two alternates (possibly)
- Representation (more) from areas that have been overpoliced
- Staggered terms
- Ad-hoc committees (need to learn more about number of complaints received each year and possible special issues to be reviewed)
- Possibly have BOS appoint so each district is represented; also consider seats for specific community organizations (concern about using any nonprofit groups funded by BOS or Marin County) – perhaps community nominated/recommended, reviewed by the committee, and sent to the BOS for final approval
- Live, work, or go to school in Marin County
- Stipends

#### Training – What needs to be taught to board members?

- Trauma-informed and healing centered practices
- Restorative justice
- (Move rest of PPT list over)
- Bias
- Body-worn cameras and all technologies

- Use of Force
- Informational access
- Understanding the underlying culture of the office
- LEOBR and other applicable statutes
- Data analysis
- De-escalation and non-escalation training
- History of policing in the United States
- Policy writing – internal and external

Powers and Duties – What should the board have the ability to do?

- Making recommendations regarding training, policies, practices, and procedures
- Subpoena power
- Access to all facilities
- Access to all tech records, recordings, videos, etc.
- Auditing – access to any personnel equipment
- Auditing

Survey Update: A couple of additional options were added to question 3: “Wanted to file a complaint but did not because I did not know how to do so”; and “Wanted to file a complaint but did not because I was scared to do so.”

Question 11 was added regarding living outside of an incorporated town in Marin County.

The committee approved the survey and it will be sent to the translators on Wednesday (11/30) with the hope of launching the surveys on Monday (12/4). Camme will send out a revised timeline in the next few days and requested that everyone take the Doodle poll so that subcommittees can begin to schedule their meetings.

Meeting adjourned at 8:11 p.m. PST.