

City of Sacramento
Community Police Review Commission Report
915 I Street Sacramento, CA 95814
www.cityofsacramento.org

File ID: 2026-01038

5/11/2026

2025 Recommendation to Mayor and Council: Commissioner Onboarding Discussion

File ID: 2026-01038

Location: Citywide

Recommendation: Discuss the Sacramento Police Community Review Commission's 2025 recommendation to Mayor and Council concerning commissioner onboarding priorities.

Contact: Karen Korbs, Commissioner, Sacramento Community Police Review Commission

Presenter: Karen Korbs, Commissioner, Sacramento Community Police Review Commission

Attachments:

1-Description/Analysis

2-Annual Report and 2026 Work Plan

Description/Analysis

Issue Detail: The Sacramento Community Police Review Commission ("Commission") has identified the need for a structured onboarding process to ensure that Commissioners receive consistent orientation regarding the Commission's purpose, legal authority, meeting procedures, oversight responsibilities, key reference documents, and current work priorities.

On February 9, 2026, the Commission adopted the Orientation and Training Outline and included it in its 2025 Annual Report as a recommendation to Mayor and Council. The 2025 Annual Report is under review by the Personnel and Public Employees Committee pending Commission presentation to the Committee.

Policy Considerations: Not Applicable.

Economic Impacts: Not applicable.

Environmental Considerations: California Environmental Quality Act (CEQA): The proposed action is not a project under CEQA because it is an organizational or administrative activity that will not result in direct or indirect physical changes in the environment. (CEQA Guidelines §15378(b)(5).)

Sustainability: Not Applicable.

Commission/Committee Action: Not applicable.

Rationale for Recommendation: Not applicable.

Financial Considerations: Not applicable.

Local Business Enterprise (LBE): Not applicable.

City of Sacramento
Personnel and Public Employees Committee Report
915 I Street Sacramento, CA 95814
www.cityofsacramento.org

File ID: 2026-00797

4/28/2026

City of Sacramento Community Police Review Commission 2025 Annual Report and 2026 Proposed Workplan

File ID: 2026-00797

Location: Citywide

Recommendation: 1) Review and provide direction on the 2025 Annual Report and 2026 Proposed Workplan for the City of Sacramento Community Police Review Commission (“Commission”); and 2) pass a **Motion** either: a) directing staff to forward the Annual Report and Workplan to the City Council for review; b) directing staff to update the Annual Report and Workplan based on Personnel and Public Employee Committee recommendations and forward to the City Council for review; or c) asking the Commission to update the Annual Report and Workplan based Personnel and Public Employee Committee recommendations and come back to the Personnel and Public Employee Committee for additional review.

Contact: Mindy Cuppy, City Clerk, (916) 808-5441, mcuppy@cityofsacramento.org, Office of the City Clerk

Presenter: Mindy Cuppy, City Clerk, (916) 808-5441, mcuppy@cityofsacramento.org, Office of the City Clerk

Attachments:

1-Description/Analysis

2-2025 Annual Report and 2026 Proposed Workplan

Description/Analysis

Issue Detail: Advisory bodies of the City are required to provide an annual report for review by the Personnel and Public Employees (P&PE) Committee as outlined in the City Council Rules of Procedure, Chapter 17. The P&PE Committee shall review advisory body annual reports and give staff direction on those reports’ stated projects, priorities, and recommendations. Before forwarding the report to the City Council, the Committee may request supplemental information from staff or the advisory body.

The attached Annual Report and Workplan is being forwarded to the P&PE Committee for consideration.

Policy Considerations: Chapter 17 of the Council Rules of Procedure outlines the Advisory Body reporting process.

Economic Impacts: Not applicable.

Environmental Considerations:

California Environmental Quality Act (CEQA): This action is not a project that is subject to CEQA because it is an organizational or administrative activity that will not result in direct or indirect physical changes in the environment. (CEQA Guidelines §15378(b)(5)).

Sustainability: Not applicable.

Commission/Committee Action: On March 9, 2026, the Commission passed a motion forwarding their Annual Report and Workplan to the P&PE Committee for consideration.

Rationale for Recommendation: So that advisory bodies may effectively incorporate their important role, voice, and work to provide thoughtful community recommendations to the City Council on a consistent basis the P&PE Committee shall facilitate the process for advisory bodies to communicate their accomplishments, projects, priorities, and recommendations to the City Council.

Financial Considerations: Not applicable.

Local Business Enterprise (LBE): Not applicable.

Sacramento Community Police Review Commission Annual Report

January 2025 through December 2025



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Introduction: Establishment, Commissioners, and Staff

The Sacramento Community Police Review Commission (Commission) was established by ordinance and is codified in the Sacramento City Code. (Sacramento City Code chapter 2.110) The Commission serves as an advisory body to the City Council and provides community oversight of and engagement with the Sacramento Police Department (SPD).

The Commission consists of eleven members, who are nominated by a councilmember, the Personnel and Public Employees Committee (P&PE), or the mayor; and appointed by the mayor with the concurrence of a majority of the City Council.

Current Sacramento Community Police Review Commissioners

The following commissioners are currently serving on the Commission.

- Manuel Buenrostro
- Mervin Brookins
- Larry Coleman, II
- Angela Gianulias
- Rick Griggs
- John Johnson, Vice Chair
- Karen Korbs
- GaNeane Lewis
- Xochimilco Espinoza Salazar
- Jason Sample, Chair

Sacramento Community Police Review Commission Staff

The Commission does not have its own staff and relies on support from various City Departments:

- City Clerk's Office – Meeting Support
- City Attorney's Office – Legal Guidance and Support
- Sacramento Police Department – Content Expertise and Assistance with MEU Community Meetings

The Commissioners, led by the Chair and Vice Chair, are responsible for conducting research and preparing staff reports.

We gratefully acknowledge the support of our City Departments as we carry out our duties and responsibilities with the challenges of not having dedicated staff.

Sacramento Community Police Review Commission Staff Contact Information

City of Sacramento
915 I Street – Sacramento, CA 95814
www.cityofsacramento.org

Purpose, Powers and Duties of Sacramento Community Police Review Commission

Purpose of the Sacramento Community Police Review Commission

The Commission is established for the following purposes:

- A. Providing community participation in reviewing and recommending police department policies, practices, and procedures; and
- B. Monitoring the implementation, evaluation, and sustainability of city policing initiatives and programs. (Sacramento City Code section 2.110.020)

Powers and Duties of the Sacramento Community Police Review Commission

The powers and duties of the Commission are as follows:

- A. To advise and make recommendations to the city council regarding police policy, procedures, and best practices, including those related to community relations, hiring, and training best practices.
- B. To review quarterly reports prepared by the Office of Public Safety Accountability consistent with California Penal Code section 832.7(c), relating to the number, kind, and status of all citizen complaints filed against police department personnel, to determine whether there are patterns of misconduct that necessitate revisions to any police policy, practice, or procedure.
- C. Annually, report to and make recommendations to the mayor and the city council regarding the activities of the commission and the Sacramento Police Department's efforts to strengthen bias-free policing and community-police relations. (Sacramento City Code section 2.110.030)

Message from the Sacramento Community Police Review Commission Chair

In 2025, the Sacramento Community Police Review Commission experienced both transition and renewed focus. The Commission welcomed several new Commissioners, bringing fresh perspectives, professional expertise, and a shared commitment to community, reform, and public service. With this transition came an important opportunity to reflect on the Commission's purpose and reaffirm the need for a strong community body serving the residents of Sacramento.

The addition of new members prompted thoughtful discussion about the Commission's role, and commissioner onboarding. The Commission also continued to conduct Military Equipment Use public meetings, providing a forum for community input and ensuring compliance with state law requirements.

Recognizing the importance of structure and efficiency, the Commission organized its work around a four-goal work plan. This framework guided our priorities and provided clarity regarding deliverables and timelines. In the absence of direct, dedicated staff support, Commissioners assumed additional responsibility by establishing Ad Hoc Committees aligned with the work plan. These committees focused on engagement and function, community policing and response efficiency, and resource allocation, which allowed for more detailed research, focused discussion, and substantive preparation before matters returned to the full Commission for deliberation.

This organizational approach strengthened internal alignment and enhanced the Commission's ability to engage constructively with the Sacramento Police Department.

The work reflected in this report represents countless hours of research, preparation, public meetings, and community engagement. Commissioners devoted significant time outside of scheduled meetings to reviewing materials, analyzing policy, and ensuring that recommendations were carefully considered and responsibly framed. That dedication underscores the seriousness with which Commissioners approach their public service.

As we transition into 2026, the Commission remains committed to improving transparency, strengthening collaboration with both the community and the Sacramento Police Department, and ensuring accountability through structured follow-up and clear public reporting. Our goal is not only to review policies and practices but also to contribute meaningfully to a public safety system that reflects community values, legal standards, and operational effectiveness.

We remain grateful for the continued engagement of Sacramento residents, City Council, and the partnership of the Sacramento Police Department. The Commission looks forward to building on the foundation established in 2025 and advancing thoughtful, measured oversight in the year ahead.

Respectfully submitted,

Key Accomplishments

This report will cover the period since the last report, January 2025 through December 2025

1. Annual Recommendations to City Council

The Commission approved and transmitted its 2024 Annual Report and recommendations to the Personnel & Public Employees Committee in accordance with Chapter 17 of the Council Rules of Procedure.

2. Workplan Implementation

The Commission advanced priorities identified in its 2025 Work Plan, including:

- Continued review of SPD reports and presentations;
- Discussion of oversight process improvements;
- Coordination regarding recommendation tracking and reporting processes.

3. Organizational Improvements

The Commission:

- Continued refining its annual reporting process;
- Discussed structured use of ad hoc committees to support outreach and policy analysis.

Commission Resources Expended

The estimated cost to support the Sacramento Community Police Review Commission in 2024 was \$31,065.

The estimated cost to support the Sacramento Community Police Review Commission in 2025 was \$24,168.

In 2024, we held 10 meetings, and in 2025, we held 8 meetings. Below is a breakdown of expenditures made to support the commission during this review period.

*meetings held as of 12/2025

The estimated cost per meeting is as follows:

	Meetings	Hours	Rate	Total
Staff report creation and review – department staff	8	0	\$117	\$0
Staff report review – city attorney staff	8	3	\$216	\$5,184
Agenda review, preparation, and publishing – city clerk	8	10	\$35	\$2,800
Meeting presentation preparation	8	2	\$117	\$1,872
Meeting attendance – department staff	8	4	\$117	\$3,744
Meeting attendance – city attorney staff	8	2	\$216	\$3,456
Meeting attendance – city clerk staff	8	4	\$58	\$1,856
Meeting attendance – IT staff	8	4	\$53	\$1,696
Meeting attendance – building security	8	4	\$33	\$1,056
Post meeting tasks: minutes, legislative document processing, attendance tracking	8	5	\$35	\$1,400
Commissioner stipend processing (quarterly)		12/year	\$42	\$504
Commissioner stipends (11 commissioners)	8		\$50	\$600
Total Meetings Cost				\$24,168

Additional Expenditures:

Staff Time to prepare commissioner outreach draft documents \$0.00

Workplan for Upcoming Year

Overview

In 2026, the Commission will prioritize structured community engagement, increased visibility of its advisory role, and improved coordination with the City Council and community stakeholders. The Workplan is designed to be achievable within the Commission's current capacity and meeting schedule.

Goal 1: Strengthen Community Awareness of the Commission

Objective: Increase public understanding of the Commission's purpose, authority, and ability to make policy recommendations.

Planned actions:

- Develop informational flyers explaining:
 - The Commission's role;
 - How residents can participate;
 - How the Commission makes recommendations to the City Council.
- Distribute materials at community events and post on public bulletin boards.
- Evaluate creation of a monitored Commission email inbox/digital drop box with rotating commissioner response support (subject to City Clerk coordination).

Goal 2: Conduct Structured Community Outreach

Objective: Establish recurring and predictable outreach opportunities.

Planned actions:

- Host community listening sessions in July 2026.
- Participate in community events (e.g., Concerts in the Park and similar public events).
- Attend clergy meetings and neighborhood events beginning May 2026.
- Coordinate with individual City Council offices to attend district-level meetings and events.

Goal 3: Strengthen Partnership with City Council

Objective: Improve communication and alignment with Council priorities.

Planned actions:

Request regular updates from SPD during Commission meetings regarding:

- Community engagement activities;
- District-level public safety concerns;
- High-level statistical trends.

Coordinate with Council offices regarding emerging public safety issues relevant to Commission purview.

Goal 4: Establish Ad Hoc Committees to Support Work

Objective: The Commission will establish the following ad hoc committees:

Planned actions

1. Outreach and Events
 - Plan community listening sessions (2)
 - Plan Military Equipment Use Outreach Meeting
 - Coordinate Commissioner event participation
 - Develop a calendar and schedule for Commissioners to attend community events
 - Develop outreach materials
2. Policy and Procedures
 - Coordinate SPD presentations to the commission
 - Identify areas for potential policy recommendations and discussions
 - Track recommendation and follow-up log status

- Commissioner Onboarding and Training scheduling

Goal 5: Improve Annual Reporting Process

Planned actions:

To ensure timely compliance with City Council Rule Chapter 17 requirements:

- Establish an Annual Report Subcommittee in August 2026.
- Begin drafting the 2026 Annual Report in August.
- Align report preparation to ensure timely submission to P&PE.

2025 Recommendations to City Council

1. Sacramento Community Police Review Commission Staffing Support

The Community Police Review Commission recommends that the City Council evaluate and provide direction regarding staffing support necessary to ensure the Commission can effectively fulfill its purpose and duties.

Specifically, the Commission recommends that the City Council explore options to provide dedicated staff support through reassignment or the re-allocation of existing City staff resources, without creating a new budgeted position.

Justification

Multiple stakeholders, including the City Auditor, members of the City Council, community members, and Commissioners, have identified the need for sufficient staffing support for the Sacramento Community Police Review Commission. This concern has been raised consistently since at least 2023, including during discussions before the Personnel & Public Employees (P&PE) Committee and at a full City Council meeting on September 12, 2023. Most recently, the issue was again discussed at the April 8, 2025, City Council meeting.

The Commission was established to serve and function as a bridge between the Sacramento community and the Sacramento Police Department. To fulfill this role effectively, the Commission must be supported by sufficient administrative, analytical, and operational capacity.

Despite limited staffing resources, the Commission has managed to carry out its responsibilities, including reviewing matters within its jurisdiction, conducting public meetings, engaging community members, and developing policy recommendations. However, the scope and complexity of our responsibilities require sustained administrative coordination, research support, data management, public communication, and agenda preparation. Without adequate staff support, the Commission’s ability to operate efficiently, respond to the community in a timely manner, and proactively engage the community is constrained.

The Commission recognizes the City’s budgetary constraints and does not recommend creating a new position at this time. Instead, the Commission believes that enhanced support could be achieved through realignment, shared staffing models, or other allocation of existing City personnel resources.

Providing appropriate staffing support would strengthen the Commission’s ability to:

- Ensure timely and thorough preparation of reports and recommendations;
- Enhance transparency and public accessibility of Commission work;
- Improve coordination with the Sacramento Police Department and other City departments;
- Support data-driven review and policy analysis; and
- Increase community engagement and responsiveness.

Strengthened staffing support would improve the Commission’s effectiveness as a bridge-building body and would better position it to meet community expectations for transparency, accountability, and constructive engagement.

2. Commissioner Onboarding and Ongoing Training Program

The Sacramento Community Police Review Commission recommends that the City Council formally support and institutionalize a structured onboarding and ongoing training program for all Commission members, consistent with the Orientation and Training Outline discussed and approved by the Commission in 2025 (Document II).

Justification

The Commission’s effectiveness depends on members having a clear understanding of:

- Their legal authority and jurisdiction;
- The scope and limits of advisory oversight;
- The organizational structure and operations of the Sacramento Police Department;
- Applicable state and local laws governing policing practices, including Military Equipment Use requirements;
- The City’s budget process and the relationship between policy and resource allocation.

The City Auditor’s report emphasized the importance of formalized onboarding, clarity of roles, and consistent training to ensure effective oversight and continuity during commissioner transitions. In 2025, the Commission experienced significant membership changes. This transition highlighted the need for a standardized, structured training framework to ensure that all commissioners are adequately prepared to fulfill their duties.

Without a formal onboarding structure, institutional knowledge may be unevenly distributed, and new commissioners may take longer to become fully effective. A structured training program promotes consistency, accountability, and procedural fairness.

Appendices

- A. Document I - 2025 Work Plan
- B. Document II - Commission Onboarding and Training Outline

Sacramento Community Police Review Commission

WORK PLAN- 2026

Goals and Priorities

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Objective: Increase public understanding of the Commission's purpose, authority, and ability to make policy recommendations.

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 - How the Commission makes recommendations to the City Council.
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Goal 2: Conduct Structured Community Outreach

Objective: Establish recurring and predictable outreach opportunities.

Planned actions:

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- Participate in community events (e.g., Concerts in the Park and similar public events).
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- Coordinate with individual City Council offices to attend district-level meetings and events.

Goal 3: Strengthen Partnership with City Council

Objective: Improve communication and alignment with Council priorities.

Planned actions:

Request regular updates from SPD during Commission meetings regarding:

- Community engagement activities;
- District-level public safety concerns;
- High-level statistical trends.

Coordinate with Council offices regarding emerging public safety issues relevant to Commission purview.

Goal 4: Establish Ad Hoc Committees to Support Work

Objective: The Commission will establish the following ad hoc committees:

Planned actions

1) Outreach and Events

- Plan community listening sessions (2)
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- Coordinate Commissioner event participation
- Develop a calendar and schedule for Commissioners to attend community events
- Develop outreach materials

2) Policy and Procedures

- Coordinate SPD presentations to the commission
- Identify areas for potential policy recommendations and discussions
- Track recommendation and follow-up log status
- Commissioner Onboarding and Training scheduling

Goal 5: Improve Annual Reporting Process

Planned actions:

To ensure timely compliance with City Council Rules of Procedure Chapter 17 requirements:

- Establish an Annual Report Subcommittee in August 2026.
- Begin drafting the 2026 Annual Report in August.
- Align report preparation to ensure timely submission to P&PE.

Sacramento Community Police Review Commission

Onboarding and Training Outline

This training outline for Sacramento Police Review Commission members aims to provide a comprehensive and engaging orientation to the department and the critical role of the commission in promoting public safety and accountability. Recognizing the time constraints of commission members, this plan is designed to be flexible and delivered in a phased approach.

Key Considerations:

- **Accessibility:** Training will be offered after work hours and on weekends to accommodate the schedules of commission members. Each module will be designed to be delivered in 2 hours or less. The only exception will be the community academy session.
- **Phased Approach:** The training will be divided into distinct modules to allow for gradual learning and retention of information.
- **Interactive Learning:** Training methods will include presentations, discussions, group activities, and possibly case studies/read ahead materials to enhance engagement and critical thinking.
- **Real-World Experience:** Ride-alongs with officers and attendance at community police academy classes will provide valuable firsthand experience and foster relationships with community members.
- **Ongoing Development:** This orientation will serve as the foundation for ongoing training and development opportunities, ensuring commission members stay informed and equipped to fulfill their responsibilities effectively.

This phased approach will ensure that commission members receive the necessary training while balancing their personal and professional commitments. By providing comprehensive training and ongoing development opportunities, the Sacramento Police Department can ensure that its review commission members are well-equipped to fulfill their roles effectively and promote public safety and accountability.

Module 1: Understanding the Role of a Police Review Commission- Delivered by Police Commission Chairs

- **Legal Authority and Responsibilities:**
 - Review of the commission's legal authority and scope of responsibilities as outlined in city ordinances.
 - Discussion of the commission's role in policy development, oversight, and community engagement.
- **Ethics and Professional Standards:**
 - Review of ethical guidelines and standards of conduct for commission members.

- Discussion of potential conflicts of interest and how to manage them.
- **Effective Communication and Collaboration:**
 - Strategies for effective communication with the chief of police, department staff, community members, and other city officials.
 - Importance of building trust and fostering positive relationships.

Module 2: Introduction to the Sacramento Police Department and City Government

- **Departmental History and Mission:**
 - Overview of the department's history, core values, and mission statement.
 - Review of the department's strategic plan and goals.
- **Organizational Structure:**
 - Explanation of the department's organizational chart, including chain of command and key divisions.
 - Roles and responsibilities of different divisions (e.g., patrol, investigations, internal affairs).
- **Budget and Resource Allocation:**
 - Overview of the department's budget process and allocation of resources.
 - Discussion of key budget line items and their impact on department operations.
- **City Government Structure and Partnerships-** Overview provided by ACM Lara
 - Overview of the city's government structure and key departments (e.g., Fire Department, Public Works, City Council).
 - Discussion of interagency collaboration and partnerships.
 - Introduction to key city agencies that may be relevant to police review, such as the District Attorney's Office and the Public Defender's Office.

Module 3: Police Practices and Procedures

- **Use of Force:**
 - Overview of the department's use-of-force policies and procedures.
 - Discussion of de-escalation techniques and crisis intervention training.
 - Review of the department's early intervention system and use-of-force review process.
- **Community Policing:**
 - Explanation of community policing philosophy and its implementation within the department.
 - Discussion of community engagement strategies and programs.
- **Internal Affairs and Professional Standards:**
 - Overview of the department's internal affairs division and its role in investigating complaints and misconduct.

- Discussion of the importance of transparency and accountability in internal affairs investigations.
- **Compliance and Transparency**
 - Discussion of MEU and Professional Standards.
 - The importance of police accountability and transparency in building trust with the community.

Module 4: Crime and Violence Reduction Strategies

- **Crime Prevention Programs:**
 - Overview of crime prevention programs, such as youth programs, gang intervention programs, and domestic violence prevention programs.
 - Review of the department's collaboration with community partners to implement these programs.
- **Data-Driven Decision Making for Crime Reduction:**
 - Use of crime analysis to identify crime trends and allocate resources effectively.
 - Discussion of the department's use of data to inform decision-making and target crime hot spots.
- **Community-Oriented Policing:**
 - Deep dive into community-oriented policing strategies, including community policing councils, neighborhood watch programs, and problem-oriented policing.
 - Discussion of the department's efforts to build strong relationships with community members and address community concerns.
- **Performance Measurement and Evaluation:**
 - Discussion of performance metrics and key performance indicators used to evaluate the department's effectiveness.
 - Overview of the department's performance evaluation process for officers and supervisors.

Module 5: Community Engagement and Public Relations

- **Community Relations:**
 - Strategies for building strong relationships with community organizations and stakeholders.
 - Importance of listening to community concerns and addressing them effectively.
 - **Ride-Along Program:** Participation in ride-alongs with officers to gain firsthand experience of police work.

- **Public Relations:**
 - Effective communication strategies for sharing information with the public and media.
 - Crisis communication and media relations.
- **Community Police Academy/Community Day Sessions:** Attendance at community police academy classes to learn about police operations and build relationships with community members.

Ongoing Training and Development

- **Regular Training Sessions:**
 - Continued education on emerging law enforcement issues, best practices, and legal updates.
 - Opportunities for training on specific topics as needed, such as changes in legislation (Prop 36), emerging issues in policing, recruitment, responding to persons with mental health, employee wellness, etc.
- **Mentorship and Coaching:**
 - Pairing new commission members with experienced members for mentorship and guidance.
 - Access to coaching and professional development resources.