

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

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**File ID:** 2026-00653

3/9/2026

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**2025 Annual Report and Proposed 2026 Work Plan**

File ID: 2026-00653

**Location:** Citywide

**Recommendation:** 1) Review and discuss the 2025 Annual Report, including the Proposed 2026 Work Plan, for the Sacramento Community Police Review Commission; and 2) pass a Motion approving the Annual Report and Work Plan, authorizing the chair and vice chair to finalize the Report, and forwarding the finalized Report to the Personnel & Public Employees (P&PE) Committee for consideration of forwarding to Council pursuant to City Council Rules of Procedure chapter 17, section C.

**Contact:** Jason Sample, Chair, Sacramento Community Police Review Commission

**Presenter:** Jason Sample, Chair, Sacramento Community Police Review Commission

**Attachments:**

- 1-Description/Analysis
- 2-2025 Annual Report
- 3-Proposed 2026 Work Plan
- 4-Orientation and Ongoing Training

**Description/Analysis**

**Issue Detail:** The Sacramento Community Police Review Commission (SCPRC) was created to provide community participation in reviewing police department policies, practices, and procedures and monitoring the implementation, evaluation, and sustainability of city policing initiatives and programs. (Sacramento City Code section 2.110.030.A.). Among other things, the SCPRC is required to advise and make recommendations to the City Council regarding the City's policing policies, procedures, and best practices. (Sacramento City Code section 2.110.020.C.).

To do this, the SCPRC monitors and evaluates the City's policing initiatives and programs. The SCPRC meets publicly about 10 times a year with meetings usually ranging from one to three hours.

Every year, the SCPRC is required to submit an annual report and work plan to the City Council for approval, delineating its areas of focus and priorities for the next year. It is the goal of the SCPRC to

discuss a draft work plan and the Annual Report for submission to P&PE and consideration of approval by the Council.

Chapter 17, Section C of the City Council Rules of Procedure requires each advisory body to submit an annual report for review by the P&PE Committee. At a minimum, the report must:

- Highlight accomplishments from the previous year's work;
- Identify proposed projects, priorities, and recommendations for the upcoming year, including resource considerations and feasibility; and
- Include any additional information required by the Sacramento City Code.

The proposed 2025 Annual Report summarizes the SCPRC's activities from January 1, 2025, through December 31, 2025. The report includes:

- A summary of the Commission's purpose, powers, and duties;
- A description of meetings held and major actions taken;
- Key accomplishments during the reporting period;
- Resources expended in support of Commission operations; and
- A proposed workplan outlining priorities for 2026.

### **Goal 1: Strengthen Community Awareness of the Commission**

This goal supports the Commission's responsibility to operate transparently and ensure the public understands its advisory role. Planned actions include developing informational materials explaining the Commission's authority and processes, increasing visibility at community events, and evaluating creation of a monitored Commission email inbox or digital drop box in coordination with the City Clerk. These efforts are intended to enhance public access and awareness consistent with the Commission's public outreach function.

### **Goal 2: Conduct Structured Community Outreach**

The Commission proposes establishing recurring and predictable outreach opportunities, including hosting community listening sessions, participating in public events, attending neighborhood and clergy meetings, and coordinating with City Council offices for district-level engagement. These activities are designed to gather community input relevant to the Commission's review of police policies, procedures, and practices within its advisory scope.

### **Goal 3: Strengthen Partnership with City Council**

The Commission will seek to improve communication and alignment with City Council priorities by requesting regular high-level updates from the Sacramento Police Department during Commission meetings, including information regarding community engagement efforts, district-level public safety concerns, and statistical trends. The Commission will also coordinate with Council offices regarding emerging public safety matters within its purview. These actions support the Commission's advisory

role and facilitate informed policy recommendations.

#### **Goal 4: Establish Ad Hoc Committees to Support Work**

To enhance operational effectiveness and ensure structured progress on Commission initiatives, the Commission proposes establishing the following ad hoc committees:

##### **1) Outreach and Events Committee**

- Plan community listening sessions (two anticipated in 2026);
- Plan Military Equipment Use outreach meeting;
- Coordinate Commissioner participation in public events;
- Develop an outreach calendar;
- Develop informational materials.

##### **2) Policy and Procedures Committee**

- Coordinate Sacramento Police Department presentations to the Commission;
- Identify areas for potential policy recommendations and discussion;
- Track recommendation status and follow-up actions;
- Support Commissioner onboarding and training scheduling.

These committees are intended to support the Commission's review and advisory responsibilities under Chapter 2.110 in an organized and transparent manner.

#### **Goal 5: Improve Annual Reporting Process**

To ensure timely compliance with Chapter 17 reporting requirements, the Commission will establish an Annual Report Subcommittee in August 2026 and begin drafting the 2026 Annual Report at that time. This structured timeline is intended to facilitate timely submission to the P&PE Committee and maintain procedural compliance

Following Commission discussion and any proposed revisions, approval of this item will authorize the Chair and Vice Chair to make technical, formatting, or non-substantive edits necessary to finalize the document prior to transmittal. The finalized report and work plan will then be forwarded to the P&PE Committee for consideration and potential forwarding to the City Council, consistent with Chapter 17.

**Policy Considerations:** The SCPRC was created to provide community participation in reviewing police department policies, practices, and procedures and monitoring the implementation, evaluation, and sustainability of city policing initiatives and programs. (Sacramento City Code section 2.110.030.A.). Among other things, the SCPRC is required to advise and make recommendations to the City Council regarding the City's policing policies, procedures, and best practices. (Sacramento City Code section 2.110.020.C).

Council Rules of Procedure require the SCPRC to propose projects for review by the P&PE

Committee and consideration of approval by the Council, before the SCPRC may work on the projects. (Council Rules of Procedure chapter 17) The SCPRC may establish ad hoc committees to conduct its work, subject to restrictions of applicable law and policy. (Sacramento City Code section 2.40.160.A).

Consultation with the City Attorney is recommended if questions arise regarding interpretation of reporting obligations.

**Economic Impacts:** None.

**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:** None.

**Rationale for Recommendation:** Approval and transmittal of the 2025 Annual Report and Proposed 2026 Work Plan fulfills the Commission's annual reporting obligations under Chapter 17 of the Council Rules of Procedure and promotes transparency regarding the Commission's activities, oversight efforts, and planned priorities.

**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**

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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](http://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

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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**

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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

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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           |
| <b>Total Meetings Cost</b>  |          |         |       | <b>\$24,168</b> |

Additional Expenditures:

Staff Time to prepare commissioner outreach draft documents \$0.00

## Workplan for Upcoming Year

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### 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

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- 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

#### **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 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.

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**File ID:** 2025-01990

2/9/2026

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**Discuss a Draft Orientation and Ongoing Training Outline for the Sacramento Community Police Review Commission**

File ID: 2025-001990

**Location:** Citywide

**Recommendation:** 1) Discuss a draft outline of possible orientation and ongoing training and development to serve as a commissioner on the Commission, Attachment 2, (“SCPRC Orientation and Training Outline”); and 2) pass a **Motion** approving the SCPRC Orientation and Training Outline and forwarding the Outline as a recommendation to be added to the Commission’s 2025 Annual Report.

**Contact:** Kim Carter-Martinez, Chair, Sacramento Community Police Review Commission

**Presenter:** Kim Carter-Martinez, Chair, Sacramento Community Police Review Commission

**Attachments:**

1-Description/Analysis

2-Commission Orientation and Training Outline

**Description/Analysis**

**Issue Detail:** Commissioners Carter-Martinez and Buenrostro will lead a discussion on a draft outline of possible orientation and ongoing training and development to serve as a commissioner on the Commission, Attachment 2, for the Commission to be informed and educated about its authority, jurisdiction, the Sacramento Police Department, and other related police practices and policies.

Chapter 17 of the Council Rules of Procedure states that each city advisory body shall provide an annual report for review by the Personnel and Public Employees Committee (P&PE). At a minimum, reports should include the following:

- Highlights and accomplishments from the previous year’s work
- Proposed projects, priorities, and recommendations for the upcoming year including resources required and information on feasibility.
- Any other information required of the advisory body according to the Sacramento City Code.

At least annually, the Sacramento Community Police Review Commission (“SCPRC”) is to report and make recommendations to the mayor and the city council regarding the activities of the SCPRC and the Sacramento Police Department’s efforts to strengthen bias-free policing and community-police relations. The purpose of this item is to discuss and provide the community with an update on the respective recommendations that the SCPRC prepared.

SCPRC recommendations to the City Council must follow the procedure set out in Council Rules of Procedure chapter 17, section C which includes putting the commission-adopted recommendations in an annual report and placing that report on the Personnel and Public Employees Committee meeting agenda for direction and forwarding to City Council. (City Council Rules of Procedure chapter 17, section C.)

**Policy Considerations:** None.

**Economic Impacts:** None.

**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:** None.

**Rationale for Recommendation:** None.

**Financial Considerations:** Not applicable.

**Local Business Enterprise (LBE):** Not applicable.

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.