



# **Evaluation of Long Beach Citizen Police Complaint Commission**

## **Preliminary Findings & Recommendations**

# AGENDA

- Introductions
- Goals and objectives of the evaluation
- Methodology
- Civilian oversight attributes
- Models of civilian oversight
- Overview of the CPCC and police complaint investigations in the City of Long Beach
- Benchmarking study findings
- Sample of preliminary findings
- Overview of recommendations – two pathways to reform
- Next steps in evaluation
- Questions and comments

# INTRODUCTIONS

## Polis – Change Integration Team

- Kathryn Olson
- Denise Rodriguez
- Margaret Hornor

# EVALUATION GOALS AND OBJECTIVES



Identify Ways to  
Improve CPCC  
Operations

Review Other Civilian  
Oversight Models for  
Redesign Options

Recommend  
Legislative Priorities  
and Implementation  
Roadmap

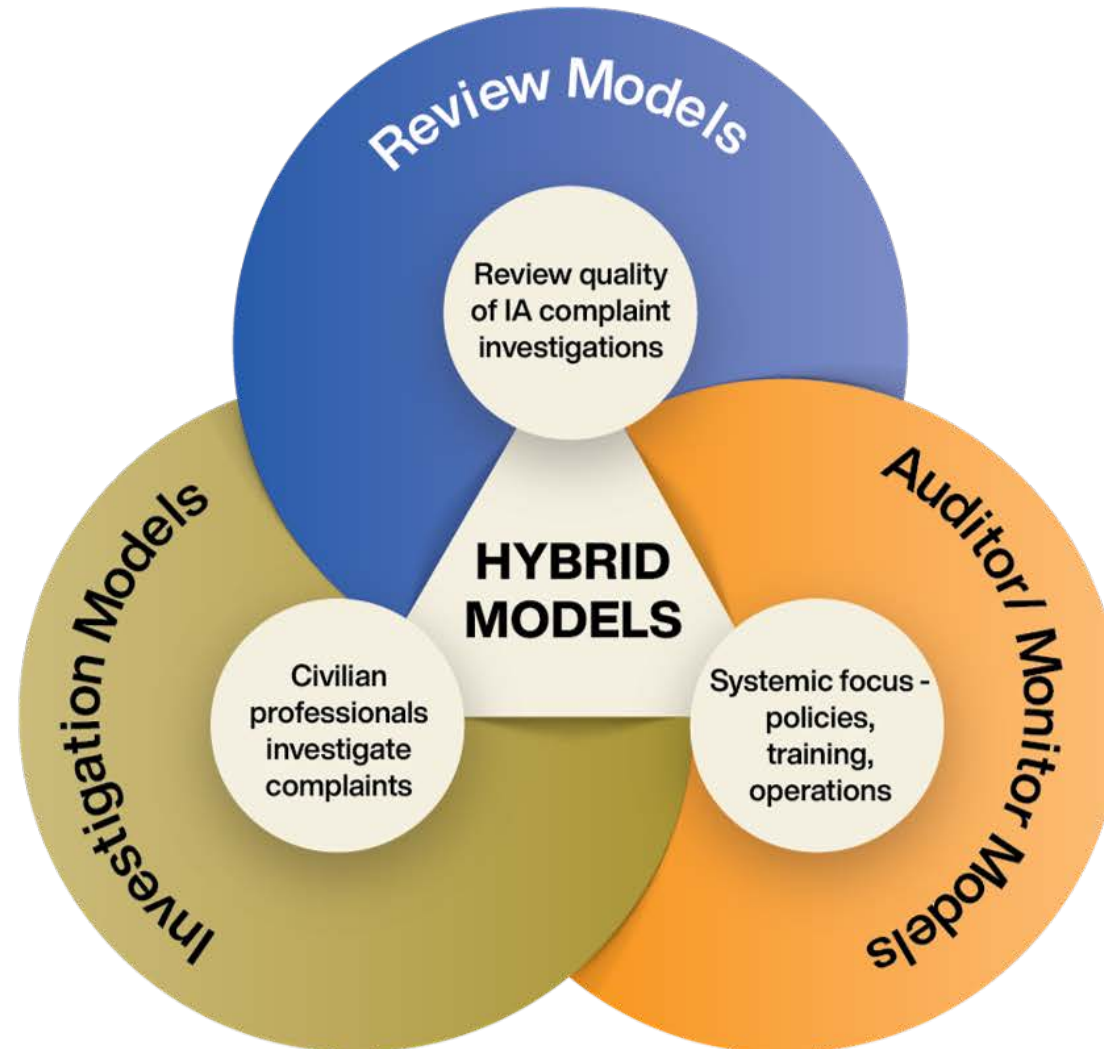
# METHODOLOGY

- Stakeholder interviews, meetings, and survey
- Document review – charter amendment, by-laws, policies, training curricula
- Complaint investigation file review
- Observation of CPCC Commission meetings
- Observation of Internal Affairs case review meeting
- CPCC case management system review
- Benchmarking study of other civilian oversight agencies and gap analysis

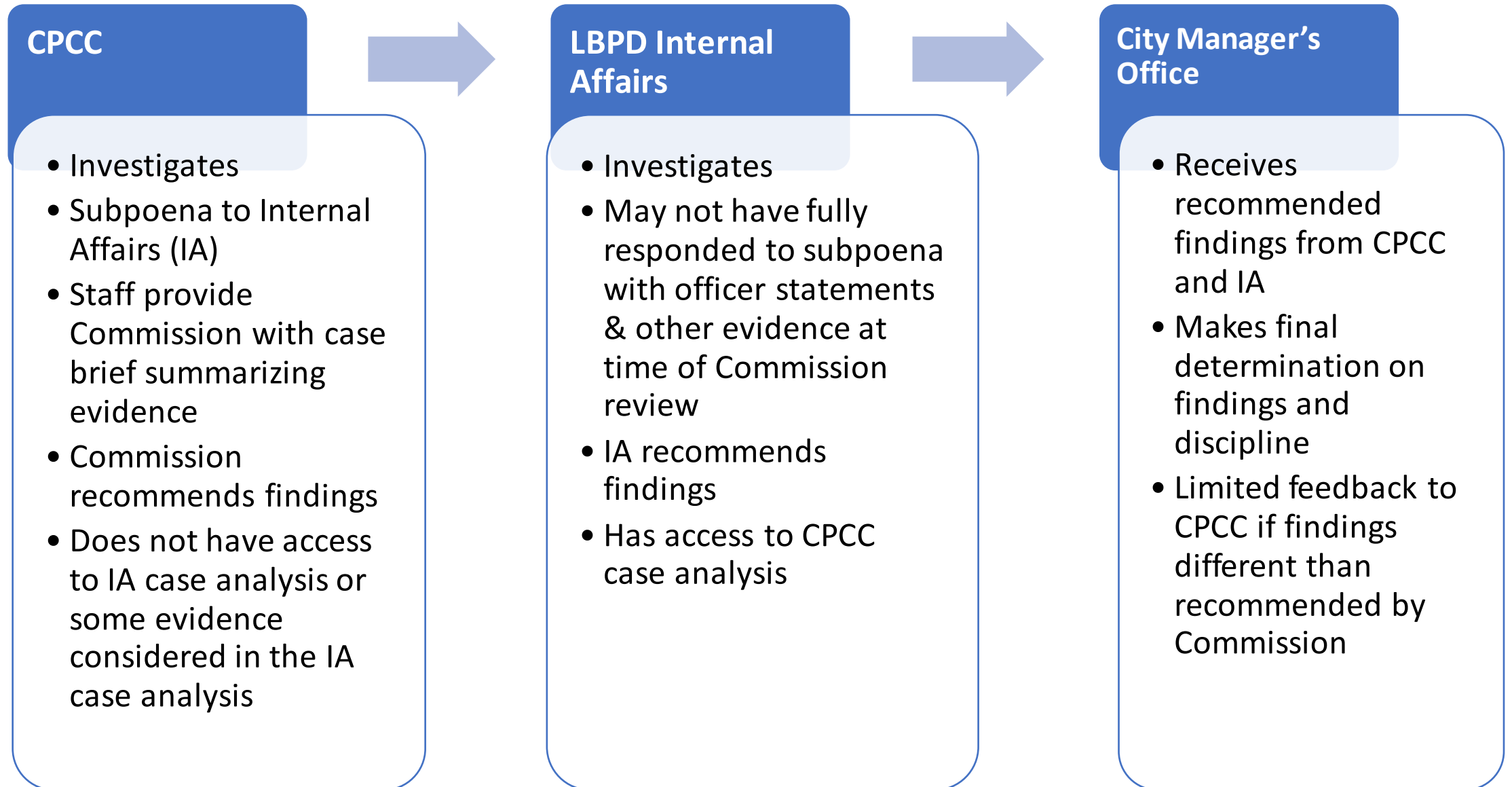


# Civilian Oversight Models

(3 Primary Models + Hybrid Models)



# CITIZEN POLICE COMPLAINT INVESTIGATIONS IN LONG BEACH





# BENCHMARKING STUDY OF OVERSIGHT AGENCIES

- NACOLE survey data + information available to consultants + research and updated information for select agencies
- 26 California (CA) agencies (not including Long Beach CPCC)
- Focus particularly on six CA agencies in similar sized cities
  - Anaheim - Auditor/Monitor with Commission/Board
  - Fresno – Review
  - Oakland - Auditor/Monitor Commission with Investigation Agency
  - Riverside - Review
  - Sacramento – Auditor/Monitor
  - Santa Rosa – Auditor/Monitor
- Four agencies outside of CA in similar sized cities
  - Syracuse, NY – Investigation and Review
  - Kansas City, MO – Auditor/Monitor
  - Miami, FL – Investigation and Review (2002)
  - Atlanta, GA – Investigation and Review (2007)

# PRELIMINARY FINDINGS

- Findings related to what works well with current CPCC model
- Findings related to inherent limitations of CPCC model
- Findings related to how the Commission functions, how CPCC and IA interact, and how CPCC fits within the larger structure for determining misconduct complaint investigation findings

# NEED FOR RESTRUCTURED OVERSIGHT MODEL

- Limitations inherent in the CPCC model have undermined the goal of civilian oversight - enhanced accountability and transparency.
- Other concerns with how the Commission arrives at recommendations and how CPCC interfaces with Internal Affairs and within the City Manager Office decision-making system do not appear to enhance community trust in LBPD or CPCC's legitimacy as an independent investigative body.

# TWO PATHWAYS TO REFORM

- Based on benchmarking study, input from stakeholders, document and case review, and consultant observations, recommend:
  - Restructured Oversight Model for City of Long Beach
  - Interim Changes to the CPCC as Charter Amendment and Legislative Changes are Pursued

# PROPOSED RESTRUCTURED MODEL: POLICE AUDITOR/MONITOR WITH REPURPOSED COMMISSION

- Police Auditor/Monitor (Auditor/Monitor oversight model):
  - Address systemic issues, analyze patterns and trends, identify deficiencies in operations, policy, procedures, and training.
  - LBPD must respond to Police Auditor/Monitor's recommendations within 30 days with plan to adopt or explanation as to any rejection, with City Manager resolving any disagreements.
  - IA will continue to conduct all investigations while the Police Auditor/Monitor, or their staff, audit a sample of completed investigations every month for timeliness, thoroughness, and quality.
  - On the front-end Police Auditor/Monitor, or their staff, will review all complaints to ensure appropriate allegations are included.

## PROPOSED RESTRUCTURED MODEL: POLICE AUDITOR/MONITOR WITH REPURPOSED COMMISSION (cont.)

- Police Auditor/Monitor has authority to investigate specific types of issues, such as complaints against the Chief or Command Staff, officer-involved-shooting, in-custody death, or other critical incidents.
- Review all major uses of force.
- Authority to roll out to critical incidents.
- Requires broad, direct access to departmental information, databases, etc., which is best resolved through MOU and policy.
- Recruitment and termination by City Council.

## PROPOSED RESTRUCTURED MODEL: POLICE AUDITOR/MONITOR WITH REPURPOSED COMMISSION (cont.)

- Repurposed Commission - Commission assumes a different role
  - Provide input to Police Auditor/Monitor on setting auditing priorities, and review and approve recommendations from Police Auditor/Monitor.
  - Solicit input from the community on recommendations under consideration, with each Commissioner bringing input from their respective district.
  - Receive briefings on high-profile incidents.
  - Provide feedback to Police Auditor/Monitor on annual reports with focus on statistical trends and special reports on matters addressed by the Police Auditor/Monitor.
  - Educate and engage with the community and bring community concerns to attention of Police Auditor/Monitor and LBPD.
  - Hold regularly scheduled meetings open to the public, to the extent permitted by law.

## PROPOSED RESTRUCTURED MODEL: POLICE AUDITOR/MONITOR WITH REPURPOSED COMMISSION (cont.)

- Recommendations regarding the Police Auditor/Monitor selection process, further specific authorities, and other information provided in full report.
- Anticipated staff required under restructured model
  - Independent Police Auditor/Monitor
  - 1 staff person to support audit function
  - 1 staff person to support use of force and critical incident review function
  - 1 staff person to oversee community engagement and report writing
  - 1 full-time Administrative Assistant supporting Police Auditor/Monitor staff and Commission
- Anticipated budget: \$700,000



# PROPOSED INTERIM CHANGES TO THE CPCC

- Transparency
- Training
- Improved functioning
- Perceived or actual conflicts of interest
- Commission structure
- Use “Civilian” instead of “Citizen” in CPCC name

# NEXT STEPS

- Presentation to community stakeholders on December 14, 2021
- Consider final input
- Report will be finalized and delivered early 2022
- Roadmap will be developed and included in the final report
- Presentation to the City Council in early 2022

QUESTIONS OR COMMENTS?

# Thank you!

If you have any questions or concerns, please contact us at:

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