



Community Advisory Council Meeting Minutes
Independent Office of Law Enforcement Review and Outreach
December 5, 2022

In accordance with Executive Orders N-25-20 and N-29-20 the December 5, 2022 Community Advisory Council meeting was held virtually.

PRESENT

Council Members: Lorez Bailey, Lorena Barrera, Nancy Pemberton, Tom Rose, Nathan Solomon, Max Pearl

IOLERO Staff: John Alden, Director; Lizett Camacho, Community Engagement Manager

SCSO: None in attendance

Members of the Public: 12 members of the public attended via ZOOM.

Absent: Chair Zelig, Councilmember Flores

Call to Order

The meeting was called to order at 6:00 p.m.

Agenda

1. Welcome and Roll Call

Facilitated by CAC Vice Chair Lorena Barrera

- Agenda Review
- Public Comment: No members of the public addressed the council.
- Approval of Minutes – November 7, 2022 meeting
Motion to approve: Councilmember Pemberton
2nd: Councilmember Rose
Vote:
Ayes: Pemberton, Rose, Solomon, Barrera, Bailey
Abstain: Pearl
Absent: Chair Zelig and Councilmember Flores

2. Correspondence Items

- Panel Discussion
- Public Comment

3. Director's Report

- Director John Alden shared about having contacts from Marin and San Francisco Counties reaching out to use IOLERO as a model for Oversight. Spent time speaking to the State of California American Civil Liberties Union (ACLU) and how they might be active on legislation for next year. Sonoma County has a process on how and what legislation should be supported. Bills being introduced this month

and during the beginning of next year. Staff will keep everyone posted on new legislation.

- Staff continues to look for Outreach opportunities. Outside events slow down during the holiday season. However, Lizett has been developing relationships with the Board of Supervisors offices to get information about different community events. Staff will keep the CAC posted about any future Outreach events.
- IOLERO staff continue with some training over the last month, as it is important to build capacity and skills. Staff attended virtual sessions with NACOLE. Director Alden had the opportunity to attend training sessions with the California Public Employers Labor Relations Association (CALPELRA), a local government managers group that works on human relations issues featuring how local government and law enforcement agencies work together. Director Alden mentioned that he and Matthew Chavez, the current IOLERO Law Enforcement Auditor, will be attending some trainings in January for oversight of jails and prisons. CAC members are invited to attend.
- Director Alden mentioned hiring is continuing and staff is in search of another Law Enforcement Auditor with the first of interviews coming up in December. Staff will continue interviewing a pool of applicants on a continuing basis in hopes of a strong fit. In addition, IOLERO staff continues to work with the County Administrator's Office (CAO) to hire an Administrative Aide for the IOLERO office. Staff hopes to have all positions filled by the end of the fiscal year (June 2023).
- Christina Cramer from Human Resources is leaving the County of Sonoma in January. John Alden gave her a shout out for her help with IOLERO's hiring process. Also, the County Administrator will be retiring in late January and Supervisors have been looking for her replacement.
- Director Alden gave an update on litigation that occurred on Measure P and letters of agreement. The County believed that once the letters of agreement were finalized that meant that would draw the parallel California Public Employee Relations Board (PERB) litigation to a close. Since then, PERB has asked for briefing as to whether all the parties agree that completion of the letters of agreement brings an end to the PERB litigation. Briefs have since been submitted on this issue. Staff does not know how quickly an answer will be provided.
- Sheriff Eddie Engram will be sworn into office on January 4, 2023 at 11:00am at the Luther Burbank Center. The public is welcome to attend.
- The next CAC meeting will be January 9, 2023, due to January 2, 2023. Being a holiday for the County of Sonoma.
- Update on Audits: Director Alden reported being up-to-date. Staff continues receiving new audits from the Sheriff's office and Matthew Chavez continues completing those audits in a timely manner. Staff has been working on several dozen a year which supports the need for a new Auditor. Once the new Auditor is on board, staff will begin rolling out the Whistleblower complaint process and working on the proactive investigations mentioned in Measure P.

- Staff has not received updates on the progress of issues with the timing of the independent investigation by the Santa Rosa Police Department and the District Attorney's office into the death of Mr. Pelaez-Chavez.
- Public Comment: 1 member of the public addressed the Director.

4. CAC Liaison follow-up on correspondence addressed to Department of Justice (DOJ)

- Panel discussion: A draft letter by Councilmember Pemberton responding to the letter received from the Attorney General's (AG) Office was discussed by the CAC. The response addresses the statute that defines when AG office is supposed to conduct an investigation. The suggested action is for the CAC to send the letter and include all parties that were included in the previous letter. Councilmember Rose, shared his disagreement with the draft letter noting that the Press Democrat has shared that there are about 25 cases in front of the AG's office. 15 of those cases happened before July 29th same date as the Pelaez-Chavez case. He suggested that the CAC hold off and if by January 25th, then the CAC should discuss further action possibly in the February meeting. Vice Chair Barrera agrees with sending a response letter. Councilmember Solomon shared his concern about communication between AG office and CAC. Councilmember Bailey shared issue being out of control but agrees with sending letter to show CAC is advocating and doing its job for the community.
- Public Comment: 2 members of the public addressed the Council.
- Motion to approve sending letter with the amendments proposed by Councilmember Pemberton: Councilmember Rose
2nd: Councilmember Pearl
Vote:
Ayes: Barrera, Pearl, Pemberton, Rose, Solomon, Bailey
Absent: Zelig, Flores

5. Presentation on Race & Equity Training-Instead discussed CAC Retreat

- Director John Alden and IOLERO staff shared information regarding the conversation held with the Office of Equity (OOE) in providing some support for the CAC. This idea had been proposed due to recent CAC members resigning due to micro-aggressions and race-related issues brought up at some meetings. Staff from OOE was unable to attend the CAC meeting to provide a presentation and Director Alden stepped in to lead the discussion. He mentioned that during conversations with OOE staff discussed specific tools to help CAC members feel supported. Those tools include some already in place:
 - a. CAC members supporting each other. For example, when CAC members are having a hard time, they should call other CAC members to check-in.

- b. Perhaps have a 2-buddy system to check-in with each other. Staff also mentioned being available to talk.
 - c. Director Alden mentioned and read out the existing meeting agreements listed on the CAC agenda. He stated that these agreements give people a chance to reset when coming to a CAC meeting, and reminds them of the CAC's shared commitment to making all speakers and CAC members feel supported. CAC members are suggested to read these agreements and see if they want to add anything or edit these agreements to help CAC members and community members that participate in CAC meetings.
- Councilmember Solomon addressed the concern about what to do when someone is being attacked during CAC meetings. CAC members discussed the possibility of taking a break to reset when that happens, and to restate the meeting agreements.
- Councilmember Bailey shared these agreements used to be read during meetings and supported reading them again. She said these agreements are needed especially as a woman of color, where numbers are small. She said she did not want to feel unsafe or attacked. She thanked Director Alden for the way he framed this topic. Councilmember Bailey agreed with Councilmember Solomon about having specific processes on how to stop such aggressive behavior noting there is a need to acknowledge power dynamics that exist in the CAC, the County, and the public as well.
- Councilmember Rose shared about turning the microphone off when speakers are attacking someone. He likes idea about a buddy system.
- Councilmember Barrera voted on the Design Team Alliance statements being a part of the agenda, and said she figured people were reading the agreements since they are on the agenda. She said she recognizes everyone is entitled to their opinion but noted there is a need to be respectful. Moving forward she agrees the CAC needs to remind it self and the community that there are other ways to respond to these issues.
- Councilmember Pemberton thanked Director Alden for discussing this topic.
- Director Alden captured 2 main points that call for follow-up: consensus about reading these points and connecting with each other. Some interest in figuring out what the CAC feels would be right as a way to intervene if we see injury happening and having further conversations on how one repairs at the meeting.
- A lot of commissions and boards have retreats. Director Alden suggested the CAC have a conversation about having an annual retreat. If having a facilitator is helpful,

staff could reach out to someone. He mentioned that OOE recommended reaching out to Rosa Lopez. Rosa Lopez organized a set of speakers who spoke to the Redistricting Commission about experiences that people of different backgrounds in Sonoma County. This helped inform that commission about the history of race, gender, neighborhoods, and red-lining in Sonoma County.

- Councilmember Pemberton liked the idea of having a retreat and agreed that spending time discussing this issue is very important due to the CAC being reactive and not proactive enough.
- Councilmember Bailey shared about having a transition where CAC didn't have a director and so relationships were built through committee work. The CAC used to do a lot of education on different topics and inviting guest speakers was valuable.
- Councilmember Solomon agreed with a retreat and meeting one-on-one for coffee is a great idea.
- Councilmember Barrera agrees with idea of having a retreat.
- Public Comment: 3 members of the public addressed the Council.

6. Community Advisory Council Ad Hoc Reports

- Community Engagement: No report was provided.
- Extremism in Policing: Councilmember Pearl reported meeting with Lt. Cash about issues with training for deputies about equity. Councilmember Pemberton shared information about looking into Deputies attesting they are still not involved in these activities and reminding them about a code of conduct.
- Policy Recommendation Review and Update: Councilmember Barrera reported that per Councilmember Pemberton's suggestion, the ad hoc discussed the topic of traffic stops and property searches. The ad hoc did some research and inquired with Lt. Cash on information around this topic. Due to the interest, the ad hoc committed to requesting a presentation related to this topic from Lt. Cash to be given to the CAC.
- Public Comment: 2 members of the public addressed the Council.

7. Requests for Future Agenda Items

- Items suggested as future agenda items included:
 - Invite CAC Liaison to speak about traffic stops.
 - CAC retreat
 - Discussion about Jail suicide and how that is handled. This is still in our radar until the Sheriff manual is updated in January 2023.
- Public Comment: 2 members of the public addressed the Council.

8. Public Comment for items not appearing on the agenda

0 member of the public addressed the Council.

9. Closing – Adjournment

The meeting was adjourned at 7:46pm.

The next meeting of the CAC is scheduled for Monday, January 9, 2023, at 6:00pm via ZOOM.