

**Independent Office of Law Enforcement Review and Outreach (IOLERO)  
Community Advisory Council (CAC)  
Public Meeting Agenda  
January 9; 2023 6:00 p.m.**

**In accordance with Executive Orders N-25-2 and N-29-20 the January 9, 2023 Community Advisory Council meeting will be held virtually.**

**MEMBERS OF THE PUBLIC MAY NOT ATTEND THIS MEETING IN PERSON.**

The January 9, 2023 Community Advisory Council meeting will be facilitated virtually through Zoom.

**Join the Zoom meeting application on your computer, tablet or smartphone:**

**Go to:**

**<https://sonomacounty.zoom.us/j/98925573269?pwd=aXZGbS9salBiOFkvMWFmVW8rdGF1QT09>**

Call-in and listen to the meeting:

By telephone: Dial 1-669-900-9128

Webinar ID: 9878725 6449

Passcode: (IOLERO) 465376

1. Spanish interpretation will be provided as an accommodation if requested in advance. Please contact the CAC Community Engagement Analyst at (707) 565-1534 or by email [cac@sonoma-county.org](mailto:cac@sonoma-county.org) by Noon on Friday, January 6, 2023. We will make every effort to provide for an accommodation. Spanish interpretation will be provided within the zoom application, you must use version 4.5.0 or later.
2. **Interpretaci6n al español se proveera si usted lo pide antes de la junta.** Par favor llame a la secretaria al 707-565-1534 o notiffcanos par correo electr6nico [cac@sonoma-county.org](mailto:cac@sonoma-county.org) antes de las 5:00 p.m., viernes, 6 de Enero del 2023. Haremos todo lo posible para complacerlo. Para traduccion en español, se tiene que usar la version de Zoom 4.5.0 o una version mas adelantada.
3. If you have a disability which requires an accommodation or an alternative format to assist you in observing and commenting on this meeting, please contact the CAC Secretary at (707) 565-1534 or by email [cac@sonoma-county.org](mailto:cac@sonoma-county.org) by Noon on Friday, January 6, 2023. We will make every effort to provide for an accommodation.

**Public Comment at Community Advisory Council Meetings**

Members of the public are free to address the CAC. Public comments:

- Should fall under the subject matter jurisdiction of the CAC (as noted in the founding documents).

- Are time-limited. Time limitations are at the discretion of the Director and Chair and may be adjusted to accommodate all speakers.

In addition to oral public comment at the meetings, the community is also invited to communicate with IOLERO staff and CAC members through email. Members of the public who would like to make statements that may exceed the time limits for public comment, suggest topics to be placed on future agendas, or suggest questions to be raised and discussed by CAC members or staff, may send an email addressing these matters to [CAC@sonoma-county.org](mailto:CAC@sonoma-county.org)

CAC members may not deliberate or take action on items not on the agenda, and may only listen and respond briefly in limited circumstances. Should CAC members wish to deliberate on an issue raised during public comment, that issue may be placed on a future agenda of the CAC for discussion and possible action. Materials related to an item on this Agenda submitted to the CAC after distribution of the agenda packet are available for public inspection in the IOLERO office at the above address during normal business hours or via email.

## **Agenda**

### **1. Welcome and Roll Call**

Facilitated by Chair and Vice Chair

- Agenda Review
- Public Comment
- Approval of Minutes of December 5, 2022 meeting

### **2. Correspondence Items**

- Panel Discussion
- Public Comment

### **3. Director's Report**

- Panel Discussion
- Public Comment

### **4. CAC Retreat set for 2/25/23 10-2p**

- Location: TBD
- Panel Discussion
- Public Comment
- Possible Action item by CAC

### **5. Community Advisory Council Ad Hoc Reports**

- Community Engagement
- Extremism in Policing
- Policy Recommendation Review and Update
- Public Comment

### **6. Requests for Future Agenda Items**

- Panel Discussion
- Public Comment

- **7. Public Comment** for items not appearing on the agenda but within the subject matter jurisdiction of the CAC. Please state your name and who you represent, if applicable. Comments will be limited at the discretion of the chairs based on number of comments and other factors.

**8. Adjournment** The next regular meeting of the Community Advisory Council will be held on Monday February 6, 2023 at 6:00pm.

### **Commitment to Civil Engagement**

All are encouraged to engage in respectful communication that supports freedom of speech and values diversity of opinion. CAC Members, staff, and the public are encouraged to:

- Create an atmosphere of respect and civility where CAC members, county staff, and the public are free to express their ideas within the time and content parameters established by the Brown Act and the CAC's standard parliamentary procedures;
- Adhere to time limits for each individual speaker, in order to allow as many people as possible the opportunity to be heard on as many agenda items as possible;
- Establish and maintain a cordial and respectful atmosphere during discussions;
- Foster meaningful communication free of attacks of a personal nature and/or attacks based on age, (dis)ability, class, education level, gender, gender identity, occupation, race and/or ethnicity, sexual orientation;
- Listen with an open mind to all information, including dissenting points of view, regarding issues presented to the CAC;
- Recognize it is sometimes difficult to speak at meetings, and out of respect for each person's perspective, allow speakers to have their say without comment or body gestures, including booing, whistling or clapping.

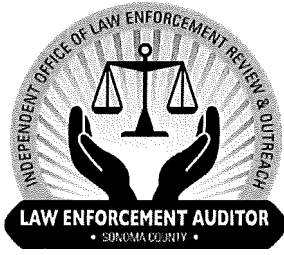
### **Designed Team Alliance**

All are encouraged to engage in respectful, non-disruptive communication that supports freedom of speech and values diversity of opinion. Our Designed Team Alliance is a list of norms, which describe the way CAC wants to show-up and be in community while modeling collaborative behavior. We request that CAC members, staff, and the public follow the CAC's agreed upon Designed Team Alliance.

#### **Our Designed Team Alliance is:**

- ▶ Be tough on topic not on people
- ▶ Respect others
- ▶ Respect other's perspective
- ▶ Respect time
- ▶ Practice active listening
- ▶ Be open minded
- ▶ Speak to others as you would like to be spoken to

- ▶ Honor freedom of speech
- ▶ Call each other "in"



**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: Larez 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  
2<sup>nd</sup>: 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 29<sup>th</sup> same date as the Pelaez-Chavez case. He suggested that the CAC hold off and if by January 25<sup>th</sup>, 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  
2<sup>nd</sup>: 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.