



**Independent Office of Law Enforcement Review and Outreach (IOLERO)  
Community Advisory Council (CAC)  
Public Meeting Agenda  
May 1, 2023 6:00 p.m.  
Sonoma County Office of Education  
5340 Skylane Boulevard  
Redwood A and B rooms  
Santa Rosa, CA. 95403**

The May 1, 2023 Community Advisory Council meeting will be held as an in-person/online hybrid format.

**MEMBERS OF THE PUBLIC MAY ATTEND THIS MEETING IN PERSON AT THE ADDRESS ABOVE, OR MAY JOIN THE MEETING VIRTUALLY THROUGH ZOOM.**

Members of the Community Advisors Council will attend the meeting in person, except that they may attend virtually via ZOOM, to the extent allowable by the Brown Act for good cause pursuant to AB-2449.

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

Go to:

<https://sonomacounty.zoom.us/j/97325904492?pwd=am5tcXdVTmJHNUVCdmN5RmxmRVljUT09>

Call-in and listen to the meeting:

By telephone: Dial 1-669-900-9128

Webinar ID: 985 0264 5259

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) 565-1477 or by email [cac@sonoma-county.org](mailto:cac@sonoma-county.org) by Noon on Friday, April 28, 2023. We will make every effort to provide for an accommodation. Spanish interpretation will be provided within the zoom application, you must use version 5.9.0 or later.
2. **Interpretación al español se proveerá si usted lo pide antes de la junta.** Por favor llame a la secretaria al 707-565-1477 o notifícanos por correo electrónico [cac@sonoma-county.org](mailto:cac@sonoma-county.org) antes de las 5:00 p.m., Viernes, 28 de Abril del 2023. Haremos todo lo posible para complacerlo. Para traducción en español, se tiene que usar la versión de Zoom 5.9.0 o una versión más 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) 565-1477 or by email [cac@sonoma-county.org](mailto:cac@sonoma-county.org) by Noon on Friday, April 28, 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. CALL TO ORDER, ROLL CALL**

### **2. APPROVAL OF APRIL 3, 2023 MEETING MINUTES**

### **3. OPENINGS AND APPOINTMENTS**

A. Introduction of Darnell Bowen, new CAC appointee (filling at-large vacancy)

### **4. CORRESPONDENCE ITEMS**

The Chair will report out on correspondence items relevant to CAC business.

### **5. DIRECTOR'S REPORT**

### **6. SHERIFF'S LIAISON REPORT**

**7. BUSINESS ITEMS**

- A. Receive and Discuss Presentation on Recruiting and Hiring Conducted by the Human Resources Department and Sonoma County Sheriff’s Office
- B. Discussion and Possible Action to Establish an Ad Hoc on Recruiting and Hiring
- C. Discussion and Possible Action on Proposed Changes to the CAC’s Commitment to Civil Engagement and Designed Team Alliance
- D. Discussion and Possible Action Regarding a Proposed Change in Location and Date of the Regularly Scheduled Meetings of the CAC

**8. CAC COMMITTEE REPORTS**

- A. Community Engagement
- B. Extremism in Policing
- C. Racial and Identity Profiling Act (RIPA)

**9. OPEN TIME FOR PUBLIC COMMENT**

This section is intended 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.

**10. REQUESTS FOR FUTURE AGENDA ITEMS**

**11. ADJOURNMENT**

The next regular meeting of the Community Advisory Council will be held on Monday, June 5, 2023 at 6:00pm. The in-person/hybrid meeting location will be announced.

**Commitment to Civil Engagement**

- 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  
**April 3, 2023**

**Members of the public and CAC members attended this meeting in person/online hybrid format. March 6, 2023 Community Advisory Council meeting was held hybrid in person and via zoom.**

**PRESENT**

Council Members: Tom Rose, Nathan Solomon, Evan Zelig, Nancy Pemberton, Lorena Barrera, Marcy Flores

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

Members of the Public: 6 members of the public attended via ZOOM. 4 members attended in-person.

Absent: Maxwell Pearl and Sheriff Liaison

**Call to Order**

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

**AGENDA**

**1. WELCOME AND ROLL CALL**

Facilitated by CAC Chair Barrera

- A. Agenda Review
- B. Commitment to Civil Engagement and Team Alliance

**2. APPROVAL OF MARCH 6, 2023 MEETING MINUTES**

- A. Motion to approve: Councilmember Zelig  
2<sup>nd</sup>: Councilmember Solomon  
Vote:  
Ayes: Zelig, Solomon, Rose, Pemberton  
Abstain: Barrera, Flores

**3. OPENINGS AND APPOINTMENTS**

- A. There are currently 4 vacancies. Please email IOLERO if interested.
  - 1. Vacancy in District 1
  - 2. Vacancy in District 2

3. Vacancy in District 3
4. Vacancy – At-large appointment

#### **4. CORRESPONDENCE ITEMS**

- A. No items were announced.

#### **5. SHERIFF'S LIAISON REPORT**

- A. Sheriff Liaison was not present.

#### **6. BUSINESS ITEMS**

- A. Stop Data Presentation by Sheriff's Office

Due to the unavailability of the Sheriff's Liaison in providing a presentation to the CAC, Director Alden proceeded with presenting on behalf of the Sheriff's Office. He shared that RIPA includes data about traffic stops and detentions. The current report only includes data from 6 months and includes the Town of Windsor, City of Sonoma and Unincorporated areas of the County. All three are reported separately. All Parole or Probation search stops are included in the data. Search warrants and arrest warrants are not included in the RIPA data. He stated that it is important to prioritize and take a closer look at what activities the CAC is most concerned with bias creeping in. In Director Alden's opinion it could be activities where law enforcement officials have the most discretion and are asked to take proactive action without anyone prompting them. Because those are the places where we're probably most likely to see the danger of bias creeping in, and those are the places where more data might help us to better answer some of these questions. That could be a fairly long project.

- B. Report and Recommendation of Ad Hoc Committee on Extremism

The committee's recommendation included auditing "social media" (at p.4 of the report.) CAC members agreed to change that to auditing "electronic communications" so as to include text messaging and new forms of media. Further discussion will be scheduled for a special meeting between the Sheriff Liaison, Sheriff Engram, IOLERO and the CAC. The report and recommendation will be included in the May meeting agenda.

- C. Work Plan from CAC 2023 Retreat

Recommendation: CAC Councilmembers agree to continue having an annual retreat and decide to vote on officially adopting the work plan from the CAC 2023 Retreat.

Motion to approve: Councilmember Zelig

2<sup>nd</sup>: Councilmember Pemberton

Vote:

Ayes: Zelig, Solomon, Rose, Pemberton, Barrera, Flores

Work Plan from CAC 2023 Retreat agenda item passes and it's officially adopted as of April 3, 2023.

#### D. New Ad Hoc Committees

Recommendation: Discussion included adding the Ad Hoc Committee for RIPA and those volunteering for this committee are Councilmembers Solomon, Barrera and Rose. Discussion also included having Community Engagement as a standing committee and those volunteering are Councilmembers Flores, Zelig, and Pemberton.

### **7. DIRECTOR'S REPORT**

#### A. Update on recent Public Employee Relations Board (PERB) Decision

The most recent Measure P litigation decision came from PERB on February 28, 2023. Details regarding the litigation include two concerns: 1. Does there need to be a conversation between the employer (the county) and employees involved when changes are made to oversight systems like Measure P?. 2. Does that need to happen before or after the measure is added to the ballot? In conclusion there needs to be a meet and confer before the Board of Supervisors puts a measure on the ballot. This decision does not change the text of Measure P. We continue to move forward with Measure P now because we've already completed that meet and confer process. If we had not completed the meet and confer process last year, this decision would have again blocked implementation of Measure P today.

### **8. CAC AD HOC REPORT**

A. Community Engagement: Councilmember Flores shared most community events are being shared by the Community Engagement Manager Lizett Camacho. Councilmember Flores shared about the Latino Family Summit event at Sonoma State taking place on April 15. Lizett Camacho shared the SRPD Easter event was a success that took place on April 2.

B. Extremism in Policing- the CAC discussed having Sheriff Engram, Sheriff Liaison, Sheriff's Office Internal Affairs, County Counsel, IOLERO, and CAC as part of this conversation and for now move this agenda item for the month of May.

### **9. OPEN TIME FOR PUBLIC COMMENT**

Public comment: 2 members of the public addressed the CAC.

### **10. REQUESTS FOR FUTURE AGENDA ITEMS**

A. Chair and Vice Chair will be working on merging the commitment to civil engagement and designed team alliance.

B. Director Alden asked for feedback regarding new meeting location. Positive feedback was received. As a future agenda item there is the possibility of moving the meeting date from the 1<sup>st</sup> Monday to the 2<sup>nd</sup> Monday of the month. Will bring a proposal for meeting date and location.

## **11. ADJOURNMENT**

The meeting was adjourned at 7:59 pm.

The next meeting of the CAC is scheduled for Monday, May 1, 2023, at 6:00pm and it will be hybrid (via zoom and in-person).

### **Location:**

**Sonoma County Office of Education  
5340 Skylane Boulevard  
Redwood A and B Rooms  
Santa Rosa, CA. 95403**

DRAFT





Opportunity. Diversity. Service.




Room to Move. Room to Grow.

# Community Advisory Council

## County Human Resources Presentation May, 2023

# Our Foundational Concepts

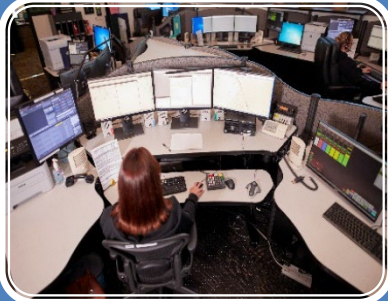
- ▶ Civil Service: A system of appointing government employees on the basis of competitive examinations, rather than by political patronage
  - ▶ Merit System: Hiring based on ability to perform the job (i.e., the classification's duties)
  - ▶ Legal requirements: State, Federal, EEOC, BSCC, & POST
- 

# Job Classifications

- ▶ Defines the work
  - Nature, Scope, Level/Types of Duties and Responsibilities
- ▶ Determines qualifications based on:
  - Knowledge, Skills, and Abilities required *upon hire*
  - Legal requirements
- ▶ Classifications to discuss:
  - Communications Dispatcher I/II
  - Correctional Deputy I/II
  - Deputy Sheriff Trainee/Deputy Sheriff I/II
- ▶ Alternately–staffed (a.k.a. flexibly staffed)



# Minimum Qualifications



## Communications Dispatcher I

1. High school graduate /GED
2. Ability to type at a corrected speed of 45 words per minute

Desired: Some experience receiving information over the phone, radio, or communications system, and simultaneously entering data into a computer is desirable.



## Deputy Sheriff Trainee

1. High school graduate /GED
2. Possession of a valid driver's license
3. No felony convictions nor be under formal probation supervision
4. U.S. Citizen or permanent resident who has applied for U.S. citizenship
5. Must be 21 to be a Deputy Sheriff I



## Correctional Deputy I

1. High school graduate /GED
2. Must be 18 years of age
3. No felony convictions nor be under formal probation supervision
4. U.S. Citizen or permanent resident who has applied for U.S. citizenship

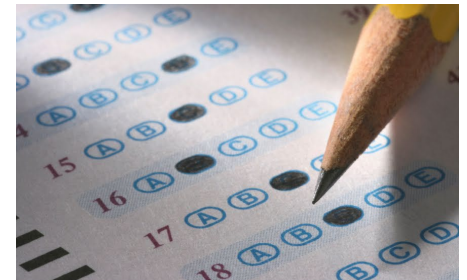
# Outreach & Advertising

- ▶ Current outreach includes
  - Traditional online job boards, professional organizations, and community-based organizations
  - Social media (Facebook, Glassdoor, Instagram, LinkedIn, Twitter, etc.)
  - Diversity-focused sources
- ▶ Job fairs and community engagement
  - Virtual & in-person job fairs
  - SSU career panel
  - Community events
- ▶ Hiring Incentive Pilot Program
  - 1 year pilot started 12/13/22
  - \$25,000–\$30,000 signing bonus paid over 3 years
  - Relocation assistance and advanced leave hours available if eligible
- ▶ Marketing project is underway at SHF
- ▶ Additional community engagement & marketing at SHF



# Examinations & Referrals

- ▶ For Deputy Sheriff Trainee & Correctional Deputy I
  - POST & BSCC exams
  - Conducted pre-referral
  - Required by external CA standards and training agencies
- ▶ For Communications Dispatcher I
  - CritiCall testing
  - Conducted post-referral
  - Required by POST
- ▶ Must pass exam to move to next step in selection process (interview conducted by SHF)
- ▶ Post-interview
  - Background, Medical, Physical Agilities



## **Commitment to Civil Engagement**

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- Respect others’ perspective, even when you disagree
- Respect each others’ time
- Stay within the meeting’s time and content parameters
- Practice active listening
- Listen with an open mind to all information, including dissenting points of view
- Speak to others as you would like to be spoken to
- Allow others to speak without comment or gestures
- Honor freedom of speech
- Call each other “in”