



POLICE ADVISORY AND ACCOUNTABILITY COMMITTEE

WEDNESDAY, May 22, 2024 AT 6:00 PM

In-Person:

San Rafael City Council Chambers
1400 Fifth Ave, San Rafael, California

Virtual:

Watch Online: <https://tinyurl.com/PAAC-5-22-24>

Listen by Phone: (669) 444-9171

Meeting ID: 898-5264-7245#

AGENDA

How to participate in the meeting:

- You are welcome to provide comments in-person at the meeting. Each speaker will have 2-minutes to provide public comment.
- Submit your comments by email to PAAC@cityofsanrafael.org by 4:00 p.m. the day of the meeting.

CALL TO ORDER – 6:00PM

MINUTES

1. Approve regular meeting minutes from the meeting of April 17, 2024 .

OPEN TIME FOR PUBLIC EXPRESSION

The public is welcome to address the Police Advisory and Accountability Committee at this time on matters not on the agenda that are within its jurisdiction. Comments may be no longer than 2 minutes and should be respectful to the community.

OTHER AGENDA ITEMS

If necessary to ensure the completion of the following items, the Chairperson may establish time limits for the presentations by individual speakers.

2. Other Agenda Items:

- a. Provide feedback on the San Rafael Police Department's Law Enforcement Training.
Recommendation: Provide feedback.
- b. Mental Health and Alternative Response. Presented by Aziz Majid, SAFE Team Director.
Recommendation: Receive the report.

c. Development of the 2024 Workplan

Recommendation: Review and provide input on the second four-month work plan for 2024.

STAFF LIAISON REPORT

3. Other brief program updates or reports on any meetings, conferences, and/or seminars attended by staff.

COMMITTEE REPORTS

4. Other brief reports on any meetings, conferences, and/or seminars attended by the Committee members.

ADJOURNMENT

Any records relating to an agenda item, received by a majority or more of the Board less than 72 hours before the meeting, shall be available for inspection online and in the city hall large conference room, third floor, 1400 5th Avenue, San Rafael, California placed with other agenda-related materials on the table in front of the location prior to the meeting. Sign Language interpreters may be requested by calling (415) 485-3066 (voice), emailing city.clerk@cityofsanrafael.org or using the California Telecommunications Relay Service by dialing "711", at least 72 hours in advance of the meeting. Copies of documents are available in accessible formats upon request.



SAN RAFAEL
THE CITY WITH A MISSION

**POLICE ADVISORY AND ACCOUNTABILITY COMMITTEE (PAAC)
WEDNESDAY, APRIL 17, 2024 AT 6:00 PM**

In-Person:
San Rafael Public Safety Center
1375 Fifth Ave, San Rafael, California

Virtual:
Watch Online:
<http://tinyurl.com/PAAC-2024-01-17>
Listen by Phone: (669) 444-9171
Meeting ID: 898-5264-7245#

MINUTES

CALL TO ORDER

Vice Chair Fatai Tokolahi called the meeting to order at 6:15 PM.

ROLL CALL

Present: Member Daniel Alm
Member Daryoush Davidi
Member Mydung Nguyen
Member Darlin Ruiz
Member Fatai Tokolahi
Alternate Member Salamah Locks

Absent: Member Marilyn Alvarez
Member Paula Kamena
Alternate Member Karla Valdez

Also Present:
Angela Robinson Piñon, Assistant City Manager
Scott Eberle, Lieutenant, San Rafael Police Department

Lieutenant Scott Eberle informed the community that the in-person meeting would also be recorded and streamed live to YouTube and through Zoom. He noted the two-minute timer for public comment and closed captioning on Zoom.

1. MINUTES

Member Alm suggested a revision to the minutes to correctly reflect his comments. Vicechair

Tokolahi noted the meeting date was incorrect. Alternate member Locks made a motion to correct the date.

Member Alm moved to approve the minutes with two amendments, and Member Locks seconded the approval of the minutes from the March 20th with the agreed amendments.

AYES: MEMBERS: Alm, Davidi, Nguyen, Ruiz, Locks & Vice Chair Tokolahi
NOES: MEMBERS: None
ABSENT: MEMBERS: None

The motion carried 6-0-0.

2. SPECIAL PRESENTATIONS

a. **AB 481 Military Equipment. Scott Eberle, Lieutenant San Rafael Police Department.**

Vice Chair Tokolahi introduced the item.

Lieutenant Scott Eberle gave a presentation and overview of AB 481 Military Equipment.

Staff responded to the Committee's questions.

Vice Chair Tokolahi invited public comment

Speakers: Xania

The Committee provided comments.

3. OTHER AGENDA ITEMS

a. **San Rafael Police Department Law Enforcement Training**

Vicechair Tokolahi introduced the item.

Sargent Rob Cleland gave a presentation and overview of Police Training.

Staff responded to the Committee's questions.

Vice Chair Tokolahi invited public comment; however, there were none.

The Committee provided comments.

b. **2024 Police Advisory and Accountability Committee Meeting Schedule**

Vicechair Tokolahi introduced the item.

Angela Robinson Piñon gave an overview of the meeting dates under consideration for May 2024.

Member Alm moved, and Member Locks seconded, to approve moving the May meeting to May 22nd.

AYES: MEMBERS: Alm, Davidi, Nguyen, Ruiz, Locks & Vice Chair Tokolahi
NOES: MEMBERS: None
ABSENT: MEMBERS: None

The motion carried 6-0-0.

STAFF LIAISON REPORT

4. Staff Liaison Report: None.

COMMISSIONER REPORTS

5. Committee Member Reports:

- Member Alm: Plans to continue to partake in community conversations with residents. Met with the San Pedro Road Coalition regarding policing concerns in their neighborhood.
- Member Ruiz: Met with Voces del Canal in March, residents and interested parties regarding the PAAC, Marin Organizing Committee regarding housing, Olivia Beltran’s wake, and a meeting at the City of San Rafael to support housing for all.
- Member Locks: Requested the contact information of committee members.

OPEN TIME FOR PUBLIC EXPRESSION

None.

ADJOURNMENT

Vice Chair Tokolahi adjourned the meeting at 7:44 PM.

SCOTT EBERLE, Staff Liaison

APPROVED THIS ____ DAY OF _____, 2024



**May 22, 2024
Item 2a**

TITLE: SAN RAFAEL POLICE DEPARTMENT LAW ENFORCEMENT TRAINING

RECOMMENDATION: Provide feedback.

BACKGROUND:

At the April 17, 2024, meeting of the Police Advisory and Accountability Committee, the Committee heard a presentation that provided background on the required law enforcement training set forth by the Peace Officers Standards in Training (POST) and the additional training the San Rafael Police Department (“SRPD” or “Department”) requires.

City Staff outlined the mandatory training and also covered specialized training, in-house training, outside agency expert training, and non-governmental organization (NGO) training. We are seeking your feedback on the Law Enforcement Training at today’s meeting. In addition, staff can respond to any questions related to the April 17, 2024, PAAC meeting.

DISCUSSION:

The Law Enforcement Training at the San Rafael Police Department not only covers guidelines and criteria to maintain a uniformly high standard of policing but also covers topics related to professional staff, such as dispatch and records personnel.

Please note that City staff presented much of the background and context in the Law Enforcement Training at the April 17, 2024, meeting. Therefore, staff recommends that the Committee direct its feedback on training topics covered in the presentation.

FISCAL IMPACT:

There is no fiscal impact associated with this report.

Submitted by:
Scott Eberle
Lieutenant, San Rafael Police Department

ATTACHMENTS:

1. April 17, 2024- [Item 3A](#), SAN RAFAEL POLICE DEPARTMENT LAW ENFORCEMENT TRAINING



SAN RAFAEL

REPORT CITY WITH A MISSION

**POLICE ADVISORY AND
ACCOUNTABILITY COMMITTEE**

April 17, 2024

Item 3A

TITLE: SAN RAFAEL POLICE DEPARTMENT LAW ENFORCEMENT TRAINING

RECOMMENDATION: Accept the report.

BACKGROUND:

This report aims to provide an overview of the required training set forth by the Peace Officer Standards and Training (POST) and the additional training the San Rafael Police Department (“SRPD” or “Department”) requires. The report will outline mandatory training and cover specialized training, in-house training, outside agency expert training, non-governmental organizations (NGOs), and ongoing training goals and objectives.

DISCUSSION:

Introduction

The San Rafael Police Department operates under the guidance of the [Peace Officer Standards and Training \(POST\)](#), a governmental agency accountable to the Governor of California. POST not only regulates the hiring requirements needed to become a police officer but also sets the training standards. After an officer graduates from the Basic Police Academy, training is ongoing and continuous throughout their career. The San Rafael Police Department adheres to these stringent guidelines and surpasses them by actively sending our employees to additional training opportunities.

POST enforces strict guidelines and criteria to maintain a uniformly high standard of policing throughout California. Every peace officer, Public Safety Dispatcher, and Public Safety Dispatch Supervisor shall satisfactorily complete the Continuing Professional Training (CPT) requirement of 24 or more hours of POST-qualifying training during every two-year CPT cycle. A full list of the required perishable skills training can be found under subsection (3) *Qualifying and Non-Qualifying Training* [here](#). The San Rafael Police Department consistently meets and often surpasses this standard annually.

Among the various requirements set by POST, training mandates cover essential areas like:

- Use of Force
- Firearms
- Emergency Vehicle Operations
- De-escalation
- Crisis Intervention Techniques
- Cultural Awareness
- Crisis Communications

To see a complete list of legislative-mandated training, please click [here](#).

In addition to the mandated training required by POST, the San Rafael Police Department strongly emphasizes cultivating and enhancing specialized policing skills. These skills typically pertain to specific roles such as Detective or Traffic Officer. Many of these skills demand the

completion of rigorous courses spanning 24, 40, and occasionally even 80 hours. These courses are officially endorsed by POST and conducted by seasoned professionals in their respective fields. They offer participants the requisite knowledge of the subject matter and afford invaluable networking opportunities and updates on pertinent legal issues. The various training courses listed below are just a sample of some of the courses we routinely deliver within the Department.

- Advanced Accident Reconstruction
- Drug Recognition Expert
- Sexual Assault Detective
- Homicide Investigations
- Interview and Interrogation Techniques
- Crisis Response Team
- Juvenile Detective

As the department prioritizes ongoing education and skill development for our police officers and professional staff, equal emphasis is placed on leadership cultivation, succession planning, and cultural awareness. The San Rafael Police Department is committed to fostering avenues for promotion, leadership advancement, and personal development. We actively advocate for our officers to pursue four-year degrees and offer educational incentives and a City reimbursement program for further education endeavors. In addition to encouraging the independent pursuit of educational opportunities, we regularly sponsor employees to attend courses like the ones listed below. The below list is just a sample of some of the courses we routinely use.

- [Sherman Block Leadership Institute \(SLI\)](#)
- [Supervisory Course](#)
- Field Training Officer
- SWAT Supervisor
- Tools for Tolerance for Law
- Hate Crimes
- Crisis Intervention Training
- De-Escalation
- Enforcement
- Crisis Negotiations Supervisor
- [Management Course](#)
- Implicit Bias and Community Policing
- Diversity, Equity, Inclusion and Belonging

The array of training opportunities available to police departments extends beyond those mentioned above. While providing a comprehensive listing of all available police training in this report is not feasible, a course catalog of offerings sponsored or endorsed by POST can be accessed [here](#). The San Rafael Police Department remains steadfast in its commitment to providing regular and up-to-date training initiatives. In addition to mandated, specialized, and leadership training, we distribute resources towards weekly "[Briefing Training](#)" and monthly Lexipol Policy training sessions.

Briefing trainings occur weekly at the outset of each shift. It includes discussions led by shift supervisors covering procedures, case law, and scenario-based learning to foster an interactive learning environment. Similarly, Lexipol Policy training involves 15 to 30 policies per month that present scenarios for officers to navigate. Participation in both is mandatory for all officers to ensure adherence to departmental policies and procedures.

FISCAL IMPACT:

There is no fiscal impact associated with this report. While law enforcement training involves costs, the San Rafael Police Department's Training Manager collaborates closely with the City to ensure that training expenses remain within the adopted budget.

Submitted by:

Scott Eberle
Lieutenant

ATTACHMENTS:

1. 18 Month Training Record

San Rafael Police Department Training for the past 18 Months

1. California Association of Tactical Officers (CATO) Conference	51. Motorcycle Training Instructor	101. Leadership & Accountability
2. Conflict Management	52. Crisis Negotiations for Team Leaders	102. Crisis Intervention
3. Navigating Worker's Compensation	53. Management	103. Civilian Leadership
4. Cardiopulmonary Resuscitation (CPR)/First Aid/Narcan	54. Stress Management	104. PSP/Firearms/Rifle/CPR/California Law Enforcement Telecommunications System (CLETS)
5. California Narcotics Officers' Association (CNOA) Conference	55. De-Escalation for Dispatchers	105. Dispatch Priming
6. Modern Crisis Negotiations	56. Interview and Interrogation	106. Handling Rising Tides of Suicide
7. Supervisor Leadership	57. Active Shooters for Dispatchers	107. UOF - Train the Trainer
8. Courtroom Testimony	58. Firearms Perishable Skills Program (PSP)	108. PSP/Firearms/Rifle/CPR/CLETS
9. Use of Force & Self Defense and Tactics	59. Crisis Intervention	109. Report Writing Update
10. School Violence Dispatchers	60. Crisis Communications Skills	110. Gun Violence Restraining Orders (GVRO)
11. Peer Counseling - Critical Incident Stress Management (CISM)	61. Wellness Summit	111. PSP/Firearms/Rifle/CPR/CLETS
12. Hostage Negotiation Team (HNT) Course	62. Supervisory	112. Supervisory Leadership
13. Patrol Rifle Course	63. Street Racing-Sideshow	113. FTO Update
14. Driving under the Influence (DUI)	64. California Penal Code Section 290 Tracking Regulations	114. Conflict Management
15. Honor Guard	65. Firearms PSP	115. CATO Conference
16. UOF/SDAT	66. Advanced Communications Training Officer (CTO)	116. Leadership & Accountability
17. Supervisor Leadership	67. Bicycle Course	117. Special Event Safety Seminar
18. SWAT Team Leader	68. UOF - Train the Trainer	118. CISM/Peer Support
19. Incident Command System (ICS) 300 and 400 Training	69. Domestic Terrorism for Dispatchers	119. Management Course
20. Police Academy	70. Dispatch Wellness	120. Handling Rising Tides of Suicide
21. Public Records Act	71. International Association for Property & Evidence (IAPE) Evidence Management	121. Patrol-Rifle
22. Advanced Roadside Impaired Driving Enforcement (ARIDE)/Field Sobriety	72. Domestic Terrorism for Dispatchers	122. Basic Records
23. Conflict Management	73. Patrol Rifle Course	123. Police Academy
24. Museum of Tolerance	74. Child Forensic Interview Training/Multi-Disciplinary	124. Child Maltreatment Conference
25. Child Maltreatment Conference	75. Drug Recognition Expert	125. Operational Mission Planning
26. Basic Crime Scene Investigation (CSI)	76. SWAT	126. Public Records Act
27. Strategic & Succession Planning	77. Interpersonal Skills for Dispatch	127. Robert Presley Institute of Criminal Investigation (ICI) Core
28. Glock Armorer	78. Active Shooters for Dispatchers	128. Mental Health - Internet Crimes Against Children (ICAC)
29. Supervisory Leadership	79. Redacting Records	129. Dispatch Priming

San Rafael Police Department Training for the past 18 Months

- | | | |
|---|--|---|
| 30. Red Dot Sights (RDS)/Pistol Mounted Optics Class | 80. Crisis Negotiations for Dispatchers | 130. Tactical Dispatch |
| 31. Team Building Workshop | 81. Tactical Dispatch Basic Concepts | 131. Dispatch Complacency |
| 32. Pedestrian-Bicycle Crash Recon. Course | 82. California Crime and Intelligence Analysts Association (CCIAA) Conference | 132. Field Training Officer (FTO) Update |
| 33. Field Training Officer (FTO) | 83. Internet Crimes Against Children Undercover-Chat | 133. Communications Training Officer |
| 34. Dispatch Academy | 84. Women Leaders | 134. Foundations of Executive Leadership |
| 35. Google-Apple Investigations | 85. FTO Update | 135. Records Supervisor |
| 36. California Chiefs' Conference | 86. SDAT Instructor | 136. Commission on Peace Officer Standards and Training (POST) Training Symposium |
| 37. Peer Counseling-CISM | 87. Dispatch Academy | 137. Firearms Instructor |
| 38. Assertive Supervision | 88. California CLETS User Group (CCUG) Seminar | 138. Dispatch Academy |
| 39. Legal Updates | 89. Recruitment & Retention Summit | 139. Property & Evidence Management |
| 40. Developing a Mind for Success | 90. Supervisory Leadership | 140. Wellness Summit |
| 41. Investigations Core | 91. Cellebrite | 141. Executive Development #1 |
| 42. Driving Operations | 92. Federal Bureau of Investigation (FBI) National Academy (NA) - 288 | 142. Crisis Intervention Team Training |
| 43. Assertive Supervision | 93. CISM/Peer Support | 143. Assertive Supervision |
| 44. Fight after the Fight | 94. California Association of Law Enforcement Background Investigators (CALEBI) Conference | |
| 45. Basic Crime Scene Documentation | 95. Risk & Insurance Management Society (RIMS) Conference | |
| 46. Hostage Negotiation Team (HNT) Course | 96. Basic Academy | |
| 47. Advanced Crime Scene Documentation | 97. School Violence Dispatchers | |
| 48. Sherman Block Supervisory Leadership Institute (SBSLI) Graduation-Cleland | 98. International Chiefs Conference | |
| 49. Tactical Breacher | 99. Redacting Records | |
| 50. Police Academy | 100. Drug Recognition Expert (DRE) Update | |



**May 22, 2024
Item 2b**

TITLE: MENTAL HEALTH AND ALTERNATIVE RESPONSE

RECOMMENDATION: Accept the report.

BACKGROUND:

In recent years, a growing trend has emerged, advocating for the substitution of traditional law enforcement responders with social workers, mental health counselors, or medical professionals when addressing 911 calls involving individuals in crisis. In response to this shift, the City Council instructed staff to issue a Request for Proposals (RFP) aimed at establishing an Alternative Response Team (ART) to cater to the needs of and provide support to members of our community requiring additional services. These alternative response teams are equipped to handle a broad spectrum of mental health-related emergencies, encompassing conflict resolution, welfare checks, substance abuse, and potential suicide threats, all while employing trauma-informed de-escalation and harm reduction techniques.

On January 17, 2023, the City Council authorized the City Manager to negotiate and enter into a professional services agreement with Petaluma People Services Center (PPSC) for a 3-year pilot alternative response program, not to exceed \$775,000 per year with an additional \$100,000 in start-up costs in the first year. PPSC utilized their existing model in Sonoma County for an alternative response team called the Specialized Assistance for Everyone (SAFE) Team. To provide these services to the City, PPSC hired ten (10) Crisis Counselors and Emergency Medical Technicians, a part-time Navigator, a Supervisor, and a part-time Director. On March 27, 2023, the City of San Rafael SAFE Team responded to their first calls for service. The SAFE Team operates 12 hours per day (8 AM – 8 PM), seven (7) days per week, 365 days per year.

The SAFE Team partners with other community-based organizations in San Rafael and the County, such as Ritter Center, Jonathan’s Place, Helen Vine, St. Vincent’s De Paul, and many others, to provide outreach, follow-up care, housing assistance, counseling, and other services. The public can access the SAFE Team through the dedicated non-emergency telephone number, 415-458-7233(SAFE), or the San Rafael Police Department’s non-emergency telephone number, 415-485-3000. The SAFE Team is dispatched to the call for service through the San Rafael Police Department’s dispatch center.

DISCUSSION:

The SAFE Team has handled 2,693 calls for service since their inception on March 27, 2023. Refer to Attachment 1.

The SAFE Team’s two most commonly requested uses are for “public assists” and “welfare checks.” A public assist is a call for service or “flag down” by a community member or reporting party indicating someone needs assistance. This is typically for an unhoused individual. The assistance can include connecting someone to services, providing food/water/clothing, harm reduction, assessing someone acting unusual, or for subjects blocking walkways or entrances.

Public assists are the most common call for service; the second most common call is for welfare checks. Welfare checks are initiated by community members, social workers such as Adult Protective Services (APS) or Child Protective Services (CPS), hospital staff, family members, or other parties requesting the SAFE Team check up on a member in the San Rafael community. The reason for the welfare checks could be because the person has not heard from the community member for some time and they suffer from a medical, psychiatric, or physical condition, missed scheduled appointments, walked away from the hospital against medical advice following a crisis, trauma, or serious accident. A summary of call types is provided in the following table.

Call Types	# of Calls Year to Date (March 27, 2023 – January 31, 2024)	Percentage
Counseling Request	208	7%
Death Notifications	1	>1%
Public Assists	1,343	50%
Suicidal Subjects	67	2%
Welfare Checks	840	31%
First Aid/Bandage Care	11	>1%
Police/EMS Assist	217	8%
Community Engagement/ Outreach	6	>1%
TOTAL	2,693	100%

Depending on the severity of the calls for service, whether weapons are believed to be present, or the severity of the medical complaint, officers or firefighters/paramedics may be dispatched as a co-response with the SAFE Team. Additionally, if an officer or firefighter/paramedic is initially dispatched, but the first responders determine the SAFE Team may be better suited to handle the call for service, the SAFE Team may be requested to respond.

The SAFE Team has had many successful outcomes with connecting community members to psychiatric services, de-escalating crises, assisting the unhoused community members to secure housing at local shelters, and providing drug/alcohol addiction resources. The SAFE Team has assisted with medical aid, drug/alcohol counseling, mental health assessments, and diversions of patients from regional Emergency Departments. Furthermore, the SAFE Team has diverted our at-risk population from the justice system through jail diversions and early interventions. An example of when a subject would be diverted from the justice system could be from a trespass situation, simple possession or being under the influence of a controlled substance, or other low-level criminal offenses. If a law enforcement officer had been dispatched to the call for service, there is the likelihood that the subject would be arrested and booked into jail or issued a citation. These types of examples would be considered jail diversions. It is difficult to assess the diversion rate because an officer on scene does not always indicate the potential for a jail diversion. For example, officers may be present during an involuntary mental health commitment.

Occasionally, some community members may not be located or will not be interested in the services offered by the SAFE Team. These events will generate a call for service, which will be tracked statistically; however, the SAFE Team may be unable to locate the individual (UTL), the person may be gone on arrival (GOA), or the person may refuse services or refuse to provide information. In these incidents, SAFE Team members will be unable to collect data on the individuals served. As depicted in Attachment 1, the absence of data will be reflected in the “Data Not Collected” section.

While the SAFE Team strives to capture the types of calls accurately, demographics of those served, outcomes, diversions, and types of transports they conduct, there are limitations to the data collected. Some of these limitations occur because the client is unwilling to provide the necessary information, how the client interaction transpires, and variables in information gathering due to the complex nature of crisis intervention work.

FISCAL IMPACT:

There is no fiscal impact associated with accepting this report.

Submitted by:
Scott Eberle
Lieutenant

ATTACHMENTS:

1. San Rafael SAFE Team Report YTD Statistics



San Rafael	March - May	June-August	September - November	December - January	YTD
TOTAL CALLS FOR SERVICE	581	859	782	471	2693
Call Types					
Counseling Requests	28	95	62	23	208
Death Notification	0	1	0	0	1
Public Assists	340	357	389	257	1343
Suicidal Subject	15	22	19	11	67
Welfare Checks	174	295	232	139	840
First Aid/Medical Assesment	1	8	1	1	11
Police/EMS	23	81	78	35	217
Initiated By					
Dispatch	474	736	721	442	2373
Flag Down	25	25	10	2	62
Self-initiated	79	96	39	25	239
Attached to Dispatch	3	2	12	2	19
Outcome/Disposition					
Advised	83	185	188	114	570
Assisted	261	209	183	113	766
Safety Contract/Safety Plan	0	9	7	6	22
Refused Services	43	58	39	32	172
Refused Transport	0	0	0	0	0
Transported	55	75	68	50	248
Canceled Enroute/On Arrival	20	25	30	16	91

UTL/GOA	99	183	171	92	545
Code 4(Welfare Check)	15	79	72	37	203
Transported by Police/EMS	5	33	24	11	73
Transported by Friend/Family	0	3	0	0	3
Housing					
Housed	75	252	244	144	715
Unhoused	145	442	381	251	1219
Data Not Collected	63	153	157	75	448
Gender					
Female	239	372	306	177	1094
Male	285	442	430	276	1433
Transgender	0	5	11	0	16
Data Not Collected	57	44	35	18	154
Race/Ethnicity					
Asian-American	17	11	13	7	48
Black	60	68	77	40	245
Latino/Hispanic	81	92	100	49	322
Native American	1	1	1	0	3
White	289	533	453	300	1575
Data Not Collected	130	109	114	61	414
Multi Racial	3	45	24	12	84
Primary Language					
English	0	655	650	394	1699
Spanish	0	33	33	21	87
Tagalog	0	0	1	0	1
Vietnamese	0	0	0	1	1
Other	0	0	4	0	4
Age Group					
Youth 0-24 y.o	22	32	56	17	127
Adult	94	436	355	293	1178
Senior	22	58	116	98	294
Data Not Collected	155	333	255	113	856

Responders on Scene						
Police	45	67	63	41	216	
Fire	30	37	38	24	129	
EMT	1	1	0	1	3	
MCRT	0	3	0	0	3	
Cover Request						
Police	8	21	15	3	47	
Fire/EMS	10	14	13	9	46	
Diversions						
ED Diversion	30	43	24	8	105	
Jail Diversion	30	55	25	8	118	
Ambulance Diversion	13	64	38	17	132	
Referred to Services	41	97	59	17	214	
APS/CPS Report Filed	0	6	16	4	26	
Transports						
St.Vincent	5	1	4	7	17	
CSU	5	12	12	5	34	
Transit Center	7	3	8	1	19	
Resource Center	3	0	0	0	3	
Kaiser	3	4	1	1	9	
Ritter Center	6	9	7	2	24	
Jonathan's Place	3	0	1	4	8	
Residential	4	2	1	2	9	
City Hall	1	0	0	0	1	
Library	2	6	1	1	10	
Marin Health & Wellness	2	4	0	2	8	
Marin General Hospital	4	19	14	8	45	
Novato Community Hospital	1	4	2	1	8	
Community Center	1	0	0	0	1	
PPSC	1	0	0	0	1	
Hotel	1	2	4	4	11	
Pharmacy	3	0	1	3	7	

Church	1	0	0	0	1
Metro PCS	2	0	0	0	2
Sutter	0	3	0	0	3
Civic Center	0	1	1	2	4
PD	0	0	2	0	2
Rose Shelter	0	0	2	0	2
Salvation Army	0	0	0	0	0
DMV	0	0	1	0	1
Marin Medical Center	0	0	3	0	3
Gym	0	0	1	0	1
Laundromat	0	0	1	0	1
Jail	0	0	1	0	1
County Office	0	0	2	1	3
Warming Shelter	0	0	0	3	3
Post Office	0	0	0	1	1
Redwood Gospel	0	0	0	1	1
Pet Hospital	0	0	0	1	1



**May 22, 2024
Item #2c**

**TITLE: INFORMATION ON POLICE ADVISORY AND ACCOUNTABILITY WORK
PLAN FOR THE NEXT FOUR MONTHS**

RECOMMENDATION:

The Police Advisory and Accountability Committee (1) provides feedback for the second four-month work plan of 2024 and (2) prioritizes targeted subject area(s) to concentrate on.

BACKGROUND:

On January 17th, the Police Advisory and Accountability Committee (PAAC) took a significant step forward by approving a comprehensive work plan that outlined the agenda for the first four months of meetings. The work plan functioned as a guiding framework, directing our conversations and endeavors as we tackled crucial community issues, conducted essential training, and participated in pivotal discussions aimed at formulating recommendations to enhance community relationships through transparency, thereby improving our police department. With a clear framework, we could approach our responsibilities with focus and efficiency, ensuring that each meeting was productive and purposeful. The approved work plan provided structure to our proceedings and underscored our commitment to transparency, accountability, and community engagement. As we move forward, we will continue to build upon the foundation laid out in our initial work plan, determined to address emerging issues and meet the evolving needs of our community.

DISCUSSION:

Over the past five months, the Police Advisory and Accountability Committee (PAAC) has diligently addressed two critical community areas of concern: Recruitment and Selection, and Law Enforcement Training. The PAAC has also received training in Police Department Orientation, Structure, Policy, and Command Staff introduction, Peace Officer Procedural Bill of Rights, Professional Standards/Internal Affairs, and Military Equipment (AB 481 Overview). During the May 22nd meeting, we will focus on Mental Health and Alternative Response strategies. However, it is important to note that one key area, Homelessness, which was prioritized during our January 17th PAAC meeting, has yet to be covered. Moving forward, we aim to identify and explore three additional community areas of concern and continue to provide training in areas surrounding policing. We also intend to provide Use of Force training in the upcoming year.

There will not be a PAAC meeting in June. Committee meetings will resume in July with a presentation focused on Homelessness, detailing the City of San Rafael's initiatives concerning the Police Department's role in addressing this issue.

The Committee should provide feedback on scheduling three additional community areas of concern to be discussed in August, September, and October. In November, we will review the final recommendations from the October discussions and conclude preparations for the Annual Report, slated for presentation to the City Council at the beginning of 2025.

The San Rafael Police Department has identified areas of concern that the PAAC should consider for the remainder of the 2024 Work Plan: Homelessness, Community Engagement, Drone Acquisition and Use, and Domestic Violence. The Committee should provide feedback and advice on these matters, and we suggest that the Committee prioritize their selections for presentation at future meetings. By doing so, we will be better able to prepare detailed and informative presentations.

After the Police Advisory and Accountability Committee prioritizes the issues facing the San Rafael Police Department, staff will present them, in order, to the Committee at the next scheduled meeting. If the Committee desires more discussion time or information, that topic can be continued until the Committee feels they have adequate information to give advice and feedback.

At this meeting, PAAC members will have the opportunity to propose additional topics for Committee consideration. The Committee may adopt the suggestions put forth by staff or propose alternative topics for discussion.

Work Plan:

Month	Agenda Items	Duration
June	No Meeting	
July	1. Pressing Issue chosen by PAAC	1 hour
August	1. Pressing Issue chosen by PAAC	1 hour
September	1. Pressing Issue chosen by PAAC	1 hour
October	1. Pressing Issue chosen by PAAC	1 hour
November	1. Annual Report discussion	1 hour
December	No Meeting	

Most Pressing Issues Concerning the San Rafael Police Department

- Homelessness
- Community Engagement
- Drone Acquisition and Use
- Domestic Violence

FISCAL IMPACT:

None

ALTERNATIVE ACTION:

Any other action as determined by the Committee.

Submitted by:
 Scott Eberle
 Lieutenant