

Police Review Commission (PRC)

**POLICE REVIEW COMMISSION
REGULAR MEETING
AGENDA**

**April 22, 2015
7:00 P.M.**

South Berkeley Senior Center
2939 Ellis Street, Berkeley

- 1. CALL TO ORDER & ROLL CALL**
- 2. APPROVAL OF AGENDA**
- 3. PUBLIC COMMENT**
(Speakers are generally allotted up to three minutes, but may be allotted less time if there are many speakers; they may comment on items on the agenda or any matter within the PRC's jurisdiction at this time.)
- 4. ELECTION OF ACTING VICE-CHAIRPERSON (discussion and action)**
- 5. APPROVAL OF MINUTES**
Regular Meeting of April 8, 2015.
- 6. CHAIR'S REPORT**
- 7. CHIEF OF POLICE'S REPORT**
Budget, staffing, training updates, and other items.
- 8. PRC OFFICER'S REPORT**
Status of Complaints; announcements.
- 9. OLD BUSINESS (discussion and action)**
 - a. Policy investigation regarding the events of December 6, 7, and 8, 2014, and Council directive for an investigation into the events of December 6, as both are more fully identified in the regular meeting agenda of February 25, 2015; and including review of mutual aid practices and policies.
 - i) Progress report from Commissioners on their review of BPD documents and video.
 - ii) Report from Investigation Steering Subcommittee.
 - iii) Other discussion and action on investigation.

- b. Discuss City Attorney opinion re Disclosure of BPD Internal Affairs' Records to the PRC. (*Attached to April 8, 2015 agenda.*)

10. SUBCOMMITTEE REPORTS & RECOMMENDATIONS (discussion and action)

- a. Suspicious Activity Reports Subcommittee
Proposed recommendation on revisions to General Order N-17; other updates.
- b. Regulations Subcommittee
Update/schedule meeting date.
- c. Transgender General Order Subcommittee
Update/schedule meeting date.

11. ANNOUNCEMENTS, ATTACHMENTS & COMMUNICATIONS

Attached

12. PUBLIC COMMENT

(Speakers are generally allotted up to three minutes, but may be allotted less time if there are many speakers; they may comment on items on the agenda at this time.)

13. ADJOURNMENT

Communications Disclaimer

Communications to the Police Review Commission, like all communications to Berkeley boards, commissions or committees, are public record and will become part of the City's electronic records, which are accessible through the City's website. Please note: e-mail addresses, names, addresses, and other contact information are not required, but if included in any communication to a City board, commission or committee, will become part of the public record. If you do not want your e-mail address or any other contact information to be made public, you may deliver communications via U.S. Postal Service or in person to the PRC Secretary. If you do not want your contact information included in the public record, do not include that information in your communication. Please contact the PRC Secretary for further information.



Communication Access Information (A.R.1.12)

This meeting is being held in a wheelchair accessible location. To request a disability-related accommodation(s) to participate in the meeting, including auxiliary aids or services, please contact the Disability Services specialist at 981-6342 (V) or 981-6345 (TDD) at least three business days before the meeting date. Please refrain from wearing scented products to this meeting.

SB 343 Disclaimer

Any writings or documents provided to a majority of the Commission regarding any item on this agenda will be made available for public inspection at the Police Review Commission, located at 1947 Center Street, 3rd floor, during regular business hours.

Contact the Police Review Commission at (510) 981-4950 or prc@cityofberkeley.info.

COMMUNICATIONS FOR PRC MEETING

April 22, 2015

MINUTES

April 8, 2015 Special Meeting

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COMMUNICATIONS

Communication #4331 – Police Review Commission Standing Rules.
(Approved 4-8-2015)

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Communication #4393 – Letter from PRC dated April 12, 2015: National
Public Safety Telecommunicators Week and City of Berkeley Proclamation.

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Communication #4419 – Article dated April 14, 2015: Berkeley Police and
NAACP hold a Community Forum on December Demonstrations.

Page 15

Communication #4193 – Article dated April 11, 2015: NACOLE Response
to Shooting Death of Walter Scott in North Charleston, SC.

Page 19

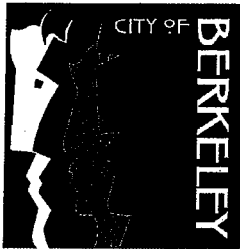
Communication #4400 – Proposed questions for BPD Chief Meehan for
PRC investigation of Dec. 6 police response, from George Lippman.

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Communication #1815 – Agreed Upon PRC Regulations Changes dated
April 15, 2015.

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mgm



Police Review Commission (PRC)

**POLICE REVIEW COMMISSION
REGULAR MEETING
MINUTES
(unapproved)**

**April 8, 2015
7:00 P.M.**

South Berkeley Senior Center
2939 Ellis Street, Berkeley

1. CALL TO ORDER & ROLL CALL BY VICE-CHAIR GEORGE PEREZVELEZ AT 7:07 P.M.

Present: Commissioner Benjamin Bartlett
Commissioner George Lippman
Commissioner Ann Rogers
Commissioner Michael Sherman
Commissioner Lowell Finley (*temporary assignment*)
Commissioner Willie Phillips (*temporary assignment*)

Absent: Chairperson Alison Bernstein and Commissioners Barbara Allen, Karen Kiyo Lowhurst, Bulmaro Vicente.

PRC Staff: Katherine J. Lee, PRC Officer

BPD Staff: Capt. Cynthia Harris, Sgt. Joseph Okies, Sgt. Benjamin Cardoza

2. APPROVAL OF AGENDA

The PRC Officer asked that item 8.a., policy review of McKinley Avenue staging, be deferred to the April 22 meeting. With that change, the agenda was **approved** by general consent.

3. PUBLIC COMMENT

No speakers.

4. APPROVAL OF MINUTES

a. Motion to approve special meeting minutes of February 25, 2015.

Moved/Seconded (Rogers/Bartlett) Motion **Carried**

Ayes: Bartlett, Finley, Lippman, Perezvelez, Rogers, and Sherman.

Noes: None Abstain: Phillips

Absent: Allen, Bernstein, Lowhurst, and Vicente.

b. **Motion to approve regular meeting minutes of February 25, 2015.**

Moved/Seconded (Rogers/Finley) Motion Carried

Ayes: Bartlett, Finley, Lippman, Perezvelez, Rogers, and Sherman.

Noes: None Abstain: Phillips

Absent: Allen, Bernstein, Lowhurst, and Vicente.

c. **Motion to approve special meeting minutes of March 19, 2015.**

Moved/Seconded (Lippman/Rogers) Motion Carried

Ayes: Finley, Lippman, Perezvelez, Rogers, and Sherman.

Noes: None Abstain: Bartlett, Phillips

Absent: Allen, Bernstein, Lowhurst, and Vicente.

d. **Motion to approve regular meeting minutes of March 25, 2015.**

Moved/Seconded (Lippman/Finley) Motion Carried

Ayes: Bartlett, Finley, Lippman, Perezvelez, and Sherman.

Noes: None Abstain: Phillips, Rogers

Absent: Allen, Bernstein, Lowhurst, and Vicente.

5. CHAIR'S REPORT

The Vice-chair passed along the Chairperson's reminder to Commissioners to view the videos supplied by BPD.

6. CHIEF OF POLICE'S REPORT

Capt. Harris reported that the Chief is accelerating hiring with the goal of having 176 sworn officers (from 168 currently) by July. Much progress has been made on the investigation into the December protests.

7. PRC OFFICER'S REPORT

5 active individual complaints; 1 policy complaint pending; 1 individual complaint going to mediation; last individual complaint filed March 6. PRC Officer will be on vacation in 2 weeks, so PRC Investigator Norris will staff the April 22 meeting. The City Manager's Office and BPA have scheduled 3 dates for meet-and-confer over the proposed Regulation changes: April 15, April 29, and May 6.

8. OLD BUSINESS (discussion and action)

- a. Policy review of McKinley Avenue staging: report from BPD and Commission response.

(This item was tabled to the next meeting during agenda approval.)

- b. Policy investigation regarding the events of December 6, 7, and 8, 2014, and Council directive for an investigation into the events of December 6, as both are more fully identified in the regular meeting agenda of February 25, 2015: further discussion and action on how to proceed.

By general consent, the Commission will make its priority the events of December 6, to meet the Council's deadline for reporting back.

By general consent, the Commission agreed to this basic structure for the investigation:

- I. Consider use of tear gas and non-lethal munitions:
 - a) Review video from BPD and note when these are used or mentioned;
 - b) Review documents from BPD to note when mentioned;
 - c) Determine applicable guiding documents, such as General Orders or training bulletins.
- II. Consider use of baton strikes to disperse crowds:
Follow a), b), and c) as above.
- III. Determine what the findings in I. and II. show about the use of mutual aid.
Use results of I., II., and III. to craft recommendations regarding changes needed.

Motion to create a subcommittee to direct and guide the process by which the PRC will conduct its investigation into the police response to the December 6 protests.

Moved/Seconded (Lippman/Phillips) Motion Carried

Ayes: Bartlett, Finley, Lippman, Perezvelez, Sherman, and Phillips.

Noes: Rogers Abstain: None

Absent: Allen, Bernstein, Lowhurst, and Vicente.

The Vice-chair asked Commissioners who are interested in serving on this subcommittee to inform the PRC Officer, who will inform the Chairperson so she can decide whom to appoint.

Motion to ask Chief Meehan and appropriate command staff to attend a PRC meeting for the purpose of answering questions regarding the BPD response on December 6, 7, and 8.

Friendly amendment (Rogers; accepted by Phillips): The questions are to be provided to the Chief in advance.

Moved/Seconded (Phillips/Lippman) Motion Carried

Ayes: Bartlett, Finley, Lippman, Perezvelez, Rogers, Sherman, and Phillips.

Noes: None Abstain: None

Absent: Allen, Bernstein, Lowhurst, and Vicente.

- c. Continue review of mutual aid practices and policies: further discussion and action.

By general consent, this topic will be incorporated into the overall investigation into the December 2014 police response.

- d. Discuss City Attorney opinion re Disclosure of BPD Internal Affairs' Records to the PRC.

By general consent, this item was tabled to the next meeting.

- e. Standing Rules for PRC: review and act on second draft.

Motion to approve the Standing Rules of Procedure as revised.

Moved/Seconded (Finley/Perezvelez) Motion Carried

Ayes: Bartlett, Finley, Lippman, Perezvelez, Rogers, and Sherman.

Noes: None Abstain: Phillips
Absent: Allen, Bernstein, Lowhurst, Vicente.

- f. Marijuana enforcement report: whether to make a standing request to the BPD that they prepare a detailed report like the one they did in June 2014, that will put the figures they provide into context.

By general consent, this item was tabled to the next meeting.

9. NEW BUSINESS (discussion and action)

- a. National Public Safety Telecommunicators Week (April 12 - 18): consider whether and how to recognize BPD dispatchers.

Motion to have the PRC Officer determine how the Council recognized the dispatchers at its April 7, 2014 meeting; and either send a letter on behalf of the PRC endorsing the Council's action or issue its own proclamation, in her discretion.

Friendly amendment (Rogers; accepted by Lippman): Endorse the Council's proclamation and send a letter from the PRC informing the dispatchers that the PRC understands, through its Commission work, how valuable the dispatchers' work is.

Moved/Seconded (Lippman/Phillips) Motion Carried

Ayes: Bartlett, Finley, Lippman, Perezvelez, Rogers, Sherman, and Phillips.

Noes: None Abstain: None

Absent: Allen, Bernstein, Lowhurst, and Vicente.

- b. Absence of BPA representation at PRC meetings.

No action taken.

10. SUBCOMMITTEE REPORTS & RECOMMENDATIONS (discussion and action)

- a. Regulations Subcommittee
No report.
- b. Suspicious Activity Reports Subcommittee
Update: Next meeting date April 13, 2015 at 5:45 p.m.
- c. Transgender General Order Subcommittee
The subcommittee has met and will hold its next meeting at the Pacific Center.

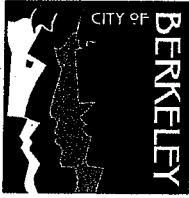
11. ANNOUNCEMENTS, ATTACHMENTS & COMMUNICATIONS

12. PUBLIC COMMENT

No speakers.

13. ADJOURNMENT

By general consent, the meeting was **adjourned** at 9:35 p.m.



**Police Review Commission
Standing Rules
(Approved 4.8.2015)**

A. PURPOSE

These Standing Rules are established by the Police Review Commission to ensure transparency and efficiency of our operations.

B. AMENDMENTS AND REVISIONS

Amendments and revisions to these Standing Rules shall be adopted by a majority vote of the Police Review Commission, except that the Commission may not adopt rules that conflict with the enabling Ordinance, Commissioners' Manual, or Regulations for Handling Complaints Against Members of the Police Department.

C. AGENDA ITEMS – REGULAR MEETINGS

Individual commissioners shall submit agenda items to the commission secretary by 12:00 noon one week before the meeting date. (This will almost always be a Wednesday.)

D. COMMUNICATIONS

Individual commissioners shall submit communications to be included in the agenda packet to the commission secretary by 12:00 noon one week before the meeting date to ensure inclusion in the packet. Communications received after this deadline and before 3:00 p.m. on the meeting day will be distributed in hard copy at the meeting, and may also be distributed to commissioners via email. If communications are received after 3:00 p.m. on the meeting day, the commission secretary will make every effort, but cannot guarantee, to have hard copies available at the meeting.

E. MEETING PROCEDURES

1. Agenda items shall be introduced by the commission member or staff member who proposed the item. The chair shall allow an initial period for discussion. When a motion is introduced and seconded, the chair may set a time limit of no less than two minutes for each commissioner for additional comments before putting the matter to a vote.
2. During discussion of a motion, the chair shall make every attempt to allow alternating positions to be heard.

3. Action on a motion may be by either voice or general consent. In either case, the chair shall ask the commission secretary to repeat the motion before the action.
4. Guest speakers who are not on the agenda may address the commission only by general consent, or upon a formal motion.
5. None of these procedural rules shall supersede the procedures set forth in Robert's Rules of Order.

F. PUBLIC COMMENT

The chair, subject to the consent of the commission, may determine the time limit for each speaker and the total number of speakers.

G. POLICY COMPLAINTS AND REVIEWS

1. An inquiry into a policy, when initiated by a civilian filing a policy complaint form, is a "policy complaint."
 - a) The procedures for handling a policy complaint are set forth in Section II.A.4.b. of the Regulations for Handling Complaints Against Members of the Police Department.
 - b) Additionally, a public comment period shall be agendized immediately preceding consideration of the policy complaint, limited to comments on that complaint. Policy complainants will be allowed to speak for five minutes. Other members of the public will be allowed up to three minutes; the time allotted is subject to the discretion of the chair, who will consider the number of persons wishing to speak. Commissioners may ask policy complainants brief questions. The BPD will be given an opportunity to respond to the commission.
2. A commission-initiated policy review may commence upon a majority vote of the commissioners.
 - c) Commissioners shall then determine how to proceed. Possible actions include, but are not limited to: considering the issue as whole commission, assigning a commissioner to research the issue, asking staff to investigate or research, or establishing a subcommittee. If a subcommittee is created it will seek BPD involvement in its policy review and, upon completing its review, will present its conclusions and recommendations to the full commission.
 - d) The full commission may recommend to the BPD, City Manager, or City Council that the BPD adopt a new policy, revise an existing policy, or take no action.

H. REGULAR MEETINGS

Regular meetings shall be held on the second and fourth Wednesday of the month, except in the months of August, November, and December. The commission shall not meet in August, and shall meet only on one Wednesday of the month in November and December. Exceptions shall be made when a meeting day falls on a religious holiday.

Regular meetings shall commence at 7:00 p.m., and shall be held at the South Berkeley Senior Center and other locations as may be determined by the commission.

I. ELECTIONS

The elections for Chair and Vice-Chair shall occur at the first regular meeting in January whenever possible.

J. MUTUAL AID AGREEMENTS

The commission shall constitute a mutual aid subcommittee no later than the first meeting in February of each year to review the pacts between the BPD and other law enforcement entities.

K. ANNUAL REPORT

The commission secretary shall endeavor to present the annual report for the commission's approval no later than June 1 of each year. The Foreword shall be written by the commissioner who served as chair in the year of the report.

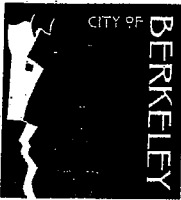
L. FAMILIARITY WITH BERKELEY POLICE DEPARTMENT

Within the first 6 months of their appointment, newly-appointed commissioners shall endeavor to:

- 1) complete a ride-along with a sworn police officer, and
- 2) meet with Chief of Police and his/her command staff.

M. KNOWLEDGE OF APPLICABLE LAWS AND RULES

Commissioners should be generally knowledgeable of the Police Review Commission's enabling Ordinance (Ordinance No. 4644-N.S.; B.M.C. Chapter 3.32), the Regulations for Handling Complaints Against Members of the Police Department, and these Standing Rules. They should also bring copies of these documents to all commission meetings.



Police Review Commission (PRC)

COMMUNICATION No. 4393

April 12, 2015

Ms. Monique Frost, Manager
City of Berkeley Public Safety Communications Center
2100 Martin Luther King, Jr. Way
Berkeley, CA 94704

Re: National Public Safety Telecommunicators Week

Dear Ms. Frost,

The City of Berkeley's Police Review Commission recognizes and appreciates the invaluable services that the city's public safety dispatchers provide to our city. Our work as PRC Commissioners has heightened our awareness of the critical work performed by those in the communications center. Day in and day out, and every hour of the day, under immense pressure, you and the other public safety dispatchers meet the challenges you encounter with a professionalism and expertise that serves and supports the residents of the City of Berkeley as well as the City's first responders.

At its meeting on April 8, 2015, the Police Review Commission voted unanimously to send this letter of appreciation of our public safety dispatchers, and to wholeheartedly endorse the City Council's April 7 proclamation of National Public Safety Telecommunicators Week, April 12 – 18, 2015. Thank you, and well done!

Sincerely,

A handwritten signature in black ink, appearing to read "George Perezvelez", is written over a large, stylized, light-colored scribble.

George Perezvelez
Acting Chairperson
Police Review Commission

cc: Christine Daniel, City Manager
Michael Meehan, Chief of Police
Gil Dong, Fire Chief
PRC Commissioners



**DECLARING NATIONAL PUBLIC SAFETY
TELECOMMUNICATOR'S WEEK**

WHEREAS, Emergencies can occur at anytime that require police, fire or emergency medical services, whose prompt response is critical to the protection of life and preservation of property; and

WHEREAS, The safety of our police officers and firefighters is dependent upon the quality and accuracy of information obtained from community members who telephone the City of Berkeley Public Safety Communications Center; and

WHEREAS, Public safety dispatchers are the first and most critical contact our citizens have with emergency services, and they are the single vital link for our police officers and firefighters, monitoring their activities by radio and providing them information and insuring their safety; and

WHEREAS, Public safety dispatchers for the City of Berkeley have contributed substantially to the apprehension of criminals, suppression of fires, and treatment of patients; and

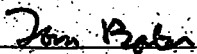
WHEREAS, the City of Berkeley's 30 dispatchers have continued to exhibit compassion, understanding, and professionalism during the performance of their job in the past year.

NOW THEREFORE, BE IT RESOLVED THAT I, TOM BATES, Mayor of the City of Berkeley, do hereby declare April 12 through 18, 2015 as

National Telecommunicator's Week

in the City of Berkeley in honor of the men and women whose diligence and professionalism keep our city and residents safe.

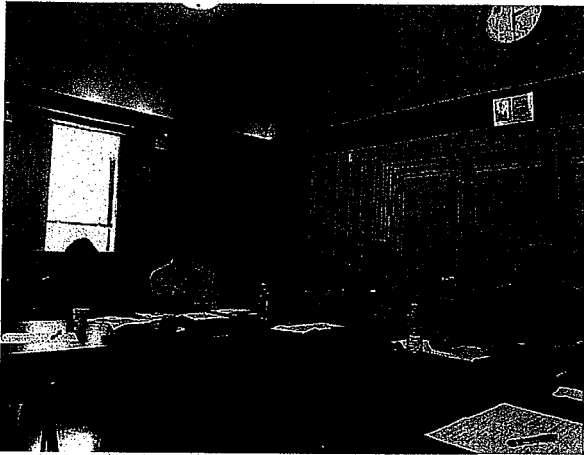



Tom Bates
Mayor

April 7, 2015

Berkeley Police and NAACP hold a Community Forum on December Demonstrations

April 14, 2015 12:22 PM MST



NAACP and BPD Community Forum.

COMMUNICATION No. 4419

George Perezvelez

About 22 community members and the East Bay Chapter of the NAACP held a meeting at the Church by the Side of the Road in Berkeley on Saturday the 11th to engage the Berkeley Police Department on an answer and question forum about the demonstrations of December 6th, 7th and 8th.

The forum was monitored by Mansour Id-Deen, NAACP Executive Board member and past president.

The conversation was also generated by the Berkeley Police Department's interest in collecting as much information as possible on community reactions as they strive to complete a Berkeley City Council and Chief of Police command mandated review.

Most of the questions were based on the operational aspect of the decision making process by the Police department.

Was there notification before usage of tear gas? What predicated the use? Why was the change in action necessary between police and demonstrators at the station?

The community was very much in agreement that up to that point there did not seem to be any violent reactions or interactions while the demonstration took place.

Even though the dispersal happened via the tear gas, there were questions about the planning aspect of not offering protection to the businesses on the University corridor as exemplified by the destruction of property at the Trader Joe's.

Speakers reported to the police that there were ample examples of members of the community interjecting themselves when isolated pockets became disruptive and tried to stop them from engaging the police in an adversary manner with calls of "we are a peaceful protest" and "we are non-violent"

Questions about mutual aid responses and the departments involved in assisting Berkeley were geared more towards:

Why was there assistance called in? who was the incident commander in charge? what's the ability for the City to review who answers ? In accordance to regulations, what control was used over the responding agencies? Does the department have the ability to dismiss if they are not in agreement to abide by BPD regulations. Are we taking into consideration other departments implied prejudices and possible discriminatory practices they could bring with them when they answer mutual aid requests ?

The Berkeley Police department was represented by senior command staff member Captain Cynthia Harris of the training and standards department and Lieutenant Frankle who is in charge on completing the investigation.

They informed the community that they were looking for input on experiences, observations, opinions on what happened, what could have been done differently, what possible changes can be implemented for future demonstrations and interactions. The department was also looking for first hand testimony by members that were present in the demonstrations.

Their objective, Captain Harris stipulated, "is to have as much transparency as possible, look at what can be done to affect a different result the next time there is a demonstration and to do justice to the concerns of the community".

When prompted about the demonstration itself, the community members described the protestors as very varied in their make up of with a very diverse mix of ages, ethnicity and racial groups.

The Police department will finish their review by end of the month but it will go for command review first before it goes to the City Council and ultimately the public when it is posted on the department and City website.

Captain Harris and Lt. Frankle stipulated that the following aspects would be part of the report:

- A chronological story of the events
- A planning at command perspective
- A media component (as there are more than 400 videos clips from the department and the community
- A mutual aid pact and response review
- A staging areas and procedures review with a possible new General Order

- A communications review to include what people knew and when
- A lessons learned component with a recommendation proposal based on best practices

The community members then wanted to know if there would be a component or clarification on the alleged information or misinformation regarding "plants" by police. Captain Harris said that they would look into it.

Several parents in the forum expressed concerns about the interactions of the police with minors and how they can be impacted by the use of force by police. They reiterated that such impact undermines relationships between the youth community and the department.

Community members expressed that there is need for police but that the police need to be accessible and engaged with the community as a partner in safety. Working together is better than working against each other.

A component of the discussions then centered on looking for recommendations on what a peaceful protest could look like from planning to execution in order to avoid the violent clashes in december from happening again

The example of the "Black Lives Matter" demonstration at Berkeley High was mentioned as model. The consensus why that demonstration worked well was due to:

- Full community involvement
- Police participation
- Organizer engagement
- Elected official involvement

Lt. Frankle mentioned that some protests do not have defined leaderships. The community members agreed that the change in imperative must be understood in order to understand the ever shifting of crowd dynamics.

It is commendable that the Berkeley Police Department is reaching out to a very large and diverse number of community forums and organizations both religious and secular in order to garner as much input as they can in order to truly collect and present to the community a thorough review.

The Berkeley Police Review Commission is in the process of conducting their own internal review of the events and they are slated to finish their investigation and presentation to City Council by July of this year.

With so much emphasis on a review process inclusive of operational planning and execution, community impact and outreach, lessons learned and best practices implementation; the invested communities, Berkeley and the department will surely be served well.

From: policeoversight@yahogroups.com [mailto:policeoversight@yahogroups.com] **On**
Behalf Of Brian Buchner nacole.president@gmail.com [policeoversight]
Sent: Saturday, April 11, 2015 11:16 PM
To: policeoversight@yahogroups.com
Subject: [police oversight] NACOLE Response to Shooting Death of Walter Scott in North Charleston, SC

FOR IMMEDIATE RELEASE

Contact: Brian Buchner, President, NACOLE
buchner@nacole.org
317-721-8133

COMMUNICATION No. 4193

NACOLE RESPONSE TO SHOOTING DEATH OF WALTER SCOTT IN NORTH CHARLESTON, SC

April 12, 2015 – Last week the nation witnessed the tragic shooting death of Walter Scott by a North Charleston, South Carolina police officer. Shortly after the Mayor and Chief of Police watched a bystander’s video of the shooting, the involved officer, Michael Slager, was fired, arrested, and charged with murder. North Charleston Mayor Keith Summey and Police Chief Eddie Driggers are to be commended for their swift and decisive action. As we witnessed in Ferguson, Missouri, a single officer-involved shooting has the potential to shake the public’s confidence in the police, not only in the community where the incident occurred, but also throughout communities across the country.

Following the shooting death of Walter Scott, National Association for Civilian Oversight of Law Enforcement (NACOLE) President Brian Buchner sent correspondence to officials in North Charleston urging them to consider establishing civilian oversight of its police force. As with other recent incidents, NACOLE also offered its support and expertise to assist North Charleston as it works to rebuild the essential relationship between the North Charleston Police Department and the community it serves.

There is no denying that another police killing of an unarmed black man – this one on video for the nation to see – brings into sharp focus the need for greater scrutiny of police conduct, training, policies, and technology and meaningful strategies to address the tenuous relationship between police and the black community. In part that begins by acknowledging some hard truths: 1) black people in this country have different experiences with police, and those experiences are valid; 2) police departments are not immune to bad apples or broken systems that contribute to a lack of accountability; and 3) there is a real need for independent oversight of the police, in North Charleston and across the nation. The recent report of the President’s Task Force on 21st Century Policing made recommendations in each of these areas.

The intersection of race and policing is central to the history of civilian oversight, as well as to NACOLE. Race and issues of fairness, equality, justice, and trust in law

enforcement have had a prominent role in much of our work over the last 50 years. Thus, the oversight community – and NACOLE specifically – recognizes that we have an important role to play and an obligation to identify and address discriminatory practices by the police.

Time and again, cities everywhere have found themselves scrambling to establish civilian oversight in the wake of a crisis. This scenario is playing out with increasing frequency as cell phone video, websites like YouTube, and the 24-hour news cycle become even more ubiquitous than they already are. More and more, the public is demanding independent oversight to hold police departments and officers accountable. Experience has shown that oversight helps build legitimacy and public trust, through increased police transparency and responsiveness to the public served. Civilian oversight alone is not sufficient to gain legitimacy; without it, however, it is difficult, if not impossible, for the police to maintain the public's trust.

About NACOLE

Established 1995, NACOLE is a non-profit organization that works to enhance accountability and transparency in policing and build community trust through civilian oversight. To further our mission, we hold an annual conference that brings together the growing community of civilian oversight practitioners, law enforcement officials, journalists, elected officials, students, community members, and others to meet and exchange information and ideas about issues facing civilian oversight and law enforcement.

In addition to the annual conference, NACOLE publishes a regular newsletter, hosts an e-mail listserv, conducts regional training, offers a professional credential in the practice of oversight, administers a professional mentoring program for newer oversight practitioners, and provides assistance to communities looking to develop a new civilian oversight process or review their existing one. More information about NACOLE can be found on our website, www.nacole.org.

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Posted by: Brian Buchner <nacole.president@gmail.com>

Proposed questions for BPD Chief Meehan for PRC investigation of Dec. 6 police response.

Note: portions of quotes are italicized for emphasis.

I. Factual questions about police response on or about December 6, 2014.

>> *"Less-than-lethal" (or less-lethal) force.*

1. Did police officers fire less-than-lethal projectiles such as beanbags, rubber bullets, or others into a Berkeley crowd? If so:
 - a. What agency conducted these shootings and under what authorization?
 - b. What injuries resulted from these shootings?
 - c. Did police officers in every instance take a clear shot at an individual committing violent acts, or in any cases, did officers fire projectiles indiscriminately at the group of protestors?
2. Were less-than-lethal projectiles deployed in violation of the following provision of General Order U-2 (Use of Force)?

"16 - Less-than-lethal force shall only be used in the following situations, and, where feasible, after some warning has been given:

 - (a) When an act of violence is occurring, or is about to occur;
 - (b) To overcome the resistance of a physically combative person, or to gain compliance from a non-compliant person reasonably believed to be armed;
 - (c) To deter a person who is reasonably believed to be armed and is threatening to harm him-/herself, another person, or an officer; or,
 - (d) To resolve a potentially violent incident not otherwise described above."

>> *Baton use.*

3. How many over-the-head baton strikes were delivered on December 6 or in the following week?
 - a. What agency conducted these strikes and under what authorization?
 - b. What injuries resulted from these strikes?

>> *Tear gas.*

4. Describe the use of tear gas in the police response:
 - a. What was the specific justification for tear gas deployment on December 6?
 - b. How much tear gas was discharged on December 6, and how much on other days in the following week?
 - c. If deployed on subsequent days, why was tear gas deployed?
 - d. Given the known health risks of chemical agents (see OPD policy below), why and how was the decision made to use tear gas? What was the policing goal of this technique? Who made this decision? What other

techniques were attempted to meet the policing goal before the tear gas option was selected?

- e. Was more than the minimum amount of tear gas necessary to accomplish the policing goal used?
- f. Was audible warning of imminent use of tear gas given, and reasonable time given to the crowd, media, and observers to disperse?
- g. Was tear gas deployed against civilians who were running away from police, for example southward on Telegraph? If so, what was the justification for this deployment?
- h. Did BPD have adequate medical personnel on hand to decontaminate and screen civilians affected by tear gas?

>> *Media injuries.*

5. Were media representatives struck by police officers during the week beginning December 6, as alleged in a letter from the Society of Professional Journalists?¹

If so:

- a. Were any struck on the head with batons? Who was struck? What was the nature of their injuries?
- b. What agency conducted these strikes? What individual from what agency authorized these strikes?
- c. What steps are being taken to prevent a recurrence, even in a chaotic situation?

>> *Mutual Aid.*

6. What agencies deployed armored vehicles on December 6 or the following week?
7. Did BPD or City of Berkeley management affirmatively authorize the deployment of armored vehicles? Were responding agencies informed of concerns by Berkeley representatives regarding this deployment?
8. At what point were City management or elected officials informed of the deployment of armored vehicles?
9. Did BPD or city management convey concerns to other departments or governments about other departments' practices, including but not limited to use of clubs or less-lethal/less-than-lethal projectiles or gas? Has any follow-up action been taken by the City of Berkeley or the BPD?
10. Have other departments registered concerns with Berkeley over BPD conduct?

>> *Other.*

¹ "OPEN LETTER: SPJ NORCAL RESPONDS TO REPORTS OF POLICE FORCE USED ON JOURNALISTS IN BERKELEY," Society of Professional Journalists-Northern California, <http://www.spinorcal.org/new/2014/12/08/open-letter-spj-norcal-responds-to-reports-of-police-force-used-on-journalists-in-berkeley/>

11. Did BPD make every effort to allow non-violent protestors to leave the scene of a declared unlawful assembly? Were entire crowds treated as riotous when only a minority were acting in a violent manner? Were individuals treated roughly, struck or prodded with batons, or hit with projectiles, regardless of their individual actions?
12. Subsequent to the events of December 6, what City management or elected official direction was given to the BPD to modify crowd control behavior on following days?
- o Specify what direction was given, including tear gas deployment, less-than-lethal munitions, baton use, mutual aid, other aspects of engagement with generally peaceful protest, and engagement with destructive behavior.
 - o Please supply written documentation of such direction and of any BPD management interpretation to officers.
 - o Please address the perception that officers did not aggressively in protecting City property such as City Hall on December 7. If accurate, what was the justification for this decision?

II. Questions about BPD policy.

>> *Tear gas.*

For reference purposes, the *Oakland Crowd Control and Management Policy* states:²

“a. Crowd control chemical agents are those chemical agents designed and intended to move or stop large numbers of individuals in a crowd situation and administered in the form of a delivery system which emits the chemical agent diffusely without targeting a specific individual or individuals.

b. *Chemical agents can produce serious injuries or even death.* The elderly person or infant in the crowd or the individual with asthma or other breathing disorder may have a fatal reaction to chemical agents even when those chemical agents are used in accordance with the manufacturer's recommendations and the Department's training. Thus, crowd control chemical agents shall be used only if other techniques, such as encirclement and multiple simultaneous arrest or police formations *have failed or will not accomplish the policing goal* as determined by the Incident Commander.

c. Members shall use the *minimum amount of chemical agent* necessary to obtain compliance in accordance with Department General Order K-3, USE OF FORCE.

d. Indirect delivery or crowd dispersal spray and/or discharge of a chemical agent shall not be used in demonstrations or other crowd events without the approval of the Incident

² “OPD Crowd Control and Crowd Management,” 2013, <http://www.scribd.com/doc/190992131/OPD-Crowd-Control-Policy-4-Oct-13#scribd>

Commander. Only under exigent circumstances may a supervisor or commander authorize the immediate use of chemical agents
The Incident Commander shall be notified immediately when an exigent use of chemical agents has occurred.

e. Chemical agents shall not be used for crowd control or dispersal without first giving *audible warning of their imminent use and giving reasonable time* to the crowd, media, and observers to disperse.

f. If chemical agents are contemplated in crowd situations, OPD shall *have medical personnel on site prior to their use* and shall make provision for decontamination and medical screening to those persons affected by the chemical agent(s)."

13. Does BPD have a similar policy restricting use of tear gas against a crowd?

>> *Mutual Aid.*

The *California Law Enforcement Mutual Aid Plan* (LEMA) states (page 18):

"Unless otherwise expressly provided, or later agreed upon, the responsible local law enforcement official of the jurisdiction *requesting mutual aid shall remain in charge*. It is operationally essential that the local law enforcement official coordinate all actions with responding law enforcement agencies to ensure an effective application of forces (8618 GC)."

"The agency requesting mutual aid is responsible for the following:

1. Identifying numbers and types of mutual aid resources requested.
2. Identifying specific missions for mutual aid responder tasking.
3. Advising responders what equipment they should bring...."

In addition, the Berkeley City Council adopted the following *mutual aid policy in 1992* upon recommendation by the PRC:³

Recommendations 9 and 10: "That the BPD take *direct supervisory responsibility for all mutual aid units* deployed to the maximum amount allowable by law...advise such units that *they will be expected to comply* with [BPD] regulations and policies," and that if there are conflicts with other agencies over policies which cannot be resolved, "BPD reserves the right to *elect not to deploy those units affected*....where the City of Berkeley has adopted *more stringent standards, those will take precedence over county-wide standards* within Berkeley."

³ Berkeley City Council records,
<http://www.ci.berkeley.ca.us/citycouncil/2003citycouncil/packet/090903/2003-09-09%20Item%2054-57.pdf>

Also, the *Oakland Crowd Control and Management Policy* states:

“In addition, the IC shall be responsible for ensuring to the extent possible that mutual aid agencies:

1. Are briefed and in agreement with OPD’s Unity of Command structure under which *only OPD Commanders may authorize the use of less lethal munitions* for crowd control and dispersal;
 2. Are briefed on OPD’s policy on prohibited weapons and force;
 3. *Do not bring or use any weapons or force that is prohibited* under OPD’s policy;
 4. Are provided a copy of OPD’s Crowd Control Policy and Use of Force policies;
 5. *Are not assigned to front-line positions or used for crowd intervention, control or dispersal unless there is a public safety emergency”*
-
14. Does BPD, when hosting outside agencies in a mutual aid event, advise responders what equipment they should bring, directly supervise all mutual aid units, advise responding units to comply with BPD policies?
 15. When responding departments' actions conflict with such BPD or City policies (e.g. deployment of militarized armored vehicles or baton strikes to the head), what action is taken by the BPD command? What is the process for a decision not to deploy or invite such a department back for future mutual aid events?
 16. Are the 1992 policies included in BPD General Orders such as M-02 Mutual Aid?

>> “*Less-than-lethal*” (or *less-lethal*) force:

The Council adopted the following “*non-lethal*” policy in 1992:

Recommendation 7: “Non-lethal munitions may be used where violent criminal acts are being committed, which pose a clear and present danger to officers and others, and for which no other reasonable non-lethal force alternative is available....The *only approved munitions* are foam rubber multiple baton rounds discharged from 37mm launchers.”

Also, the *Oakland Crowd Control and Management Policy* states:

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“Direct Fired SIM are less-lethal specialty impact weapons that are designed to be direct fired at a specific target, including but not limited to flexible batons (“bean bags”), and shall not be used for crowd management, crowd control or crowd dispersal during demonstrations or crowd events. Direct Fired SIM *may never be used indiscriminately against a crowd* or group of persons *even if some members of the crowd or group are violent or disruptive*.”

a. Direct Fired SIM may be used against a specific individual who is engaging in conduct that poses an immediate threat of loss of life or serious bodily injury to him or herself, officers, or the general public or who is engaging in *substantial destruction of property which creates an immediate risk* to the lives or safety of other persons. In such instances, Direct Fired SIM shall be used only when other means of arrest are unsafe and when the individual can be targeted without endangering other crowd members or bystanders.”

17. Does BPD have a similar policy banning use of less-lethal or less-than lethal weapons against a crowd? In other words, do BPD policies require a "clear shot" at a specific individual for less-lethal or less-than-lethal munitions?

18. Does BPD employ non-lethal, less-lethal, or less-than-lethal munitions other than the foam rubber rounds described in the 1992 policy?

>> *Baton use.*

The **Oakland Crowd Control and Management Policy** states:

“Officers shall not intentionally strike a person with any baton to the head, neck, throat, kidneys, spine, or groin or jab with force to the left armpit except when the person's conduct is creating an immediate threat of serious bodily injury or death to an officer or any other person. Batons shall not be used against a person who is handcuffed.”

19. Does BPD have a similar policy restricting baton use?

20. Are over-the-head baton strikes permitted or banned to BPD officers?

>> *Establishing contact and communication with demonstration planners.*

The *Oakland Crowd Control and Management Policy* states:

“OPD shall make every effort to follow the principle of establishing contact and communication with the event or demonstration planners.

Stakeholder involvement is critical to the overall success of managing crowd events and/or civil disobedience during demonstrations. If knowledge exists that a demonstration or crowd event may happen or will happen, OPD shall proactively and repeatedly make every reasonable attempt to establish and to maintain communication

and cooperation with representatives or leaders of the demonstration or crowd event, without regard to whether a permit has been applied for or issued

When planning for and responding to demonstrations, crowd events, and civil disobedience situations, Incident Commanders assigned to these incidents shall facilitate the involvement of stakeholders. If and when communication is established, personnel shall make every effort to identify representatives or leaders of the event and identify a primary police liaison. The primary police liaison should be requested to be in continuous contact with an assigned police representative, preferably the Incident Commander or someone with continuous access to the Incident Commander.

A group's failure to respond to OPD attempts to establish communication and cooperation prior to a demonstration shall not mitigate OPD's efforts to *establish liaison and positive communication with the group* as early as possible *at the scene of the demonstration or crowd event*.

Spontaneous demonstrations or crowd events, which occur without prior planning and/or without prior notice to the police, present less opportunity for OPD planning and prevention efforts. Nonetheless, the same policies and regulations concerning crowd management, crowd control, crowd dispersal, and police responses to violence and disorder apply to a spontaneous demonstration or crowd event situation as to a planned demonstration or crowd event. Incident Commanders *shall involve representatives of demonstrators or crowd events* when planning and responding to both *planned and spontaneous events*."

21. Does the BPD have a similar policy of engaging demonstrators with the goal of maintaining communication and cooperation?

>> *Protect innocent persons from force and arrests.*

The *Oakland Crowd Control and Management Policy* states:

"It is essential to recognize that all members of a crowd of demonstrators are not the same.

Even when some members of a crowd engage in violence or destruction of property, other members of the crowd are not participating in those acts. Once some members of a crowd become violent, the situation often turns chaotic, and many individuals in the crowd who do not want to participate in the violent or destructive acts may be blocked from leaving the scene because the crowd is so large or because they are afraid they will move into a position of heightened danger.

This understanding does not mean OPD cannot take enforcement action against the crowd as permitted under this policy, but OPD shall seek to minimize the risk that force and arrests may be directed at innocent persons.”

22. Does the BPD have a similar policy of protecting non-violent protestors from unwarranted force and arrest?

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Agreed Upon PRC Regulations Changes

COMMUNICATION No. 1815

Wednesday, April 15, 2015

**[BERKELEY POLICY REVIEW COMMISSION
REGULATION FOR HANDLING COMPLAINTS
AGAINST MEMBERS OF THE POLICE
DEPARTMENT]**

Berkeley Policy Review Commission Regulation for Handling Complaints Against Members of the Police Department

Agreed Upon PRC Regulations Changes

<u>Section</u>	<u>Subsection</u>	<u>Current Page</u>	<u>Description</u>
I. General	B.2	2	<u>Aggrieved Party:</u> Any person directly affected by the alleged police misconduct. Only an aggrieved party may file a complaint, except that a complaint by an aggrieved minor must be filed by the minor's parent or guardian.
I. General	B.8	2	<u>Complainant:</u> Any aggrieved party who files a complaint with the PRC.
I. General	B.10	2	<u>Findings Report:</u> Summary of the BOI's findings, provided to the City Manager and the Chief of Police. <u>Investigation:</u> A formal process of resolving complaints.
I. General	B.11	2	<u>Mediation:</u> A process of reaching a mutually agreeable resolution to a complaint, which is facilitated by a local mediation agency.
II. Initiating the Process	A.4.a	4	Complaints must allege facts that, if true, would establish that misconduct occurred. Complaints that do not allege prima facie misconduct, or are frivolous or retaliatory shall be referred by the PRC staff to the Commission for administrative closure at the next regularly scheduled meeting, provided there is sufficient time to give the complainant notice (see Sec. IV(A)(2)), and before the Notice of Allegations is issued. If a majority of the Commissioners agree, the case will be closed; if not, the Notice of Allegations will be issued within 10 calendar days after the date of the vote rejecting the PRC Officer's recommendation for closure, unless the complainant has elected mediation.
II. Initiating the Process	A.4.b	4	Policy complaints will be brought to the Commission for discussion or action within 30 calendar days of filing or at the next regularly

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Against Members of the Police Department**

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			scheduled meeting of the PRC if the 30 days has expired. If a majority of the Commissioners feel that a policy review is warranted, they may take appropriate action, including, but not limited to, initiating a formal investigation or establishing a subcommittee; a subcommittee, if established, will seek BPD involvement in its review of a BPD policy. Upon completion of its review, the subcommittee will present its conclusions and recommendations to the full Board.
II. Initiating the Process	B.1.a	4-5	PRC staff shall provide the complainant with information about the option to select mediation. The complainant may elect to enter into mediation up until notice of the Board of Inquiry hearing has been issued. PRC staff shall make every effort to ensure complainants understand the mediation option.
II. Initiating the Process	B.1.b	5	If the complainant elects mediation, the PRC staff shall provide the subject officer with a copy of the complaint, if not previously provided, and notify him or her of the complainant's election, within 5 business days.
II. Initiating the Process	B.1.d	5	If notice of a Board of Inquiry hearing has been issued, the hearing shall be cancelled upon both parties agreeing to mediation.
II. Initiating the Process	B.1.e	5	Once both parties agree to mediation, the complainant no longer has the option to proceed to a Board of Inquiry hearing unless the subject officer withdraws from mediation.
II. Initiating the Process	B.2	5	Conclusion Notice of completion a. Mediation may continue as long as the mediator feels that progress is being made; it may be terminated if the mediator determines that either party is acting in bad faith. If the mediator terminates the mediation because the

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			<p>subject officer is acting in bad faith, the complainant will be advised of his/her right to proceed with the PRC investigation and hearing. If the mediator terminates the mediation because the complainant is acting in bad faith, the PRC Officer or Investigator shall submit the complaint to the Commission for administrative closure.</p> <p>b. If mediation is successfully concluded, the mediator will provide written notice to the PRC and the BPD within 5 calendar days of the last mediation session. The PRC will consider the matter resolved and the complaint will be submitted for administrative closure.</p>
II. Initiating the Process	B.3	5	<p>Records retention</p> <p>Mediation records will be destroyed 1 year from the date of election by the complainant.</p> <p>After receiving notice from the mediator that a mediation has concluded, PRC staff shall close the case and inform the Commission.</p>
II. Initiating the Process	B.2	5	<p>After receiving notice from the mediator that a mediation has concluded, PRC staff shall close the case and inform the Commission.</p>
III. Complaint Investigation	A.	6	<p>Priority of Investigations</p> <p>Recognizing that the Memorandum of Understanding between the City of Berkeley and the Berkeley Police Association places a 120-day limit on the imposition of officer discipline, It shall be the priority of staff in those cases where a BOI is convened, that the BOI findings be issued within 105 days of the filing of the complaint.</p>
III. Complaint Investigation	B.1	6	<p>Within 20 business days of the date a timely-filed complaint is received at the PRC office, unless it is submitted to the Commission for administrative closure or the complainant elects mediation, the Investigator shall prepare a Notice of Allegations. The Notice of</p>

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			Allegations shall be sent in hard copy or electronically, to the complainant, the Chief of Police and/or BPD Internal Affairs, and, by delivery to the BPD, each identified subject officer. If the Notice of Allegations is not issued in the time required, the PRC Officer or Investigator shall submit the case to the Commission for administrative closure at the next regularly scheduled meeting; the complaint shall be closed, unless the Commission determines that good cause exists for the delay.
III. Complaint Investigation	C.2.b	6	If the Report of Investigation is not completed within 80 days, PRC staff shall make an oral report to the full Commission in a closed session at its next regularly scheduled meeting.
III. Complaint Investigation	D.	7	Reports BPD Reports
III. Complaint Investigation	F.2	8	Upon completion, the Report of Investigation shall be provided to subject officers, and any known representatives, with a copy to the Chief of Police and the Duty Command Officer.
VI. Boards of Inquiry	E.2	12	The BOI members shall accept court disposition of traffic or parking citations. It shall assume that uncontested citations are justified, and shall make no assumptions regarding dismissed citations.
VII. Hearings	A.1	12	BPD Schedules The Chief of Police, or his designee, shall provide PRC staff with a subject officer's schedule prior to the scheduling of a hearing. Hearings shall not be held on an officer's regular days off, scheduled vacation or any authorized leave of absence. PRC staff shall determine the complainant's and the subject officer's availability before scheduling a hearing.

C.S.

**Berkeley Policy Review Commission Regulation for Handling Complaints
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<u>Section</u>	<u>Subsection</u>	<u>Current Page</u>	<u>Description</u>
VII. Hearings	B.1	12-13	The BOI Hearing Packet distributed to the BOI members shall contain: <ul style="list-style-type: none"> a. The Report of Investigation referenced in Section III.F. b. Any supplemental evidence or analysis staff deems necessary. c. A copy of the complaint, if not contained in the report of investigation. d. Police reports and any other relevant documentary evidence, including evidence submitted by the complainant. e. The PRC staff's recommendations, if any, concerning summary disposition or procedural matters.
VII. Hearings	B.2	13	The BOI Hearing Packet distributed to the subject officer(s), the officer's representative, the DCO, and the Chief of Police shall contain: <ul style="list-style-type: none"> a. Any supplemental evidence or analysis staff deems necessary. b. A copy of the complaint, if not included in the Report of Investigation. c. Any evidence submitted by the complainant.
VII. Hearings	B.3	13	The BOI packet distributed to the complainant shall contain:
VII. Hearings	C.4.b	14	A continuance request shall be presented to the BOI as soon as the cause for continuance arises. Whenever possible, requests for continuance shall be considered at a specially convened meeting of the BOI. Such a meeting shall be convened in accord with existing procedures and regulations.
VII. Hearings	D.7	15	The complainant and any civilian witnesses will be called into the hearing room to testify separately; the subject officer and the officer's representative may be present during the complainant's and the civilian witnesses'

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			testimony. The complainant may make a statement or rely on the interview statements. Questioning will then proceed as follows: a) Commissioners may ask questions; b) the subject officer or his or her representative may ask questions; c) Commissioners may ask follow-up questions. After questioning is completed, the complainant will have up to 15 minutes to provide a summary of his/her case and/or closing statement.
VII. Hearings	D.9	15	The subject officers and any witness officers will be called into the hearing room to testify separately. Any subject officers' representative(s) will be allowed to remain in the hearing room through the duration of all testimony. Each subject officer may make a statement or choose to rely on the interview statements. The subject officer(s) will be questioned by his/her representative first, after which the officer may be questioned by 2 Board members, unless s/he waives this requirement. After questioning is completed, each subject officer will have up to 15 minutes to provide a summary of his/her case and/or closing statement. The subject officers and any witness officers will each be excused from the hearing room after his/her testimony is completed.
VII. Hearings	E.	15-16	The hearing need not be conducted according to technical rules of evidence. Any relevant evidence shall be admitted if it is the sort of evidence on which reasonable persons are accustomed to rely in the conduct of serious affairs.
VII. Hearings	E.2	16	Either party may present to the BOI evidence of the disposition of a related matter by any branch of the judiciary (including but not limited to superior court, traffic court, and small claims

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			court), and the BOI shall accept those findings as true.
VIII. Deliberation and Findings	E.2	17	Within 15 calendar days of the hearing, the PRC office shall submit a Finding Report, together with the Hearing Packet, to the City Manager and the Chief of Police, except that for late-filed complaints, the Findings Report shall be filed within 30 calendar days of the hearing.

IN WITNESS WHEREOF, City and Berkeley Police Association have executed the above agreed upon PRC Regulations changes and all revisions will be incorporated into the current PRC Regulations and effective as of the date signed below.

CITY OF BERKELEY

By: *Dee Williams Redley*
City of Berkeley Deputy City Manager

Date: 4/15/15

BERKELEY POLICE ASSOCIATION

By: *[Signature]* 5-30
President of the Berkeley Police Association

Date: 4/15/15