



Police Review Commission

**POLICE REVIEW COMMISSION
REGULAR MEETING
*REVISED MINUTES**

**February 9, 2011
7:00 P.M.**

**South Berkeley Senior Center
2939 Ellis Street, Berkeley**

**1. CALL TO ORDER BY CHAIRPERSON RUSSELL BLOOM AT 7:05 P.M.
ROLL CALL AND ATTENDANCE:**

Present: Chairperson Russell Bloom
Commissioner Vonnie Gurgin
Commissioner George Perezvelez
Commissioner Michael Sherman
Commissioner Sherry Smith
Commissioner William White

Absent: Vice Chair Kiran Shenoy

PRC Staff: Victoria Urbi, PRC Officer

BPD Staff: Captain Harris, Lt. Files and Sgt. Wilson

2. ORDER OF AGENDA

No changes.

3. PUBLIC COMMENT:

Mark Sparisnow requested to put an item on the next agenda related to aggressive panhandling on Telegraph Avenue and the need of police presence.

4. APPROVAL OF MINUTES

A. Regular Meeting: December 8, 2010 (Revised Minutes)

Motion to approve the revised December 8, 2010 minutes and to add “pleasantly” before the word “surprised” under Item #9, Lt. Files’ comment. M/S/C (Sherman/Perezvelez)

Motion carried.

Ayes: Bloom, Gurgin, Perezvelez, Sherman, Smith and White.

Noes: one. **Abstain:** None. **Absent:** Shenoy.

B. Regular Meeting: January 26, 2011

Motion to approve the January 26, 2011 minutes. M/S/C (Perezvelez/Gurgin) Motion carried.



Ayes: Bloom, Gurgin, Perezvelez, Smith and White.

Noes: one. **Abstain:** Sherman. **Absent:** Shenoy.

5. BERKELEY POLICE DEPARTMENT'S REPORT

A. Chief's report.

Captain Harris reported that she is in charge of a newly created unit, the Professional Standards Division. One of the responsibilities of the unit is to make sure the department maintains its diversity. Over the past 10 year period, the department experienced a 4% decline in minority officers.

The numbers have changed as follows: The percentage of African-American officers has decreased from 22% to 15%. The percentage of Hispanic officers has increased from 8% to 9%. The percentage of Asian officers has increased from 14% to 16%. The percentage of female officer has increased from 16% to 22%. The combined percentage of minority officers has decreased from 45% to 41%.

This unit is responsible for coming up with strategies on how to increase the minority officers. The unit has been talking about the following strategies:

- (1) Creating an organizational commitment to diversity that is part of a departmental core value and including BPD's commitment to diversity in any redrafting of the mission statement.
- (2) Engage the broad membership of the police department and solicit feedback and assistance on increasing diversity. They have been in discussion with Berkeley Black Police Officers Association, Asian Police Officers Association, and Women Police Officers Association.
- (3) Develop advertising plan, internet presence, updating brochures and other publications. San Jose and Oakland provide excellent examples of recruitment web pages.
- (4) Plan to identify a select group of recruiting officers.
- (5) Recruitment at career and job fairs. Reaching out to local community colleges and out of state.
- (6) Recruitment at student associations, law enforcement, business and professional groups, Masons and 100 Black Men Club.
- (7) Identify influential members of the community that can serve as recruitment advocates. Potential members could be, e.g. business owners, clergy, councilmember's, human resource managers neighborhood watch captains and coaches.

The goal is to try to implement by June 2012. This is an ongoing document. They would welcome any suggestions the PRC has in increasing diversity in the police department. The challenge is the budget in recruitment.

6. PRC OFFICER'S REPORT (For Discussion or Action)

- A. Hearing update:** Ms. Urbi reported that a hearing is scheduled for next Wednesday. Another hearing is scheduled on February 24.
- B. Status of complaints:** There are about 20 complaints pending. Since the last meeting, there has been no new complaint received.

7. COMMUNICATIONS

- A. Attached**

8. PUBLIC COMMENT: Limited to item 9 only.

Closed Session

The Police Review Commission recessed into closed session to discuss and took action on the following item:

9. LATE FILE PETITION

A. Case No. 2283 – Complainant Kelly Martin

Motion to reject the late file of Case #2283 with the incident date of 9-15-10. (Gurgin/Bloom) Motion carried.

Ayes: Bloom, Gurgin, Perezvelez, Sherman, Smith and White.

Noes: None. **Abstain:** None. **Absent:** Shenoy.

B. Case No. 2285 – Complainant James Beatty

Motion to reject the classification of Case #2285 as a late file and to accept as a standard complaint. (Smith/Perezvelez) Motion carried.

Ayes: Bloom, Gurgin, Perezvelez, Sherman, Smith and White.

Noes: None. **Abstain:** None. **Absent:** Shenoy.

Mr. Beatty was present to discuss his petition.

10. ADJOURNMENT

Meeting was adjourned at 8:30 p.m.

*NOTE: The revision was made on March 4, 2011.

VU:mgm