

City of Sacramento  
**Community Police Review Commission Report**  
915 I Street Sacramento, CA 95814  
www.cityofsacramento.org

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**File ID:** 2025-01990

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**Discuss a Draft Orientation and Ongoing Training Outline for the Sacramento Community Police Review Commission**

File ID: 2025-001990

**Location:** Citywide

**Recommendation:** 1) Discuss a draft outline of possible orientation and ongoing training and development to serve as a commissioner on the Commission, Attachment 2, ("SCPRC Orientation and Training Outline"); and 2) pass a **Motion** approving the SCPRC Orientation and Training Outline and forwarding the Outline as a recommendation to be added to the Commission's 2025 Annual Report.

**Contact:** Kim Carter-Martinez, Chair, Sacramento Community Police Review Commission

**Presenter:** Kim Carter-Martinez, Chair, Sacramento Community Police Review Commission

**Attachments:**

1-Description/Analysis

2-Commission Orientation and Training Outline

**Description/Analysis**

**Issue Detail:** Commissioners Carter-Martinez and Buenrostro will lead a discussion on a draft outline of possible orientation and ongoing training and development to serve as a commissioner on the Commission, Attachment 2, for the Commission to be informed and educated about its authority, jurisdiction, the Sacramento Police Department, and other related police practices and policies.

Chapter 17 of the Council Rules of Procedure states that each city advisory body shall provide an annual report for review by the Personnel and Public Employees Committee (P&PE). At a minimum, reports should include the following:

- Highlights and accomplishments from the previous year's work
- Proposed projects, priorities, and recommendations for the upcoming year including resources required and information on feasibility.
- Any other information required of the advisory body according to the Sacramento City Code.

At least annually, the Sacramento Community Police Review Commission (“SCPRC”) is to report and make recommendations to the mayor and the city council regarding the activities of the SCPRC and the Sacramento Police Department’s efforts to strengthen bias-free policing and community-police relations. The purpose of this item is to discuss and provide the community with an update on the respective recommendations that the SCPRC prepared.

SCPRC recommendations to the City Council must follow the procedure set out in Council Rules of Procedure chapter 17, section C which includes putting the commission-adopted recommendations in an annual report and placing that report on the Personnel and Public Employees Committee meeting agenda for direction and forwarding to City Council. (City Council Rules of Procedure chapter 17, section C.)

**Policy Considerations:** None.

**Economic Impacts:** None.

**Environmental Considerations:** California Environmental Quality Act (CEQA): The proposed action is not a project under CEQA because it is an organizational or administrative activity that will not result in direct or indirect physical changes in the environment. (CEQA Guidelines §15378(b)(5).)

**Sustainability:** Not Applicable.

**Commission/Committee Action:** None.

**Rationale for Recommendation:** None.

**Financial Considerations:** Not applicable.

**Local Business Enterprise (LBE):** Not applicable.

This training outline for Sacramento Police Review Commission members aims to provide a comprehensive and engaging orientation to the department and the critical role of the commission in promoting public safety and accountability. Recognizing the time constraints of commission members, this plan is designed to be flexible and delivered in a phased approach.

### **Key Considerations:**

- **Accessibility:** Training will be offered after work hours and on weekends to accommodate the schedules of commission members. Each module will be designed to be delivered in 2 hours or less. The only exception will be the community academy session.
- **Phased Approach:** The training will be divided into distinct modules to allow for gradual learning and retention of information.
- **Interactive Learning:** Training methods will include presentations, discussions, group activities, and possibly case studies/read ahead materials to enhance engagement and critical thinking.
- **Real-World Experience:** Ride-alongs with officers and attendance at community police academy classes will provide valuable firsthand experience and foster relationships with community members.
- **Ongoing Development:** This orientation will serve as the foundation for ongoing training and development opportunities, ensuring commission members stay informed and equipped to fulfill their responsibilities effectively.

This phased approach will ensure that commission members receive the necessary training while balancing their personal and professional commitments. By providing comprehensive training and ongoing development opportunities, the Sacramento Police Department can ensure that its review commission members are well-equipped to fulfill their roles effectively and promote public safety and accountability.

### **Module 1: Understanding the Role of a Police Review Commission-** Delivered by Police Commission Chairs

- **Legal Authority and Responsibilities:**
  - Review of the commission's legal authority and scope of responsibilities as outlined in city ordinances.
  - Discussion of the commission's role in policy development, oversight, and community engagement.
- **Ethics and Professional Standards:**
  - Review of ethical guidelines and standards of conduct for commission members.
  - Discussion of potential conflicts of interest and how to manage them.
- **Effective Communication and Collaboration:**

- Strategies for effective communication with the chief of police, department staff, community members, and other city officials.
- Importance of building trust and fostering positive relationships.

## **Module 2: Introduction to the Sacramento Police Department and City Government**

- **Departmental History and Mission:**
  - Overview of the department's history, core values, and mission statement.
  - Review of the department's strategic plan and goals.
- **Organizational Structure:**
  - Explanation of the department's organizational chart, including chain of command and key divisions.
  - Roles and responsibilities of different divisions (e.g., patrol, investigations, internal affairs).
- **Budget and Resource Allocation:**
  - Overview of the department's budget process and allocation of resources.
  - Discussion of key budget line items and their impact on department operations.
- **City Government Structure and Partnerships-** Overview provided by ACM Lara
  - Overview of the city's government structure and key departments (e.g., Fire Department, Public Works, City Council).
  - Discussion of interagency collaboration and partnerships.
  - Introduction to key city agencies that may be relevant to police review, such as the District Attorney's Office and the Public Defender's Office.

## **Module 3: Police Practices and Procedures**

- **Use of Force:**
  - Overview of the department's use-of-force policies and procedures.
  - Discussion of de-escalation techniques and crisis intervention training.
  - Review of the department's early intervention system and use-of-force review process.
- **Community Policing:**
  - Explanation of community policing philosophy and its implementation within the department.
  - Discussion of community engagement strategies and programs.
- **Internal Affairs and Professional Standards:**
  - Overview of the department's internal affairs division and its role in investigating complaints and misconduct.

- Discussion of the importance of transparency and accountability in internal affairs investigations.
- **Compliance and Transparency**
  - Discussion of MEU and Professional Standards.
  - The importance of police accountability and transparency in building trust with the community.

#### **Module 4: Crime and Violence Reduction Strategies**

- **Crime Prevention Programs:**
  - Overview of crime prevention programs, such as youth programs, gang intervention programs, and domestic violence prevention programs.
  - Review of the department's collaboration with community partners to implement these programs.
- **Data-Driven Decision Making for Crime Reduction:**
  - Use of crime analysis to identify crime trends and allocate resources effectively.
  - Discussion of the department's use of data to inform decision-making and target crime hot spots.
- **Community-Oriented Policing:**
  - Deep dive into community-oriented policing strategies, including community policing councils, neighborhood watch programs, and problem-oriented policing.
  - Discussion of the department's efforts to build strong relationships with community members and address community concerns.
- **Performance Measurement and Evaluation:**
  - Discussion of performance metrics and key performance indicators used to evaluate the department's effectiveness.
  - Overview of the department's performance evaluation process for officers and supervisors.

#### **Module 5: Community Engagement and Public Relations**

- **Community Relations:**
  - Strategies for building strong relationships with community organizations and stakeholders.
  - Importance of listening to community concerns and addressing them effectively.
  - **Ride-Along Program:** Participation in ride-alongs with officers to gain firsthand experience of police work.

- **Public Relations:**
  - Effective communication strategies for sharing information with the public and media.
  - Crisis communication and media relations.
- **Community Police Academy/Community Day Sessions:** Attendance at community police academy classes to learn about police operations and build relationships with community members.

### **Ongoing Training and Development**

- **Regular Training Sessions:**
  - Continued education on emerging law enforcement issues, best practices, and legal updates.
  - Opportunities for training on specific topics as needed, such as changes in legislation (Prop 36), emerging issues in policing, recruitment, responding to persons with mental health, employee wellness, etc.
- **Mentorship and Coaching:**
  - Pairing new commission members with experienced members for mentorship and guidance.
  - Access to coaching and professional development resources.