

**COMMUNITY POLICE REVIEW COMMISSION**  
**of the City of Richmond, California**  
**(CPRC)**  
**REGULAR MEETING AGENDA**  
**Wednesday, December 3, 2025**  
**7:00 P.M.**

**MINUTES**

**I. CALL TO ORDER AND ROLL CALL**

The meeting was called to order at 7:02 P.M. by Chair Carmen Martinez in the Richmond Room at 450 Civic Center Plaza, 1<sup>st</sup> Floor, at Richmond, California.

**Present:** Carmen Martinez (Chair), Oscar Flores (Vice Chair), Marisol Cantú,\* Oscar Garcia, Carol Hegstrom, Andre Jackson, Daniel Lawson, and Danyell Meniffee  
\*Arrived at 7:04 P.M.

**Absent:** None

**Staff:** Nicole Williams – Present

**Council Liaison:** Claudia Jimenez – Not Present

**City Attorney's**

**Office Representative:** Floy Andrews, City Attorney's Office - Present

**II. STATEMENT OF CONFLICT OF INTEREST**

Legal Counsel Floy Andrews advised there was no indication of any conflict of interest related to the meeting agenda.

**III. AGENDA REVIEW**

Chair Martinez suggested postponing the Rosenberg's Rules of Order Training on this meeting's agenda to the January 2026 meeting given the potential for a lengthy meeting at this time. The PCRC agreed.

Legal Counsel Andrews advised that she had submitted a copy of the Rosenberg's Rules of Order to CPRC members to allow a review prior to the next meeting.

<p><b>ACTION:</b> While there was no motion or second, a Roll Call vote was taken to approve the change to the agenda to defer the Rosenberg's Rules of Order Training to the January 7, 2026 meeting: 7-0-1 (Ayes: Flores, Garcia, Hegstrom, Jackson, Lawson, Meniffee and Chair Martinez; Noes: None; Abstain: Cantú; Absent: None).</p>
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**IV. APPROVAL OF MINUTES:** November 5, 2025

**ACTION: It was M/S/C (Lawson/Hegstrom) to approve the minutes of the November 5, 2025 meeting, as submitted; approved by a Roll Call vote: 7-0 (Ayes: Cantú, Flores, Garcia, Hegstrom, Lawson, Menifee and Chair Martinez; Noes: None; Abstain: None; Absent: Jackson).**

## V. REPORT BY CHIEF OF POLICE

Captain John Lopez, representing Assistant Police Chief Tim Simmons, presented the report. Identifying citywide crime trends, he reported that from October to November 2025, there was a 58 percent increase in total crimes citywide, rising from 74 incidents in October to 119 incidents in November. Property crimes also rose from 145 incidents in October to 227 in November. Within violent crime, the main drivers were aggravated assaults from 53 incidents to 80 incidents, robberies from 10 incidents to 16 incidents, and two homicides in November compared to zero in October. On the property crime side, he reported the biggest changes were stolen vehicles, from 55 in October to 103 in November; burglaries from 23 to 39, and larceny thefts from 66 to 82.

Captain Lopez stated the year-to-date statistics were more positive in that from January through November 2025, violent crime was down 17 percent citywide compared to the same period in 2024. Property crime was down 18 percent year to date compared to last year and even with the November 2025 spike, he stated there were fewer reported crimes in 2025 compared to 2024. He also reported that the two homicides in November were currently being investigated by the Criminal Investigations Bureau and were open and pending. There were four homicides year to date in 2025 and all four were currently in the pending status. He reported that three of the four homicides occurred in the central district in Richmond, and the latest occurred in the southern district. He urged anyone with any information to come forward.

With respect to gunfire activity, Captain Lopez stated that shooting incident reports had ranged from four incidents in June 2025 to 17 incidents in November 2025. There were 16 incidents in October, and only 10 last November 2024. As to shots fired information, calls for service and ShotSpotter activations, in October of 2025 there were 12 shots fired calls from the public and 29 ShotSpotter activations. In November of 2025, those numbers rose to 16 shots fired calls and 34 ShotSpotter activations. Compared to November 2024, he stated both measures were still down so there was a short-term uptick since October but lower gunfire detections from one year ago.

Captain Lopez reported that the Richmond Police Department (RPD) was authorized for 147 sworn police officer positions. Currently, there were 125 filled sworn positions including six officers in, or waiting to attend, the police academy. There were 22 sworn vacancies with four sergeant and 18 officer vacancy positions. Within his Patrol Bureau, there were 43 officers in service working with an additional eight officers in field training. On the professional staff side, the RPD was authorized for 71 full-time professional staff positions. There were currently 54 positions filled with 17 professional staff vacancies.

Captain Lopez stated this year 14 police officers and police officer trainees, and 14 professional staff members, had been hired and patrol and support functions had been prioritized to maintain a higher response for the community.

As to use of force, Captain Lopez stated for the period September 1 through 30, the RPD recorded five reportable use of force incidents, and from October 1 through 31, there were six reported use of force incidents.

Commissioner Cantú asked about the shots fired for October and asked if any of the calls for service had been corroborated by the ShotSpotter activation. She also asked about the two recent homicides and whether the ShotSpotter system had recorded any shots fired in those cases.

Captain Lopez stated that a high frequency amount of time there were ShotSpotter activations first and then a community member corroborated the shots fired. In the case of the two homicides, ShotSpotter activations had been recorded for both.

Commissioner Hegstrom referred to recent smash and grab robberies in Marin County and the news reports that the perpetrators had been followed to the bridge into Richmond. She asked if the RPD was ever called about people fleeing police in one jurisdiction and then coming into Richmond.

Captain Lopez explained that crime had no jurisdictions and it took all local agencies to work together and coordinate efforts, and in such a case the RPD would be called to indicate that there was someone fleeing one jurisdiction into another to give a head's up so RPD officers could be ready to assist, if necessary. If the CHP was in pursuit into another's jurisdiction, for instance, there would be a call for permission to pursue and the Watch Commander would allow it if it was the RPD policy to do so.

## **VI. PUBLIC FORUM**

LEISA JOHNSON (online), referred to ongoing issues regarding the lack of public trust in the CPRC and the growing concerns that several Commissioners were not able to perform the role in a consistently unbiased and accountable manner. She noted in September 2024, the former CPRC investigator resigned and documented serious allegations of ethics violations, bias and improper conduct by members of the CPRC. In June 2025, the CPRC sent ordinance amendments to the City Council regarding CPRC training requirements, in part to address the serious allegations raised by the former investigator. She reported that on June 24, 2025, the first reading passed; on August 2, Commissioners completed six hours of training with Mr. Alden; and on August 19, the second reading passed.

Ms. Johnson added that at the June 24 hearing, the City Council and attorney unanimously agreed that all current Commissioners as of June 24, 2025 must complete the full minimum eight hours of required training before participating or voting during closed session hearings. They all agreed this was achievable due to the overlapping timeframe for the interim investigator to onboard and initiate the reviews while Commissioners would be completing the 90-day training requirement. The only exception to that requirement came from Councilmember Jimenez who thought that newly appointed Commissioners should be allowed to vote before completing their mandated minimum training as they would be on a different training cycle. Because of that exception, some Councilmembers voted no as they believed all Commissioners should complete training prior to participating in any hearing. She stated the ordinance also required police officer shadowing activities as part of the mandated eight-hour minimum training, to be completed prior to Commissioners being allowed to participate in closed session hearings.

Ms. Johnson reported that the mandated 90-day window to complete this training, including the required officer-shadowing activity, expired on November 17, 2025, and she suggested the CPRC may not legally hear the second closed session item on the agenda, and the Richmond Police Officers Association (RPOA) might be within its rights to challenge the legality of any such hearing should it proceed.

Ms. Johnson explained that last month she had raised concerns that the CPRC and city attorney liaison were not appropriately tracking and taking the mandated training or the Council's comments and expectations seriously. The CPRC had failed to define what qualified as required police officer shadowing, had not specified the additional annual training requirement, had not implemented the Council-approved minimum eight hours of training within the mandated 90 days, had not established a transparent system to track CPRC training of what was completed and when, and had not created a process to enforce consequences if Commissioners missed mandatory deadlines. She emphasized that the CPRC lacked clear standards, clear training and clear accountability. She stated the public and the CPRC deserved better.

CORDELL HINDLER (by email), apologized for not being able to attend the meeting due to a scheduling conflict. He welcomed Danyell Meniffee to the CPRC, thanked Commissioner Hegstrom for bringing the item of how Commissioners should conduct themselves during the meeting, and invited the CPRC to the Contra Costa Mayors Conference on February 5, 2026, hosted by the City of Richmond, RSVP required.

## **VII. OLD BUSINESS, DISCUSSION ITEMS**

### **a. Ad Hoc Committees**

Commissioner Hegstrom reported that the Outreach Ad Hoc Committee had met and was working to both update the website and create a slide show to be able to show at Neighborhood Council and similar meetings. She also pointed out that the phone number on the CPRC website did not work.

There were no other updates.

### **b. Update on the Process of Hiring a Permanent Investigator**

Legal Counsel Andrews reported that a permanent investigator had been hired and would be identified soon.

No written comments were submitted, or oral comments made, by any member of the public.

## **VIII. NEW BUSINESS**

LEISA JOHNSON (online), raised her concern with certain Commissioners and the Reimagine Richmond group that one Commissioner led and was paid, as reported by her FPPC [Fair Political Practices Commission] Form 700, and for which two other Commissioners were members. She stated the group had openly expressed bias and prejudice and was inconsistent with the standards required of an oversight body entrusted with confidential information.

Ms. Johnson reported that in early August, immediately after the officer-involved shooting, Reimagine Richmond and one of the Commissioners on her personal Facebook page published information including in a newsletter, statements strongly demanding that an officer be immediately fired and criminally charged before any investigation had even transpired. She stated that no credible responsible oversight body or community organization would make such declarations without due process. She reported the messaging had been published just five days after CPRC members had received six hours of training on August 2, 2025. She commented that if the training had been taken seriously those kinds of inflammatory, prejudicial and highly damaging comments would not have occurred, and she was dismayed that there had been no consequences. It had been reported to the City Attorney's office and to the City Manager and there had been no accountability. She added that the damaging comments by the organization continued, which was not right. She stated the upcoming training was specifically on bias and she questioned how anyone would expect the public to take it seriously when the CPRC did not take it seriously.

a. Bias Training, presented by Attorney John Alden

As the attorney for the CPRC, Legal Counsel Andrews stated that while everyone had some biases, Commissioners should listen carefully, interact with Mr. Alden and the material, but be careful not to discuss or present anything about anyone's personal bias.

John Alden, Esq. presented the bias training that concluded at approximately 8:15 P.M. *(The training recording is available on the CPRC website for review.)*

The CPRC moved on to the remainder of the meeting agenda.

The following item was removed from the agenda and scheduled for the January meeting.

b. Rosenberg's Rules of Order Training, presented by Commission Attorney Floy Andrews

**IX. REPORTS FROM COMMISSIONERS, STAFF, RIDEALONGS**

Chair Martinez introduced and welcomed Danyell Meniffee to the CPRC.

Commissioner Meniffee introduced herself and stated she was drawn to the CPRC to be able to get involved more with the community, and learn what was happening behind the scenes.

Commissioner Cantú took this opportunity to congratulate former Police Chief Bisa French who had retired from the RPD and taken a new job as the Executive Director of the Family Justice Center.

Chair Martinez congratulated Assistant Police Chief Tim Simmons who had been appointed as Richmond's new Police Chief effective January 2026.

LEISA JOHNSON (online), reiterated her earlier comments that the City Attorney and City Council on June 24, 2025 unanimously agreed that all current Commissioners as of that meeting had to complete the full minimum eight hours of required training before being allowed to participate or vote during closed session hearings.

Ms. Johnson stated the ordinance also required police officer shadowing activities as part of that mandated eight hours of training, which had to be completed prior to Commissioners being allowed to participate in closed session hearings. Since the ordinance was approved on August 19, 2025 at the second reading, and included officer shadowing activity, it expired on November 17, 2025, and it appeared the CPRC may not be legally allowed to hear the second closed session item if it involved an officer complaint. She encouraged the Commission to have a discussion before proceeding to that item in closed session.

Chair Martinez moved into closed session at this time.

**X. CLOSED SESSION**

- a. Conference with Labor Negotiators; California Government Code §54954.5(f) and §54957.6(a)  
Agency designated representative: Jack Hughes, Esq.  
Employee organization: Richmond Police Officers Association
- b. Public Employee Discipline/Dismissal/Release; California Government Code §54954.5(e) and §54957(b)(1)

**XI. REPORT OUT FROM CLOSED SESSION**

Legal Counsel Andrews reported that there were two items in the closed session. The first item was heard, there was a discussion, and no reportable action was taken. The CPRC did not hear the second item.

**XII. ADJOURNMENT**

The meeting was adjourned at 9:09 P.M.

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Carmen Martinez, Chair