

**MINUTES OF THE REGULAR MEETING OF THE
AD HOC COMMITTEE ON EQUITY AND INCLUSION
HELD THURSDAY, OCTOBER 8, 2020 AT 6:00 P.M.**

CONVENE: Chair Yuille convened the Regular Meeting of the Ad Hoc Committee on Equity and Inclusion on Thursday, October 8, 2020, at 6:10 p.m. Staff in attendance: City Manager Dylan Feik, Assistant City Manager Lauren Vasquez, Chief of Police Alan Sanvictores, Fire Chief Brad Dover, Senior Management Analyst Stephanie Luu, and Communications Analyst Jackie Tran. In accordance with Executive Order N-29-20, the meeting was conducted via video conference.

PLEDGE OF ALLEGIANCE: Committee Member Elizalde led the Flag Salute.

ROLL CALL: Committee Members Elizalde, Ling, Olivas, and Yuille were present. Committee Member Tadken was excused.

PRESENTATIONS: None.

CONSENT CALENDAR: It was moved by Committee Member Ling, seconded by Committee Member Elizalde to approve the consent calendar. The motion carried unanimously. The Consent Calendar consisted of the following Agenda item:

CC-1 Unadopted Minutes of the September 24, 2020, Regular Meeting: The Committee adopted the Minutes of the September 24, 2020, Regular Meeting.

REPORTS FROM STAFF:

- a. **Continued Review of Human Resources Division including recruitment, personnel policies and procedures, and training:** Lauren Vasquez, Assistant City Manager, addressed the Committee. Continuing her presentation from the previous week, Ms. Vasquez shared an overview of the screening and hiring process for general employees and public safety employees, which includes police officers and firefighters. Ms. Vasquez provided a list of mandatory city-wide trainings and training programs developed by the City. Chief Sanvictores was present to provide an overview of the required trainings for police officers, and Chief Dover was present to provide an overview of trainings required for firefighters. Ms. Vasquez shared the City's policies and the policy approval process. During the presentation, Ms. Vasquez, Chief Sanvictores, and Chief Dover received feedback and questions from the Committee.

ADMINISTRATIVE REPORTS: None.

PUBLIC INPUT: None.

REPORTS FROM COMMITTEE MEMBERS / DIRECTION TO STAFF: Discussion ensued and Staff answered questions of the Committee related to items that should be placed on the agenda for future Regular Meetings.

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For the next meeting, the Committee directed Staff to hold:

- Discussion on Interim Report to Monrovia City Council
- Discussion on issues related to HR recruitment, equal pay, evaluation
- Discussion on establishing a work plan for the remainder of the year

The Committee directed Staff to provide the following information at the November 5, 2020, meeting:

- Overview of the Monrovia Police Department's training
- Overview of the Monrovia Police Departments ethnic, gender, and age breakdown
- Overview of ethnic, gender, and age breakdown of arrestees
- Crime Statistics
- Summary of complaints against the Monrovia Police Department
- Difficulties with recruitment of officers

The Committee directed staff to conduct outreach to encourage the community to submit comments prior to the meeting.

NEXT SCHEDULED MEETING: The next Regular Meeting of the Monrovia Ad Hoc Committee on Equity and Inclusion was scheduled for Thursday, October 22, at 6 p.m.

AJOURNMENT: Chair Yuille adjourned the meeting at 7:36 p.m.

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