

Chico Police Department  
Police Community Advisory Board



**Wednesday, May 12, 2021**

8:00am – 10:00am

**City Council Conference Room 1  
421 Main Street**

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**Group Agreements**

- Be Respectful • Stay Fully Present • Speak and Listen from the Heart • Expect and Accept Non-Closure •
- Hold the Complexity of Other's Experiences Without Judgment • Maintain Confidentiality •

**AGENDA**

- I. Opening Remarks – Chief Madden
- II. New Meeting Format – Jovanni Tricerri
- III. Community Policing – Jovanni Tricerri
  - a. Community Oriented Policing Projects (COPP) – Captain Aldridge
  - b. Liaison Program
  - c. Uniform Policy
- IV. Schedule of Future Topics
  - a. June – Training
  - b. July – All Board Meeting
  - c. August – Communication/Messaging
  - d. September – Support Service Units
  - e. October – Recruitment/Hiring/Retention & Officer Safety and Wellness
  - f. November – All Board Meeting
  - g. December – Final Report Review

**Chico Police Department | Police Community Advisory Board (PCAB)**  
**City Council Conference Room 1 ~ 421 Main Street**  
**May 12, 2021 8:00am – 10:00am**

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**BOARD MEMBERS PRESENT:**

Chief Matt Madden, Captain Billy Aldridge, Giovanni Tricerri, Gloria Halley, Julia Yarbough, Michael Lo, Tray Robinson, Tom van Overbeek

**ALSO PRESENT:**

PIO Michelle Walker, Admin Analyst Crystal Peppas

**OPENING COMMENTS**

**Chief Madden** opened the meeting by thanking the PCAB members that recently participated on the Community Panel for the Lieutenant testing process. The scores for the applicants for the Lieutenant position were very close. As a Chief, promoting an officer should be enjoyable, but the selection process can be a difficult with only one applicant happy in the end. An announcement should be made soon regarding the applicant selected for the position.

**Tray** stated that he recently sat on the Sergeant interview panel and the University Police Department and it was a good experience. He inquired if Chico PD has any kind of mentorship program and thoughts on how to promote intentionally. Chief Madden said that the Chico PD focuses on staff development along with mentorship. Captain Aldridge added that the Training Unit is getting a plan in place to provide officers the exposure and experience they need to promote.

**DISCUSSION**

**Jovanni** discussed a new format for PCAB, allowing the board to go deeper into pertinent issues and provide meaningful feedback and recommendations. The committee members will partner, identify one or more topics to explore and then co-facilitate a discussion with the group at large on that topic. This will involve reaching out to PD staff to gather information prior to the PCAB meeting and presenting this information to the group. The co-facilitators would then draft a summary review and list of recommendations. By the end of the year, the board will have explored many topics and developed recommendations for a report to the Chief.

**Tom** said he liked this new format because it allows for specific suggestions and recommendations to be made, as opposed to discussion with no action.

**Julia** stated that there may be times when solid points will be made for recommending change, or the group may determine that no change is needed based on the research.

**Tray and Gloria** volunteered to work on developing the content for the next meeting on the topic of training. Tray said that the University Police Department created an inventory of training to identify any that may be lacking. He asked if that was a possibility with Chico PD. **Chief Madden** thought it would be beneficial for Tray and Gloria to talk with the Training Sergeant. Previously, the Chico Police Department had a civilian training coordinator. Now, a Training Sergeant oversees the program and there is more buy-in. The Training Unit ensures officers complete POST mandatory trainings such as first aid/CPR, range and driver training. Chico PD is also building its own Crisis Intervention Training (CIT) program to ensure consistent training and become a leader in the region.

**Jovanni** then opened the discussion on Community Policing and invited Captain Aldridge to speak about Community Oriented Policing Projects (COPP).

**Captain Aldridge** said that COPP is a concept the organization will utilize to partner with the community with the purpose of identifying and solving problems affecting quality of life. Patrol teams work on a six-month rotation. These teams may see problem areas or be able to identify a project they can accomplish during that shift rotation. The team

will then partner with community groups or vulnerable populations to foster relationships, build support, and create a middle ground. With a six-month rotation, teams will have two projects per year.

These projects may be an opportunity for officers to get out of uniform and into the community. The Uniform Committee has determined the standard for apparel to be worn for attending events out of uniform. This apparel includes a custom embroidered polo shirt and cargo pants, designed to make police department employees identifiable but more approachable than when wearing the regular uniform.

Projects may include spending time at care facilities, visiting the Boys and Girls Club, or hosting safety meetings. It could be a focus on an apartment complex or neighborhood that has ongoing issues. Perhaps the team or dispatch collects teddy bears or blankets to have in patrol cars for kids that need comfort after a traumatic event. The project can be anything is important to the team and is an opportunity to build relationships or solve a problem.

**Gloria** suggested using PCAB members as a resource to open doors for building relationships with community groups such as the Hispanic Resource Council, Chapman Center, Mechoopda Tribe and with South East Asian representatives.

**Tray** mentioned that at a minimum, Chico PD can let community groups know that the department is open to building a relationship - when the group is ready. A starting point may be conversations with leaders, however true engagement may be a different approach and taken with the informal leaders. **Gloria** concurred and added that community initiatives are something that should be done “with” rather than “to” or “for”.

**Tom** said the COPP program may be less about groups and more about the fabric of the community. Robert Peele said that the police are the public and the public are the police. However, policing has not been embedded or integrated into our community. In other countries, police do not wear work gear, duty belts, etc. like they do in the US. Police officers need to find ways to be more approachable.

**Jovanni** inquired who identifies the community projects and initiates the relationships. **Chief Madden** responded that the sergeants and the patrol team or specialty team develops the idea for their project. When the team itself comes up with an idea that they feel strongly about, then there is more support for it. The idea is sent up the command chain along with a plan, desired results, number of hours involved, as well as resources and funding needed. Then the idea can be approved and implemented.

**Julia** suggested that teams really think about what they love and get connected with other groups or community events that share that passion. This fulfills the intent of the program and creates links within the community to the project, bringing it to a whole other level. This can all be shared via videos or social media.

**Chief Madden** stated that the Wheelin’ with COPS event is a prime example of what Julia is talking about. Officers participate in this event that brings members of law enforcement, fire personnel, first responders, 4x4 enthusiasts and children from the community together for a fun filled day. One of our retired officers became involved while he was working at Chico PD and now, he organizes the event. Chief Madden shared that his personal passion is for kids and relationship building. As an officer, you victims every day and protecting these vulnerable populations is what drives you to do the job.

**Tom** said that kids really are the key to the future. They are the ones that get excited about meeting officers and relationships built early can provide 60-70 years of good will.

**Tray** stated we need to look through an intersectional lens and realize that not all community groups operate in the same way. For instance, in the black community adults are the key to kids and the elderly population as well. Or, in meeting with the LGBTQ community, it may be important have someone of that community with you to break down some walls. There needs to be understanding and a level of competency, not just an open heart, to build those relationships.

**Chief Madden** said that the Community Liaison Program (CLP) was placed under PCAB for this reason. The ultimate goal is to gain knowledge about our diverse community, share that information with others in the police department, and learn how to successfully engage with citizens. The program stalled when there was a realization that these relationships needed to grow organically. When ready, the CLP can use some guidance from PCAB on how to build relationships with diverse groups, especially since the City of Chico has recently expanded with the annexation of the Chapman/Mulberry neighborhood.

**Michael** stated that communication, consistency and tone of voice are very important. Members of the Hmong community may be shy to engage. What you are saying is important, but how you are saying it is equally important.

**Tray** suggested that community spaces may be a good place to start. Attending organized events and meetings will help establish relationships within these communities. Timely and authentic messaging, verbal accountability, and open and more engaged officers are all important aspects.

**Julia** said that it may be beneficial for people within the department with diverse backgrounds share with their fellow officers how they feel within the community and what they see as challenges and opportunities. There is a sense of trust amongst peers and team members.

**Jovanni** raised the topic of public involvement with PCAB. The group has made great strides by establishing honest conversations in recent meetings and developed a mission statement, meeting format, and future topics. A presentation will be made to City Council from PCAB soon. At some point, the public will want some involvement and a plan for orchestrating an open meeting may need to be developed. Some recommendations from PCAB should address public engagement, perhaps starting with targeted communities.

**Tom** stated that this is a great group and progress has been made primarily because meetings have not been public. PCAB is advisory to the Chief, not for oversight. However, perhaps PCAB should hold a public meeting once a year.

**Chief Madden** said that this Police Community Advisory Board is really going in a good direction. PCAB members will present to City Council about what the board is, who you are and its mission. PCAB will have the chance to meet and talk with employees from all levels of the organization and get the perspective of the boots on the ground about a variety of topics. This profession is talking about issues that they never have before. The Chico PD peer support team is taking off. As far as hiring and recruiting, PCAB can talk with officers that say they are ready to leave the profession and even the state. Officer safety and health is on the forefront as mental and physical wellness makes people more efficient and productive. There is momentum to allow time to work out while on duty, but there needs to be data to support the concept. There is a gym at the PD, however on duty workouts would need to be approved by Human Resources/Risk Management.

**Tom** asked if a vest must we worn while on duty. Chief Madden responded yes because vests save lives every day although, the weight of the vest and gear that officers wear can lead to neck, back and hip issues.

**Tom** said that core strength for alignment and posture is important, as well as flexibility. A trainer could develop a program for police officers as part of a wellness program.

**Julia** said she had attending a training while working in Florida that spoke to stress and physiological effects of working in law enforcement from being on high alert all the time. Working out helps both physical and mental health. She suggested this may even lead to a COPP project with an online challenge for the community to do the same work out of the day that the officers are doing.

**Jovanni** shared the North Valley Community Foundation currently has a \$1 million dollar grant for funding first responder's mental health and wellness. Jovanni concluded the meeting by saying he would compile suggestions from this meeting, create a summary and zero in on some recommendations from PCAB to the Chief.