



INGLEWOOD, CALIFORNIA  
Website: [www.cityofinglewood.org](http://www.cityofinglewood.org)



**Citizen Police Oversight Commission (CPOC)  
Meeting  
February 12, 2014  
City Council Chambers, Ninth Floor, City Hall  
Minutes**

**Members Present:**

Chairperson Adrienne Sears  
Vice Chairperson David P. Stewart  
Commissioner Manuel Tigerino  
Commissioner Gus Ungo  
Commissioner Lee A. Denmon  
Commissioner Jim Vaughan  
Commissioner Linda R. Smith  
Commissioner Rita Hall

**Members Absent:**

Commissioner Carol Willis (excused)  
Commissioner Daniel Segura (excused)  
Commissioner Linda Reyes (excused)

**Staff Present:**

Mr. Michael Falkow, Assistant City Manager  
Mr. Mark Fronterotta, Chief of Police  
Mr. David Salcedo, Acting Police Captain  
Ms. Jacqueline Lane, Police Lieutenant  
Mrs. Kathy Givens, Staff

**CALL TO ORDER**

The meeting was called to order by Chairperson Sears at 6:44 p.m. A quorum was present.

**PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was led by Commissioner Smith.

**INVOCATION**

The invocation was given by Commissioner Hall.

**PUBLIC COMMENTS**

Attorney Angela Powell of Manning & Kass Ellrod, Ramirez, Trester LLP, gave a brief background of herself. She commented on the various services that her firm offers to police agencies.

Mr. Stewart Bailey commented on an incident that took place in his neighborhood. He congratulated Chief Fronterotta and the Inglewood Police Department for doing a good job and keeping the community safe.

**APPROVAL OF THE MINUTES**

It was moved by Vice Chairperson Stewart and seconded by Commissioner Vaughan that the minutes of the December 11, 2013, and January 8, 2014, meetings be approved. The motion carried.

## **COMMISSION ADVISOR REPORTS**

Mr. Falkow reported that the City is in active negotiations with three of the five remaining labor groups. The Inglewood Executive Group has ratified their agreement, the Inglewood Police Officers Association is close to ratification, and the Inglewood Police Management is in the final stages. Mr. Falkow stated that there will be a Special Closed City Council Session meeting on Tuesday, February 18<sup>th</sup> to receive approvals for the two labor groups. Mr. Falkow further stated that the Service Employees International Union 721, the Management Professional Group (IMEO), and the Police Civilian Management Group (IPCMA) are at impasse.

## **DISCUSSION ITEM**

### ***Presentation by the Chief of Police***

Chief Fronterotta thanked the CPOC for inviting him to the meeting. He also introduced members of his staff. He stated that there are a lot of good things taking place in the City. He further stated that the Inglewood Police Department is committed to public safety and making certain that residents and visitors feel safe.

Chief Fronterotta advised the CPOC that his vision and strategic goal is to raise the bar of professionalism in the police department. He stated that he is putting things in place to accomplish this goal. Chief Fronterotta stated that the police department is actively hiring. He also stated that he will be meeting with an outside firm tomorrow to discuss rewriting the police department's performance evaluation systems. Chief Fronterotta stated that every stakeholder will have the ability to have input. At the conclusion, various personnel will write specifications on what it means to be an Inglewood Police Officer, Chief's Adjutant, Captain of Special Operations, and a Motor Officer. Chief Fronterotta will finalize the specifications. He also stated that once the police department's policy manual has been completed, he will provide a copy to the CPOC.

Chief Fronterotta advised the CPOC that there was training yesterday with all Field Training Officers. Chief Fronterotta stated that he will revisit the police department's training manual to make sure that the police department is contemporary and up to where they need to be in terms of legal issues and training components of officer safety and tactics.

Chief Fronterotta stated that there has been significant training with the mentally ill. Chief Fronterotta stated that he is a big proponent of training, therefore the police department training budget will always be high.

Chief Fronterotta advised the CPOC that he strives to reduce liability areas. He stated that officer-involved traffic collisions are down almost 10% from previous years. He further stated that in 2013, there were forty (40) internal affairs complaints, which have dropped considerably.

Chief Fronterotta stated that he is committed to culturally changing the organization. Chief Fronterotta further stated that his vision is to deliver the most professional police agency in the state.

*Questions and Answers*

Commissioner Hall stated that she applauds Chief Fronterotta's vision. She further stated that quality training is the cornerstone of any police agency. Commissioner Hall stated that changing the cultural is going to take time, but it can be done.

Commissioner Denmon stated that he applauds the Chief's vision. Commissioner Denmon asked Chief Fronterotta if he would be open to assisting the Commissioners with training.

Chief Fronterotta stated yes. He stated that he encourages all of the commissioners to take a ride along and take a tour of the police department. Chief Fronterotta further stated that he is working diligently to rebuild the community affairs division.

Commissioner Vaughan asked Chief Fronterotta what can the CPOC do to help instill confidence in the Commissioners abilities to perform their job.

Chief Fronterotta stated that the CPOC needs to be objective on how they look at complaints.

Chairperson Sears stated that the CPOC has never received a complete complaint packet so the CPOC never felt it was a relevant part of the process. She further stated that discussions be held at a later date in closed session to define the CPOC's role and the CPOC's place in the process.

Chief Fronterotta stated that there are a lot of legal issues, but with a focus on the rules and regulations and the law, a common ground could be established.

Chairperson Sears stated that she would like to revisit the Department of Justice's recommendations pertaining to the CPOC and review the CPOC's governing document to *determine how the CPOC could be inserted in the process.* ~~see what the Chief is comfortable with.~~

Chairperson Sears stated that training is key to the CPOC. She further stated that she hopes that the Chief would allow the CPOC to attend some of the police department's training. Chairperson Sears suggested that the Chief and staff meet to determine which training may be available for the CPOC to attend.

Chairperson Sears asked Chief Fronterotta how open he was to working with a gang interventionist. If so, what does that partnership look like, and what does the process entail from the gang unit.

Chief Fronterotta stated that he does intervention all the time. He further stated that he knows pastors and ministers in the community, and calls upon them at times. Chief Fronterotta stated that anything that can be done to reduce crime and the fear of crime, he will listen.

Chief Fronterotta further stated that every officer is a community police officer. He stated that the police department has retained a federal grant to hire ten more officers. He stated that violent crimes are down close to twenty percent.

Commissioner Tigerino asked Chief Fronterotta if there are any school programs.

Chief Fronterotta stated that he has met with Dr. Brann of the Inglewood Unified Schools District. Chief Fronterotta further stated that he envisions to swap out the school police and overfill with School Resource Officers (SRO). The SRO could be placed in the school systems so that students can interact with SRO, as well as a level of security. Chief Fronterotta stated that he will revisit this in the near future.

Vice Chairperson Stewart stated that it is a great idea to invest in training. He further stated that the police department culturally has changed, and it is a compliment to the police department. Vice Chairperson Stewart commended Chief Fronterotta for his work.

Chief Fronterotta stated that he is excited to be at the CPOC meeting. He further stated that it is an honor to stand in front of the CPOC representing the men and women of the Inglewood Police Department.

Chairperson Sears thanked Chief Fronterotta for attending the CPOC, his staff for accompanying him, and Council Member Padilla for sitting in on the presentation.

Chairperson Sears asked for Chief Fronterotta's permission to work with Mr. Falkow and a liaison from the Chief's Office over the next thirty days to come up with a schedule as to the different training the Chief intends to employ so that the commissioners may participate.

Chairperson Sears requested that a representative from the Patrol, Detective, and Special Enforcement Bureaus attend a CPOC meeting, so that the CPOC can understand the responsibility of each bureau.

Chairperson Sears requested that the next time that Chief Fronterotta attends a CPOC meeting it be in closed session.

Mr. Falkow stated that one of the CPOC's obstacles is what the process is going to be to review cases and how should the CPOC accomplish reviewing cases, since it is impossible to review cases during a meeting.

### **CLOSED SESSION**

There was no closed session held.

### **CLOSED SESSION REPORT OUT**

There was no closed session report out.

### **COMMISSION MEMBERS REMARKS**

Mr. Falkow stated that he will speak with the facilities division to create an identification card, however, the card will have no access privileges and is not for the purpose of identification. The commissioner will have to sign a document that states this is not a government - issued identification card.

Mr. Falkow commented on a newspaper article that he received entitled, "Did Mayor Butts give City Manager and Assistant City Manager \$100,000 Plus Raise."

Mr. Falkow stated that it points out that according to State Controller, the Mayor's salary in 2011, was \$96,320 by 2012, it increased to \$111,333.

Mr. Falkow stated that the Mayor and Elected Officials participated in the furlough. The Mayor and Elected Officials gave 10% of their salaries back to the City government to be in concert with all of the unions and bargaining groups who were furloughed 10%.

Mr. Falkow stated that the article shows the City Manager in 2011, was paid \$100,730. Mr. Falkow stated that this is correct because the City Manager at that time was terminated early in the calendar year.

The article states that by 2012, the same compensation was at \$249,056.

Mr. Falkow stated that it is probably an accurate number because his base salary is \$240,000 but he receives a \$750.00 monthly car allowance.

The article states in 2011, the Assistant City Manager position was topped out at \$141,350.

Mr. Falkow stated that it is true that the total compensation for the 2 Assistant City Managers; himself and Mr. Sheldon Curry who retired in February 2012. That was the top step minus 10%.

Mr. Falkow read the following text, which was his e-mailed response to Mr. Randall Fleming, the editor of the Morningside Park Chronicle, when Mr. Fleming asked for comments before publishing the story. Unfortunately, Mr. Fleming chose not to include the facts.

*Mr. Falkow text response:*

Hi Randall,

OK, I returned to my desk and just reviewed the web site link.

This link is related to my previous colleague, Mr. Sheldon Curry, who retired in February of 2012. At the point when an employee retires, he or she is paid out for their accrued sick leave (at 50%), vacation leave (at 100%), and the two weeks of pay that is in arrears. This is why that total number is so high. His salary range was the same as mine.

This is the link that relates to me:

<http://publicpay.ca.gov/Reports/PositionDetail.aspx?employeeid=6217705>

In looking at the breakdown they provided, they didn't account for the 10% of salary that all executives donated back to the City to match the furlough all other employees participated in. This was in effect from December 24, 2010, until December 21, 2013.

Also, the costs allocated to our defined benefit plan, which I assume is CalPERS, is not that high. The City currently pays both portions of the CalPERS premiums, which is 8% for the employee (9% for sworn employees) and approximately 12% for the employer (approximately 36% for sworn employees) for a total of 20% (or 45% for sworn employees). The \$13,350, which likely represents the 8% portion is pretty accurate, but I don't know where the total (\$61,581) comes from, as that's nowhere near the amount reported to CalPERS.

The medical is probably correct, as the City covers my Kaiser insurance, plus dental, plus vision.

The "other pay" is probably referring to the executive car allowance and cell phone allowance.

As to the question in your previous e-mail about the salary ordinance link. Here it is: <http://www.cityofinglewood.org/pdfs/personnel/2011-2012salaryordinance.pdf>

NOTE: It appears staff hasn't updated it to the current fiscal year's salary ordinance, which is located here along with the staff report: <http://www.cityofinglewood.org/agendastaffreports/10-08-13/o1.pdf>

There were no significant changes as you'll see in the staff report. Also, I'll have staff update it tomorrow—thanks for catching that!

With respect to the Search option on our website, unfortunately, it doesn't search PDF content or link-based content. Someday, hopefully, we'll update our content management system to provide these options.

Thanks, and I hope this is helpful! By the way, I'll be leaving City Hall in a few minutes and won't be able to respond back for about an hour or so, as I have a lengthy commute!

*Mr. Fleming response:*

I would like if you look at the site:

<http://publicpay.ca.gov/Reports/Department.aspx?entityid=194&fiscalyear=2012&departmentid=17802>

This is a site that is furnished and maintained by the California State Controller.

*Mr. Falkow response:*

Hi Randall,

The website probably shows what my salary rate was in 2011 with no benefits included. I believe that was the top step of my position, and I'm not sure without looking at it whether or not the 10% furlough was included or my acting pay (remember, I was acting Assistant City Manager from October of 2007 until April of 2011 when I was formally promoted to Assistant City Manager).

Again without looking at the site, the number you reference for 2012 includes the value of the benefits the City provides, such as medical, dental, vision, CalPERS, etc., as that number is much higher than my salary rate (which is listed in the Salary Ordinance).

As an aside, benefit costs typically account for about 45% to 65% of the total compensation reported depending upon the position held and what benefits are included.

If you go to the City's website and look at the Salary Ordinance, you can see the top and bottom ranges of all positions at the City, including elected positions. Since some are obvious (like mine), you can easily see what my pay rate would be keeping in mind that not everyone is at top step.

Thanks and I hope this helps!

*Mr. Fleming response*

Michael,

According to the CA State Controller's Web site, it appears that in 2012 you were compensated by the City of Inglewood \$257,939.

The same state agency states that in 2011 you were compensated \$141,350.

I wish to request comment for a story I am filing at 0600 hours on Friday, 07 February.

### **STAFF REMARKS**

Chairperson Sears thanked Chief Fronterotta for his presentation, answering questions, and agreeing to return to discuss the process that will help the CPOC become a relevant body.

Chairperson Sears stated that staff will work together with the Chief of Police Office regarding scheduling training for the CPOC.

Chairperson Sears requested that Attorney Powell be placed on the CPOC agenda for the next scheduled meeting.

Chairperson Sears suggested that Commissioners who have not been on a ride along to please schedule a ride along.

Chairperson Sears thanked staff and the Commissioners for attending the meeting.

**ADJOURNMENT**

The meeting adjourned at 9:06 p.m.

(Corrections and additions are italicized; deletions are strikeouts)