



RPD Personnel Complaint Policy Section 1009.20 - Expedited Discipline

Community Police Review Commission

CPRC Ad-Hoc Committee Review of Policy
May 27, 2026

RiversideCA.gov

1

CPRC Ad-Hoc Committee Review

- RPD added subsection 1009.20, Expedited Discipline Resolution (Optional Process) to Personnel Complaint Policy Section 1009.
- At the February 22, 2026, CPRC regular meeting, Captain Detmer asked the CPRC to appoint an Ad-Hoc Committee to review the policy addition and provide input.
- The Ad-Hoc was comprised of Committee Chair, Charles Dillon, Commissioner Lundy and Commissioner Ferguson.



2

RiversideCA.gov

2

CPRC Ad-Hoc Committee Review

- **Purpose for the added subsection 1009.20:**
- In certain cases, the Expedited Discipline process provides a voluntary option for an employee to accept responsibility for misconduct and resolve the matter more quickly, reduce stress to the employee, conservation of investigative resources, maintain fairness, transparency and accountability.



3

RiversideCA.gov

3

CPRC Ad-Hoc Committee Review

- **1009.20.1 – Eligibility for Expedited Discipline may be offered only when:**
 1. Alleged misconduct does not include:
 - a. Serious misconduct per penal code 13510.8(b)
 - b. Conduct that may result in termination, demotion or POST decertification
 - c. Criminal conduct
 - d. Repeated or aggravated misconduct likely to result in significant discipline



4

RiversideCA.gov

4

CPRC Ad-Hoc Committee Review

- 2. The facts are reasonably clear based on available evidence (BWC, reports, etc)
- 3. Employee willing to admit responsibility voluntarily and knowingly
- 4. Multi-level vetting process confirms eligibility, including by:
 - a. Internal Affairs
 - b. Lieutenant and Support Services Captain
 - c. Subject employee Division Commander
 - d. Appropriate Deputy Chief



5

RiversideCA.gov

5

CPRC Ad-Hoc Committee Review

- **1009.20.2** – This subsection covers the offer of Expedited Discipline
- **1009.20.3** – Effects of Declining an Expedited Discipline offer:
 - a. No adverse consequences for declining
 - b. Dept not bound to initial proposed discipline
 - c. Inadmissibility of the offer
 - d. Transparency and labor expectations.



6

RiversideCA.gov

6

CPRC Ad-Hoc Committee Review

- **1009.20.4 – Documentation and CPRC Notification**

Where an expedited discipline agreement is reached:

- The Division Commander handling the discipline case shall prepare a memorandum summarizing the misconduct, the employee's admission, and that corrective action has been taken. That complaint, discipline agreement, and all relevant information will be retained by the department through its normal practices.



7

RiversideCA.gov

7

CPRC Ad-Hoc Committee Review

- The Support Services Division Commander or Internal Affairs Bureau Commander will create a separate memorandum to the CPRC documenting that the complaint investigation was resolved through the expedited discipline process for awareness and oversight, (consistent) with Section 1009.14



8

RiversideCA.gov

8

CPRC Ad-Hoc Committee Review

- The CPRC Ad-Hoc wanted to ensure clarity in the wording of this policy section and therefore suggested the following word modification to the proposed policy:
- The Support Services Division Commander or Internal Affairs Bureau Commander will create a separate memorandum to the CPRC documenting that the complaint investigation was resolved through the expedited discipline process for awareness and oversight, **compliant** with Section 1009.14 **(a-e)**.



9

RiversideCA.gov

9

CPRC Ad-Hoc Committee Review

- **RPD Personnel Complaint Policy Subsection 1009.14, a-e**
- **1009.14 COMMUNITY POLICE REVIEW COMMISSION**
 - a. The approval process should be completed within 60 days.



10

RiversideCA.gov

10

CPRC Ad-Hoc Committee Review

- **1009.14**

b. All completed investigations of complaints and inquiries initiated by members of the community against sworn members of the Department, and filed within 6 months of the event, shall be forwarded to the CPRC, along with all items of evidence (interviews, audio and video evidence, related reports, etc.). All information upon which the Department relies to arrive at its findings will be provided to the CPRC so that the commission may make its recommendations on the findings, independent of the Department's rationale.



11

RiversideCA.gov

11

CPRC Ad-Hoc Committee Review

- **1009.14**

c. The CPRC will review all of the documentation provided in a closed session to maintain the officer's confidentiality. They will reach an independent conclusion as to the finding in the case. (See Section 1009.11 Disposition of Personnel Complaints.)



12

RiversideCA.gov

12

CPRC Ad-Hoc Committee Review

- **1009.14**

d. In cases where the subject employee(s) is a sworn officer, the subject employee's commanding officer or designee shall review the investigation and findings with the involved Department member(s). The commanding officer will have the Department member(s) read and sign a copy of the investigative report. Department members will not be given a copy of an investigative report unless it is to be used as basis for disciplinary action against that member.



13

RiversideCA.gov

13

CPRC Ad-Hoc Committee Review

- **1009.14**

e. Internal Affairs will notify the external complainant, in writing by certified mail, within thirty (30) days of the disposition of the complaint.



14

RiversideCA.gov

14

CPRC Ad-Hoc Committee Review

- **CPRC Case Review Disposition for Expedited Discipline Resolution**
- **Pursuant to 1009.14 (c)**, the CPRC will still receive all of the same investigative material, reports, BWC, dashcam and consultant case synopsis for closed session review as all other cases.
- For case disposition, the CPRC will vote to either concur or not concur with the RPD disposition.
- The CPRC may add comments to RPD for either disposition



15

RiversideCA.gov

15

CPRC Ad-Hoc Committee Review



- QUESTIONS / COMMENTS?



16

RiversideCA.gov

16