

Actions to Increase Police Accountability and Enhance Police-Community Relations



POLICE CHIEF SEARCH

Year-long community dialogue informing search with full public report

Selected a chief from outside the community with a strong record of diversifying forces and strengthening police-community relations.

USE OF FORCE POLICY

New policy addresses:

- Sanctity of human life
- De-escalation
- Duty to intercede
- Use of chokeholds

Trained 100% of force

Other new policies:

- Officer/Traffic Violator** with guidelines and script
- Body Worn Camera** coupled with funds to implement cameras on 100% of officers (in process)
- Transgender** created with trans-gender and civil rights stakeholders

Added online database on legislation and best practices to review/update policies

DIVERSITY

Enhanced focus on diversity in recruitment efforts (last class was one of the most diverse in department history)

Opposing the U.S. Department of Justice's efforts to dissolve a consent decree relative to minority hiring and promotion

OFFICER DISCIPLINE

Professional Standards
Overhauled Office of Professional Standards: changed leadership and increased staffing; moved into same building as Citizen Review Board

Transparent Discipline
Seeking to replace arbitration with transparent process involves open, public hearings

Citizen Review Board
Enhanced collaboration, cooperation, and communication with the Citizen Review Board

COMMUNITY ENGAGEMENT

Patrol Captains
Reconfigured command structure to assign Captains in police districts to enhance trust and accountability

Citizen Advisory
Created Citizen Advisory Committee in each district

Dialogue Circles
Conduct police-community dialogue circles includes a stand-alone juvenile program

Public Forums
Hosted public forums following a traffic stop that involved use of force

Neighborhood Power Walks
Chief and Mayor meet neighbors door-to-door

TRAINING

Increasing size and resources of training staff

Crisis Intervention Training (working towards 20% of force trained)

Introduced sergeant induction training and continuing to prioritize in-service training.)

ACCREDITATION

Accredited status by Department of Criminal Justice Services (DCJS); only 22% of departments are accredited statewide

Pursuing Commission on Accreditation for Law Enforcement Agencies (CALEA) Accreditation