



Community and Local Law Enforcement Task Force Recommendations

City Council Meeting
December 15, 2015

Hank Schreeder
Chief of Police

Community and Local Law Enforcement Task Force Recommendations

- Three Subcommittees were convened and developed recommendations in the following areas:
 - Law Enforcement Accountability
 - Community Policing
 - Community Engagement and Healing

Community and Local Law Enforcement Task Force Recommendations

- Department models many of its practices and procedures to be consistent with those identified by the Community and Local Law Enforcement Task Force, as well as the President's Task Force on 21st Century Policing.

Community and Local Law Enforcement Task Force Recommendations – **Law Enforcement Accountability**

- Independent Review of Law Enforcement:
 - IAPro used to track personnel issues.
 - Conducted an audit by an outside Law Enforcement Auditor to identify areas of improvement.
 - Created Professional Standards Sergeant to continually review internal practices, report out on complaints, use of force, and administrative investigations.

Community and Local Law Enforcement Task Force Recommendations – **Law Enforcement Accountability**

- Independent Review of Law Enforcement:
 - Contracting an independent auditor to conduct a review of the Police Department practices; the auditor will report to the City Manager.

Community and Local Law Enforcement Task Force Recommendations – **Community Policing**

- Improve Critical Incident Response:
 - Party to the Countywide Critical Incident Protocol.
 - Assign a Detective Liaison to impacted family;
 - Upon completion, Detectives meet with family members to discuss case; and
 - Release information regarding the investigation as soon as practical.

Community and Local Law Enforcement Task Force Recommendations – **Community Policing**

- Enhance Law Enforcement Programs and Activities:
 - Community Outreach Events.
 - Conducted Community Survey to assist with development of Department's Strategic Plan.

Community and Local Law Enforcement Task Force Recommendations – **Community Policing**

- Improve Community Outreach and Engagement:
 - Philosophy that makes Community Outreach and Engagement every employee's responsibility.
 - Beat structure allows opportunity for officers and community members to establish relationships regarding issues.

Community and Local Law Enforcement Task Force Recommendations – **Community Policing - Training**

- Review Use of Force Policies and Practices:
 - Scenario based training.
 - Escalation and de-escalation of situation.
 - Training based on internal and external data collected from Use of Force.
 - Developing a Force Option Simulator facility for training.
- Initiating Implicit Bias and Procedural Justice Training for staff.

Community and Local Law Enforcement Task Force Recommendations – **Community Policing - Hiring**

- Improve Hiring and Training Processes and Practices:
 - Ongoing recruitments for lateral and academy graduates.
 - Conducting several entry level recruitments per year.
 - Ongoing outreach in non-traditional publications.
 - Utilize community members in promotional testing processes.

Community and Local Law Enforcement Task Force Recommendations – **Community Policing – Hiring**

- Improve Hiring and Training Processes and Practices:
 - Continually evaluate hiring practices in order to provide residents with the highest level of service.
 - Personnel Services Team focuses on staffing all aspects of Department with a diverse group of employees.
 - Vast majority of employees come from the local area.

Community and Local Law Enforcement Task Force Recommendations – **Community Policing**

- Body Worn Camera Policy:
 - Implemented a Body Worn Camera program based on Nationwide Best Practices.
 - Distributed survey to assess public concerns of the program.
 - Received feedback from Community Based Organizations.

Community and Local Law Enforcement Task Force Recommendations – **Community Engagement and Healing**

- Counseling and Mental Health Services:
 - Countywide Crisis Intervention Training for Law Enforcement.
 - Officers, Dispatchers, FETs and CSOs receive training on mental health issues.
 - Mobile Support Team:
 - Behavioral health professionals provide field based support to Law Enforcement.
 - Robust Employee Assistance Program.

Community and Local Law Enforcement Task Force Recommendations – **Community Engagement and Healing**

- Youth Engagement:
 - Youth Citizen Police Academy.
 - Tomorrow's Leaders Today.
 - G.R.E.A.T.
 - CHOICES.
 - 9-1-1 for Kids.
 - Partnership with Elsie Allen High School Public Safety Program.
 - Develop as a career path at SRJC.

Community and Local Law Enforcement Task Force Recommendations – **Community Engagement and Healing**

- School Resource Officers:
 - SRPD currently has 5 School Resource Officers that are assigned to each of the Santa Rosa High/Middle Schools.
 - Serve as resource for school staff, parents and students.

Community and Local Law Enforcement Task Force Recommendations – **Community Engagement and Healing**

- Recommended Positions:
 - Downtown Enforcement Team engages with the community and are area resources.
 - Field & Evidence Technicians/Community Service Officers provide additional resources to community.
 - Volunteers in Police Services.

Community and Local Law Enforcement Task Force Recommendations – **Community Engagement and Healing**

- Restorative Justice:
 - Program in SRCS, SROs at school sites.
 - Current grant with Restorative Justice in lower grades.
- Education on Law Enforcement Practices and Policies:
 - Annual Report expanded to provide additional information to the public including data on complaints and use of force.

Community and Local Law Enforcement Task Force Recommendations – **Community Engagement and Healing**

- Education on Law Enforcement Practices and Policies:
 - Developing a Police Advisory Committee to continually obtain external feedback.
 - Employee Advisory Board in place to obtain internal feedback.
 - Use social media sites to communicate with the public.

Community and Local Law Enforcement Task Force Recommendations – **Community Engagement and Healing**

- Education on Law Enforcement Practices and Policies:
 - Coffee with a Cop, hosted at locations throughout Santa Rosa, providing residents an opportunity to talk to officers in a casual environment.
 - C-Media Labs to highlight aspects of the department.

Community and Local Law Enforcement Task Force Recommendations – **Community Engagement and Healing**

- Education on Law Enforcement Practices and Policies:
 - Citizen Police Academy, the Spanish Citizen Police Academy and the Youth Citizen Police Academy.
 - SRPD has long standing relationships with many community based partners.

Questions