

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
FROM: RAINER NAVARRO, CHIEF OF POLICE
JOHN CREGAN, POLICE CAPTAIN
ERIC LITCHFIELD, POLICE CAPTAIN
POLICE DEPARTMENT
SUBJECT: POLICE REFORM 2020

AGENDA ACTION: STUDY SESSION

RECOMMENDATION

It is recommended by the Police Department that the Council hold a Study Session to receive information, ask questions, discuss and provide feedback to staff regarding changes in police practices after the protests and civil unrest in May and June 2020.

EXECUTIVE SUMMARY

The Santa Rosa Police Department had a comprehensive after-action review completed by an independent consultant, Hillard Heintze, LLC, analyzing the response to the peaceful protests and civil unrest in May and June of 2020. In September 2020, the City Attorney's Office hired the OIR Group to conduct an investigation on police use of force during the protests and civil unrest. The Police Department also made several changes to policies and procedures, as well as other reforms, to address the after-action report and community feedback. The Santa Rosa Police Department is also taking steps to update training and innovate responses to homeless and mental health calls for service.

This study session is provided for the Council's information, and no action will be taken. The Council will have the opportunity to ask questions, discuss, and provide feedback to staff.

BACKGROUND

Between May and June 2020, multiple protests and civil unrest activities took place throughout the City of Santa Rosa in response to the death of George Floyd. Over the course of 5 days, SRPD policed the protests which resulted in officer and civilian injuries, thousands of dollars in property damage and hundreds of arrests impacting community trust. In the aftermath of the protests, the national conversation about police reform included our local community. In Santa Rosa, members of the community called

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to defund the police, rebuild community trust, and change response models for mental health calls. Attempts to rebuild trust and respect came in the form of Community Listening Sessions, where the Chief Rainer Navarro met with community leaders and organizers to listen to needs of the public and hear their message during constructive, safe dialogue opportunities. The Santa Rosa Police Department took several steps to evaluate and address policy changes, community engagement, and equipment. Police department personnel are continuing efforts to maintain best practices in responding to demonstrations, training, creating a mental health response program, and building trust with the community we serve. Areas of opportunity referenced in the After-Action Report (AAR) and in the OIR Group report were identified directly with an objective point of view and were addressed openly and immediately.

PRIOR CITY COUNCIL REVIEW

None

ANALYSIS

The Santa Rosa Police Department utilizes an Incident Command System, or ICS, response model, when responding to planned incidents requiring resources that rise above normal capacity. The Police Department responds to numerous large gatherings and demonstrations on an annual basis. These include demonstrations at a specific location and groups which become mobile and march in the streets. The department reviewed the after-action report from an outside consultant and policies from numerous agencies. The Police Department made several changes based on this analysis.

Additionally, the Police Department was the subject of an independent audit by the OIR Group consultant who reviewed hundreds of hours of body worn camera footage to investigate use of force incidents.

The Santa Rosa Police Department analyzed new mental health response models and provided information to both City Council and the Public Safety Subcommittee. The Department hired Whitebird Clinic, a nationally recognized organization who runs CAHOOTS, as a consultant and is preparing to launch a new response model in the Fall, 2021.

After several community meetings, the Police Department sought out and has applied for numerous grants related to community policing efforts, and training staff in the areas of implicit bias, cultural awareness, and equity. These grants were sought after analyzing the capacity of staff to fulfill grant obligations based on staffing. The Department evaluated several ways to incorporate community feedback in how the Department functions and is implementing a new Community Ambassador Team (C-CAT) in May, 2021. The department has also begun working with SEED Collaborative to enhance our community policing and equity efforts. The department's Community

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Engagement Team (CET) was formed to develop a team of sworn and civilian staff who interact with the community through social media platforms.

FISCAL IMPACT

This item does not have a fiscal impact on the General Fund.

ENVIRONMENTAL IMPACT

This study session is exempt from the provisions of the California Environmental Quality Act (CEQA) under CEQA Guidelines Sections 15061(b)(3) and 15378 in that there is no possibility that this action may have significant effects on the environment, and that no further environmental review is required.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable

NOTIFICATION

Not applicable

ATTACHMENTS

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