



Police Reform Update

City Council Meeting
May 5, 2021

Rainer Navarro, Chief of Police
John Cregan, Police Captain
Eric Litchfield, Police Captain
Santa Rosa Police Department

Response to OIR Report

John Cregan, Police Captain

Santa Rosa Police

Response to OIR Group

RECOMMENDATION ONE:

- Enhance SRPD's planning, messaging to personnel, and supervisory follow-through to ensure officer activities during a large-scale event (including any and all uses of force) are appropriately and timely documented and reviewed

RESPONSE:

- Detailed Rules of Engagement are incorporated into the Incident Action Plan and the incident briefing.
- Creating positions for safety or compliance supervisors to monitor the deployment of munitions in the field and ensure that all deployments are properly documented and investigated by a supervisor.

Response to OIR Group

RECOMMENDATION TWO:

- Utilize SRPD's supervisors in traditional command and control functions to the extent possible and leave actual force deployments to its line level officers.

RESPONSE:

- Ensuring that sergeants and lieutenants stay in their role as a supervisor and do not deploy less lethal devices but instead focus on supervising the officers who are deploying force.
- Taking steps to ensure that lieutenants in the field take action when they observe supervisors and officers stepping out of their expected roles.

Response to OIR Group

RECOMMENDATION THREE:

- Ensure that SRPD's force review process maintains appropriate objectivity by avoiding the involvement of actual participants in the underlying deployments.

RESPONSE:

- Recommend using the Professional Standards Sergeant and the Training Sergeant as compliance officers in the field. Their focus would be on ensuring officers and supervisors are following policies and protocols. Ensures all uses of force are properly documented and investigated.

Response to OIR Group

RECOMMENDATION FOUR:

- SRPD should engage with its community to determine whether and how less lethal munitions should be deployed in a protest situation.

RESPONSE:

- Actively working with the Office of Community Engagement, SEED Collaborative, and the Chief's Community Ambassador Team (C-CAT) to receive feedback from our community.
- Future reports to the City Council Public Safety Subcommittee to update our community on the progress and seek additional feedback.

Response to OIR Group

RECOMMENDATION FIVE:

- Revisit, refine, and reinforce SRPD's protocols for clear communication with crowds to avoid confusion or uncertainty to the extent possible.

RESPONSE:

- Purchased enhanced loud speaking device which will greatly enhance our ability to provide loud and clear notices of an unlawful assembly. We pre-recorded messages in English and Spanish.
- Supervisors will provide clear instructions with a safe exit route for those who choose to leave the area when the unlawful assembly order has been repeatedly provided.

Response to OIR Group

RECOMMENDATION SIX:

- SRPD and its community should engage discussion as to whether tear gas should be deployed in First Amendment protected gatherings and if so, whether limits should be placed on its use or authorization.

RESPONSE:

- Actively working with the Office of Community Engagement, SEED Collaborative, and the Chief's Community Ambassador Team (C-CAT) to receive feedback from our community.
- Future reports to the City Council Public Safety Sub-Committee to update our community on the progress and seek additional feedback.

Response to OIR Group

RECOMMENDATION SEVEN:

- SRPD should review and amend its protocols for the purchase, storage, and distribution of the various types of 40mm less lethal munitions and should add safeguards that would ensure the highly restricted and supervised use of “barricade rounds” for their intended function.

RESPONSE:

- All barricade rounds have been removed from the less lethal munition storage area.
- Extensive department training protocols created regarding the appropriate munitions to be deployed in the field in a crowd control setting.
- Training for Mobile Field Force and SWAT team members on the importance of munition identification before deployment.
- Munitions inventory document created to track the munitions deployed and the munitions returned at the conclusion of the event.

Response to AAR

Eric Litchfield, Police Captain

Santa Rosa Police

Response to AAR

- 1.1 Inventory and issuance of less lethal munitions
 - Revise Policy 308 – Control Devices and Techniques
- 1.2 Procedures on the use of less lethal munitions
 - Revise Policy 308 – Control Devices and Techniques
- Complete
 - Strengthens training standards for less-lethal munitions
 - Department Armorer or designee controls and issues less-lethal munitions
 - Expands deployment and use guidelines for less-lethal munitions
 - Expands guidelines for tear gas deployment

Response to AAR

- 1.3 Revise Policy 409 - Mobile Field Force
- Complete
 - Created Policy 467 – First Amendment Assemblies
 - Addresses the right to peaceful assembly while preserving peace, protecting life, and property
 - Guidelines for response to unplanned events
 - Procedure for planned events
 - Procedure for unlawful assembly dispersal orders
 - Use of Force guidelines
 - Arrest guidelines
 - Post event documentation and after-action evaluation
 - Training requirements

Response to AAR

- 1.4 Continue the Department's focus on adhering to the Incident Command System
- Ongoing Training
 - ICS Training is on-going for all managers and IMT members
 - Succession planning for IMT and Command positions
 - Budget impacts staffing levels for teams and operations

Response to AAR

- 1.5 County-wide radio interoperability
- In Progress
 - Current interoperability with all consortium agencies except RPDPS
 - No interoperability with CHP
 - During incidents, mutual aid personnel are assigned to liaison in the DOC. Mutual aid officers are embedded with our squads.
 - Santa Rosa - first Sonoma County agency to go through a radio upgrade from analog to digital 700mhz.
 - Radio interoperability is a county-wide issue. Each agency is responsible for its equipment and upgrades.

Response to AAR

- 1.6 Situational Awareness Briefings
- Complete
 - Communication issues identified between the transition from the first and second operational periods.
 - Incident Management Team corrected communication gap by the third operational period.
 - Procedures now in place to ensure future transitional briefings during events with multiple operational periods

Response to AAR

- 1.7 Follow phone calls for assistance with documented requests
- Complete
 - Ensures documentation of requests and who responded
 - Responsibility of the Planning and Intelligence team

Response to AAR

- 1.8 Install a CAD station in the DOC to streamline communications
- Complete
 - License and equipment has been secured
 - Installation by May 2021

Response to AAR

- 1.9 Restrict Access to the DOC
- Complete
 - Dedicated DOC constructed in September 2020
 - Access to the new DOC restricted to essential personnel

Response to AAR

- 1.10 Develop a process to audit and update business contacts
- Complete
 - Procedure changed to utilize Code Red and the WEA platform to communicate with the public during large police events

Response to AAR

- 1.11 Ensure mass arrest policy and resources are maintained
- Complete
 - Sergeant position assigned to the mass arrest team.
 - Supplies and documents inventoried and updated on a regular basis.
 - Civilian personnel now assigned to support the team
 - The mass arrest team now integrated into MFF training.

Response to AAR

- 1.12 Create protocols between SRPD and City PIO for sharing information with the public
- In Progress
 - During the protests, SRPD partnered with City Communications and sent out real-time information, however there was no written policy guiding the process
 - The city PIO team is drafting a new, city-wide policy regarding public communications
 - SRPD will use the new city policy for guidance in sending out real-time information during an emergency.

Police Reforms

Rainer Navarro, Chief
Santa Rosa Police

Department Reforms

- Policies
- Community Engagement & Empowerment
- Training & Equipment
- Programs

Community Engagement

- Chief's Community Ambassador Team (C-CAT)
- Community Engagement Team (CET)
- Community Listening Sessions
- Social Media
- Violence Prevention Partnership (VPP)
- PIO Sergeant

Training

- AOT for Officers
- Crowd Control Training
- POST Distance Learning Training
- Communication Equipment
- ICAT

Programs

- SEED Collaborative
- Police Auditor
- Mental Health Response Program (Cahoots)
- Mental Health Learning Site

Questions?