

# CONSIDER ACCEPTANCE OF IMPLEMENTATION PLAN FOR KEY STRATEGIES FROM THE PRESIDENT'S TASK FORCE ON 21<sup>ST</sup> CENTURY POLICING

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*October 1, 2020*

*Special City Council Meeting*

# ACTION ITEMS

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*REVIEW ACTION ITEMS FROM AUGUST 20,  
2020 SPECIAL CITY COUNCIL MEETING*

# ACTION ITEMS

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COUNCIL DIRECTED STAFF TO REVIEW:

- **UPDATED USE OF FORCE POLICY**
- **ALTERNATE RESPONSE TO MENTAL HEALTH RESPONSE**
- **DISCUSSION WITH PUSD (SROs/DARE)**
- **TRAINING**
- **EARLY WARNING SYSTEM AND USE OF FORCE TRACKING**

# BACKGROUND

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On July 14, 2020, City Council adopted a plan to review 21<sup>st</sup> Century Policing implementation.

# STATUS UPDATE OF 21<sup>ST</sup> CENTURY POLICING REPORT

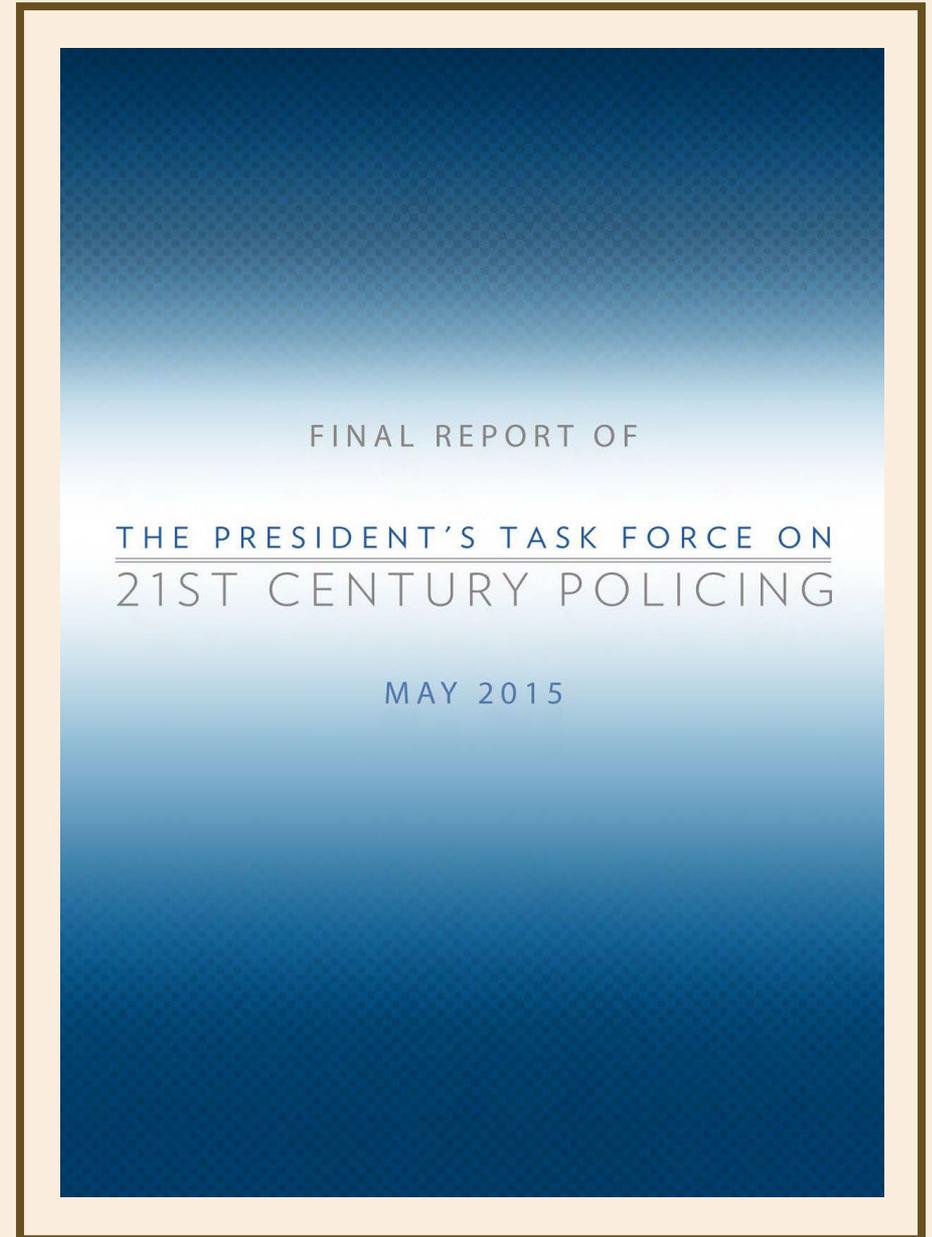
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*A SYNOPSIS OF EACH PILLAR AND  
HIGHLIGHTS OF THE POLICE DEPARTMENT'S  
NEXT STEPS*

# 21<sup>ST</sup> CENTURY POLICING

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- **2015** – Final Report of the President’s Task Force on 21st Century Policing
- **2016** – Initial implementation report
- **2020** – Updated implementation report for City Council and public review.



# ADVANCING 21<sup>ST</sup> CENTURY POLICING: STATUS UPDATE 2020

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A road map for Pleasanton to work collaboratively in developing policing strategies that enhance public safety, while building trust between law enforcement and community members.



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## ADVANCING 21<sup>ST</sup> CENTURY POLICING: STATUS UPDATE 2020

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Collaboration | Communication | Service | Leadership | Integrity | Compassion | Learning

# PILLAR ONE

## BUILDING TRUST AND LEGITIMACY

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**Pillar One** emphasizes the importance of building trust and legitimacy between the department and the community it serves.



**PILLAR ONE**  
BUILDING TRUST AND LEGITIMACY

# PILLAR ONE

## BUILDING TRUST AND LEGITIMACY

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*People are more likely to obey the law when they believe that those who are enforcing it have the legitimate authority to tell them what to do. But the public confers legitimacy only on those they believe are acting in procedurally just ways.<sup>1</sup>*

# PILLAR ONE

## BUILDING TRUST AND LEGITIMACY

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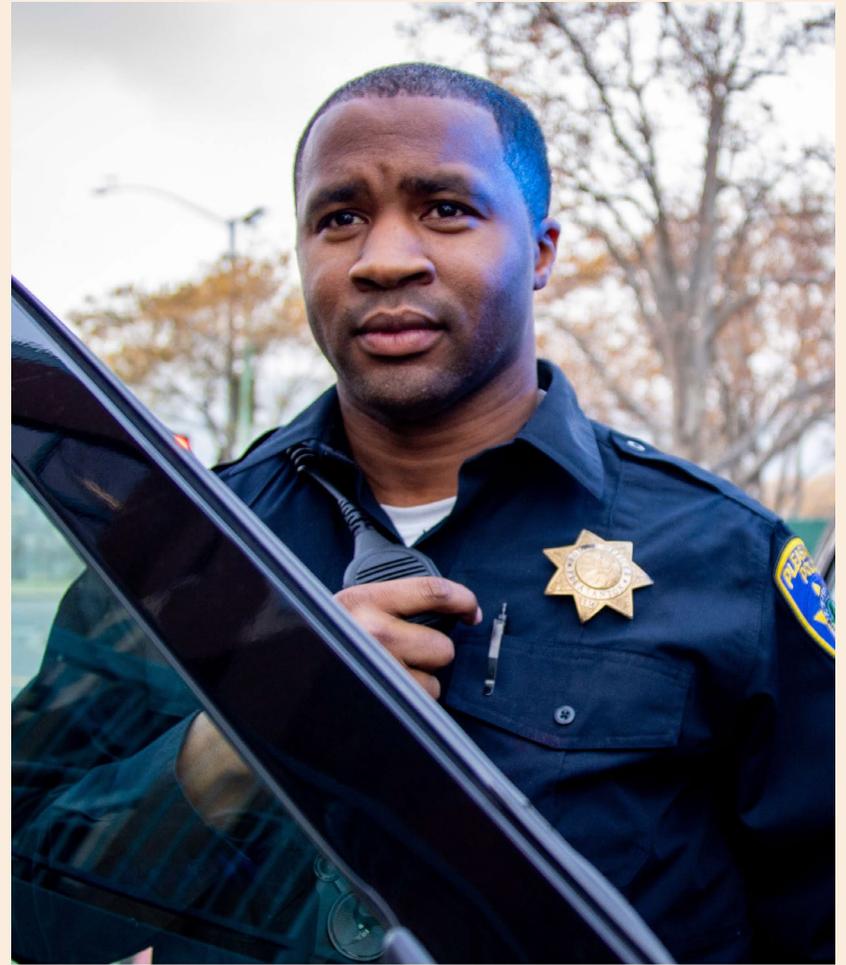
<b>1.3</b>	Continue working toward publishing enhanced crime mapping and data on department websites.
<b>1.3.1</b>	Prominently post police stop data as defined by Racial and Identity Profiling Act (RIPA).
<b>1.3.2</b>	Identify a dedicated Press Information Officer (PIO) and utilize subject matter experts in media communications for matters of significant public interest.
<b>1.9</b>	Seek opportunities to expand outreach to immigrant communities to build relationships based on trust and identify department liaisons with representative immigrant communities.

# PILLAR TWO

## POLICY AND OVERSIGHT

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**Pillar Two** emphasizes the need to collaborate with communities to develop policies and strategies for deploying resources that aim to reduce crime by improving partnerships and increasing community engagement.



**PILLAR TWO**  
POLICY AND OVERSIGHT

# PILLAR TWO

## POLICY AND OVERSIGHT

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*If police are to carry out their responsibilities according to established policies, these policies must be reflective of community values and not lead to practices that result in disparate impacts on various segments of the community. They also need to be clearly articulated to the community and implemented transparently...*

*Every community should define the appropriate form and structure of civilian oversight to meet the needs of that community.<sup>2</sup>*

# PILLAR TWO

## POLICY AND OVERSIGHT

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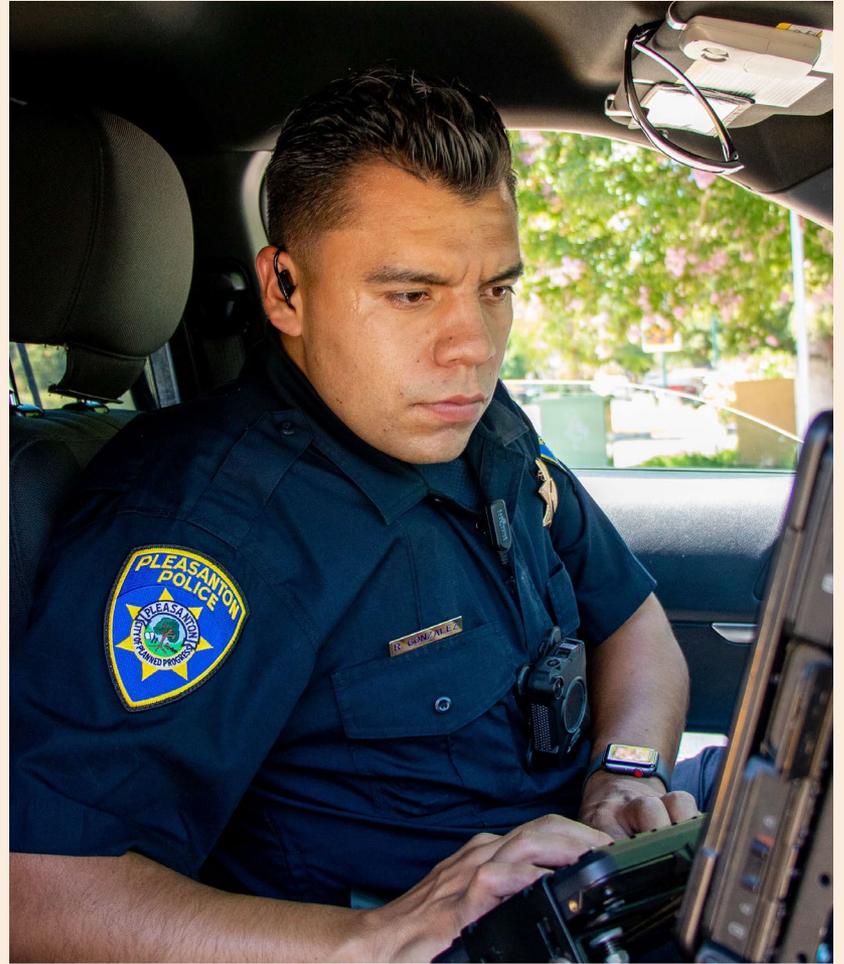
<b>2.2</b>	In 2020, the police department will explore an “early warning system” police management tool designed to identify officers who may require supervisory intervention to correct behavior.
<b>2.2.1</b>	The department will continue to increase the number of personnel certified in Crisis Intervention Training (CIT) and utilize third-party subject matter experts in future de-escalation training.
<b>2.6</b>	The department will implement RIPA mandates in 2021 by collecting data and present the initial results to the City Council and community by March 2022. The department will also ensure systems and processes comply with changes in reporting to the state as required by RIPA.

# PILLAR THREE

## TECHNOLOGY AND SOCIAL MEDIA

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**Pillar Three** focuses on the department's adoption and use of new technology to build community trust and legitimacy with the community by engaging and educating its members.



**PILLAR THREE**  
TECHNOLOGY AND SOCIAL MEDIA

# PILLAR THREE

## TECHNOLOGY AND SOCIAL MEDIA

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*Implementing new technologies can give police departments an opportunity to fully engage and educate communities in a dialogue about their expectations for transparency, accountability, and privacy. Social media is a communication tool the police can use to engage the community on issues of importance to both and to gauge community sentiment regarding agency policies and practices. <sup>3</sup>*

# PILLAR THREE

## TECHNOLOGY AND SOCIAL MEDIA

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<b>3.2.1</b>	Explore methods to encourage public engagement and collaboration when developing policy for the use of new technology.
<b>3.2.3</b>	Assess available new technologies that could better serve people with special needs or disabilities, e.g., Text to 911.
<b>3.5</b>	Enhance technology-based community engagement that increases access and community trust.

# PILLAR FOUR

## COMMUNITY POLICING AND CRIME PREVENTION

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**Pillar Four** emphasizes the importance of community policing as a guiding philosophy.



**PILLAR FOUR**  
COMMUNITY POLICING  
AND CRIME PREVENTION

# PILLAR FOUR

## COMMUNITY POLICING AND CRIME PREVENTION

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*Community policing combines a focus on intervention and prevention through problem solving with building collaborative partnerships between law enforcement agencies and schools, social services, and other stakeholders. In this way, community policing not only improves public safety but also enhances social connectivity and economic strength, which increases community resilience to crime.<sup>4</sup>*

# PILLAR FOUR

## COMMUNITY POLICING AND CRIME PREVENTION

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<b>4.3</b>	Collaborate with mental health care professionals to implement an alternate mental health crisis response model.
<b>4.5.1</b>	Continue to host community meetings with diverse communities.
<b>4.5.3</b>	Establish a Police Chief's Advisory Board.

# PILLAR FOUR

## COMMUNITY POLICING AND CRIME PREVENTION

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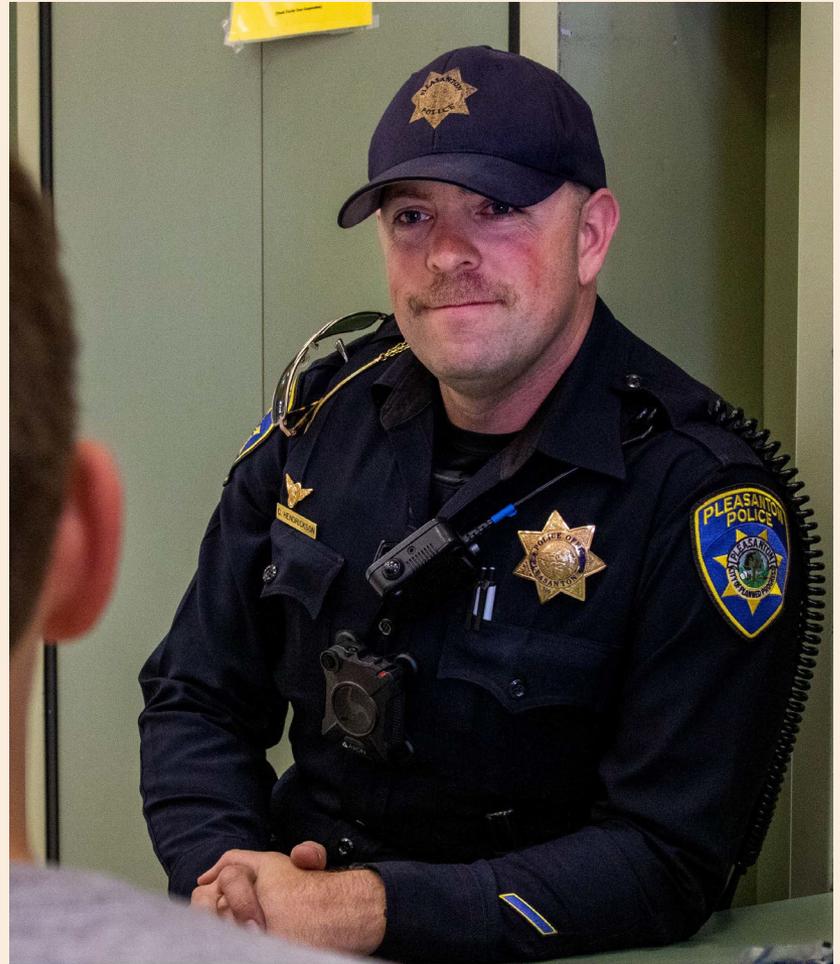
<b>4.6.3</b>	Share task force recommendation with PUSD for youth-led alternatives to school discipline.
<b>4.6.8</b>	Continue collaborating with PUSD toward the development of a Memorandum of Understanding to clearly define the role and responsibilities of School Resource Officers.

# PILLAR FIVE

## TRAINING AND EDUCATION

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**Pillar Five** focuses on the expanding responsibilities of law enforcement and the importance of effective and diverse training.



**PILLAR FIVE**  
TRAINING AND EDUCATION

# PILLAR FIVE

## TRAINING AND EDUCATION

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*New approaches to recruitment, hiring, evaluation, and promotion are also essential to developing a more highly educated workforce with the character traits and social skills that enable effective policing and positive community relationships. To be effective in an ever-changing world, training must continue throughout an officer's career.<sup>5</sup>*

# PILLAR FIVE

## TRAINING AND EDUCATION

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**5.9.2**

Provide updated LGBTQ+ training for all department personnel.

# PILLAR SIX

## OFFICER WELLNESS AND SAFETY

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**Pillar Six** emphasizes the support and proper implementation of officer wellness and safety as a multi-partner effort.



**PILLAR SIX**  
OFFICER WELLNESS AND SAFETY

# PILLAR SIX

## OFFICER WELLNESS AND SAFETY

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*The wellness and safety of law enforcement officers is critical not only to themselves, their colleagues, and their agencies but also to public safety. An officer whose capabilities, judgment, and behavior are adversely affected by poor physical or psychological health not only may be of little use to the community he or she serves but also may be a danger to the community and to other officers. <sup>6</sup>*

# PILLAR SIX

## OFFICER WELLNESS AND SAFETY

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**6.2.1**

Develop a comprehensive outcomes-based mental, physical, and financial wellness program for all employees.

# OVERVIEW OF QUALITY ASSURANCE METHODS

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*COMMUNITY INPUT AND OVERSIGHT MODELS*

# COMMUNITY INPUT AND OVERSIGHT MODELS

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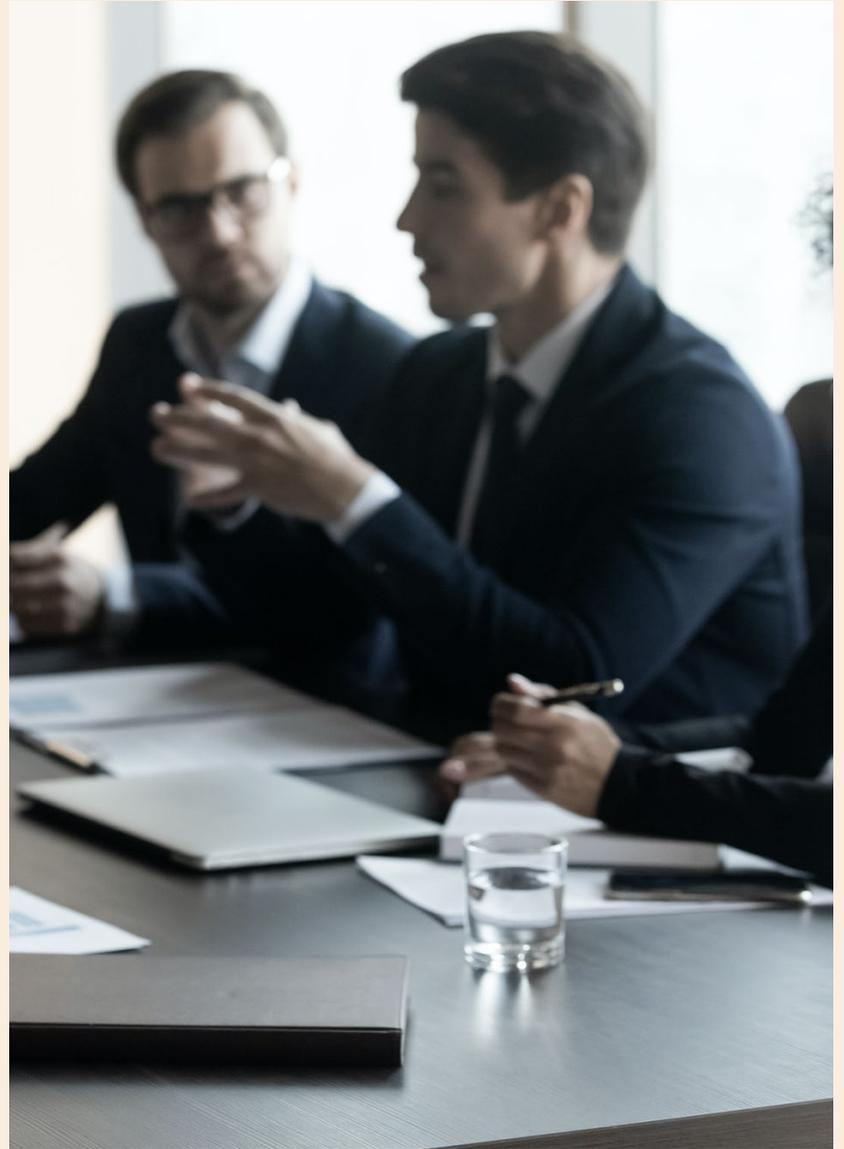
- City Council directed staff to review models that facilitate increased community input and oversight.
- Three models:
  - Police Commission
  - Independent Police Auditor (IPA)
  - City Council and Police Chief's Advisory Board (CAB)

# POLICE COMMISSION

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A **police commission** is a board of community members who oversee the police department and is appointed by City Council.

- The authority of a police commission may include the City Manager's appointment of a Chief from a list of candidates.



# INDEPENDENT POLICE AUDITOR

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An **Independent Police Auditor** is an office separate from a police department and is appointed by City Council.

- Local IPA models audit complaint investigations, make recommendations to policy and procedures and present reports to council on personnel investigations and use of force.

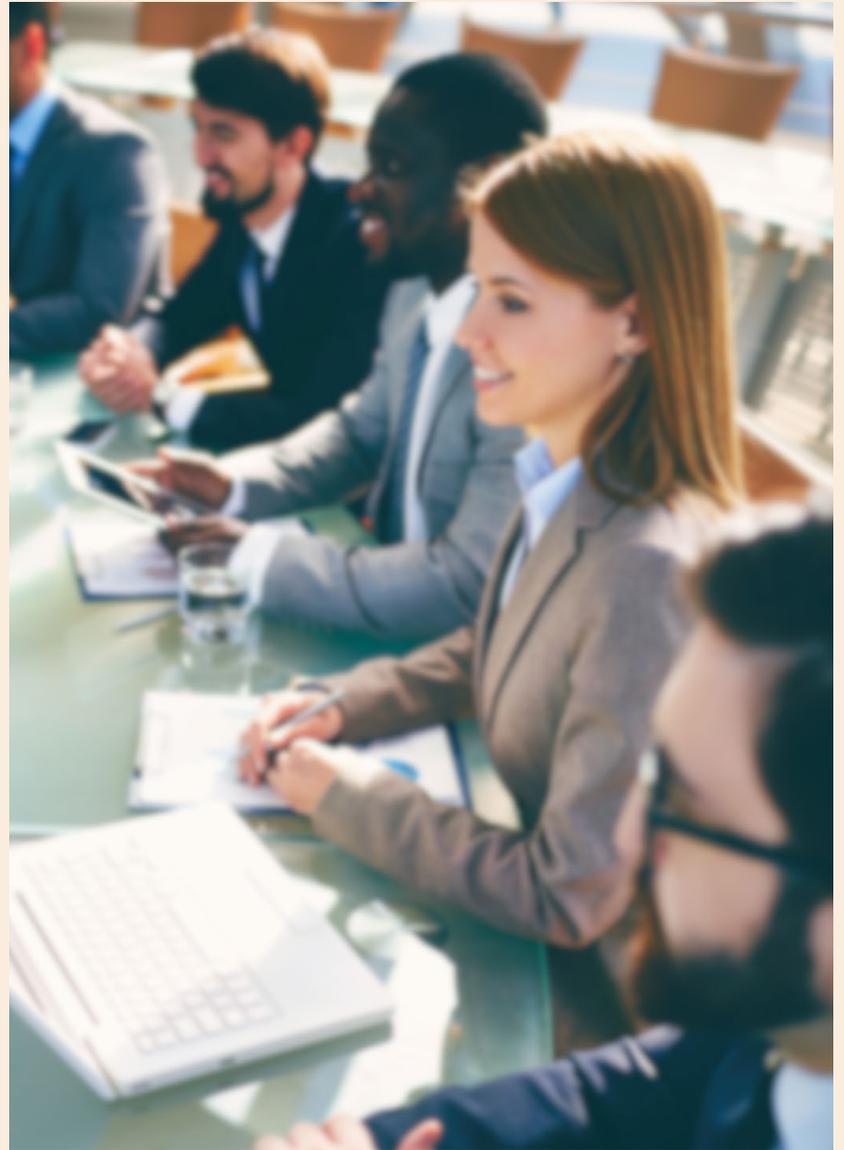


# POLICE CHIEF'S ADVISORY BOARD

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A **Police Chief's Advisory Board** is established under the direction of the City Council and implemented by the Chief of Police.

- The CAB acts in an advisory capacity and reviews topics such as use of force, mental health response, police in schools, and transparency.



# POLICE CHIEF'S ADVISORY BOARD

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- A Police Chief's Advisory Board (CAB) features a diverse cross-section of community members.
- Several Bay Area cities, which are similar in size and activity to Pleasanton, have a CAB.
- A CAB works in conjunction with the Council to provide input on matters of importance to the community

# RECOMMENDATIONS

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- Accept the department's *Advancing 21<sup>st</sup> Century Policing: Status Update 2020* report.
- Establish a Police Chief's Advisory Board to advise the Chief of Police on matters of public safety, as well as twice per year community policing and department updates to the City Council.
  - Frequency of reports is dependent on Council preference
  - Recommendation is interchangeable with other models

**QUESTIONS?**

# BIBLIOGRAPHY

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1. President's Task Force on 21st Century Policing. 2015. *Final Report of the President's Task Force on 21st Century Policing*. Washington, DC: Office of Community Oriented Policing Services.