



Police Department Reform and Operational Improvement Recommendations Status Report

Public Safety, Finance, and Strategic Support Committee
May 16, 2024
Item (d)1.



Presenters:

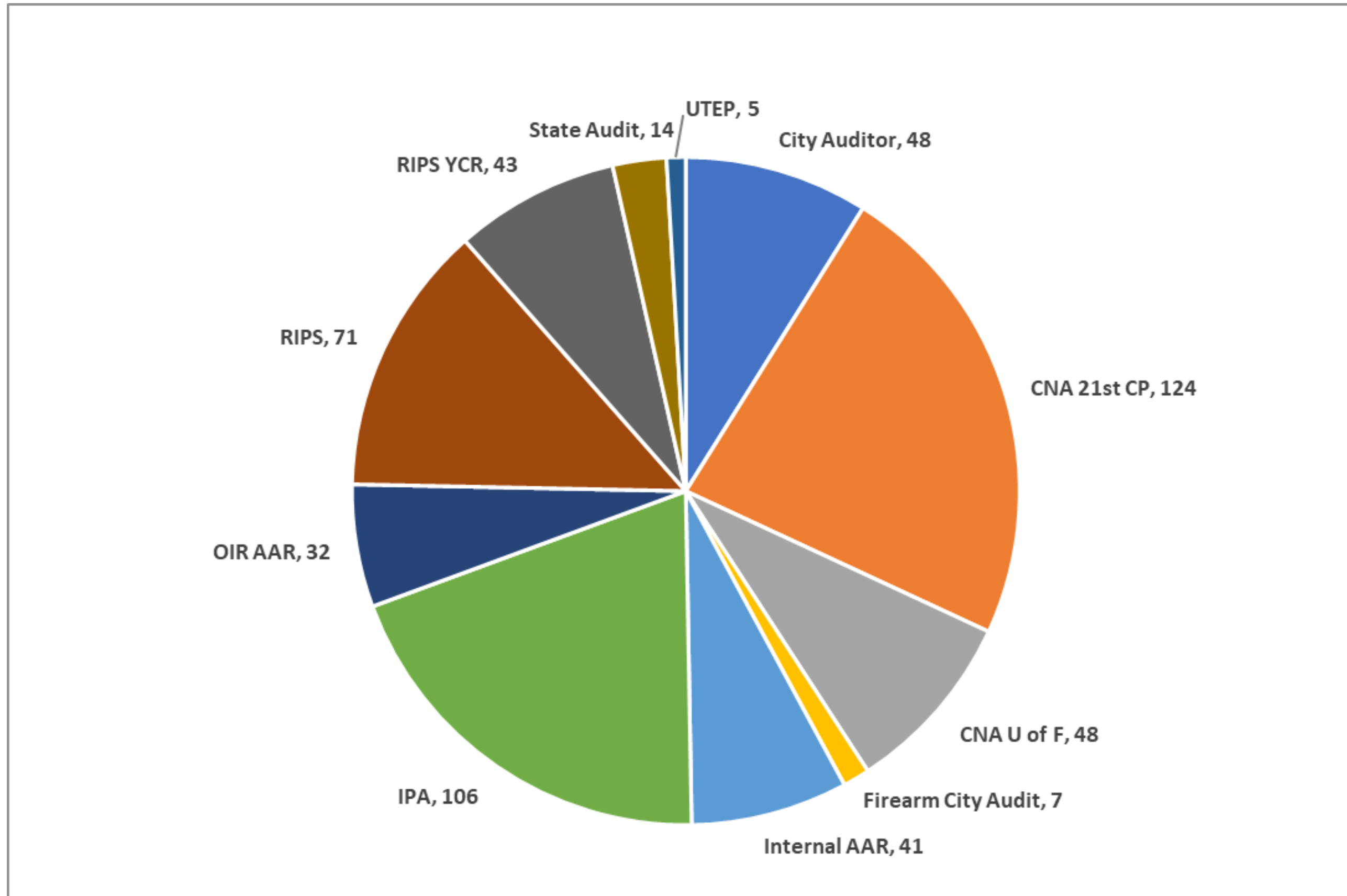
Lt. Paul Hamblin, Research and Development, Police Department
Tom Westphal, Deputy Director, Office of the City Manager

Brief History

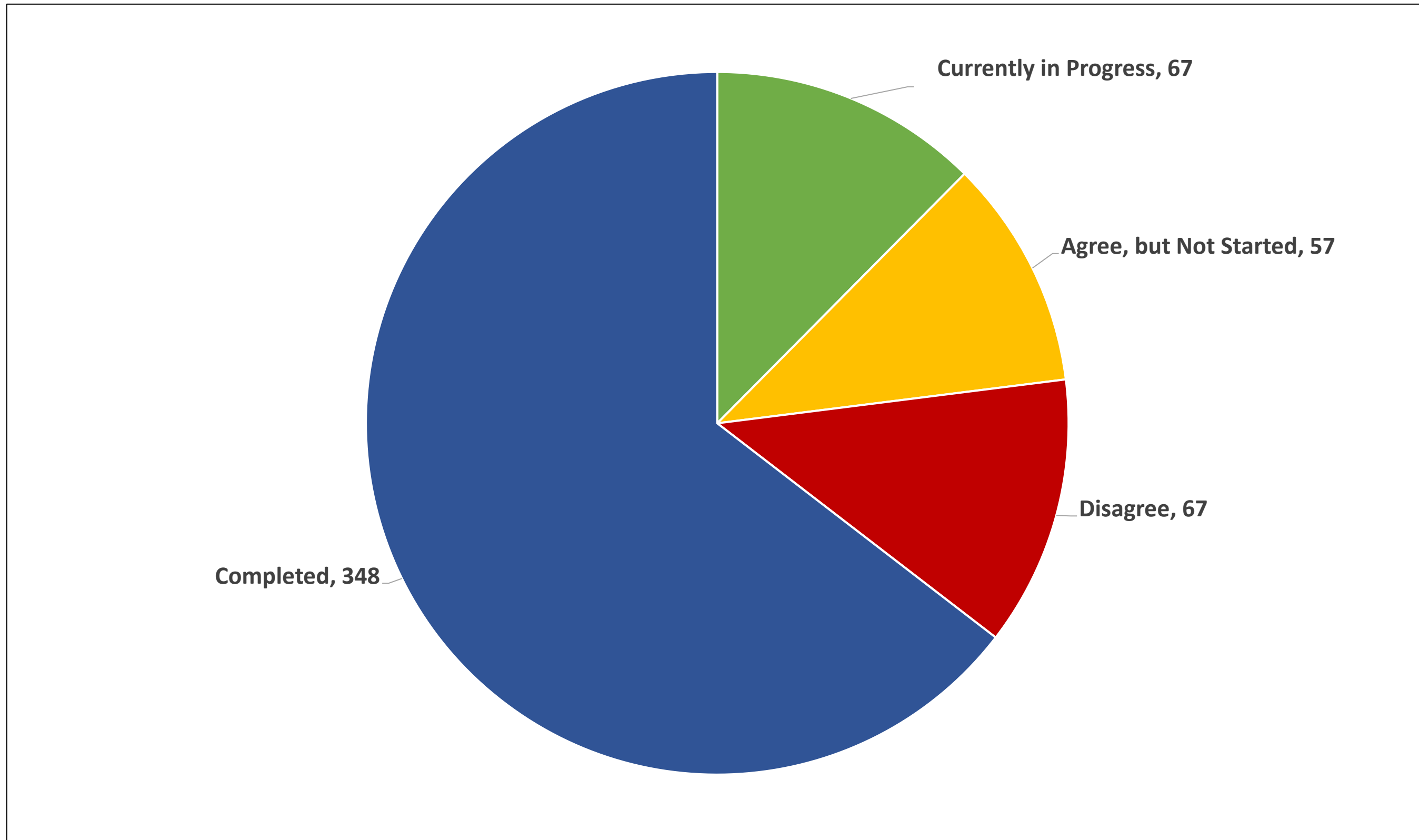
- [March 1, 2022](#): City Council approved Department response to CNA Inc. recommendations.
- [May 10, 2022](#): City Manager's Office presented reports from Reimagining Public Safety Community Advisory Committee and Charter Review Commission.
- [November 17, 2022](#): Department provided report to PSFSS. Committee requested ongoing updates.



Recommendations by Source



Recommendations by Priority

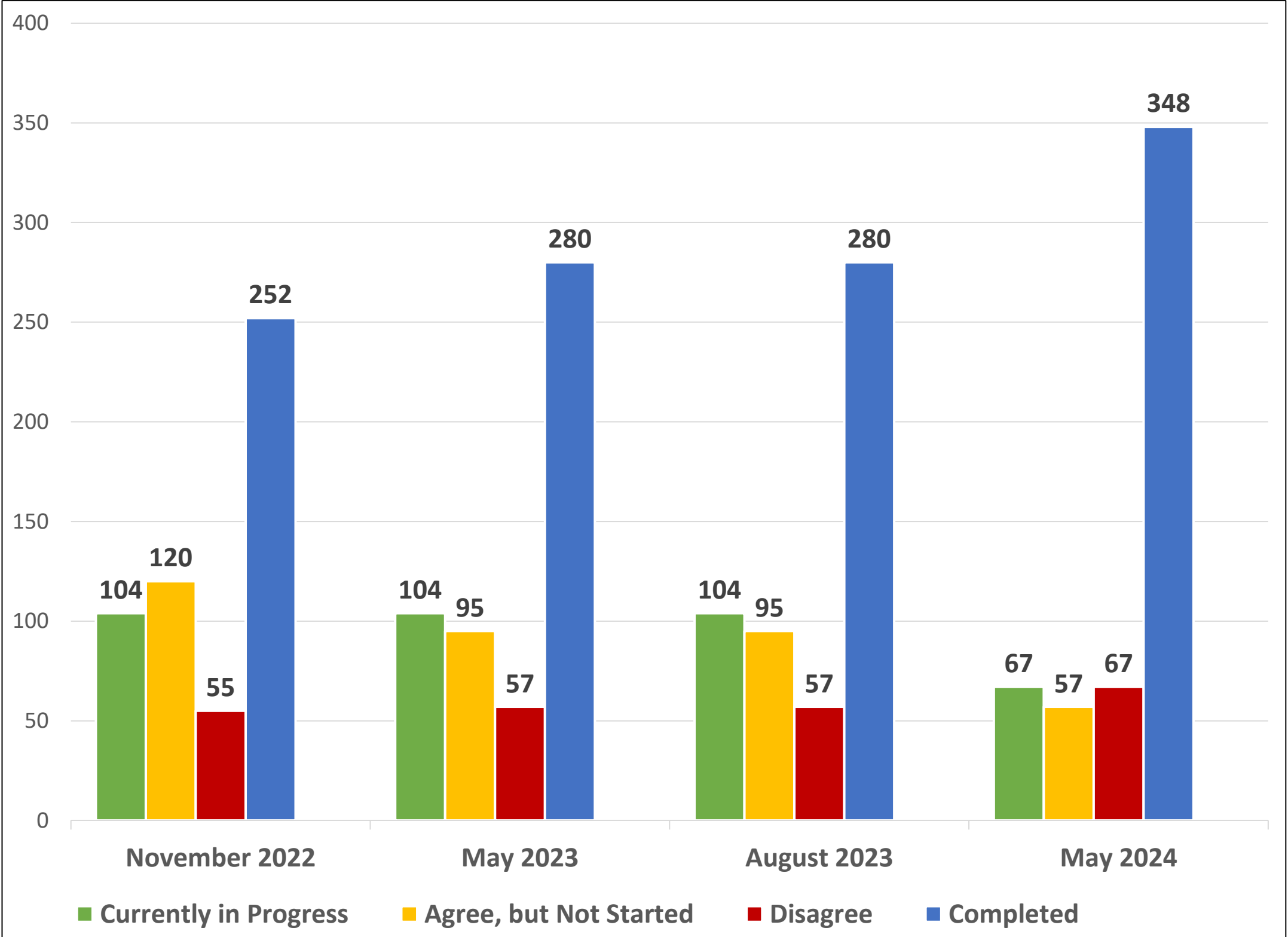


Recommendations by Grouping and Priority

	Currently in Progress	Agree, but not Started	Disagree	Completed	Total	%
Alternative Approach	1	6	4	5	16	3%
Community Engagement	33	4	2	12	51	9%
Department Member Wellness	0	0	0	3	3	1%
External Analysis or Review	0	14	0	2	16	3%
Facilities Improvement	0	1	1	4	6	1%
Internal Analysis or Review	0	1	0	15	16	3%
Legislative Advocacy	0	0	1	3	4	1%
New or Additional Equipment	1	3	1	2	7	1%
Oversight	2	0	5	2	9	2%
Policy Change	24	13	40	208	285	53%
Recruiting & Hiring	0	0	1	16	17	3%
Staffing	0	3	1	4	8	1%
Technology Improvement	0	1	2	12	15	3%
Training	4	8	0	38	50	9%
Transparency	2	3	9	22	36	7%
Total	67	57	67	348	539	

Recommendations by Priority

November 2022 vs. May 2024



Early Intervention System (EIS)

- First Sign Early Intervention Software
- Developed to identify at-risk behavior in officers
- Alerts Department to situations requiring intervention and officer support



Mobile Field Force Guidelines/Training

- Comprehensive, research-based guidelines for crowd management
- Allows for rapid, organized, and disciplined response to large-crowd events
- All BFO personnel up to rank of lieutenant receive training



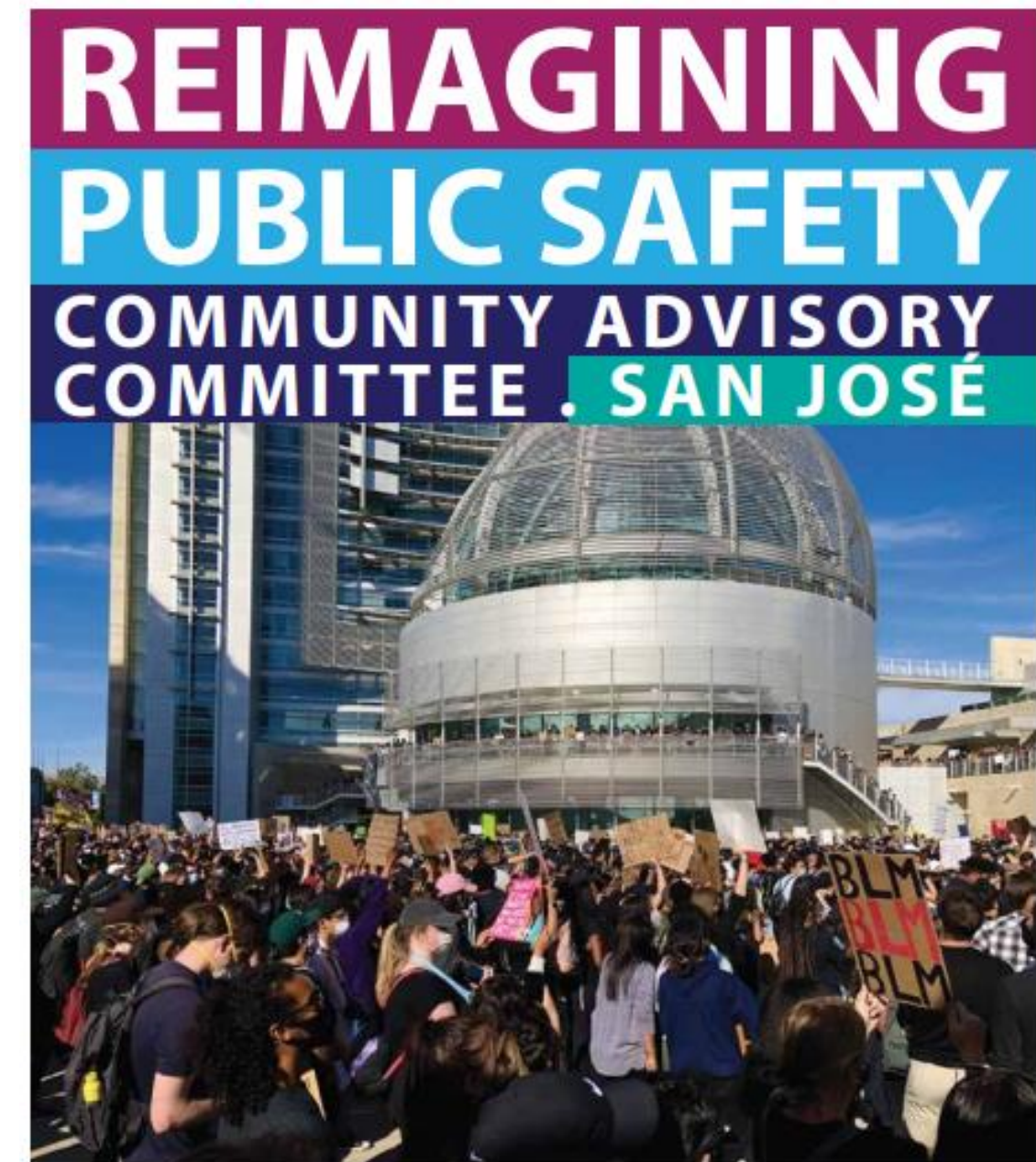
PlaceWorks for Community Engagement

- Placeworks Inc. will provide consultation to the Department on community engagement
- Placeworks staff is gathering and analyzing data and meeting with stakeholders



City Manager's Office: FY 24-25 Priority Projects

- 1. Exploring Alternate and Co-Response Models to Select 9-1-1 Calls for Service**
2. Local Government Violence Prevention Research
3. Community-Based Solutions to Domestic Violence



Recommendations

- Accept the status report update on the outstanding recommendations for reform and operational improvement being tracked by the Police Department.
- Align annual Reform and Operational Improvement Recommendations Report updates with the annual Police Reform Information Memorandum, published each December.
- Direct the Police Department to prioritize annual reporting on proposed reforms coded as “Currently in Progress.”

