



# Police Department Reform and Operational Improvement Recommendations Status Report



Public Safety, Finance, and Strategic Support Committee

May 18, 2023

Item (d)3

## Presenters:

Lieutenant Paul Hamblin, Police Department

Peter Hamilton, Assistant to the City Manager, Office of the City Manager



# Today's Topics

- Brief History
- How Far Have We Come?
- What's Next?
- Questions



# Brief History



# March 1, 2022

- City Council approved Department's response to CNA Inc. recommendations from:
  - Use of Force Assessment of SJPd
  - 21st Century Policing Report of SJPd



# May 10, 2022

- City Manager's Office presented reports from:
  - Reimagining Public Safety Community Advisory Committee
  - Charter Review Commission Public Safety Recommendations to City Council



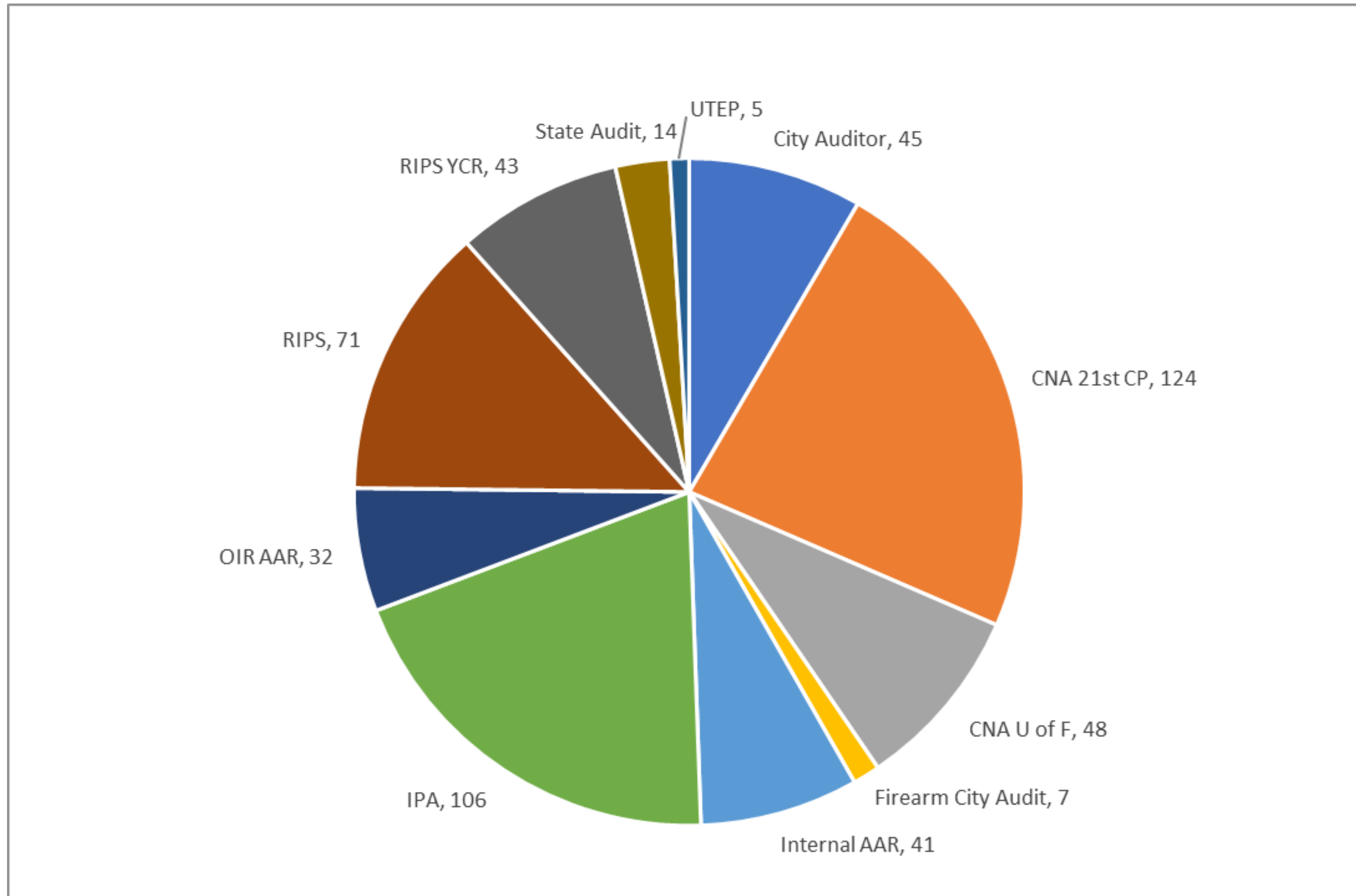


# November 17, 2022

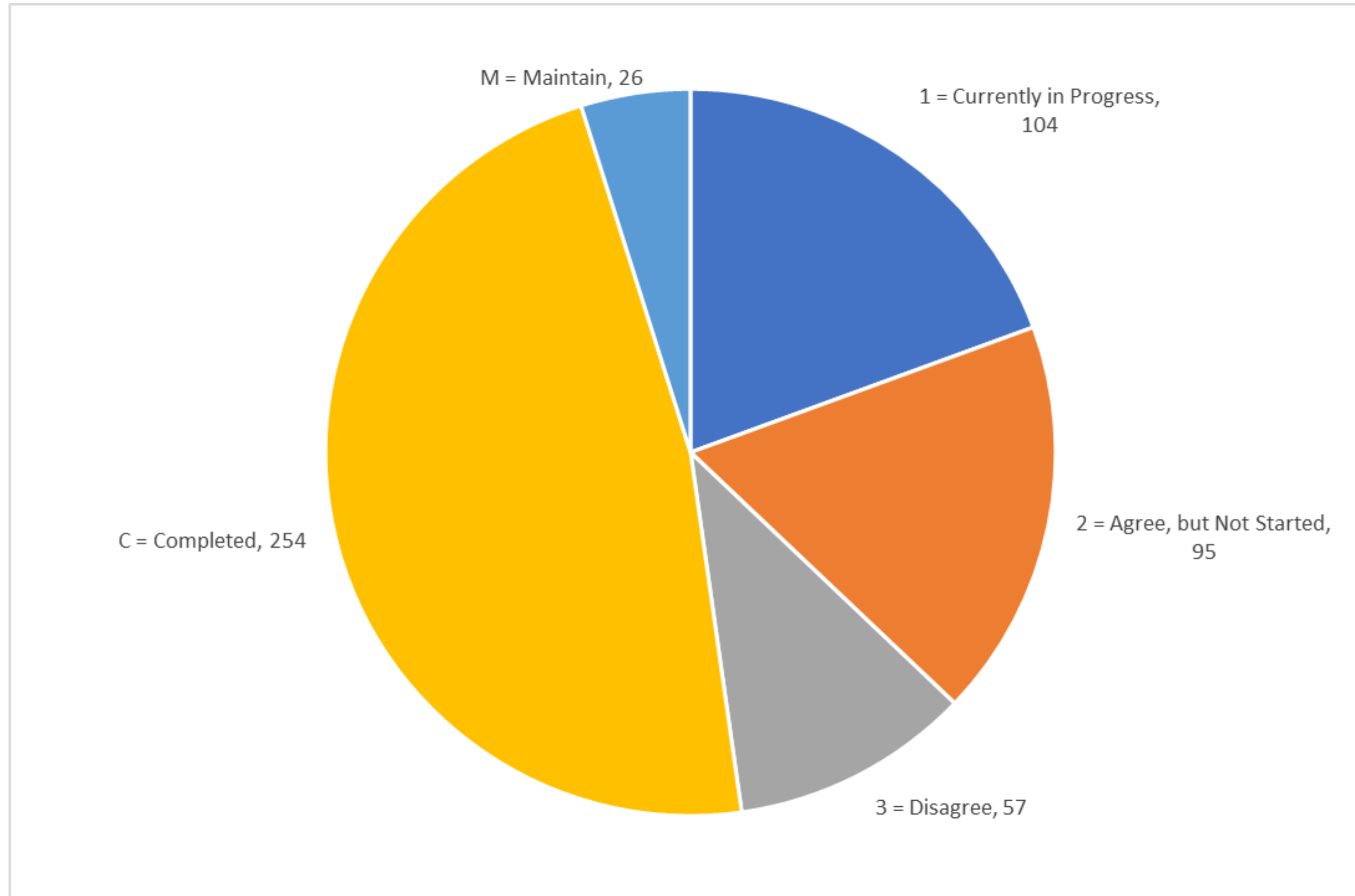
- Department provided report to PSFSS
- Analysis of implementation
- Review of outstanding recommendations
- Request for status update in 6 months



# Recommendations by Source



# Recommendations by Priority





# Recommendations by Grouping and Priority

	Currently in Progress	Agree, but not Started	Disagree	Completed	Maintain	Needing Review	Total	%
Alternative Approach	4	6	2	2	2	0	16	3%
Community Engagement	35	5	1	8	1	0	50	9%
Department Member Wellness	0	0	0	3	0	0	3	1%
External Analysis or Review	1	13	0	2	0	0	16	3%
Facilities Improvement	0	2	1	3	0	0	6	1%
Internal Analysis or Review	2	3	0	8	2	0	15	3%
Legislative Advocacy	0	0	1	3	0	0	4	1%
New or Additional Equipment	2	3	1	1	0	0	7	1%
Oversight	1	0	5	1	0	0	7	1%
Policy Change	49	27	35	162	13	0	286	53%
Recruiting & Hiring	0	5	1	10	1	0	17	3%
Staffing	1	2	1	3	1	0	8	1%
Technology Improvement	0	3	2	9	1	0	15	3%
Training	6	20	0	21	3	0	50	9%
Transparency	3	6	7	18	2	0	36	7%
<b>Total</b>	<b>104</b>	<b>95</b>	<b>57</b>	<b>254</b>	<b>26</b>	<b>0</b>	<b>536</b>	

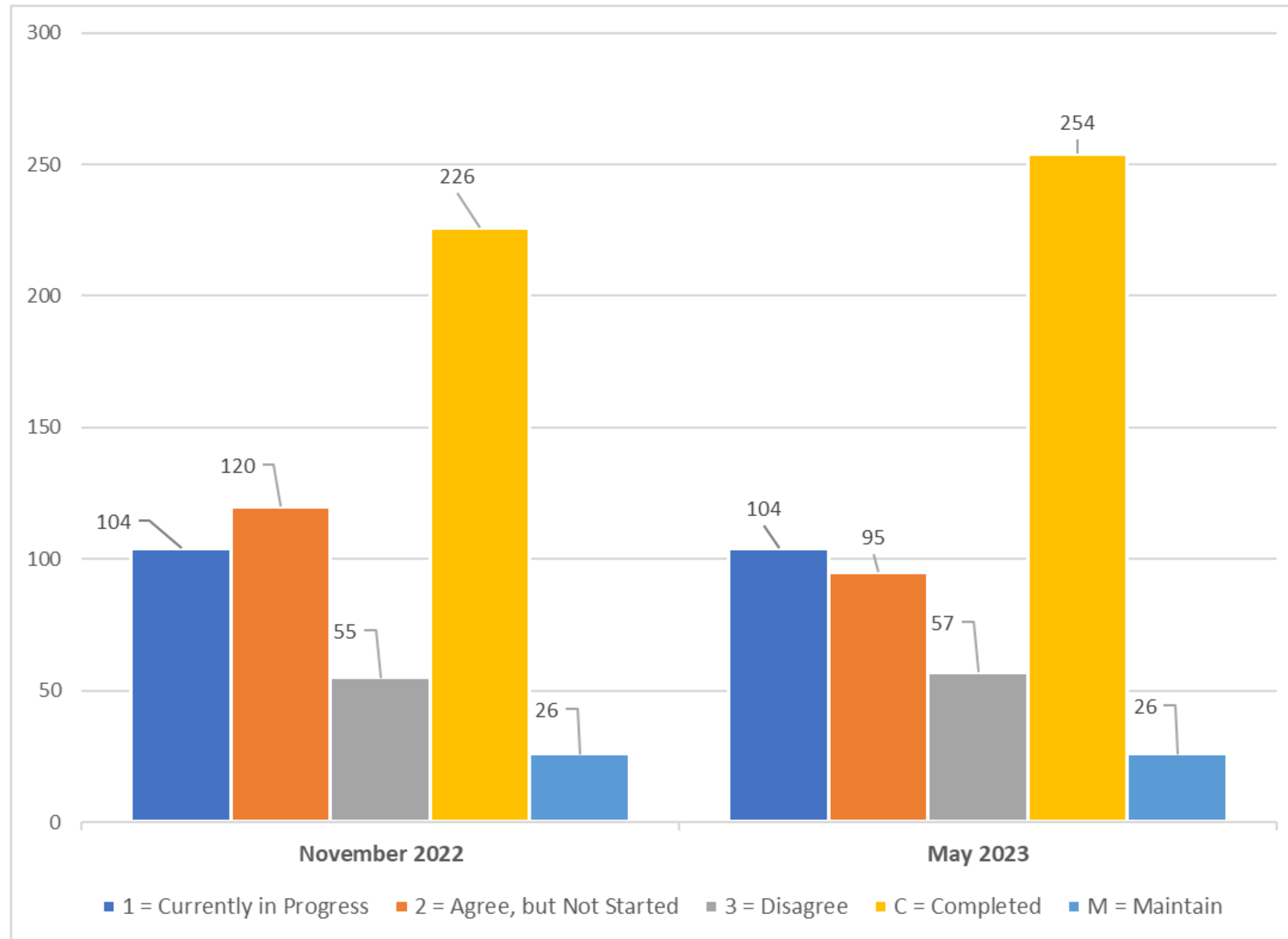
# How Far Have We Come?





# Recommendations by Priority

## November 2022 vs. May 2023



# Executive Force Review Committee

- Convenes regularly to review uses of force
- Comprised of specially selected command officers
- Members are trained in force analysis
- Analyzes each event for misconduct and training opportunities



# Department-Wide Training

- LGBTQ+ (completed)
- Why'd You Stop Me (in process)
- Procedural Justice (Academy)
- Racial Equity (coming in 2023)



# Mobile Crisis Assessment Team (MCAT)

- 1 sergeant, 3 officers
- Specially trained
- Available seven days a week
- Co-respond with licensed mental health clinicians





# Language Action Plan

- Updated in 2023
- Aimed at Limited English Proficient individuals
- Timely and meaningful access to available programs, services, and benefits
- Conversational Spanish classes offered to officers



# What's Next?



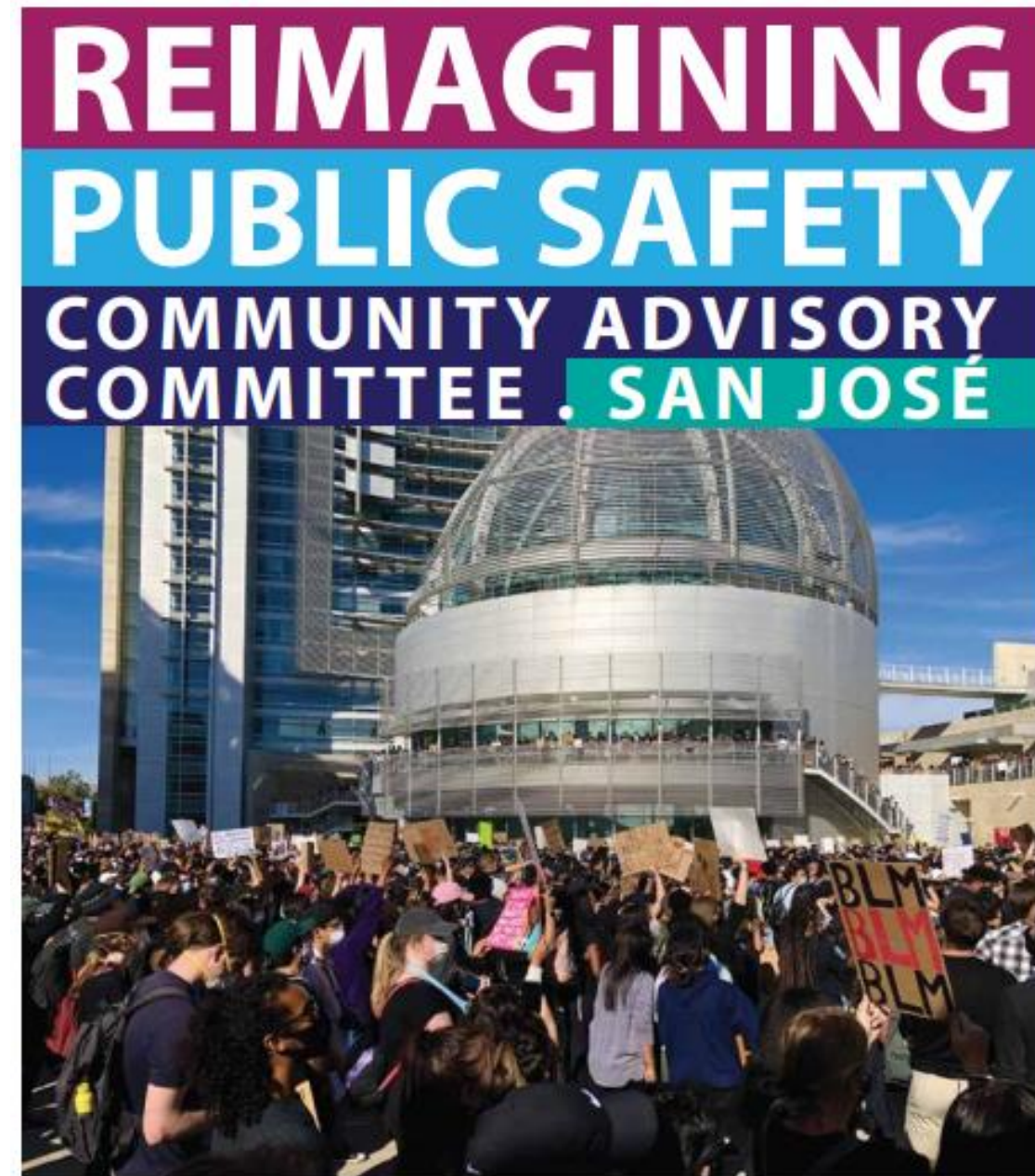
# Community Engagement Consultant

- Will provide evaluation and recommendations on community engagement
- Will include relationship building, participation in Department activities, training, and policy direction
- In final stage of selection process



# Reimagining Recommendations Priority Project

- Community-Based Solutions to Domestic Violence
- 911 Call Analysis
- Local Government Violence Prevention Research







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