

Police Reforms Process and Timeline

September 29, 2020
Item 4.3

Presenters: Jennifer Maguire, Assistant City Manager
Angel Rios, Deputy City Manager
Shivaun Nurre, Independent Police Auditor





Background

We'll be discussing coordination between three different efforts:

Chief of Police
Recruitment

Use of Force
Review

Reimagining
Community
Safety



Council Direction

On August 18, the City Council directed staff to bring back:

1. A report on the sequencing of the use of force review, reimagining public safety, and selection of a new Chief of Police to determine the best possible timeline and potential to involve the same consultant for community engagement aspects of all of these portions of the workplan.
2. An outreach plan for community engagement specific to Reimagining Community Safety.
3. A timeline and update on the release of an RFP to select a consultant to conduct a Use of Force review.

1. Sequencing and Outreach Coordination





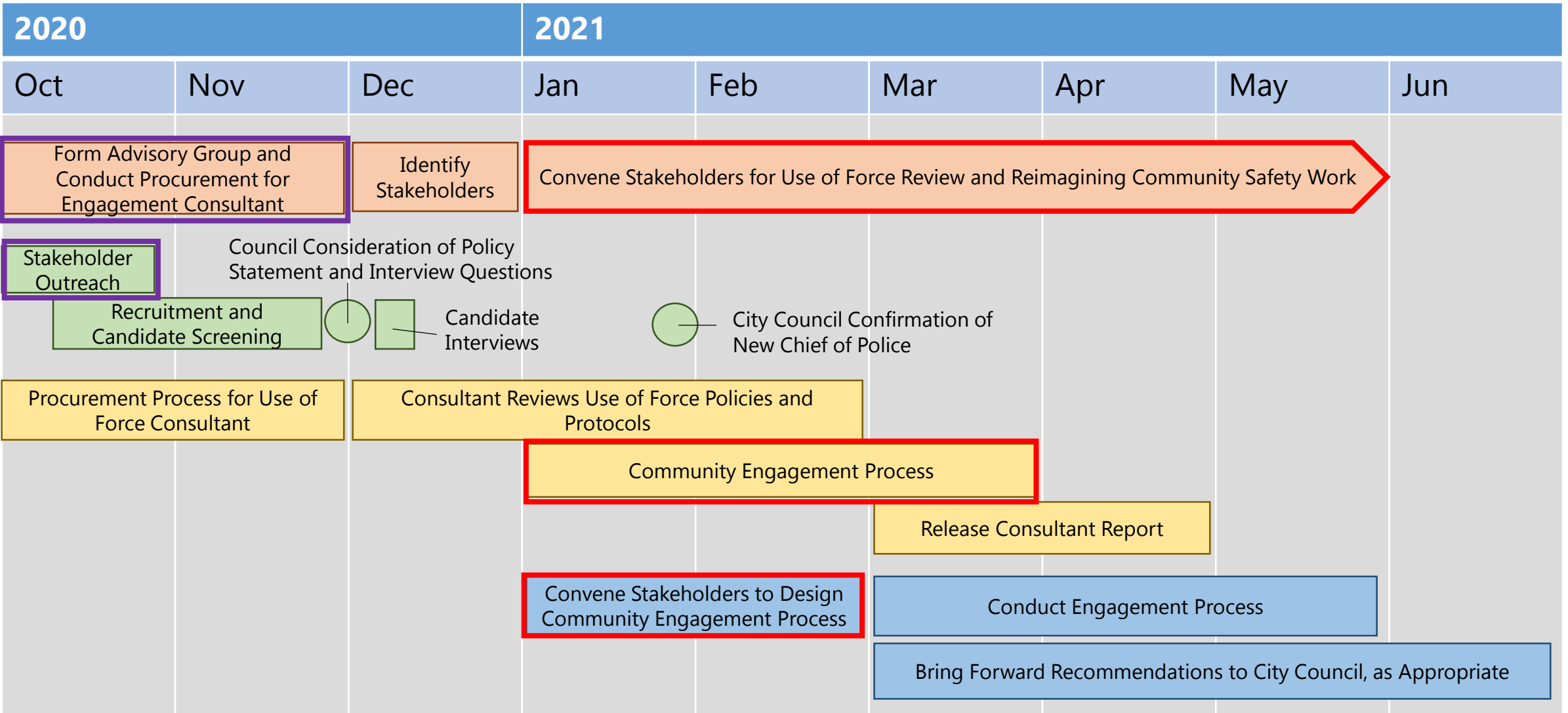
Timeline

Initial Outreach, Community Engagement Consultant Procurement and Stakeholder Group Formation

Chief of Police Recruitment

Use of Force Review

Reimagining Community Safety




2. Outreach Plan for Community Engagement





Outreach Plan

- a) Begin with a shared definition of community engagement and explicit identification of public participation goals.

INCREASING IMPACT ON THE DECISION 					
	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
PUBLIC PARTICIPATION GOAL	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision making in the hands of the public.



Outreach Plan

- b) Secure consultant expertise in inclusive community engagement and meeting facilitation.
- c) Select and convene a start-up community advisory group.
- d) Provide a variety of alternative methods of engagement.
- e) Ensure accessibility in areas such as language, culture, and abilities.
- f) Partner with diverse groups and individuals that reach impacted communities.
- g) Provide funding for stipends to groups and individuals that reach impacted communities.
- h) Effective community engagement requires time and patience.



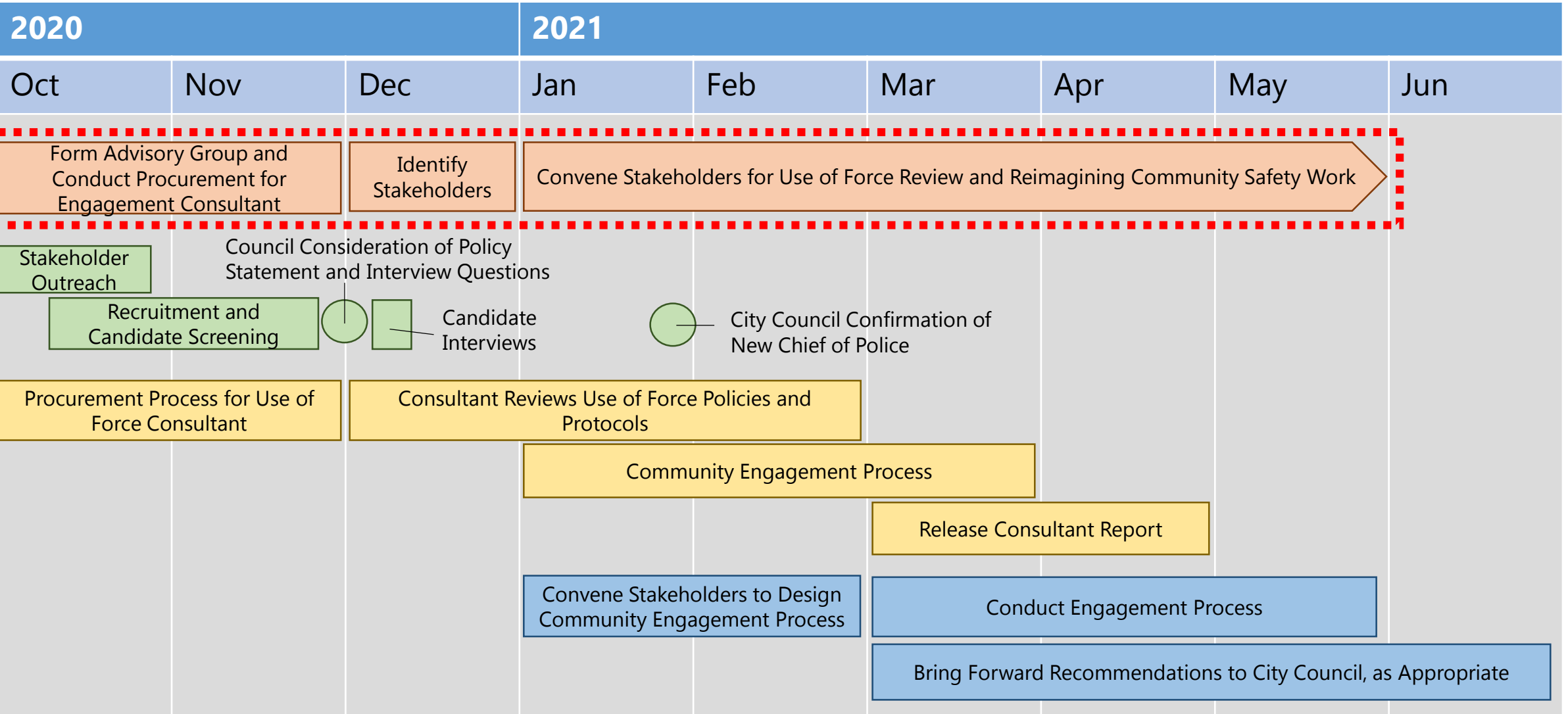
Timeline

Initial Outreach, Community Engagement Consultant Procurement and Stakeholder Group Formation

Chief of Police Recruitment

Use of Force Review

Reimagining Community Safety



3. RFP for Use of Force Review Consultant





Consultant Evaluation

Consultant evaluation will include two components:

- A use of force evaluation, which will address department culture, policies, procedures, training, tools, reporting, accountability, and investigative processes.
- An evaluation of San Jose Police Department policies and protocols to make recommendations on additional amendments to the Police Department Duty Manual or other protocols that further align San Jose with the best practices outlined in the Final Report of the President's Task Force on 21st Century Policing.



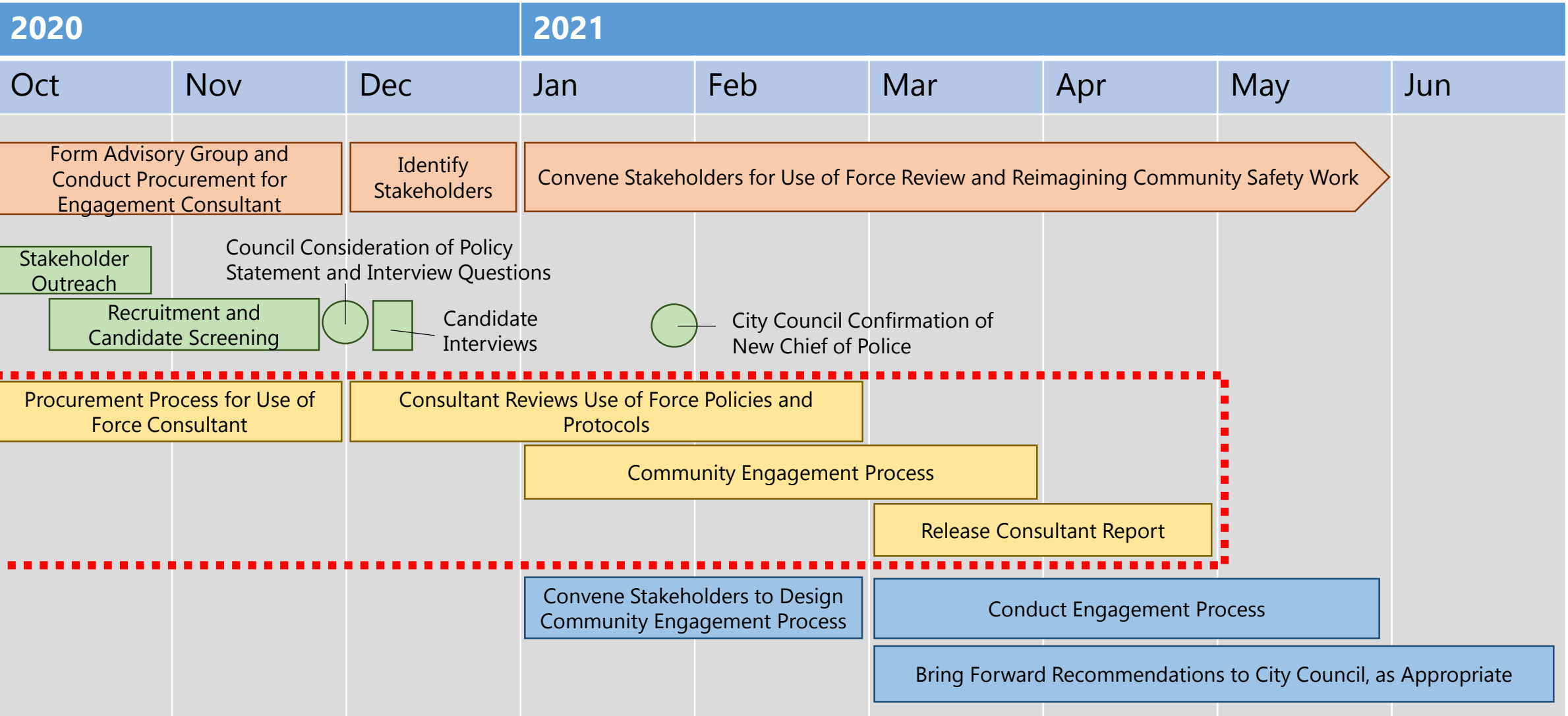
Timeline

Initial Outreach, Community Engagement Consultant Procurement and Stakeholder Group Formation

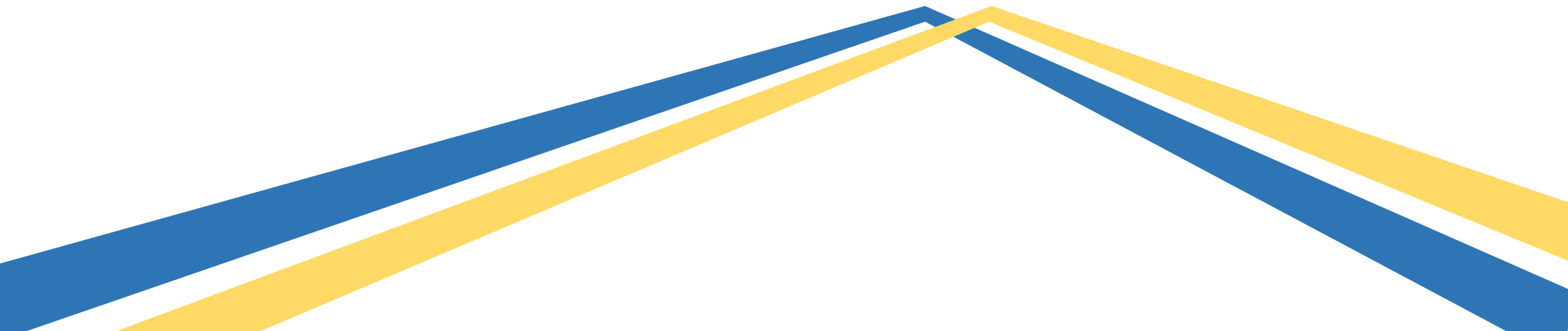
Chief of Police Recruitment

Use of Force Review

Reimagining Community Safety



4. Evaluation and Follow-up





Evaluation and Follow-Up

- The Administration and IPA will proceed according the proposed timeline.
- If any significant deviations from the timeline are required (for example, because of consultant availability) the Council will be and updated either via information memorandum or council item.
- The Administration and IPA will also return to the City Council with Police Reform updates and/or recommendations as the work continues over the next year and beyond.