

Meeting Date: 9/10/2018

Report Type: Discussion



**Sacramento
Community Police
Review Commission
Report**

915 I Street, 1st Floor
www.CityofSacramento.org

Title: Discuss Sacramento Police Department Inputs to Commission Ad Hoc Recommendations

Location: Citywide

Recommendation: Discuss and pass a Motion to revise previously approved Accountability and Diversity Ad Hoc recommendations based upon Sacramento Police Department review and revisions.

Contact: Francine Tournour, Director, (916) 808-7525, Office of Public Safety Accountability

Presenter: Francine Tournour, Director, (916) 808-7525, Office of Public Safety Accountability

Department: Office of Public Safety Accountability

Attachments:

1. Accountability Ad Hoc Recommendations
2. Diversity Ad Hoc Recommendations

Description/Analysis

Issue Detail: Following the presentation by Sacramento Police Department on their review and inputs on the commission Accountability and Diversity Ad Hoc recommendations, the commission will discuss the inputs and may choose to modify their original recommendations or leave as is and proceed with forwarding the recommendations to Mayor and Council.

The Sacramento Police Department review was requested by Motion at the August 2018 SCPRC meeting. Commission approved their ad hoc recommendations; but, also subsequently requested SPD review of their recommendations prior to submitting their recommendations to Mayor and Council. SPD recommendations may or may not be used to modify the commission's recommendations approved at the August 2018 SCPRC meeting.

This agenda item, was added to the September 2018 agenda to allow commission members to discuss the SPD review and inputs and pass a motion to modify their recommendations prior to forwarding to Mayor and Council.

Policy Considerations: None.

Economic Impacts: None.

Environmental Considerations: None.

Sustainability: None.

Commission/Committee Action: None

Rationale for Recommendation: Meetings are generally held each 2d Monday of the month.

Financial Considerations: None

Local Business Enterprise (LBE): Not applicable.

Accountability Ad Hoc Recommendations

Use of Force and Pursuit

- Release specific statistics on use of force incidents that includes race/ethnicity/language of officers and subjects, type of crime or incident, type of weapon, resolution. Update IT so that data can auto-populate and be made available in a timely manner.
- Utilize a higher policy standard, such as “immediate threat” or last resort, instead of imminent threat for allowable use of force or otherwise reform the policy to raise the standard for allowable use of force.
- Review the policy on acceptable use of foot pursuit and ensure that the policy requires officers to consider their environment when deciding to engage in a pursuit and includes immediacy and scale of threat, pursuit conditions (visibility, etc), containment, de-escalation. Ensure that the policy clarifies that foot pursuit should not be initiated only because an individual is running, but should be considered based on information about criminal offenses or treats to public safety. In addition, discourage the discharge of a firearm at a fleeing suspect in most situations.

Body Worn Cameras

- Create a policy for use of BWCs, that specifies that unless a subject or witness requests (or, in the case of a minor, a parent), on camera, for the camera to be turned off, it shall remain on at all times (audio and video). Prohibit intentional obstruction of the camera view or sound. Consult with victims’ rights and sexual assault prevention organizations to develop this policy.
- Utilize a third party to audit camera footage randomly, not only review footage of critical incidents. The review should be for best practice not only legality.

Investigations and Discipline

- Conduct an analysis of the process and resources necessary to provide investigatory authority to the SCPRC in order to provide an independent investigation for each use of force incident.

SCPC Ad Hoc on Sacramento Police Diversity Hiring

Ad Hoc Members: Renee Carter, Johnny Coleman, Mario Guerrero, & Mariana Sabeniano

In an effort to build community trust, have a police department that looks like the community they serve, address historic systemic racial issues between the police and people of color, particularly African-Americans and institutionalized racism, and bridge the gap between the police and minority groups, the diversity ad hoc would like the following recommendations to be presented to the Sacramento Mayor and City Council for possible policy changes. These recommendations fall into several different areas – planning, recruitment and hiring, retention, training, and misc. Some may look to change current policy and practices, while others may be the creation of new policies and practices.

Recommendations

Planning

- Develop a long-term comprehensive sustainable diversity plan—with measurable goals and outcomes that addresses gender issues and institutionalized racism. In regard to the latter, the plan should specifically address historic systemic racial issues between the police and people of color, particularly African-Americans. The plan should also address ethnic groups and communities whose distrust of law enforcement impacts diversification. The planning should include:
 - A Diversity Mission Statement with key principles and core values.

Recruitment

- Require ethnic studies course(s) as part of the college course requirement.
- Review SPD's current recruitment programs and practices to determine if there could be improvement (hiring materials, visibility at community events, work with community based organizations to identify viable applicants, increase diversity of recruiting personnel, expansion of the cadet programs).
- Review recruitment/outreach efforts to analyze “what is working” and eliminate or tweak areas that indicate low return or lack of measurability.
- When applications are submitted to Sacramento HR for police officer, lateral transfer, or non-sworn police officer positions, if the applicant is rejected either initially or during the examination selection process, HR should provide SPD data regarding where the applicant said s/he first engaged with SPD and demographic data for ALL applicants.
- Recruitment process should be reviewed for cultural and gender bias, including but not limited to the application and background investigation process.
- Incentivize SPD management (those exempt from the union) to live in the City of Sacramento.
- Incentivize interest in SPD (e.g. scholarships and requirement for service)

Hiring

- Officers conducting the background checks must be diverse and culturally aware.
- Any panels used in the hiring practice must be diverse in ethnic background, gender, and include civilians.
- Give priority to local applicants.
- A layer of review should be added to ensure that when applicants are denied, it is based on a fair assessment, taking into consideration cultural norms.

Retention

- To retain diverse officers, there needs to be a true opportunity for promotion. This includes mentorship for officers of color and women, while in the academy, during probation, and in preparation for promotional opportunities by officers of color and women.
- To retain diverse officers, there needs to be an opportunity for officers to provide feedback to their supervisors, without fear of repercussion and or retaliation.
- Provide better incentive pay to bilingual officers and reduce the burdens involved in the certification process.
- In circumstances where there is a need to reduce the workforce (i.e. layoffs), look at ways to make those reductions other than just seniority.
- Provide incentives to officers that live in Sacramento (pay increase, special loan programs, take home patrol vehicle).

Training

- Require additional annual current bias- free training to all officers.
- Training officers must be diverse.

Misc.

- Include “Diversity Hiring” and retention as part of the Chief’s job description and annual performance review.
- Require the City Auditor to review the diversity of SPD applicants and determine where and why they aren’t successful in the process. Respond to these items through the planning process.
- Conduct annual surveys of police personnel that include questions about diversity and inclusion, and highlight the experience of police of color, women, and issues faced during the application and selection examination process, including retention concerns. Address issues raised through the planning process.
- Create public relations and recruitment videos that acknowledge historical racism including but not limited to police actions and policy; and the desire to change the culture of the police force.

