



## City Council Report

915 I Street, 1<sup>st</sup> Floor  
Sacramento, CA 95814

[www.cityofsacramento.org](http://www.cityofsacramento.org)

---

**File #:** 2016-01504

November 29, 2016

**Discussion Item 17**

---

**Title: Ordinances Amending City Code Relating Office of Public Safety Accountability and Sacramento Community Police Review Commission and Resolutions Adopting the Officer Next Door Framework and City Council Policy on Use of Force (Passed for Publication 11/22/2016; Published 11/23/2016)**

**Recommendation:** 1) Pass an Ordinance adding Chapter 2.22 to the Sacramento City Code Relating to the Office of Public Safety Accountability; 2) pass an Ordinance repealing and adding Chapter 2.110 and amending Section 2.40.030 of the Sacramento City Code Relating to Establishment of the Sacramento Community Police Review Commission; 3) pass a Resolution adopting the Officer Next Door framework; and 4) pass a Resolution adopting the City Council Policy on Use of Force.

**Location:** Citywide

**Contact:** Francine Tournour, Director of Office of Public Safety Accountability, (916) 808-7345; Howard Chan, Interim City Manager, (916) 808-7488, Office of the City Manager

**Presenter:** Howard Chan, Interim City Manager, (916) 808-7488, Office of the City Manager

**Department:** Office of the City Manager

**Attachments:**

- 1-Description/Analysis
- 2-Ordinance – Office of Public Safety Accountability
- 3-Ordinance – Sacramento Community Police Review Commission
- 4-Resolution – Officer Next Door Framework
- 5-Resolution – City Council Policy: Use of Force
- 6-Summary of Community Meetings

## Description/Analysis

**Issue Detail:** On September 20, 2016, Mayor Johnson appointed three City Council members to a subcommittee on Public Safety. The purpose of the Public Safety Subcommittee is to work on increasing transparency and accountability within our Police Department. Members of the Subcommittee are Mayor Pro Tem Larry Carr (Chair), Vice-Mayor Rick Jennings, and Council Member Eric Guerra.

Per the Mayor's direction, the Subcommittee was charged with the following action items:

- Meet with the Police Chief and respond to the Law Enforcement Accountability Directive (LEAD) Letter;
- Review and build from our current Officer Next Door Framework;
- Hold community forums and receive public input regarding the recruitment for the next Police Chief; and
- Bring final recommendations to City Council that increase transparency and accountability related to public safety.

The Public Safety Subcommittee has met weekly since September 2016 to address specific areas of Mayor Johnson's charge. In addition to the appointed members of the subcommittee, the meetings also included a representative from the City Manager's office, a police management team member, and a representative from the Mayor's office.

On September 23, 2016, Mayor Pro Tem Larry Carr organized a group of community members to visit the Berkeley Police Review Commission.

On November 14, 2016, Mayor Pro Tem Larry Carr briefed the Sacramento Community Police Commission on the proposal to repeal the commission and replace it with the Sacramento Community Police Review Commission.

On November 22, 2016, the City Council passed for publication the ordinances on the Office of Public Safety Accountability, and Sacramento Community Police Review Commission.

### Community Meetings

Forums on best practices in public safety were held November 17-19, 2016. Sacramento's elected officials, law enforcement members, community leaders and other residents met to discuss proactive measures that the City could take to strengthen transparency, accountability and improve the Police Department's Use of Force policy. The four meetings were attended by approximately 135 people. Additional topics discussed included the Police Chief recruitment

and other matters related to the police department. The summary of the meetings and materials related to the community meetings are in Attachment 6.

**Background:** In 1999, the Mayor and City Council established the Office of Police Accountability (OPSA) for the purpose of monitoring the investigations of citizens' complaints concerning misconduct by employees of the Sacramento Police Department. In 2004, the office's scope of responsibility was expanded to include the Sacramento Fire Department. (City Council Resolution R2004-0611) The director has broad oversight powers that include the evaluation of the overall quality of performance by employees and the authority to encourage systemic change. The Office specifically tracks and monitors high-profile or serious complaint cases to conclusion, reviews completed investigations, and advises the City Manager of any deficient investigations. The office is under the direction, control and supervision of the City Manager.

Office of Public Safety Accountability (OPSA):

**Purpose:** The purpose of this ordinance is to transfer supervision of OPSA from the City Manager's Office to Mayor and City Council based on the Public Safety Subcommittee's recommendation.

**Responsibilities:** Under the direction, control and supervision of the City Council, the Director shall have the following authority and responsibility as related to the Sacramento Police Department and Fire Department:

- A. Audit all citizen complaint investigations of the police department and fire department, as the director deems necessary.
- B. Monitor all citizen complaint investigations conducted by the police department and fire department.
- C. Request the police department and fire department perform further investigation in those citizen complaint cases that require additional investigation as determined by the director.
- D. Receive all documents, reports, or any other item necessary to monitor or audit a complaint investigation.
- E. Assist the city council, or any duly appointed committee of the council, in performing its investigative functions under section 34 of the charter.

- F. As needed, request the city council, or any duly appointed committee of the council, to issue subpoenas as provided in section 34 of the charter. The city council may, by resolution, establish the procedures for the request, issuance, and service of those subpoenas.
- G. Perform such other inquiries and investigations as prescribed by council resolution.
- H. Accept and document complaints directly from citizens as an alternative procedure for citizen complaints concerning public safety personnel, using a complaint form distinct from that used by the police department or fire department. All such complaints shall be promptly forwarded to the respective public safety department for investigation.
- I. Provide complainants with timely updates on the status of investigations, excluding disclosure of any information that is confidential or legally protected.
- J. Explain how the complaint process works to all complainants.
- K. Monitor or independently investigate any other matter as directed by the city council pursuant to section 34 of the charter.
- L. Serve in a public information capacity, including providing public information, excluding disclosure of any information that is confidential or legally protected, on pending investigations as directed by the city council; and making presentations in community forums.
- M. Respond to critical incidents involving police or fire personnel and provide a report to city council regarding the details and concerns of those incidents.

#### Sacramento Community Police Review Commission:

**Purpose:** The Sacramento Community Police Review Commission (SCPRC) provides a venue for community participation in reviewing police department policies, practices, and procedures. The commission shall monitor the implementation, evaluation, and sustainability of city policing initiatives and programs.

**Responsibilities:** The Commission shall hold public meetings, in accordance with the Ralph M. Brown Act, to discuss Police Department policies, procedures, and practices, advise and make recommendations to the public, the City Council, and the City Manager when necessary.

**Member Selection & Criteria:** There shall be a total of 11 commission members. One member shall be recommended for appointment by each Council Member, and three members shall be recommended for appointment by the Mayor. Pursuant to Section 230 of the charter, after receiving council member recommendations the mayor shall appoint all members of the commission, subject to the concurrence of a majority of the city council. All members shall be residents of the City of Sacramento. No (former or currently employed) sworn peace officers, or persons currently employed by of the City shall be appointed to the Commission. The initial terms of the commission members shall be staggered.

#### Officer Next Door Resolution

During the State of the City address in January 2015, Mayor Kevin Johnson announced the Officer Next Door Program (OND). Working in conjunction with the community, City staff, and the City Council, this program was developed with the vision that the City of Sacramento will become the safest big city in California, and that the Sacramento Police Department will be a model of community policing practices. The program is organized into four pillars, that once fully implemented, will result in a measurable decrease in crime and a measureable increase in community trust and engagement. The four pillars include: training, diversity, engagement, and accountability. These focus areas provide the strong framework needed to ensure the success of the OND program, vision, and goals. The City Council and Sacramento Community Police Review Commission will monitor the implementation of this program on an on-going basis moving forward.

#### City Council Policy: Use of Force Resolution

The purpose of this Council resolution is to reaffirm the City's effort to guarantee that all lives are protected and valued in the City of Sacramento. Continuing to develop and maintain a professional and highly trained police force is imperative. This resolution requires the City Manager to ensure that all police officers of the Sacramento Police Department abide by Council specified guidelines with regards to use of force. Key components of the resolution include the timely release of video after an officer involved incident occurs and the immediate notification of family members after an officer involved shooting.

**Policy Considerations:** The recommendations in this report are consistent with the Public Safety Subcommittee's direction to identify opportunities for improved transparency and accountability of the police department to build public trust.

**Economic Impacts:** None

**Environmental Considerations:** The proposed action is an organizational activity that is exempt from environmental review under the CEQA Guidelines section 15387(b)(5).

**Commission/Committee Action:** Review of the proposed Ordinances is bypassing the Law and Legislation Committee to expedite formation of the Commission and to avoid a lapse in transition from Sacramento Community Police Commission to Sacramento Community Police Review Commission.

**Rationale for Recommendation:** The recommendations of this report reflect a blending of best practices from other cities, feedback received at the public safety forums, and an incorporation of current city practices to improve transparency and accountability of the police department to build community trust.

The proposed model increases community involvement and is a proactive step to strengthen trust between the police and community. With the adoption of this proposal Sacramento will be at the forefront of the national movement to increase community involvement in matters of public safety and increased transparency.

**Financial Considerations:** Consistent with the City Council's adopted budget guideline to not make spending decisions in isolation, the request for additional positions and funding of the office will be included in the FY2016/17 Midyear Budget Report. It is estimated that an additional \$375,000 will be needed to properly staff the Office of Public Safety Accountability.

**Local Business Enterprise (LBE):** Not applicable.

**ORDINANCE NO.**

Adopted by the Sacramento City Council

Date Adopted

**AN ORDINANCE ADDING CHAPTER 2.22 TO THE SACRAMENTO CITY CODE,  
RELATING TO THE OFFICE OF PUBLIC SAFETY ACCOUNTABILITY**

BE IT ENACTED BY THE COUNCIL OF THE CITY OF SACRAMENTO:

**SECTION 1.**

Section 5 of the charter of the City of Sacramento provides that “[t]he city council may establish departments, divisions, offices and positions of employment not established by this Charter or created thereunder and shall have the power to abolish, merge or consolidate same.” Section 70 of the charter further provides that the city council may appoint officers of its own body to serve at the city council’s pleasure. The city council finds that the creation of an office of public safety accountability under the direction of the city council, rather than the city manager, pursuant to the foregoing provisions serves the best interests of the city, by putting the office of public safety accountability in a direct relationship with the citizens’ elected representatives.

An office of public safety accountability director appointed by the city council promotes an effective and more accountable city government. The office can help the city council perform the oversight authority granted in Section 34 of the charter, which provides that “the city council or any duly appointed committee of the members of the council may make investigations into the affairs of the city government and the conduct of any department, office, agency, officer or employee thereof.”

**SECTION 2.**

Chapter 2.22 is added to the Sacramento City Code to read as follows:

**Chapter 2.22**

**Office of Public Safety Accountability**

**2.22.010 Office of public safety accountability created.**

There is created an office of public safety accountability, to be headed by a director appointed by the city council. The director shall be a city officer under Section 70, subdivision (d), of the charter. The office shall have such staff and budget as the city council may prescribe. The director shall appoint all other members of the office.

**2.22.020 Office of public safety accountability director qualifications.**

The city council may establish the director's qualifications by resolution. The director shall set the qualifications for subordinate staff.

**2.22.030 Duties and functions of office.**

The office shall:

- A. Audit all citizen complaint investigations of the police department and fire department, as the director deems necessary.
- B. Monitor all citizen complaint investigations conducted by the police department and fire department.
- C. Request the police department and fire department perform further investigation in those citizen complaint cases that require additional investigation as determined by the director.
- D. Receive all documents, reports, or any other item necessary to monitor or audit a complaint investigation.
- E. Assist the city council, or any duly appointed committee of the council, in performing its investigative functions under section 34 of the charter.
- F. As needed, request the city council, or any duly appointed committee of the council, to issue subpoenas as provided in section 34 of the charter. The city council may, by resolution, establish the procedures for the request, issuance, and service of those subpoenas.
- G. Perform such other inquiries and investigations as prescribed by council resolution.
- H. Accept and document complaints directly from citizens as an alternative procedure for citizen complaints concerning public safety personnel, using a complaint form distinct from that used by the police department or fire department. All such complaints shall be promptly forwarded to the respective public safety department for investigation.
- I. Provide complainants with timely updates on the status of investigations, excluding disclosure of any information that is confidential or legally protected.
- J. Explain how the complaint process works to all complainants.

K. Monitor or independently investigate any other matter as directed by the city council pursuant to section 34 of the charter.

L. Serve in a public information capacity, including providing public information, excluding disclosure of any information that is confidential or legally protected, on pending investigations as directed by the city council; and making presentations in community forums.

M. Respond to critical incidents involving police or fire personnel and provide a report to city council regarding the details and concerns of those incidents.

**2.22.040 Office of public safety accountability reports.**

The director shall prepare written reports as directed by council or a duly appointed committee of the council. The council may prescribe by resolution the manner of report preparation and presentation. At a minimum, the director shall prepare quarterly reports consistent with California Penal Code section 832.7(c), relating to the number, kind, and status of all citizen complaints filed against police department personnel for review by the Sacramento community police review commission and the city council.

**2.22.050 Access to information.**

City departments, offices, and employees shall provide the office of public safety accountability access to all sources of information, property, and personnel relevant to the performance of the office's duties under this chapter, unless restricted or prohibited by law.

**SECTION 3.**

This ordinance takes effect on June 1, 2017.

Adopted by the City of Sacramento City Council on \_\_\_\_\_ by the following vote:

Ayes:

Noes:

Abstain:

Absent:

---

MAYOR

Attest:

---

City Clerk

Passed for Publication:

Published:

Effective:

**ORDINANCE NO. 2016-**

Adopted by the Sacramento City Council

**AN ORDINANCE DELETING AND ADDING CHAPTER 2.110, AND AMENDING SECTION 2.40.030, OF THE SACRAMENTO CITY CODE, RELATING TO ESTABLISHMENT OF THE SACRAMENTO COMMUNITY POLICE REVIEW COMMISSION**

BE IT ENACTED BY THE COUNCIL OF THE CITY OF SACRAMENTO:

**SECTION 1.**

Chapter 2.110 of the Sacramento City Code is deleted.

**SECTION 2.**

Chapter 2.110 is added to the Sacramento City Code to read as follows:

**Chapter 2.110 Sacramento Community Police Review Commission**

**2.110.010 Commission established.**

The Sacramento community police review commission is established.

**2.110.020 Purpose of commission.**

The Sacramento community police review commission is established for the following purposes:

- A. Providing community participation in reviewing and recommending police department policies, practices, and procedures; and
- B. Monitoring the implementation, evaluation, and sustainability of city policing initiatives and programs.

**2.110.030 Powers and duties of commission.**

A. The commission shall advise and make recommendations to the city council regarding police policy, procedures, and best practices, including those related to community relations, hiring, and training best practices.

B. The commission shall review quarterly reports prepared by the office of public safety accountability consistent with California Penal Code section 832.7(c), relating to the number, kind, and status of all citizen complaints filed against police department personnel, to determine whether there are patterns of misconduct that necessitate revisions to any police policy, practice, or procedure.

C. At least annually, to report and make recommendations to the mayor and the city council regarding the activities of the commission and the Sacramento Police Department's efforts to strengthen bias-free policing and community-police relations.

#### **2.110.040 Appointment of members and qualifications.**

The commission shall consist of 11 members. One member shall be recommended for appointment by each councilmember, and three members shall be recommended for appointment by the mayor. Pursuant to section 230 of the charter, after receiving councilmember recommendations, the mayor shall appoint all members of the commission, subject to the concurrence of a majority of the city council. All members must be residents of the City of Sacramento. No past or present peace officer, or current employee of the city, shall be appointed to the commission.

#### **2.110.050 Term of office; vacancy.**

A. Except as otherwise provided in this section, members of the commission shall serve a term of four years. A member shall hold office until his or her successor has been appointed.

B. Terms shall be staggered. The terms of the initial appointees recommended by councilmembers in odd-numbered council districts expire on December 31, 2018. The terms of the initial appointees recommended by councilmembers in even-numbered council districts, and the terms of the mayor's appointees, expire on December 31, 2020. Thereafter, all members shall serve four-year terms.

C. If a vacancy occurs during the term of any member, a successor to serve the unexpired term shall be appointed in accordance with the requirements set

forth in section 2.110.040.

#### **2.110.060 Conflict of interest and financial disclosure statements.**

The provisions of article III of chapter 2.16 governing conflicts of interest of board and commission members apply to members of the commission. In addition, all appointees to the commission are required to file statements disclosing financial interests pursuant to a conflict of interest code adopted for the commission.

#### **2.110.070 Chairperson and organization of the commission.**

At its first meeting, and annually thereafter, the commission shall elect a commission chairperson and vice chairperson from among its members. The chairperson and vice chairperson shall hold office at the pleasure of the commission. When there is a vacancy in the office of chairperson or vice chairperson, the commission shall fill that office from among the members. The commission may adopt rules and procedures for the conduct of its business and may do any other things necessary or proper to carry out its functions, which may include the formation of one or more subcommittees. Staff support to the commission shall be provided by the office of public safety accountability.

#### **2.110.080 Commission meetings.**

The commission shall establish a regular time and place of meeting and shall meet no less than nine times per calendar year. Each meeting shall be noticed and held in accordance with the Ralph M. Brown Act (California Government Code section 54950 et seq.).

#### **2.110.090 Quorum; Voting.**

The quorum required for the commission to conduct business is six members. The affirmative vote of a majority of the members present and eligible to vote is necessary to approve any item.

#### **2.110.100 Compensation.**

Pursuant to section 29 of the charter, the compensation commission shall establish the compensation that members of the commission receive for attending commission meetings.

### **SECTION 3.**

Section 2.40.030 of the Sacramento City Code is amended to read as follows:

**2.40.030 Applicability.**

The provisions of this article shall apply to persons recommended to the mayor by the personnel and public employees committee as appointees for positions on the city council and the following boards and commissions:

Administration, Investment and Fiscal Management Board of the City Retirement System

Board of Plumbing Examiners

Civil Service Board

Construction Code Board of Appeals

Housing Code Advisory and Appeals Board

Old Sacramento Variance Appeals Board

Parks and Recreation Commission (Two Seats)

Planning and Design Commission (Four Seats)

Preservation Commission

Retirement Hearing Commission

Sacramento City Public Facilities Financing Corporation

Utilities Rate Advisory Commission

**SECTION 4.**

This ordinance takes effect on June 1, 2017.

## **RESOLUTION NO. 2016-**

Adopted by the Sacramento City Council

### **ADOPTING THE OFFICER NEXT DOOR FRAMEWORK**

#### **BACKGROUND:**

- A. During the State of the City address on January 30, 2015, Mayor Kevin Johnson announced the Officer Next Door Program (OND).
- B. The vision of the OND is that Sacramento will become the safest big city in California and a model of community policing practices.
- C. The goals of implementing the OND program are a measurable decrease in crime and a measurable increase in community trust and engagement.
- D. The OND framework consists of four pillars: Training, Diversity, Engagement, and Accountability. Implementation of these four pillars is in the best interest of the City of Sacramento to achieve the OND vision and goals:
  - 1. Training: The police officers of the City of Sacramento will receive training that is nationally recognized as the best practices in community policing.
  - 2. Diversity: The City's police department (at all levels) will reflect the diversity of our City's residents.
  - 3. Engagement: The OND police force is actively engaged in the community that he or she is sworn to protect.
  - 4. Accountability: Our police department is held accountable to the highest professional standards and embraces transparency.

#### **BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:**

- Section 1. The Officer Next Door Framework attached as Exhibit A is hereby approved.
- Section 2. The City Manager or the City Manager's designee is hereby authorized to take administrative actions and develop procedures to implement the OND Framework.

#### **Table of Contents:**

Exhibit A – Officer Next Door Framework

## Officer Next Door Framework

### VISION & GOALS

To make Sacramento the safest big city in California and a model of community policing demonstrated by a measurable decrease in crime and a measurable increase in community trust and engagement

### FRAMEWORK

Training: The police officers of the City of Sacramento receive training that is nationally recognized as the best practices in community policing strategies.

Diversity: The City's police department (at all levels) will reflect the diversity of our city's residents.

Engagement: The Officer Next Door police force is actively engaged in the community he or she is sworn to protect.

Accountability: Our police department is held accountable to the highest professional standards and embraces transparency

### TRAINING

Our Officers Receive Training That Is Nationally Recognized As The Best Practices In Community Policing Strategies

### SUMMARY

We want our police officers to receive consistent, high-quality training to ensure that they are well-equipped to address challenging situations that may arise as they are doing their important work in the community. Over the last decade, a myriad of training programs have been developed for public safety officials which can make them more effective when faced with difficult issues. Our police department must have the necessary resources to provide access to this type of training.

### ACTION STEPS

We will continue to ensure that our officers are trained in the following:

- Cultural sensitivity
- Implicit bias and discrimination recognition
- Peaceful conflict resolution and de-escalation techniques to include less lethal options.
- Chronic and mental illness recognition training including peaceful conflict resolution and de-escalation techniques.
- Problem-oriented policing

### DIVERSITY

Our Police Department (At All Levels) Reflects The Diversity Of Our City's Residents

### SUMMARY

Sacramento is one of the most diverse cities in America. As such, it is critical that we put proactive and deliberate strategies in place to ensure that our police force becomes more diverse. We strongly believe that this diversity will result in stronger community relations and robust engagement with our residents.

## ACTION STEPS

We will work to implement the following:

- Targeted recruitment strategies focused on increasing diversity (of race, gender, sexual orientation, etc.).
- Mentoring and professional development geared toward increasing diversity in police leadership and command structure.
- Incentive programs to encourage police officers to live in the City and hiring more officers who currently live in the city.
- Exploring the development of a public safety charter school.

## ENGAGEMENT

Our Officers Are Actively Engaged In The Communities They Are Sworn To Protect

### SUMMARY

Our police force is most effective when they have meaningful and trusting relationships in the communities they serve. We must work toward creating true collaboration and understanding between officers and residents, so that our work can be proactive and preventative.

## ACTION STEPS

We will implement the following to increase engagement levels:

- Community activities such as youth listening sessions and education events.
- Youth development and crime prevention strategies like Summer Night Lights and the Mayor's Gang Prevention Taskforce.
- Restoring police staffing levels to support community policing.
- Addressing underlying, systemic issues such as education and unemployment.

## ACCOUNTABILITY

Our Police Department Is Held Accountable To The Highest Professional Standards And Embraces Transparency

### SUMMARY

As a community, we need to have faith that our law enforcement officers are always operating in the best interests of our residents and community. We should consistently be sharing and discussing public safety data to ensure that we're identifying where potential issues may exist and working to correct them. Equally important is the responsibility the public has to support our police department with the resources they need.

## ACTION

We will implement the following to increase transparency and accountability

- Increase transparency and availability of data to the public
  - Release all video associated with an officer involved shooting, in-custody death, or complaint reported to OPSA within 30 days, where said video does not hamper, impede, or taint an ongoing investigation or endanger involved parties. The family of the decedent shall be offered the opportunity to review the video prior to public release. All faces will be blurred to protect the identity of those present and a warning will also be

- included to advise of the graphic content of the video. If the video cannot be made public by the 30th day, the Police Chief will provide the reasons and obtain a waiver from the Council.
- Work in coordination with the Coroner's Office to notify the impacted family as soon as possible, an assign staff to the family to act as a liaison through the process.
  - Adopt a use of force policy that encourages transparency and accountability.
  - Respond to public records requests and other information requests in a reasonable and timely manner consistent with law.
  - Implement a body camera program
    - Adopt a body camera video policy consistent with council policy and law.
    - Ensure the program enhances transparency and availability of data to the public.
  - Changes to the Office of Public Safety Accountability (OPSA)
    - Have OPSA Director report directly to the Council.
    - Have OPSA be responsible for staffing the Sacramento Community Police Review Commission.
  - Changes to the Sacramento Community Police Review Commission (SCPRC)
    - The Commission should be 100% civilian led.
    - SCPRC to make policy recommendations to the City Council.
    - SCPRC's governance structure to be 11 members with one from each councilmember and three from the Mayor.
    - The commission shall review quarterly reports prepared by the office of public safety accountability consistent with California Penal Code section 832.7(c), relating to the number, kind, and status of all citizen complaints filed against police department personnel, to determine whether there are patterns of misconduct that necessitate revisions to any police policy, practice, or procedure.
  - Monitor the national movement towards independent investigations
  - Monitoring and follow-up
    - Bi-annual presentation and quarterly reports to the City Council and SCPRC on implementation of the OND Framework.
    - Annual review of OND Framework implementation including activities of OPSA and SCPRC by the City Auditor.

## **RESOLUTION NO. 2016-**

Adopted by the Sacramento City Council

### **ADOPTING A USE OF FORCE POLICY**

#### **BACKGROUND:**

- A. The sanctity of life is inviolable and every person is precious.
- B. It is an unfortunate reality that the men and women sworn to protect us may have to use deadly force.
- C. By providing a policy framework to the City Manager and Chief of Police to guide the development and implementation of a use of force policy, the City Council is exercising its policy making authority.
- D. A guiding principle of this policy is to use the minimum amount of force necessary in any given situation.
- E. Clear and timely communication with the families of those impacted, as well as the public, is a priority for the City Council.
- F. Developing and maintaining a professional and highly trained police force is imperative.

#### **BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:**

- Section 1. The Use of Force Policy attached as Exhibit A is hereby approved.
- Section 2. The City Manager or the City Manager's designee is hereby authorized to take administrative actions and develop procedures to implement the Use of Force Policy

#### **Table of Contents:**

Exhibit A – Use of Force Policy

*City of*  
**SACRAMENTO**  

---

**CITY COUNCIL POLICY**

**CATEGORY: EXECUTIVE LIMITATIONS**

**TITLE: POLICE USE OF FORCE**

Date of Adoption:

Policy Number:

Date of Revision:

Resolution Number:

Date of Revision:

Resolution Number:

The sanctity of life is inviolable and every person is precious. Developing and maintaining a professional and highly trained police force is imperative. In an effort to guarantee that all lives are protected and valued in the City of Sacramento, Council is adopting the following policy that requires the City Manager to ensure the police:

- A. Are authorized to use deadly force only when an officer reasonably believes that a suspect poses a threat of death or serious bodily injury to the officer or others.
- B. Issue a clear and comprehensible verbal warning, when possible, before using deadly force.
- C. Use the minimum amount of force necessary, under the circumstances presented to the officer, to apprehend a subject.
- D. Develop and issue specific guidelines for the type of force and tools authorized for a given level of resistance.
- E. Are issued and carry less-lethal weapons consistent with current best practice.
- F. Do not move in front of moving vehicles.
- G. Do not shoot at moving vehicles unless the person poses a threat with a weapon other than the vehicle OR has exhibited a specific intent to use the vehicle as a weapon.
- H. Intervene when an officer observes another officer using force that is clearly beyond that which is objectively reasonable under the circumstances, and when in a position to do so, to prevent the use of unreasonable force and report the incident to their immediate supervisor as soon as reasonably possible.

- I. Receive training in de-escalating encounters with the public, to include mentally ill individuals.
- J. Are trained in basic first aid and render such aid (as soon as it is safe to do so) after a deadly force incident.
- K. Make death notifications to family members of a subject that has died as a result of an officer involved shooting or while in police custody.
- L. Release all video associated with an officer involved shooting, in-custody death, or complaint reported to OPSA within 30 days, where said video does not hamper, impede, or taint an ongoing investigation or endanger involved parties. The family of the decedent shall be offered the opportunity to review the video prior to public release. All faces will be blurred to protect the identity of those present and a warning will also be included to advise of the graphic content of the video. If the video cannot be made public by the 30<sup>th</sup> day, the Police Chief will provide the reasons and obtain a waiver from the Council.

# Lang & Associates

## “City of Sacramento Public Safety Best Practices Forums”

*A series of four community forums: November 17-19, 2016*

Meetings Summary

On November 1, 2016, Francine Tournour, Director of the Office of Public Safety Accountability (OPSA), presented to the Sacramento City Council for their review the draft “Officer Next Door Framework” (OND). The OND vision is to “make Sacramento the safest big city in California and a model of community policing demonstrated by a measurable decrease in crime and a measureable increase in community trust and engagement.” Four primary pillars support that vision—Training, Diversity, Engagement and Accountability.

In keeping with an enhanced commitment to engage the community in shaping public policy, the City of Sacramento hosted the following four two-hour community dialogue sessions to gather input on the draft OND strategic plan and the hiring of a new police chief:

Forum	Date	Time	Location	Participants*
1	Thursday November 17	5:30-7:30 pm	So. Natomas Community Center 2921 Truxel Road	50
2	Friday November 18	6-8:00 pm	Hiram Johnson High School Little Theater, 6879 14 <sup>th</sup> Ave.	25
3	Saturday November 19	2:30-4:30	Oak Park Community Center 3425 Martin Luther King Blvd.	35
4	Saturday November 19	6-8:00 pm	Genesis Baptist Church 2801 Meadowview Road	25

\*Numbers of participants are approximate and include City Staff and Police Officers.

Sacramento-based *Lang & Associates* ([www.langandassociates.net](http://www.langandassociates.net)) designed and facilitated the forums. The primary objectives were to:

- **ENGAGE** community leaders, law enforcement, representatives from diverse groups, and the general public in an inclusive dialogue related to fulfilling the OND vision.
- **UPDATE** participants regarding the background and current status of 1) the search for a new city police chief, and 2) the framework and intention of the OND proposal.
- **GATHER** feedback, concerns and suggestions pertinent to hiring a new police chief and moving the OND proposal forward for City Council approval November 29, 2016
- **CULTIVATE** confidence and trust in the City of Sacramento’s efforts to be more transparent and inclusive in developing and improving public safety policies.
- **CREATE** a productive experience in which participants know they have been heard and their input matters.

A total of approximately 135 participants attended the forums representing a broad and diverse spectrum of those who live, work, worship, play and serve throughout the City of Sacramento. Police Department representatives included Deputy Chiefs Mike Bray and Ken Bernard, Act. Deputy Chief Kathy Lester, and Captains Dave Risley, Jim Beezly and Dave Peletta.

## FORUM AGENDA

**Welcome**

**FORUM 1: Councilmember Jeff Harris**  
**FORUM 2: Councilmember Eric Guerra**  
**FORUM 3: Councilmember Jay Schenirer**  
**FORUM 4: Mayor Pro Tem Larry Carr**

**Overview**

**Facilitators**

**In This Moment**

**Community Youth**

**Background:**

“Officer Next Door”  
Strategic Plan Proposal

**Howard Chan**

Interim City Manager

**Update:**

What We’ve Heard from the  
Community

**Facilitators**

**Community Porch Talk:**

Priorities, Concerns & Suggestions

- Training
- Diversity
- Engagement
- Accountability
- Our Next Police Chief



**What’s Important to You?**

**Next Steps?**

**Evaluation**

**Closing/Acknowledgements**

**Mayor Pro Tem Larry Carr**

**Handouts Attached:**

- 1. “Officer Next Door” Informational PowerPoint Slides**
- 2. Sacramento Police Academy Training Hours**
- 3. Legal Issues Frequently Asked Questions: Police Review Commission & Office of Public Safety Accountability**

## OPENING

Each forum began with a welcome by an area City councilmember expressing appreciation for the group’s willingness to contribute feedback related to the “Officer Next Door” policy proposal and offer suggestions for what they want to see in a new police chief.

Facilitators provided an overview of what had transpired in the process of preparing each of the four forums. Facilitators explained that almost 20 people representing the diversity of people and perspectives of Sacramento residents were interviewed prior to the Forums. They were assured of confidentiality and asked to share their thoughts about:

- The “Officer Next Door” proposal
- The Qualities and Characteristics desired in the next Sacramento Police Chief
- Their opinion about effective meeting process

Those interviewed included 2 pastors, 3 city employees, 4 law enforcement professionals, 5 leaders of non-profit organizations, 1 elected official, and 4 community leaders. Their opinions about these topics varied greatly, but they all had one thing in common – They wanted these meetings to be safe spaces where all participants had an opportunity to share their opinions without fear of being ridiculed, humiliated, or talked over. They wanted no part of name-calling, finger-pointing, or blaming. Rather, they wanted to work together to solve problems and improve the relationships between the Sacramento Police Department and the Sacramento Community.

The following guidelines were suggested to make sure everyone had an opportunity to participate:

- Work together to move forward
- Encourage all voices to contribute
- Different ways to be heard
- Model the change we hope for



To help set the tone and spirit of the work about to be undertaken, a youth voice was asked to read the following poem.

### **“Just a Minute”**

By Dr. Benjamin E. Mays (1894-1984)

I’ve only just a minute,  
Only sixty seconds in it.  
Forced upon me, can’t refuse it,  
Didn’t seek it, didn’t choose it,  
But it’s up to me to use it.  
I must suffer if I lose it,  
Give an account if I abuse it,  
Just a tiny little minute,  
But eternity is in it.



Benjamin Mays was a distinguished African American minister, educator, scholar, and social activist. He was also a significant mentor to civil rights leader Martin Luther King Jr. and was among the most articulate and outspoken critics of segregation before the rise of the modern civil rights movement in the United States. Mays also filled leadership roles in several significant national and international organizations, among them the National Association for the Advancement of Colored People (NAACP), the International Young Men's Christian Association (YMCA), the World Council of Churches, the United Negro College Fund, the National Baptist Convention, the Urban League, the Southern Conference for Human Welfare, the Southern Conference Educational Fund, and the Peace Corps Advisory Committee.

#### **ACTIVITY 1: In this Moment**

Facilitators highlighted the value of recognizing everyone in the room has taken a different path to this space in time. Some have endured tragedy and frustration, while others have had heartwarming experiences and hard-earned successes—all know there is room for improvement in regard to how the community, law enforcement and local government work together.

Recognizing how important it is to have and build hope, each person was asked to complete the following sentence on an index card:

***Right now, my greatest hope for our community is:*** \_\_\_\_\_

Midway through the forum, people were asked to answer this question and also write down thoughts on their index card:

***What have I heard today that supports my hope?***

To follow, in no particular order, are the individual personal perspectives of those in attendance sorted by forum.

**Building Hope: Forum 1, So. Natomas Community Center**

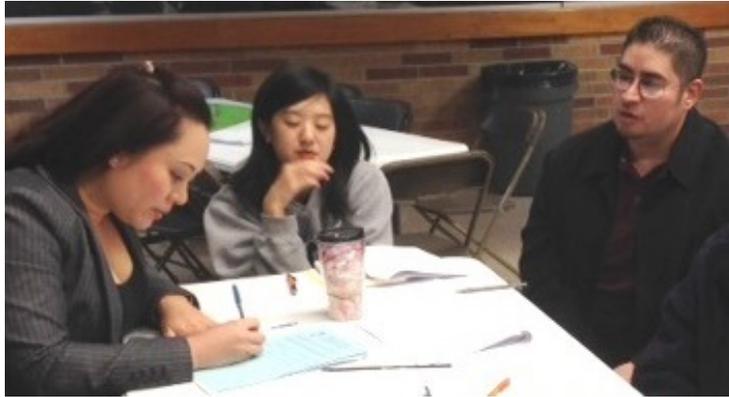


	<i>Right now, my greatest hope for our community is:</i>	<i>What have I heard today that supports my hope?</i>
1	The ability to listen & be flexible to learn how to better ourselves.	City appears to be opening up greater opportunities for community involvement in policing issues.
2	To have a willingness and ability to protect the marginalized.	Adapting methods for independent investigations.
3	Peace.	Training, asking for feedback on police chief recruitment.
4	Respect for everyone.	Thoughtful process for inclusion; sensitivity training. If I could change one thing: Quit running police & fire academies like SWAT boot camps with shaved heads.
5	There is social justice, prosperity, happiness & unity in our community including regarding law enforcement.	The jury's out on what will actually change. It's too early.
6	Love.	(no response)
7	Safer streets through more police in the streets. A cleaner neighborhood through more efficient code enforcement and solid waste management (Broken Windows Theory). Improved relations between the community and SacPD.	Nothing.
8	That more resources are put into healing the generational PTSD afflicting black Americans instead of militarizing the police.	Support free referral to clinical specialists after tragedy (fatal, permanent) in one's family, neighborhood or connections in any way. Paid with PD funds.

9	An agreed upon structure for assessing critical incidents.	It seems that the preparation process has been fairly comprehensive.
10	Peace, unity, collaboration; work together—encouraging, accepting, building, praying for one another. Neighbors looking out for each other. One for all and all for one.	Communication; allowing opportunities for time together; listening; seeking to understand; modeling positive behaviors; respect traditional values.
11	That we acknowledge and address the historical and present day policies and subsequent conditions that have, and continue to result in disenfranchised people disproportionately and negatively impacted by law enforcement. POC (People of Color), LGBTQ, Poor/Working Class.	(no response)
12	Deep & lasting mutual respect between public safety officers & community.	Statements in the slide show were accurate.
13	To stop being left out – Old North Sacramento. WE have no police, no code enforcement; don't pay enough & now they want more pot grows without giving us fair share. We have been working with our district officers for a while.	Nothing.
14	To empower our community to have the accountability & transparency needed from our local law enforcement & officers to the standards that represent our concerns; true community oriented training; to engage the neighborhoods they patrol by communicating outside of calls for service & stops/incidents.	
15	For safety & togetherness.	Everything I heard is a positive thing. We are moving forward. We must always grow & improve.
16	Safety/security to work via our streets without harm.	Use of force policies are being reconsidered (need to include de-escalation & use of rubber bullets).
17	Communication—able to express our thoughts in a safe environment.	Knowing there are meetings to help and improve a community in need has filled me with hope that we can change our issues to a perfect system.
18	More staffing; greater transparency in arrests vs shootings; new police review board with more lay citizens; give more weight to new Police review Board/Commission; move OPSA to report to Mayor/Council; more community policing; more gang prevention action/early intervention.	(no response)
19	To be the best place to live in the United States.	When approached in a serious manner, community members will provide insight for comments & become engaged.

20	Unity.	(no response)
21	Unity, safety, respect, transparency, accountability.	Interest in getting feedback.
	To educate all children; the police will work closely with organizations that support children. The police department will offer training for their officers about the mentally ill.	Education for youth about the procedure for youth on how & what to do when stopped by police.
22	Peace of mind.	(no response)
23	Reduce crime.	Training; officers live in Sacramento, youth development, addressing education & unemployment; homeless/housing/employment not shown in 4 pillars. Put them to work.
24	Leaders will be sensitive to need of (community) especially black. Want leaders to understand that we understand NEW & OLD Jim Crow Laws. We're familiar with the selection process of our president and that our local and state leaders are a reflection of our national elected official unless proven different.	(no response)
25	Unity	(no response)
26	To come together, to respect each other.	Diversity in hiring a police force that resembles the community.
27	For our Police Dept. to be better staffed; transparency; better accountability; continued one-on-one with our community officers especially at our meetings; better response times; more boots on the street; continued Captain meetings for community (roundtable); more community interaction.	(no response)
28	Safety & support for the undocumented, women, people of color, LGBTQ community; a place for people to thrive.	The reworking of OPSA; transparency & availability of data.
29	Peace, safety, respect for one another.	Diversity with the Police Dept.; engaging youth with dialogue; community conversations
30	That it's safe, vibrant, economically sound & thriving, unified, healthy & progressive.	(no response)
31	Hope that someday be able to feel <u>safe</u> dealing with police in any neighborhood.	Have heard nothing that supports that hope.
32	Keep the community safe & free from hate!	That it's safe, vibrant, economically sound & thriving, unified, healthy & progressive.
33	Not only be pocket wealthy from hard work, but to be wealthy in knowledge—especially the youth.	
34	Peace, fellowship, collaboration, inclusion.	(no response)
35	Everyone get along with each other; understanding of mental illness.	(no response)

## Building Hope: Forum 2, Hiram Johnson High School



	<i>Right now, my greatest hope for our community is:</i>	<i>What have I heard today that supports my hope?</i>
1	Understanding, guidance & support.	The people came & are engaged.
2	To work together.	Meeting all the people who genuinely care about Sacramento.
3	Community Engagement.	(no response)
4	I want Sacramento to be the best run & the best place to live in the U.S.	Dialogue with the community.
5	That we come together & lift each other up; that we are not afraid or too lazy to reach out to others & help.	Engagement opportunities are encouraging; Los Angeles drove down their crime rates substantially with Summer Night programs leaving community centers open late; so youth had non-destructive, fun activities. I'd like to see that in Sacramento.
6	“Communication:” beginning the talk & having these talks; gathering information.	(no response)
7	Decrease or eliminate violent crime.	We are all meeting & discussing the tough issues facing our community. It is a step in the right direction.
8	That feedback gets to the correct department. What I hear is good, but action is my biggest hope.	More police in the area so their response is much faster; placing homeless off the streets; get the garbage cleaned up on Stockton Blvd.; Get crime off the streets.
9	Peace: less criminals, less homeless, & less disruptive behavior on our streets & sidewalks. Less ANGER!	People working together to create change is necessary.
10	(The city places) value in young people & at-risk populations; provides resources and awareness to express their voices.	Greater attempt to hear those voices.
11	That we can all support one another no matter what race, color, religion, gender & age we all represent.	Time is being invested in hearing from the community & our concerns.

12	That people are fired up & ready to make changes. Unfortunately, that came after tragic events.	Seeing young people engaged & seeing how policies affect them. I think there's a lot of work that needs to be done to sustain that engagement, but the first step has been taken.
13	Peace, opportunity for growth & respect for one another.	The movement on the issue of accountability of SacPD to the public for their action.
14	Prosperity.	?

**Building Hope: Forum 3, Oak Park Community Center**



	<i>Right now, my greatest hope for our community is:</i>	<i>What have I heard today that supports my hope?</i>
1	Peace, opportunity, justice.	Civilian commission oversight & possible independent prosecutor.
2	Is to feel safe, protected & trust our Police Department.	By the calm discussions that look toward solutions.
3	Make an honest effort to produce justice in the application of law enforcement operations in all communities. To hold accountable law enforcement officers that abuse & betray the power of their office.	We are at least discussing relevant issues. Results to be determined.
4	To stop police from killing people in my community.	(no response)
5	Develop equal & respective police department & community.	The four pillars: Training, Diversity, Engagement & Accountability
6	Community to be one where all children have some opportunity to thrive!	Four pillars, if followed, can provide an environment where children can thrive.
7	To respect the dignity of each and every person in our (community).	Proposed changes to the Community Policing Commission are <del>I</del> implemented. Without those changes, this is all just talk.

8	To have all voices heard and all emotions respected while being accountable to how particular groups are disproportionately harmed by some practices.	This respectful discussion.
9	Be kind to each other.	People take the time to explain/call when a problem is occurring because the police don't know unless you call!
10	To be a community that embraces & includes everyone!	Having dialogue.
11	Social & economical sustainability.	In a theoretical way, help cops help the community by ending the war on ALL drugs. Drug problems are health problems, not criminal problems. Focus on basic needs & simple housing for homeless.
12	Transformative justice.	A city manager of color; I hope it also means he's anti-racist, anti-sexist, anti-homophobic in policy implementation.
13	Peace.	Community Oriented Policing.
14	To be just for all people; to be fair & open to all people regardless of race, gender, identity, class or mental capacity.	Starting this dialogue...but there is a long way to go.
15	Heal the ugly feelings of a divide.	A light in the right direction.
16	Reconciliation.	(no response)
17	Build a police department that is not a militaristic model but one of service, communicating & being authentic part of the community. I want trust & accountability—real accountability. I want ongoing psychological monitoring recognizing that not everyone is cut out for this kind of work.	There has been an attempt to listen & record what has been heard, I hope.
18	Be calm & understanding.	Nothing.
19	Be the best city in the U.S.	Good start. (Determine) how to get recognition for what police are already doing.

## Building Hope: Forum 4, Genesis Missionary Baptist Church



	<i>Right now, my greatest hope for our community is:</i>	<i>What have I heard today that supports my hope?</i>
1	To work together for the good & betterment for all who want better for themselves & others.	Not sure that anything has been said yet that supports this hope.
2	Unity, collaboration, acceptance.	People attending these forums.
3	Empathy.	Our youth.
4	Complete turn-around of the school to prison pipeline.	Afterschool programs that give the youth more safe options & alternatives.
5	A place where we are treated equal in our community.	Starting the conversation with community people & having it recorded.
6	That we will create a legacy which will allow our children to thrive & succeed.	(no response)
7	A city that lifts all of its residents equally.	City investing resources into these sessions around the city.
8	To heal old & fresh wounds together so we can move forward in unity towards a more prosperous future for all of our residents.	This engagement effort & the thoughtful approach to create a space for all voices to participate; statements about listening; for everyone included is a valuable tool for those at the City.
9	To support & protect all those whose rights & freedoms are in jeopardy in this fractured & dangerous time of political change.	Endeavors to transform the police department to work within & for their community with training for sensitivity to the mentally ill and minorities.
10	City Council listens & acts on recommendations on training, accountability.	Update slides – “What we have heard.” More training, transparency, listening.
11	To feel safe & secure; that the City I grew up in will continue to be as it’s always been.	Investing in youth is our investment in everyone’s future & reflection of the policemen to the people.

12	Peace & unity.	The community coming together.
13	Develop a city with the needs of all residents in mind, & with their input.	Proposal to have the Public Safety Commission composed of community members, not government official.
14	An end to police violence; the recognition of the worth & dignity of every person; more affordable housing opportunities; greater information sharing & public education on laws, policy & individual rights. The Community Police Commission needs to be a panel of civilian members—no law enforcement members, no City employees, no City/Law Enforcement stakeholders.	The willingness & acknowledgement of City officials that change need to be taken.
15	To become a much better place to live & work safely.	Having talk up front about the problems; will help solve the problems, hopefully.
16	An end to racial profiling & police brutality.	Creating a 100% civilian-led Community Policing Commission.
17	Peace, opportunity, justice, life.	The possibility of a special prosecutor & civilian oversight.
18	Creating a diverse community where we respect differences.	By having a community that cares & participates in change.

### **BACKGROUND: “Officer Next Door” (OND) Strategic Plan Proposal**

Interim City Manager, Howard Chan next led participants through a PowerPoint slide program outlining the following key focus areas (**See Attachment 1**):

- The Mayor’s Charge of the City’s Public Safety Subcommittee (September 2016)
- Action Items
- “Officer Next Door” Vision:

*To make Sacramento the safest big city in California  
and a model of community policing demonstrated  
by a measurable decrease in crime and a measurable  
increase in community trust and engagement*

- Framework/Four Pillars:
  - Training
  - Diversity
  - Engagement
  - Accountability

In addition to listing key points of focus for each of the pillars, Howard concentrated on emphasizing the following four objectives related to Accountability:

- Increase transparency and the availability of data to the public
- Implement a body camera pilot program
- Change roles & responsibilities for the City’s Office of Public Safety Accountability (OPSA)
- Restructure the Sacramento Community Police Commission

Members of the Subcommittee include:

- Mayor Kevin Johnson
- Vice Mayor Rick Jennings
- Mayor Pro Tem Larry Carr
- Councilmember Eric Guerra

Chan next presented findings gathered by the Subcommittee based on a visit to the City of Berkeley where they compared Berkeley’s current police commission to that of Sacramento’s, and where the Subcommittee suggests changes to strengthen the four pillars outlined in the “Officer Next Door” framework. (See Attachment 1)

Noting that the Subcommittee had been meeting for six weeks, Chan informed participants that the City Council would be voting on the OND proposal on November 29, 2016, and the feedback gathered during the forums would be thoughtfully considered by the Subcommittee in crafting their final proposal.

### **UPDATE: What We’ve Heard from the Community**

To prepare for the task of gathering feedback on the four pillars, Facilitators described how they had interviewed 19 people representing a cross section of Sacramento leaders prior to the forums. They were assured of confidentiality and asked to share their thoughts about:

- The “Officer Next Door” proposal.
- The Qualities and Characteristics desired in the next Sacramento Police Chief.
- Their opinions about an effective meeting process.

Those interviewed included 2 pastors, 3 city employees, 4 law enforcement professionals, 5 leaders of non-profit organizations, 1 elected official, and 4 community leaders.

While each person interviewed had different experiences with law enforcement all had the common determination to learn more and make things better. Their comments were used to form the following 12 general observations specific to the Sacramento Community:

- Don’t Rush – Collaboration Takes Time.
- Community Oriented Policing Works!
- The police should reflect the diversity of the community they serve & protect.
- All voices need space to vent, question, inform, learn & praise.

- Trust between the community & police builds with positive interaction early & often.
- Police do better when they are trained to be sensitive to the mentally ill, youth & minorities.
- The community is more confident in the police when they understand their duties & responsibilities.
- The mayor, city manager & chief of police should be bridge-builders & change agents.
- Transparency, access & follow-up help build trust.
- More listening: A valuable tool for city officials & law enforcement.
- Everyone has a story - some tragic, some inspiring – all are significant.
- An investment in our youth is an investment in our future.

## **ACTIVITY II: COMMUNITY PORCH TALK**

Reminding people to imagine they were sitting on their front porch chatting about issues important to them, Facilitators asked participants to form small groups of 4-8 people for the purpose of learning more about the OND pillars: Training, Diversity, Engagement, and Accountability. Work groups were given approximately 30 minutes to complete the following tasks:

- Review the handout materials
- Discuss viewpoints related to the four pillars
- Decide as a group which pillar to focus on
- Record comments on a designated blue worksheet
- Report key concerns and suggestions to the larger group

## **ACTIVITY III: What qualities and characteristics do you want to see in a new Police Chief for Sacramento?**

To gather input on what forum participants wanted to see in a new police chief, Facilitators asked that they brainstorm as small groups for 10 minutes about what was important to consider in the City's recruitment process. Priority expectations were recorded on the blue worksheets and reported to the larger group.

All blue sheets were collected and, in no particular order, the content of each work group's notes is summarized by forum below:

## FORUM 1 -- South Natomas Community Center

### CONCERNS & SUGGESTIONS

#### OND Pillar: Training



- Expansion and extension of Impact Team.
- Mental Health: initial assessment (awareness & symptoms of public & officers’) training, but need clinicians to assess/manage/triage situation (5).
- COP (Community Oriented Policing) & POP (Problem Oriented Policing) training.
- Implicit bias/discrimination training, testing & awareness, management & accountability (2).
- Training for all, in addition to police: public (purpose of PD, laws & policies); media (report good stories, ride-alongs).
- (Current) training leapfrogging over the biases.
- Can solve most ills with proper training.
- Training will address the rest of the pillars (Diversity, Accountability & Engagement).
- Training for properly approaching citizens, knowing when to offer a firm hand & knowing the neighborhood.
- Retraining & re-education, continuing training like teacher continuation education (3).
- Proper body cam training.
- (Develop) “muscle memory – this comes from regular training.
- PRIOR to hiring a (police officer) there needs to be adequate training as to what is expected of a policeman; Learn about different ethnic groups; sensitivity training.
- Rotate beats in and out of field.
- Psychological evaluation mandated with follow-up by 3<sup>rd</sup> party & mandatory therapy.
- Perhaps some (officers) should retire.
- Mandatory random drug screening.
- Taser should be on (officer’s) strong/dominant side.
- Requirement: educational background of officers needs to be addressed.
- Need more community engagement (officers getting out of their car).
- Use outside experts with special expertise.
- Look at best practices from other cities.
- Carry more non-lethal weapons.

## **OND Pillar: Accountability**

- Accountability should be universal & cohesive.
- First we have to identify the results we want then work to see if we get that result. (need to determine what resources we have & how much it will cost).
- Policymakers have to be clear, get out of the way & not micro-manage.
- Reduce the use of lethal force; shoot with lead bullets; incentive to (not use lethal force with threat of being) eliminated from the force – fired, fined, jailed.
- Want real independent citizen-led review board with enforcement powers (look at San Francisco & Oakland models).
- Look at best practices—police commission should have more power; have reports from all groups to citizen commission.
- Social media registry of citizen cameras will save time for police officers.
- Cameras worn by all officers can't be turned off (except during breaks & in bathroom).
- Police should monitor Next Door & go where the citizens go (2).
- Body cameras need citizen oversight—Commission appointed by an unbiased body like a grand jury or other outside group = different than the Mayor/Council that they answer to.
- Less propaganda & more data from the police website.
- Make police data easier to access.
- Accountability & Engagement are the TRUST builders. Accountability is how trust will grow & most important.
- (Suggest) Supervisor (non-sworn) of Public Safety—it's about emphasizing proper role of Police Chief/Mayor/Council; someone willing to make change to reflect the community desires.
- Have a clear policy with timelines for release of images (photos/video/voice).
- Public should have right to see raw images (photos/video/voice) but not until facts of situation have been established.
- Concern about elected officials not being consistent & not telling the truth—“say just enough to pacify us.”
- (Need) consequences for not achieving accountability.
- Social media=connectivity.
- (concern about) no teeth or follow-through.

## **OND Pillar: Engagement**

- Public education, for instance on law enforcement procedures, polices and processes.
- (Need) civic engagement & responsibility.
- Voices of the masses being really heard.
- Provide empowerment opportunities for youth in summer months.
- Police with young people (to advise) what to do when they're stopped.

## **OND Pillar: Diversity**

- Make the police force look more like the makeup of the city.
- Officer lives in the community (2).
- Incentive programs (for officers).
- Bilingual officers.
- High school ROTC-type programs.

## MISC

- Consider an additional pillar: Customer Satisfaction.
- Fire Department is part of the Public Safety team & needs to be included in this effort (consider: Code Enforcement & “Broken Window Theory”).

## QUESTIONS

- What is the standard for training? Is it adequate?
- What kind of training are police receiving (now)? (Less) reactionary training & more proactive to community needs?
- Why not look at Oakland model?
- What are existing (SacPD) procedures?
- What goes into 300 hours of training? Is this just once or yearly?
- Where are the whistle-blowers?
- How quickly does (commission) information get disseminated and who does it?
- Is diversity a Human Resources issue?

## What qualities and characteristics do you want to see in a new Police Chief for Sacramento?

- Demonstrate history of results (especially Community Oriented Policing) (3).
- Not afraid to make changes; flexible; a change-maker (3).
- Open-minded; experimentation & flexibility of ideas & actions (2).
- Open to continued community supervision of the new police chief (2).
- Has strong, principled, demonstrated leadership skills (2).
- Communication & accessibility to chief connection.
- Consider inside & outside (of Sac PD) candidates.
- Community policing experience.
- Social media experience.
- Balanced “masculine/feminine” character.
- Youth involvement programs.
- A Listener-Doer—able to independently implement programs with input from City Council & the community.
- Can articulate need for staffing.
- Able to incentivized (officers) to stay.
- Has independent review board.
- Comfortable with diversity in community and on the force.
- Well-rounded & experienced.
- Hire someone who knows this community.
- Hire from within this community.
- Is interactive with the community.
- Is a convener/facilitator/communicator.
- Emotionally intelligent.
- Culturally sensitive.
- Experienced.
- A people person.

- Not “old school,” has progressive thoughts.
- Transparent—past record, beliefs & transgressions exposed.
- Integrity—a person of honesty, conscience & a person of their word.
- Less experienced cop with integrity rather than more experienced cop with (bad history).
- Lives in the city of Sacramento.
- Has community ties, interaction, volunteer service.
- Exemplary service record.
- Not dogmatic, not rigid.
- Be a 21<sup>st</sup> century cop; age doesn’t equal wisdom.
- Compassionate.
- Energy & tenacity.
- Served in a city comparable to the size and demographics of Sacramento.
- Is an existing, seasoned chief.
- Solid knowledge of law & and can communicate that to all.
- Holds officers accountable & and also supports them.
- Role model for officers & the department.
- High education degree; Masters or Law degree preferable.
- Has lived here, has intricate, intimate knowledge of the diversity & dynamics of Sacramento.



## **FORUM 2 -- Hiram Johnson High School**

### **CONCERNS & SUGGESTIONS**

#### **OND Pillar: Training**

- Cultural competence training (2).
- Look at comparable models across the nation for best practices.
- Work with experts to identify signs of mental illness.
- Good training will help identify mental illness & homelessness.
- Training is important, but maybe training & accountability is second to engagement. An officer who knows the neighborhood will be more effective in knowing who belongs & who doesn’t.

#### **OND Pillar: Accountability**

- Accountability is important by having a citizen’s commission.
- We are concerned that policing is a tough job & mental health (of police officers is) of upper importance (maybe annual/monthly mental health checks).
- Officers need to decompress (have high alcohol & drug use).
- Bad seeds need immediate discipline, peer review process.

### **OND Pillar: Engagement**

- Have law enforcement more involved in community events (2).
- Increase/restore staff (2).
- Educate communities at elementary school level.
- Expand youth programs.
- Assign liaison per language group.
- Encourage/enhance communication between community leaders, law enforcement, city staff.
- Be familiar and hearing values for your community and people.
- More human interaction.
- Partner with organizations that are already in the community.
- POP (Problem Oriented Policing).
- Community policing.
- Information sharing.

### **OND Pillar: Diversity**

- Make the police force look more like the makeup of the city.

### **MISC**

- All pillars are important & necessary for an effective police force (2).
- The real elephant in the room is FEAR: Police officers are afraid of the community they serve and the community is afraid of the police.
- We need a police force that can communicate effectively across cultures and bring down the barriers that create fear.
- Pay raise for officers.
- Add a pillar: Customer satisfaction.

### **QUESTIONS**

- What support does the City Police Dept. need?

### **What qualities and characteristics do you want to see in a new Police Chief for Sacramento?**

- Be familiar & engaged with the community (2).
- Culturally competent—experience working with multi-cultural community (2).
- Lives in the community.
- Impeachable integrity.
- Understand the diverse community.
- Values diversity & community.
- Respects officers in department.
- Willing to make needed changes.
- Proven leadership skills that were effective.
- Has worked with youth programs.
- Support staff has integrity.
- Gender-neutral.



- Unafraid of the police union & the media.
- Integrity!
- Supportive.
- She should be pretty.
- Knowledge of & committed to community-oriented policing.
- Committed to officers living in the neighborhoods they police.
- Experience as a police chief.
- Is performance-based—qualifications include what they have done, not what they would do.
- Unconventional—willing to go against the status quo.



### **FORUM 3 -- Oak Park Community Center**

#### **CONCERNS & SUGGESTIONS**

##### **OND Pillar: Training**

- Just because a kid is running away does not necessarily mean a cop needs to catch him/her.
- Engagement training during police academy can happen, in part, in the community.

##### **OND Pillar: Accountability**

- Have community satisfaction/climate survey.
- Have public access to video in stances of alleged misconduct.
- Release body cam footage when there's a public interest (shootings & other?) to family of people killed by police in a timely manner.
- More cameras.
- Evaluate emotional intelligence/mental health.
- People of color, LGBTQ & women officers have safer/braver space to talk about racism, sexism/homophobia/transphobia within the department and on the streets; and be respected as the leaders in transformation.
- Need proportionate not escalating response (practices).
- Community Policing Commission should be 100% civilian led with subpoena power.
- Acknowledge racial & other bias.
- (Need) for training at individual & policy level.

##### **OND Pillar: Engagement**

- Change in (police dept.) culture from just “protect & serve” to also “respect & professionalism.”
- Officer involvement in community events.
- Positive encounters filmed/recorded each shift as part of daily work.

- Officers are actually from and of the community.
- General respect for community members.
- Police activity IS community business.
- There is a difference between being an authority and acting authoritarian.
- Engagement should be the main focus of police training.

### **OND Pillar: Diversity**

(No comment specific to this pillar)

### **MISC**

- Want public vetting of candidates.
- Bring back Roseville Police Chief Daniel Hahn.
- Police should be pillars not killers!

### **QUESTIONS**

- How many hours are attributed to each specific training area?
- What is totality of training hours--600 POST/300 Sac PD?
- What are Sac PD hours of training by area vs. Berkeley police core model
- Are police protocols public? Yes.
- What is accountability in law enforcement?
- What is engagement in Law enforcement?

### **What qualities and characteristics do you want to see in a new Police Chief for Sacramento?**

- Honesty & record of honesty (3).
- Integrity (2).
- Demonstrated success/experience as a positive change agent (2).
- A member of the community.
  - Vested in Sacramento.
  - Courage.
  - Know & engage community.
  - Accountability.
  - Proven record of leadership.
  - Listens to community.
  - Neutral relationships with politicians.
  - No favorite neighborhoods.
  - We could use a woman!
  - Will build & encourage a diverse police force.
- Willing to acknowledge racial & other bias in police practices & policies.
- High emotional intelligence—always uses rational thinking as well as emotional composure.
- Responsive—makes sure that community concerns are addressed.
- Takes feedback from Oak Park Neighborhood Association meetings.
- In it for the long-term (not just a few years like previous Police Chiefs).



- Promotes (Sac PD's) "Justice for Neighbors" program.
- Acquainted with & knowledge of diversity of Sacramento or similar diverse city.
- Must feel comfortable in context of all races, classes & ethnicities.
- Passion for community & community policing.
- Has broad vision toward the future and officer force coming up.
- Emphasizes importance of holistic training vs. para-militarism.
- Excellent communication skills.
- Connected to ground-level community and officers through conversation (management by walking around).
- Humility.
- Anti-racist, anti-sexist, anti-homophobic, anti-transphobic.
- Pro-technology.
- Pro-citizen privacy.

**FORUM 4 -- Genesis Baptist Church  
Meadowview Road**

**CONCERNS & SUGGESTIONS**

**OND Pillar: Training**



- How to encounter situations objectively without bias.
- Reinforce the goal of protecting all civilians and treating everyone as people vs. threats.
- De-escalate conflict.
- Less use of lethal force.
- Include diversity in all components of training.
- Include mental health clinicians to assess civilians.
- Intersection of these four pillars & how they relate to each other, not boxed.
- Tools and resources to equip police to serve their community.

**OND Pillar: Accountability**

- Policies & procedures to manage body camera footage release—San Diego policy is to release to District Attorney to decide when to release on case-to-case basis may be an instructive model.
- 40 hours of training for specialized teams for crisis intervention.
- Follow-through regarding cases; do not be biased or selective on which they will respond
- Small problems if not addressed can become big problems.
- There should be levels of accountability—someone on the force and outside the force to assist with accountability.

### **OND Pillar: Engagement**

- Create relationships with community & not only seeing officers when something is wrong.
- Law enforcement should be working with the government—when releasing offenders—is their training to help them?
- Neighborhood Watch to assist officers with the community activities & help with crime.
- Bridge builder.
- Community experience—hands on! Assigned to community-based-organizations.
- Create an environment where police & community interact.
- Selection & training is key to addressing implicit bias.
- More community interaction like with Capt. Dave Risley.
- Selection of officers requires implicit bias training early and more extensively.
- Do not develop separate public safety charter school.

### **OND Pillar: Diversity**

- Diversity training should be more than in the classroom or computer work.
- Diverse citizens will be more comfortable seeing & speaking with someone that looks like them & understands their culture.

### **What qualities and characteristics do you want to see in a new Police Chief for Sacramento?**

- Flexible, open-minded, open to change & not just do what's been done before, but willing to look at other communities and studies (2).
- Change agent—implements new ideas (2).
- Trust—two-way trust between community and chief. Understands how to rebuild trust & restore morale.
- Community focused.
  - Invested in the community.
  - Coalition builder.
  - Experience doing community work.
  - Knowledge of the region.
  - Energy & enthusiasm.
  - More public vetting in the process.
  - Down-to-earth personality.
  - Can speak to the people.
  - Approachable.
  - Accessible.
  - Integrity.
- Team player.
- Gain respect of the police force.
- Be accessible to the community.
- Competency—good experience to use for a city of our complexity.
- Familiarity with community.



- Investment & ownership of this process; owns this process.
- Bridge builder—a collaborator not just with community but police department; (supports) culture of collaboration.
- Someone who fits needs of the city best.
- Brave leader.
- People skills—humble yet courageous.
- Support from the voters to thwart police union opposition.
- Uphold transparency & accountability as values for the department to operate by.



## **NEXT STEPS**

- Participants were informed that their input from the forums would be summarized in a single document and available on the City's website November 22, 2016. The forum summaries are intended to not only inform City officials about community concerns and recommendations, but to also be used by community organizations as a tool to pass along the insights and observations collected to their memberships.
- The Subcommittee will review and revise the OND proposal November 21-28, 2016.
- The OND proposal will be submitted to City Council for approval on November 29, 2016.
- For those who wanted to send a private message to their Councilmember or another City official, special confidential envelopes were available to do so.

## **CLOSING**

Mayor Pro Tem Larry Carr closed each forum by expressing gratitude to those who made time to participate as well as the City Staff who helped make the forums possible.

# “City of Sacramento Public Safety Best Practices Forums”

## SUMMARY OF EVALUATIONS

### 1. Total Number of Evaluations by District:

District	1	2	3	4	5	6	7	8	Other	Total
Number of Evaluations	5	9	9	2	9	8	5	10	18	75

Participants were asked to rate how well this forum accomplished the following using a 5 point scale where 1 = strongly disagree and 5 = strongly agree.:

**2. ENGAGED** community leaders, law enforcement, representatives from diverse groups, and the general public in an inclusive dialogue: Not enough time spent in this area.

**Average Rating: 4.07**

**Comments:**

- Not enough members of community came.
- There were very few people here. And the only way I learned about this was through my boss’ email, in an exclusive mailing list. Where was the attempt to engage younger folks?

**3. INFORMED** participants regarding the background and current status of 1) The search for a new city police chief, and 2) The framework of the draft “Officer Next Door” proposal.

**Average Rating: 3.99**

**Comments:**

- Very brief...not enough time.
- I would have liked more time devoted to describing the Officer Next Door plan.

**4. GATHERED** feedback, concerns and suggestions pertinent to hiring a new police chief and moving the “Officer Next Door” proposal forward for City Council approval Nov. 29, 2016.

**Average Rating: 4.23**

**Comments:**

- Best quality is to be held accountable.

**5. CULTIVATED** more confidence and trust in the City of Sacramento’s efforts to be transparent and inclusive in developing and improving public safety policies.

**Average Rating: 3.84**

**Comments:**

- A lot of rhetoric.
- Did not address specific incidents or issues.
- Jury’s still out.
- Hope so – but remains to be seen – if incorporated into City recommendations.

**6. CREATED** a productive experience in which participants knew they were heard and their input matters.

**Average Rating: 4.08**

**Comments:**

- I think this depends on what the outcome is a few weeks from now. The dynamics that people dislike so much were recorded in this meeting. Instead of police chief and others interacting with individuals in groups, they all sat in one group and talked to each other.
- Lots of input – jury’s still out
- Meeting went much much better than I thought it would!
- This process was too short to make/provide for more full participation.

**MISCELLANEOUS COMMENTS:**

- Need info/consensus on current police department, training, diversity, etc.
- I think moving too fast to be voted on.
- How do you advertise these forums? Not very many people here – that’s too bad.
- Thanks for this important forum. Include all the forums. Schedule meetings in a final meeting together!
- The real problem we found with the meeting tonight was that it went straight to “Who do we hire?” When what it was really about is Mr. Mann. We felt it should have been a discussion on what does the public think of this incident. You jumped the first step.
- Poor advertising for these meetings.
- Would like to have police in the (council chambers) to get their feedback on what’s being proposed.
- Please change the name “Officer Next Door.” It’s confusing. It sounds like officers will be living in city-sponsored housing.
- Thank you. Have a nice day! Congratulations. I like it.

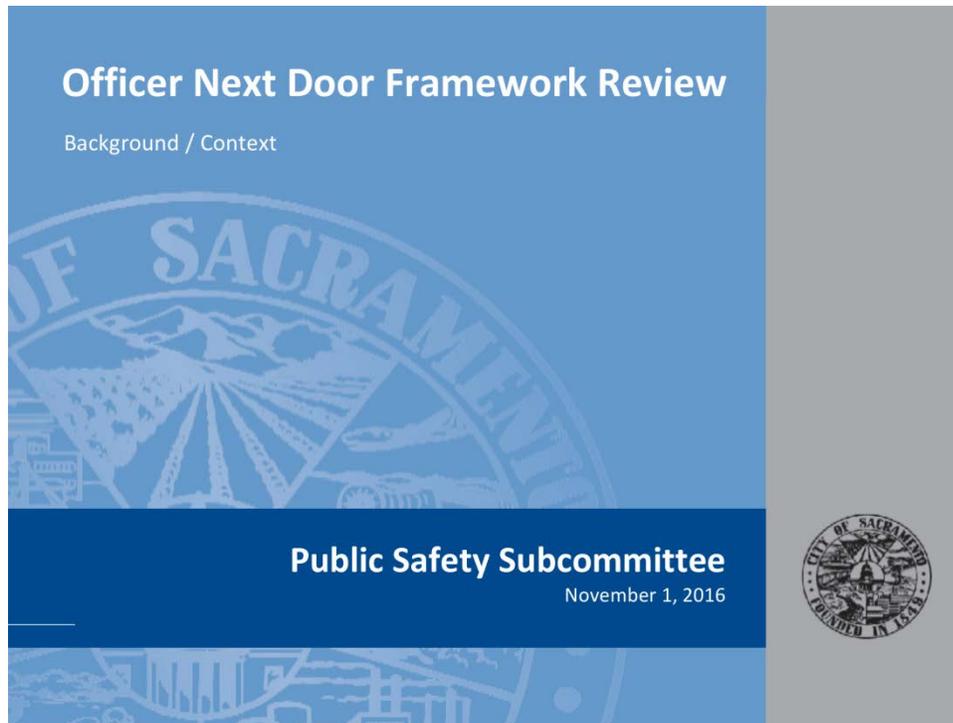
**OVERALL AVERAGE RATING:**

**4.042**

**1. Attachment: “Officer Next Door” Informational PowerPoint Slides**

Presented by Howard Chan, Interim City Manager, City of Sacramento

November 17, 2016



# MAYOR'S CHARGE OF THE PUBLIC SAFETY SUBCOMMITTEE

6

## Action Items:

- 1) Meet with the Chief and respond to the LEAD letter (10/10)
- 2) Review and build from our current Officer Next Door Framework (11/1)
- 3) Hold community forums, receive input on next PD Chief (11/11-11/19)
- 4) Bring back final recommendations to Council that increase transparency and accountability (11/29)

### **Monitoring and Follow-Up:**

- Include bi-annual presentations and quarterly reports to the City Council with regards to implementation
- Potential review of bi-annual and quarterly reports by the City Auditor

7

# OFFICER NEXT DOOR: VISION & FRAMEWORK

Officer Next Door: Vision and

**Vision:**

To make Sacramento the safest big city in California and a model of community policing demonstrated by a measurable *decrease in crime* and a measurable *increase in community trust and engagement*

**Framework:**

<b>Training</b>	<b>Diversity</b>	<b>Engagement</b>	<b>Accountability</b>
-----------------	------------------	-------------------	-----------------------

## 1) Training:

- a. Cultural sensitivity
- b. Implicit bias and discrimination recognition
- c. Peaceful conflict resolution and de-escalation techniques
- d. Chronic and mental illness recognition
- e. Problem-oriented policing (POP)

10

## 2) Diversity:

- a. Targeted recruitment strategies focused on increasing diversity (of race, gender, sexual orientation, etc.)
- b. Mentoring and professional development geared toward increasing diversity in police leadership and command structure
- c. Incentive programs to encourage police officers to live in the city and hiring more officers that live in the city
- d. Exploring the development of a public safety charter school

11

### 3) Engagement:

- a. Community activities
  - Youth listening sessions
  - Education events, like NAACP's "Know Your Rights"
- b. Youth development and crime prevention strategies
  - Summer Night Lights
  - Mayor's Gang Prevention Task Force
- c. Restoring police staffing levels to support community policing
- d. Addressing underlying systemic issues such as education and unemployment

12

### 4) Accountability:

- a. Increase transparency and the availability of data to the public
- b. Implementing a body camera pilot
- c. Increasing awareness and efficacy of the Office of Public Safety Accountability
- d. Re-assess the Sacramento Community Police Commission
- e. Monitor the national movement toward independent investigations and the appointment of a special prosecutor where there is a death of an unarmed civilian involving law enforcement

13

# OFFICER NEXT DOOR: ACCOUNTABILITY

14

## a) Increase Transparency and the Availability of Data to the Public:

- i. Consider immediately releasing all available data, including video, of a fatal incident provided it does not hamper the investigation or violate any state laws or agreements
- ii. Work in coordination with the Coroner's Office to notify the impacted family as soon as possible, an assign staff to the family to act as a liaison through the process
- iii. Have a use-of-force policy that encourages transparency and accountability
- iv. Respond to public record act requests and other information requests in a reasonable and timely manner

15

## **b) Implement a Body Camera Pilot:**

- i. Continue implementing and expanding the City's body camera pilot program
- ii. Ensure the program enhances transparency and the availability of data to the public

16

## **c) Office of Public Safety Accountability (OPSA):**

- i. Consider moving OPSA from reporting to the City Manager to reporting to the Mayor and Council to increase independence
- ii. Have OPSA be responsible for staffing the Sacramento Community Police Commission
- iii. Consider increasing the staff capacity of OPSA to potentially include four full-time FTE's (Increase of 3 FTE's)

17

## d) Sacramento Community Police Commission:

- i. Analyze a governance structure of 11 appointed by the Mayor and City Council (1 appointment for each Councilmember, 3 for the Mayor)
- ii. Strongly consider having a 100% civilian-led Police Commission
- iii. Ensure SPOA, command staff, and commission staff have a formal role
- iv. Retain the ability to make policy recommendations to the Mayor and Council
- v. Have independent investigation authority (through OPSA)

18

## d) Sacramento Community Police Commission (cont.):

	SACRAMENTO (CURRENT)	BERKELEY	SACRAMENTO (PROPOSED)
ESTABLISHED BY	Council Ordinance	Ballot Initiative	Council Ordinance
NAME	Community Police Commission	Police Review Commission	Community Police Commission
SUPPORT	Extra Duty	3 FTE: Coordinator, Investigator & Clerical	3 FTE: Coordinator, Investigator & Clerical
BUDGET	N/A	\$600,000 Annually	\$600,000 Annually
MEMBERS APPOINTED BY:	Initially appointed by Mayor with Council approval, subsequently through P&PE process with criteria	Each Council Member plus the Mayor	Each Council Member with the Mayor having 3 appointments
LAW ENFORCEMENT ON COMMISSION	Yes	No	No
NUMBER OF MEMBERS	11	9	11
PRIMARY PURPOSE	<ul style="list-style-type: none"> <li>• Monitor the implementation, evaluation and sustainability of the Officer Next Door Initiative and ensuing measures</li> </ul>	<ul style="list-style-type: none"> <li>• Make policy recommendations on police practices and procedures</li> <li>• Conduct investigations on complaints of police misconduct</li> </ul>	<ul style="list-style-type: none"> <li>• Make policy recommendations on police practices and procedures</li> <li>• Conduct investigations on complaints of police misconduct through OPSA</li> </ul>

19

## d) Sacramento Community Police Commission (cont.):

	SACRAMENTO (CURRENT)	BERKELEY	SACRAMENTO (PROPOSED)
STAFF REPORTS TO	City Manager	City Manager	Mayor and Council
INVESTIGATE CITIZEN COMPLAINTS THROUGH OPSA	No	Yes	Yes
PROVIDE MEDIATION	No	Yes	Yes (through agreement)
RECEIVE COMPLAINT FINDINGS	No	Yes	Yes
REVIEW AND RECOMMEND POLICE POLICIES	Yes	Yes	Yes
POLICE COMPELLED TO PARTICIPATE	No	Yes (through agreement)	Yes (through agreement)
RECOMMEND DISCIPLINARY ACTION	No	No	No
ACCESS TO ALL POLICE RECORDS	No	No	No

20

## e) Monitor the National Movement Towards Independent Investigations:

- i. Continue to analyze available options and assess the potential need for moving towards the appointment of a special prosecutor where there is a death of an unarmed person

21

# PUBLIC SAFETY SUBCOMMITTEE: TIMELINE & NEXT STEPS

22

September 20	✓ Mayor Johnson Formally Appoints Council Subcommittee
October 10	✓ Subcommittee Meets with Chief and Responds to LEAD Letter
October 11-24	<ul style="list-style-type: none"> <li>i. Analyze a governance structure of <sup>11</sup> appointed by the Mayor and City Council (1 appointment for each Councilmember, 3 for the Mayor)</li> <li>ii. Strongly consider having a 100% civilian-led Police Commission</li> <li>iii. Ensure SPOA, command staff, and commission staff have a formal role</li> <li>iv. Retain the ability to make policy recommendations to the Mayor and Council</li> <li>v. Have independent investigation authority (through OPSA) to Discuss Work Plan and Next Steps</li> </ul>
November 1	✓ City Council Reviews Officer Next Door Framework
November 17-19	• Hold Four Subcommittee Community Forums
November 22	• Subcommittee Final Recommendations Posted for Publication (PFP)
November 29	• Council Votes on Subcommittee Final Recommendations <span style="float: right;">23</span>

## **2. Attachment: Sacramento Police Academy Training Hours**

November 21, 2016

In response to inquiries at the November 2016 Public Safety Forums, the Sacramento Police Department provided the following information. The documents provide an hour-by-hour breakdown of the formal training that Sacramento Police Officers receive while in the academy (if they are a new recruit), or in the field (primarily for those ~~on~~ with the department in excess of one year).

While 664 hours of training is specifically mandated by the California Peace Officers Standards and Training (POST), in 2016 the Sacramento Police Department provided approximately an additional 494 hours of training to new officers and another 61 hours to incumbent officers.

This additional training includes many of the areas that both the public and the department have deemed as critical in today's society. These topics include: Procedural Justice, Fair and Impartial Policing, Tactical Communications, Officer Wellness, Use of Force Options, and Crisis Intervention Training. The academy spends additional time on those areas where employee discipline is critical to the preservation and safety of human life, such as firearms training and arrest techniques.

The purpose of additional training is to provide the officer with the skills to know when to use a reasonable amount of force and the discipline to know when it isn't a necessity. As added perspective, the department went on over 350,000 calls for service in the last calendar year

(2015). They made over 14,900 physical arrests, with only 138 reportable uses of force (2 of which being a firearm).

## SACRAMENTO POLICE ACADEMY TRAINING HOURS

	<u>Learning Domain</u>	<u>POST</u>	<u>Sacramento Police Academy</u>	
LD 1	LEADERSHIP, PROFESSIONALISM, AND ETHICS	8	13	+5
LD 2	CRIMINAL JUSTICE SYSTEM	2	4	+2
LD 3	POLICING IN THE COMMUNITY / COMMUNICATIONS	18	18	0
LD 4	VICTIMOLOGY / CRISIS INTERVENTION	6	8	+2
LD 5	INTRODUCTION TO CRIMINAL LAW	4	4	0
LD 6	PROPERTY CRIMES	6	10	+4
LD 7	CRIMES AGAINST PERSONS/DEATH INVESTIGATIONS	6	9	+3
LD 8	GENERAL CRIMINAL STATUTES	2	4	+2
LD 9	CRIMES AGAINST CHILDREN	4	5	+1
LD 10	SEX CRIMES	4	7	+3
LD 11	JUVENILE LAW AND PROCEDURE	3	5	+2
LD 12	CONTROLLED SUBSTANCES	12	12	0
LD 13	ALCOHOL BEVERAGE CONTROL LAWS	2	4	+2
LD 15	LAWS OF ARREST	12	12	0
LD 16	SEARCH AND SEIZURE	12	12	0
LD 17	PRESENTATION OF EVIDENCE	6	8	+2
LD 18	INVESTIGATIVE REPORT WRITING	48	59	+11
LD 19	EMERGENCY VEHICLE OPERATIONS	40	40	+0
LD 20	USE OF FORCE / LESS LETHAL	12	18	+6
LD 21	PATROL TECHNIQUES	12	14	+2
LD 22	VEHICLE PULLOVERS	14	16	+2
LD 23	CRIMES IN PROGRESS	20	20	0
LD 24	HANDLING DISPUTES/CROWD CONTROL	8	13	+5
LD 25	DOMESTIC VIOLENCE	10	11	+1
LD 26	UNUSUAL OCCURENCES	4	5	+1
LD 27	MISSING PERSONS	4	4	0
LD 28	TRAFFIC ENFORCEMENT	16	19	+3
LD 29	TRAFFIC COLLISION INVESTIGATIONS	12	14	+2
LD 30	CRIME SCENES, EVIDENCE, AND FORENSICS	12	17	+3
LD 31	CUSTODY	2	4	+2
LD 32	LIFETIME FITNESS	40	82	+42
LD 33	ARREST AND CONTROL	60	104.5	+44.5
LD 34	FIRST AID, CPR, AND AED	21	28.5	+7.5
LD 35	FIREARMS/CHEMICAL AGENTS	72	142.5	+70.5
LD 36	INFORMATION SYSTEMS	2	3	+1
LD 37	PEOPLE WITH DISABILITIES / MENTAL ILLNESS	15	15	0
LD 38	GANG AWARENESS	2	4	+2
LD 39	CRIMES AGAINST THE JUSTICE SYSTEM	4	4	0
LD 40	WEAPONS VIOLATIONS	4	4	0
LD 41	HAZARDOUS MATERIALS AWARENESS	4	4	0
LD 42	CULTURAL DIVERSITY / DISCRIMINATION	16	18	+2
LD 43	EMERGENCY MANAGEMENT	16	16	0
LD 50	SCENARIO DEMONSTRATION	18	26.5	+8.5
LD 50	SCENARIO TEST ADMINISTRATION	40	47	+7
LD 51	TEST ADMINISTRATION & REVIEW	11	12	+1
	ADDITIONAL SPD ACADEMY TESTS AND DRILLS	0	9.5	
	ACADEMY ORIENTATION AND INFORMATION	0	34.5	
	<b>TOTAL TRAINING HOURS</b>	<b>664</b>	<b>944</b>	

## SPD Officer Training Classes

New Officer - After Academy	Course Description	SPD Hours	POST Certified
	Conducted Energy Device	9	Taser
	Crisis Intervention Training	2	
	Crowd and Riot Control	9	
	Fair and Impartial Policing / Implicit Bias	4	X
	Firearms Update and Qualification	5	
	K9 Training	2	
	Crisis Intervention Training	3	
	Computer Systems	36	
	Investigations Overview	11	
	Crime Scene Investigations Training	3	
	Court Testimony / Court Tour	4	
	Property Booking	4	
	Benefits Orientation	3	
	Peer Support / Officer Wellness	4	
Cops and Clergy/Community Policing	4		
Driving Under the Influence (DUI)	18	X	
FTO Orientation / Task Book Sign Offs	18		
Tactical Medicine	2		
<b>Total After Academy Training Hours</b>	<b>141</b>		

Additional New Officer Training	Course Description	SPD Hours	POST Certified
	Basic Collision Investigations	36	Required / X
	Procedural Justice	8	X
	Traffic Stops, Building Searches, K-9 Training	9	
	Scenario Training / Phase Testing	8	
	Force Options Simulator	4	
Crisis Intervention Training	8	X	
<b>Total New Officer Training during FTO</b>	<b>73</b>		

Yearly Continued Professional Training	Course Description	SPD Hours	POST Certified	
	<b>2017 (Proposed)</b>			
	Mental Health Update	4	Required / X	
	Physical Fitness Testing	3		
	TBD	4		
	Officer Wellness	2		
	Domestic Violence Update	2	Required / X	
	Firearms	5	Required / X	
	Arrest Control and Baton	4	Required / X	
	Explosives / Hazardous Materials Update	4		
	Less Lethal Update and Scenarios	5		
	Bloodbourne Pathogens	2	Required	
	Welfare Fraud	1		
	Emergency Vehicle Operations (EVOG)	9	Required / X	
	<b>Minimum 2017 Training Hours</b>	<b>45</b>		
	<b>2016</b>			
	Crowd and Riot Control	5	X	
	Chief's Update	2		
	Computer / Video Update	1		
	Fair and Impartial Policing / Implicit Bias	4		
	Domestic Violence Update	2	Required / X	
	Physical Fitness Testing	2		
	First Aid / CPR	12 (8 on-line, 4 classroom)	Required / X	
	Officer Wellness	1		
	Procedural Justice	8	X	
Tactical Communications	2	Required / X		
Bloodbourne Pathogens	1	Required		
Firearms	5	X		
Crisis Intervention Training	8	X		
Emergency Vehicle Operations (EVOG)	9	Required / X		
<b>Minimum 2016 Training Hours</b>	<b>61</b>			

### **3. Attachment: Legal Issues Frequently Asked Questions**

#### **Police Review Commission & Office of Public Safety Accountability\***

Compiled by James Sanchez, City Attorney, City of Sacramento

November 17, 2016

Sacramento is a charter city with a council-manager form to government. The Council is the elected legislative body vested with all powers necessary to govern except as limited by the Charter or other law (Sacramento City Charter section 20). The Council appoints the City Manager who provides the administrative oversight of the City as its chief executive officer (Charter sections 60 & 61). The Council has some limitations on interference with the Manager's appointment and removal of employees (Charter section 62). The Manager appoints the Police Chief to administer the Police Department (Charter sections 61 & 100).

---

**Q:** If the City of Sacramento created a new police review commission (commission), could the commission recommend police officer discipline after it had investigated a complaint of police officer misconduct?

**A:** No. Not unless the City were to amend section 100 of the City Charter which provides for the police chief to manage the police department. Such charter amendment might alter the language in section 100 giving the commission the authority to recommend discipline of a police officer after an investigation finds affirmatively that a police officer had engaged in misconduct.

**Q:** Could the commission be given subpoena power to subpoena witnesses and police officers?

**A:** No. Not unless the City electorate were to amend Sacramento City Charter section 34, which limits the subpoena power to the City Council or to any committee of City Council Members. Any delegation of this authority to a review commission would require a charter amendment.

**Q:** If the City of Sacramento were to create a commission and that commission were given the authority to direct investigations of police misconduct through the Office of Public Safety Accountability (OPSA), how would that commission be able to receive reports from investigations of complaints of police misconduct?

**A:** Consistent with California Penal Code section 832.7, any records (including any testimony) created as a result of a police misconduct complaint shall be confidential. Thus, any public reports of investigations through the Office of Public Safety Accountability would be limited to the number, type of incident and disposition of the complaint (sustained, not sustained, exonerated, or unfounded).

**Q:** Would the due process rights associated with the Police Officer Bill of Rights need to be applied to investigations of complaints of police officer misconduct?

**A:** Yes. Due process requirements would need to be followed by any investigation conducted by the commission.

**Q:** Can the Office of Public Safety Accountability (OPSA) be moved under the authority of the City Council?

**A:** Yes. The OPSA can be moved under the review of the Council and new positions added to support the OPSA with appropriate legislative actions, including an ordinance delineating the structure.

**Q:** If the terms and conditions of the employment of police officers are altered through the creation of a commission, does the City have an obligation to meet and confer with the Sacramento Police Officers Association?

**A:** Yes. State law obligates public employers to meet and confer in good faith with employee associations concerning changes in the wages and hours, and other terms and conditions of employment of employees.

\*The City Attorney's Office is the legal advisor to the City and provides this general overview not as legal advice to any individual but as a summary of issues associated with Sacramento City Charter and proposals to modify police oversight in the city.