

**DEPARTMENT**



**OVERVIEW**

# Personnel / Hiring Standards



- In California, the hiring guidelines are regulated by the Peace Officers Standards & Training (POST) Commission.
- Each candidate undergoes a rigorous evaluation process that includes: background check, psychological assessment, and fit assessment.
- Sworn officers are on probation for 12 or 18 months (lateral vs. new) to allow for a complete assessment of their performance and fit with the community.
- Since 2015, the Department hired 17 officers with a retention rate of 53%. In addition, the Department hired 14 Dispatchers with a 28% retention rate.
- Regardless of staffing levels, the Department maintained strict hiring standards.

# Current Personnel



- Sworn Officer staff includes 33 officers. Four positions are currently vacant.
- There are 6 Dispatchers. Two positions are currently vacant.
- Diversity & Inclusion: 34% of department personnel are minorities and come from all walks of life.
- Focus is on hiring people that can communicate, have compassion, and empathy.

# Supervisor Staff Diversity



- Diversity & inclusion extends to Department management and supervisors.
- Chief of Police and City Manager, who are responsible for the Department, are both minorities – Sikh and Latino.
- Command staff includes a female Police Captain and Lieutenants of Filipino and Italian descent.
- There are a total of five sergeants with diversity in the ranks.

# Training



- Continuing Professional Training (CPT)
- Exceed POST Guidelines
  - Arrest and Control, Tactical Firearms, Communications/Interpersonal Skills.
  - A minimum of 48 hours per year of training at MPD in these areas.
  - MPD training exceeds POST standards.
- Essential Training in Critical Areas
  - Crisis Intervention Training – 32 hours.
  - Two in-house Procedural Justice instructors – coordinating training for Department.
  - Use of Force/De-escalation training every quarter.
- Additional Training Added in Response to Current Events
  - Scheduling Implicit Bias training for entire PD - exceeds POST standards.
  - Additional force and de-escalation training that is scenario based.

# Technology



## Implementing Software (Guardian) – New for 2020

- Electronic format for capturing commendations, complaints, internal investigations, and allows for electronic use of force reporting.
- Early Intervention component to capture problems - take corrective action.

## Body Worn Cameras

- Excellent tool for accountability and organizational improvement.
- Supported by Mayor and City Council, but on hold due to cost. Cost component of Body Worn Cameras includes both the camera itself and the storage and retrieval of information.
- In April of 2020, the City Council authorized a one-time allocation of funds to the Department to address Department priorities that were on hold.
- The Body Worn Camera Program will be implemented as part of this funding from the Council.

# MPD Policy and the Law



- Use of Force Policy governed by landmark legislation from Assembly Bill 392 and Senate Bill 230.
- AB 392 took effect on 1/1/20 and provides consistency in CA for all agencies with Use of Force Policy – in compliance.
- SB 230 focuses on uniform training/policy and transparency with the public. Effective on 1/1/21, and the Department is working on compliance – POST will address Statewide training requirements.
- SB 1421 – in compliance with cases on the Police Department website that fall under reporting requirements.
- AB 978 – will need to comply once Body Worn Cameras are implemented.
- Use of Force Policy is continually updated as state law changes in addition to department changes that exceed state standards.

# National Initiatives



## 8 Can't Wait – Thoughts on Use of Force Policy

- CA has landmark legislation in place to make training and policy for Use of Force consistent.
- We have banned the carotid and never used chokeholds.
- In alignment with many of the recommendations. We will add more explicit language to cover de-escalation in the Use of Force. However, policy is expected to be updated based on guidelines in SB 230.
- Details on where we stand with the 8 Can't Wait will be posted on the City/PD Website tomorrow.



# Use of Force



- The Department's focus on Communication, Compassion and Empathy results in an extremely low Use of Force.
- In 2019, there were 33,202 incidents with force used **.05%** of the time.
- In 2020, (Jan 1 to June 9) – there were 15,166 incidents with force used **.03%** of the time.

# Use of Force Review Process



- Each Use of Force is investigated by a Sergeant.
- The Use of Force incident is then reviewed by a Lieutenant, the Captain, and the Chief.
- If Use of Force appears outside of policy, a further investigation is undertaken.
- Additional investigation includes Internal Affairs investigations and corrective action which includes training, counseling, and/or discipline.
- The review process is then converted into training for other officers and implemented department-wide.

# Looking Back... Moving Forward



## Empathy, Compassion, Service, and Public Safety

- Low use of force.
- Self improvement by examining each Use of Force incident.
- Approach issues with problem solving/collaboration – Homeless Outreach is an example.
- Neighborhood Policing Areas – consistently assign officers to the same areas.

## New Initiatives

- Regional Crisis Intervention Team.
- Body Worn Cameras.

# Community Engagement



## Police Staff are Accessible to the Community

- Ride Along can be taken by community members

## Community Police Academy

- Annual program to learn about the Department in-depth

## Community Outreach

- Town Hall Meeting with the Police Chief
- Police Chief Advisory Panel

## Annual Accountability

- Annual Use of Force Report Presented to the City Council