



Community Police Trust Initiative Follow-Up

This report on next steps for community-police relationships builds upon the recommendations of the City Manager's Community Police Trust Initiative (CPTI) task force work from 2015-16 (attachment). The CPTI built on the earlier work of the Community Engagement and Outreach Task Force (CEOTF) from 2010-14.

THIS ITEM IS FOR INFORMATION AND DISCUSSION.

Summary

The CPTI task force was formed by the City Manager in 2015 to inform city and police management of community-based strategies to continue building trust between police and the people of Phoenix.

Through the work of CPTI and the Police Department, it has become clear that the underpinning of trust in the Phoenix Police Department includes:

- Mutual communication that includes the community, city management, police leadership and labor leadership in dialogue that avoids misunderstanding and builds trust.
- Readily accessible information about police activities, data, and policies.
- Face-to-face interaction between individual police officers and community members.
- Structured opportunities for dialogue before incidents occur, not just in response to them.
- Opportunities for community collaboration with mutual responsibility between the Police Department and the community for implementing activities that promote communication, transparency, and accountability.
- A structure independent from the Police Department that provides an outlet for community members to express concerns or complaints about police conduct.

Based on input from the community through CPTI and initial listening sessions, it is important for the City and the Police Department to continue a commitment to: Listen, Learn, Report, and Equip. Each area incorporates CPTI recommendations or activities continuing from the original CEOTF recommendations. For tracking purposes, specific CPTI recommendations (attachment) are noted in parentheses.

1. Listen: The Phoenix Police Department and the community will listen to and engage with each other:

- Hold at least two community dialogue sessions each year (6). One was held in 2016 and two will be held in 2017.
- Hold a specific forum to discuss the recommendations from the 21st Century Policing Report (11). This forum will be held in 2017.
- Conduct a community survey and develop feedback tools (12). The survey will be conducted by December 2017.
- Reinstitute Public Safety Sunday program with local houses of worship. The first one will be held by September 30, 2017.
- Continue to provide engagement activities for the community through the Civilian Police Academy, ride-alongs, and Police Chief Advisory boards. This is ongoing.

2. Learn: The Phoenix Police Department will be a learning organization, studying and engaging with the latest in policing best practices:

- Adopt and publish to the Police website a "least harm" policy (2). This is completed.
- Review the National Institute of Justice Best Practices Report and provide the review on the department website (4). This review will be completed by September 30, 2017.
- Continue ongoing annual officer training with cultural competency and procedural justice components (8). Training for officers will be completed by December 2017.
- Partner with a diverse corps of Phoenix citizens and stakeholders to support educational initiatives that foster positive communication and interaction between community and law enforcement (9). Partnering will begin in 2017 with a timeline developed by the group.

3. Report: The Phoenix Police Department will transparently provide information on the Police website on:

- Data on officers' use of firearms, officer-involved shootings (fatal and nonfatal), in-custody deaths, and other use of force information (1*) (3). This will occur quarterly beginning with first quarter 2017 data.
- Traffic stop, summons, arrest, and other data by geography and demographics (7). This will occur quarterly beginning with third quarter 2017 data.
- Racial/ethnic composition of the Police sworn and civilian workforce (10). This will occur annually beginning with December 2016 data.
- An easy-to-understand description of the Department's Use of Force Policy on the department website (13). This will be posted by March 31, 2017.
- Examples of positive engagement by officers with the community (14). This will

occur quarterly beginning with first quarter 2017 data.

- Make employee commendations more public on the department website (15). This will occur quarterly beginning with first quarter 2017 data.
- Additionally, use Police and City social media platforms to communicate regularly on these issues. This is ongoing.

*Recommendation #1 from CPTI recommended collecting information any time an officer draws his/her weapon and defining other tactics that could have been used. City management and department leadership do not concur with this aspect of the recommendation due to the record-keeping burden and the potential to interfere with decision making by officers in life-threatening situations. Use of Force and Tactical Review Committees assess and report on tactics.

4. Equip: The City and the Police Department will provide tools to enhance officer and community trust:

- Deploy body cameras on all first responders within three to five years based on funding availability. Progress will be reported during the annual budget process in March of each year.
- Implement policies that promote trust in use of body camera data. Progress will be reported during the annual budget process in March of each year.
- Continue to deploy less-lethal weapons and train officers in their use. This is ongoing.

Civilian Oversight: The City Manager has committed to implementing the core elements of CPTI Recommendation 5:

Convene a panel of residents and experts to advise him on options for implementing a civilian review body to hear and review complaints against the Police Department with investigative and auditing powers for taking and reporting on community complaints about police behavior and police discipline.

The City Manager has charged the Assistant City Manager with researching processes, structures and costs from civilian review programs in peer cities. "Investigative and auditing powers" will need to be clearly defined before any recommendation can be made by the Police Chief or the City Manager. The information gathered will be reviewed with an advisory group and the public. The information will also be discussed with the Human Relations Commission, Police Chief Advisory Boards, and in community forums. With that advice in hand the City Manager and Police Chief will make a report and any recommendations to the Council. The goal is to have this available by December of 2017.

Responsible Department

This item is submitted by City Manager Ed Zuercher, Assistant City Manager Milton Dohoney, Jr., and Police Chief Jeri Williams.