

# **SOUTH PASADENA PUBLIC SAFETY COMMISSION (PSC)**

## **POLICE REFORM PROPOSED FRAMEWORK – JULY 2020**

### **POLICY, OPERATIONS AND OUTREACH REVIEW**

1. Use of Force – Emphasize a reverence for life, de-escalation and a duty to intercede.
  - a. Please refer to Appendix A.
2. Review the processes for hiring, training and supervision.
  - a. Doing these things right greatly increase the chances for officer success.
3. Review complaints, misconduct and disciplinary records for all lateral hires.
  - a. Ensure officers past conduct and history is reflective of community values.
4. Establish a program to monitor officers’ use of force, complaints and incidents.
  - a. Provide additional training as needed.
  - b. Identify officers who may be at risk of excessive force or issues early on.
5. Promote transparency and accountability by establishing an internal policy for the timely release of body worn camera footage for critical incidents.
  - a. Recommend release no later than 7 calendar days after incident, earlier than the legally mandated 45 days by AB748.
  - b. Review policy for activation of body worn cameras and retention/release.
6. Restrict the use of “no-knock” search warrant service to only the most sensitive circumstances where the operations are designated to be low risk and have a high risk of evidence destruction. Require supervisor approval.
  - a. Review increased use of “surround and call out” warrant service.
7. Review training standards, duration and frequency.
  - a. De-escalation
  - b. Implicit bias
  - c. Defensive tactics
  - d. Compliance techniques
  - e. Physical fitness standards
  - f. Baton, OC, taser
  - g. Firearms
8. Review SPPD Policy 301.5, Application of Spit Hoods
  - a. Requires reasonable belief the person will bite or spit
  - b. Requires proper application to allow for ventilation
  - c. Requires assistance with movement
  - d. Requires consideration for medical conditions and injury
  - e. Requires continuous monitoring
  - f. Recommend change from avoid comingling use to NO comingling of use
  - g. Review training and training frequency
9. Provide a forum for community members to address concerns, complaints and commendations.
  - a. Include this in the PSC charter update.
  - b. Pursuant to 1013.4.1 of the Policy Manual no complaint forms are easily accessible on the SPPD website.

- c. Who is the Office of Professional Standards/Internal Affairs point of contact for SPPD?
  - d. What is the process for reviewing complaints and disciplinary actions?
- 10. Recommend maintaining current patrol staffing levels of the SPPD.
  - a. Already operating at a minimum patrol staffing level.
- 11. Study feasibility of transferring management of homeless outreach to the Community Services division.
  - a. Recommend Parks & Recreation Commission transition to broader Community Services Commission. Retain Senior Commission for that portion of Community Services.
  - b. How will this impact grant funding?
- 12. Review resources available for assisting officers with non-criminal calls for service.
  - a. Community Services
  - b. Code Enforcement
  - c. Public Works
  - d. Fire Department/Medical Personnel
  - e. Social Workers
  - f. Housing Navigator
  - g. Non-Government Organizations (NGO)
  - h. Civil Legal Process Service
- 13. Publish and publicly release the Police Department annual report and crime statistics in a timely manner.
  - a. 2018 statistics were *just* released.
  - b. 2019 not yet released.
  - c. Recommend a March 1 annual deadline for release.
- 14. Include PSC commissioners and/or community member involvement in high profile selections and organizational changes within the police department.
  - a. PSC commissioners and/or community members serving on police chief/deputy chief interview panels, subject to NDAs.
  - b. PSC provided an opportunity to review and make recommendations for proposed structural and organizational changes.
- 15. Review the original intent versus the current enforcement posture/statistics related to the South Pasadena juvenile curfew.
  - a. Is the 10pm curfew enforced appropriately?
- 16. Restore community outreach and engagement events at reduced scale/cost, perhaps through sponsorship/partnership.
  - a. National Night Out
  - b. Police & Fire Open House
  - c. Neighborhood Watch Block Captains Event
  - d. Citizen's Academy
  - e. Teen Academy
  - f. Community Emergency Response Team (CERT) – SPFD Program
  - g. Women's Self Defense
  - h. Teenager's Self Defense
  - i. Active Shooter Training
  - j. Coffee with a Cop

## STAFFING, EQUIPMENT AND BUDGET REVIEW

1. Conduct a thorough budget review and propose cost cutting and revenue generation measures.
  - a. Reduce overtime that is not reimbursable.
  - b. Reduce vehicle expenses, take home vehicle need assessment.
  - c. Personnel and staffing reductions through attrition.
  - d. Uniform allowances, supplies, expenses, etc.
2. Conduct a study of the sworn officer and non-sworn employee ratio, is it comparable to other similar departments? Can positions be consolidated? Reduced through attrition?
  - a. SPPD has a 1:1 ratio for sworn to non-sworn employees
  - b. San Marino has a 2:1 ratio.
  - c. Clear delineation between sworn and non-sworn duties.
3. Explore cost sharing with other local departments
  - a. Shared dispatch.
  - b. Shared administrative functions.
  - c. Shared specialized units, cost sharing.
  - d. Patrol augmentation.
4. Study the staffing, costs, benefits and results of the following programs:
  - a. School Resource Officer (SRO)
  - b. K-9 program
  - c. Detective Bureau
  - d. FAST Airship program
  - e. Task Force Officers (TFO)
  - f. SET
5. Continue/expand use of grant funding to augment general fund expenditures.
  - a. Contact PSC in advance of noticed meetings for endorsement letters.
6. Where possible, adopt the use of hybrid and/or electric vehicles
  - a. Ford has recently released patrol/pursuit rated hybrid vehicles designed for police use.
  - b. Reduced fuel costs and maintenance costs.
7. Explore the model of leasing vehicles instead of purchasing vehicles.
  - a. Reduce longer term vehicle maintenance costs.
  - b. What is the cost of retrofitting?
8. Is SPPD charging appropriate/market rate amounts?
  - a. Appropriate cost for filming duty?
  - b. Increase number of officers required depending on size.
9. Provide update on towing franchise fee and alarm permit proposals.
  - a. Cost recovery programs.
10. Study feasibility that SPUSD share costs for the crossing guard program currently funded entirely by SPPD.
  - a. This model is employed by other school districts and police departments.
  - b. May have been previously paid for by SPUSD.