

### Recruiting and Hiring

#### Law Enforcement College Scholars (LECS) Program at CSUS

This is a 2-year program for CSUS Students which offers specialized classes relevant to law enforcement, physical training and test preparation. The goal of the program is to increase graduation rates, career placement, and inclusion in recruitment and hiring.

#### Sac City College and Consumnes River College Pathway Pilot Programs

This is a pilot program modeled after LECS to increase employment opportunities for community college students from local neighborhoods. These two campuses are the most diverse in the Los Rios Community College system.

#### Pipeline Hiring- Cadets, Student Trainees, and Community Service Officers

The pipeline hiring program offers entry level positions within SPD and a stepped career path to becoming a career employee at SPD.

#### Criminal Justice Magnet Academies at Grant, Hiram Johnson, John F Kennedy, CK McClatchy

This premier program engages almost 600 students at 4 high schools. Students participate in a cohort- taking classes together, learning leadership skills and law enforcement fundamentals.

#### Pilot Public Safety Academy at Inderkum High School

A joint venture between Natomas Unified School District, SPD and the Sacramento Fire Department to build a unique Public Safety Academy modeled on the Magnet programs.

#### Region Wide Recruiting Events

SPD has two full time recruiters that attend events, speak to students at local schools and colleges, meet with interested applicants, and hold hiring workshops.

#### SPD Strong Bootcamp Wednesdays

These are one-hour evening workouts, rotating weekly between three city parks, are with the recruiters and department personnel. Potential applicants can come work out and get to know SPD better.

#### Links to Law Enforcement

A 6-week program in partnership with Asian Resources Inc., Greater Sacramento Urban League, and La Familia for candidates interested in pursuing a career in Law Enforcement. Regional law enforcement hosts cohorts for those who identify as Asian Pacific Islander, Latino/Hispanic, or African American.

### Training

#### Training, Research and Development Division

SPD has implemented this new division to consolidate all Department training under a single command. Additionally, this division will be tasked with identification of best practices throughout the nation. With the adoption of cutting-edge practices, the Department continually seeks to improve to best serve our community.

#### Use of Force Committee with Community Representatives

SPD has created a Use of Force Committee made up of Department employees and community members to review and make recommendations on policy and training regarding the Use of Force.

#### Use of Force Curriculum Review with Community Representatives

This committee is made up of law enforcement subject matter experts and community members tasked with reviewing curriculum and instruction for the Department to ensure good outcomes.

#### Use of Force and Tactics Review Committee

Every use of force incident now goes through an additional review process with this committee which is comprised of Academy training staff. The committee is tasked with identifying training issues or methods of application in the field.

#### California State Attorney General invited to examine Use of Force Policy and Training

State Attorney General Becerra agreed to allow State DOJ, with 21<sup>st</sup> Century Policing Consultants, to examine SPD policy and training regarding Use of Force and best practices and will provide recommendations to our department.

#### UC Berkeley partnership to deliver Implicit Bias Training

Working with renowned professors and researchers from universities such as UC Berkeley, SPD is expanding Implicit Bias Training for department personnel and community.

#### Stanford University Study of officer and community interactions

Stanford University is studying interactions on traffic stops between officers and community before and after an Officer Involved Shooting. Stanford will provide findings and recommendations.

#### Crisis Intervention Training

All officers have completed CIT training. SPD will hold two annual trainings to ensure training for all employees

#### Management and Line Level Implicit Bias and Procedural Justice Training

The SPD Management Team and all officers received Implicit Bias training from 2016-2018.

#### Less Lethal PepperBall and Shotgun training

All Officers received de-escalation and Less Lethal equipment training in 2017/2018 and shotguns have been converted to less lethal weapons. Patrol teams are now equipped with both.

#### Pre-Academy 5-week preparatory training program

The Pre-Academy is designed to prepare recruits to enter the academy and strengthen their chances of successful completion by introducing them to fitness, driving, and firearms for a month before the Academy begins.



**Walk in My Shoes**

A community member and police officer are paired for a day with goals of perspective sharing and discussion to increase understanding and trust between law enforcement and the community it serves.

**Day of Service/Peace Walks**

Peace Walks with community members and police take place on Fridays in neighborhoods. Upon graduation, the Police Academy recruits will spend a day in a neighborhood helping with small acts of service like painting and landscaping.

**SPD Academy's School Outreach Program**

SPD officers regularly adopt schools in the City offering specialized programs to elementary and middle school students.

**SPD Community Engagement Academy**

The Academy is designed to engage local community members to improve community relationships and develop trust.

**Community Partnership Presentations**

Various community organizations such as CASH, Brother to Brother and City of Refuge, speak with recent academy graduates regarding partnerships, interactions and resources. An additional class for all officers is scheduled for 2019.

**Policy****Body Worn Camera Policy**

SPD issued an emergency order regarding the muting and deactivation of BWC's. The BWC policy has been revised.

**Foot Pursuit and Release of Video policy adoption**

Currently drafting formal foot pursuit guidelines and finalizing policy to release police digital recordings.

**21<sup>st</sup> Century Policing and CA DOJ- Best Practice Recommendations**

The 21<sup>st</sup> Century Policing Consultants, comprised of distinguished scholars, law enforcement experts and researchers, is reviewing all of the SPD Use of Force policies and will make recommendations based on best practices.

**Equipment****Shotguns converted to less lethal "bean bag" rounds**

All officers have transitioned their shotguns to solely discharge less lethal flexible baton rounds (bean bags).

**Patrol Teams issued 40 mm foam and PepperBall launchers**

Patrol teams now have 40mm exact impound sponge launchers and PepperBall launchers which are carried in patrol cars.

**Patrol Vehicles now equipped with Ballistic Shields and ballistic doors**

The Department is equipping all new patrol cars with ballistic doors and all patrol cars now have ballistic shields.

**All officers are equipped with Body Worn Cameras and Tasers**

Officers have been carrying tasers and now also are all equipped with Body Worn Cameras.

**Transparency****CA Attorney General invited to conduct an independent investigation of the Stephon Clark Shooting**

The Department requested State Attorney General Becerra to initiate an independent investigation into the Officer Involved Shooting that occurred on March 18<sup>th</sup>. DOJ will also review the entire SPD investigation.

**Expedited release of audio, video, and pertinent investigative information**

SPD set precedent by releasing the BWC and helicopter footage that captured the Clark incident within 72-hours. This had never been done prior to this incident. (City Council policy requires release of video footage on Officer Involved Shootings within 30-days and state law will require release in 45 days effective 1/1/2019.) SPD also released the Coroner's report for the first time in recent history. Additionally, since the Clark incident, video and audio has been released shortly following incidents and complete releases were done within 30 days.

**US Department of Justice's Community Relations Service invited to build community and law enforcement relations via the NEST process**

Known as the nation's "Peacemaker", the Community Relations Service (CRS) has completed a series of community driven forums throughout the City. CRS is completing a comprehensive summary for the City of Sacramento which will include take-a-ways and best practice recommendations.

**SPD Transparency Website**

A greatly expanded section of the SPD website now includes General Orders, Reference Manuals, information on the Body Worn Camera Project, a streamlined path to requesting records under the California Public Records Act, training updates, officer involved shooting information including archived video, and traffic stop data.

**Police Foundation's Police Data Initiative**

SPD is one of 135 agencies that participate in the sharing of data and who seek to better inform and engage the public through the release and use of open data. SPD regularly contributes to the nationwide datasets.

**International Association of Chiefs of Police (IACP) Trust Initiative Pilot**

Sacramento was selected as a pilot city by IACP to participate in community listening sessions which will address what obstacles need to be overcome in order to move community and law enforcement relationships forward, examine successful community engagement programs, and identify resources the profession needs to further progress.

**Community Survey administered by USD and CSUS in partnership with the California Endowment**

SPD has partnered with the University of San Diego, CSU Sacramento and the California Endowment to conduct a first of its kind community survey to measure community perceptions of safety and law enforcement.

