



Sacramento Police Department

Community Reference Guide

"Be the Difference"

Recruiting & Hiring



Law Enforcement Candidate Scholars' (LECS) Program at California State University, Sacramento

A 2-year program for CSUS students offering 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.



Multimedia Resources

A collection of videos has been created to highlight various assignments and opportunities within the department and the diverse routes people have taken on their way to a career with the Sacramento Police Department.



Sacramento City College Pathway Program

A program to increase employment opportunities for local community college students and diversify our Department.



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, and C.K. McClatchy High Schools

This premier program engages almost 600 students at four area 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.



Regionwide Recruiting Events

SPD has two full-time recruiters who attend events, actively engage interested applicants, and conduct hiring workshops.



SPD Strong Bootcamp Wednesdays

One-hour evening workouts, rotating weekly between three city parks, facilitated by SPD recruiters and department personnel. Potential applicants can come work out and get to know SPD better.

Recruiting & Hiring, *continued*



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 agencies host cohorts for those who identify as Asian Pacific Islander, Latino/Hispanic, or African American.



Teen VIP Academy Experience

An interactive experience designed for teens and community members to participate in and observe police training at our Sacramento Police Academy.

Training



Training, Research and Development Division

SPD has implemented this new division to consolidate all departmental training under a single command. Additionally, this division will be tasked with researching and identifying 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 Curriculum Review and Use of Force Committee with Community Representatives

Community members and law enforcement subject matter experts collaborate to review curriculum and instruction for the Department as well as review and make recommendations on policy and training regarding the Use of Force.



Use of Force and Tactics Review Committee

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



California State Attorney General Examination of Use of Force Policy and Training

The State Department of Justice in conjunction with 21st Century Policing Consultants are examining SPD policy and training regarding Use of Force and best practices. SPD has implemented nearly all the recommendations from Phase 1 and is working on implementing their Phase 2 recommendations.



UC Berkeley Partnership with the American Leadership Forum to Deliver Implicit Bias Training

Working with researchers and area leaders, SPD is expanding Implicit Bias Training to include officers and community members. This multi-part course examines bias and presents solutions and strategies for increasing equity for various groups through a targeted approach, and tools to operationalize racial equity within the organization.

Training, *continued*



Gender Awareness Training

This course discusses the difference between sexual orientation and gender identity, terminology, pronoun use, important moments in history, and how to respond effectively to calls involving gender diverse people.



SPD Community Engagement Academy

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



Stanford University Study of Officer-Community Interactions

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



Crisis Intervention, Implicit Bias, and Procedural Justice Training for All Officers and Supervisors

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



SPD Pre-Hire and Pre-Academy

The Department can now hire future officers prior to the Academy. They support the Department in a variety of assignments and attend the Pre-Academy which is designed to prepare recruits to enter the academy and strengthen their chances of successful completion.



Transformational Policing Classes for Police and Community Members

This two-day class brings members of the community and Department together to examine and discuss key issues relevant to the historical and current law enforcement practices.



***Walking While Black* Screening and Community Discussion**

Officers and community members come together to view and discuss this award-winning film.



Walk in My Shoes Program

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 local neighborhoods. Upon graduation, the Police Academy recruits will spend a day in a neighborhood helping with small acts of service like painting and landscaping.

Training, *continued*



SPD Academy School Outreach Program

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



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.



Washington State University College of Nursing. Lois James, Ph.D.

The WSU project on Implicit Bias training consisted of a cataloging of officer behaviors and outcomes based on an audit of body worn camera footage in Phase 1. Phase 2 consisted of more than half of the sworn patrol staff participating in researcher-led, implicit bias simulation training, which also cataloged officer behavior and responses. Phase 3 of the study is set to begin after the designed measurement period.

Policy



Body Worn Camera Policy, Foot Pursuit and Use of Force Policy Updates

Key policy changes and updates have been made to the Body Worn Camera Policy and the Foot Pursuit Policy. SPD is currently updating the Use of Force Policy to include current best practices and recommendations from the Department of Justice.



21st Century Policing and CA Dept. of Justice Best Practice Recommendations

The 21st Century Policing Consultants, comprised of distinguished scholars, law enforcement experts and researchers, reviewed all the SPD Use of Force policies and made recommendations based on best practices. SPD has implemented nearly all their recommendations.



De-Escalation and Planned Response

A new General Order has been implemented to provide guidelines for interacting with those individuals who may be experiencing emotional or mental health crises.



Center for Policing Equity (CPE) - Partnership with SPD

CPE measures potential bias in policing using data driven science to measure officer behaviors in order to revise police policy for better outcomes. Information is analyzed from police contacts with citizens, arrests, uses of force, calls for service, crime offenses and demographic data to produce a comprehensive digital report as a part of a larger National Justice Database (NJD) analyses.

Policy, *continued*



Use of Force Review Board and Force Investigations Team

Procedures have been implemented establishing a Use of Force Review Board and a Force Investigations Team (FIT) to conduct administrative reviews of uses of force by SPD officers. Policies are being updated to reflect changes to ensure consistency and accountability across the Department as recommended by DOJ.



Department Procedures Regarding Internal Audits

An Inspection and Standards Team (IST), as part of the Professional Standards Unit, has been formed to conduct internal audits and compliance checks to ensure consistency with established policy and best practices as recommended by DOJ.

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 Foam and PepperBall Launchers

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



BolaWrap

Patrol teams are now equipped with BolaWrap remote restraint devices.



Patrol Vehicles Equipped with Ballistic Shields and Ballistic Doors

The Department is equipping all new patrol cars with ballistic doors and all patrol cars now carry handgun rated ballistic shields.



All Officers Equipped with Body Worn Cameras and Tasers

All Officers are now equipped with tasers and body worn cameras.

Transparency



California State Attorney General Independent Investigation of Clark Shooting

The Department requested State Attorney General Becerra conduct an independent investigation into the Officer Involved Shooting that occurred on March 18, 2018. The CA Dept. of Justice has reviewed the entire SPD investigation.

Transparency, *continued*



Expedited Release of Audio, Video and Pertinent Investigative Information

SPD set precedent by releasing the body worn camera 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 requires release in 45 days.) 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 are done within 30 days.



US Dept. of Justice's Community Relations Service Invited to Build Community and Law Enforcement Relations

Known as the nation's "Peacemaker", the Community Relations Service (CRS) has completed a series of community driven forums throughout the City. CRS has completed a comprehensive summary which includes 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.



Education and Training

The Sacramento Police Department now posts all the education and training materials presented to our officers on our website. We will continue to update this information as we develop new training curriculum and improve our educational materials.

<https://www.cityofsacramento.org/Police/Transparency/Education-and-Training-Materials>



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 Program

Sacramento was selected as a pilot city by IACP to participate in community listening sessions which addressed what obstacles needed 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 University of San Diego 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.