

September 26, 2019

The California Department of Justice (DOJ) conducted an independent assessment of the Sacramento Police Department (SPD). On January 29, 2019, DOJ released a report of their assessment, including a list of recommendations for SPD.

DOJ's assessment and recommendations address the following six areas:

[Use of Force Policies](#)

[Use of Force Reporting and Investigation](#)

[Use of Force Training](#)

[Officer-Involved Shooting Incident Review](#)

[Personnel Complaint Procedures](#)

[Community Engagement and Transparency](#)

SPD's updated responses to DOJ's recommendations are included in this report. SPD's response to each recommendation includes a "status" update. Each status category is defined below:

- **In Progress:** The recommendation(s) has been assigned to appropriate staff to research and evaluate potential changes to training or policy
- **Complete:** The recommendation(s) has been reviewed, analyzed, or implemented as detailed within each itemized response

Use of Force (UOF) Policies:

Recommendation 1: SPD's general Use of Force policy (GO 580.02) should more clearly define and describe to officers when force is and is not authorized.

Response for Recommendation 1:

Status: Complete

The UOF Policy has been updated and more clearly expresses the concepts of objectively reasonable, proportionality, and de-escalation in the definition of the policy. The policy additionally articulates the considerations to be made by officers prior to any use of force. These changes are designed to give officers a clearer understanding of SPD's philosophy related to UOF as well as guidelines on its application.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

Recommendation 2: SPD should better define the applicable legal standard of objective reasonableness.

Response for Recommendation 2:

Status: Complete

The UOF Policy has been updated and more clearly expresses the concepts of objectively reasonable, proportionality, and de-escalation in the definition of the policy. The policy additionally conveys the reasonableness standard, linking the definition and concept to applications of force.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

Recommendation 3: SPD's general policy statement in its UOF policy should more expressly connect the sanctity of human life with use of force.

Response for Recommendation 3:

Status: Complete

The updated UOF Policy's "policy statement" has been expanded to address this recommendation and include the principles of proportionality, de-escalation and crisis intervention. The policy language additionally addresses the sanctity of human life and aligns with the legislative language and intent of [AB 392](#).

Please [Click Here](#) to review General Order 580.02 – Use of Force.

Recommendation 4: The UOF policy should better define and explain the requirement that force be used only when necessary.

Response for Recommendation 4:

Status: Complete

The updated UOF Policy is grounded in the concept of objective reasonableness as articulated in applicable legislation and case law and includes the following language in the initial “Policy” section: “*An officer shall only use the amount of force that the officer reasonably believes is necessary under the totality of the circumstances.*” The policy builds upon these broad guiding principles by articulating additional factors for officers to consider prior to any UOF.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

Recommendation 5: SPD should refine and expand its treatment of de-escalation in its core force policy.

Response for Recommendation 5:

Status: Complete

De-escalation is a core principle referenced throughout our updated UOF Policy. The principle is defined and contextualized through listed techniques.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

Recommendation 6: SPD policy should affirm the importance of proportionality.

Response for Recommendation 6:

Status: Complete

The updated UOF Policy states that officers shall consider the principles of proportionality when evaluating the totality of circumstances prior to the utilization of force. Additionally, a definition of proportionality is included in the updated policy.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

Recommendation 7: Consistent with the core concepts of de-escalation, necessity, and proportionality, SPD should consider expressly requiring that officers exhaust all other means reasonably available to them under the circumstances, before using deadly force.

Response for Recommendation 7:

Status: Complete

Our review and consideration of this recommendation is complete. The UOF Policy has been updated to address the reasonableness standard in accordance with applicable legislation and existing case law. [AB 392](#) supports a standard of reasonableness based on the totality of circumstances, and our updated UOF Policy aligns with the language and intent of that bill.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

Recommendation 8: In its general UOF policy, SPD should require that, when feasible under the circumstances, officers provide verbal warnings to subjects before using force, whether deadly or less-lethal force.

Response for Recommendation 8:

Status: In Progress

Language addressing this recommendation is included in two (2) separate sections of the updated UOF Policy.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

Recommendation 9: SPD should amend its policy to provide more guidance on foot pursuits.

Response for Recommendation 9:

Status: Complete

On July 26, 2018, SPD implemented a foot pursuit policy that was created by the UOFTRC. Beginning in 2019, SPD also introduced new training relating to the new policy for all SPD officers during their annual training.

Please [Click Here](#) to review General Order 580.13 – Foot Pursuits

Recommendation 10: SPD Policy should specifically prohibit various problematic types of force.

Response for Recommendation 10:

Status: Complete

The updated UOF Policy specifically prohibits particularized uses of force.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

- **Recommendation 10.1:** SPD should continue to prohibit chokeholds, and further prohibit carotid restraints and other maneuvers designed to, or may foreseeably result in, cutting off blood or oxygen to a subject's head.

Response for Recommendation 10.1:

Status: Complete

This recommendation was discussed by the Use of Force Training and Review Committee (UOFTRC) as they developed the updated UOF Policy. Explicit language regarding the use of carotid control holds is included in the updated UOF Policy. This language aligns with best practices in policy and training, Training and use of the carotid restraint control hold will be additionally addressed in revisions made to RM 580.09.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

- **Recommendation 10.2:** SPD should prohibit the use of techniques and/or transport that involves a substantial risk of positional asphyxia.

Response for Recommendation 10.2:

Status: In Progress

This recommendation was discussed by the UOFTRC as they developed the updated UOF Policy. SPD continues to evaluate current policies, including GO 522.02 - Emergency Care for Individuals Under Police Care or Control to develop language which addresses this recommendation.

- **Recommendation 10.3:** SPD should prohibit shooting *at or from* moving vehicles.

Response for Recommendation 10.3:

Status: Complete

Language addressing this recommendation has been included in the updated UOF Policy. SPD has strengthened the policy language to provide officers a clear understanding of the Department's expectations relating to this type of force.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

- **Recommendation 10.4:** SPD should prohibit specific types of force that are rarely ever consistent with policy.

Response for Recommendation 10.4:

Status: Complete

A section specifically addressing “Prohibited Uses of Force” has been included in the updated UOF Policy.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

Recommendation 11: SPD should have policies governing each type of force instrument that it authorizes officers to carry.

Response for Recommendation 11:

Status: In Progress

SPD's updated UOF Policy explicitly governs both deadly and less-lethal force. Specific types of force are further defined within the policy, and some are also addressed in separate Reference Manuals and General Orders referenced therein. Some of these Reference Manuals and General Orders focused on specific types of use of force require additional revision to fully align with the updates made to the UOF Policy.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

- **Recommendation 11.1:** SPD should expressly require that all officers carry, and be trained on, less-lethal instruments.

Response for Recommendation 11.1:

Status: In Progress

This recommendation has been addressed by changes to SPD's updated UOF Policy, which requires regular and periodic training. Authorized equipment and uniform standards are additionally addressed in RM 430.01.

Please [Click Here](#) to review General Order 580.02 – Use of Force. [Click Here](#) to review Reference Manual 430.01 - Uniform and Grooming Standards Manual

Appropriate staff is currently developing a training module that provides training at more frequent intervals.

- **Recommendation 11.2:** SPD should consider revising its firearms policy into a policy addressing the use of lethal force.

Response for Recommendation 11.2:

Status: Complete

The updated UOF Policy combines previous policies (UOF and Discharge of Firearms) to implement this recommendation. The UOF Policy was augmented to include language addressing firearms and use of deadly force.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

- **Recommendation 11.3:** SPD's general UOF policy and its Discharge of Firearms policy should better address issues involving exhibiting and pointing firearms.

Response for Recommendation 11.3:

Status: Complete

The updated UOF Policy addresses this recommendation. Revised language additionally addresses reporting detentions involving an officer pointing a firearm at a person.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

- **Recommendation 11.4:** SPD's firearms policy should include provisions that better ensure the safety of other officers and bystanders.

Response for Recommendation 11.4:

Status: Complete

The updated UOF policy addresses this recommendation. Current firearms training focuses on officers recognizing and understanding the surroundings in which deadly force encounters occur. Scenario based training additionally supports these efforts.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

- **Recommendation 11.5:** SPD's Conducted Energy Device (CED) policy should limit use of the CED to three, standard five-second cycles, with individual cycles separately justified in use of force reporting.

Response for Recommendation 11.5:

Status: Complete

The updated UOF policy addresses this recommendation and informs officers on the general philosophy and application of the CED. Additional specificity on the use of the CED is provided in GO 580.10.

Please [Click Here](#) to review General Orders 580.02 – Use of Force and 580.10 - Use of the Conducted Energy Device.

- **Recommendation 11.6:** SPD should consider eliminating the use of CED's in "drive stun" mode.

Response for Recommendation 11.6:

Status: In Progress

This recommendation was addressed by the UOFTRC in the proposed updates to SPD's UOF policy. The Use of Conducted Energy Device Policy (GO580.10) is currently being updated to better align with the proposed UOF policy and address this recommendation. When GO 580.10 is finalized, it will be available on SPD's transparency webpage.

- **Recommendation 11.7:** SPD's policy should prohibit the use of a CED on handcuffed subjects.

Response for Recommendation 11.7:

Status: Complete

This recommendation was addressed by the UOFTRC in the proposed updates to SPD's UOF policy. The updated UOD Policy expresses SPD's expectations regarding the use of the CED, and further outlines the narrow scope when the CED may be utilized on any subject.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

- **Recommendation 11.8:** SPD should modify its canine-related policies so that its canines are deployed in a manner consistent with “find and bark” rather than “find and bite” approaches.

Response for Recommendation 11.8:

Status: In Progress

SPD has organized a committee of subject matter experts who continue to research and review this recommendation.

Recommendation 12: SPD should more clearly articulate its requirement that officers render and/or request medical assistance when necessary following a use of force.

Response for Recommendation 12:

Status: Complete

In addition to existing policy (GO522.02) that addresses medical assistance, revisions to SPD's UOF Policy also provides clarity as to when officers are expected to render medical aid.

Please [Click Here](#) to review General Orders 580.02 – Use of Force and 522.02 - Emergency Care For Individuals Under Police Care or Control.

Recommendation 13: SPD should ensure that officers report potential misconduct related to force to Internal Affairs and/or a supervisor.

Response for Recommendation 13:

Status: Complete

Revisions to SPD's updated UOF Policy and Internal Investigations Manual (RM220.01) address this recommendation. Language has been added to clarify when reporting of misconduct or force is required.

Please [Click Here](#) to review General Order 580.02 – Use of Force. [Click Here](#) to review Reference Manual 220.01 - Internal Investigation Manual

Recommendation 14: SPD policy should strengthen its requirement that officers intervene when they observe other officers violating its UOF policy.

Response for Recommendation 14:

Status: Complete

SPD's updated UOF Policy addresses this recommendation directly.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

Use of Force Reporting and Investigations:

Recommendation 1: SPD should create a general order dedicated to UOF reporting and investigations.

Response for Recommendation 1:

Status: Complete

The updated UOF Policy includes language addressing the reporting and investigation of uses of force.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

Recommendation 2: SPD should categorize reportable use of force into levels (i.e., Level 1, 2, and 3) based on seriousness and specify associated roles and responsibilities of involved officers, supervisors, and investigative personnel at each level with respect to reporting and review.

Response for Recommendation 2:

Status: Complete

The updated UOF Policy categorizes reportable levels of force and specifies responsibility for review and investigation.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

Recommendation 3: Non-reportable levels of force should be clearly identified and described in the general order.

Response for Recommendation 3:

Status: Complete

The updated UOF Policy specifically addresses the levels and categories of force to be reported. Specific tools and techniques are additionally identified.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

Recommendation 4: SPD should specify the reporting, investigation, and review requirements for each level of force, including reporting requirements for the involved witness officers, the responsibilities of the investigating supervisor, criminal and administrative investigator responsibilities, and review requirements.

Response for Recommendation 4:

Status: Complete

SPD's update UOF Policy includes language related to this recommendation.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

- **Recommendation 4.1:** Officers who use a reportable force should be required to complete a Force Statement, as should officers who witnessed or were at the scene of a Level 2 or Level 3 use of force. All Force Statements should be entered into Blue Team.

Response for Recommendation 4.1:

Status: Complete

Existing policy required documentation to include statements from all available sources for any reportable use of force. These statements are codified in police reports and attached to resulting Blue Team reports.

- **Recommendation 4.2:** Level 1 uses of reportable force may, under ordinary circumstances, be reviewed at the district or unit commander level. Any administrative investigation opened as a result of Level 1 use of force should be forwarded to Internal Affairs for assignment and review.

Response from Recommendation 4.2:

Status: In Progress

All reportable UOF incidents by officers are reviewed by the officer's chain of command and can be referred to Internal Affairs at any point during the process. SPD continues to review and evaluate the UOF review process to ensure it aligns with SPD's updated UOF Policy and State legislative mandates.

- **Recommendation 4.3:** Level 2 uses of force may be reviewed by the district or unit commander but should also be forwarded to Internal Affairs for administrative investigation assignment and review.

Response from Recommendations 4.3:

Status: In Progress

SPD continues to review the current evaluation process for Level 2 uses of force.

Recommendation 5: SPD should establish a multidisciplinary team to conduct both the criminal and administrative investigations of Level 3 Reportable Force Incidents.

Response for Recommendation 5:

Status: In Progress

Appropriate staff have been assigned to research and evaluate potential implementation of this recommendation.

Recommendation 6: SPD should establish a Use of Force Review Board charged with reviewing all Level 3 Reportable Uses of Force, all uses of force otherwise investigated by FIT, and any other matters referred to them by Internal Affairs or the Chief of Police.

Response for Recommendation 6:

Status: In Progress

SPD's Training, Research and Development Division will research the best approach for implementation of this recommendation.

Recommendation 7: The general order should specify time frames for the reporting, investigation and review of reportable use of force

Response for Recommendation 7:

Status: Complete

The updated UOF Policy implements this recommendation directly.

Please [Click Here](#) to review General Order 580.02 – Use of Force.

Recommendation 8: A general order on reporting and investigating use of force should reflect officer wellness and safety concerns.

Response for Recommendation 8:

Status: In Progress

SPD has a robust employee wellness program that includes a full-time peer support team. SPD has a peer support policy that will be reviewed for appropriate updates.

Recommendation 9: SPD should identify the nature and extent of the use of force information it will release to the public.

Response for Recommendation 9:

Status: In Progress

Currently, SPD releases use of force data and information annually. Records and information pertaining to high profile incidents, including officer-involved shootings and other uses of force, are already provided via the Transparency page of the Department's website. SPD continues to evaluate increasing the frequency, manner and format of data disclosed via its website.

Recommendation 10: SPD should consider entering into a Memorandum of Understanding with an outside agency regarding their potential role in the future use of force investigations and SPD improvements around serious use of force.

Response for Recommendation 10:

Status: In Progress

Appropriate staff have been assigned to research and evaluate potential implementation of this recommendation.

Use of Force Training:

Recommendation 1: SPD should place greater emphasis on teaching officers to have a guardian mindset.

Response for Recommendation 1:

Status: Complete

A guardian approach is emphasized throughout SPD's training. SPD's academy recruits participate in the Adopt-A-School program, Oak Park Peace Walk and Day of Service. The movie clips referenced by DOJ will no longer be used during the academy instruction. SPD will continue to look for additional ways to incorporate the guardian mentality at the academy and during in-service training.

Recommendation 2: SPD should ensure that its Training Academy staff and the content of all training initiatives reflect and embody the Department's mission, core values and policy.

Response for Recommendation 2:

Status: Complete

SPD created the new Training, Research and Development Division to, in part, address recommendations such as this. Monitoring and training staff is necessary and important. SPD leadership will meet with Academy instructors to ensure compliance with SPD's mission, core values, and policy.

Recommendation 3: SPD should establish a Curriculum Design Committee that reviews and approves all curricula, lesson plans and training materials (including the use of videos).

Response for Recommendations 3:

Status: Complete

SPD instituted a Curriculum Review Committee in 2018. This committee includes subject matter experts, SPD managers and community members. SPD agrees with the recommendation and sees this as a vital component in creating alignment and consistency with SPD's values and goals.

Recommendation 4: SPD should find meaningful ways to incorporate members of local colleges and universities, community-based organizations, and community members into their curriculum and lesson plan development process and instructional activities.

Response for Recommendation 4:

Status: Complete

SPD incorporates subject matter experts, including representatives from Brother to Brother, Community Against Sexual Harm (C.A.S.H.), Shiloh Baptist Church, National Alliance on Mental Health (N.A.M.I.), the City's Office of Public Safety Accountability (OPSA), students from Foothills High School, mental health professionals, Dr. Clavo, and district attorneys into academy lesson plans and instructional activities. SPD will continue to look for opportunities to expand its relationship with key stakeholders to add perspective and enhance the training experience for its employees.

Recommendation 5: SPD should establish a Training Committee responsible for assessing the effectiveness of the curricula against current policies as well as the integration of use of force scenario-based training, guardian philosophy and adult learning theory.

Response for Recommendation 5:

Status: In Progress

SPD has created the Training, Research and Development Division to provide the highest quality of appropriate police training. In February of 2018, SPD also instituted a UOFTRC. This committee included subject matter experts, SPD managers and community members. SPD is in the progress of formalizing this group along with a system of feedback and accountability.

Recommendation 6: SPD should have clear guidelines for selecting training instructors with prior performance history being a significant factor in the selection criteria.

Response for Recommendation 6:

Status: In Progress

The Training, Research and Development Division will formalize the process and guidelines for selecting training instructors.

- **Recommendation 6.1:** Instructors should be actively involved in the development and discussion on key policies.

Response for Recommendation 6.1:

Status: In Progress

SPD is formalizing a process to ensure instructors, subjects matter experts and command staff are actively involved in the development of key policies.

- **Recommendation 6.2:** SPD should regularly convene its FTOs, its force-related training instructors, to ensure consistency and high-quality training.

Response for Recommendation 6.2:

Status: Complete

Beginning in 2019, SPD began a series of meetings with its field training officers (FTO) and the academy to ensure consistent and high-quality training. This was one of the reasons for implementing the Training, Research and Development Division - so that SPD's training can be better aligned and consistent.

SPD recognizes and supports the need for ongoing dialogue between FTOs and UOF instructors. These meetings will continue to occur on an annual basis and are next scheduled to occur in early 2020.

Recommendation 7: SPD should evaluate the quality and effectiveness of its training, including evaluating student learning, and conducting formal instructor evaluation and classroom audits.

Response for Recommendation 7:

Status: In Progress

SPD's training staff gets feedback from the recruits, including written evaluations after each class. This is another reason why SPD implemented the Training, Research and Development Division – to get the best results from training. SPD is exploring software solutions to more efficiently capture and track this data and has already committed additional personnel to the training division to monitor and evaluate all aspects of our training.

Recommendation 8: SPD should re-assess its use of force training, ensuring it emphasizes critical decision-making skills. Such training should be required annually in-service, and also to supervisors, managers and command staff.

Response for Recommendation 8:

Status: In Progress

Critical-decision making skills are emphasized in classroom lecture and exercises as part of the UOF learning domains and is also emphasized in scenario-based training and testing. The Training, Research and Development Division is currently researching and evaluating SPD's use of force training to ensure it aligns with best practices.

Use of Force Incident Review

Officer-Involved Shootings – Investigations:

Recommendation 1: SPD should develop a manual that governs both administrative and criminal investigations of officer-involved shootings.

Response for Recommendation 1:

Status: In Progress

SPD currently has policy and protocols that address the handling of officer-involved shooting investigations. We are in the process of consolidating these materials into one comprehensive document.

Recommendation 2: SPD should have its Internal Affairs Division investigate every officer-involved shooting to determine if policies and/or training were violated during the incident.

Response for Recommendation 2:

Status: Complete

In the past, SPD would only send firearm discharge cases to Internal Affairs if, during the management review of the shooting, potential policy violations were identified. In the future, SPD will ensure that every officer-involved shooting or death in custody is referred to Internal Affairs for an administrative investigation.

Recommendation 3: Detectives who are assigned to conduct investigations of officer-involved shootings should receive relevant training.

Response for Recommendation 3:

Status: Complete

SPD Detectives assigned to the Homicide Unit who are the primary investigators on all officer-involved shooting events, all go through a set number of courses as a minimum requirement of being assigned to the unit. Those courses include:

- POST Basic Investigators Course,
- POST Homicide Investigators Course,
- Interview and Interrogation Course and
- POST Officer-Involved Shooting Investigation Course

Supervisors always monitor and evaluate officer-involved shooting interviews and provide feedback to the investigator as appropriate.

Recommendation 4: SPD should standardize its investigative case files and ensure that they include documents that will facilitate various kinds of reviews following the conclusion of the investigation.

Response for Recommendation 4:

Status: Complete

SPD's reports are housed primarily in a computer software format. The point of a standardized summary overview at the beginning of the document has been incorporated into more recent investigations as well as future investigations.

Recommendation 5: SPD should conduct a formal after-action review, which includes supervisors and command staff, following every officer-involved shooting.

Response for Recommendations 5:

Status: Complete

SPD has always completed a management level shooting review after all officer-involved shooting events. SPD has recently modified its policy to make that review a two-step process. First, within 30 days, management will conduct a Preliminary Review of the event to evaluate any training, equipment, tactics, operational, or communication points that may need to be addressed. Second, the Department will conduct a Final Policy Review to determine whether the actions of the employee(s) were in compliance with Department policy. This will be completed at the end of the criminal investigation.

Recommendation 6: SPD should require supervisors and chain-of-command to review all use of force cases, including officer-involved shootings and serious use of force.

Response for Recommendations 6:

Status: Complete

SPD has a computer software program that tracks all reportable uses of force. Part of that tracking software incorporates, at a minimum, that reportable use of force events receive a review by a Sergeant, two Lieutenants and a Captain. More serious uses of force, including officer involved shootings receive a more intensive review of the event.

Use of Force Incident Review

Officer-Involved Shootings – Tactics:

Recommendation 1: SPD should ensure its officers are effectively employing cover, distance and time tactics to minimize the need for deadly force.

Response for Recommendation 1:

Status: Complete

SPD has equipped its patrol vehicles and officers with ballistic protection. SPD's subject matter experts have provided training on how to utilize these pieces of equipment and all officers began to receive 8 hours of Scenario Based Training related to the elements raised in this recommendation as part of our 2019 CPT curriculum.

Recommendation 2: SPD should assess its practices and provide officers with guidance on the discharge of firearms in situations that may endanger bystanders and other officers.

Response for Recommendation 2:

Status: Complete

These techniques are incorporated within firearm instruction, training, and bi-annual qualification for all officers.

Recommendation 3: SPD should ensure its training prepares officers to encounter and detain individuals in a manner that decreases the need for deadly force applications.

Response for Recommendation 3:

Status: Complete

The Training, Research and Development Division has established a number of systems and processes that help assess the UOF training provided to SPD personnel. The development and implementation of a new UOF policy supports that effort. SPD training emphasizes guardianship, de-escalation, proportionality, necessity and critical thinking when making decisions. These elements are part of the classroom curriculum, but more importantly are modeled and evaluated throughout the academy as part of scenario-based training. SPD agrees with this recommendation and will continue to evaluate and refine its UOF training to achieve better outcomes

Personnel Complaint Procedure:

Recommendation 1: SPD should adopt a general order that outlines its complaint process and requires all personnel to comply with the process or be subject to potential disciplinary action.

Response for Recommendation 1:

Status: Complete

The Internal Investigations Manual (RM220.01) was revised, and a Personnel Complaints policy (GO 220.01) was added. SPD added language that addressed this recommendation in those documents.

Please [Click Here](#) to review General Order 220.01 – Personnel Complaints. [Click Here](#) to review Reference Manual 220.01 - Internal Investigation Manual

Recommendation 2: SPD should establish a specific intake process that requires all complaints be accepted and forwarded to Internal Affairs for processing, and Internal Affairs should serve as the repository for all complaints, regardless of origin or level of severity.

Response for Recommendation 2:

Status: Complete

The Internal Investigations Manual (RM220.01) was revised, and a Personnel Complaints policy (GO 220.01) was added. SPD added language that addressed this recommendation in those documents.

Please [Click Here](#) to review General Order 220.01 – Personnel Complaints. [Click Here](#) to review Reference Manual 220.01 - Internal Investigation Manual

Recommendation 3: SPD should establish a complaint classification system, that among other things, accounts for the seriousness of the offense.

Response for Recommendation 3:

Status: Complete

The Internal Investigations Manual (RM220.01) was revised, and SPD added language that addressed this recommendation in those documents.

[Click Here](#) to review Reference Manual 220.01 - Internal Investigation Manual

Recommendation 4: SPD should require Internal Affairs to assign and review complaint investigations.

Response for Recommendation 4:

Status: Complete

The Internal Investigations Manual (RM220.01) was revised, and SPD added language that addressed this recommendation in those documents.

[Click Here](#) to review Reference Manual 220.01 - Internal Investigation Manual

Recommendation 5: SPD should develop its Early Intervention Program.

Response for Recommendation 5:

Status: In Progress

General Order 570.06 reflects SPD's Early Intervention Program. SPD's Professional Standards Unit is currently taking steps to evaluate this recommendation and revise this program. When this updated policy is finalized, it will be available on SPD's transparency webpage.

Recommendation 6: SPD should enter into a memorandum of understanding with OPSA regarding its role and responsibilities.

Response for Recommendation 6:

Status: In Progress

Some procedural changes in notification of complaint receipt and event closure have already been implemented. SPD continues work with OPSA to develop a formal memorandum of understanding regarding their role and responsibilities.

Community Engagement and Transparency

Stakeholder Outreach:

Recommendation 1: SPD should develop and implement a community outreach plan that includes regularly scheduled and broadly accessible meetings with Sacramento residents.

Response for Recommendation 1:

Status: In Progress

The Division of Outreach and Engagement has developed a strategic plan to create opportunities and increase community engagement. The area commands also have regularly scheduled community events and meetings throughout the City. SPD will continue to develop a strategic plan to engage Sacramento residents.

Recommendation 2: SPD should strive for greater transparency by consistently releasing information regarding use of force and other related topics.

Response for Recommendation 2:

Status: In Progress

Currently, SPD has a transparency page that provides information on officer-involved shooting incidents, death in custody events, vehicle stop data information, policies, the body-worn camera project, Public Records Act Information, Crisis Intervention Training and incidents of public interest. SPD will update this information and will continue to find ways to expand on this page and provide information to the public.