

# Community Review Board on Police Practices Tactical Plan Fiscal Years 2019-2020

(Approved by the Board on April 23, 2019)

## Mission Statement

The purpose of the Community Review Board on Police Practices is to review and evaluate complaints brought by members of the public against officers of the Police Department of the City of San Diego and to review and evaluate the administration of discipline arising from sustained complaints. The Board also reviews and evaluates officer-involved shootings, all in-custody deaths, and all police actions that result in the death of a person.

## Goals

**Goal 1: To ensure that complaints against San Diego Police Department (SDPD) officers are investigated thoroughly, completely and fairly, giving equal consideration to community members and police officers alike.**

#	Objectives	Initiatives	Performance Indicators (Measures)	Target
1	Ensure all IA investigations are reviewed by the CRB on a timely basis	<ul style="list-style-type: none"> <li>• Development of shared tracking system and Team leader meetings</li> <li>• Executive Director and Chair review reports prior to sending to the Board for deliberation</li> <li>• Finalization of Case Review Write-Up Procedures</li> </ul>	The length of time it takes to review a case	60 days  Yes/No  Yes/No
2	Audit Category II Complaints	<ul style="list-style-type: none"> <li>• Formalize Category II Process</li> <li>• Train Team Leaders</li> </ul>	Finalize Guidelines into an Operational Standing Rule	Yes/No
			Number of trainings of Team Leads	2
4	Develop a Procedure for Shooting Review Board Reports	Create a procedure for the Shooting Review Board Reports following the Discipline of Officers Procedures	Completion of Procedure	Yes/No
5	Increased Consultation with Outside Counsel on cases	Increase funding for Outside Counsel	15K per fiscal year	Yes/No

**Goal 2: To advocate for policies that which promote fair and humane policing and ensure the safety of both community members and police officers.**

#	Objectives	Initiatives	Performance Indicators (Measures)	Target
1	Ensure that CRB is identifying and producing timely recommendations to SDPD and Mayor	<ul style="list-style-type: none"> <li>• Create a standardized annual report for CRB to submit per calendar year.</li> <li>• Tracking of recommendations to SDPD Chief and Chief responses</li> <li>• Standard written response within 60 days for all policy recommendations</li> </ul>		Yes/No  Yes/No  Yes/No
2	De-escalation Policy	Review and provide feedback on SDPD new de-escalation policy		Yes/No
3	Enhance IA Investigations Involving Discrimination Allegations	Research best practices for other law enforcement agencies		Yes/No

**Goal 3: To operate transparently, keep the community informed about the activities of the Board, and provide opportunities to receive public input on the Board operations**

#	Objectives	Initiatives	Performance Indicators (Measures)	Target
1	Publish redacted minutes of Closed Meetings with case detail like CLERB	Develop guidelines procedures and then discuss with Outside Counsel and POA		Yes/No
2	Create an Open Data Portal	Recommend that the Mayor creates an open data portal to provide data to the public on complaints received and cases closed by the CRB		Yes/No
3	Maintain Updated CRB Calendar	<ul style="list-style-type: none"> <li>• Update Calendar on an as needed basis</li> <li>• Make available to the public and CRB</li> </ul>		Yes/No  Yes/No
4	Create a Communication Plan	<ul style="list-style-type: none"> <li>• Establish strong social media presence</li> <li>• Create media opportunities for the CRB</li> <li>• Utilize press releases, CRB website</li> </ul>	Posts regarding meetings, agendas  Number of positive media opportunities	12  3

5	Increase programmatic awareness and outreach	<ul style="list-style-type: none"> <li>• Strategy for Outreach Committee and CRB Members to attend more community meetings and events</li> <li>• Increased visibility of CRB brochures at libraries</li> </ul>	1 Per Quarter Per Member	88
			Brochures in each district library	9

**Goal 4: To encourage persons with complaints about the actions of SDPD Sworn Personnel to file a complaint and widely publicize the procedures for filing a complaint to make the process as simple as possible**

#	Objectives	Initiatives	Performance Indicators (Measures)	Target
1	Collaborate with SDPD to improve and streamline the intake process	<ul style="list-style-type: none"> <li>• Review the CRB's Share Point Database</li> <li>• CRB input in classification of complaints</li> <li>• Define Informal Vs. Formal Complaints</li> </ul>	One Shared Database	Yes/No
				Yes/No
				Yes/No
2	Seek stakeholder feedback for process improvements	<ul style="list-style-type: none"> <li>• Engagement with City officials, Council, Community Organizations</li> </ul>		
3	Create Procedure & Guideline Script for Complaint Process	Collaborate with SDPD		Yes/No

**Goal 5: To ensure that the Board reaches and maintains an expert level of understanding of policies and procedures through ongoing training and education**

#	Objectives	Initiatives	Performance Indicators (Measures)	Target
1	Provide Continuing Education Training to CRB Members to ensure compliance with CRB Procedures, Bylaws, Brown Act	Review the CRB's Policies and Procedures on an ongoing basis	# times a year	2
2	Enhance the contents and organization of the Orientation/Training Red Binder to make it more useful	<ul style="list-style-type: none"> <li>• Reduce the size of the Red Binder for CRB Members</li> <li>• Create additional online resources</li> </ul>		Yes/No
				Yes/No
3	Create Implementation Process for New CRB Training Academy	<ul style="list-style-type: none"> <li>• Include rep from Community on the Interview Panel</li> <li>• Initiate recruitment efforts with stakeholder groups including City Council Offices</li> <li>• Standard strategy for publicizing New Academy</li> <li>• Six Training Components</li> </ul>	Number of applications for appointment	7-14
			Number of Academy Classes Per Year	2

4	Encourage participation in training opportunities	Attendance at NACOLE conferences & Webinars, Menu Trainings, PERT Trainings and other specialized trainings  Ride-Alongs	# per year per member  # per year per member	2  2
5	Keep the Board abreast of current issues related to the CRB's mission	Identify speakers and topics for CRB Open Meetings	# of presentations	10