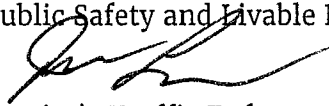Kevin L. Faulconer
Mayor

M E M O R A N D U M

DATE: September 20, 2018

TO: Brian J. Pollard, Citizens Advisory Board for Police/Community Relations Chair
            Members of the Citizens Advisory Board for Police/Community Relations

FROM: Jen Lebron, Director of Public Safety and Livable Neighborhoods Policy, Office
            of the Mayor

SUBJECT: RE: San Diego State University's Traffic Enforcement Study Recommendations

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The City of San Diego (City) and the San Diego Police Department (SDPD) are committed to keeping San Diego one of the safest big cities in the nation through fair, transparent, and inclusive processes and procedures.

This memo is in response to a June 27, 2018 letter from the Citizens Advisory Board for Police/Community Relations (CAB) requesting full implementation of the recommendations contained in the November 2016 San Diego State University Traffic Enforcement Study (Study). We are pleased SDPD has implemented all recommendations and exceeded some of the study requests.

At the time of the study's release, the City and SDPD were awaiting implementation regulations from Assembly Bill 953, which requires California law enforcement agencies to collect specific data for all vehicle and pedestrian stops. Once the final regulations were approved on November 7, 2017, SDPD worked with the San Diego County Sheriff's Department to implement them before the deadline of July 1, 2018.

Implementation of the new data collection system allows the City to track and analyze data, including perceived race or ethnicity, the reason for the stop, and whether a search was conducted. This data will assist in developing improved methods to recruit, train, and promote sworn officers for SDPD. With the launch of this new data collection system, the City has implemented all 10 of the Study's recommendations. Below is a detailed status update for each item:

1. **Acknowledge the existence of racial/ethnic disparities and make combatting such disparities a priority.**

Implicit bias exists in every person. SDPD acknowledges the disparities in the report and prioritizes combatting them through training. This priority starts with SDPD's vision: *A Police Department whose employees feel valued, works together in community partnerships to be a model of excellence in policing, and fosters the highest level of public trust and safety.* With this vision in mind, the Department continually strives for improvement, and while the Study showed positive improvements regarding stops of black drivers when comparing 2014 and 2015, SDPD leadership acknowledges its work is never over regarding eliminating implicit bias within its sworn officers ranks. Steps taken by SDPD to combat disparities are discussed below.

2. **Continue to enhance training and supervision around issues of racial/ethnic disparities.**

   SDPD recognizes that every person, including police officers, has bias. SDPD proactively confronts bias through regular training courses for all officers. Training focused on nonbiased-based policing, procedural justice, effective interaction, emotional intelligence, and community policing are now incorporated into training curriculums. A listing of these courses is found in Appendix 11 of the Study. SDPD also continues to seek enhancements to this training. We are aware that CAB's training ad hoc committee is reviewing portions of the State of California Commission on Peace Officer Standards and Training materials and look forward to receiving their recommendations on how SDPD may enhance its trainings.

   Since the course list was published in the Study, SDPD has added and/or enhanced courses in cultural diversity and continues to lead the county in the number of hours dedicated to cultural diversity training. Training in the areas of racial/ethnic disparities are built upon courses provided in both Advanced Officer Training and Academy Training. Classes include an emotional intelligence lecture featuring community role play, community policing, nonbiased-based policing, tactical communications that include de-escalation techniques, and community engagement training.

3. **Make traffic stop practices more transparent.**

   Traffic violations such as speeding and driving while intoxicated are among the most prevalent issues voiced at community meetings officers attend, and there is an expectation by the public that officers enforce traffic laws to improve public safety. Officers are directed to take the extra time needed to fully explain to individuals the reasons they were stopped. With the new data collection system implementation, SDPD has committed to making public the traffic stop data through the City's open data portal, as well as through regular updates to City Council. Additionally, the City will provide annual reports that supplement state requirements.

4. **Make traffic stop practices more systematic and data-driven.**

   SDPD's Traffic Division receives traffic complaints from multiple sources such as the "Get It Done" mobile application, email, and from phone-in complaints. Enforcement and education related to these types of concerns are generally handled by Traffic Division motor officers, or Collision Investigation Bureau officers.

   For the safety of residents and visitors, the Traffic Division also uses software to identify and monitor dangerous locations where collisions resulting in injuries have occurred. SDPD uses this data-driven approach to inform them where traffic enforcement and education efforts should be concentrated to keep the public safe.

5. **Make community engagement a core departmental value.**

   As noted above, fostering community partnerships is a critical component of SDPD's stated vision. In support of this vision, all officers are expected to initiate positive interactions with community members as often as possible throughout their shift. Additionally, SDPD staff attend more than 140 monthly community meetings. Each of the nine patrol divisions organizes community events and offers community outreach programs, and the Department has a strong following on various social media outlets. More information about SDPD's community engagement activities can be found in the Quarterly Community Policing Report on the City's public website at https://www.sandiego.gov/police/about/quarter-reports.

6. **Improve communication and transparency regarding police practices.**

   SDPD is committed to improving communication and transparency. As part of this commitment, Police Chief David Nisleit made SDPD's Policies and Procedures available online in June 2018 within his first 100 days of appointment.

   There are several opportunities for the public to learn how officers work and train. "Inside SDPD" is a regularly-offered course where residents receive some of the same training provided to SDPD officers including use of force, procedural justice, and nonbiased-based policing. Additionally, community members are invited to observe new officer training all recruits attend. Residents can also participate in "ride alongs" to learn more about policing in their neighborhood and to foster positive relationships between officers and community members.

   Members of the public are encouraged to provide feedback about SDPD interactions through a variety of channels that are found at https://www.sandiego.gov/police/services/officercomments.

7. **Revise the current data collection system.**

   The July 1, 2018, implementation of AB 953 required a complete overhaul of law enforcement data collection throughout California. The City of San Diego worked closely with the County of San Diego to implement a new system by this deadline that provides local agencies the ability to report data more frequently than required by the state mandate.

8. **Coordinate existing data collection efforts.**

   Using software provided free of charge by the San Diego County Sheriff's Department, SDPD will be collecting and sharing its data in a format that is similar to that of other agencies throughout the region. Additionally, with the implementation of AB 953, agencies throughout California will be sharing their collected data.

9. **Collect additional data.**

   AB 953 requires SDPD to collect dozens of pieces of data that were not mandatory using the previous vehicle stop data system. In addition to collecting data from vehicle stops, SDPD now collects data from all detentions, searches, and uses of force. More than 60 pieces of data can be collected during a single stop, dependent upon a variety of factors including actions of an officer, if evidence is discovered, or if property is seized.

10. **Strengthen accountability and oversight of data collection and management, by:**

    a. **Incorporating stop and post-stop data into SDPD's existing early intervention system.**

       SDPD is and will continue to evaluate stop data regularly to search for trends and to ensure policies and procedures are appropriately followed.

    b. **Briefing officers on the purpose of data collection and updating staff regularly on related trends in data collection.**

       Prior to the implementation of the new data collection system, all officers were explained the importance of the new system and provided training on its use. Refresher trainings will be provided as needed. All officers will be informed of trends as data reports are completed.

    c. **Including open source traffic and pedestrian stop data files as part of the City of San Diego Open Data Portal.**

SDPD has committed, and efforts are underway, to share detailed vehicle, pedestrian, and bicycle stop data with the public through the City's Open Data Portal.

The City of San Diego appreciates the recommendations from the Study and is committed to keeping San Diego safe for all residents in all communities. With these improvements to training, traffic stop procedures, and data collection, SDPD is continuing its vision to be a model of excellence in policing that fosters the highest level of public trust and safety.

JL

cc: Council President Myrtle Cole
        Council President Pro Tem Barbara Bry
        Councilmember Lorie Zapf
        Councilmember Chris Ward
        Councilmember Mark Kersey
        Councilmember Chris Cate
        Councilmember Scott Sherman
        Councilmember David Alvarez
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        Francis Barraza, Deputy Chief of Staff for Community Engagement, Office of the
            Mayor
        Jessica Lawrence, Director of Finance Policy & Council Affairs, Office of the Mayor
        Joel Day, Office of Boards and Commissions Director
        Thyme Curtis, Citizens Advisory Board for Police/Community Relations Executive
            Director
        Police Chief David Nisleit

Criteria — New
          — ongoing