

1.10 Offer Officer Training examples, (simulation) in the community, including actual real-life examples of what an officer faces in more schools and workshops.

Create “Inside SDPD” as a mobile education unit which includes a mobile Force Option Simulator (FOS). Schedule at least bi-monthly events in rotating communities. Develop a special school-based session. SDPD could involve local community groups as partners to provide this opportunity in each community.

JULY 2020 FOLLOW-UP:

With to new constraints and considerations due to COVID-19, the ad hoc committee discussed the potential opportunities to offer online or virtual courses. We spoke to Sarah Napoli (SDPD Foundation President & CEO) about the development of Virtual Inside SDPD. She advised that they are still in the planning process. She is hopeful to have it up and running toward the end of 2020.

1.11 Support education of community members by sharing a sample of training classes from academy curriculum.

SDPD Academy Instructor to lead an overview class as a community education session. Ensure perseverance of POST content and teaching style. Allows for community input and interaction to offer opportunities to enhance teaching methods for future. (Use of Force, Cultural, Descalation, etc – based on neighborhood need)

JULY 2020 FOLLOW-UP:

The ad hoc committee would like to see clear direct link as to where public can access all education and training materials post on the website. Additionally, to bring more transparency to these efforts, there was a discussion of other tactics inform the community. This included the following:

- *Academy “teaser” video: snippet of what a certain curriculum focuses on, followed by a direct link to that educational material*
 - o *This could also be utilized as a recruiting assess*
- *Training Officer Highlight: video of training officer explaining their process in class prep and teaching style*
- *Facebook/Video Live: market to community opportunity to ask questions around specific topics and get quick responses*
 - o *This could be followed/preceded by a didactic presentation on how SDPD are trained for this specific topic*
- *Give local communities virtual connections to CROs, Lieutenants, and Officers via Neighborhood Watch or “Coffee with a Cop” meetings held online.*

1.12 Update staff evaluations to include significant measure of communication skills.

Each daily, weekly, and monthly performance review for FTOs and officers should include measuring the effectiveness of communication skills. ie: verbal (tone/volume), non-verbal (body language, eye contact), written (reports), and diversity competence (knowledge of culture, religion, age, gender, etc).

JULY 2020 FOLLOW-UP:

The ad hoc committee accepts the department’s response on this recommendation.

1.13 Youth programs involving Officers and are community based.

Provide Community training to residents, teachers, community leaders, and officers to encourage youth to think about a career in Law Enforcement. Presentations should be held at schools, community organizations (YMCA), city resources (libraries). Emulate Health Sciences High School Police program at other schools. Share information about the SDPD Cadet Program (ages 16-21) and actively recruit students from high schools and colleges.

JULY 2020 FOLLOW-UP:

The ad hoc committee wants the board to know that the program at Health Sciences High School has been discontinued, and accepts the department's response on this recommendation.

1.14 The department should incorporate procedural justice principles in any Policing Plan that is developed with input from department members, city staff and community leaders.

As training and manuals are regularly updated, it is important that procedural justice principles are incorporated. Internal and External Procedurally Just behavior is based on four central principles: Respectful Treatment, Fair Voice For All, Neutrality, and Trustworthiness. Review the Department's mission statement, values and operational priorities to ensure tenants of procedural justice, a guardian mindset, policing legitimacy, and public trust are included.

JULY 2020 FOLLOW-UP:

The ad hoc committee appreciates that department's response on this recommendation, agreeing that it "will always be a work in process, since the Department's efforts to meet the dynamic changes facing law enforcement will always require it policies and procedures to be scrutinized and updated to meet community expectations and our continued desire to serve well."

One concern that was discussed was clarifying the definition of "procedural justice." As this is an important phrase, it would be in all parties' best interest to publish clearly so we all are "speaking the same language. A few uses that have been previously discussed are as follows:

- *"Internal procedural justice begins with the clear articulation of organizational core values and the transparent creation and fair application of an organization's policies, protocols, and decision-making processes." (Final Report of the President's Task Force on 21st Century Policing – Recommendation 1.4 – p14)*
- *"Procedural justice is based on four principles: (1) treating people with dignity and respect, (2) giving individuals "voice" during encounters, (3) being neutral and transparent in decision making, and (4) conveying trustworthy motives." (President's Task Force on 21st Century Policing Implementation Guide – p3)*
- *"Procedural Justice, including voice, neutrality, respect and Trustworthiness, add to effective communication and lead to greater police legitimacy." (Policing in the Community – LD 3: Ch 2, 2-39)*
- *"The tenets of Procedural Justice, including voice, neutrality, respect and trustworthiness, add to effective communication, may lead to greater police legitimacy, and may deescalate a situation." (Use of Force – LD 20: Ch1, 1-3)*
- *"The four tenets of Procedural Justice include: Voice (Listen), Neutrality (Be fair), Respectful treatment (Be respectful), Trustworthiness (Trying to do what's best for the people)" (<https://post.ca.gov/procedural-justice-and-police-legitimacy>)*

1.15 Annually CAB Members invited to attend specific courses during each Academy.

CAB Members have been vetted by the city and are vested in the interests of both SDPD and the community. Giving CAB Members the opportunity to attend designated courses would allow for community feedback on curriculum and instruction.

JULY 2020 FOLLOW-UP:

The ad hoc committee requests a status update as this recommendation was deemed “one which will require more analysis.”

1.16 Encouraged involvement with the community by officers and increased communication with CROs.

Officers should have ongoing training for building relationships and understanding how to identify key community members. Examples of engagement in the community are: waving to others, supporting local businesses, giving stickers to children, attending community events, etc. CROs should be a link to FTOs and officers to give awareness for upcoming community events.

Every division should have a Captain Advisory Board Meeting in which officers should attend at least one per year to get to know community leaders.

JULY 2020 FOLLOW-UP:

When Chief Nisleit took on the role of chief, he spoke to the CABPCR and shared that officers should be spending at least 20 minutes in engage with the community. Specifically noting that they should not just be going call to call without building relationships in the community. The ad hoc committee requests a status update from the chief on how he has seen engagement progress with his officers.

1.17 Encouraged community engagement with volunteer activities

Encourage officers to be involved in community volunteer activities, (neighborhood watch, youth programs for sports, education, etc). This experience should be a weighted factor in promotion and assignments.

JULY 2020 FOLLOW-UP:

The ad hoc committee accepts the department’s response on this recommendation.

2.10 Build the FTO program of the department with more experienced officers and incentivize FTO Officers in their training role.

There is currently a restriction on Police Officer 3 (POIII) that needs to be removed so that the Field Training Officer (FTO) pool of experienced officers can be increased.

The FTOs should receive an incentive based on time spent with the trainees, in addition to the frequency that each FTO is training.

JULY 2020 FOLLOW-UP:

The ad hoc committee requests a status update as this recommendation was deemed “one which will require more analysis.”

4.10 More accountability of the Officers, FTOs, and FTO Sergeant. A closer look at the performance evaluations including goals and objectives for each officer.

The FTO positions are the closest line of safety for the new officers, and their interactions together have a huge impact on police and community interaction, respect, and trust. The community should trust and rely upon them for emergencies and assistance, therefore, we must ensure they are properly trained

and are passing the correct and accurate information to the new officers. Sworn personnel of all ranks should be held to the standards of the POST curriculum.

JULY 2020 FOLLOW-UP:

The ad hoc committee was impressed to see the increased training and was proud of the department for recognizing the need of focus in that area. It would be helpful for the community to have a direct link to access all FTO training materials to better understand performance anchors. Additionally, it would be valuable to understand how SDPD is measuring success with the FTO program, if there is an aggregate performance review, and what the impact has been on academy retention.

5.10 Utilize community input to establish training

Utilize community input through various evaluation methods to assist in developing training strategies from community forums, Inside SDPD, Captain Advisory Board Meetings, and CAB Academy visits. Written comments should be encouraged to provide in-depth feedback.

JULY 2020 FOLLOW-UP:

The ad hoc committee would like to better understand the qualifications of trainers assigned to topics: including Cultural Diversity/Discrimination, and Policing in the Community .The board is accountable to the community in ensuring these topics are continually updated and taught with consideration of current community happenings.

Similar to the response on 1.14, the ad hoc committee would like the SDPD to “this recommendation partially implemented and will require constant analysis to remain relevant.”