



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: June 6, 2017

DEPARTMENT: POLICE DEPARTMENT

FROM: ADELE FRESÉ, CHIEF OF POLICE

TITLE: COLLABORATIVE REFORM UPDATE

RECOMMENDED MOTION:

No motion is required for this item. It is recommended that the Council receive and accept the report on the status of Collaborative Reform implementation.

RECOMMENDATION:

Staff recommends Council receive and accept the report.

BACKGROUND:

In March of 2016, following an assessment conducted at the request of Chief Kelly McMillin, the Institute for Intergovernmental Research (IIR) published the initial assessment report, *Collaborative Reform Model: A Review of Use of Force Policies, Processes, and Practices in the Salinas, California, Police Department*. It was widely distributed to news media and the public. The report contained 61 findings with 110 recommended actions in order to improve the following:

- Community trust and engagement at all levels of the department
- The police department's use of force policies, practices, training, investigations, and related processes
- Communication among command staff, mid-level supervisors, line officers, and external stakeholders.
- The responsiveness and use of resources to maximize their impact on police effectiveness and accountability and police-community relations.

The implementation of these reforms will be tracked by IIR for a period of 18 months. This presentation to City Council will provide a summary of the first six months since the publishing of the original report. To date, the Salinas Police Department has implemented 41 changes (37%) of the original 110. In addition, there are 22 recommendations listed as "in progress" or "partially complete," which represents an additional 20%.

The recommendations implemented to date cover several areas to include:

- Improvements to the department's Use of Force policies, making them more specific in describing the use of force, decision-making guidance, oversight, and accountability with an emphasis on de-escalation tactics.
- Turning over all Salinas PD officer-involved shootings investigations to the District Attorney's Office.
- Additional annual training for all sworn personnel in the department's Use of Force policy.
- Establishment of a bi-lingual Community Police Academy
- Added Community Policing component to the field training curriculum.
- Fair and Impartial Policing training to all the members of the police department.
- Additional Procedural Justice Training for Supervisors
- Formalized scheduled meetings which include cross sector of executive command and line staff personnel to enhance internal communication

On a positive note, the police department is currently in the process of entering into a contract with PowerDMS, a cloud-based document management software company. Purchased with grant funds, it will give the department greater ability to meet additional recommendations as well as implement and track training documentation and internal communications.

CEQA CONSIDERATION:

The City of Salinas has determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines Section 15378). In addition, CEQA Guidelines Section 15061 includes the general rule that CEQA applies only to activities which have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA. Because the proposed action and this matter have no potential to cause any effect on the environment, or because it falls within a category of activities excluded as projects pursuant to CEQA Guidelines section 15378, this matter is not a project. Because the matter does not cause a direct or foreseeable indirect physical change on or in the environment, this matter is not a project. Any subsequent discretionary projects resulting from this action will be assessed for CEQA applicability.

STRATEGIC PLAN INITIATIVE:

1. Economic Diversity and Prosperity: This item does not specifically relate to one of the Council's Strategic Plan or Goal.
2. Safe, Livable Community: Relates specifically under the objective "Prepare and Present to the Public a Community Policing Plan that Includes Support and Involvement of Neighborhoods" and "Update Technology in Public Safety."
3. Effective, Sustainable Government: This item does not specifically relate to one of the Council's Strategic Plan or Goal.

4. Well Planned City and Excellent Infrastructure: This item does not specifically relate to one of the Council's Strategic Plan or Goal.

5. Quality of Life: This item does not specifically relate to one of the Council's Strategic Plan or Goal.

FISCAL AND SUSTAINABILITY IMPACT:

There is no fiscal and sustainability impact related to this report to Council.

ATTACHMENTS:

None