

CITY OF RICHMOND
Reimagining Public Safety Community Task Force

Wednesday, August 25, 2021 5:30 PM

<https://zoom.us/j/99598896210?pwd=MEdpUWRjMG02bnI5MXlnb2xrQTloQT09>

This meeting is accessible to people with disabilities*



Members:

Burks, Helene
Cantu, Marisol
Chacon, Eddy
Chacon, Luis
Gosney, Don
Joseph, DeWanda
Joseph, Randy
Kilian-Lobos, Kristin
Lee, James
Lee, Armond
Mangels, Laura
Njissang, Marcus
Schlemmer, Joey
Small, Deborah
Soto, Andres
Therriault, Ben
Tucker, David
Walker, Tamisha
Whitmore, Linda
Williams, BK

ALL TASK FORCE MEMBERS WILL PARTICIPATE VIA VIDEO OR TELECONFERENCE

This meeting is scheduled to adjourn at 7:30 PM. The meeting may be extended by a majority vote of the Task Force members.

I. Call to Order - Roll Call

II. Agenda Review and Adoption

III. Meeting Procedures - Reference page 2 & 3

IV. APPROVE -

June 9, 2021 minutes
June 23, 2021 minutes
July 28, 2021 minutes

V. Public Comments

VI. Staff Reports

VII. Presentations, Discussions, & Action Items

Following discussion of each item, the Task Force may vote to make recommendations to staff or to the City Council.

1. RECEIVE a presentation and TAKE ACTION on proposal to request the City Council extend the term of the Reimagining Public Safety Community Task Force for an additional three (3) years - *Addendums A, B, C, D, E attached*
2. REVIEW and APPROVE Accountability as Safety Subcommittee recommendations
 - a. Presentation from Subcommittee - *Addendum F attached*
 - b. Questions/Comments to and from staff
 - c. Questions/Comments from Task Force
 - d. Consideration by Task Force to approve/disapprove/modify recommendations
3. RECEIVE reports from Task Force Subcommittees, including answers to the following questions: Are you still meeting? Have you completed your work? Will you be presenting additional recommendations to the Task Force? If so, when?
 - a. Accountability as Safety
 - b. Community Based Solutions
 - c. Health and Safety
 - d. Smart Budgeting & Resource Allocation
 - e. Implementation Team

VIII. Action Item Recap

IX. Adjournment

CITY OF RICHMOND

Reimagining Public Safety Community Task Force

Wednesday, August 25, 2021 5:30 PM

<https://zoom.us/j/99598896210?pwd=MEdpUWRjMG02bnI5MXlnb2xrQTloQT09>

This meeting is accessible to people with disabilities*

Scheduled Meetings:

General Meeting - Wednesday, September 22, 2021 - 5:30 pm

Staff:

James Nantell (510) 685-7095 jnantell@richmondworks.org

Stephanie Ny (510) 620-6563 stephanie_ny@ci.richmond.ca.us

Guadalupe Morales (510) 620-6553 guadalupe_morales@ci.richmond.ca.us

continued



MEETING PROCEDURES & INFORMATION

ALL TASK FORCE MEMBERS WILL PARTICIPATE VIA VIDEO OR TELECONFERENCE

CORONAVIRUS DISEASE (COVID-19) ADVISORY

Due to the coronavirus (COVID-19) pandemic, Contra Costa County and Governor Gavin Newsom have issued multiple orders requiring sheltering in place, social distancing, and reduction of person-to-person contact. (See, for example, March 31, 2020 County Order extending the shelter-in-place order until May 3, 2020 and March 19, 2020 statewide shelter-in-place order.) Accordingly, Governor Gavin Newsom has issued executive orders that allow cities to hold public meetings via teleconferencing (Executive Order N-29-20).

Both <https://www.coronavirus.cchealth.org/> and <http://www.ci.richmond.ca.us/3914/Richmond-Coronavirus-Info> provide updated coronavirus information. On April 29, 2020, the Health Officer of Contra Costa County issued a press release to inform the public that regional shelter-in-place orders will be extended through May 31, 2020, as some restrictions are eased.

DUE TO THE SHELTER IN PLACE ORDERS, and consistent with Executive Order N29-20, this meeting will utilize video/teleconferencing only.

How to participate in Public Comment and/or to speak on an agenda item in the meeting:

Written comments will only be accepted via email to recreation@ci.richmond.ca.us by no later than 3 p.m. on the day of the scheduled meeting. The comments will be read at the top of the Public Comment portion of the agenda. Emails MUST contain in the subject line:

1. Public Comments
2. Public Comments agenda item #__ [include the agenda item number].

Emails that do not contain the correct identifying information in the subject line may be overlooked and may not become part of the record. Email received after 3 p.m. will not be read into the record. Email received after 3 p.m. will, however, be posted on-line following the meeting as part of the supplemental materials attached to the meeting minutes.

By Computer, Tablet, or Mobile Device:

Step 1: Tune in to the videoconference at the following link:

<https://zoom.us/j/99598896210?pwd=MEdpUWRjMG02bnI5MXlnb2xrQTloQT09>

Webinar ID: 995 9889 6210

Passcode: TASKFORCE

Step 2: To comment by video conference, click on the Participants button at the bottom of your screen and select the **"Raise Your Hand"** button to request to speak when Public Comment is

being announced or as speakers are called upon at the start of each agenda item. Attendees will then have two (2) minutes to click the **“Raise Your Hand”** button at that time. Speakers will be called upon in the order they select the “Raise Your Hand” feature. When called upon, you will be unmuted. Speakers are allowed up to one (1) minute on public comment and agenda items. After the allotted time, you will then be re-muted.

By Telephone:

Step 1:

Or iPhone one-tap :

US: +16699009128,,99598896210# or +12532158782,,99598896210#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 669 900 9128 or +1 253 215 8782 or +1 346 248 7799 or +1 301 715 8592 or +1 312 626 6799 or +1 646 558 8656

Webinar ID: 995 9889 6210

Passcode: TASKFORCE

International numbers available: <https://zoom.us/j/99598896210>

Step 2: To comment by phone, you will be prompted to “Raise Your Hand” by pressing **“(star)9”** to request to speak when Public Comment is being announced or as speakers are called upon at the start of each agenda item. Attendees will then have two (2) minutes to click the **“Raise Your Hand”** button at that time. Speakers will be called upon in the order they select the “Raise Your Hand” feature. When called upon, you will be unmuted. Speakers are allowed up to one (1) minute on public comment and agenda items. After the allotted time, you will then be re-muted.
<https://support.zoom.us/hc/en-us/articles/201362663-Joining-a-meeting-by-phone>

Accessibility for Individuals with Disabilities

Upon request, the City will provide for written agenda materials in appropriate alternative formats, or disability-related modification or accommodation, including auxiliary aids or services and sign language interpreters, to enable individuals with disabilities to participate in and provide comments at/related to public meetings. Please submit a request, including your name, phone number and/or email address, and a description of the modification, accommodation, auxiliary aid, service or alternative format requested at least two days before the meeting. Requests should be emailed to bruce_soublet@ci.richmond.ca.us or submitted by phone at (510) 620-6507. Requests will be granted whenever possible and resolved in favor of accessibility.

Record of public comments:

Public comments will be considered a public record, put into the official meeting record. Public comments will be available after the meeting as supplemental materials and will be posted as an attachment to the meeting minutes when the minutes are posted:

<https://www.ci.richmond.ca.us/Archive.aspx?AMID=183>.

CITY OF RICHMOND
REIMAGINING PUBLIC SAFETY
COMMUNITY TASK FORCE

TIMELINE OF THE TASKFORCE

STATEMENT OF ISSUE

FROM AGENDA REPORT FOR JUNE 30TH, 2020 MEETING

“Many cities are currently looking at different models of policing in response to the current movement that is demanding municipalities to change priorities as it relates to public safety. Determining how we address these issues here in Richmond can not only improve relations between police and our community but also provide the savings necessary for Richmond to solve its structural budget issues.”

JUNE 30TH, 2020 CITY COUNCIL MEETING

Council as a Whole

Agenda Item I-1

”DIRECT staff to prepare a plan to transition from Richmond’s current ”community policing” model to a plan conducive to the reduced police force and return to Council with the preferred policing model and a plan for implementation by the end of Fiscal Year 2020/2021 - Councilmember Myrick (620-6636) and Councilmember Demnlus Johnson (620-6568)”

THE VOTE

Mayor Butt- No

Vice Mayor Bates- No

Councilmember Choi- Aye

Councilmember Johnson III- Aye

Councilmember Martinez- Aye

Councilmember Myrick-Aye

Councilmember Willis-Aye

THE CREATION

STATEMENT OF ISSUE FOR SEPTEMBER 15TH

On June 30, 2020, the City Council directed staff to prepare a plan to transition from the city's current community policing model and to return to the Council by the end of Fiscal Year 2020/2021 with recommendations on how to achieve this goal. Providing an update as also directed by the City Council and establishing a process to accomplish this work is the focus of this item on September 15.

SEPTEMBER 15TH, 2020 CITY COUNCIL MEETING

Council as a Whole

Agenda Item K-2

RECEIVE an update on the status of the "Re-imagining Police and Public Safety" process; PROVIDE feedback on a possible future consultation and facilitation services agreement with CircleUp Education; and CONSIDER appointment methodology recommendation to form a 21-member task force - City Manager's Office (Laura Snideman 620-6512).

APPOINTMENT METHODOLOGY TO FORM 21-PERSON TASKFORCE

STATEMENT OF ISSUE FROM AGENDA REPORT FOR OCTOBER 6TH, 2020 CITY COUNCIL MEETING

“At the September 15, 2020 City Council meeting, the Council decided, per the mayor’s recommendation, to each nominate three individuals to serve on the Re-imagining Public Safety Task Force. The task force will consist of twenty-one members in total”

THE APPOINTMENTS

OCTOBER 6TH, 2020 CITY COUNCIL MEETING

Consent Calendar Agenda Item G-13

APPROVE the appointments of the following nominees to the Re-Imagining Public Safety Task Force:

Mayor Butt: Joey Schlemmer, James Lee, David Tucker;

Vice-Mayor Bates: Don Gosney, Ben Therriault, Linda Jackson-Whitmore;

Councilmember Choi: Tania Pulido, Kristin Kilian Lobos, Marcus Njissang;

Councilmember Johnson III: DeWanda Joseph, Armond Lee, Randy Joseph;

Councilmember Martinez: Tamisha Walker, BK Williams, Andres Soto;

Councilmember Myrick: Nakari Sydney, Deborah Small, Jasmine Frye; and

Councilmember Willis: Laura Mangle, Luis Chacon, Shirley Leslie - Office of the Mayor (Mayor Tom Butt 620-6503).

October 6th, 2020 Consent Calendar Vote

Mayor Butt- Aye

Vice Mayor Bates- Aye

Councilmember Choi- Aye

Councilmember Johnson III- Aye

Councilmember Martinez- Aye

Councilmember Myrick- Aye

Councilmember Willis- Absent

COMPARING OUR TASKFORCE TO OTHER CITIES

Task Force Comparison Chart

| Structure | Berkeley | Oakland | Austin | Richmond |
|------------------|---|--|--|----------|
| Member Selection | One (1) representative appointed by each member of the City Council and Mayor, 3 reps from relevant City Commissions. | 1 appointment from each Councilmember, including the Mayor and At-Large, one additional appointment from each of the Co-Chairs, | 5 City of Austin Members: Deputy City Manager Assistant City Manager Interim Asst. City Manager Office of Police Oversight Chief Equity Officer | |
| Community Reps. | 3 reps from designated comm. orgs and 3 'At-Large' members. At Large Appointees are not required to be Berkeley Residents, as long as they are active, committed stakeholders and work in the City of Berkeley. | 1 rep. from Community Policing Advisory Board, the Budget Advisory Commission, the Police Commission, the Safety Services Oversight Committee, and 2 reps from the Youth Commission. | 17 Community group members from a wide range of organizations. | |
| Working Groups | four subgroups | 5 working groups/Advisory Boards to support, inform and amplify work-Advisory Board members ancillary to the Task Force. Each Advisory Board had a Task Force member Co-Chair. | 8 Working Groups to support Task Force; comprised of community stakeholders. Each working group had at least two Task Force members. | |

COMPARING OUR TASKFORCE TO OTHER CITIES

| Structure | Berkeley | Oakland | Austin | Richmond |
|------------------------|--|--|---|----------|
| Duration of Task Force | Task Force shall sunset at the earlier of City Council's adoption of the final report and implementation plan or three years after appointments are made unless otherwise extended by the City Council | Recommendations were prioritized for implementation in three phases, anticipating a 2-3 year timeline for the process. | Issued Mid-Year Report with recommendations - April 2021. Not clear timeline for completion of Task Force work. | |
| Facilitator | Task Force facilitated by the National Institute for Criminal Justice Reform (NICJR). | Task Force co-facilitated by NICJR and Policy Link. | No professional facilitators. | |

TASKFORCE EXTENSION

**Take action on proposal for
Extension of the Task Force
for an additional three
years.**

Task Force Comparison Chart

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| Structure | Berkeley | Oakland | Austin | Richmond |
|--------------------------------------|---|---|--|----------|
| <p>Duration of Task Force</p> | <p>Task Force shall sunset at the earlier of City Council’s adoption of the final report and implementation plan or three years after appointments are made unless otherwise extended by the City Council</p> | <p>Recommendations were prioritized for implementation in three phases, anticipating a 2-3 year timeline for the process.</p> | <p>Issued Mid-Year Report with recommendations - April 2021. Not clear timeline for completion of Task Force work.</p> | |



CITY COUNCIL

AGENDA REPORT

DATE: June 30, 2020

TO: Mayor Butt and Members of the City Council

FROM: Councilmembers Jael Myrick & Demnlus Johnson

SUBJECT: COMMUNITY POLICING MODEL

STATEMENT OF THE ISSUE:

Many cities are currently looking at different models of policing in response to the current movement that is demanding municipalities to change priorities as it relates to public safety. Determining how we address these issues here in Richmond can not only improve relations between police and our community but also provide the savings necessary for Richmond to solve its structural budget issues.

RECOMMENDED ACTION:

DIRECT staff to prepare a plan to transition from Richmond's current "community policing" model to a plan conducive to the reduced police force and return to Council with the preferred policing model and a plan for implementation by the end of FY2020/2021. Councilmember Myrick (620-6636) and Councilmember Demnlus Johnson (620-6568)

FINANCIAL IMPACT OF RECOMMENDATION:

The Police Department currently represents 40% of the City's annual budget. By transitioning to a Policing model that works with a smaller staffing, we could potentially save millions of dollars.

DISCUSSION:

The City of Richmond continues to face a long-term structural deficit. While we've found ways to close the \$29.9 million budget gap for the coming fiscal year, we know that more substantial decisions will need to be made to bring our budget into structural balance. In addition, a recent movement of people nationally and residents locally are calling on municipalities to reevaluate how we prioritize funding for public safety. This movement correctly asks municipalities like Richmond to consider how large police budgets take resources away from more preventative programs and how some percentage of the services police provide can be provided more efficiently and compassionately through community based programs.

In addition, our budget for the coming fiscal year reduces overtime by \$1 million while not adding any additional officers. This is a recipe for failure unless our policing model is changed into one that can function with a much smaller police force. The current “community policing” model used in Richmond worked best when we had upwards of 196 officers. Today the Richmond Police Department has less than 150 officers and it is clear we will not be able to afford returning to a force that robust anytime in the near future. This means that to prevent ballooning overtime costs alone it will be necessary for the City of Richmond to change its policing model.

Hence, it is recommended that the City Council receive a presentation regarding different policing models that can be successful with minimum staffing and to direct staff to prepare a plan to transition from Richmond’s current “community policing” model which requires a significant amount of officers to function, to a model that can function well with a substantially smaller force. Staff is directed to return to Council with a preferred policing model and a plan for the transition that can be implemented by the end of FY2020/2021.



City Manager's Office

AGENDA REPORT

DATE: September 15, 2020

TO: Honorable Mayor and Members of the City Council

FROM: Laura Snideman, City Manager
Sal Vaca, Community Services Director

SUBJECT: Update on "Reimagine Public Safety" Conversations

STATEMENT OF THE ISSUE:

On June 30, 2020, the City Council directed staff to prepare a plan to transition from the city's current community policing model and to return to the Council by the end of Fiscal Year 2020/2021 with recommendations on how to achieve this goal. Providing an update as also directed by the City Council and establishing a process to accomplish this work is the focus of this item on September 15.

RECOMMENDED ACTION:

RECEIVE an update on the status of the "Reimagine Public Safety" process. PROVIDE FEEDBACK on a possible future consultation and facilitation services agreement with CircleUp Education. CONSIDER appointment methodology recommendation to form a 21-member task force – City Manager's Office (Laura Snideman 620-6512).

FINANCIAL IMPACT OF RECOMMENDATION:

The September 15 actions will not directly result in a fiscal impact, but further facilitation services (subject to City Council review at a future meeting) will have a budget impact. The CircleUp agreement would be for an amount not to exceed \$19,312.50.

DISCUSSION:

On June 30, 2020, the City Council heard Item I-1 to direct staff to prepare a plan to transition from Richmond's current "community policing" model to a plan conducive to a reduced police force and return to Council with the preferred policing model and a plan for implementation by the end of Fiscal Year 2020/2021.

Creation of a Task Force

Following discussion on the item, the City Council further wanted to “create a transition accountability task force composed by members of the public, including community organizations, individuals who were impacted by law enforcement, and law enforcement.” Within a series of friendly amendments, the City Council specifically wanted to include representation from Safe Return Project, RYSE Center, members of the Community Police Review Commission, Office of Neighborhood Safety, the police department, and Contra Costa County amongst possible additional representatives.

Following the approval of this item, there was no formal appointment of members, nor was there a clear structure laid out for the function of the body. Given the formal action taken by Council to create the task force, it was determined that it is within the charter-appointed duties of the mayor to nominate candidates for appointment to the task force, as is done for the city’s boards and commissions. In lieu of exercising his ability to be the sole nominator of candidates for the task force, at the September 15, 2020 City Council meeting, the mayor plans to recommend that each member of the City Council nominate three members of the public to the task force, thus appointing a total of twenty-one individuals. Council members will be encouraged to nominate individuals who are active in the various community organizations mentioned in the City Council discussions. The City Council may wish to recommend additional components of this process, such as an application process.

It is understood that one or more community groups have formed to begin conversations surrounding this topic and to develop recommendations for City Council consideration. Staff truly appreciates the initiative taken by these groups, and, pending Council direction, believes that there is a way to work collaboratively with the community groups and/or incorporate members of these groups into the proposed structure of a formalized task force.

Community Conversation Series

Staff is recommending that open community conversations be used for additional outreach and input into the process, supporting the work of the task force. On August 27, 2020, the city hosted a virtual community event titled, “A Community Conversation Series, Reimagining Police and Public Safety,” which was open to the public. The goal of this event, which was viewed by more than one hundred people, was to receive community input about the topics the community wants to discuss and hear ideas about the best process for furthering these conversations.

The event was facilitated by Tiffany Hoang with CircleUp Education, an East Bay organization that specializes in creating strategies to address implicit bias, inequity, and other structural and institutional social issues. By receiving questions and comments from the public, the city gained an initial understanding of the community’s priorities and positions on changes to police services and public safety in Richmond. The city was in “listening” mode and did not present any specific plans or ideas, as those will be developed with the community over the coming months. With the help of the community, the task force, and CircleUp Education, city staff recommends hosting additional installments of the Community Conversation Series, likely focusing on a different key topic during each session.

Contract with CircleUp Education

To ensure that future public forums are moderated by a neutral facilitator, staff recommends that the City Council consider a contract at a future meeting for \$19,312.50 to retain the services of Tiffany Hoang with CircleUp Education. Following recent protests and calls for public safety reform in the wake of the murders of George Floyd, Breonna Taylor, and several other Black Americans, Ms. Hoang successfully moderated public forums for the cities of Concord, Lafayette, and Hercules. Ms. Hoang is a highly reputable facilitator for cities and other clients, and successfully worked to facilitate an objective and community-focused forum in Richmond on August 27th.

CircleUp Education is recommended as a sole source due to their facilitation of similar meetings in other jurisdictions, as well as their most recent work that was presented to the West County Mayors and Supervisors Monthly Meeting surrounding re-imagining and restructuring public safety. CircleUp Education can continue to assist coordinating and facilitating the community conversations and assist with key task force meetings, which includes but is not limited to session design, logistical/technical support, and coordinating follow up with residents and staff. City staff would like to continue using their services in order to accomplish the end goal of providing a plan, recommended by the community task force, to City Council on transitioning from the city's current community policing model.

Next Steps

The next steps include but are not limited to:

- Creation of a 21-member task force and hosting of task force meetings with appropriate City support from the Community Services Department and possibly CircleUp Education
- Development of a dedicated webpage on the City's website to share information about the progress of this work with the Richmond community. Follow-up from the August 27th community conversation will be uploaded on this site
- Hosting of future communitywide conversations, with direction from City Council and the task force

ATTACHMENTS:

- 1 – DRAFT Standard Contract with CircleUp Education
- 2 – DRAFT Sole Source Justification Form



AGENDA REPORT

OFFICE OF THE MAYOR

DATE: October 6, 2020

TO: Members of the City Council

FROM: Mayor Tom Butt

SUBJECT: APPOINT NOMINEES TO THE TWENTY-ONE MEMBER “RE-IMAGINING PUBLIC SAFETY TASK FORCE”

STATEMENT OF THE ISSUE:

At the September 15, 2020 City Council meeting, the Council decided, per the mayor’s recommendation, to each nominate three individuals to serve on the Re-imagining Public Safety Task Force. The task force will consist of twenty-one members in total.

RECOMMENDED ACTION:

APPROVE the appointments of the following nominees to the Re-Imagining Public Safety Task Force:

Mayor Butt: Joey Schlemmer, James Lee, David Tucker
 Vice-Mayor Bates: Don Gosney, Ben Therriault, Linda Jackson-Whitmore
 Councilmember Choi: Tania Pulido, Kristin Kilian Lobos, Marcus Njissang
 Councilmember Johnson III: DeWanda Joseph, Armond Lee, Randy Joseph
 Councilmember Martinez: Tamisha Walker, BK Williams, Andres Soto
 Councilmember Myrick: Nakari Sydney, Deborah Small, Jasmine Frye
 Councilmember Willis: Laura Mangle, Luis Chacon, Shirley Leslie

FINANCIAL IMPACT:

There is no financial impact associated with this item.

DISCUSSION:

On June 30, 2020, the City Council heard Item I-1 to direct staff to prepare a plan to transition from Richmond's current "community policing" model to a plan conducive to the reduced police force and return to Council with the preferred policing model and a plan for implementation by the end of Fiscal Year 2020/2021. Following discussion on the item, the City Council directed staff to "create a transition accountability task force composed by members of the public, including community organizations, individuals who were impacted by law enforcement, and law enforcement."

Within a series of friendly amendments, the City Council voted to include various groups such as Safe Return Project, RYSE Center, members of the Community Police Review Commission, Office of Neighborhood Safety, the police department, and Contra Costa County amongst possible representatives of the taskforce. In the agenda item passed on June 30th, the taskforce was to convene within two weeks of the item being passed and report back to City Council by September 15, 2020 with an initial update, and then monthly thereafter.

Following the approval of this item, there was no formal appointment of members, nor was there a clear structure laid out for the function of the body. Given the formal action taken by Council to create the taskforce, it was determined that it is within the charter-appointed duties of the mayor to nominate candidates for appointment to the taskforce, as is done for the city's boards and commissions. In lieu of exercising his ability to be the sole nominator of candidates for the taskforce, at the September 15, 2020 City Council meeting, the mayor recommended that each member of the City Council nominate three members of the public to the taskforce, thus appointing a total of twenty-one individuals. Council members remained encouraged to nominate individuals who are active in the various community organizations mentioned in previous City Council discussions.

The following list shows each councilmember's nominations for the Re-imagining Public Safety Task Force:

- Mayor Butt: Joey Schlemmer, James Lee, David Tucker
- Vice-Mayor Bates: Don Gosney, Ben Therriault, Linda Jackson-Whitmore
- Councilmember Choi: Tania Pulido, Kristin Kilian Lobos, Marcus Njissang
- Councilmember Johnson III: DeWanda Joseph, Armond Lee, Randy Joseph
- Councilmember Martinez: Tamisha Walker, BK Williams, Andres Soto
- Councilmember Myrick: Nakari Sydney, Deborah Small, Jasmine Frye
- Councilmember Willis: Laura Mangle, Luis Chacon, Shirley Leslie

ATTACHMENTS:

None

ACCOUNTABILITY AS SAFETY RECOMMENDATIONS

Group

Linda Whitmore

Laura Mangels

Ben Therriault

Randy Joseph

James Lee

Joey Schlemmer

Tamisha Walker

PREAMBLE

WE WANT TO ACKNOWLEDGE THAT COMMUNITIES OF COLOR HAVE BEEN DEVASTATED BY STATE SANCTIONED VIOLENCE. ALL GOALS WILL FOCUS ON ENSURING BEST PRACTICES IN PROMOTING ANTI-RACISM AND DECREASING USE OF FORCE ON COMMUNITIES OF COLOR THAT HAVE BEEN HISTORICALLY IMPACTED BY POLICE VIOLENCE.

IMPROVING THE TRAINING OF RICHMOND POLICE OFFICERS

Goal #3: At present RPD has monthly training for Firearms. The sub-committee believes defensive tactics should be required every month or quarterly. Increasing this best-practice training will decrease use of force on minority communities that have been historically impacted by policing practices.

Recommendation:

- Ensuring monthly updates on the de-escalation policy. Focus training on arrest/control techniques.
- Ensure additional scenario-based training incorporated into training plan. Scenarios need to be diverse in age, ethnicity, sexual identity.

IMPROVING THE TRAINING OF RICHMOND POLICE OFFICERS

Recommendation cont.:

- Focusing on physical restraint training that would reduce the likelihood of use of deadly force.
- Ensure the city accurately track money reimbursed for Training either go back to the RPD Training Budget or allocated for Public Safety Community groups.
- Ensuring Field Training Officer's receive same level cultural competency as recruit officers. Require Field Training Officer's to receive procedural justice training and police legitimacy training.
- Above trainings will not have any impact or cost to the RPD Budget

IMPROVE QUALITY OF 911 COMMUNICATION SYSTEM

GOAL # 5: The Communication Center is a 24/7 365-days operation and is a pivotal part of serving people in crisis.

Recommendation:

- Increase allotment of Dispatchers to 20
- RPD emphasize and prioritizes the hiring and filling of these positions.
- Increase salary allotment to compete with other dispatcher salaries in the Bay Area
- All dispatchers receive cultural competency training similar to police officers.
- Dispatch upgrade technology to meet the needs and demands of the city.
- Move Dispatch from the Police Department into its own department.

IMPROVE QUALITY OF 911 COMMUNICATION SYSTEM

- CURRENT Staffing level is.....10 Dispatchers (2 in training) - total of 12, 1 manager and 2 supervisors. There are 3 vacant dispatch positions and 1 frozen positions.
- In 2018, the 911 Center processed 291,661 calls.....88,611 were 911, creating 123,945 calls for service. That's a daily average of 799 calls, with 243 911 calls per day.
- In 2019, the 911 Center processed 280,889 calls.....85,386 were 911, creating 150,169 calls for service.
- We need to separate Police Emergency and Non-Emergency Police Response Calls. Ensure dispatch operators have cultural competency training on par with police officers.

IMPROVE QUALITY OF 911 COMMUNICATION SYSTEM

- In 2006-2007, the 911 Center was authorized 28 dispatchers, 4 supervisors and 1 manager. Those numbers remained the same thru 2009-2010.
- In 2010-2011, the 911 Center was authorized 24 dispatchers, 4 supervisors and 1 manager.
- In 2011-2012, the 911 Center was authorized 23 dispatchers, 4 supervisors and 1 manager. Two call taker positions were added.
- In 2019-2020, the 911 Center is authorized 16 dispatchers, 4 supervisors, 1 manager and 1 call taker. 1 dispatch position is frozen.
- Currently, there are only 10 dispatchers employed by the city of Richmond.

RICHMOND ISN'T COMPETITIVE

