



An engagement initiative on policing in Modesto

Work Group Meeting

March 23, 2022



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Role Call and Interpretation Announcement

Intentions for our time

- Ad Hoc updates and discussion
- Align on next steps

Group Agreements

How we will do our best work together

- Call each other “in”, not “out”
- Expect, and be in, discomfort
- Stay at the table
- Keep the end in mind - aligning on recommendations
- Keep disagreements productive
- Respect each other
- Stay open to other perspectives and opinions
- Do our work with transparency, openness, inclusivity
- Step up, Step back
- Be patient and flexible
- Make room for, and be curious about, other people and ideas



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Ad Hoc Committee Updates & Discussion



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Accountability

for police conduct, decisions and how they impact the Modesto community

City Council Listening Session

- May 2021
- 18 references to an Independent Auditor/Review Board
- 28 references to creating a Civilian Review Board/Committee/Commission
- Important to understand the numerous models that exist and the authority they would have

Progress so far

- We've held 4 meetings
- Debriefed and discussed, in depth, the presentation the full workgroup received on January 20 (Sonoma, Sacramento, Anaheim, and Riverside)
- Held a follow-up meeting with Deputy Chief Armendariz and Steve Connolly, the Independent Auditor for Anaheim PD (March 16)
- Full agreement that the Auditor/Board/Committee must be trusted by *all* involved.

Important questions identified

- What documents does an Auditor, Board, etc have access to?
- What access does an Auditor have to the Police Department?
- What has worked? What hasn't?
- What would you change if you could?
- What is the Police Officer's Associations (POA) access to an Auditor, Board, etc?

Emerging Recommendation: A “Hybrid” Model

- Review model: Board of community members
- Investigative model: Independent investigations of complaints
- Monitoring/Auditing model: Active participation in investigations, examining Patterson, systemic review of policies.
- **Hybrid model: Combine the community involvement aspect of a review board with the professional investigative expertise of an independent auditor/monitor/investigator.**

POLICE REVIEW BOARD

What is it?

Police oversight board made up of Anaheim residents who advise and make policy recommendations to the city manager

What does it do?

Receive

- Real-time input on major police incidents, access to officer-involved shooting scenes
- Private briefings on major incidents
- Community concerns and complaints

Review

- Anaheim Police Department responses to policy recommendations
- Current and proposed police policies

Report

- Statistics on officer-involved shootings, uses of force, complaints
- Recommendations via annual report



POLICE REVIEW Board

Components of Anaheim's Hybrid Model

- **Civilian oversight board made up of community members**
 - Conducts monthly public meetings
 - Receives community concerns and complaints
 - Produces annual reports
 - Works closely with PD, OIR, and the City to ensure transparency and community trust
- **Major Incident Review Team (MIRT):**
 - Stakeholders (PD, POA, OIR, PRB, City Attorney) review major incidents with the goal of improving training, tactics, equipment, policy, and discipline.

- **Independent External Auditor (OIR Group):**
 - Provides Critical Incident Review and Analysis (officer-involved shootings, uses of force, internal investigations)
 - Evaluates and makes recommendations related to training
 - Reviews and makes recommendations related to Department Policy
 - Reviews complaints and internal investigations
 - Provides Discipline System Integrity Assessment
 - Works closely with PRB and PD to ensure transparency and community trust

Next Steps/More to Learn:

- Make sure we are able to answer all the important questions from slide 4
- Feedback from civilian members of Police Review Boards, especially Anaheim
- More feedback from local community members

* no decisions are being made this evening. We are only collecting data that will continue to inform the formulation of recommendations.

Large Group Feedback*

- Anything you want this group to know as they continue their work?
- What question do you have?

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Policies & Procedures

that support safety, fairness, and equity throughout the department and community

Large Group Discussion*

- What did you hear?
- What did you like?
- What questions do you have?
- What recommendations do you have to add or for the group?

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Alternative Response Models

that ensure the right type of response and resources are applied to a situation

Recommendations now being finalized

1. Recommend - 3 alternative response models be launched/supported for our community
 - A. MCERT - Pair a Mental Health Clinician with an officer to respond to mental health emergency 911 calls
 - B. M&M - Have two Mental Health Clinicians respond (without an officer) to mental health crisis calls
 - C. CHAT - Pairs two Outreach/Health workers together to respond to non-criminal 911 calls

In addition: Have a Mental Health Clinician available by zoom for any team/officer

2. Recommend - funding a minimum of 4 mental health clinicians
 - These alternative response model programs be added as a mobile crisis response line item into the city budget - for long-term, sustainable funding - so this programming doesn't disappear when grant funds run out.

Recommendations now being finalized

3. Recommend - Creation of a Crisis Response Stakeholder Group

A. Include local mental health organizations, hospitals, health insurance providers, school counselors, families & law enforcement - to strengthen crisis response services in our community

4. Recommend - Support 40 hours of Crisis Intervention Training

B. All law enforcement personnel

C. Include de-escalation training, mental health response training, use of live role-playing practice required, etc

5. Recommend - funding upgraded technology

D. Sufficient to support the tracking of data and outcomes on alternative response calls

Large Group Discussion*

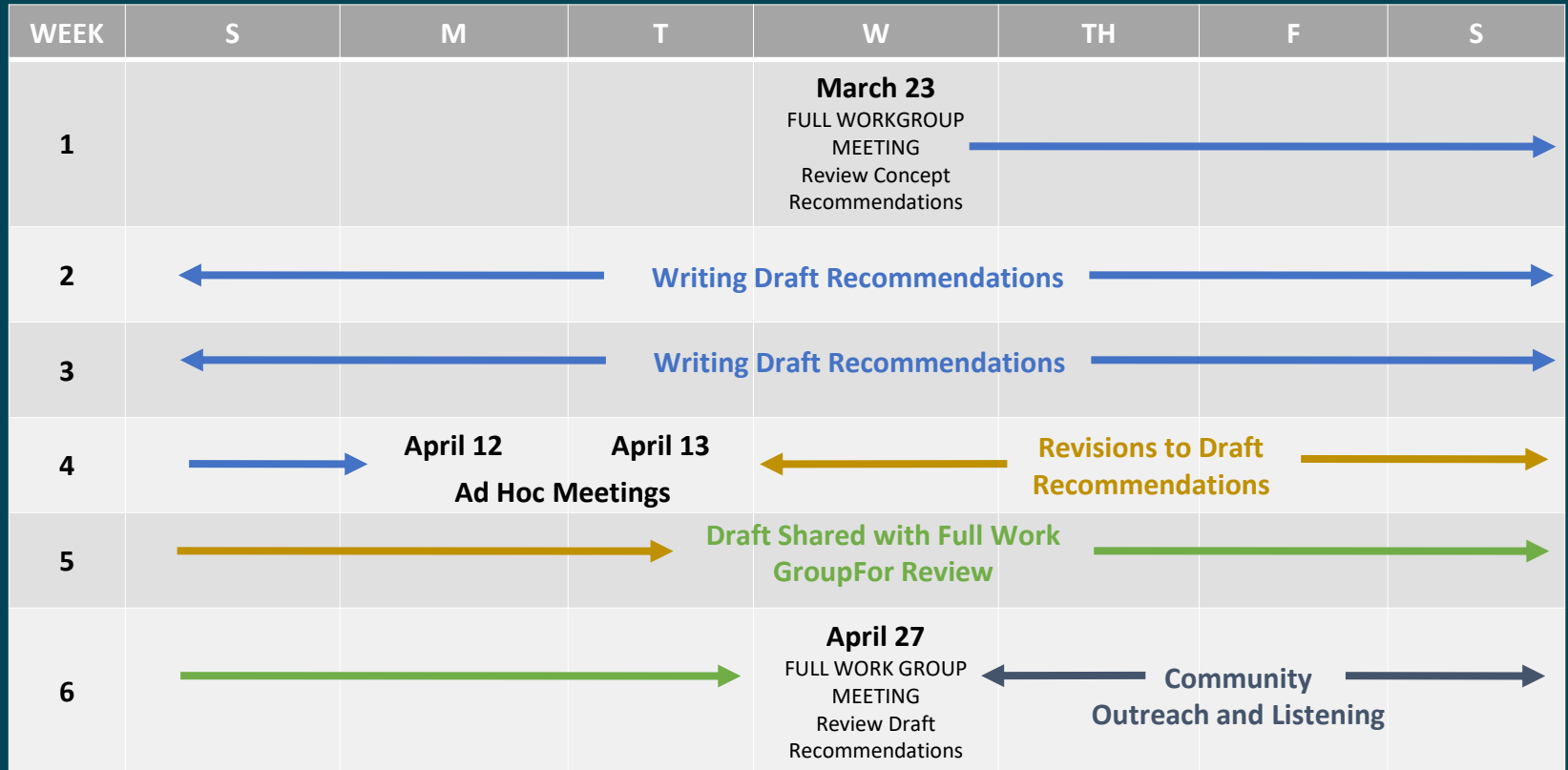
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Public Comment

Updates and Announcements

Our work ahead



Emerging calendar

Month	April	May	June
Type of meeting	Full work group meeting	Full work group meeting	Full work group meeting
	Ad Hoc Meetings	Ad Hoc Meetings	Ad Hoc Meeting TBD
Topic	Community Listening Sessions		
	Report writing		
	Getting to recommendations	Getting to recommendations	TBD

Closing session

- Next steps:
 - Ad Hoc groups will continue their work and bring back refined thinking to our next meeting
 - We will begin to explore listening sessions *in community(ies)*
- Work group members, please consider doing a ride-along with MPD
 - You can contact Ruth Baca at bacar@modestopd.com
- Final thoughts and reflections



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Thank you