



An engagement initiative on policing in Modesto

Work Group Process and Emerging Recommendations

City Council Listening Session

- April 2021
- Themes that arose:
 - Accountability
 - Policies and Practices
 - Alternative Response Models
- Work Group formed
 - Tasked with researching and developing recommendations for the Modesto City Council

Progress so far

- Work Group convened for their 1st meeting in July 2021
 - Includes 27 members representing diverse groups
- Structure and activities
 - Work Group meetings monthly
 - Ad Hoc Groups meeting as needed (accountability, policies and practices, alternative response models)
 - Activity in between meetings included, but was not limited to
 - Forced Option Simulator
 - Ride-alongs
 - Individual research
- Draft recommendations developed and presented at last work group meeting (April, 2022)



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Accountability

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

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



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Policies & Procedures

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

Emerging recommendations

- **Ongoing community engagement and review**
 - Use of the review board being recommended by the accountability ad hoc group to continue the review and education on this matter
- 28 beginning policy and practices identified for ongoing consideration. They address areas such as training, community collaboration, mental health of officers, record keeping, policy reviews, use of force and more



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Alternative Response Models

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

Emerging Recommendations

1. Scale up the following programs to handle the call volume identified in the 2020 data, and provide support for mental health call on a 24/7 basis.
 - 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
 - D. Have a Mental Health Clinician available by zoom for any team/officer

Emerging Recommendations

2. Funding a minimum of 4 mental health clinicians

- These alternative response model programs be added as a mobile crisis response line item in the city budget - for long-term, sustainable funding - so this programming doesn't disappear when grant funds run out.

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 and keep the public informed

Emerging Recommendations

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

Anticipated Timeline

Month	May	June	July - ongoing
Activity(ies)	<p>Stakeholder feedback</p> <p>Ad Hoc Meetings to incorporate any remaining feedback</p> <p>Full work group meeting</p>	<p>Full work group meeting to vote on final recommendations to take to City Council</p> <p>City Council presentation and vote</p>	<p>City of Modesto staff taking recommendations and developing implementation plan</p>



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Thank you

For questions and feedback, please email

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and it will be shared with the work group