

Mountain View Police Department  
Assessment of the President's 21<sup>st</sup> Century Policing Task Force Final Report

Next Steps Progress

<u>Pillar and Next Steps</u>	<u>Initiative</u>	<u>Status</u>
<u>Pillar One - Building Trust and Legitimacy</u>		
1. Complete Procedural Justice train-the-trainer course in November, 2016.	2.3.8	Completed
2. Conduct Department-wide Procedural Justice training in early 2017.	2.3.8	Completed
3. Monitor the Federal government's progress to provide examples of past and present injustice and discrimination and assess applicability.	2.3.8	Completed
4. Review model practices, such as the Police Data Initiative, and consider practices that are viable and improve access to operational data that enhances transparency and would be of interest to the community.	2.3.8	In-Progress
5. Complete the work plan to post policies online.	2.2.6	Completed
6. Continue to work with the City Manager's Office's Community Outreach Coordinator to translate relevant policies in other languages.	2.2.5	Completed
7. Promote internal procedural justice through supervisory and leadership training with specific focus on supervisor and employee interactions.	3.2.1	Completed
8. Develop and implement action items from the City's Employee Engagement project that are consistent with supporting internal procedural justice and promote internal legitimacy.	3.2.3	Completed
9. Share the Assessment of the 21 <sup>st</sup> Century Policing Task Force Final Report with Department members and employee organizations and seek input.	2.3.8	Completed
10. Consider viable alternatives to enhance community involvement in the process of developing and evaluating policies and procedures.	2.4.2	Completed
11. Revisit existing policies to ensure appropriate use of physical control equipment and techniques on vulnerable populations.	2.3.8	Completed
12. Assess viability of forthcoming recommendations or suggestions from the Federal government for model community surveys.	2.4.2	Completed
13. Continue recruitment and selection efforts that improve the applicant pool for highly qualified candidates representing a broad range of diversity.	3.1.2	Completed
14. Evaluate industry changes and evidence-based recommendations for alternative scheduling models.	1.1.6	Completed
15. Complete a patrol staffing study with participation from the Police Officers' Association and examine flexible staffing models.	1.1.6	On Hold
16. Seek opportunities to expand outreach to immigrant communities to build relationships based on trust.	1.3.5	Completed
17. Conduct outreach to improve community awareness about the immigration enforcement policy.	2.3.8	Completed
18. Assess services and technology that could improve equitable language access.	2.2.5	Completed

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<b>Pillar Two – Policy and Oversight</b>		
19. Assess alternatives that would enhance community member involvement in crime reduction efforts.	1.3.3	Completed
20. Continue to increase the number of personnel certified in Crisis Intervention Training (CIT).	1.3.4	Completed
21. Assess legal and administrative feasibility of community member involvement in the review of serious incidents.	2.4.2	Completed
22. Assess legal feasibility of non-punitive peer review of critical incidents.	3.1.7	Completed
23. Ensure compliance with the Racial and Identity Profiling Act of 2015.	2.3.8	In-Progress
24. Consider additions to policy clarifying expectations for officers to provide their names and incorporating procedural justice methods into incidents involving detentions, arrests, citations, and searches.	2.3.8	Completed
25. Assess LGBTQ policies and implement changes as necessary.	2.3.8	Completed
26. Conduct Fair and Impartial Policing training in 2017.	2.3.8	Completed
27. Monitor progress and changes to national technology standards to ensure continued systems' compliance.	2.3.8	Completed
<b>Pillar Three – Technology and Social Media</b>		
28. Consider methods to encourage public engagement and collaboration when developing policy for the use of new technology.	2.4.2	Completed
29. Assess available new technologies that could better serve people with special needs or disabilities.	1.1.6	Completed
30. Continue and enhance technology-based community engagement that increases community trust and access.	2.2.1	Completed
<b>Pillar Four – Community Policing and Crime Prevention</b>		
31. Examine existing job descriptions and personnel evaluation guidelines to reinforce performance expectations for community engagement and partnerships.	3.1.4	In-Progress
32. Conduct a patrol staffing study to evaluate deployment practices to ensure there is sufficient time for patrol officers to participate in problem solving and community engagement activities.	1.1.6	Planned
33. Support the County's Behavioral Health Services Department's efforts to implement a field response program.	1.3.5	In-Progress
34. Promote suicide prevention and mental health awareness.	1.3.6	In-Progress
35. Initiate a Police Chaplain Program for peer support and crisis response.	1.4.4	Completed
36. Assess viability of the use of peer support counselors on multidisciplinary teams to provide immediate support to individuals in crisis.	1.4.4	Completed
37. Continue to grow the Nextdoor neighborhood networking platform to promote working with community residents to co-produce public safety.	2.2.3 2.1.4	Completed
38. Explore viability of hosting forums for community groups and members to help influence programs and policy.	2.4.2	Completed
39. Implement a Police-Community Academy Extended Education Program.	2.3.6	Completed

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<b><u>Pillar Five – Training and Education</u></b>		
40. Determine viability of engaging community members in the training process.	2.4.2	Completed
41. Complete an organizational training plan for all positions.	3.1.3	In-Progress
42. Complete a career development plan.	3.1.5	In-Progress
43. Plan and conduct LGBTQ focused training.	1.3.5	In-Progress
<b><u>Pillar Six – Officer Wellness and Safety</u></b>		
44. Continue to evaluate and implement effective programs that enhance employee safety and wellness.	1.4.1	In-Progress
45. Expand the Below 100 and Destination Zero education programs to promote officer safety practices.	1.4.3	Completed
46. Examine Department policy and consider adopting a policy to require use of certain safety equipment.	1.4.3	Completed
<b><u>Community Group Topics</u></b>		
Consider viable alternatives to enhance community involvement in the process of developing and evaluating policies and procedures.	2.4.2	Completed
Consider methods to encourage public engagement and collaboration when developing policy for the use of new technology.	2.4.2	Completed
Explore viability of hosting forums for community groups and members to help influence programs and policy.	2.4.2	Completed
Determine viability of engaging community members in the training process.	2.4.2	Completed