

# City Manager's Review Board 10/01/2020

## Supporting Presentation Content

The presentation from the October 1, 2020 CMRB is [available on the City's website](#).

## Attendees

1. **Chuck Harris** Police Sergeant / Stockton Police Department
2. **Jamie Guerrero** Founder / Kelly's Angels Foundation
3. **Daniel Mohammad** Director of Office of Violence Prevention / City of Stockton
4. **Cymone Reyes** Executive Director / San Joaquin Pride Center
5. **Dr. Maggie Park, MD** Public Health Officer / San Joaquin County Public Health Services
6. **Sammy Núñez**, Executive Director / Fathers & Families of San Joaquin
7. **Wes Rhea** CEO / Visit Stockton
8. **José Rodríguez** President & CEO / El Concilio
9. **Gloria Nomura** Community Organizer / St. George's Community Group
10. **Chief Eric Jones** Chief of Police / Stockton Police Department
11. **City Manager Harry Black** City Manager / City of Stockton
12. **Mitzi Stites** Neighborhood Organizer / Weston Ranch
13. **Bobby Bivens** President / NAACP Stockton Branch
14. **Fred Sheil** Administrator / STAND (Stockton Taking Action to Neutralize Drugs)
15. **James Mousalimas** Superintendent / San Joaquin County Schools
16. **Honorable Richard Vlavianos** Judge / San Joaquin County Collaborative Courts Program
17. **Sovanna Koeurt** Executive Director / APSARA (Asian Pacific Self-Development and Residential Association)
18. **Anthony Vartan** Director / San Joaquin County Behavioral Health Services
19. **Tashante McCoy-Ham** President / The OWL Movement
20. **Myles Harris** Community Organizer / Youth Engagement

**Excused Absence: Jasmine Dellafosse, Joelle Gómez, Lavelle Hawkins, Stephanie James, Glenn Shields**

## Message from the Vice Mayor and Mayor

**Vice Mayor Wright** Looking at data is important, but the diversity of voices on the CMRB will allow us to see what critical pieces of data to target. Emphasized the importance of the good work that has already been done around trust building and 21<sup>st</sup> century policing.

**Mayor Michael Tubbs** Opened by acknowledging that it takes a lot of courage to do this work. We are in the midst of a national conversation and we want Stockton Police to be the best for this community. To all members: Know that you are representing 300k people. Know that it is a diverse community that you represent. Push us, Council, PD, to do more.

## CMRB Overview

The City Manager provided an overview of the City Manager's Review Board (CMRB). The CMRB is a proactive group of community members integrated with the City of Stockton's Office of Violence Prevention (OVP) and Police Department (SPD).

The collective membership of the CMRB allows for the group to act as a type of health check of police performance within the community.

## Review of CMRB Tenets (Slide 8):

- The constant quest for mutual accountability
- The relentless pursuit of follow-up
- Commitment to data driven problem solving and placed based strategies
- Mutual respect and empathy for one another
- Commitment and dedication to the pursuit of the greater good
- Social resiliency and sustainability

## SPD Introduction

Chief Jones discussed the evolution of the SPD and stressed his and the department's commitment to continual improvement and integrating data as a tool.

Chief Jones reinforced the two main pillars that inform all aspects of the department:

1. Smarter policing: Use of tech and resources to be strategic
2. Principled policing: Ensure values and ethics inform policing

SPD's mission statement is as follows:

To work in partnership with our community, to build and maintain relationships founded on trust and mutual respect, while reducing crime and improving the quality of life.

The Chief also provided an overview of:

- The year-to-date crime look (slide 15) - all categories are trending down except for homicides, which have been trending more towards domestic related homicides this year (30% of this year's homicides have been domestic related),
- Police districts and how these are used to organize call volume (slide 16), and
- Quality of Life calls for service.

## CMRB Goal #1

Police officers and community members will become proactive partners in community problem solving (slide 20).

## Gun Violence Reduction

Deputy Chief Womack provided an overview on SPD's work around Gun Violence Reduction (slides 21-31).

- Gun Violence Reduction is a strategic approach to managing gun violence through group violence intervention and forecast based deployment.
- Managing Violence: 72-82% of the victims and suspects of the 129 homicides in 2012 were individuals who had multiple prior contacts with the criminal justice system. Average age of suspects and victims was 25-28 years old. 60-80% of homicides involved a gang or group component. Both the suspects and victims averaged 8 ½ arrests prior to the homicide. Data like this is used to strategically deploy limited resources where they can have the most impact.
- Deputy Chief Womack noted that back 30 years ago, crime was handled by arresting people. Since then we have learned that arrest alone will not solve the problem. PD works to align strategy with OVP and other partners to lower individual's risk and create better outcomes.
- While there are numbers on homicides, the human element of these gun violence reductions is that there are people alive today who otherwise might not have been.

Daniel Muhammed, the Director of OVP, provided an overview of his office's role in Gun Violence Reduction (slides 32-43).

- Since taking a data-informed approach, OVP has been able to deploy resources more accurately, not only staff time but also other services like social services, housing assistance, provision of food, employment placement, etc.
- With new strategy, in 2018 there was a 40% reduction in homicides.
- Additionally, OVP studies the impact of shootings and gun violence. By considering the cost of emergency response, incarcerations, other variables, OVP calculated that gun violence makes a fiscal impact of approximately \$2.5 million per homicide and \$900K per non-fatal shooting. Reducing gun violence saves both lives and money.

*Note: Gun violence reduction efforts related to high risk individuals are also referred to as Ceasefire.*

## Problem Oriented Policing

Chief Jones provided an overview of Problem Oriented Policing (POP) and Intelligence Communication and Planning (ICAP) (slides 44-49).

- SPD found that the CompStat that came out of New York's police department relied too much on arrests. ICAP is SPD's version of a data-driven model with an emphasis on ensuring that trust-building remains a focus.
- Sgt. Morris spoke about an example at Polo Run apartment complex (slides 50-52). SPD established meetings with property residents who had raised concerns about various types of activity: gun related violence, narcotics activity, burglaries, etc. SPD's response took the resident's concerns into account and has ultimately resulted in lower crime in this area.
- Sgt. Morris also provided an example of homeless encampments and cleanups (slides 53-57).
- Almarosa Vargas shared an example of work completed by Neighborhood Services on two properties that had been vacant for 20 years and had sustained multiple fires, which had compromised both structures (slides 59-60).

## Goal #1 Questions and Answers

**Question:** On cases of Ceasefire do both the peacekeepers and officers address the individuals together or separately?

**Answer:** The approach brings together multiple partners at various points throughout the Ceasefire process. SPD plays a role, OVP plays a role, as well as partners like Friends Outside and the trauma center. As seen on slides 26 and 36, the process does converge to bring all partners together in support of the high-risk individual.

**Question:** How are individuals classified with gangs? Young people are frequently classified as gang members when they are not, they are arrested and then charged with gang enhancements.

**Answer:** We have gotten away from those categories, classification come out of gang unit, but we can pull additional information and get back to you on the categories for gang/group components.

**Question:** Mention of appreciation for all the data to illuminate these processes.

- Are high-risk individuals looked at holistically to see what circumstances or pressures relate to crimes that are committed? How many individuals had barriers that might have led to domestic disputes or gun violence? What investments and budget are set aside for these folks and building infrastructure to help the individuals who have barriers to employment, housing, basic needs?

**Answer:** The City Manager noted that this was the exact kind of question that will help the CMRB narrow its focus for upcoming meetings. This question was requested in writing so that the CMRB support can ensure applicable data is integrated into future meetings. The City Manager also provided an update on community investment such as, income relief, notice of funding opportunity on central services, and new program to allow for additional funding not just for rentals and mortgages but also to include essential relief for households such as paying utilities or groceries. The emphasis here is around where investments are being made not just how much is being invested.

## **Goal #2**

Strengthen relationships of respect, cooperation, and trust within and between police and communities (slide 61).

Chief Jones spoke to Community Engagement (slide 62). He also explained how Stockton was selected as a pilot site for a national initiative and was considered the best of the six-pilot programs. Stockton was selected for this pilot trust building initiative because there was a great need for the work along with the desire to improve and the capacity to implement change. We hosted and still host difficult conversations to make changes in policy. Racial reconciliation takes accountability for past mistakes through intimate conversations.

The Chief noted that slide 62 will be populated in more detail as measurements become available. It was also noted that SPD had to limit community engagements this year due to COVID.

### **Goal #2 Questions and Answers**

**Community Member Comment:** Congratulations on that work with the community, it is commendable.

**Question:** With COVID putting a hold on outreach, have you implemented virtual community engagements?

**Answer:** We have done trust building meetings virtually. Face-to-face is still so important with a topic like this. SPD is also are working to reach youth virtually, and when the pandemic is resolved there will be a mix of virtual and in-person engagements.

## **Goal #3**

Impact education, oversight, monitoring, hiring practices, and mutual accountability of SPD and the community (slide 63).

Chief Jones introduced goal number three with a note that the data in this section regarding workforce diversity is known within the department and is an area that has been and will be continually worked on for improvement.

Deputy Chief Chraska provided an overview of SPD's training, policies, recruitment, and demographics (slides 64-70).

- SPD's training has an expanded focus on procedural justice, which emphasizes giving citizens a voice, being neutral in decision making, respectful treatment of everyone, scenario-based training, and implicit bias.
- SPD's policies are publicly available on the City's website and are continually updated to reflect current understandings of principled policing best practices.

- SPD's recruitment strategy has expanded its focus on diversity over the years as shown on slide 68. In addition to the recruitment crisis within law enforcement nationally, there is also a retention issue, which impacts the difficulties of building a diverse workforce.

### Goal #3 Questions and Answers

**Community Member Comment:** Recruitment and training, Chief Jones has tried to make workforce diverse, but there is still not enough diversity particularly African American and unknown on gender diversity. We must look at reinventing the recruitment efforts, hopefully from this we will come up with new strategies, alternative methods for education and training.

**Question:** Are the officers recertified? Have we been upgrading trainings to address the changes in the community, and if not, when will we look at those?

**Answer:** SPD has annual trainings and now the state is discussing state-wide recertification.

**Question:** School districts have similar challenges with ensuring teachers are as diverse as students in the classroom. The approach here is to recruit from the local area. Has the police academy at Delta College been successful with increasing or impacting recruitment?

**Answer:** Mentions the Law Enforcement Assisted Diversity (LEAD) program to mentor applicants and ROTC type program 6<sup>th</sup> 7<sup>th</sup> 8<sup>th</sup> grade to look at police careers.

**Community Member Comment:** On mutual accountability, as people of color, we must educate the community as well to be part of the recruitment rather than wait for the system to create those opportunities for us. We must dismantle those barriers that keep us from working in these systems.

**Community Member Comment:** Mentioned the importance of the wellness program for officers to break the cycle of stress.

*Post Meeting Note: Well-being was added as a deep dive topic for future discussion at CMRB.*

**Question:** How are we faring on the recruitment program against the nation?

**Answer:** We are faring better than some departments but overall, the nation is having an issue not only with recruitment but also retention.

### Goal #4

Ensure fair, equitable, and courteous treatment for all (slide 71).

Chief Jones provided an overview of the following data points:

- Misconduct complaints,
- Traffic stops,
- Arrests,
- Use of force,
- Injuries, and
- Officer involved shooting incidents (slides 72-81).

This data is transparent on the existing racial disparities and many of these topics are included in the deep dive list that the CMRB will prioritize for additional discussion at upcoming meetings.

### Goal #4 Questions and Answers

**Question:** Clarification: are we comparing 8 months in 2020 and 2019 throughout these slides?

**Answer:** Yes, where 2019 and 2020 are compared, the comparison is for an 8 months duration.

## **Goal #5**

Create methods to establish the public's understanding of police policies and procedures and recognition of exceptional service in an effort to foster support for the police (slide 82).

Chief Jones provided an overview of the work that the Community Advisory Board does in providing feedback on policies, sharing concerns, and ultimately sharing information (slide 83).

## **General Discussion**

The City Manager introduced the deep dive topics seen on slide 85. This list now also includes well-being. These topics will be ranked by the CMRB members individually and then aggregated into a prioritized list. The CMRB will then follow this list in order and do 360-degree reviews of the topics. The CMRB will not move off a topic and onto the next until the CRMB is satisfied with the review that has been conducted.

### **General Discussion Questions and Answers**

**Community Member Comment:** Very impressed the management of this dialogue and excited for what is to come for the CMRB. Appreciative of the work City Manager Black and Chief Jones have done and continue to do.

## **Adjourned**

*Post-meeting note: The following are the deep dive topics in CMRB prioritized order:*

1. *Use of Force*
2. *Officer Involved Shootings/Critical Incidents*
3. *Well Being*
4. *Citizen Complaints*
5. *Traffic Stops*
6. *Pedestrian Stops*