

Written Report Progress
Policy, Hiring, and Training Committee
CFC
June 2021

1. **Policy, Training, and Hiring (PTH) Group Members**

- Mary O’Gorman
- Louisa Wood
- Demo Adamolekun
- Jacob Lessner
- Louis Reynaud

2. **Work Group Meeting Times**

- The group met four (4) times for at least one hour or more each session

3. **Work Group Progress Towards Written Report**

- The group has made significant progress towards collecting and reviewing data
- Please see details below

Meeting 1

- The group spent some time getting to know one another a little better, our background, why we wanted to be on the Community Formation Commission (CFC).
- We brainstormed a list of documents we would like to obtain, to provide a foundation for our research, in the context of ultimately contributing to a recommendation for police oversight. Please see the list below.
- We agreed that it was incumbent upon us, as individuals, and the Commission, to be as fully informed as possible about practices, policies and statistics as they exist now, related to the Santa Barbara Police Department (SBPD). This will then provide us with a foundation from which to make relevant recommendations, whether by this committee or by the CFC as a whole.

Meeting 2

- Lt. Hill was invited to join for a large part of this meeting, which included a productive, hour-long conversation with him. Lt. Hill explained some of the documents that were provided to us, as well as helping us to identify our priorities in re: other information.

- The team agreed that much of the information we had received thus far was pertinent to our ultimate task, and would, therefore, be helpful for the CFC as a whole to have access. Similarly, that may be true for information that has been gathered by other committees. It is our hope that some “receptacle” (e.g. Dropbox? Google Docs, etc.) for these documents can be identified so we will all have equal access to them, as will the public.
- One set of documents the team received from Lt. Hill that was particularly helpful was the “Basic Course” outline from POST [Peace Officer Standards and Training] at the following website: <https://post.ca.gov/regular-basic-course-training-specifications>
- Each Course is listed, with the required outline and outcomes. The team reviewed those courses that were deemed especially pertinent to our charge, including the following:
 - Principled Policing in the Community
 - Law of Arrest
 - Handling Dispute/Crowd Control
 - Use of Force/Deescalation
 - Domestic Violence
 - Cultural Diversity/Discrimination
 - People with Disabilities
 - Arrest and Control
 - Critical Incidents
 - Crimes Against the Justice System
 - Custody
 - Juvenile Law and Procedures

Meeting 3

- The team members all agreed that the policies and training curriculum mandated by POST [and SBPD] *seemed* ideal, and covered many of the issues and goals the team has identified as priorities.
- The team also agreed that despite policies seeming ideal, the question or challenge remains regarding if these policies and expectations are enforced or monitored in practice currently, and what are the consequences if members of law enforcement do not follow these policies and his/her/their training.
- The following question was asked by team members: “*Why, then, are we seeing the incidents of police violence...*” we see, nationwide? This question was discussed amongst the team members, as well as Lt. Hill.
- The “police culture” that has developed in any law enforcement agency was further discussed. The fact of the matter is that the current level of training and structure is, in fact, paramilitary, which does not naturally lend itself to the kind of openness, sensitivity and empathy put forth in some of the written curriculum.
- All team members commented that there appears to be an absence of reports of police violence towards citizens in Santa Barbara.

- Lt. Hill reported that currently the vast majority of complaints are “attitudinal” in nature.
- Team members stated that the “attitudinal” issues need to be addressed successfully. The team requested information on how complaints are issued and addressed in the SBPD.
- Lt. Hill provided a general breakdown of both citizen and internally-filed complaints in 2019 and 2020. The team requested additional information regarding the nature of these complaints, how they were investigated and what, if any, consequences were handed down for the sustained complaints.
- Team members also speculated that a great many people in our community and within the SPBD do not or are not able to, file formal complaints, for a variety of reasons.
- The team determined that, given that CFC is ultimately charged with recommending a police review system, the team believes it will be important for any such system to focus not only on the complaints themselves but also community education/engagement about policing, including the process for filing complaints.

Meeting 4

- Team considered a form of community input regarding police complaint review by including community members, community organizations, and/or members of non-law enforcement agencies. These individuals or organizations could be proactively checking in with community members involved in incidents or encounters with SBPD (i.e. a form of “after action” effort to elicit community input into actual experiences).
- Team noted that many, if not all, of the CFC members, at one time or another, have either worked in the field of corrections, crisis resolution, policing, and human rights advocacy. As such, the team discussed the very real challenge of experiencing on a daily basis, crisis situations, threats or encountering tragedies, and the toll that takes. We believe any Police Review system should include a review/oversight of PTSD/stress/after-action resources and follow-up with the goal of processing issues and emotions that can result from experiences on the job. In the absence of intervention those experiences can contribute to inappropriate interactions in the community. During meeting 3, Lt. Hill introduced the team to a burgeoning program in SPBD titled “At Ease”. This program was co-founded by a former SBPD Sgt. The team requested more information regarding this program
- Team members discussed the value of members of the CFC engaging in current police training opportunities and taking part in “ride alongs” with law enforcement. The team agreed that there is value in seeing and experiencing firsthand the context of situations encountered by both the Police and community members when law enforcement responds to calls and other crisis situations.
- Team discussed that although we all observe a “pendulum shift” in training and policy, the team agreed that serious ongoing evaluation of community-based programs and practices, and the engagement of the community is imperative to ensure law enforcement is following through to nearly perfect fidelity.

4. Next Steps

- Team has requested more information regarding stats and specifics on discipline, evaluation metrics (i.e. for promotions, demotions, transfers in, etc.)
- Team will analyze SBPD strengths and weaknesses in policy and procedure
- With support from NACOLE, team will explore what oversight models are best suited for a city our size and cultural/economic makeup
- Team will examine in more detail the processes of law enforcement personnel evaluation and determination of promotions within SBPD
- Team has requested and will examine information regarding number of transfers into SBPD from other Departments outside of Santa Barbara
- Team will examine how to implement community involvement in hiring practices
- Team will examine the current role of the Field Training Officer in SBPD training practices and how this dedicated training officer may complement, enhance, or possibly hinder, the POST Basic training experience for new SBPD hires
- Team will examine in detail the level of training dedicated (i.e. number of training hours allocated) to proactive training (i.e. Asset and Relationship-Focused Policing) vs paramilitary-style training (i.e. Deficit-Focused Training).
- In response to Lt. Hill's input regarding a number of newly created or expanded community-oriented programs (including a newly developed Juvenile Diversion program) and the creating and implementation of two new positions for police officers in SBPD dedicated to community relations, team requested more information regarding the following information:
 - The roles of the two new police community liaison officers and current implementation
 - Information regarding current use of restorative justice practices
 - Efficacy statistics of Juvenile Diversion program

*Information Requests Made by the CFC THP Working Group Regarding
Policies, Training Practices, Hiring Practices, and Evaluations/Promotions in the
Santa Barbara Police Department*

POLICY REQUESTS -SBPD
Use of force policies
Professional Standards Complaint process
5150 Process
General Orders- super broad
PD's relationship(s) with mental health, social services, behavioral, medical specialists etc- either as staff, or trainers
POBR [Police Officer Bill of Rights] policies and parameters for investigations into misconduct
"Pillars on Policing" adopted for SBPD by former Chief LL
complaint process
TRAINING- Initial and Ongoing
Provide summary or curriculum that POST [Peace Officer Standards and Training] provides to new officers, as well as annually, for SBPD
Crisis Intervention situations protocol
Use of force vs de-escalation training curriculum
Community engagement/outreach including schools
Racial and Ethnic disparities; sexual harassment
new recruits supposed to visit organizations eg ILRC , PPF and others- is it mandatory and how to insure it happens
Mental Health supports for officers after crisis
DATA REQUESTS
complaints over last few years and outcome
RESEARCH Suggestions [could defer till NACOLE]
Other PDS policies re: interactions w ps in crisis, mentally ill, disabled and do results reflect positive outcomes?
HIRING & PROMOTION
interview panels including composition
#/% of officers transferred in from other Depts
Recruitment Practices
promotional considerations eg for FTO position
Misc notes and considerations for our committee
police culture
focus gr=oups w disability grps
individuals experiencing MH disorders
individuals in crisis
individuals with disabilities-
Community voice in policing