



Memorandum

To: Human Services Committee Chair, Alderman Mark Tendam
Members of the Human Services Committee

From: Aretha Barnes, Deputy Chief of Police
Kimberly Richardson, Assistant to the City Manager

Subject: Police Issues Work Plan

Date: March 6, 2017

Recommended Action:

Staff recommends that the Human Services Committee receive the attached Police Issues Work Plan requested at its February 6, 2017 meeting.

Attachment:

Police Issues Work Plan

Police Issues Work Plan
Status Update: March 6, 2017

TRAINING			
Topics	Description	Staff Assigned	Status
1 Annual Use of Force Training	Training in use of force will now be included every year in annual officers' training classes beginning with 2017 training cycle.	EPD Staff	Ongoing / Completed Taser and Meggit/FATS Training (Judgemental Shoot/Don't Shoot)
2 De-escalation Tactics, Mental Health First Aid Training, Procedural Justice Training	A separate eight hour in-service training on de-escalation tactics (6 hours) and mental health first aid (2 hours) is scheduled for all sworn officers.	EPD Staff	Completed / Spring 2017 In-Service Training
3 Annual Telecommunicators Training	Public Safety Telecommunicators will participate in an annual Police Department training session focusing on specific issues impacting EPD beginning in Spring, 2017.	EPD Staff	Ongoing / Video recording of In-Service Mental Health Training will be viewed by Telecommunicators.
4 Cook County Sheriff's Department Crisis Intervention Team Training	EPD is expected to have access to four seats in this training program each month through 2017 and into the future as space allows. This specialized program provides advanced training to effectively and safely interact with someone in crisis, with emphasis on mental health episodes.	Cmdr. Wright	Pending / For April - October dates, seats were secured.
5 Continue training offered by Dr. Logan	Two year plan includes additional diversity and inclusion training, restructure and refresh of Field Training Officer program, develop and implement plans to better address mental health issues encountered by officers, and conduct four additional separate Police/Community town halls on specific topics.	Cmdr. Wright	Pending / Roll out date will be discussed at follow up meeting w/Dr. Logan during the week of March 13.
6 Creation of a Corporate Compliance Sergeant	The Chief of Police will provide an update on implementation of position at the July, 2017 Human Services Committee meeting.	Chief Eddington	Pending / Applicants are being reviewed.

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TRANSPARENCY

Topics	Description	Staff Assigned	Status
7 Police Department Statistic Dashboard	Dashboard will include monthly statistics on:	Cmdr. Dugan	Pending
	Number of Calls for Service		
	Number of Contact Cards		
	Number of Felony Arrests		
	Number of Misdemeanor Arrests		
	Number of Traffic Stops		
	Number and Type of Use of Force Incidents		
	Number of Citizen Complaints/Commentations		
8 Website for Police Issues	Website: www.cityofevanston.org/policeissues	Barnes, Richardson and Hall (Lead)	Completed with on-going updates.
9 Problem Solving Team Changes	Re-assign one Problem Solving Team (PST) officer to focus on programs and initiatives that will enhance police/community relations citywide. This will include community education on Police procedure and crime prevention issues.	Ofcrs. Daley/Gonzalez	Ongoing / Daley will conduct The Law & Community presentation City-Wide, Gonzalez is assigned to the 9th Ward.
10 Reformat Presentation of Monthly Crime Statistic Data	To be presented Human Services Committee and community via department website by April 1, 2017.	EPD Records Bureau	Pending / Currently experiencing problems with the software vendor regarding tracking.
11 Body Cameras	Commitment to implement body cameras department-wide beginning with pilot program starting July 1, 2017 and full implementation by January 1, 2018. Technology required will be implemented in partnership with Northwestern University Police Department.	D/C Parrott/Cmdr. Dugan	Pending
12 Listing of Speaker Comments from February 6 HSC	Details of speakers and comments transcribed and placed on website by February 17.	Sanchez	Completed, March 3, 2017

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CITIZEN POLICE COMPLAINTS			
Topics	Description	Staff Assigned	Status
13	"In the Squad Room" Add Maps	Dugan	Completed
	Deployment Maps will be added to "In the Squad Room" by February 10, 2017.		
14	Development of issues for a proposed of "Citizen Complaint Working Group"	Barnes and Richardson	Completed
	Members of the Citizen Police Advisory Committee and Evanston Citizen Police Association will meet prior to March 6 HSC to develop initial framework for working group and report back. Interested residents from February 6 HSC meeting will also be invited to this meeting.		Ongoing / Chief Eddington is researching options through other municipalities.
15	Independent Investigator for Human Services Committee	Eddington, Bobkiewicz, Barnes, Richardson (Lead)	Completed
	Staff will prepare update report, May 1, 2017		
16	Video Statements	Cmdr. Wright	Completed
	Allow for use of video statements in addition to written statements as of February 1, 2017.		Completed / EPD accepts citizen complaints by appointment.
17	Civic Center Office Hours	Cmdr. Wright	Pending
	Establish office hours for the Office of Professional Standards at the Civic Center to receive citizen complaints by appointment.		
18	Citizen Complaint Data / HSC	Cmdr. Dugan	Pending
	Reformat citizen complaint data presented at monthly Human Services Committee meeting for easier reading and tracking.		
19	Citizen Complaints / HSC Executive Session	Legal Department	Pending
	Schedule monthly Executive Sessions with the Human Services Committee to review specific compliant issues		
20	Citizen Complaint Data / Website	EPD Staff	Pending
	Reformat citizen complaint data on EPD website for easier review.		

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21	Citizen Committees	Police Chief will disband a Chief-appointed Evansston Police Advisory Committee. Citizen complaint review responsibilities will be vested in Mayor-appointed Citizen Police Advisory Committee and City Council Human Services Committee. The Police Advisory Board (residents) and Evansston Citizen Police Association (businesses) will continue to meet to provide general feedback and advice to the Chief of Police	Chief Eddington	Completed, March 1, 2017
PROCEDURE CHANGES				
	Topics	Description	Staff Assigned	Status
22	Field Contact Cards	revised Field Contact procedure to continue to request all existing information on card, but to add to card notation "subject declined to ID" for any information declined to be provided.	EPD Staff	Completed / Training Bulletin
23	Use of Force Policy	Adoption of the National Consensus Policy on Use of Force through incorporation in General Orders. This revised General Order will include Department policies on de-escalation, May 1, 2017.	Cmdr. Dugan	Pending
24	Use of Force Committee	Creation of Department Use of Force Committee to review all incidents including officers outside the chain of command of officers involved in incident, May 1, 2017.	Cmdr. Dugan	Pending
25	Lexipol	The Police Department will implement use of Lexipol, September 1, 2017.	D/C Parrott/Cmdr. Dugan	Pending
26	Equity and Empowerment Coordinator	Inclusion of City Equity and Empowerment Coordinator in weekly review of use of force incidents by City Manager and Corporation Counsel and as an ex-officio member of the Citizen Police Advisory Committee	Bobkiewicz, Efiom	Pending
27	Expungement Procedures	Law Department will work on procedures and partnerships to assist in expungement of citations as appropriate	Farrar	Status For April 3, 2017 Meeting