



THE CITY OF SAN DIEGO
REPORT TO THE CITY COUNCIL

DATE ISSUED: May 8, 2012 REPORT NO. 12-062

ATTENTION: Public Safety and Neighborhood Services Committee
Agenda of May 16, 2012

SUBJECT: Updates to the San Diego Police Department 7-Point Plan

SUMMARY

THIS IS AN INFORMATION ITEM ONLY. NO ACTION IS REQUIRED ON THE PART OF THE COMMITTEE OR THE CITY COUNCIL.

BACKGROUND

The San Diego Police Department is pursuing a universal approach to addressing police misconduct, one which will begin at recruitment and will continue through the course of an entire career in law enforcement. We will continue to aggressively investigate and remove those individuals who misuse their authority, and equally as important, we will work to promote an organization that values its employees as well as instills solid values and ethics in its members.

The plan involves all aspects of prevention, training, education, intervention and investigation. This diverse strategy will allow us to create a department that reflects our values and provides the service to the community we can all be proud of. The plan was presented to the Public Safety and Neighborhood Services Committee on September 21, 2011. Today's report will discuss the updated information under each point on what has occurred since implementing this 7-Point Plan.

DISCUSSION

Key elements of this plan include:

1. **Increase staffing in the Internal Affairs Unit.**

In order to decrease the length of time it takes to complete investigations, complete citizen complaints and officer misconduct cases, the Department added a Lieutenant and 4 Sergeants bringing the current unit staffing to two lieutenants, twelve sergeants, two detectives and one word processing operator. With additional personnel, cases will be investigated quicker and therefore any misconduct can be addressed sooner.

UPDATE: We continue to operate at this staffing level.

2. **Conduct Supervisor Training in the areas of Ethics, Leadership, and our Early Identification Intervention System.**

All supervisors will attend a training course that will focus on such areas as ethics, leadership, and our Early Identification Intervention System.

- During the months of July and August 2011, 351 lieutenants, sergeants, and acting sergeants attended a two-day course which included topics on Ethics and Leadership and our Early Identification and Intervention System (E.I.I.S.).
- Ethics and leaderships topics have been incorporated into the Regional Officer Training at the police academy. All Sergeants and officers are required to attend this training every two years.
- Our current Early Identification Intervention System is being evaluated for best use practices.
- Ethics and Leadership are being discussed at patrol line-ups and unit meetings throughout the police department.
- Academy recruits receive several hours of training on professional conduct and ethics at the police academy.

UPDATES:

- During the summer of 2012, all lieutenants and sergeants will attend a two-day course that will contain practical exercises and discussions that will reinforce and build upon the 2011 session.
- A portion of the next 2-year cycle for Regional Officer Training (ROT), which begins in September 2012, will again reinforce the importance of these critical core values at all levels of the Police Department. In addition to these training sessions, Ethics and Leadership principles continue to be discussed throughout the entire Police Department at patrol line-ups and unit meetings.
- During the past year, the new EIIS system was evaluated for best use practices. Changes have been implemented to enhance the system's effectiveness and make it more user friendly. The new EIIS system is in the final stages of testing and is expected to be operational by July 2012.
- Academy recruits continue to receive training specific to professional conduct and ethics at the Regional Academy. Additionally, these topics are woven into other classes, particularly scenario-based training and role play exercises. Ethically-based decision making is stressed throughout the 6-month Basic Academy Course.

3. **24/7 Anonymous confidential complaint hot line.**

The Department set up a confidential dedicated telephone line where anyone can leave information concerning officer misconduct or any information they would like to communicate. The telephone number is 531-2672. The hotline is active and is reviewed by the Chief of Police daily.

UPDATE: The hotline continues to be operational.

4. **Review Department Discipline Manual**

The Department will complete a comprehensive review of its current discipline manual and makes changes where appropriate.

- A thorough review of our discipline manual is currently being conducted. We are studying and evaluating best practices from other police agencies.
- The discipline manual will contain comprehensive discipline procedures and will outline a range of levels of discipline for inappropriate employee conduct.

UPDATES:

- The Department completed a comprehensive review of the Department's Discipline Manual and discipline process.
- "Best Practices" were evaluated from fourteen major police agencies inside and outside the state of California.
- Templates were created to conform to current case law and the discipline process.
- Discussed the updated discipline manual with the SDPOA.
- All Department Command Staff were trained on the updated discipline manual.
- Training for all Department first and second line supervisors will be conducted during the Regional Officer Training starting in September 2012.

5. **Review Department's Use of Force training and tactics.**

- We are specifically reviewing distraction techniques and take-down procedures utilized by uniformed officers.
- Our training practices and procedures are constantly being evaluated for best practices and compliance with California Peace Officers Standards of Training (P.O.S.T.).

UPDATES:

- During the past year, the Department focused specifically on reviewing distraction techniques and take-down procedures utilized by uniformed officers.
- Department procedures were modified to clarify practices which will help provide the highest level of safety for officers and citizens alike.
- The Training Department conducted line-up training sessions to emphasize and demonstrate these practices and techniques.
- These practices and techniques are currently being taught at the Basic Academy and at the Regional Officer Training sessions.
- The Department's Use of Force committee meets regularly to review the practices, trends, and training related to the application of force.
- Our Training Division constantly evaluates our practices and procedures to ensure compliance with California Peace Officers Standards of Training (P.O.S.T.)

6. **Add a wellness assessment to the annual evaluation process.**

The Department has added a wellness component to each member's annual evaluation where each supervisor will do a personal assessment of each officer and discuss available resources and services if needed.

In addition, the Department has created a Wellness Unit headed by a San Diego Police Department Captain. This innovative and proactive unit will help employees get help with on-the-job stresses and problems at home before things take a turn for the worst. The Wellness Unit will be a one-stop shop where members can confidentially access the various resources and programs available throughout the Department and the City. The Wellness Unit is housed at the Family Justice Center located at 1122 Broadway.

UPDATES:

The Wellness Unit is currently staffed by a captain, a sergeant, and two officers. The Wellness Unit is committed to removing and reducing interferences to employee wellness by:

- Identifying and enhancing existing resources.
- Developing and providing wellness education.
- Collaborating with academic institutions on innovative Law Enforcement studies.
- Developing partnerships with health and wellness providers.
- Staying abreast of wellness program best-practices through research.
- Developing and administering a fitness and preventative health incentive program.
- Serving as an advocate for employees enduring personal or professional difficulties.

7. **Conduct a series of meetings with the entire department.**

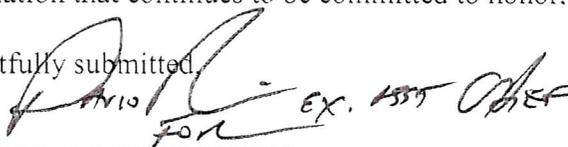
The Chief of Police has addressed the entire San Diego Police Department in a series of 13 meetings to discuss his new plan and make clear his expectations for all members of the Department. All members were given the opportunity to provide comments or ask questions of the Chief.

UPDATE: These meetings were completed in 2011.

CONCLUSION

Through this 7 point plan, the San Diego Police Department has taken bold and innovative measures to improve the organization in areas of supervision and accountability balanced with a real concern for officer health and well being. It is my strong belief that the San Diego Police Department has emerged from the events of 2011 a much stronger and improved organization, an organization that continues to be committed to honor, service and integrity.

Respectfully submitted,


William M. Lansdowne
Chief of Police