



People Serving
People

CITY OF RIVERSIDE

CITY COUNCIL MEMORANDUM



HONORABLE MAYOR AND CITY COUNCIL

DATE: December 11, 2001

ITEM NO:

SUBJECT: ACTIVITY REPORT - USE OF FORCE PANEL REPORT

BACKGROUND:

In 1999, the City Manager submitted to the Mayor and City Council the staff's response to the Mayor's Use of Force Panel. This report outlined the steps that were to be taken to implement the Panel's recommendations. Detailed updates as to the progress of the recommendations were presented to the Mayor and City Council on September 21, 1999, February 1, 2000, June 27, 2000 and May 8, 2001. All of the recommendations have been implemented and many are part of the normal operations within the Riverside Police Department. The following actions have been taken on each of the twelve (12) recommendations of the Mayor's Use of Force Panel:

RECOMMENDATION NUMBER 1

Amend the written Use of Force Policy to reflect this Community's commitment to cultural and racial sensitivity and to explicitly recognize the sanctity of human life.

The Panel recommended the insertion of two (2) statements in the Use of Force Policy (Section 4.30 of the Riverside Police Department Policy and Procedures Manual). The first statement was "This Department recognizes and respects the sanctity of human life and dignity. Vesting officers with authority to use force to protect the public welfare requires a very careful balancing of the rights of all human beings and the interests involved in a particular situation." The second statement was "Mere verbal threats of violence, verbal abuse, or hesitancy by the suspect in following commands does not, in and of themselves, justify the use of physical force without additional facts or circumstances which, taken together, pose a threat of harm to the officer or others."

After lengthy meetings with the Riverside Police Officers' Association and the now dissolved Law Enforcement Policy Advisory Committee both statements have been incorporated into the Use of Force Policy (Policy and Procedures Manual Section 4.30). Those statements remain a part of the Use of Force Policy.

RECOMMENDATION NUMBER 2

Increase the Number of Minority and Female Police Officers in the Ranks of the Riverside Police Department, and Obtain Minority and Female Representation at the Highest Levels of Command.

The police department is aggressively recruiting candidates who have integrity, ethical courage and demonstrated leadership potential. We have as our recruitment and promotional motto: "The Best of the Best." A breakdown of minorities and women within the ranks of the department as of November 21, 2001 is attached.

An active recruitment program has resulted in 891 candidates applying for Police Officer Trainee, Police Officer Entry Level and Police Officer Lateral positions since January 1, 2001. Those candidates included:

| | |
|-----------------|-----|
| White | 45% |
| Black | 12% |
| Hispanic | 29% |
| Asian | 4% |
| American Indian | 4% |
| Other | 5% |
| Unidentified | 1% |

Since October 1, 2000, the Police Department has hired 46 police officers. Ten of these were lateral Officers. The race and gender of those persons are as follows:

| | |
|-----------------|-------|
| Asian Female | 2% |
| Hispanic Female | 2% |
| White Female | 9% |
| Asian Male | 6.5 % |
| Black Male | 6.5% |
| Hispanic Male | 26% |
| White Male | 48% |

The Police Department has promoted 34 employees from Police Officer Trainee to Police Officer since October 1, 2000. Those promotions include:

| | |
|-----------------|-----|
| White Female | 3% |
| Hispanic Female | 3% |
| Asian Male | 3% |
| Black Male | 3% |
| Hispanic Male | 32% |
| White Male | 56% |

Since October 1, 2000, the Human Resources Department certified 92 Sworn personnel on Police promotional lists. Those personnel include:

| | |
|-----------------|-----|
| White Female | 9% |
| Black Male | 9% |
| Hispanic Male | 16% |
| White Male | 65% |
| American Indian | 1% |

Since October 1, 2000, the Police Department has promoted 51 sworn employees. Those promotions were made to all ranks from Detective through Assistant Chief and included:

| | |
|---------------|-----|
| White Female | 10% |
| Black Male | 12% |
| Hispanic Male | 18% |
| White Male | 60% |

All promotions include employees who were employed or promoted during this reporting period.

RECOMMENDATION NUMBER 3

Increase the Department's Diversity Training

A new program, Diversity and Cross-Cultural Communications Training, has been developed in conjunction with Dr. Elena Romine of the University of California at Riverside Extension. A schedule has been developed to train all employees of the Riverside Police Department with the first class held in September 2001. This program is designed to demonstrate differences in cultural values, communications styles, customs and traditions with an emphasis on local and regional demographics.

The Police Department has provided continuing professional training in many areas of cross-cultural awareness. Biannually, six (6) hours of course work in tactical communications are currently provided to all officers in the "Issues of Criminal Justice" (ICJ) training format.

A special diversity training program consisting of four (4) hour training sessions were presented to all police personnel by Dr. Dennis Davis of Professional Workplace Interaction and dealt with cross-cultural diversity issues. Dr. Davis presented a second, three (3) hour, training session was presented to all officers in November 2001.

RECOMMENDATION NUMBER 4

Firmly Commit to Community Policing and the Expansion of Community Policing.

The philosophy of Community Oriented Policing and Problem Solving (COPPS) is continuing to grow as a part of the culture of the Riverside Police Department. Part of the Stipulated Judgment of the California Attorney General's Office requires a Strategic Plan that includes the resources and programs necessary to report a serious effort at Community Policing. This plan is to be completed before March 5, 2002.

The Riverside Police Department has moved its downtown storefront into the new Park and Recreation facility in White Park. This special relationship provides an additional level of security to the park and encourages the use of the park by downtown residence and employees.

The Riverside Police Department has implemented a community policing program entitled PACT (Police and Corrections Team). This program partners with State Parole and Riverside County Probation to reduce recidivism and parolee/probationer related crimes. Based in Fairmont Park, this program enhances park safety by bringing a uniformed presence into the park. The Park and Recreation Department joined into this partnership and provided office space to facilitate the program.

The Riverside Police Department continues to implement and develop the Neighborhood Beat Committee Program. Representatives from Field Operations recently met with the Director of the Office of Neighborhoods to discuss strategies for working in partnership to address mutual areas of concern. Both departments share a common interest and strive to improve the quality of life and reduce crime in Riverside Neighborhoods through problem solving with residents.

The Riverside Police Department has also formed a partnership with the Park and Recreation Department in the implementation of "Operation Safe Park." Operation Safe Park is a community policing program that combines problem solving, enforcement and community engagement to ensure that our parks remain safe for residents.

Project BRIDGE (Building Resources for Intervention and Deterrence of Gang Engagement) has expanded the outreach services available for at risk youth within our community. This expansion was made possible through the cooperation of the Human Resources Department and Police Department. Funding was made available from Federal and State Grants along with Asset Forfeiture Funds from the

Police Department and others sources.

Two Police Officers and one Sergeant have been added to the Investigations Division as School Resources Officers who will be assigned to the Alvord Unified School District. The majority of the funding for these positions was obtained through a Federal Grant. A Cops in Schools Program (part of a federal project called "Healthy People Healthy Places") was developed that is a joint prevention, intervention and education project. Staffed by the Riverside Unified School District, the Riverside County Mental Health Department, Riverside County Probation and the Riverside Police Department. The Riverside Police Department now provides four Youth Resource Officers (YRO) to assist with this project.

RECOMMENDATION NUMBER 5

Institute an Improved Form of Citizen Review.

On April 4, 2000, the City Council approved an ordinance establishing a Community Police Review Commission by amending Title 2, and adding Chapter 2.76 to the Riverside Municipal Code and adopting a resolution amending the salary resolution creating the position of Executive Director, Community Police Review Commission. An Executive Director was selected and hired. The commissioners have been selected. The Community Police Review Commission is now in place and has been reviewing all citizen complaints that were received after January 1, 2001.

This recommendation has been implemented and will continue.

RECOMMENDATION NUMBER 6

Develop a Means Whereby the Community Can Be Assured That Officers Who Act Outside the Use of Force Policy Are Subject to Appropriate Discipline.

A Community Police Review Commission has been established to review all citizen complaint investigations. Also, the Police Department now provides a report of all Internal Affairs investigations complete with findings and discipline to the Human Resources Commission on a quarterly basis.

The Riverside Police Department recognizes that appropriate training of police officers regarding the Use of Force policy is necessary to ensure understanding of law and policy. Section 12.1 has been added to the Riverside Police Department's Policy and Procedures Manual. This policy includes annual training in Use of Force.

RECOMMENDATION NUMBER 7

Collect and Distribute Data Concerning Traffic Stops Broken Down by Racial and Ethnic Categories.

On April 1, 2000, the Police Department voluntarily instituted a program that requires the collection and reporting of race and gender of drivers in motor vehicle stops. Individual traffic stop information received from Field Operations is coded and entered into the public safety Computer Aided Dispatch (CAD) System. Police Crime Analysts utilizing the CAD data are currently extracting and refining data sets of raw vehicle stop demographic data for future analysis.

On August 21, 2001, the Riverside Police Department contracted with the Foundation for California State University, San Bernardino (CSUSB) to analyze traffic stop data and assist in developing a finalized comprehensive data collection report. The first analysis of vehicle stop data will be prepared for review by the City of Riverside and the Attorney General prior to March 5, 2002.

RECOMMENDATION NUMBER 8

Determine the Need to Obtain Additional Less-Than-Lethal Weapons for Use by Officers in the Field, for Additional Training and Improved Technology.

Ninety- five percent of patrol officers have been trained in the use of the Taser. Currently, there are a total of thirty-five (35) Tasers issued to officers for use in Field Operations. An additional thirty-six (36) new improved model Taser will be issued within the next several weeks once the training is completed. The use of Tasers is governed by Policy and Procedures Manual Section 4.43 (TASER CONTROL DEVICE).

Fifty (50) shotguns have been converted for use with less lethal munitions. All fifty less lethal shotguns are deployed for use in Field Operations and assigned to marked patrol units. Ninety-five percent of the Division has been trained in the use of less lethal munitions. Policy and Procedures Manual Section 4.49 (LESS LETHAL MUNITIONS) governs the use of less lethal munitions.

Fourteen (14) 40 millimeter less lethal weapon systems have been purchased. All supervisors in Field Operations received initial training. The 40 millimeter weapon systems are assigned to supervisor's patrol units. Officers will also receive training in the use of the 40 millimeter less lethal weapon systems. The department is exploring the feasibility of purchasing additional 40 millimeter weapon systems for use by officers in the field.

The police department recently examined and tested the "Pepper Ball" less lethal weapons system. The department is currently examining the feasibility of its use and is continuing to explore other available options in the developing technology.

RECOMMENDATION NUMBER 9

Determine the Need for More Officers in the City of Riverside.

The Chief of Police will develop a strategic plan for the strength and organization of the Riverside Police Department by March 5, 2001, as required by the California State Attorney General's Stipulated Judgment.

RECOMMENDATION NUMBER 10

Review and, If Need Be, Refine the "Early Warning System" Within the Department to Assist in Identifying Officers Who Begin to Show a Tendency to Use Excessive Force.

An "Early Warning System" was implemented under the Riverside Police Department Policies and Procedures Manual Section 4.55. The policy has been in use since May 3, 2000 and is currently undergoing modification pursuant to the Attorney General's Stipulated Judgment.

RECOMMENDATION NUMBER 11

Implement Policies to Ensure Experienced Patrol Officers are Available On All Watches and Emphasis is Placed on the Supervisors in the Field.

The City has implemented a shift differential system wherein senior officer and supervisors are paid additional money to work the night watches. Fifty percent (50%) or more of the officers and supervisors on the night watches have five (5) or more years of experience.

RECOMMENDATION NUMBER 12

Do Not Allow Budgetary Constraints to Be Used as an Excuse for No Action.

The City Council has responded positively to all requests for resources.

CONCLUSION:

The Interim City Manager, Human Resources Department and Police Department have put forth a great deal of effort to address the 12 recommendations in the Mayor’s Use of Force Panel report. The City and the Police Department have benefited tremendously from the efforts of the Mayor’s Use of Force Panel. Their thoughtfulness and work product have been extremely useful in providing a framework in which we have been able to begin the process of creating a culture within the Police Department that supports the City’s motto “People Serving People.”

FISCAL IMPACT:

The budgeting of monies to fund the many recommendations has been accomplished. To date nothing has been denied due to the lack of financial support.

RECOMMENDATIONS:

That the City Council receive and file this report.

Prepared by:

Approved by:

Russ Leach
Chief of Police

Lawrence E. Paulsen
Interim City Manager

Attachments: Diversity Breakdown 11/19/01