



NEW BOARD RECOMMENDATION

September 21, 2021

Kim Neal

Director/Police Monitor

Office of Police Oversight Monitor (OPOM)

Enhanced Community Oversight in Fort Worth

- Recommendation developed via
 - Input gathered from Community Collaboration Sessions and Community and Officer Perception Surveys.
 - Research and promising practices.
 - Recommendations received from community.
- Recommendation should be “Best Fit” for City of Fort Worth.



How did we get here?

- OPOM discussed with Fort Worth Police Department (FWPD) its General Order 201.07: Policy Advisory Committee, which is no longer viable.
- Consensus was reached:
 - Recommend an independent board of community members to consider, and
 - Review law enforcement policies that directly impact the Police Department's service to the community, which included training and procedural directives.
- Appointment of its members would be independent of FWPD.
- As a result, OPOM updated Mayor & City Council on December 1, 2020 regarding the establishment of the Mutual Accountability Work Group to collaborate on the proposed Board.

Overview

The Mutual Accountability Work Group was an ad hoc group formed to work with OPOM, FWPD and other City leaders to create a recommendation to enhance community oversight of Fort Worth law enforcement via a board of appointed community members.

Through consensus building, the ad hoc group met as well as discussed and addressed key considerations regarding the board's creation.

The primary purpose of the proposed board is to review FWPD policies, procedures and practices and make recommendations regarding revisions or new, needed policies, procedures and training.

Mutual Accountability Work Group Members

- Estrus Tucker, Facilitator
- Pastor Dr. Cedric N. Belcher Sr., Grace Temple Seventh Day Adventist Church
- Cristal Hernandez, Hispanic Women's Network of Texas
- Felix Alvarado & Alberto Govea, League of United Latin American Citizens, Fort Worth Council
- Estella Williams, National Association for the Advancement of Colored People, Fort Worth/Tarrant County Branch
- Felipe Gutierrez, One Safe Place
- Pamela Young, Tarrant County Coalition for Community Oversight
- Fort Worth City Attorney's Office
- Fort Worth Office of Police Oversight Monitor
- Fort Worth Police Department

Mutual Accountability Work Group Progress

- First Meeting: December 31, 2020
- Initial plan was a 90-Day Ad Hoc Work Group, meeting biweekly
- Review primary goal of Work Group, led by guiding principles of Collaboration, Oversight and Confidentiality
- More collaboration needed, meetings continued periodically to recommend the “best fit” for the City of Fort Worth
- Last meeting: July 27, 2021
- City Manager Informal Report to Mayor and Council: September 14, 2021

Mutual Accountability Work Group End Goal

- Noted early-on that all Work Group stakeholders' voices were key to not just be a part of the process but also to create and build on relational trust
- Ultimate goal was to compile information discussed through consensus building and provide input on considerations for proposed ordinance
- Mutual Accountability Work Group would like the opportunity to reconvene at a later date to review the draft ordinance.
- Mutual Accountability Work Group commented that future consideration be given to proposed board receiving complaints.

Mutual Accountability Work Group

Potential Considerations

Potential Considerations	
Mission	Appointment Process/Criteria
Overall Purpose	<ul style="list-style-type: none"> • Residency
Vision	<ul style="list-style-type: none"> • Background Checks (including criminal)
Duties	<ul style="list-style-type: none"> • Age
Board Type	<ul style="list-style-type: none"> • Mental Competency
Name	<ul style="list-style-type: none"> • Requisite Education & Experience
Appointment & Removal Authority	Standard of Professional Conduct Agreement
Appointment Term	Training
Number & Types of Appointees	Meeting Requirements
	Board Administration

RECOMMENDATION FOR CREATION OF THE BOARD

Ordinance Considerations

Purpose

To collaborate with OPOM and FWPD to develop a more transparent police department through review of and recommendations to FWPD policies, procedures and practices.

Objective

To listen to and promote the community's voice in policing and public safety by ensuring fairness and equity in police policies, procedures and practices.

Duties

- Review and be familiar with FWPD policies and procedures.
- Gather, evaluate and discuss information relative to recommending changes to policies and procedures or confirming that specific policies and procedures are acceptable.
- Identify policing issues suitable for further review as requested by the Chief of Police or Police Oversight Monitor.

Board Type

Volunteer, Advisory

Name

Community Police Oversight & Accountability Board

Appointment & Removal Authority

City Council appoints and confirms. City Council removes per majority recommendation of Board. Board selects a Chairperson from among its members, who serves for one year. Removal criteria could be included in Board's Bylaws or SOPs.

Appointment Term

2 years, 2 terms with initial appointments staggered consisting of 1 year term for first appointment and 2 year term for second appointment

Number and Types of Appointees

- Diverse community perspectives represented including advocates in the areas of civil rights, mental health, disability, immigration, homelessness, LGBTQ, legal education and marginalized communities (incarcerated, diverse racial/ethnic communities)
- FWPD personnel can not serve on board but can serve as subject matter experts
- Immediate FWPD family members can not serve on board
- 9 Council appointees with up to 3-5 recommended to Council by OPOM (2 for added Council seats and up to 3 appointees representing diverse community perspectives if needed)
- Maximum appointees up to 15 members

Appointment Process/Criteria

- City of Fort Worth resident
- Background check, i.e., criminal check
- Some felony convictions could be permitted, potentially tying the eligibility to carrying a firearm in TX (5 years post conviction) or, at a minimum misdemeanor convictions. Require City Attorney's Office review and advice.
- Members must have expertise or experience and be at least 18
- Initial and biennial training requirement including courses at the Police Academy in order to fully and adequately inform each board member of the training and duties of police officers
- Agreement and execution of Standard of Professional Conduct Agreement

Standard of Professional Conduct Agreement (Required)

“ACCOUNTABILITY BOARD” STANDARDS OF PROFESSIONAL CONDUCT AGREEMENT

I _____, as a member of the Accountability Board, as evidenced by my signature below hereby agree to:

1. Be fair, impartial, conscientious, unbiased and objective in all matters relating to the FWPD, OPOM and the Government of the City of Fort Worth.
2. Complete all required training programs.
3. Abide by the principles and statements administered in the oath of office.
4. Be dedicated to effective, efficient operations of the “Accountability Board” in the management of its affairs and follow board policy and procedure in the conduct of business.
5. Display a commitment to openness, accessibility, respect and professionalism in interactions with all citizens and officials.
6. Pledge time and energy to stay current in the field of citizen review through research, readings and lessons learned from peers.
7. Refrain from public or media comments, outside the public meetings, about pending matters prior to recommendation and/or disposition that may come before the “Accountability Board.” Refrain from public or media statements that may diminish the independence and impartiality of the “Accountability Board.”
8. Adhere to the City of Fort Worth Code of Ethics, Chapter 2, Article VII.
9. Adhere to Section 16 of Chapter XXVII of the Fort Worth City Charter, which prohibits a financial interest, direct or indirect, in any contract with the city, or to be financially interested, directly or indirectly, in the sale to the city of any land, materials, supplies, or services, except on behalf of the city as an officer or employee.

Signed by: _____

Date: _____

Meeting Requirements

- At a minimum meetings occur quarterly
- Diversity of stakeholders should be considered when deciding meeting schedule and venue
- Follow traditional City format for meeting agendas and documenting meetings (minutes); also follow traditional quorum requirements
- Other board policies and procedures should be addressed via board Bylaws/SOPs

Board Administration

- Overseen by OPOM (Additional staff member needed.)

Implications

- Identification of a potential issue to solve or an opportunity to improve
- Obtaining review and input from community members and represented organizations, i.e. the proposed board
- Collaboration with subject matter experts, practitioners and attorneys to determine the best possible solution(s)
- Policy and procedure recommendations with stakeholder involvement proposed to Police Chief
- If recommendations adopted by Police Chief, next step would consist of reviewing implementation practices, i.e., training
- Periodic updates to community, Mayor and City Council regarding Board's recommendations and progress

Next Steps

- Recommend Mayor & Council support via Resolution.
- City Attorney's Office draft enabling ordinance creating Board.
- Draft ordinance is presented to Mayor, City Council and Community.*
- Ordinance is vetted and finalized.
- Adoption of ordinance by Mayor & City Council.
- OPOM collaborates with City Attorney's Office and City Secretary's Office to address board requirements, application process and appointment process.
- OPOM collaborates with community and FWPD to create training curriculum.
- Commencement of appointment process for Board including staggered appointments.**
- OPOM collaborates with Board to establish Bylaws/SOPs. OPOM/FWPD also coordinate training.***
- Commencement of Board's review of FWPD policies and procedures, estimated 3/2022.

*OPOM can arrange community engagements regarding proposed ordinance, if desired.

**OPOM can assist Council with appointment process and any information dissemination efforts.

***An additional permanent OPOM employee needed to fulfill Board administration and policy management.

“An [law enforcement] agency that proactively shares policy information and engages community members in policy development shows its community that the agency is worthy of their confidence and respect and invites them to become a necessary part of the agency's story.”

Kerry Gallegos, Content Developer, Lexipol; retired Chief Investigator, Utah Attorney General's Office and has over 20 years of law enforcement experience. He is a Certified Public Manager and graduate of the IACP's Leadership in Police Organizations (West Point Leadership) Program.

Thank you!

Questions?

