Office of the Police Oversight Monitor

Kim Neal, Director, Office of the Police Oversight Monitor

OPOM serves as the designated civilian oversight agency empowered to act fairly and impartially, ensuring greater accountability of and public trust in FWPD

- Key components of the OPOM
  - Complaint/Commendation Intake, Review and Monitor Investigations
  - FWPD Policy/Practices Review, Analyses, and Recommendations
  - Community Engagement/Information Dissemination
  - Public Affairs
  - Ongoing Reporting
  - Other Key Initiatives
OPOM Organizational Structure

David Cooke
City Manager

Kim Neal
Deputy Director

Vanessa Campos
Administrative Professional

Denise Rodriguez
Policy Analyst

Management Analyst II (new)

Management Analyst I (new)

Creation of Office by City Ordinance

OPOM Director
Commenced

Acquired C3 certification

Obtained Access to ICPS Systems

Introductory Meetings with Police, Community, and Criminal Justice Stakeholders

Obtained Email, Phone Number, and Business Cards

Community Collaboration Sessions

Website Published

Social Media Accounts Established

"Real Talk with OPOM" City Employees

OPOM Research on Civilian Oversight Models

OPOM Review of Complaints, Use of Force, and Critical Police Incidents

OPOM Participation in Community Hosted Meetings

OPOM Reviews of NAPS Policies

Published First Quarterly Newsletter

Complaint/Commendation Intake, Review and Monitor Recommendations

- Created Complaint and Commendation forms
- Working with City ITS to create online web forms and tracking system
- Received 110 Complaints and Inquiries to date
- 10 active reviews of complaints/inquires
- Monitor FWPD citizen complaints and investigations
- Monitor FWPD critical incident investigations including officer-involved shootings, deaths in custody and uses of force resulting in severe bodily injury or death

Examples of Recommendations made to FWPD

- Revise General Order 410.04, Personnel Complaint, to include tracking of all citizen complaints
- Develop a Foot Pursuit Policy
- Revise General Order 306.00, Use of Force, to improve its philosophy, directives on de-escalation and make updates to the Use of Force Review Board provisions.
- Formally document allegations for all complaints received
- Revise General Order 506.03, Body-Worn Cameras, to improve officer activation and accountability
FWPD Policy/Practices Review, Analyses, and Recommendations

- Policy Reviews
  - General Order 306.00: Use of Force
  - General Order 421.00 Employee Wellness and Early Intervention
  - General Order 410.04: Personnel Complaint
  - Currently Reviewing
    - General Order 506.03: Body-Worn Cameras
    - Disciplinary Guidelines Standard Operating Procedure
    - Disciplinary Matrix
  - Use of Force and Critical Police Incident (CPI) Reviews
    - Currently reviewing 2 Use of Force incidents and 1 Critical Police Incident
    - OPOM Representative on the FWPD Use of Force Review Board
    - OPOM Representative on the FWPD Critical Police Incident Review Board

Community Engagement/Information Dissemination

- Community Engagement
  - Introductory meetings with community stakeholders
  - Community hosted meetings, presentations and speaking engagements
  - Community Collaboration Sessions
  - Employee Collaboration Sessions
  - Community Perception Survey
  - Police Perception Survey
  - Police-Community Collaboration Sessions
Introductory Meetings with Stakeholders

• Over 50 Meetings with Community Stakeholders
• Multiple Meetings with FWPD
  • Chief/Assistant Chiefs (recurring)
  • Professional Standards (recurring)
  • Use of Force Coordinator (recurring)
  • Division Commanders
  • Other FWPD Sections and Personnel
• Meetings with Elected and Appointed Officials (recurring)

Community Collaboration Sessions

• Conducted 11 Community and Employee Collaboration Sessions
• 146 total participants, each representing a different community organization, neighborhood association, or city department
• Discussion questions
  1. What steps do you think police officers and citizens respectively could take to improve community-police relations?
  2. How could your organization contribute to improving community-police relations?
Community Collaboration Sessions

- Key Takeaways will be used to inform topics for the police-community collaboration sessions
  - Greater involvement by FWPD in community events, not only NPOs
  - Greater emphasis on diversity and emotional intelligence in the recruitment and hiring process
  - Creation of a resource sheet that identifies the social and community services available to community members
  - Additional training on the culture, history, and context of the communities officers serve
- Report summarizing key Session takeaways available August 2020

Community Perception Survey

- Survey was open July 24th thru August 7
- 3991 responses
- Results will be used to develop discussion topics for the Community-Police Collaboration Sessions
- Report summarizing the key takeaways from the Survey will be available August 24, 2020
Officer Perception Survey

- Survey was open July 24th thru August 7
- 888 responses
- Results will be used to develop discussion topics for the Community-Police Collaboration Sessions
- Report summarizing the key takeaways from the Survey will be available August 24, 2020

Police-Community Collaboration Sessions

- Forecasted to occur in September 2020
- Virtual sessions within each Police Division
- Discussion will seek to identify potential problem solving strategies and deliberate proposed recommendations concerning a civilian oversight review model
Public Affairs

- Email: policeoversight@fortworthtexas.gov
- Website: https://fortworthtexas.gov/opom/
- Social Media
  - Facebook: @FortWorthPoliceOversight
  - Twitter: @FWPoliceMonitor
- OPOM Newsletter
- Email Listserv
- GovDelivery
- The Roundup

Ongoing Reporting

- OPOM will report on the Office’s activities related to community engagement, monitoring, auditing, and review of citizen complaints, policies and procedures
- Annual Report
  - Expected release April 2021
- Transparency
  - Website
  - Email Listserv
  - OPOM Newsletter
  - Speaking Engagements/Community Meetings
  - GovDelivery
  - The Roundup
Other Key Initiatives

- Become a part of the in-house vacancy review and recruitment process
- Attend and observe FWPD Training
- Collaborate with Police and Community to create a mediation process
- Partner with Police and Community on community problem oriented policing initiatives
- Provide recommendations on broader policy issues
- Continue to be a part of community engagements and trainings

Process: Civilian Oversight Recommendation

- Recommendation will be developed with
  - Input gathered from Community Collaboration Sessions and Community and Officer Perception Surveys
  - Research and promising practices gathered by OPOM
- Recommendation will be “Best Fit” for City of Fort Worth
### Timeline: Civilian Oversight Recommendation

<table>
<thead>
<tr>
<th>Activity</th>
<th>Timeframe</th>
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<tbody>
<tr>
<td>Release Reports on Community Perception and Officer Survey Results</td>
<td>August 2020</td>
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<tr>
<td>Conduct Community-Police Collaboration Sessions</td>
<td>September 2020</td>
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<tr>
<td>Release Summary of Collaborative Recommendations from Community-Police Collaboration Sessions</td>
<td>September 2020</td>
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<tr>
<td>Finalize Recommendation on Civilian Oversight Review Model</td>
<td>September – October 2020</td>
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<tr>
<td>Deliver Proposed Recommendation on Civilian Oversight Review Model to City Council and City Leaders</td>
<td>October 20, 2020</td>
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Thank you!

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