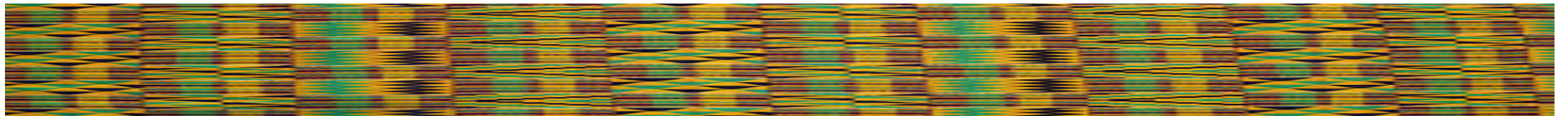


RESPONSES TO REQUESTS AND PROPOSALS FOR POLICE REFORM

Presented to the City Council
June 23, 2020



SANKOFA (Akan tribe, Ghana) = **SAN** (return) + **KO** (go) + **FA** (look, seek, and take).



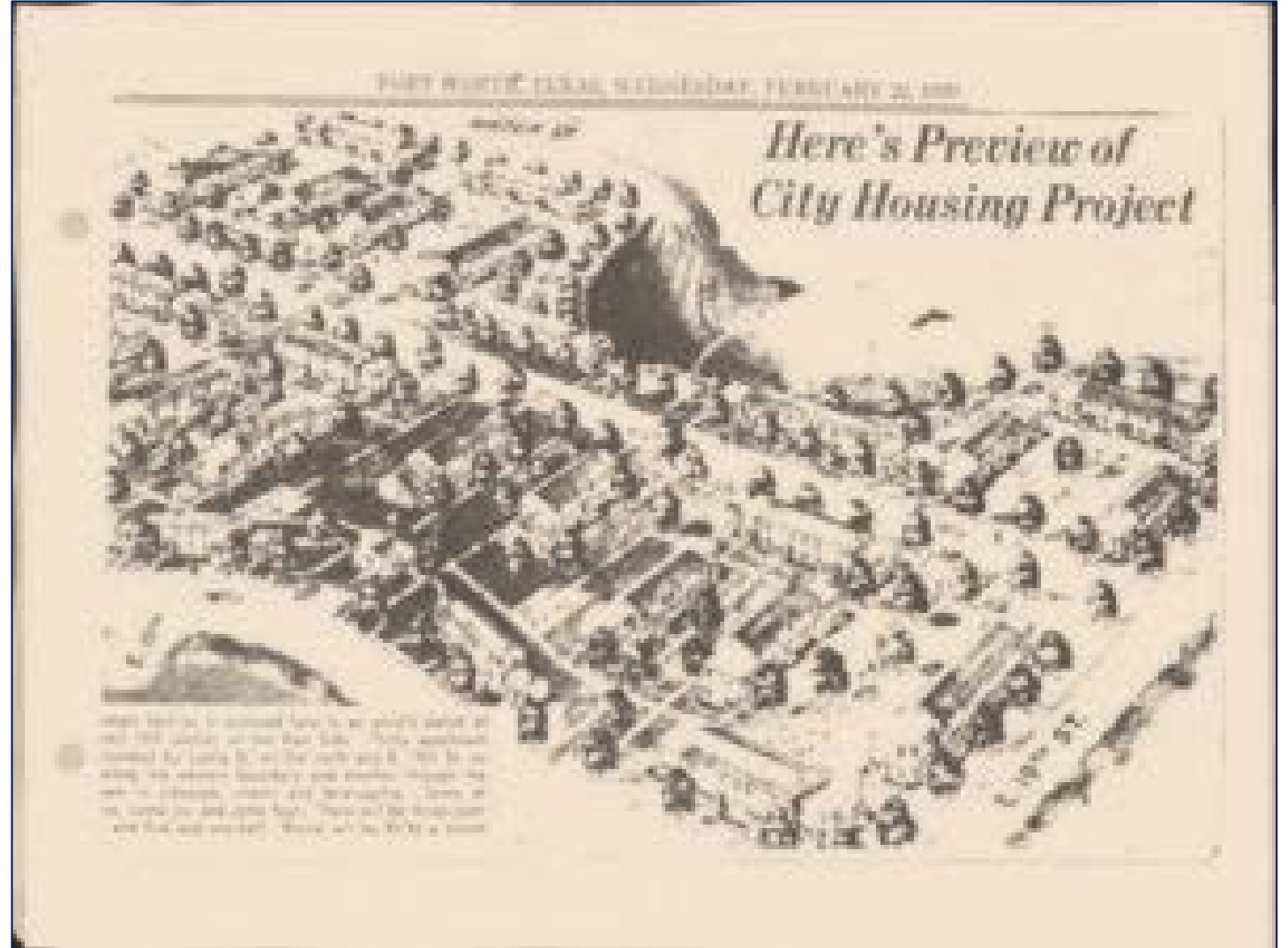
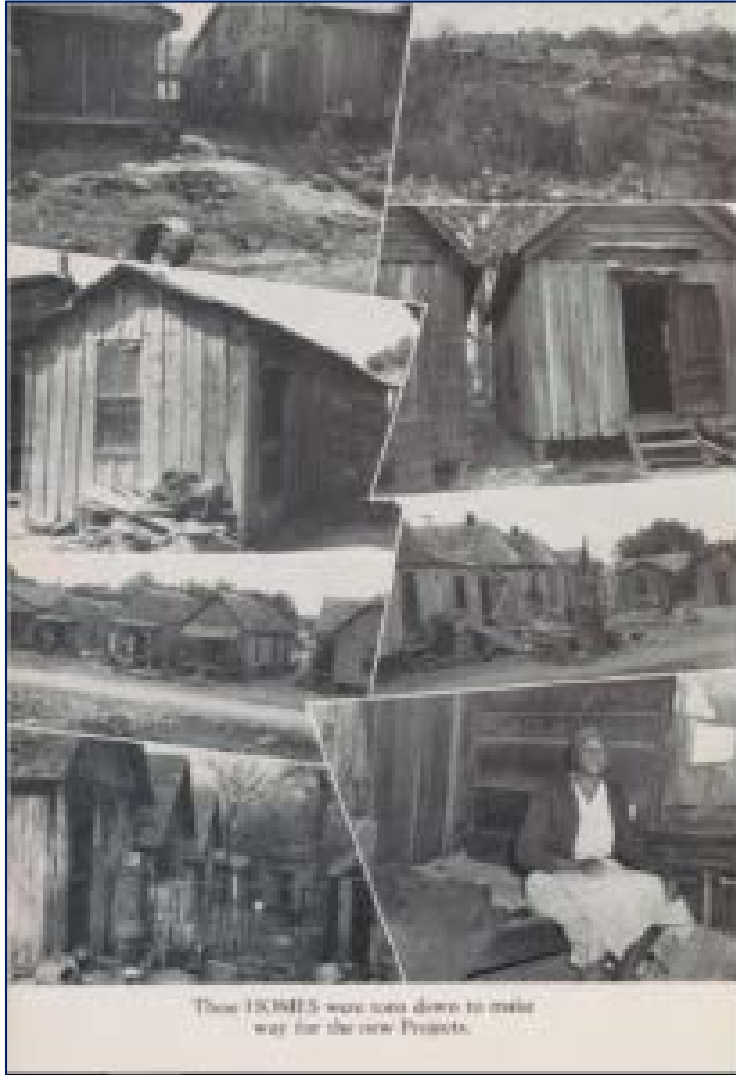
Context

- Commemorating Local African-American History
- Responses to Recent Police Incidents
- Responses to Current Police Reform Issues



Commemorating Local African-American History

Chambers Hill and Butler Place, 1940



Community Workshop, September 28 – October 1

On Proposed Museum of Fort Worth African-American History and Culture

Sponsors

- Amon G. Carter Foundation
- Sid W. Richardson Foundation
- Fort Worth Promotion and Development Fund
- Fort Worth Housing Solutions



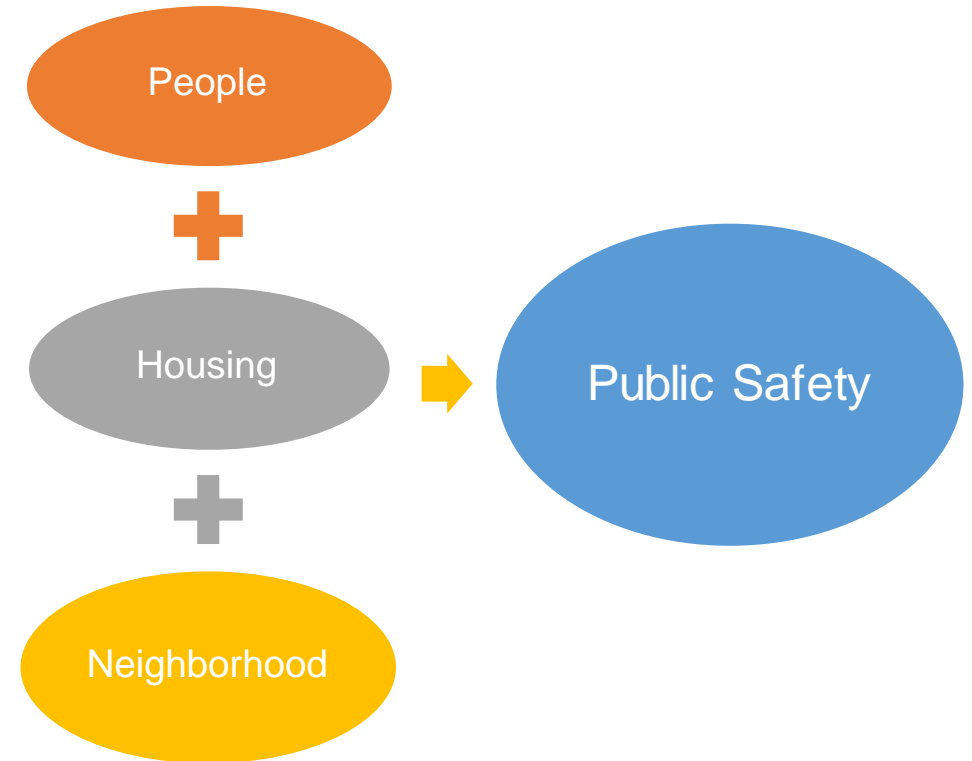
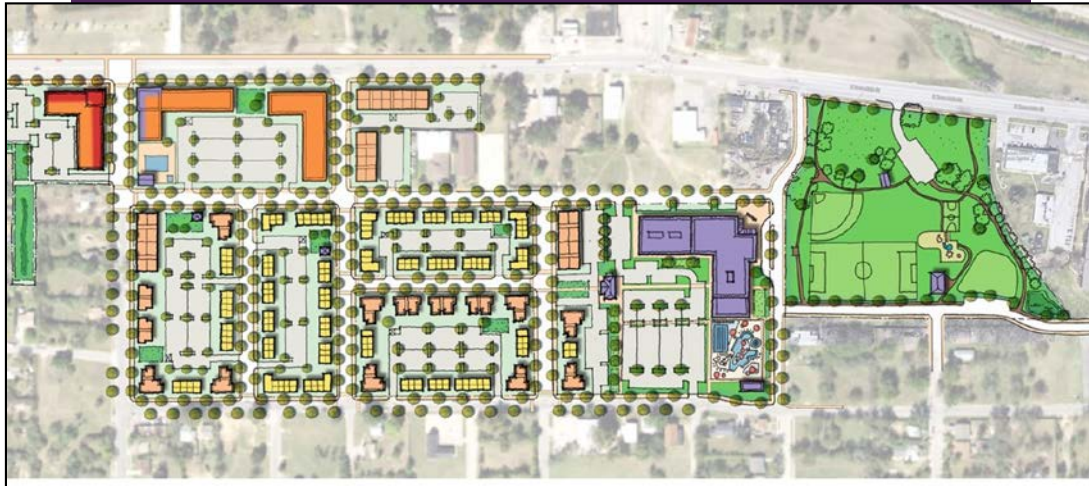
Participating Organizations

- Fort Worth Metropolitan Black Chamber of Commerce
- Tarrant County Black Historical and Genealogical Society
- National Multicultural Western Heritage Museum
- Juneteenth Museum
- Center for Stop Six Heritage
- Amon Carter Museum of American Art
- Fort Worth Museum of Science and History
- Downtown Fort Worth, Inc.
- African American Museum, Dallas
- Many others

Cavile Place, 1954



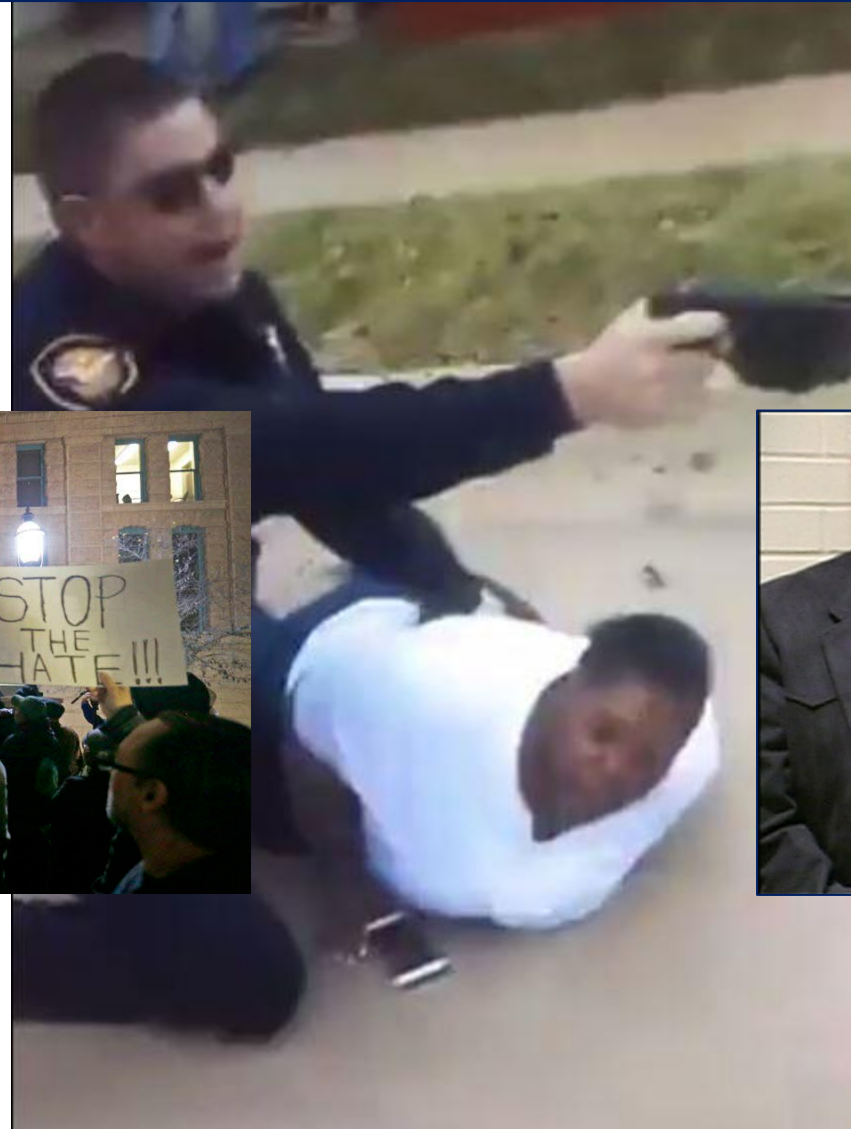
Cavile Place/ Stop Six Transformation Plan: City Investment and Federal Grant



Responses to Recent Police Incidents

Video of Woman's Arrest in Texas Sparks Anger and Internal Police Inquiry

December 21, 2016



June 27, 2017: City Council holds special called meeting

Announces intent to...

- Appoint a **Task Force on Race and Culture**,
- Appoint **four co-chairs**, and
- Appoint **other members** as selected by the co-chairs.



*Rosa
Navejar*



*Lillie
Biggins*



Rabbi Andrew Bloom



Bob Ray Sanders

IR No. 20-10439 (June 23, 2020)

Implementation of Recommendations

Topic	Strategy #1	Strategy #2	Strategy #3	Strategy #4
Criminal Justice	Independent oversight of Police Department	Police cadet program	Diversity within Police Department	
Economic Development	Job training, transportation to jobs, background issues, and hiring process	Education and incentives to achieve wage parity	Capacity-building for minority-owned businesses	
Education	Early childhood intervention via quality childcare	Service learning and civic engagement	College and career centers	
Governance	Redistricting criteria and procedures	Diversity and Inclusion Department	Diversity training	
Health	Health education and outreach	Active lifestyles	Healthy foods	Access to providers
Housing	Affordable housing incentives policy	Homebuyer assistance	Resident awareness of housing resources	
Transportation	Transportation equity policy and five-year action plan	Transportation funding criteria	After-action reviews of pedestrian and bicycle crashes	

Atatiana Jefferson Shooting, October 12, 2019



November 8, 2019: City Manager appoints outside panel of policing experts to conduct independent review of Police Department



Responses to Current Police Reform Issues

George Floyd Killing, May 25, 2020



Community Groups

- Enough is Enough
- United My Justice
- Black Love Fort Worth
- Community Front Line
- United Fort Worth
- Black Lives Matter Fort Worth
- FW4Change
- No Sleep Till Justice Fort Worth
- Tarrant County Coalition for Community Oversight



Police Reform Issues

#	Issue	Presenter
1	Community Oversight Board	Kim Neal
2	CCPD and General Fund support	
3	Police officers in schools	
4	Crisis Diversion Center	
5	Police training	Chief Ed Kraus
6	Over-policing	Chief Ed Kraus
7	Town hall	Kim Neal
8	Police Officers Association	
9	Disciplinary history of police officers	Laetitia Brown
10	Financial penalties for misconduct	
11	Expunction of records	Chief Ed Kraus
12	Public Defender's Office	Laetitia Brown

Issue #1: Community Oversight Board

Form a **Community Police Oversight Board** and Office of Independent Police Monitor through the implementation of the Advisory Working Group Plan outlined by the Tarrant County Coalition for Community Oversight.

Response to Issue #1: Community Oversight Board

- Creation of the Police Monitor's Office
- Reporting Structure
- Staffing
- Collaboration with Community Stakeholders
- Civilian Oversight of Law Enforcement Models Overview

Issue #2: CCPD and General Fund support

- Remove all police funding from the **CCPD**.
- Significantly reduce **general funding** and military related inventory, reallocate those funds to provide **social services** for victims of police violence and programs that actually keep our communities safe.

Response to Issue #2: CCPD and General Fund support

Police and City staff, through the budget process currently underway, are reviewing the potential to **redistribute resources** to enhance units and initiatives that have proven to be effective but have been limited in scope. These include expansion of:

- **Crisis Intervention Teams:** Specialized units that partner specially trained police officers with MHMR workers to deal with community members in crisis
- **HOPE Unit:** Specialized group that helps the homeless population by directing them to services
- **Partners with a Shared Mission:** Expansion of successful programs with partner agencies that provide social services to prevent crime.

Issue #3: Police officers in schools

Remove FWPD and all armed forces from **FWISD and any other schools** that contract officers through FWPD.

Response to Issue #3: Police officers in schools

- The City has existing contracts with the FWISD and several other districts to provide **school resource officers** to middle school and high school campuses. It is up to the **school districts** to request that the officers to be removed.
- The City of Fort Worth is willing to engage partner ISDs in discussions about how best to utilize school resource officers or develop a **different model** around school safety.

Issue #4: Crisis Diversion Center

Create a Crisis Diversion Center (or “Drop-In” Center) for the purpose of being used instead of arrests in regard to **mental health crises**.

Response to Issue #4: Crisis Diversion Center

- **State law** requires an officer to take an individual who is a danger to themselves or others because of mental illness to the **nearest inpatient mental health facility** or a mental health facility deemed appropriate by the local mental health authority (County).
- The Fort Worth Police Department supports **investigating other models** that may exist in the state and could be used in Fort Worth and Tarrant County, and will work with partner agencies to implement an alternative.

Issue #5: Police training

- Police academy and training of new recruits must be directly focused on developing **subject matter experts** in responsible weapons use, hand to hand and disarmament skills, de-escalatory rules of engagement, and continuum of force training.
- **Require semi-annual recertification** on weapons use, regular physical fitness aptitude tests, weight requirements, quarterly sensitivity and ethics training.
- Maintain a system that ensures recruits are abiding by a strict set of values that establish overall discipline and decorum that is **culturally relevant**.

Response to Issue #5: Police training

- FWPD provides **weapons training** that exceeds State requirements and requires passing qualifications at a higher level than State minimums.
- FWPD provides 196 hours of “**Mechanics of Arrest**” training, which includes control tactics and close quarter survival tactics (State requires only 40 hours)
- FWPD provides 29 hours of training on the City’s **Use of Force options**, which provides for reasonable force options commensurate with the level of resistance (State requires only 24 hours);
- FWPD provides 8 hours of **Professional/Ethics** training and 12 hours of **Multiculturalism and Human Relations** training (State law requires 8 and 10).
- FWPD also provides one hour of training on **sexual harassment** and four hours on interacting with **deaf/hard of hearing**.

Response to Issue #5: Police training (cont.)

- FWPD has implemented mandatory **Crisis Intervention** training and **De-escalation** training. This was required training by FWPD before TCOLE required it.
- FWPD teaches the **Critical Decision-Making** model during de-escalation training.
- FWPD requires annual recertification on **firearms**, Taser, control tactics, and pepper spray.
- After graduation from the Academy, officers are required to complete four months of **field training** with a Field Training Officer.

Issue #6: Over-policing

- **End over-policing** and police occupation in Black communities in Fort Worth.

Response to Issue #6: Over-policing

- The police department is part of the City's **Neighborhood Improvement Program**, which makes capital improvements in selected neighborhoods based upon data. These neighborhoods include Stop Six, Ash Crescent, Northside, and Rosemont.
- The program allows residents to provide **input and feedback** to choose how best to utilize the funds set aside.
- **Police cameras** in parks and other areas have been one of several expenditures preferred by community leaders and residents who have participated in these programs.
- Police cameras are **equally distributed** throughout the six patrol divisions.
- The City already cites and releases for Class C Misdemeanors. State law allows a citation for certain **Class B Misdemeanors**. The Police Department could work with the District Attorney's Office (DA) to facilitate a study of the citation program for those offenses if the DA is interested.

Response to Issue #6: Over-policing (cont.)

- Citation quotas are **banned** by State law.
- Article 45 of the Texas Code of Criminal Procedure authorizes judges to order **alternatives to fines** based upon the defendant's inability to pay.
- FWPD has **General Orders** requiring officers to follow federal and state law on all stops.
- The City is required to follow **immigration** law.
- FWPD, in compliance with federal law, permits a police officer to use **deadly force** to prevent the escape of a fleeing felon **if** that subject poses a **significant threat** of death or serious bodily injury to the officer or others, such as in an active-shooter situation.

Issue #7: Town hall

We call on Mayor Betsy Price and City Council to **host a town hall** with the theme Black Lives Matter in order to provide a forum for the community to express their grievances and an opportunity for leadership to listen and respond

Response to Issue #7: Town hall

- City Manager recommendation: Create City Council **Public Safety Committee**.
- Police Monitor's Office: Virtual community collaboration sessions
- Police Monitor's Office during next three months
 - **Community surveys** to assess community-police relations and community involvement in advancement of community-police relations.
 - **Community-police forums** for community, police, and stakeholders to discuss impactful solutions for improved community-police relations.
 - ✓ Working groups discuss “where we were, where we are now, and where we will go from here.”
 - ✓ Findings from the engagements to be used in shaping the forward direction of positive, viable community policing.

Issue #8: Police Officers Association

Limit the **scope and political influence** of the Police Officers Association.

Response to Issue #8: Police Officers Association

- The Police Officers Association (POA) has a First Amendment right to engage in **lobbying** on behalf of their union, which includes making **contributions** to campaigns.
- In 2006, the citizens of Fort Worth voted to adopt the **Meet & Confer** provisions of Chapter 143 of the Local Government Code.
- Under State law, the City has no authority over the selection of the **bargaining unit** for Meet and Confer. Under State law, the **police officers** select their own bargaining unit.

Issue #9: Disciplinary history of police officers

Make all officers' disciplinary history **accessible to the public.**

Response to Issue #9: Disciplinary history of police officers

- State law allows disciplinary investigation documents of an officer that receives **a day or more off without pay** to be released upon request to the Civil Service Director. If an officer receives disciplinary action of less than a day off without pay, then documents are confidential and cannot be provided.
- The Police Department is developing a program of additional **early intervention** guidelines and resources, including a focus upon the mental health and well-being of an officer exposed to a traumatic event.
- The Police Department conducts **comprehensive background investigations** on all applicants, including psychiatric exams and reviews of prior employment records. Applicants with excessive findings are not be hired by FWPD.

Issue #10: Financial penalties for misconduct

- When an officer is found guilty of misconduct, they will be personally required to **carry the financial burden** as a consequence of their actions, rather than taxpayers paying the settlements for them.
- These officers will have the option to pay these funds from their **personal pensions** if they cannot otherwise produce funds.

Response to Issue #10: Financial penalties for misconduct

- FWPD **cannot** require financial penalties for misconduct. Criminal charges are only applicable when State law dictates that a crime has been committed.
- FWPD General Orders require an officer to **intervene** when observing another officer using excessive force. The Chief can issue disciplinary action up to termination for failure to intervene.

Issue #11: Expunction of records

Expunge the records of **ALL protestors** who were arrested in Fort Worth during protests related to the death of George Floyd.

Response to Issue #11: Expunction of records

- Only the misdemeanor offense of “**riot**” was dropped.
 - Individuals who were **part of the group**, once there was an immediate danger of damage to property or injury to persons, committed that offense.
 - Those in the crowd who **failed to disperse** once the assembly was declared unlawful were arrested for the riot offense.
 - If the individual did not participate in throwing objects at officers or others, and did not damage any property, FWPD decided **not to pursue** the riot case against them.
- Cases for **assault**, criminal mischief, etc., are being pursued against persons who did engage in those activities.
- Texas Code of Criminal Procedure, Section 55.01(a), governs the right to **expunction** of arrest records.
- FWPD will provide a letter to each person arrested for riot explaining that the charge will **not be filed** to help facilitate that process for those who want to pursue an expunction.
- The City **cannot make any agreements** prohibiting police officers from making arrests for illegal conduct that may occur during the protests.

Issue #12: Public Defender's Office

We call on Mayor Betsy Price and Fort Worth City Council to **advocate** for the creation of a Public Defender's Office for Tarrant County.

Response to Issue #12: Public Defender's Office

- The City prosecutes **fine-only Class C Misdemeanors**. There is no general right to counsel for Class C Misdemeanors.
- Creating a Public Defender's Office for the County would be the duties of the **State and County**.

Next Steps

- July 14: City conducts **CCPD renewal election**.
- July 24: CCPD Board **canvasses** election results.
- August 11: City Manager presents recommended FY2021 **operating budget** for all funds, including General Fund and CCPD.
- August TBD: **Outside panel** presents preliminary findings to City Council.



Questions?



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