

MISSION

The City of Fort Worth's Office of the Police Oversight Monitor (OPOM) was first established in February 2020 pursuant to Fort Worth City Code Art. 2, § 2-27(1)(a) as a mechanism with which to provide oversight and accountability of the Fort Worth Police Department (FWPD). Kim Neal, was appointed as the City of Fort Worth's first Police Monitor in March 2020. Efforts to build this newly-created Office first began in mid-March 2020. Our vision for the Office is for it to be a proactive leader in law enforcement accountability to the FWPD and the population it serves.

OPOM FUNCTIONS

In order to achieve its mission, the OPOM engages in the following primary functions:

- ❖ Oversight and Accountability
- ❖ Monitor Contacts and Complaint Investigations
- ❖ Review Policies and Procedures
- ❖ Auditing
- ❖ Mediation
- ❖ Community Engagement
- ❖ Data Collection and Analysis
- ❖ Periodic Reporting

BENEFITS OF COMMUNITY OVERSIGHT



RECENT KEY ACCOMPLISHMENTS

- ❖ Conducted meetings with multiple community organizations, city leaders and FWPD personnel.
- ❖ Made recommendations pursuant to OPOM reviews and observations.
- ❖ Conducted research on promising law enforcement practices regarding matters like use of force reviews, complaint mediation processes, pursuits, early intervention, etc.
- ❖ Provided periodic updates to governing body.
- ❖ Authored and published first OPOM newsletter.
- ❖ Continue to meet periodically with FWPD personnel regarding OPOM functions.
- ❖ Collaborated with stakeholders and examined the results from collaboration sessions, community/officer perception surveys and other key stakeholder groups' recommendations received to propose enhanced community-police accountability model.
- ❖ Proposed an ad hoc Mutual Accountability Working group.
- ❖ Facilitated the ad hoc working group meetings.
- ❖ Monitored FWPD's uses of force, critical incidents and the Use of Force Review Board meetings.
- ❖ Monitored FWPD Recruitment Oral Boards.
- ❖ Partnered with Texas A&M Law Externship to expose students to public policy and legal implications regarding community oversight of law enforcement.
- ❖ Hired OPOM Senior Policy Advisor and Policy Advisor.

UPCOMING KEY ACTIVITIES

- ❖ Continue to review and monitor inquiries, complaints, commendations, uses of force and FWPD policies, procedures and practices.
- ❖ Through the monitoring process, recommend changes to ensure equity.
- ❖ Continue to monitor FWPD's Use of Force Review Board and Critical Police Incident Review Board.
- ❖ Collect complainant and police data to identify trends, patterns and circumstances in order to address root causes and recommend steps.

- ❖ Finalize automated, integrated complaint and commendation intake processes.
- ❖ Continue to participate in speaking engagements increasing OPOM awareness, policing reform and bias free policing.
- ❖ Draft formal mandate for access and transparency between FWPD and OPOM.
- ❖ Propose complaint mediation process.
- ❖ Publish OPOM's first Annual Report.
- ❖ Conduct 2021 Community-Police Collaboration sessions.
- ❖ Continue to enhance OPOM's relationship with the Fort Worth community through viable conversation and outreach.

YOUR VOICE MATTERS

OPOM continues to use the input gathered from community members, community stakeholders, and law enforcement to craft the recommendations for a community-based accountability model, improve police-community engagement efforts, identify neighborhood specific community policing strategies, and enhance the OPOM.

KEY TAKEAWAYS

- ❖ Often communities who are most affected by various policing practices can be challenging to reach, but tend to express lack of equitable treatment by law enforcement.
- ❖ Community members expressed concern about the lower number of survey responses from marginalized, impacted communities.
- ❖ City also received recommendations from outside community groups regarding the implementation of community oversight.
- ❖ Additional survey was generated by a local community partner that expressed concerns regarding equitable treatment by law enforcement.
- ❖ Community and officers agreed that the first priority of community oversight should be to advance fair and professional policing that is responsive to community needs.
- ❖ Community and officers desire to further engage and build trust and legitimacy, noting the importance of effective community-police relations.

SPOTLIGHT:

MUTUAL ACCOUNTABILITY WORKING GROUP

- ❖ OPOM proposed to the Mayor and City Council in December 2020, an ad hoc Mutual Accountability Working Group made up of diverse community and city officials to collaborate and reach consensus on a recommendation to enhance community oversight of Fort Worth law enforcement via an "Accountability Board" (not official name). The initial primary purpose of this board would be to review FWPD policies, procedures and practices, and make recommendations regarding revisions or newly, needed policies and procedures. The recommendation should be presented to the Mayor and City Council for their support in spring 2021.
- ❖ The Working Group officially met December 2020 through March 2021 to discuss and reach consensus on potential considerations for the "Accountability Board." It continues to collaborate on the considerations in order to create the "best fit" for the City of Fort Worth.
- ❖ Considerations discussed include, but have not been limited to, name, appointment authority and process, standards of professional conduct, meeting requirements and board member training.
- ❖ The Working Group consisted of diverse members of the community and city government:
 - Grace Temple Seventh Day Adventist Church
 - Hispanic Women's Network of Texas (HWNT), Fort Worth
 - LGBTQ perspective
 - League of United Latin American Citizens (LULAC), Fort Worth Council
 - National Association for the Advancement of Colored People (NAACP), Fort Worth/Tarrant County Branch
 - One Safe Place
 - Tarrant County Coalition for Community Oversight (TCCCO)
 - Fort Worth Office of Police Oversight Monitor
 - Fort Worth City Attorney's Office
 - Fort Worth Police Department
 - Moderated by Fort Worth native, Mr. Estrus Tucker

OPOM SERVES AS YOUR INDEPENDENT VOICE

- ✓ Impacts trust by giving citizens a voice and validation.
- ✓ Gives law enforcement a voice and validation.
- ✓ Concludes if there is actual or may be perceived police misconduct.
- ✓ Identifies patterns.
- ✓ Recommends actions to FWPD that can impact change, and as a result, impact and increase trust.

HOW TO FILE A COMPLAINT OR COMMENDATION WITH OPOM

OPOM accepts complaints and commendations about FWPD via the following methods:

Online: www.fortworthtexas.gov/opom

E-mail: PoliceOversight@fortworthtexas.gov

In-person: Contact OPOM at (817) 392-6535. Office hours are Monday – Friday, 8:00am – 5:00pm.

Via Mail: Download the [Citizen Complaint Form \(PDF\)](#) and mail to: Office of the Police Oversight Monitor, 200 Texas Street, Fort Worth, TX 76102. By contacting OPOM, the complaint form can also be mailed to you.

COMPLAINT PROCESS

It is important that complaints be filed soon after the incident. According to Tex. Loc. Gov't Code Ann. Chapter 143, any disciplinary action against an officer must be issued within 180 days of the incident. Therefore, it is imperative that a complaint is submitted as soon as possible. The following outlines the OPOM complaint process after a completed complaint form is received by our Office.

- ❖ OPOM receives your complaint or commendation.
- ❖ OPOM acknowledges receipt of your complaint or commendation.
- ❖ OPOM reviews and forwards your complaint or commendation to FWPD's Internal Affairs for review and/or investigation. For complaints, the FWPD complaint investigation can take up to 90 days.
- ❖ OPOM monitors the FWPD complaint investigation.
- ❖ OPOM reviews the completed FWPD complaint investigation and provides recommendations to the FWPD as appropriate.
- ❖ OPOM notifies you once the FWPD investigation and OPOM review are completed.

CONTACT US

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