



To the Mayor and Members of the City Council

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SUBJECT: Police Department Policies, Practices, Training & Implementation Review Panel

The City Manager's staff has reviewed background and experience information of over a dozen professionals and firms that are nationally known for work related to police policy development and review. A final panel of individuals has been developed and is being recommended to the Mayor and City Council for approval of individual contracts to conduct the overall review.

The review will identify patterns and practices related to police interactions with the public during investigative stops, searches, arrests, and use of force incidents. The panel will examine police policies, operational practices, training, documentation, accountability systems, corrective and reporting procedures, and technology applications. Substantial interaction and listening sessions with community members, groups, and police personnel is an integral part of the process. Other areas the panel is expected to review include community policing and engagement, Internal Affairs complaints, recruitment, hiring, promotions, critical incident interactions with the mental health community and interactions with youths. Ultimately, it is expected that recommendations developed by the panel will provide a roadmap and focus areas for police department change and oversight.

The panel will be led by two locally based professionals, **Dr. Alex del Carmen** and **Dr. Theron L. Bowman**. Both have strong local and national ties with extensive police reform experience. Other panel members include:

- **Jonathan Smith** – Washington Lawyers' Committee and former USDOJ Civil Rights Division Chief;
- **Emily Gunston** – Washington Lawyers' Committee and former USDOJ Civil Rights Division Deputy Chief;
- **Lynda Garcia** – Policing Campaign Director, The Leadership Conference on Civil and Human Rights;
- **Tom Petroski, JD** - former FBI Dallas Chief Legal Counsel;
- **Marcia Thompson, Esq** – law enforcement and civil rights attorney and consultant;
- **Dr. Rita Watkins** - Executive Director of the Law Enforcement Management Institute of Texas.

Bios of each panel member are attached. Additional information on each panelist is available at their respective organization websites.

It is expected that a resolution will be placed on the City Council meeting agenda for November 19th to approve the creation of a panel of experts as outlined above. Following approval of the formation of the panel, the City Manager will enter into contracts with each consultant or associated organization for a total of up to 1500 hours at a negotiated rate of \$250. The panel members will bill on an hourly basis, plus expenses related to travel and accommodations when appropriate. Dr. del Carmen and Dr. Bowman will lead the efforts to assign each panelist with work based on their specialty and expertise. The initial steps of reviewing current policies and practices along with the community listening and information gathering sessions will inform the subsequent phases as the review moves forward. No individual member of the panel is guaranteed a specific amount of work. The co-leads will have the pool of experts to consult with and bring in as needed.

The review process will begin immediately upon contracts finalization and it is expected to continue for several months resulting in periodic reports with recommendations on changes and improvements. A more structured schedule will be developed and refined once the preliminary phases have been undertaken.



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If you have any questions concerning this information, please contact Jay Chapa, Assistant City Manager at 817-392-5804 or Jesus.Chapa@fortworthtexas.gov

**David Cooke
City Manager**