

Police Policies Review Scope of Work

In anticipation of the hiring of the Police Monitor, who will be responsible for leading the activities and operations of the Police Oversight Office, and in response to recent officer involved shootings, the City Manager will engage a third-party review of Police Department policies and practices as outlined below. This review will be conducted by national experts with knowledge and experience in police applications of procedural justice, biased based policing, investigative best practices and use of force.

Phase I

Goal: Identify patterns and practices related to police interactions with the public during investigative stops, searches, arrests, and use of force incidents.

- A review and report of the evolution/changes of Police policies related to Stops, searches, arrests, Use of Force, Implicit Bias, De-escalation and Procedural Justice from 2014 to 2019.
- Detailed review of current Stops, searches, arrests, and Use of Force related policies and practices to include training, documentation, accountability, audit, corrective and reporting procedures and technology applications with recommendations on potential improvements.
- Detailed review of policies, training and accountability systems related to achieving biased free policing with recommendations on potential improvements.
- Detailed review of current De-escalation policies, practices and training with recommendations on potential improvements.
- Initiation of community engagement program, conduct community listening sessions, engage community leaders from diverse communities.

Phase II

Goal: Review overall other police policies, general orders and practices related to interactions with the public and citizens to identify opportunities to improve trust and confidence in the police department. These should include Community Policing and Engagement, Misconduct complaints (The apparatus for receiving and acting on internal and external police complaints), Recruitment, Hiring, and Promotions, Critical Incident Interactions (Mental Health) and Interactions with Youths.

- A review of training associated with traffic stops and other more routine police-community interactions. Provide recommendations for improvement.
- A review of accountability and discipline related procedures.
- Our reach throughout the Ft. Worth community to engage diverse community members and develop confidence in the recommendations and reform process.
- Publish report of conclusions and recommendations.