



Office of the Police Oversight Monitor

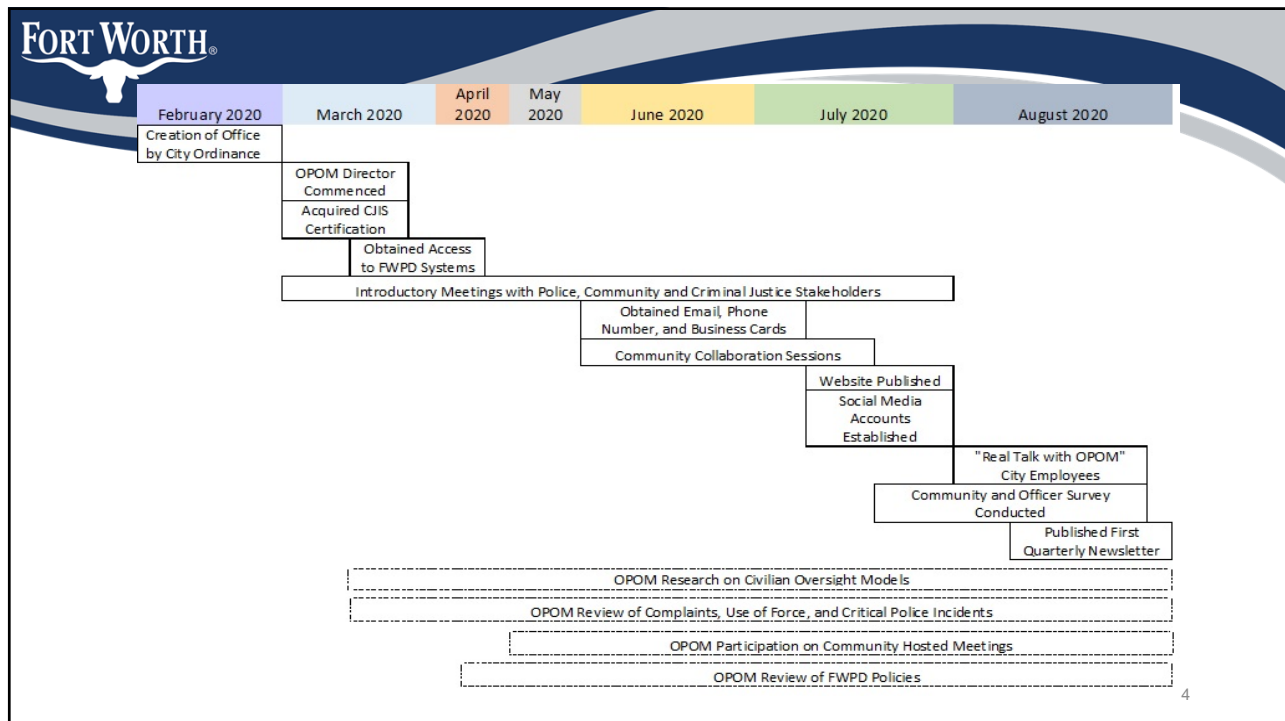
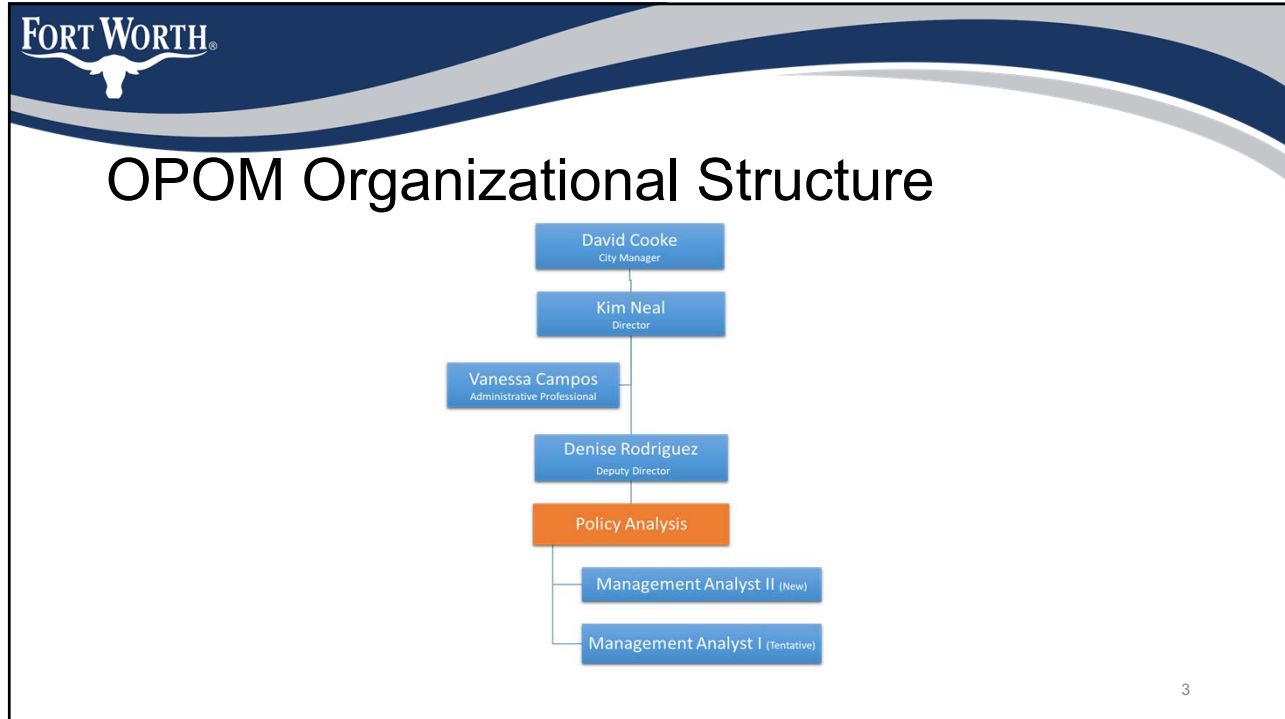
Kim Neal, Director, Office of the Police Oversight Monitor



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





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 Inquires 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

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Complaint/Commendation Intake, Review and Monitor Recommendations

- 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

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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

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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

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Introductory Meetings with Stakeholders

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

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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?

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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

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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

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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

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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

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Public Affairs

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

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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

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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

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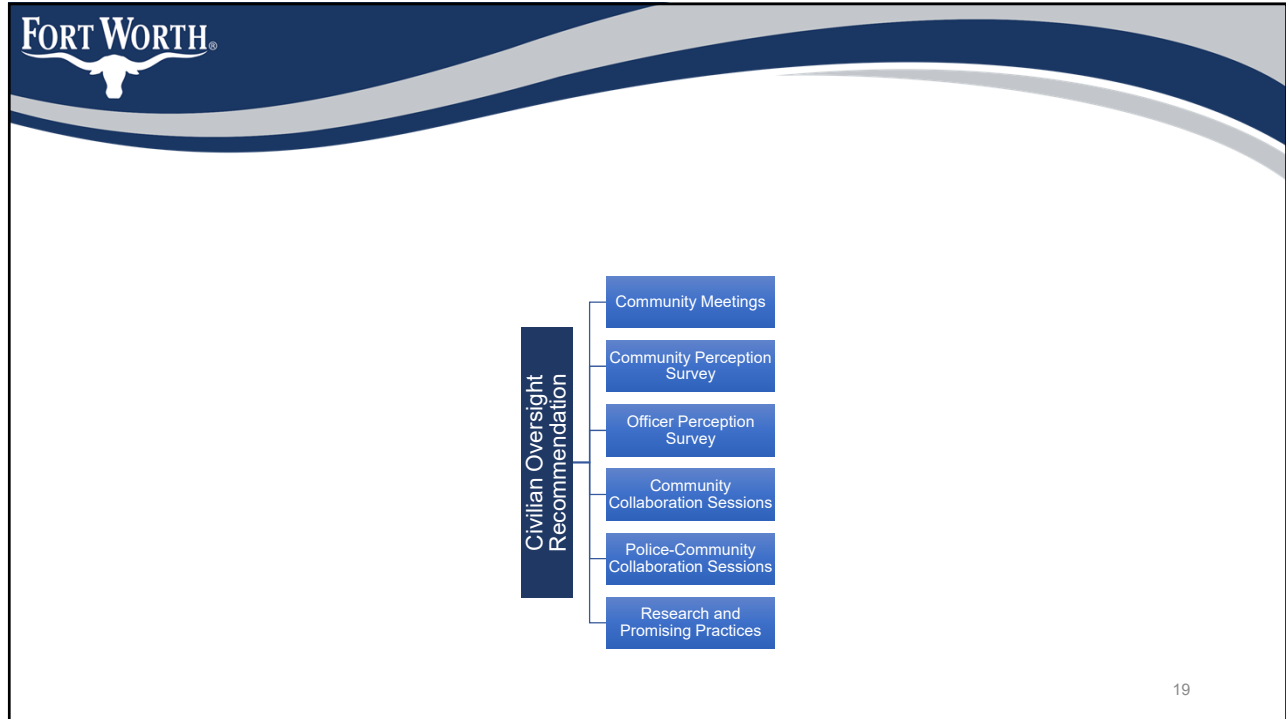


Process: Civilian Oversight Recommendation

- 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



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Timeline: Civilian Oversight Recommendation

Activity	Timeframe
Release Reports on Community Perception and Officer Survey Results	August 2020
Conduct Community-Police Collaboration Sessions	September 2020
Release Summary of Collaborative Recommendations from Community-Police Collaboration Sessions	September 2020
Finalize Recommendation on Civilian Oversight Review Model	September – October 2020
Deliver Proposed Recommendation on Civilian Oversight Review Model to City Council and City Leaders	October 20, 2020

Thank you!

Office of the Police Oversight Monitor

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