

21st Century Policing Subcommittee Recommendations

Committee Members:

Chenelle A. Jones, Ph.D.

Traci Shaw,

Oleatha Waugh



Task Force on 21st Century Policing

Co-Chairs

Charles Ramsey, Commissioner, Philadelphia Police Department

Laurie Robinson, Professor, George Mason University

Members

- Cedric L. Alexander, Deputy Chief Operating Officer for Public Safety, DeKalb County, Georgia
- Jose Lopez, Lead Organizer, Make the Road New York
- Tracey L. Meares, Walton Hale Hamilton Professor of Law, Yale Law School
- Brittany N. Packnett, Executive Director, Teach For America, St. Louis, Missouri
- Susan Lee Rahr, Executive Director, Washington State Criminal Justice Training Commission
- Constance Rice, Co-Director, Advancement Project
- Sean Michael Smoot, Director and Chief Counsel, Police Benevolent & Protective Association of Illinois
- Bryan Stevenson, Founder and Executive Director, Equal Justice Initiative
- Roberto Villaseñor, Chief of Police, Tucson Police Department



Six Pillars

1. Building Trust and Legitimacy



2. Policy and Oversight



3. Technology and Social Media



4. Community Policing and Crime Reduction



5. Training and Education

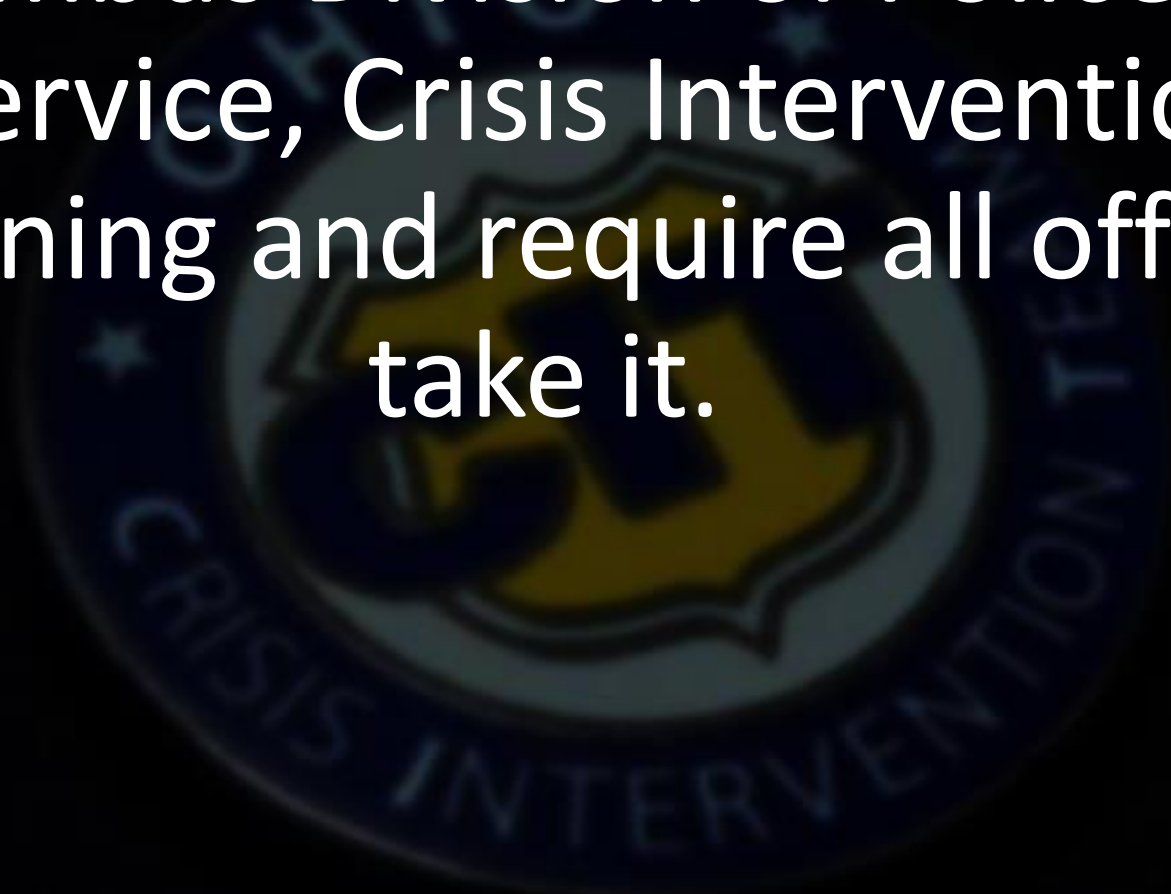


6. Officer Wellness and Safety



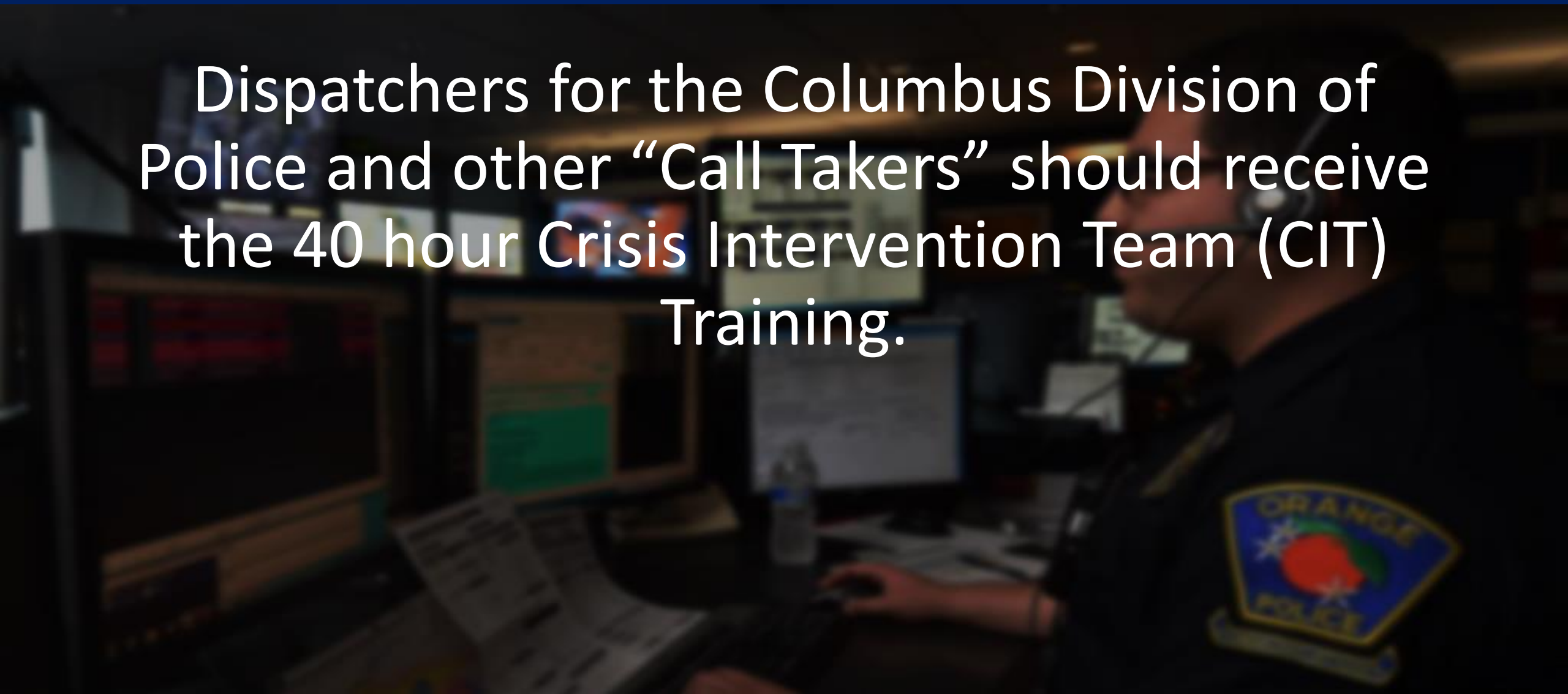
Recommendation #1

The Columbus Division of Police should offer in-service, Crisis Intervention Team (CIT) Training and require all officers to take it.

A faint, circular watermark seal is visible in the background. It features a central shield with a yellow and blue design, surrounded by the text "CRISIS INTERVENTION TEAM" and "COLUMBUS DIVISION OF POLICE".

Recommendation #2

Dispatchers for the Columbus Division of Police and other “Call Takers” should receive the 40 hour Crisis Intervention Team (CIT) Training.



Recommendation #3

The Columbus Division of Police Should
Activate a Mobile Crisis Response Team.

Recommendation #4

The City of Columbus should incentivize an annual mental health assessment for officers in the Columbus Division of Police.



Recommendation #5

The Columbus Division of Police should establish a calendar of regularly scheduled, community-based listening sessions in easily accessible locations across the city.

Recommendation #6

The Columbus Division of Police should collaborate with community-based intervention specialists on crime trends, crime reduction strategies, and intervention services.

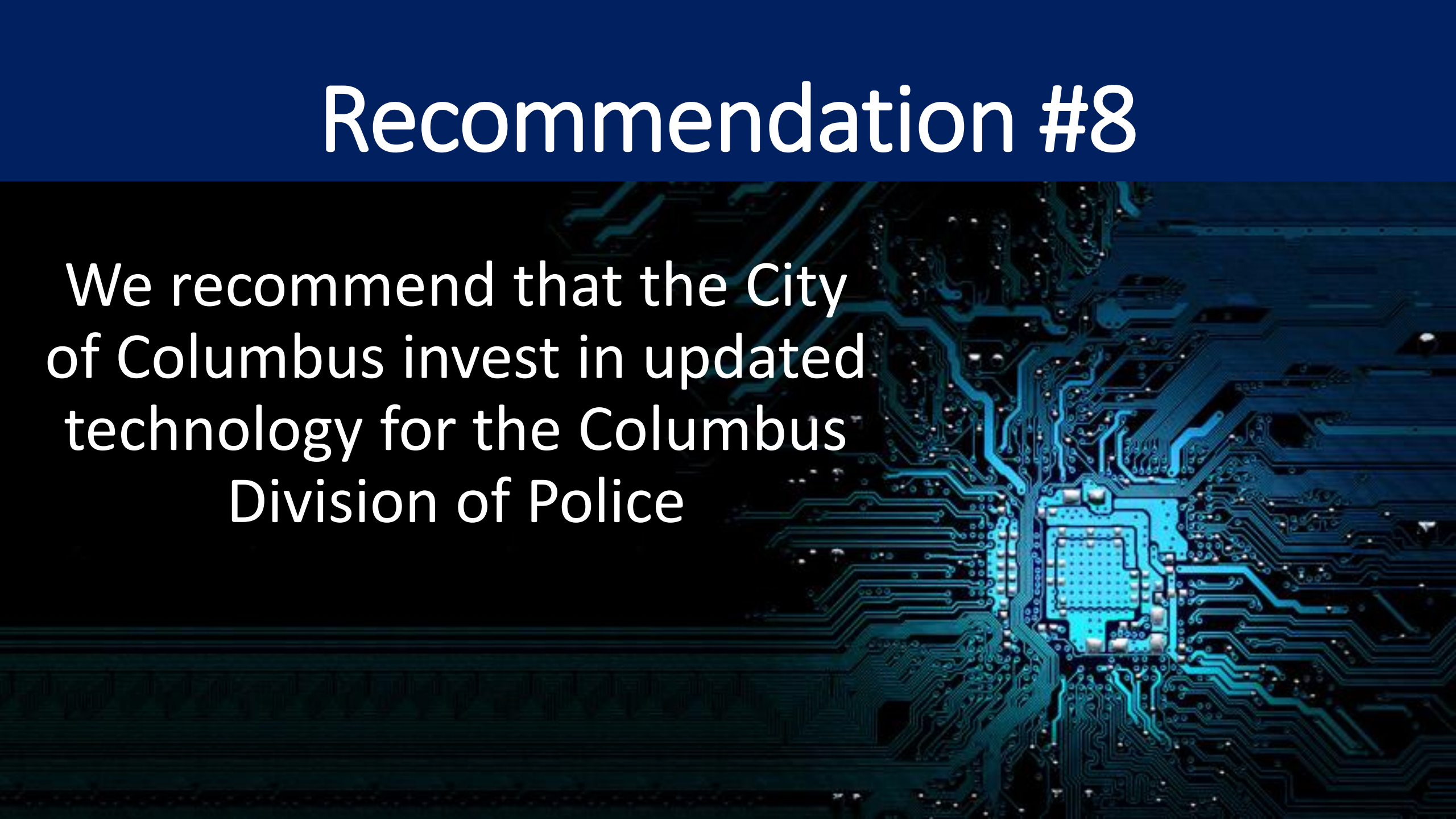


Recommendation #7

The Columbus Division of Police should collaborate with institutions of higher education to develop training, analyze data, and evaluate policies that are implemented by the department.

Recommendation #8

We recommend that the City of Columbus invest in updated technology for the Columbus Division of Police



Recommendation #9

The probationary period should begin after officer's graduate from the Columbus Police Academy.



Recommendation #10

The Columbus Division of Police should add an additional property room in a centrally located position.

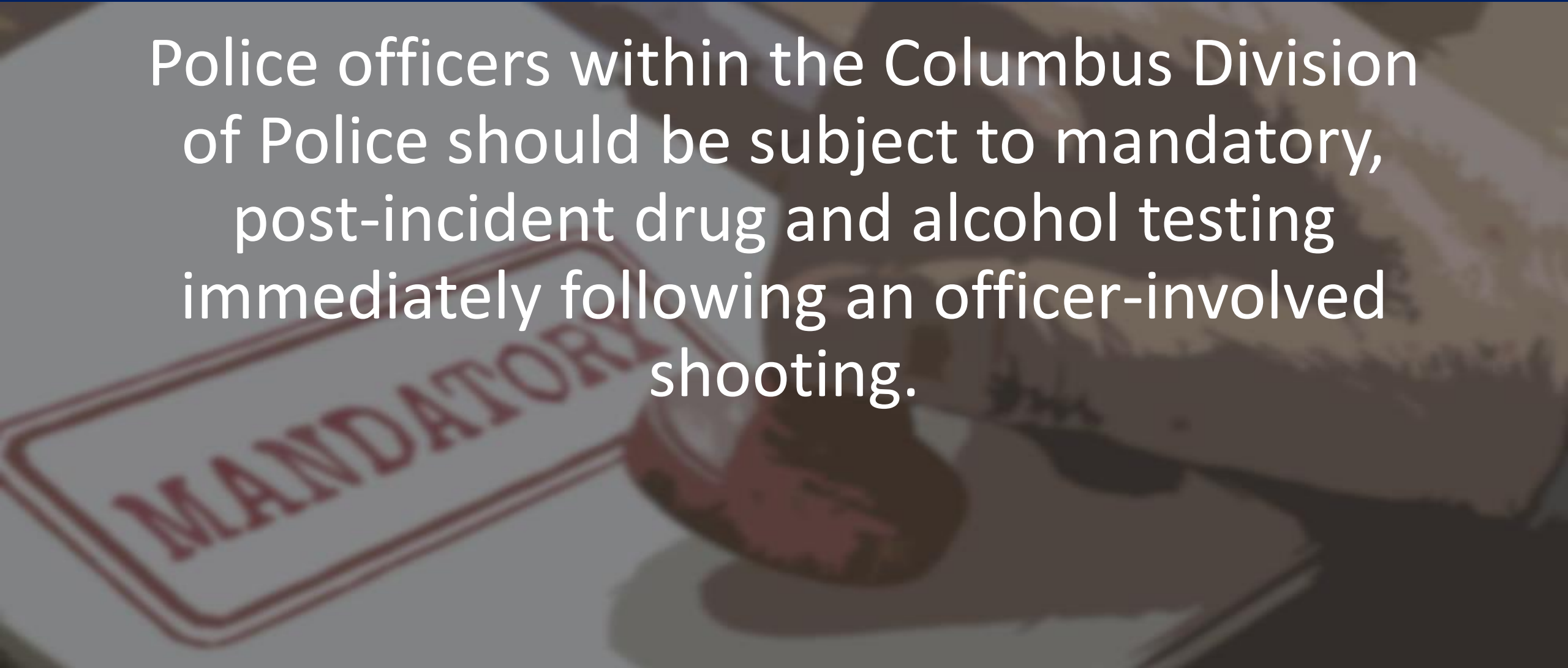
Recommendation #11

The Columbus Division of Police should revise the ABCs of Policing to diversify it's scenario base training.



Recommendation #12

Police officers within the Columbus Division of Police should be subject to mandatory, post-incident drug and alcohol testing immediately following an officer-involved shooting.



Recommendation #13

The Columbus Division of Police should create a Community Affairs/Relations Bureau (CAB) with the primary tasks of establishing, strengthening, and sustaining community relationships and trust.

Recommendations pertaining to the contract between the City of Columbus and the Fraternal Order of Police:

Section 10.6 (A) stipulates that in order to terminate an officer during his/her probationary period, the Public Safety Director must submit a written report to the Civil Service Commission, detailing the officers unsatisfactory performance. The report must be submitted at least ten (10) calendar days prior to the expiration of the probationary period or the officer's appointment will become permanent.

We recommend eliminating the ten (10) calendar day requirement

Section 10.7 allows officers to substitute up to one hundred twenty (120) hours of accrued leave (excluding sick leave) for suspensions resulting from corrective/disciplinary action.

We recommend terminating the leave forfeiture option

Section 10.10 (B) allows the record of written reprimands to be removed from personnel files after a three (3) year period.

We recommend the length of time be changed from three (3) years to the duration of employment with the Columbus Division of Police.

Section 10.10 (C) allows for the record of leave in lieu of suspension be removed after six (6) years from the date of the incident.

We recommend the length of time be changed from six (6) years to the duration of employment with the Columbus Division of Police

Section 10.10 (G) allows entries and records of investigations resulting in counseling, documented constructive counseling, written reprimands, or complaints classified as not sustained to be removed from Division files after three (3) years.

We recommend the length of time be changed from three (3) years to the duration of employment with the Columbus Division of Police regardless if further or no further corrective/disciplinary action has occurred.