

# Memorandum



CITY OF DALLAS

DATE March 29, 2019

TO Honorable Members of the City Council

SUBJECT **Citizens Police Review Board**

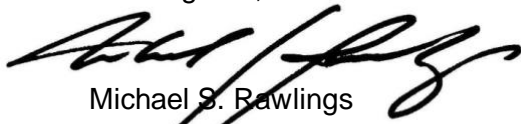
At the February 11, 2019, Public Safety & Criminal Justice Committee meeting, the Committee recommended bringing the proposed recommendations and amendments to the Citizens Police Review Board forward for a full City Council briefing, initially scheduled for March 20. The briefing is now scheduled for the April 3 briefing meeting agenda and will be posted later today. During this briefing, the city manager will update us on the process and recommendations for reform.

As you can see in the attached email, PSCJ Committee Chair Adam McGough believes we should have further public input because this issue is so important. I agree with Chair McGough and am therefore asking that a public hearing be added to next week's agenda to give people an opportunity to speak about the proposed recommendations and amendments to the Citizens Police Review Board.

We will hold the briefing in the morning, followed by comments from City Councilmembers. We will then hold a public hearing beginning no earlier than 12:30 p.m. and lasting no longer than two hours in the City Council Chambers. At the conclusion of that public hearing, I will take one round of closing comments from councilmembers. Those who wish to speak at the public hearing should sign up with the City Secretary's Office until 5 p.m. on Tuesday, April 2, 2019.

I appreciate the work of Assistant City Manager Jon Fortune, Police Chief Renee Hall, as well as Chairman McGough and his PSCJ Committee members. We will listen to councilmembers and the public and take this matter up for a vote expeditiously.

Best regards,



Michael S. Rawlings  
Mayor

c: Chris Caso, City Attorney (Interim)  
Carol A. Smith, City Auditor (Interim)  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizer Tolbert, Chief of Staff to the City Manager  
Majed A. Al-Ghafry, Assistant City Manager

Jon Fortune, Assistant City Manager  
Joey Zapata, Assistant City Manager  
Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer  
M. Elizabeth Reich, Chief Financial Officer  
Laila Alequresh, Chief Innovation Officer  
Directors and Assistant Directors

Mayor Rawlings:

As you are aware, Chief Hall has led numerous discussions around changes and improvements to the Citizen Police Review Board. This entire process is about building trust and transparency. There were several public meetings where presentations were made across the city, and we have had multiple briefings at the Public Safety and Criminal Justice Committee. At the February 11, 2019, public safety briefing, it was clear that there were still some key areas where issues were unresolved. We have spent the last several weeks listening to the community and working with stakeholders to collaborate on potential options to address these issues.

Even though efforts have been made to include every voice, there are still stakeholders who do not feel like they have had a voice in this process. For this reason, I am asking you to hold a public meeting to give interested people the opportunity to voice their concerns and interests in this process that will impact all of us. It is my hope that constructive comments can have an impact on the proposal that ends up being presented to council for vote.

I do not think we can overstate the importance of this issue for the future of Dallas, and I believe this process will help make sure we get this right for all citizens of Dallas and for the men and women serving in our Dallas Police Department.

Respectfully,  
Adam McGough  
Chair of Public Safety & Criminal Justice

# Memorandum



CITY OF DALLAS

DATE March 29, 2019

TO Honorable Mayor and Members of the City Council

SUBJECT **Proposed recommendations and amendments to the Citizens Police Review Board**

On Wednesday, April 3, 2019, Dallas Police Chief U. Renee Hall, will brief the City Council on the Citizens Police Review Board and highlight the Dallas Police Department's recommended changes and amendments to the Board structure.

Throughout the course of the last few months, many groups, associations, and citizens have provided input on possible changes to the Board. This input and research guided the Police Department in the development of their recommendations that coincide with a 21<sup>st</sup> Century Policing Philosophy. The Department hopes that these changes will facilitate integrity-driven policing and strengthen community relationships. This presentation also includes updates from the initial proposal presented to the Public Safety and Criminal Justice Committee on February 11, 2019.

The following details will be presented about the board:

- Board Structure and Staffing
- Complaint Handling Process
- Critical Incidents
- Engagement and Transparency

The briefing materials are attached for your review.

A handwritten signature in black ink that reads "Jon Fortune".

Jon Fortune  
Assistant City Manager

c: T.C. Broadnax, City Manager  
Chris Caso, City Attorney (Interim)  
Carol A. Smith, City Auditor (Interim)  
Billerae Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizzor Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant City Manager  
Joey Zapata, Assistant City Manager  
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Directors and Assistant Directors

# **Proposed recommendations and amendments to the Citizens Police Review Board**

**City Council Briefing**

**April 3, 2019**

**U. Reneè Hall  
Chief of Police  
Dallas Police Department**



# Presentation Overview

- Purpose
- Background History
- Revised Proposal
- Next Steps



# Purpose

- The Dallas Police Department (DPD) continues to seek community focused engagement by implementing best practices consistent with 21<sup>st</sup> Century Policing.
  - Integrity-driven policing that is focused on building trust, strengthening relationships, and community collaboration
- The purpose of this briefing is to present and discuss recommendations on improvements to the CPRB, and how these modifications can help DPD achieve the goals listed above.
  - Includes updates from the initial proposal presented to the Public Safety & Criminal Justice Committee on February 11, 2019

# Background/History

- In October of 2017 the Dallas Police Department began meeting with community groups over concerns with police operations, transparency, and conduct.
- A coalition of community groups felt the Citizens Police Review Board (CPRB) was an ineffective tool for fulfilling the goals of:
  - Building trust
  - Strengthening accountability
  - Improving police/community relations
- Input sought at 7 community meetings in 2019 held throughout the City
- Input also sought from police associations
- DPD presented recommendations to the Public Safety & Criminal Justice Committee (PSCJC) on February 11, 2019
- Based on feedback from PSCJC, residents, and stakeholders, DPD has modified its recommendations

# Revised Proposal – Board Structure & Staffing

- Name changed to Community Police Oversight Board (CPOB)
- Board size to remain at 15 members appointed by City Council
- Creation of the Office of Community Police Oversight (OPO) within the City Manager’s Office
- OPO would include a staff of three
- OPO Director/Monitor would report to the City Manager and functionally support CPOB
- Maintain the current Technical Advisory Committee



# Revised Proposal - External Admin. Complaint Handling Process

- Complaints received by OPO or DPD are centrally logged at OPO (central intake point)
- OPO may recommend:
  - Mediation, Internal Affairs Division (IAD) Investigation or Division Supervisor Investigation
  - Chief Maintains discretion on investigation track and timing
- DPD conducts IAD and Division Supervisor investigations
- OPO will coordinate mediation between complainant and DPD
- For referred Division Supervisor Investigations: OPO will be notified of completed cases
- OPO may monitor external administrative investigations conducted by IAD
  - Most common external complaints involve rudeness, unprofessionalism, and procedural violations
  - Will not be physically present in interview process, but may observe from separate room
  - OPO may request information, submit questions, and provide feedback

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# Revised Proposal – External Admin. Complaint Handling Process

- Chief retains authority of final case disposition and discipline
- Chief will provide written report to CPOB regarding case conclusions
- CPOB may provide report to the PSCJ Committee
- CPOB retains ability to conduct independent investigations and recommend improvements to DPD procedures
  - During Independent Investigations
    - CPOB will retain current subpoena power for non-police officer witnesses
    - Statements from employees and officers who are subject of the investigation may only be provided to OPO under Garrity notice issued by the Chief in accordance with DPD procedures
    - Chief retains authority of final disposition and discipline

# Revised Proposal – Critical Incidents

- DPD will provide notice of critical incidents to OPO/CPOB
- OPO Monitor
  - Has monitoring ability to observe interviews, receive briefing on case details, request information, and provide feedback
  - Must possess minimum qualifications and experience as established by the City Manager
  - Must sign confidentiality agreement
- OPO Monitor may provide update to CPOB
  - At conclusion of administrative and criminal investigations
  - Report may only address the completeness of the investigation
- Chief retains authority of final case disposition and discipline

# Revised Proposal – Engagement & Transparency

- CPOB, OPO, and DPD will establish metrics for transparency
- CPOB will provide annual report to Public Safety and Criminal Justice Committee
- CPOB will engage in community outreach
  - Creating community awareness about complaint process
  - Generating discussion about community & police relationships

# Next Steps

- Based on feedback from City Council on April 3, 2019 Prepare Draft Ordinance for City Council consideration on April 24, 2019.

# **Proposed recommendations and amendments to the Citizens Police Review Board**

**City Council Briefing  
April 3, 2019**

**U. Reneè Hall  
Chief of Police  
Dallas Police Department**



# Appendix Information



# Board Structure and Staffing

	Current	Proposed
<b>Name</b>	Citizen Police Review Board	Community Police Oversight Board (CPOB)
<b>Board Size</b>	15	15
<b>Selection Process</b>	Appointed by City Council	Appointed by City Council
<b>Office of Community Police Oversight (OPO)</b>	No	Created within the City Manager's office to support the operations of the CPOB
<b>Staff</b>	No	Yes, 3 FTEs
<b>Director/Monitor</b>	No	Yes, Reports to the City Manager and functionally supports the CPOB.  Hired by City Manager. Board Chair included in interviews.
<b>Technical Advisory</b>	Yes	Yes



# External Administrative Complaint Process

	Current	Proposed
External Administrative Complaints	Complaints Received and Forwarded to DPD	Complaints received by OPO or DPD and Centrally logged at OPO
Mediation	No	Yes
Investigating Entity	DPD Internal Affairs/Division Supervisor	DPD Internal Affairs/Division Supervisor
Review of Complaints	Yes	Yes
Monitoring During External Administrative Investigations	No	Yes
Determination of Final Disposition and Discipline	Police Chief	Police Chief
Reporting of Case Conclusions	Required to Complainant Only	Complainant and OPO/CPOB
Ability to Conduct Independent Investigations	Yes	Yes, after Chief reports findings of IAD investigation
Ability to Recommend Improvement to DPD Procedures	Yes	Yes
During an independent Investigation, ability to require employees, including involved officer, to provide statement	No	Yes, to the independent investigator (OPO), not the CPOB, under Garrity issued by the Chief using guidelines established by DPD
Able to Subpoena Witnesses	Yes, but not the involved officer	Yes, but not the involved officer

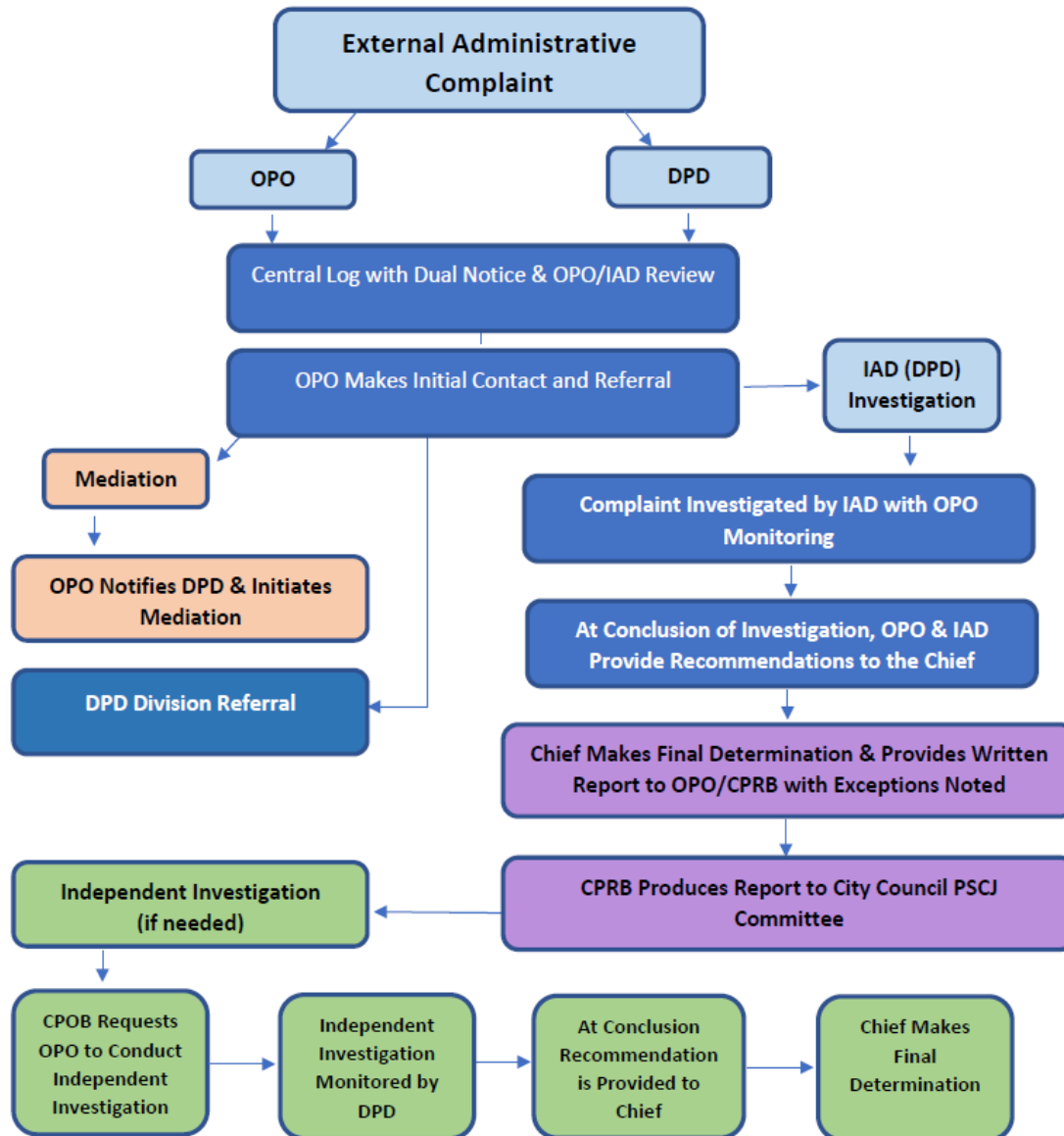
# Critical Incidents

	Current	Proposed
Notice of Critical Incidents	No	Yes
Monitoring of Investigations	No	Yes, by Monitor within the OPO who must possess minimum qualifications and experience as established by the City Manager
Confidentiality Agreement of Monitor	N/A	Yes, prior to reviewing any case details
Updates to CPOB	N/A	At the conclusion of administrative and criminal investigations
Determination of Final Disposition and Discipline	Police Chief	Police Chief

# Community Engagement & Transparency

	Current	Proposed
Regular Reporting to City Council	Not Required	Yes, to the Public Safety and Criminal Justice Committee
Community Engagement	Allowed	Allowed/Encouraged

# Revised Proposal – External Administrative Complaint Handling Process



# Revised Proposal - Critical Incident Process

