

#	Recommendation	Concerns	Recommended Changes to Address Concerns
Policies and Procedures Ad Hoc Work Group Recommendations			
1	<p>The Taskforce recommends that: the City Council establish a permanent Commission for ongoing review and attention to law enforcement and community safety in Dublin.</p> <ul style="list-style-type: none"> a) This Commission would be selected by the City Council using a similar process to the selection of this Task Force and recommendations will be made to the City Council. b) The Commission will not be overseen by or have members chosen by Dublin Police Services, the Alameda County Sheriff's Office, or Dublin city staff. c) The Commission would support the City in taking action and ongoing oversight and implementation of approved recommendations of this Taskforce, as well as play an ongoing role to enhance police-community relations in Dublin. d) The Commission may also consider adopting a harm reduction and/or procedural justice framework for policing. The Taskforce recommends the use of this framework to focus on community experiences with police, not just the final outcomes. e) The Taskforce recommends that the Commission utilize DPS and other data to set benchmarks in reducing traffic stops, minor crimes and traffic violations, and other minor infractions. f) The Commission is in addition to the Civilian Oversight body being considered at the county level. 	<p>California state law creates some limitations on the authority of a policy commission.</p> <p>Control over most aspects of the administration of the City and its employees is assigned to the City Manager. This includes the Chief of police who, under state law, has expressly assigned control over the police department. The City Council does not have the ability to create a commission that exerts "control" over the police department, as such a body would conflict with State Law. "Control" includes any actions related to discipline, or requiring the implementing of policies, procedures, or practices.</p> <p>Under the ACSO contract, the Sheriff has supervision and control over the standards of performance.</p> <p><i>As such recommendation parts 1c, 1d, 1e, should be reviewed with this legal framework in mind. A commission created by the City Council would be advisory because it could not exercise control over the police department (e.g., commission could not mandate that ACSO implement the commission's recommendations, policies, or benchmarks.)</i></p> <p>The Civilian Oversight Body being considered at the County level would be the appropriate body to address the parts 1d and 1e above. Recommending the advocacy for a Dublin specific seat on that body would ensure Dublin related issues are brought to the forefront to a body with the more authority to investigate and make recommendations for changes requested by the Task Force.</p>	<p>The Task Force recommends that the City advocate for the creation of a Sheriff Oversight Board and Inspector General and that the City advocate for permanent seat on the Board.</p> <p>The Task Force recommends that the City advocate for the Sheriff Oversight Board and Inspector General position study harm reduction and procedural justice framework for policing and develop recommendations for the implementation of best practices identified from said study.</p>

2	<p>The Taskforce recommends that: the City Manager hire a consultant to provide capacity and expertise in supporting enhanced collaboration between the Dublin community, Dublin City Council, Dublin city staff, and Dublin Police Services. This consultant should bring expertise in law enforcement-community relations and serve as an outside support to the city.</p>	<p>Police Services are performed under contract with the Alameda County Sheriff's Office. The Sheriff has supervision and control over the employees providing services including items like standards of performance, training, and discipline. Any changes to the policies under which the Sheriff's department operates would require further discussions with the Sheriff and potentially contract amendments.</p> <p>Recommendation 2 is implementable; however, this work would have to be done in cooperation with the Alameda County Sheriff's Office.</p>	<p>The Task Force Recommends that the City Manager hire a consultant to provide capacity and expertise in supporting enhanced collaboration between the Dublin Community, Dublin City Council, Staff, Dublin Police Services, <i>and the Alameda County Sheriff's Office</i>. This Consultant should bring expertise in law enforcement-community relations and serve as additional support to the City.</p>
3	<p>The Task Force recommends that: data be collected in the following categories to help establish benchmarks in reducing nonviolent police interactions:</p> <ol style="list-style-type: none"> Number of consent vs. Probable Cause searches The amount of time DPS spends on responding to noncriminal activity vs. minor crime activity vs. violent crime. Pre-stop perception of race of subject prior to them being charged with minor crime with misdemeanor. Police officer's pre-stop perception of the race of individuals they stop. Police officer's basis for reasonable suspicion leading to a stop. 	<p>The Racial and Identity Profiling Act of 2015 (RIPA) requires that, among other things, each California Law enforcement agency collect and annually report their stop data to the Attorney General.</p> <p>ACSO began collecting RIPA-required stop data on 1/1/2021. The State RIPA Board will publish all Stop Data information annually. ACSO data will be available in 2022.</p> <p>RIPA requires that stop data collected include perceived race/ethnicity of a person stopped, as well as the primary basis for the stop, including reasonable suspicion. RIPA also requires that the Basis for a Search be reported including whether consent was given or if there was probable cause. The officer must also provide a brief explanation regarding the basis for the search and must provide additional detail.</p> <p><i>Given these RIPA data collection requirements, items 3a, 3c, 3d, and 3e are generally duplicative with state law.</i></p>	<p>The Task Force recommends that all RIPA required stop data be published on the City's Data Transparency Platform on an annual basis. This will include stop data in the following areas:</p> <ul style="list-style-type: none"> - Perceived race/ethnicity - Primary basis for the stop - Whether consent was given or if there was probable cause.

		<i>ACSO does not have the capacity to develop the data and analysis for item 3b. In the case of pre-stop perceptions of race, there would be no consistent way to collect and track such data due to the different circumstances surrounding how individuals are cited for a misdemeanor (i.e., Cite-Release) as well as other scenarios which would contribute to a lack of consistent, reliable data.</i>	
4	The Taskforce recommends that: de-escalation data collection and reporting is enhanced to increase de-escalation efforts. Furthermore, this de-escalation data should be made transparent and be shared via annual reporting. The Taskforce suggests a goal of 20% increase of de-escalation by end of 2023. For officers who effectively de-escalate, the Taskforce also recommends that they be recognized for their efforts.	<p>De-escalation data is not readily available and quantifiable for the purposes of analysis and publication.</p> <p>As stated earlier, the Sheriff has supervision over the standard of performance of DPS. The City does not have the authority to set those goals, under the current contract.</p>	The Taskforce recommends that the City and ACSO explore ways to collect and report data regarding de-escalation.
5	<p>The Taskforce recommends that: the City Manager request DPS to provide comprehensive reporting for incidents involving Use of Force. Information in this report should include the following:</p> <ol style="list-style-type: none"> The type of force. The types and degree of injury to suspect and officer. Date and time. Location of the incident. Officer's assignment. Number of officers using force in the incident. Officer's activity when force was used (ex. Handcuffing, search warrant, pursuit) Subject's activity allegedly requiring the officer to use force. Officer's demographics (age, gender, race/ethnicity, rank, number of years with [Insert Jurisdiction], number of years as a police officer). 	<p>AB 71 and SB 1421 established standards for Use of Force Data and Reporting requirements. Under AB 71, California Law Enforcement agencies are required to collect and annually report data on specified use of force incidents. For each incident reported, the information reported to the California Department of Justice shall include, but not be limited to:</p> <ul style="list-style-type: none"> The gender, race, and age of each individual who was shot, injured, or killed. The date, time, and location of the incident. Whether the civilian was armed, and, if so, the type of weapon. The type of force used against the officer, the civilian, or both, including the types of weapons used. The number of officers involved in the incident. 	The Task Force recommends that in instances where there is a DPS officer involved shooting or use of force resulting in great bodily injury or death, DPS will make the AB71 and SB1421 data publicly available on the City's Data Transparency Platform.

<p>i) Subject demographics including race/ethnicity, age, gender, gender identity, primary. Language and other factors such as mental illness, cognitive impairment, developmental disability, drug and alcohol use/addiction and homeless.</p> <p>j) Outcome of any investigation regarding the use of force including any disciplinary actions that were taken as a result.</p> <p>k) De-escalation reduction targets.</p> <p>l) Recommendations.</p>	<ul style="list-style-type: none"> The number of civilians involved in the incident. A brief description regarding the circumstances surrounding the incident, which may include the nature of injuries to officers and civilians and perceptions on behavior or mental disorders. <p><i>Given these AB 71 reporting requirements in existing law, portions of item 5 are duplicative.</i></p> <p>Under SB 1421, records relating to the report, investigation, or findings for incidents involving either the discharge of a firearm at a person by a peace officer, or the use of force resulting in death or great bodily injury, are subject to disclosure in response to a CPRA request.</p> <p>All other reports regarding use of force incidents, including investigation and disciplinary records, are confidential and/or exempt from disclosure under state law.</p> <p><i>For 5k, see recommendations 1 & 4 above.</i></p>	
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Staff, Management, and Accountability Ad Hoc Work Group Recommendations

<p>6 The Task Force recommends that: in addition to current hiring criteria utilized by the Chief of DPS, the City Manager, in consultation with the City Council, direct the Chief to include the following selection criteria to guide the Chief of DPS when it comes to hiring law enforcement personnel for DPS:</p> <p>a) Residents of Dublin</p> <p>b) Race/gender/ethnicity/sexual orientation representation to reflect the City of Dublin and individuals DPS engages with on a daily basis.</p> <p>c) Community policing engagement experience</p>	<p>See #7 below</p>	<p>See #7 below</p>
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	d) Experience working in diverse communities and/or on diverse teams.		
7	<p>The Task Force recommends that: the City Manager meet with the Chief of DPS annually to review the hiring criteria and DPS demographic data.</p>	<p>Under the current contract, the Sheriff provides personnel and police services in Dublin and the City pays for those services based on actual costs. Under the terms of the agreement, the Sheriff has supervision and control over the employees providing services, including items like standards of performance, training, and discipline. Any changes to the policies under which the Sheriff's department operates would require further discussions with the Sheriff, and potentially contract amendments.</p> <p>State Law expressly assigns control over the police department to the Police Chief (GC 38630). The Sheriff has supervision and control over the employees providing services. Any changes would require further discussions with the Sheriff and potentially contract amendments.</p> <p>Under existing law, peace officers are required to meet certain minimum standards during the hiring evaluation process, including a finding that the applicant is free from any physical, emotional, or mental condition that might adversely affect their duties.</p> <p>AB 846 broadens the minimum standards to specific that a disqualifying condition includes implicit and explicit biases. AB 846 requires that when a law enforcement agency evaluates potential peace officers for hiring, the evaluation must find that the applicant is free from any bias against race or ethnicity, gender, nationality, religion, disability, or sexual orientation that might adversely affect the exercise of the powers of a peace officer. POST must update its screening regulations and</p>	<p>The Task Force recommends the City publish the demographic data of DPS officers on an annual basis on the City's Data Transparency Portal.</p>

		<p>materials to incorporate this new standard by January 1, 2022.</p> <p>AB 846 specifies that law enforcement agencies must review all peace officer job descriptions and make changes that emphasize community-based policing, familiarization between law enforcement and community residents, and collaborative problem solving, while de-emphasizing the paramilitary aspects of the job.</p>	
8	The Taskforce recommends that: the City Manager annually report to the City Council hiring criteria and demographic data.	See #7.	See #7.
9	The Task Force recommends that: DPS issue a press release within 72 hours after every incident involving use of lethal force by DPS.	None	The Task Force recommends that the City enact an administrative policy which states that the City will issue a press release within 72 hours after every incident involving use of lethal force by DPS.
10	<p>The Task Force recommends that: the City Manager in consultation with the City Council engage an independent third-party to convene an annual DPS Study Session for Dublin residents (to include, but not limited to workshops, breakout groups, open comment, etc.). The DPS Study Session to include:</p> <ul style="list-style-type: none"> a) Report on “best practices” regarding community policing, police disciplinary policies/procedures, law enforcement hiring/recruitment/retention, bias, and other topics that are of interest to all stakeholders involved. b) Issuance of a public report to include findings, recommendations and actions from the DPS Study Session. c) The Task Force recommends that: the City Council direct DPS to provide a public response to Study Session Report findings, recommendations and actions, with such response to include potential revisions and new policies and procedures. 	<p>This kind of public report would be best completed by the Sheriff's Office Inspector General which is anticipated to be created by the Board of Supervisors. This position will have the resources and the ability to set recommendation and follow up actions for ACSO.</p> <p>Under the City's current contract, the Sheriff has supervision and control over the employees providing services, including items like standards of performance. Changes to ACSO policies would require further discussions with the Sheriff and potentially contract amendments.</p>	<p>The Task Force recommends that the City advocate for the creation of a Sheriff's Office Inspector General and Sheriff's Office Oversight Board and that said newly created bodies conduct a public study session to discuss policing best practices and develop a public report which includes findings, recommendations, and actions for the Sheriff's Office.</p> <p>In addition, the Task Force recommends that the City host a facilitated, community educational workshop on 21st century policing and community relations best practices. The workshop will include guided community conversations for those in attendance.</p>

11	The Task Force recommends that: the City Council direct the City Manager in consultation with DPS to develop an online platform to enable civilians to file DPS complaints and commendations through an online form (e.g., ACSO's website/mobile app) and by voicemail to make complaints and commendations easier and safer to report.	ACSO will evaluate the options for this. The quickest way to implement this recommendation would be through an email address. Form functionality on their website and the use of a voice mail option will require further discussion with ACSO.	The Task Force recommends that the City work with ACSO to develop additional methods for residents to file DPS complaints and commendations either through electronic means or voicemail (internal affairs email address).
12	The Taskforce recommends that: non-private DPS complaints and commendations data be available on city websites.	Commendation Data can be uploaded to the City's Data Transparency Portal. ACSO currently reports aggregate complaint data to CalDOJ. The Data is published annually, which could be shared on the City's Data Transparency Portal. Data Categories for these reports are detailed here . The ability of ACSO to bifurcate complaints tied to DPS will require further conversation with ACSO.	The Task Force recommends that the City work with ACSO to publish information regarding DPS complaints and commendations data on the City's Data Transparency Portal.
13	The Taskforce recommends that: the City Manager request DPS to provide a card with information about how to make a complaint, along with the officer's name and badge number, to all people who they stop.	None.	The Task Force recommends the City develop cards for DPS to provide with information on how to make a complaint or commendation.
14	The Task Force recommends that: the City Manager request DPS to compile and make available to the public on a quarterly basis non-private, <ol style="list-style-type: none"> statistics of all complaints and commendations filed with DPS broken down by race, gender, age, time of day, location, and related data, statistics of types of disciplinary actions taken by DPS and for what actions, and statistics on how or if complaints were resolved. 	State law requires collection and reporting of specified Civilians' Complaint Against Peace Officers (CCAPO) data to DOJ, which is published annually. Under state law, commendations and complaints (including disciplinary and resolution information) are considered part of an employee's confidential personnel file. Under Penal Code section 832.7, police officer personnel records, including "information obtained from the records" are confidential (unless it falls within a SB 1421 category requiring disclosure under CPRA).	See #12.

15	<p>The Task Force recommends that: the City of Dublin develop and implement a multidisciplinary mobile crisis team for nonviolent situations.</p> <ul style="list-style-type: none"> a) The team would consist of a licensed behavioral health provider, an Emergency Medical Technician, and a Social Worker. b) The team would be dispatched through 911 calls and would attend to non-violent situations such as: individuals undergoing mental health crisis who do not pose a threat to others, non-criminal homeless activity, community dispute resolutions, youth intervention, and welfare checks. c) This team would begin by operating Monday through Sunday 11am to 9pm. The hours could expand as deemed necessary and as funding allows. d) The purpose of the mobile crisis would be to assess the situation, provide brief supportive interventions, help stabilize crisis matters and assist in connecting individuals to services as well as resources. e) Additionally, the mobile crisis team would be available to provide scenario-based training and consultation to law enforcement, first responders, schools, community providers, families and other community members. 	<p>The City requests flexibility regarding the “development and implementation” language to read as “implementation.” The City may elect to partner with existing programs available in the County rather than develop a program internally.</p>	<p>The Task Force recommends that the City <i>implement</i> a multidisciplinary mobile crisis team for non-violent situations...</p>
16	<p>The Taskforce recommends that: the City of Dublin, in collaboration with DPS. develop and implement co-responder teams consisting of one police officer and one Mental Health Professional (licensed LMFT or LCSW) to respond to situations where people are experiencing a severe mental health crisis that could pose a threat to safety. Components of the collaborative response would be:</p> <ul style="list-style-type: none"> a) Co-responder team would either be first on the scene as dispatched through 911 or be called in by other first responders after initial assessments indicates a necessity of 	<p>The City requests flexibility regarding the “development and implementation” language to read as “implementation.” The City may elect to partner with existing programs available in the County rather than develop a program internally.</p>	<p>The Task Force recommends that the City, in collaboration with ACSO, <i>implement</i> co-responder teams consisting of....</p>

	<p>mental health services where there is a threat to safety.</p> <p>b) Co-responder team would provide immediate help to individuals experiencing a severe mental health crisis, deescalate intense situations, provide accurate on-the-scene mental health assessments, if necessary, include family and/or friends in crucial information gathering process, connect individuals to resources, and assist with transportation to care facilities for services needed in 5150 cases.</p> <p>c) Co-responder team should drive an unmarked police car and wear civilian clothing to intentionally and proactively diffuse tense situations.</p>		
17	<p>The Taskforce recommends that: Dublin Police Services amend the Critical Decision-Making Model (CDM) to require self-evaluation and procedural justice during police response, including the assessment of the proportionality, accountability, necessity, and ethics of police actions. Prompts pertaining to proportionality can be added for further consideration in the CDM.</p>	<p>Under the City's current contract, the Sheriff has supervision and control over the employees providing services, including items like standards of performance.</p> <p>Changes to ACSO policies would require further discussions with the Sheriff and potentially contract amendments.</p>	
18	<p>The Taskforce recommends that: Dublin Police Services' mandatory CPT training for all officers include the following topics, with an emphasis on scenario based, situational decision-making training, specific to the demographics and populations within the City of Dublin:</p> <p>a) Implicit Bias b) Understanding languages and cultural responsiveness c) Understanding people with disabilities d) Community policing e) Use of Force/De-escalation f) Leadership, professionalism, ethics</p>	<p>As discussed in the DPS Training Memo, DPS already provides Use of Force/De-escalation training at least three times a year during firearms trainings and daily briefings. DPS Officers already attend a four (4) hour in-person training course on Implicit Bias and Racial Profiling.</p> <p>DPS officers attend training that covers items 18a-f every two years.</p> <p>The City requests clarification on the prioritization of the trainings and to make sure that the amount of training is reasonable in terms of overall hours.</p>	<p>The Task Force recommends that DPS identify ways to expand the training offerings in 18a-f either through muster room briefings, independent study/self-paced trainings, or additional training days.</p>
19	<p>The Taskforce recommends that: the above topics shall be in addition to the mandatory 24 hours of</p>	<p>There are impracticalities with the recommendation. Dublin does not have local</p>	<p>The Task Force recommends that DPS identify a staff member to serve as a liaison with advocacy</p>

<p>CPT for every DPS officer every two years. The Task Force encourages DPS to develop a work group that would include a representative(s) from Las Positas College and advocacy groups, including the local chapters of the National Alliance on Mental Illness, the National Association for the Advancement of Colored People, and the American Civil Liberties Union to determine the number of hours and the content of training for each topic.</p>	<p>chapters for all of these entities and it remains unclear as to whether they would be able to dedicate resources to DPS for this purpose. Any identified or developed trainings and content would need to be certified by CA POST to ensure consistency with the other training DPS officers receive.</p>	<p>groups, including but not limited to Las Positas College, NAMI, NAACP, and ACLU. Identified liaison would reach out to the nearest chapter of these groups annually to see if they have any items they wish to share or discuss. Based on conversations with those groups, that information will be shared with DPS staff through daily muster trainings.</p>
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