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1	Information/Question	Data Request	Task Assignee (Seed/City/ DPS)	Anticipated Task Completion Date	Answer	TF Meeting Comments	Meeting Answers
2	De-escalation process and procedure?	Provide de-escalation process and procedure Please provide the # of instances of Weapons being pulled last 5 years	DPS		De-escalation is covered under General Order 1.05 Use of Force.	Context over when an officer pulls a weapon? (Brittany Jacobs) What weapons are drawn when? Start with less lethal first? How do they know if the policy has been followed?	
3	Policy regarding duty to report and intercede—in use of force situations What does intercede mean?	Provide policy regarding reporting on interceding w/officer's use of force. Include definition of intercede # of UOF resulting in injury last 5 years. # of Instances of officers threatening the use of force last 5 years.	DPS		General Order 1.05 Use of Force covers the duty to intercede. In the past 5 years we have only had two incidents that resulted in serious injury. The two incidents were for felony crimes in which the suspects fled and were apprehended by a police K-9. We do not collect data on threatening UOF.		Serious Injury: Great Bodily injury/gross disfigurement/ broken bones.
4	Body Cams: When do they come on and when do they go off. Procedures.	Procedure for use of body cams	DPS		General Order 8.17 Body Worn Cameras are activated during all calls for service.		Any time there is a CFS, have to activate the cameras. Traffic Stops, contacting pedestrians. On Constantly
5	Is there a variance in police policies between sheriff's department and contracted cities?		DPS	1/22/2021	No Difference between DPS and ACSO	Is it possible for DPS to have additional policies beyond that County's.	
6	Stops/moving violations compared to demographics	Demographic breakdown of stops and moving violations	DPS		Slides 13 and 14 in the DEI Task Force Power Point contain the requested data.		Will add data to template.
7	Breakdown of prioritization for Calls for Service.	Policies and procedures regarding prioritization for Calls for Service.	DPS		Priority One – All felonies in-progress or just occurred and require an initial two-unit response (e.g. these priorities may involve the danger of grave bodily injury, missing persons, felony persons or property activity and traffic collisions with injury. Priority Two – All misdemeanors where there is a threat of bodily harm or threat of damage to property and are in progress or just occurred. Priority Three – Crimes that have occurred in an unknown time period.		
8	Police interactions with people who do not speak English.	# of police interactions with people who do not speak English last 5 years.	DPS		We do not collect this data point.	Languages spoken in the Department? Have interpretation service through dispatch. Officer calls into number and they use City phones to communicate. 20-30 languages available. What about deaf individuals? Services through the County, ACSO has had ASL certified officers in the past.	
9	Residency Data and Arrest Data (crosstabulation)	# of arrests according to residency of those arrested last 5 years (crosstabulation)	DPS	2/25/2021	On average about 75-80% of arrests are NOT Dublin residents.	Look at residency data and combine with racial demographic data	
10	Breakdown on Use of Force by Resident/Non-Resident and then by Ethnicity.		DPS	2/25/2021			

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1						
2	Staffing process, replacing DPS Staff?	Policies and processes for replacing DPS staff		The contract between the City of Dublin and the County of Alameda states the City will receive replacement personnel in 10 days.	Tie in with row 6	
3	Effectiveness and impact on increases in staffing, training. Evidence/Data and outcomes.	Comparison of increased staff/training vs crime levels last 5 years		There are many factors to take into consideration when trying to define a quantifiable response. There have been numerous legislative changes, mass transportation portals, the closing of the AC Jail in Oakland, the opening of the courthouse, just to name a few factors that have changed in the past five years. I have seen a reduction in the amount of force used in the past five years and I directly attribute that to the professionalism of our staff.	What is the bar set by the department, goals.	Cart the data from Chief. % increases in staffing, crime, population.
4	Department establish annual goals and how is progress monitored.	Provide departmental annual goals and progress towards achievement of goals		The City of Dublin as well as the ACSO creates Strategic Plans. Ideas that are brought forward at these events are regularly monitored through the process.		Pull the strategic plans for TF Meeting.
5	Are there still Dublin police who are in the school districts as School Resources Officers? Who pays for that? City/DUSD?	Data on SRO interactions with students, teachers. Demographic information on interactions at the school.		Yes, the City of Dublin pays for two full time School Resource Officers. In a recent conversation with the DUSD Superintendent he would like to continue the relationship. DUSD is anticipating the opening of a second high school in the near future.		
6	Recruitment/Selection/Hiring and Performance Management of Officers	Provide policies and procedures around recruitment, hiring, and performance evaluation.		The recruitment, hiring and performance evaluations are done by ACSO. ACSO has a full-time Backgrounds and Recruiting Unit, which is stationed at the Regional Training Center in Dublin. Employees receive annual performance evaluations.	include dismissal process. Handling "Bad Apples"-- Admin Leave and then removed. If not a good fit, they will be moved out of DPS and sent to ACSO	Data on # of officers that have been dismissed or moved out of DPS and reasons why? (more specific)
7	What does City oversight entail?	No data request		The City Manager and Sheriff work together to select the command staff at DPS. If for some reason the City requests an employee is no longer assigned to Dublin they can be transferred out. The contract spells out an out clause if the City wishes to pursue their own police department.		
8	Process for internal complaints and is this record disclosed now. Where can this information be found publicly.	Provide policies and procedures for handling internal complaints and confirm if complaints are public		Employees can file a complaint with Internal Affairs and the investigation process is the same as external. Internal Affairs investigations are protected by law unless there is a sustained finding of sexual assault, dishonesty or OIS.	Is this information Public? No. Is this available to the City?	Internal mechanism tracked by HR, if an officer has multiple UOF/Dis. Action/Traffic Accidents. Send internal memo to do a secondary review of the instances to see if there are any commonalities and if there is any training or disciplinary action that needs to be taken. GENERAL ORDER 3.25 PERSONNEL EARLY WARNING SYSTEM.
9	Different ways civilians can file complaints. (This was answered in the PPT)	No data request		Telephone number, ASCO website, Forms at DPS (In person or via mail)		

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10	Disciplinary action: Is that shared across the city, county, state. Ways to know if a police officer has had disciplinary action from another jurisdiction.	Procedures for conducting background checks on officers w/respect to disciplinary action		If a police officer leaves one agency and applies with another a complete background check will be conducted to include any disciplinary action that would be in an Internal Affairs file.	Does this happen when hiring someone from ACSO to DPS? Discretion in the selection of the next officer? Access to background file. Yes-Hold interviews on bi-monthly basis. Access to performance evals/complaints, contract previous supervisors.	
11	How internal investigations with police officers are conducted. Process and procedure, what are they looking for to figure out if misconduct happened.	Provide policies and procedures for internal investigation		An internal vs. external investigation are handled similar. Both are investigated to determine if the allegation occurred.		
12	What are the consequences, disciplinary actions?	Provide information on range of penalties for officer misconduct		The corrective discipline will be consistent with the allegation up to termination and/or criminal charges.		Progressive Disciplinary Action process GO3.07
13	Dublin Officers that are Dublin residents	Provide percentage of officers that are Dublin residents		Two Dublin and 12 Tri-Valley. Out of 59 Sworn Officers		
14	Demographics of the Officers and the Staff in DPS. How does it compare with the Dublin community and those arrested in the Community?	Provide demographic data on 1) DPS officers and 2) DPS staff and how both sets compare w/Dublin community and arrest demographics		City of Dublin Demographics Asian 49%, White 32%, Hispanic 10%, Other 5%, Black 4%. DPS White 76%, Hispanic 9%, Asian 7%, Black 4%, Other 4%, Arrests White 42%, Black 25%, Hispanic 25%, Other 9%	Efforts on diversity recruitment/hiring. Policies at ACSO or City to further diversify the Police Force?	Chief to double check with ACSO Hiring team.
15	Community feedback collected to date, and what that has told us?	Provide community feedback last 5 years	2/11/2021	Resident Satisfaction Longitudinal Data:		
16	How does City police reporting (Data) compare to the County reporting and is it possible to go further at the City level?			Yes, data is the same and its bifurcated from County; Yes, it is possible to collect data further than what is being collected now.		
17						
18	What happens if an officer does not turn on their body cam?			Depends on what took place when the camera was off.		

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2	Learn more about: Axis Mental Health Facility: In Patient, how long.	City provide briefing on Axis Mental Health facility Provide the # of Mental Health Interactions/Mental Health Issues/Substance Abuse Instances last 5 years	DPS/City	
3	70-80% of arrests are of folks from outside the area. Would the Axis facility be for residents of the area? How to ensure it is impacting/supporting our community members verses people who are coming in from outside the area.	City provide briefing on Axis Mental Health facility	City	11-Feb-21
4	Are other communities using social workers who are going out with police officers. What has been the outcome of that?	Seed will conduct preliminary research on models in other cities	Seed	2/11/2021
5	Any collaborative meetings taking place across disciplines (Social Workers, Mental Health Providers) to brainstorm ways to address situations that keep arising (mental health issues, etc.)	City provide briefing on Axis Mental Health facility	City	11-Feb-21
6				
7	Chief's wish list of support/options to help DPS officers.			

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1	Address the reasoning behind having 1,000 hours of training.	No data requested.	DPS	2/25/2021
3	How much time is dedicated to topics in training?	Training topics – training manual	DPS	2/25/2021
4	How often are ongoing trainings taking place? Which ones are they and how frequent?	Training schedule.	DPS	2/25/2021
5	Share examples of what type of curriculum. That is use of force training. What is being taught in that training program.	Use of force curriculum.	DPS	2/25/2021
6	Way to evaluate the training is being implemented and having the desired effect.	Training evaluation tools, systems, compliance monitoring, results analysis	DPS	2/25/2021
7	Continuing education – what requirements are there for ongoing education and training.	Training policy	DPS	2/25/2021

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2	Detailed breakdown on Budget (Supplies and Services). What is this buying?	Detailed breakdown on Supplies & Services	DPS		Mobile Data \$15,500, Travel \$20,000, Training \$15,000, Blood Draws \$20,000, Admin/Fin. Services \$11,700, Document Shredding \$1,500, Uniforms \$3,000, Firearms/Taser/Less Lethal \$20,500, Electronic Equip. Maint. \$115,500, Information Tech. \$52,000
3	Pulsepoint--Similar platform for ACSO/DPS? (Does pulsepoint exist for DPS?) It's a Police Scanner App.		City	1/28/2021	Do not use it. Not common for Police Departments to do this.
4	Public Liability budget line item. If there have not been complaints on DPS, why has that increased significantly?	No data requested.	City/DPS		Information Requested
5	Where are the funds coming from for Crime Prevention? How is the budget broken down between those programs? Rate of usage for crime prevention programs.	Rate of usage: How many and who?	City/DPS		The City of Dublin funds Crime Prevention. The budget is around \$33k with \$10k promotional items, \$5k Red Ribbon Week, \$3.5k Business Watch, \$3k School & Safety Program, \$2k Public Meetings, \$2k Kids in Action, \$2k Bike Rodeos, \$1.5 Trading Cards, \$1.2k Neighborhood Watch.
6	Future of adding crime prevention programs to include topics like unconscious bias for Dublin teens, communicating with police officers.	No data requested.	City/DPS		These topics could be include in our future teen academies.
7					
8					
9	Virtual Crime Prevention Classes during COVID?				Have not done much, but have been holding N.Watch meetings virtually.
10					
11	Bridging Police-Teens (Strategies)				
12	TF: to brainstorm ideas				
13	Per Natasha's comments				