	A	B	C	D	E	F	G
1	**Priority Ranking**	**Subtopic**	**Information/Question**	**Data Request**	**Task Assignee (Seed/City/DPS)**	**Anticipated Task Completion Date**	**Answer/Comments**
2			1/14: De-escalation process and procedure?	1/14: Provide de-escalation process and procedure.	DPS	Completed	1/14: De-escalation is covered under General Order 1.05 Use of Force.
3	1	Use of Force & De-escalation (including demographics)	1/28: Context over when an officer pulls a weapon? What weapons are drawn when? Start with less lethal first? How do they know if the policy has been followed?	1/14: Please provide the # of instances of Weapons being pulled last 5 years.	DPS	Completed	DPS does not track this data point.
4	1	Use of Force & De-escalation (including demographics)	1/14: Policy regarding duty to report and intercede—in use of force situations. What does intercede mean?	1/14: Provide policy regarding reporting on interceding w/officer's use of force. Include definition of intercede.	DPS	Completed	1/14: General Order 1.05 Use of Force covers the duty to intercede.
5				1/14: # of UOF resulting in injury last 5 years.	DPS	Completed	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. 1/28: Serious injury includes: great bodily injury, gross disfigurement, broken bones.
6				1/14: # of Instances of officers threatening the use of force last 5 years.		Completed	DPS does not track this data point.
7	1	Use of Force & De-escalation (including demographics)	1/14: Use of force of residency vs non residency. Further breakdown by ethnicity.		DPS	Completed	Information added to the Data-Charts Tab.
8	2	Arrests (including demographics)	1/14: Residency Data and Arrest Data: Breakdowns.	1/14: # of arrests according to residency of those arrested last 5 years.	DPS	Completed	1/14: On average about 75-80% of arrests are NOT Dublin residents.
9				1/28: Look at residency data and combine with racial demographic data.	DPS	Completed	1/28: Residency vs racial demographics are located on Data-Charts tab
10	3	Other Police Interactions (including demographics)	1/14: Stops/moving violations compared to demographics.	1/14: Demographic breakdown of stops and moving violations.	DPS	Completed	2/4: Data added to Excel File
11	3	Other Police Interactions (including demographics)	1/14: Police interactions with people who do not speak English.	1/14: # of police interactions with people who do not speak English last 5 years.	DPS	Completed	1/14: We do not collect this data point on police interactions with people who do not speak English.
12			1/28: Languages spoken in the departments? What about deaf individuals?	1/28: List of languages spoken, translation services available, process to request.	DPS	Completed	1/28: Have interpretation service through dispatch. Officer calls into number and they use City phones to communicate. 20-30 languages available. Services through the County, ACSO has had ASL certified officers in the past.
13	4	Use of Body Cams	1/14: Body Cams: When do they come on and when do they go off. Procedures?	1/14: Procedure for use of body cams.	DPS	Completed	1/14: General Order 8.17 Body Worn Cameras are activated during all calls for service.
14			1/28: What happens if an officer doesn't turn on the camera?	1/28: Consequences for not turning on camera.	DPS	Completed	1/28: Compliance rate is almost at 100%, but the consequences of not turning it on depend on the severity of the crime. Any time there is a CFS, have to activate the cameras. Traffic Stops, contacting pedestrians. It is on constantly
15	5	Prioritization of Calls for Service	1/14: Breakdown of prioritization for Calls for Service.	1/14: Policies and procedures regarding prioritization for Calls for Service.	DPS	Completed	1/14: 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.
16	N/A	N/A	1/14: Is there a variance in police polices between sheriff's department and contracted cities?		DPS	Completed	1/14: No difference between DPS and ACSO
17	N/A	N/A	1/28: Is it possible for DPS to have additional policies beyond that County's?		DPS	Completed	1/28: Not possible to have additional policies beyond the County's.
18							
19							
20				**KEY**			
21				Green: Requests and/or responses added at 1/28 Meeting			
22				Red: OUTSTANDING ITEMS			
23				White: Completed/addressed Items			

	A	B	C	D	E	F	G
1	**Priority Ranking**	**Subtopic**	**Information/Question**	**Data Request**	**Task Assignee (Seed/City/DPS)**	**Anticipated Task Completion Date**	**Answer**
2	1	Recruitment, Hiring, and Performance Review of DPS Officers & Staff	1/14: Staffing process, replacing DPS Staff?	1/14: Policies and processes for replacing DPS staff	DPS	Completed	1/14: The contract between the City of Dublin and the County of Alameda states the City will receive replacement personnel in 10 days.
3			1/28: Tie in with question re: Recruitment, Hiring, and Management of Officers	1/28: Recruitment, hiring, and management processes	DPS	Completed	See posted Information on Task Force Website.
4	1	Recruitment, Hiring, and Performance Review of DPS Officers & Staff	1/14: Effectiveness and impact on increases in staffing, training. Evidence/Data and outcomes.	1/14: Comparison of increased staff/training vs crime levels last 5 years.	DPS	Completed	1/14: 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.
5				1/28: Cart the data from Chief. % increases in staffing, crime, population.	DPS	Completed	Data to be added to Spreadsheet
6	1	Recruitment, Hiring, and Performance Review of DPS Officers & Staff	1/14: Recruitment/Selection/Hiring and Performance Management of Officers.	1/14: Provide policies and procedures around recruitment, hiring, and performance evaluation.	DPS	Completed	1/14: 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.
7			1/28: Dismissal Process for Officers.	1/28: Data on # of officers that have been dismissed or moved out of DPS and reasons why? (more specific).	DPS	Completed	1/28: Handling "Bad Apples"--Admin Leave and then removed. If not a good fit, they will be move out of DPS and sent to ACSO. Chief can't really share why the 2 officers in the last 3 years were dismissed.
8	2	Reporting	1/14: What does City oversight entail?	1/14: No data request	DPS/City	Completed	1/14: 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. 1/28: No citizens oversight committee. There was legislation passed that allowed the County Board of Supervisors to create oversight over the Sherriff's Office (AB 1185: Sherriff Oversight Board and Inspector General).
9	2	Reporting	1/14: Process for internal complaints and is this record disclosed now. Where can this information be found publicly. 1/28: Is it available to the City?	1/14: Provide policies and procedures for handling internal complaints and confirm if complaints are public	DPS	Completed	1/14: 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. General order 3.07
10					DPS	Completed	1/28: Internal complaints are not public. Within DPS: 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.
11	2	Reporting	1/14: Different ways civilians can file complaints.	1/14: No data request	DPS	Completed	1/14: 1. Telephone number for Internal Affairs: (510) 208-9800 2. ASCO website: https://www.alamedacountysheriff.org/admin_ia_complaint.php 3. Forms at DPS (In person or via mail)
12	2	Reporting	1/14: How internal investigations with police officers are conducted. Process and procedure, what are they looking for to figure out if misconduct happened.	1/14: Provide policies and procedures for internal investigation	DPS/City	Completed	1/14: An internal vs. external investigation are handled similar. Both are investigated to determine if the allegation occurred. 1/28: GO 3.07
13	2	Reporting	1/14: Community feedback collected to date, and what that has told us?	1/14: Provide community feedback last 5 years	City	Completed	2019 Community Survey Statistics: Perception of Safety Question on Data-Charts Tab.
14	2	Reporting	1/14: How does City police reporting compare to the County reporting and is it possible to go further at the City level?	1/14: No data available or collected at the moment	DPS	Completed	1/14: Yes, the City and County reporting is the same, but they can arrange it differently for Dublin specific incidents. It is possible to collect data further than what is being collect right now, but it varies depending on the scope. This involves working with their vendor to add the specific data point. Cost associated with this is high. **1/28: What is the data does the TF want to find out?**
15	3	Disciplinary Action	1/14: Disciplinary action: Is that shared across the city, county, state. Ways to know if a police officer has had disciplinary action from another jurisdiction.	1/14: Procedures for conducting background checks on officers w/respect to disciplinary action	DPS	Completed	1/14: No, the information is confidential. 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.
16			1/28: Does this happen when hiring someone from ACSO to DPS? Discretion in the selection of the next officer?		DPS	Completed	1/28: Access to background file. Yes-Hold interviews on bi-monthly basis. Access to performance evals/complaints, contract previous supervisors.
17	3	Disciplinary Action	1/14: What are the consequences, disciplinary actions?	1/14: Provide information on range of penalties for officer misconduct	DPS	Completed	1/14: The corrective discipline will be consistent with the allegation up to termination and/or criminal charges. 1/28: GO 3.07
18	3	Disciplinary Action	1/28: What happens if an officer does not turn on their body cam?		DPS	Completed	**1/28: GO 3.07**

	A	B	C	D	E	F	G
19	4	Demographics of Officers & Staff at DPS	1/14: Dublin Officers that are Dublin residents	1/14: Provide percentage of officers that are Dublin residents	DPS	Completed	1/14: Two Dublin and 12 Tri-Valley in a force of 59 officers.
20	4	Demographics of Officers & Staff at DPS	1/14: Demographics of the Officers and the Staff in DPS. How does it compare with the Dublin community and those arrested in the Community?	1/14: Provide demographic data on 1) DPS officers and 2) DPS staff and how both sets compare w/Dublin community and arrest demographics.	DPS	Completed	1/14: : 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%. Data added to Spreadsheet.
21				1/28: Efforts on diversity recruitment/hiring. Policies at ACSO or City to further diversify the Police Force?	DPS	Completed	1/28: Chief to double check with ACSO Hiring team on diversity recruitment and hiring. Could have sergeant who oversees recruitment come and speak w/TF; for Seed to double check w/TF and see if this is what they want.
22	5	DPS Annual Goals	1/14: Department establish annual goals and how is progress monitored.	1/14: Provide departmental annual goals and progress towards achievement of goals	DPS	Completed	1/14: 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.
23			1/28: What is the bar set by the department, goals?		DPS/City	Completed	Strategic Plans will be uploaded to TF Website.
24		N/A	1/14: Are there still Dublin police who are in the school districts as School Resources Officers? Who pays for that? City/DUSD?	1/28: Provide interaction and demographic data for SRO interaction w/students and teachers (how many calls of service, for example)	DPS	early March	1/14: 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.
25							
26				**KEY**			
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28				Red: OUTSTANDING ITEMS			
29				White: Completed/addressed Items			

	A	B	C	D	E	F	G
1	**Priority Ranking**	**Subtopic**	**Information/Question**	**Data Request**	**Task Assignee (Seed/City/DPS)**	**Anticipated Task Completion Date**	**Answer**
2	1	Frequency and Efficacy of Training	1/14: Address the reasoning behind having 1,000 hours of Training.	1/14: No data requested.	DPS	Completed	
3	1	Frequency and Efficacy of Training	1/14: How much time is dedicated to topics in training?	1/14: Training topics – training manual	DPS	Completed	Reference posted on the TF Website
4	1	Frequency and Efficacy of Training	1/14: How often are ongoing trainings taking place? Which ones are they and how frequent?	1/14: Training schedule.	DPS	Completed	
5	1	Frequency and Efficacy of Training	1/14: Way to evaluate the training is being implemented and having the desired effect.	1/14: Training evaluation tools, systems, compliance monitoring, results analysis	DPS	Completed	
6	2	Types of Curriculum	1/14: Share examples of what type of curriculum. That is use of force training.	1/14: Use of force curriculum?	DPS	Completed	Reference posted on the TF Website
7			What is being taught in that training program.	1/28: Include Student Workbook?	DPS	Completed	Reference posted on the TF Website
8	3	Ongoing Education and Training	1/14: Continuing education – what requirements are there for ongoing education and training.	1/14: Training policy	DPS	Completed	
9							
10				**KEY**			
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	A	B	C	D	E	F	G	H
1	**Priority Ranking**	**Subtopic**	**Information/Question**	**Data Request**	**Task Assignee (Seed/City/DPS)**	**Anticipated Task Completion Date**	**Answers**	
2	1	Collaboration w/Social Workers, Mental Health Providers, and DPS	1/14: Are other communities using social workers who are going out with police officers. What has been the outcome of that?	1/14: Seed will conduct preliminary research on models in other cities (*including programs within Alameda County and Bay Area)*	Seed	2/11/2021	From Seed: The most comprehensive police social work practice is found in Illinois and Wisconsin. Police social workers are employed within more than 35 police departments and provide a variety of services in response to domestic violence, elder abuse and mental health. A critical incident response is also provided (Services, 2007). These police social workers are also members of the Association of Police Social Workers (APSW). The mission of the APSW is to promote the development and practice of social work services that are provided within police department settings. At the Houston Police Department, a licensed clinical social worker or caseworker rides along when police answer an emergency call regarding a person presumed to be mentally ill. Some 30 of those ride-along professionals now work out of that department's relatively new Mental Health Division. In Wisconsin, the Madison Police Department Mental Health Liaison Program has similar pairings of health clinicians and cops, otherwise known as crisis intervention response teams. The One Mind Campaign seeks to ensure successful interactions between law enforcement and people in crisis and/or with mental health issues or disorders. The initiative focuses on uniting local communities, public safety organizations, and mental health organizations so that the three become "of one mind." To join the campaign, law enforcement agencies must pledge to implement four promising practices over a 12-36 month time frame. These practices include: 1) Establish a clearly defined and sustainable partnership with one or more community health organizations; 2) Develop and implement a model policy addressing law enforcement response to people in crisis and/or with mental health issues or disorders; 3) Train and certify 100 percent of sworn officers (and selected non-sworn staff, such as dispatchers) in mental health awareness courses by: Providing Mental Health First Aid training (or equivalent) to 100 percent of officers (and selected non-sworn staff); and, Providing collaborative crisis response training to a minimum of 20 percent of sworn officers (and selected non-sworn staff). Added 2/15: Health care workers replaced Denver cops in handling hundreds of mental health and substance abuse cases–and officials say it saved lives. https://www-cbsnews-com.cdn.ampproject.org/c/s/www.cbsnews.com/amp/news/denver-health-professionals-replaced-cops-in-handling-hundreds-of-low-level-incidents-for-6-months-and-successfully-did-so-with-no-arrests/#app	
3	1	Collaboration w/Social Workers, Mental Health Providers, and DPS	1/14: 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.)	1/14: City provide briefing on Axis Mental Health facility (to include staff report, presentation, and video)	City	Completed	Information to be provided in Packet (Staff Report, Presentation, AXIS Proposal)	
4	1	Collaboration w/Social Workers, Mental Health Providers, and DPS	1/28: Chief's wish list of support/options to help DPS officers	1/28: Chief's first priority to have mental health support available. Chief to come up with additional items to share	DPS	Completed	The Chief shared his thoughts on the need for a robust mental health system. The Axis Proposal is a first step to achieveing this.	
5	2	Information on Axis	1/14: Learn more about: Axis Mental Health Facility: In Patient, how long.	1/14: City provide briefing on Axis Mental Health facility	City	Completed	Information to be provided in Packet (Staff Report, Presentation, AXIS Proposal)	
6				Provide the # of Mental Health Interactions/Mental Health Issues/Substance Abuse Instances last 5 years. 1/28: Chief to pull data for last year or so (5150s for 2017-2019).	DPS	Completed	2/11: Uploaded to TF Website.	
7	2	Information on Axis	1/14: 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.	1/14: City provide briefing on Axis Mental Health facility (to include staff report, presentation, and video).	City	Completed	Information to be provided in Packet (Staff Report, Presentation, AXIS Proposal)	
8				1/28: To include more information on Alameda County's pilot mental health services to seed. John to share PDF on pilot.	City to Seed	Completed		
9								
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1	**Priority Ranking**	**Subtopic**	**Information/Question**	**Data Request**	**Task Assignee (Seed/City/DPS)**	**Anticipated Task Completion Date**	**Answers**
2	3	DPS Funding Distribution	1/14: Detailed breakdown on Budget (Supplies and Services). What is this buying?	1/14: Detailed breakdown on Supplies & Services	DPS	Completed	1/14: 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	3	DPS Funding Distribution	1/14: Public Liability budget line item. If there have not been complaints on DPS, why has that increased significantly?	1/28: Details on public liability increase	City/DPS	Completed	3/11: Presentation on budgeting uploaded to TF Website
4	3	DPS Funding Distribution	1/14: Where are the funds coming from for Crime Prevention? How is the budget broken down between those programs?		City/DPS	Completed	1/14: 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.
5			Rate of usage for crime prevention programs.	1/28: Rate of Usage: How many and who?		Completed	2/11 Uploaded to City Website
6	3	DPS Funding Distribution	1/14: Future of adding crime prevention programs to include topics like unconscious bias for Dublin teens, communicating with police officers.	1/14: No data requested.	City/DPS	Completed	1/14: These topics could be include in our future teen academies.
7		N/A	1/14: Pulsepoint--Similar platform for ACSO/DPS? (Does pulsepoint exist for DPS?)	1/14: No data requested.	City	Completed	1/14: Do not use it. Not common for Police Departments to do this.
8		N/A	1/28: Virtual Crime Prevention Classes during COVID?			Completed	1/28: Have not done much, but have been holding Neighborhood Watch meetings virtually.
9		N/A	1/28: Bridging Police-Teens (Strategies)			N/A	1/28: TF to brainstorm ideas on bridging DPS and Dublin community
10							
11				**KEY**			
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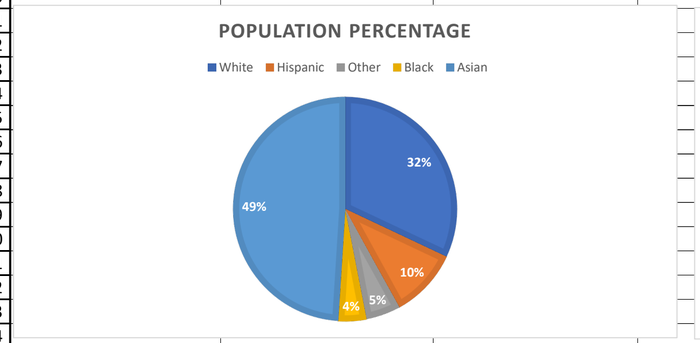
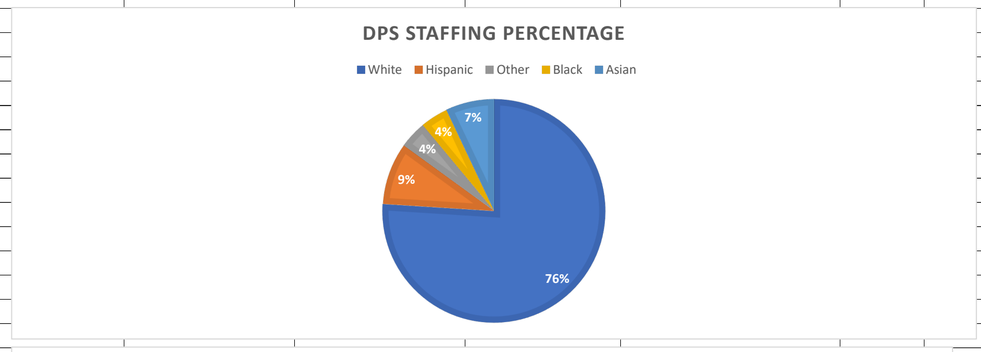
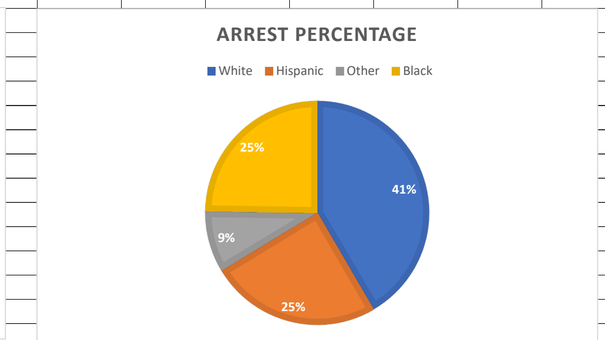
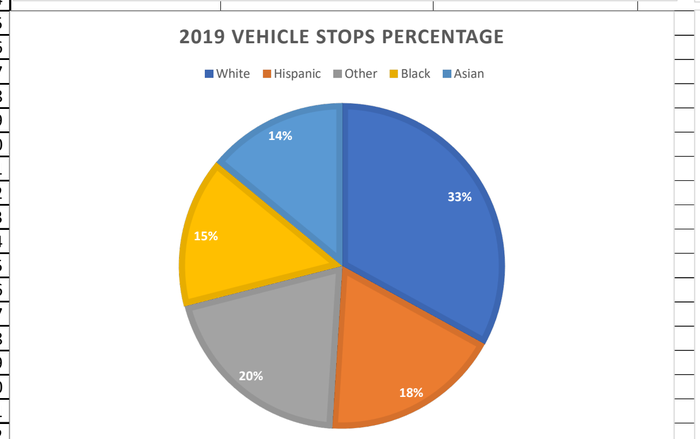
Data Visualization

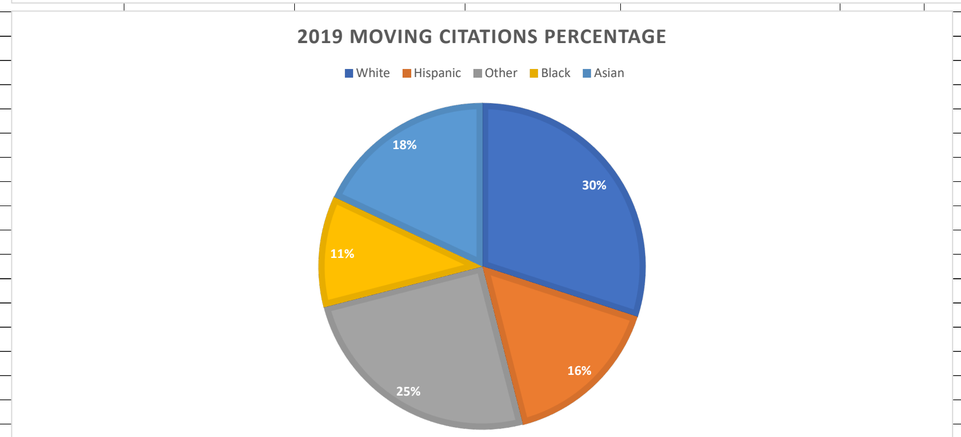
Race	Population Percentage	DPS Staffing Percentage	2019 Arrest Percentage	2019 Vehicle Stops Percentage	2019 Moving Citations Percentage
White	32%	76%	42%	33%	30%
Hispanic	10%	9%	25%	18%	16%
Other	5%	4%	9%	20%	25%
Black	4%	4%	25%	15%	11%
Asian	49%	7%		14%	18%



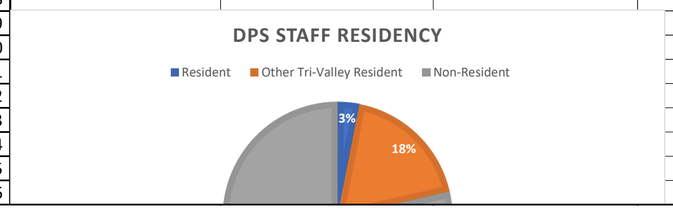




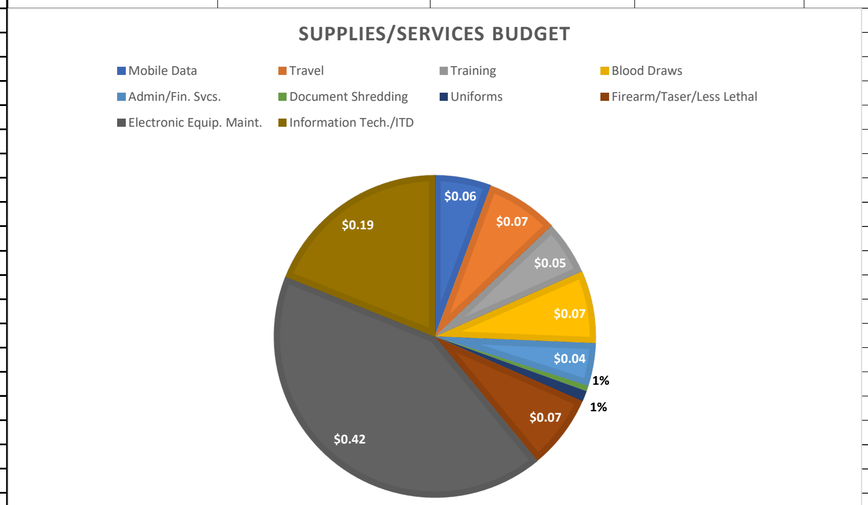


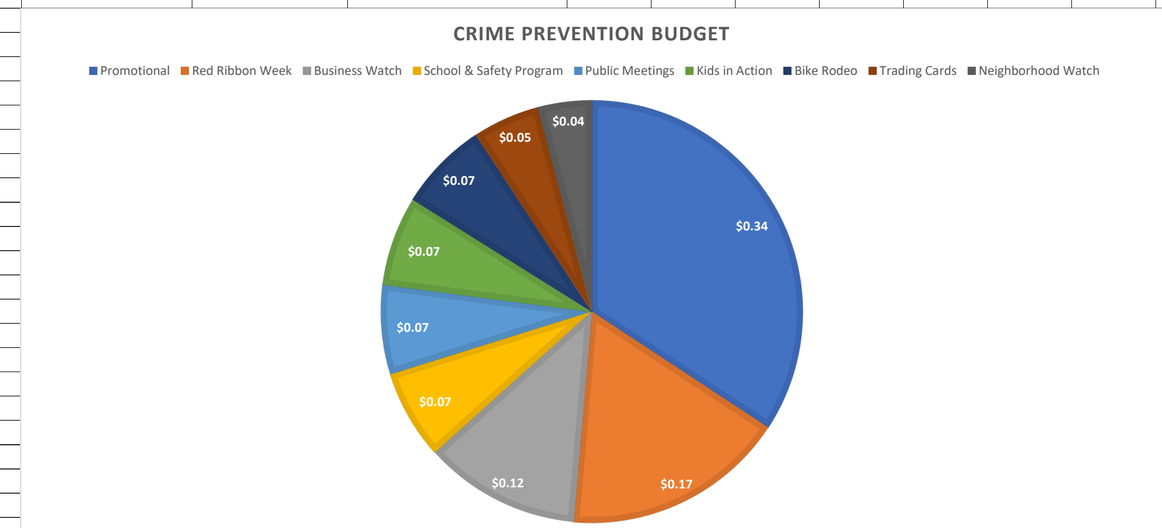


Dublin Resident	DPS Staff Residency	Arrest Percentage
Resident	3%	20-25%
Other Tri-Valley Resident	20%	-
Non-Resident	87%	75-80%

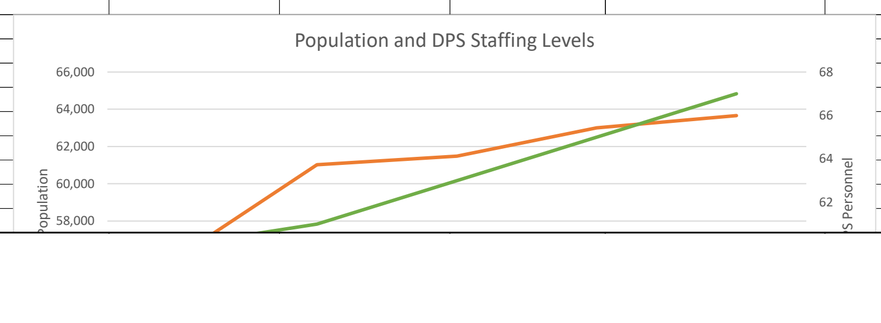


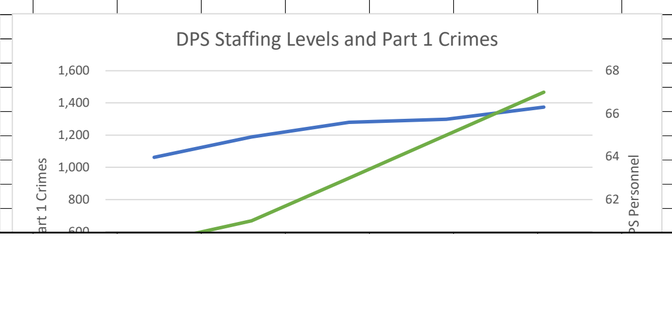
Budget Item	Supplies/Services Budget	Budget Item	Crime Prevention Budget
Mobile Data	$ 15,500.00	Promotional	$ 10,000.00
Travel	$ 20,000.00	Red Ribbon Week	$ 5,000.00
Training	$ 15,000.00	Business Watch	$ 3,500.00
Blood Draws	$ 20,000.00	School & Safety Program	$ 2,000.00
Admin/Fin. Svcs.	$ 11,700.00	Public Meetings	$ 2,000.00
Document Shredding	$ 1,500.00	Kids in Action	$ 2,000.00
Uniforms	$ 3,000.00	Bike Rodeo	$ 2,000.00
Firearm/Taser/Less Lethal	$ 20,500.00	Trading Cards	$ 1,500.00
Electronic Equip. Maint.	$ 115,500.00	Neighborhood Watch	$ 1,200.00
Information Tech./ITD	$ 52,000.00		

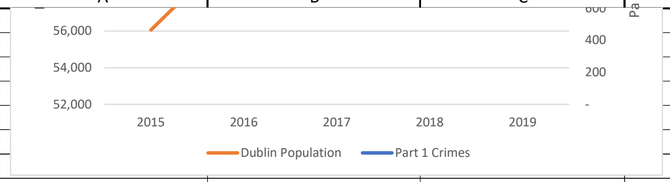


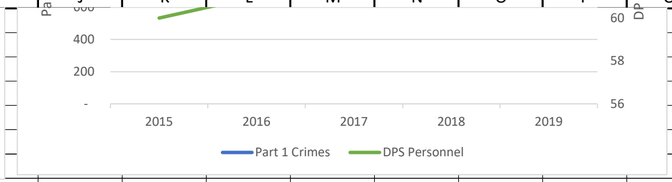


Year	DPS Personnel	Part 1 Crimes	Dublin Population
2015	60	1,062	56,053
2016	61	1,189	61,025
2017	63	1,279	61,478
2018	65	1,298	63,006
2019	67	1,374	63,659





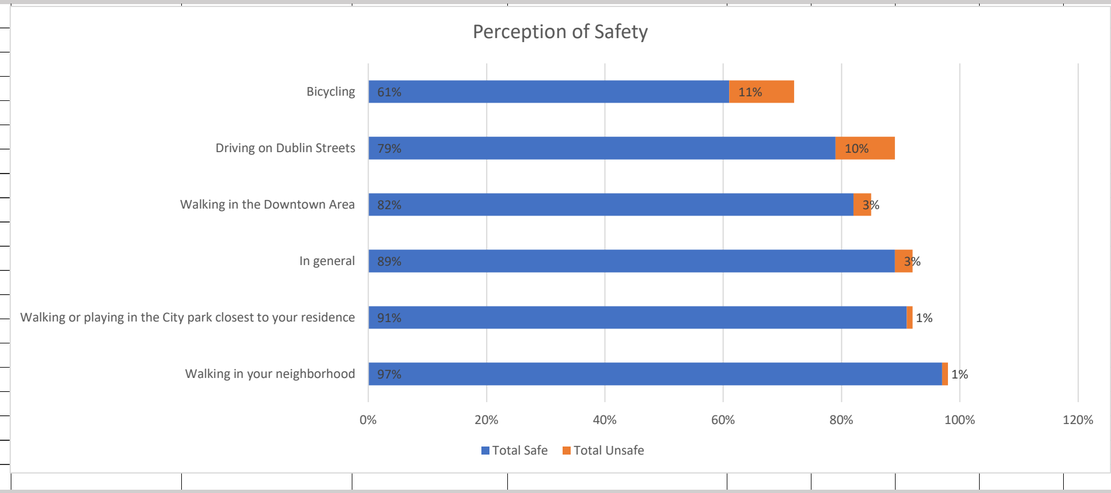




Perception of Safety (2019 Resident Satisfaction Survey)

"How safe do you feel in Dublin _____? Do you feel safe, unsafe, or neither safe nor unsafe

	Total Safe	Total Unsafe
Walking in your neighborho	97%	1%
Walking or playing in the Ci	91%	1%
In general	89%	3%
Walking in the Downtown A	82%	3%
Driving on Dublin Streets	79%	10%
Bicycling	61%	11%



Use of Force Statistics (2019)

Race	**Dublin Resident**	**Other**	
White	10	10	
African American	3	9	
Hispanic	7	6	
Other	3	4	
Totals	*23*	*29*	*52*
Gender			
Male	15	19	
Female	6	8	
Juvenile	2	2	
Totals	*23*	*29*	*52*
Type of Force Used			
Control Holds	37		
Take Down	13		
Strike	2		
Totals	*52*		
Type of Call			
Mental Health	11		
Under the Influence	11		
Resist Arrest	30		
Totals	*52*		

ACSO Staffing

	Male	**Female**	**Total**	**ACSO Percentage**	**DPS Percentages**	**Dublin Population**
White	488	63	551	57.34%	76%	32%
Black/African American	83	23	106	11.03%	4%	4%
Hispanic/Latino	129	24	153	15.92%	9%	10%

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
173	Asian	63	5	68	7.08%	7%	49%										
174	Am. Indian/Native Alaskan	3	0	3	0.31%												
175	Hawaii/Pacific Islander	5	2	7	0.73%	4%	5%	"Other" as referenced above									
176	2 or More	25	9	34	3.54%												
177	Filipino	35	4	39	4.06%												
178	**Total**	**831**	**130**	**961**	**100%**	**100%**	**100%**										
179																	
180	**2019 Victim Data**																
181	**Gender**				**Status**												
182	Female	904			Active	56	3%										
183	Male	1,055			Closed	1944	97%										
184	Unknown	46			Exhausted	5	0%										
185	**Total**	**2,005**			**Total**	**2005**	**100%**										
186																	
187	**Race**				**Age**												
188	Asian	401	20%		N/A	113	6%										
189	Black/African American	193	10%		0-10	23	1%										
190	Hispanic/Latino	251	13%		11-20	145	7%										
191	Indian	57	3%		21-30	352	18%										
192	Other	315	16%		31-40	486	24%										
193	White	788	39%		41-50	403	20%										
194	**Total**	**2,005**	**100%**		50+	483	24%										
195					**Total**	**2,005**	**100%**										