



Police Department Audit Update

August 21, 2012



History

- September, 2011 Contracted with CityGate to conduct limited audit of PD
- October, 2011 on-site portion of audit was completed
- February, 2012 audit findings presented to full council for acceptance



Summary of Findings/Recommendations

- 25 Key findings
- 29 Specific action item recommendations in 8 broad categories
 - Citizen Complaints Policy and Procedures
 - Discipline Policy
 - Vision-Mission-Values-Goals
 - Organizational Communication
 - Communication with Media
 - Department Organization
 - Training



Internal Affairs

- Internal Affairs
 - Independent third party review of closed investigations between November 2007 and October 2011:
 - In progress. Consulting firm acquired and on-site evaluation complete. Awaiting written evaluation.
 - Review findings will be used to make process improvements if needed, thereby, improving confidence from employees.



Citizen Complaint Policy and Procedures

- Implement training program focusing on causal factors: Completed
 - Professional Standards Bureau currently tracks this and reports weekly to Chief of Police.
 - PD has contracted with a firm to provide annual training and identified training as needed.
 - Discipline and performance issues include training as part of corrective measures.



Discipline Policy

- Revise discipline policy: eliminate matrix-broaden definitions for effective progressive discipline-group policies in broader categories.
 - Policy has been written consistent with best practices
 - Currently being reviewed by both City Legal and contract agency
 - Once approved, next steps will be training. Implementation will begin in September 2012.



Vision-Mission-Values-Goals

- **Community input: In Progress**
 - Coffee with the Chief monthly with Citizens
 - Improve Website for 24/7 community input
 - Regular attendance at HOA meetings
 - Initial stages of developing a Chief's Citizen Advisory Board
 - Mission and Goals are now measures of performance in yearly evaluations
- **Internal and external communication mechanisms in place: monthly video**



Organizational Communication

- Public Information Officer in place:
Complete
 - Reports directly to Chief of Police
 - Internal Communications Policy written and implemented
 - Communication from operations now flows through PIO to Command Staff.
- Monthly Compstat meetings



Communication with Media

- Communication Policy written and implemented successfully
- PIO has been trained
 - Network established with PIO's throughout the state
 - Network established with all media
 - PIO will now train supervisors on media relations



Department Organization

- Department Re-Organization has been completed, reduced from 4 Divisions to 3
 - Office of the Chief
 - Operations
 - Support Services



Training

- Continuing state-mandated training
- Entered into contract with agency to assist with relevant training to our needs and mission
- Professional Standards and Support Services have as a goal to submit a yearly training needs assessment.



Conclusions

- All recommendations are either in progress or completed.
- In progress recommendations are long term in nature and are designed for continuous evaluation and possible modification.
- Recommendations essential to the mission of the department were implemented immediately.



Next Steps

- Continue progress and implement recommendations
- Incorporate appropriate recommendations into upcoming budget preparations
- Updated report to City Council in 6 months



Questions

