

A grayscale background image showing two police officers in uniform and a young child. The officers are wearing helmets and have 'POLICE' and 'STOCKTON POLICE' visible on their uniforms. The child is smiling and looking towards the camera.

City Manager's Review Board

Agenda

- Welcome
- Introductions
- Message from the Mayor and Vice Mayor
- CMRB Overview
- SPD Introduction
- YTD Crime Look
- SPD Performance
- General Discussion
- Next Steps



Introductions

Message from the Mayor and Vice Mayor

CMRB Overview

What is the CMRB?

- A Voluntary Police/Community Collaboration Framework
- A Voluntary Police/Community Relations Self Monitoring Mechanism
- A Collaboration that Leverages Performance Management and Data Analytics
- Establishes the Framework for doing big things that make a difference in the day-to-day lives of Stocktonians
- This is about the pursuit of Police/Community Collaboration Excellence

Why is the CMRB important?

- Opportunity to build on successes, to date
- Opportunity to collaboratively explore community/policing focus areas in a 360 degree manner
- Opportunity to leverage the City's commitment to performance and data analytics
- All voices can impact/influence policy and practices
- Opportunity to strengthen community cohesion
- Opportunity to enhance the overall health of police/community collaboration
- Opportunity for self determination

CMRB Tenets

- The constant quest for mutual accountability
- The relentless pursuit of follow-up
- Commitment to data driven problem solving and placed based strategies
- Mutual respect and empathy for one another
- Commitment and dedication to the pursuit of the greater good
- Social resiliency and sustainability

Flow of the Morning

- SPD Introduction
- YTD Crime Look
- SPD Performance
- General Discussion
- Next Steps

SPD Introduction

City of Stockton Police Department

- The Stockton Police Department was founded August 14, 1850, when the city covered about 4.3 square miles and was protected by 14 Officers and a Chief of Police. San Joaquin County had a population of 3,647.
- Today, Stockton has grown to 65 square miles with a population of over 315,592. And the size and mission of the Stockton Police Department have grown too.
- The Stockton Police Department, led by Chief Eric Jones, protects and serves the citizens of the 13th largest city in California with,
- **Core Values of Pride, Honor, and Professionalism**
- **Mission: To work in partnership with our community, to build and maintain relationships founded on trust and mutual respect, while reducing crime and improving the quality of life.**

Designation	Number of Officials
Chief of Police	1
Deputy Chiefs of Police	2
Police Captains	5
Police Lieutenants	17
Police Sergeants	58
Police Officers	402
Police Telecommunicators	47
Civilian Personnel	179
Volunteers	127

Definitions

Analysis: 1) The element of reasoning that involves breaking down a problem into parts and studying the parts; 2) A process that transforms raw data into useful information.

Call for service: A term that, depending on the agency, can mean: 1) a request for police response from a member of the community; 2) any incident to which a police officer responds, including those that are initiated by the police officer; or 3) a computerized record of such responses.

Computer-aided dispatch (CAD): A computer application that facilitates the reception, dispatching, and recording of calls for service. Data stored in CAD includes call type, date and time received, address, name and number of the person reporting, as well as the times that each responding unit was dispatched, arrived on scene, and cleared the scene. In some agencies, CAD records form the base for more extensive incident records in the records management system (RMS).

Crime mapping: The application of a geographic information system (GIS) to crime or police data.

Crime report: A record (usually stored in a records management system) of a crime that has been reported to the police.

Crime series analysis: The process of identifying and analyzing a pattern of crimes that displays a trend that crime is being committed by the same person/s.

Criminal event perspective: The study crime, rooted in environmental criminology, that considers multiple theories of offender, victim, place, and opportunity.

Environmental criminology: The study of crimes as they relate to places and the contexts in which they occur, including how crimes and criminals are influenced by environmental—built and natural—factors. Environmental criminology is also the heading for a variety of context-focused theories of criminology, such as routine activities, crime pattern theory, crime prevention through environmental design, situational crime prevention, and hot spots of crime.

Force is defined as the exertion of power by any means, including physical or mechanical devices (to include deployments of the Spit Net or Wrap), to overcome or restrain an individual where such force causes him/her to act, move, or comply against his/her resistance.

Forecasting: Techniques that attempt to predict future crime based on past crime. *Series forecasting* tries to identify where and when an offender might strike next, while *trend forecasting* attempts to predict future volumes of crime.

Geocoding: The process of converting location data into a specific spot on the earth's surface, such as an address, into latitude/longitude. In law enforcement, most references to geocoding refer to one type of geocoding known as "address matching."

Geographic information system (GIS): A collection of hardware and software that collects, stores, retrieves, manipulates, analyzes, and displays spatial data. The GIS encompasses the computer mapping program itself, the tools available to it, the computers on which it resides, and the data that it accesses.

Hot spot: 1) An area of high crime or 2) events that form a cluster. A hot spot may include spaces ranging from small (address point) to large (neighborhood). Hot spots might be formed by short-term patterns or long-term trends.

Intelligence, Communication and Planning (ICAP): Department personnel and managers monthly meetings to share, analyze, and deploy department resources based on intelligence gleaned from investigations, staff expertise, community contacts, and our forecasting mode.

Modus operandi: Literally, "method of operation," the M.O. is a description of how an offender commits a crime. Modus operandi variables might include point and means of entry, tools used, violence or force exerted, techniques or skills applied, and means of flight or exit. Studying modus operandi allows analysts to link crimes in a series, identify potential offenders, and suggest strategies to mitigate risk.

Definitions

Neighborhood Services Section (NSS): Section of the Police Department that enforces building, housing and fire code violations.

Operation Ceasefire (CF): Gun violence intervention strategy with key components of enforcement, partnerships (California Partnership for Safe Communities, Office of Violence Prevention (OVP), et.al), intelligence and communication.

Pattern: Two or more incidents related by a common causal factor, usually an offender, location, or target. Patterns are usually, but not always, short-term phenomena. See also series, trend, and hot spot.

Policing District: Six clearly identified geographical areas that aid in determining deployment of resources and assisting in call for service and crime data mapping and tracking.

Problem: 1) An aggregation of crimes, such as a pattern, series, trend, or hot spot; 2) Repeating or chronic environmental or societal factors that cause crime and disorder.

Problem Oriented Policing (POP): Is a means of diagnosing and solving problems that increase the risk of crime and criminal activity collaboratively with stakeholders.

Quality of Life Calls and Crimes: Calls for service, Stockton Municipal Code infractions, and at times misdemeanors that are considered detrimental to a community members sense of personal safety, diminish property values in communities, and lower the perception of the City as a safe place to visit.

Records management system (RMS): A computerized application in which data about crimes and other incidents, arrests, persons, property, evidence, vehicles, and other data of value to police are entered, stored and queried.

SARA: Scanning, Analysis, Response, and Assessment (SARA) is a problem-solving model for systematically examining crime and disorder problems to develop an effective response.

Series: Two or more related crimes (a pattern) committed by the same individual or group of individuals.

Signature: A personalized way of committing a crime that goes beyond modus operandi, usually not necessary to the commission of the crime but rather fulfilling a psychological need. An offender's signature links crimes in a series.

Stockton's Top Offending Properties (STOP): The department's NSS, responsible for enforcing the Health & Safety Code, will use multiple tools to reduce blight and nuisance properties. A way of tracking the top 10 offending properties, partnering with Community Development, Stockton Fire Department (SFD), City Planning and Code Enforcement.

Strategic Community Officer (SCO): Officers that are placed in areas with historically challenged levels of higher crime and blight. The SCO's establish relations within the community by attending watch group meetings, visiting with residents and patrolling the areas daily.

Temporal analysis: The study of time and how it relates to events.

Trends: Long-term increases, decreases, or changes in crime (or its characteristics).

University of the Pacific Department of Public safety (UOP PD/UOP DPS): A stand-alone Department of Public Safety for the University that derives its policing powers through an MOU with the City of Stockton. All UOP DPS Officers are reserves with the Stockton Police Department.

YTD Crime Look

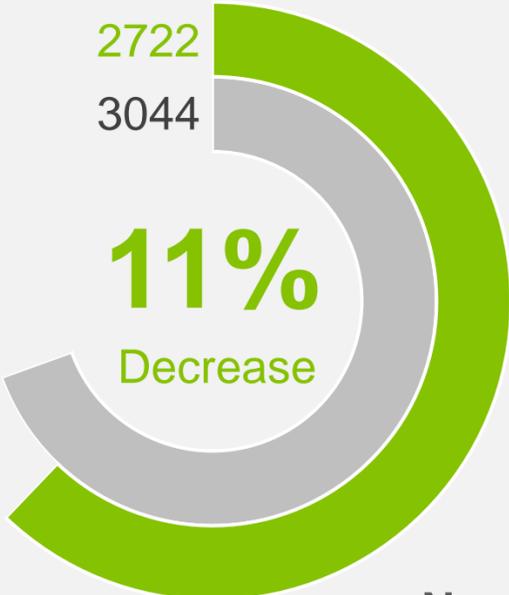
YTD Crime Look

Crime look, January – August 2020

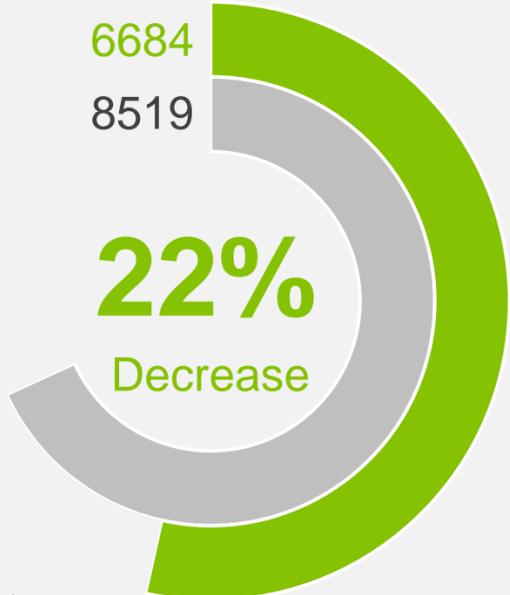
Part I Total Crime



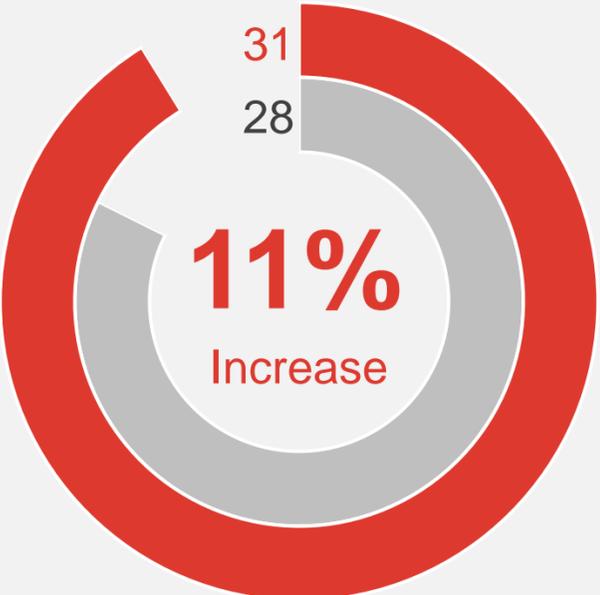
Violent Crime



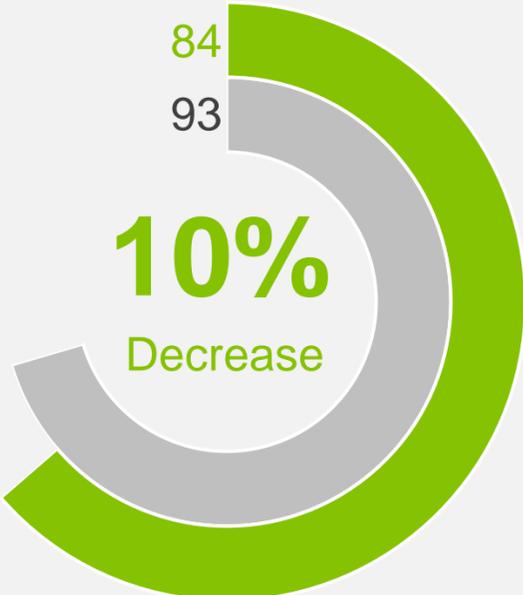
Property Crime



Homicides

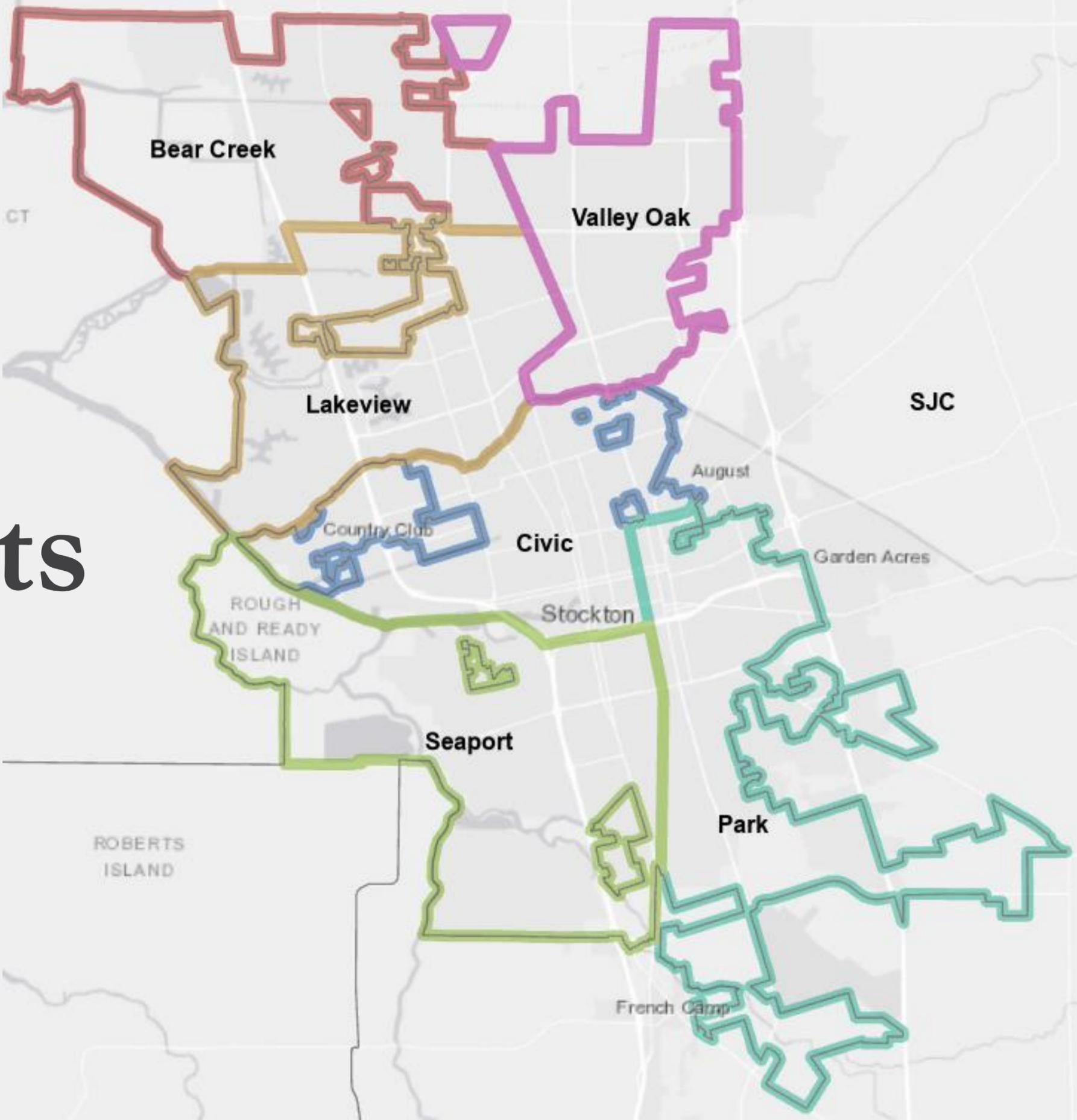


Non-Fatal Shooting Incidents



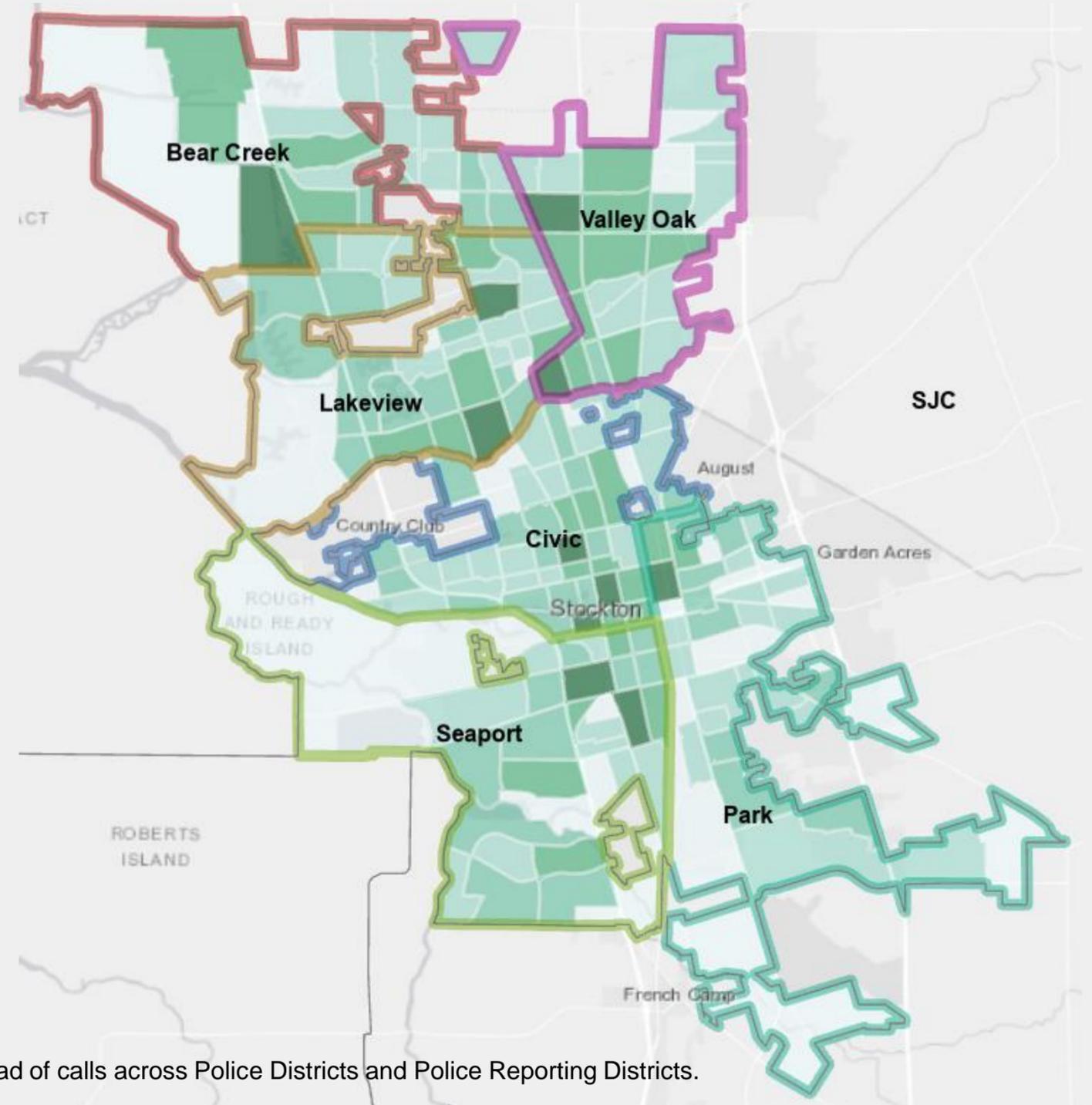
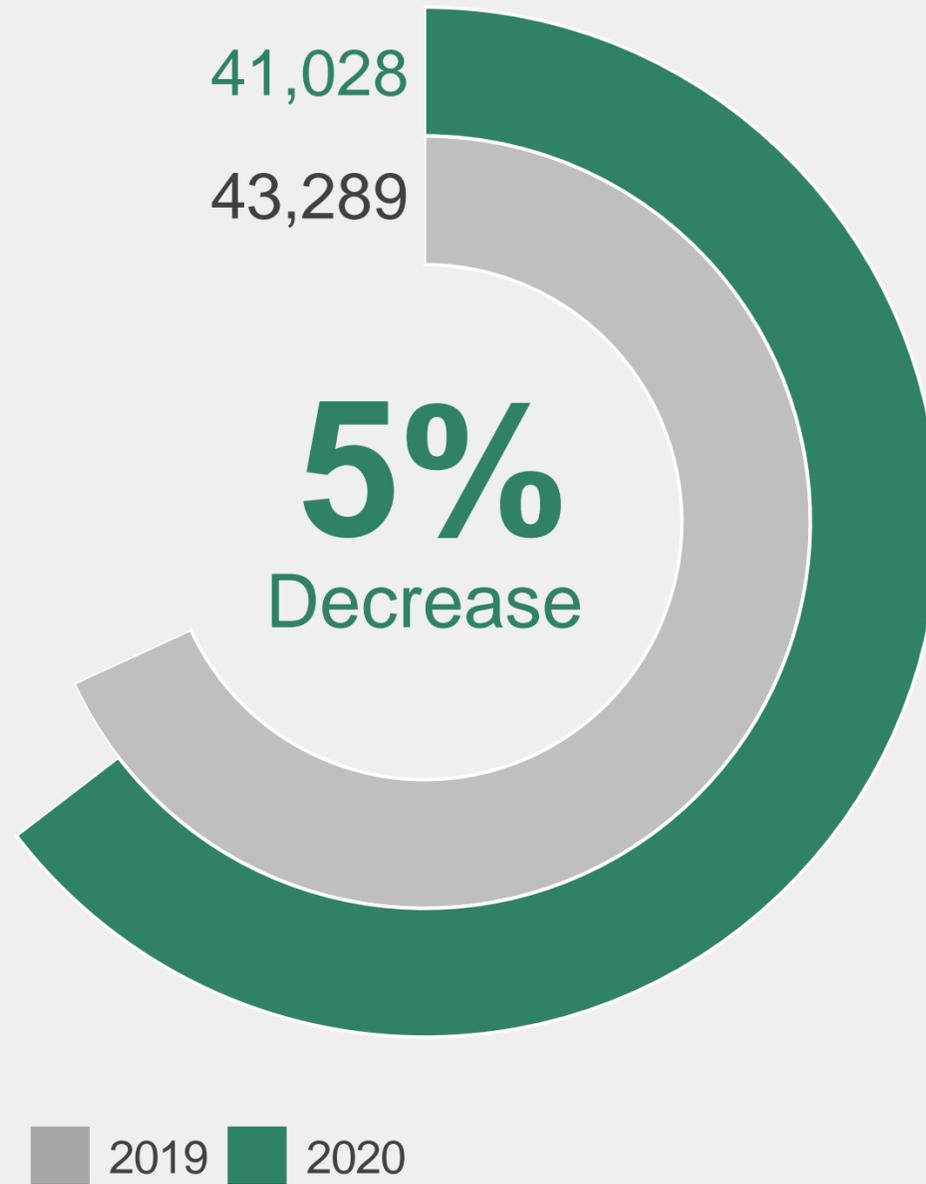
2020 / 2019

Police Districts



Calls for Service

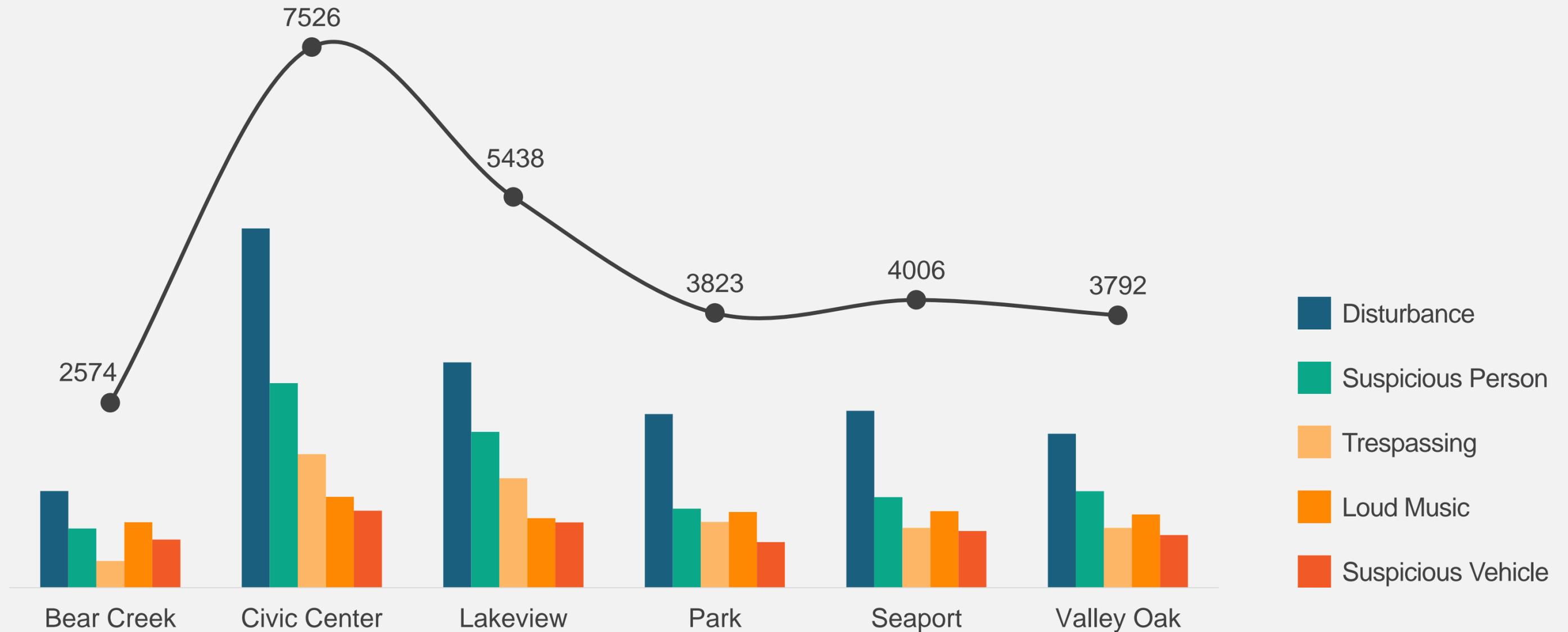
Total Quality of Life¹ calls for service, January – August 2020



*2% of quality of life calls were unable to be mapped, however this map is representative of the spread of calls across Police Districts and Police Reporting Districts.
¹Quality of Life is defined on the following slide.

Calls for Service

Top 5 Quality of Life² calls for service by district, January – August 2020



²For purposes of the CMRB, “Quality of Life” includes but is not limited to the following Call for Service types: public intoxication, suspected narcotics activities, disturbances/ loud noise complaints, illegal dumping, panhandling, illegal camping, and animal control complaints.

SPD Performance



Goal #1

Police officers and community members will become proactive partners in community problem solving.





GUN VIOLENCE REDUCTION

Gun Violence Reduction

Two primary strategies

- **Group Violence Intervention, Ceasefire**
 - Lowering risk for individuals - "**hot people**"
- **Forecast Based Deployment** using Predictive Analytics
 - Lowering risk in geographic areas - "**hot places**"

Both are data-driven, intelligence-led, and infused with Procedural Justice

Group Violence Intervention

Evidence-based approach includes:

Analysis of violent incidents and trends to identify individuals at highest risk

Respectfully communicating to those individuals the risks associated with violence

Offers of supportive relationships leading to safety and opportunity

Procedurally-just enforcement efforts targeted only to those who persist in violence

Group Violence Intervention

The "Triple Bottom Line"

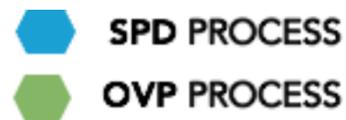
- Violence reduction
- Improved outcomes for high risk guys
- Increased police legitimacy

Group Violence Intervention

Managing Violence

- Problem analysis
- Focusing and aligning resources
- Weekly management cycle
- Direct, respectful communications
- Quality outreach & intervention
- Narrowed enforcement

Ceasefire Process



Gang/Group Shooting Occurs

- SPD Patrol/Gang Unit & Investigation teams respond to shooting.
- Watch Commander notifies OVP of shooting incident.

SPD Response

Gang Unit/CRT & CIU mobilizes to gather intelligence & de-escalate conflict through enforcement.

Weekly SPD Shooting Review

Weekly Police Shooting & Homicide Review. Police track group-related violence into scorecard data that informs weekly enforcement/intervention plans.

Community Safety Meeting

Law enforcement, community members & intervention workers sit-down with high-risk young adults to inform them of their safety risk and offer them an opportunity for services and support.

Focused Enforcement

Focused enforcement on individuals/groups who continue engage in gun violence.



OVP Response

- Peacekeeper response to shooting scene & hospital.
- Connect victim's family to services.
- Meets with victim to understand the root of conflict & connect to services.

Conflict Mediation

- OVP & community partners gather intelligence to understand conflict
- Peacekeepers & community partners work to de-escalate conflict through mediations

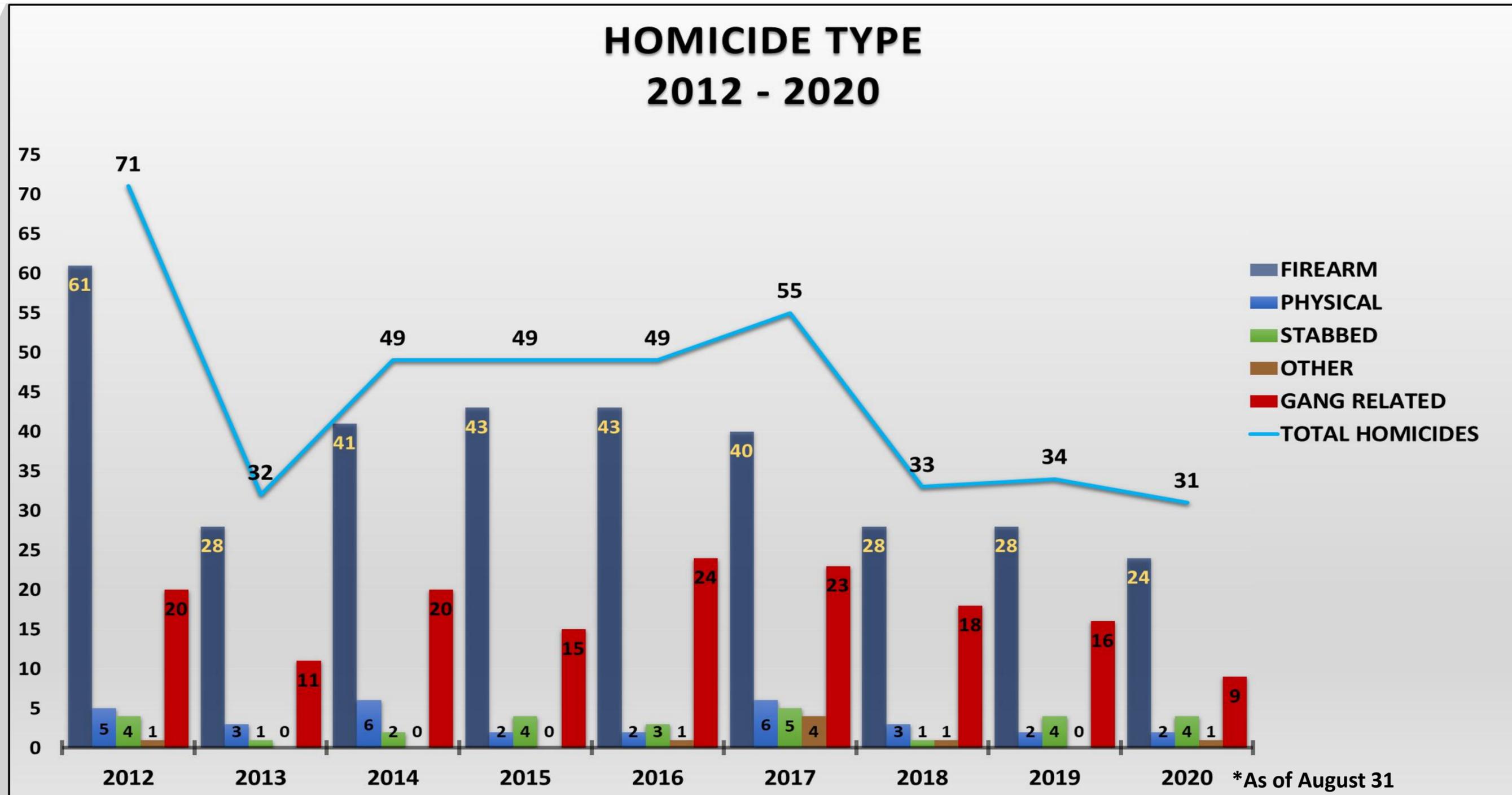
Weekly Coordination

- SPD shares weekly shootings & homicide Data with OVP.
- SPD sends referrals to OVP of identified high-risk individuals
- OVP develops weekly intervention strategies

Intensive Life Coaching

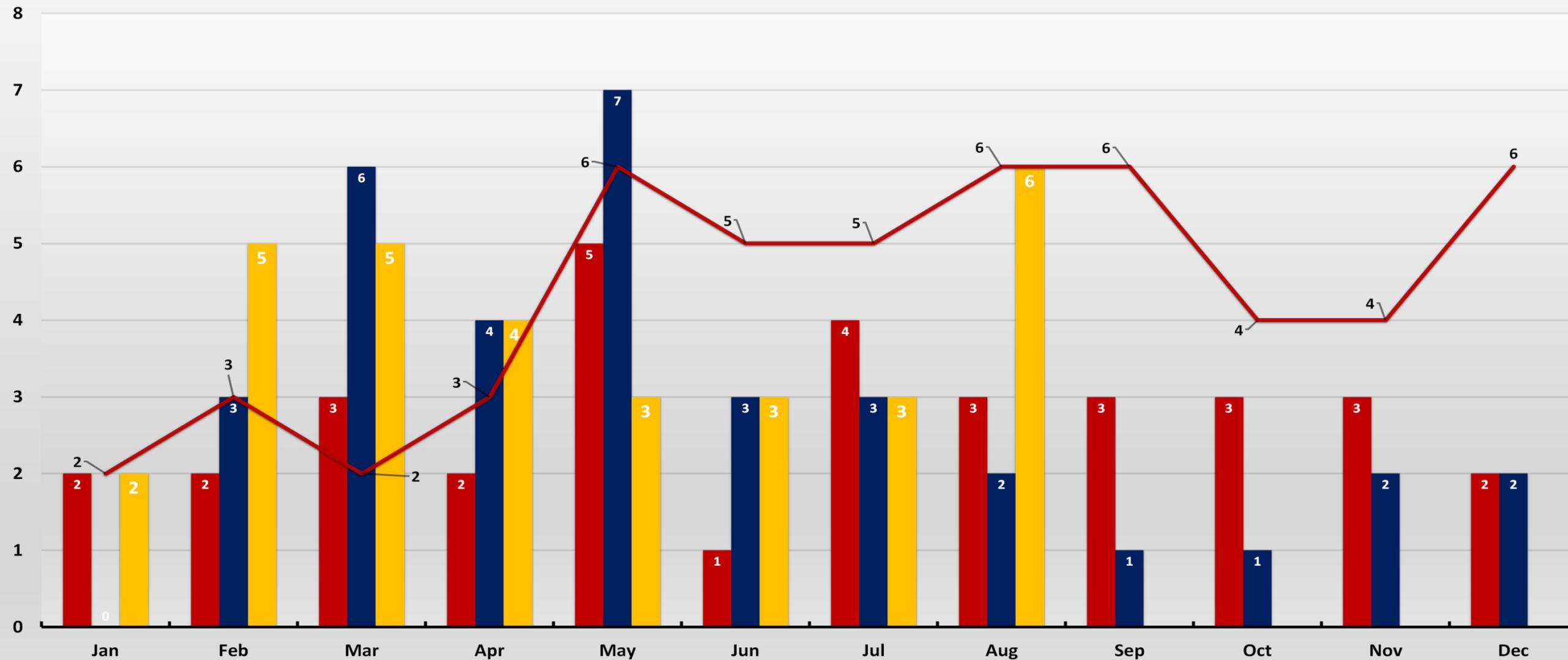
- High-Risk individual volunteers to engage with OVP
- Peacekeeper builds a trusting relationship and provides services, opportunities & supports, leading to better outcomes for the individual.

Group Violence Intervention



Group Violence Intervention

HOMICIDES 3 YEAR AVERAGE COMPARISON



■ 2018 HOMICIDES: 33 (-37%)

■ 2019 HOMICIDES: 34 (-35%)

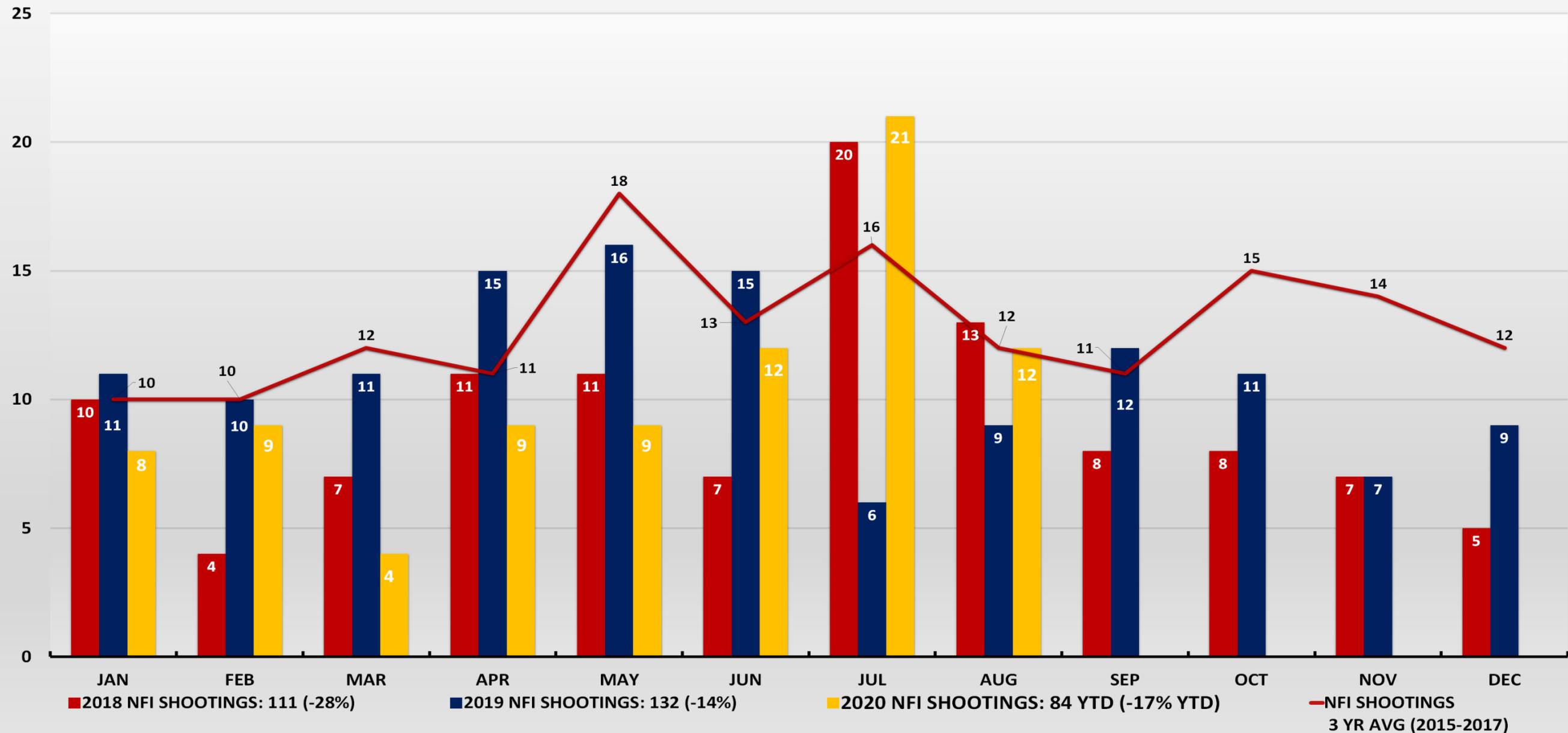
■ 2020 HOMICIDES: 31 YTD (0%)

— HOMICIDES
3 YR AVG (2015-2017)

**Percentage differences based on comparison to 3 Yr. Avg.

Group Violence Intervention

NON-FATAL INJURY SHOOTINGS 3 YEAR AVERAGE COMPARISON



**Percentage differences based on comparison to 3 Yr. Avg.

Group Violence Intervention

- **Results: Year-to-Year Comparison**
- **2017 to 2018**
 - 22 fewer homicides (-40%)
 - 58 fewer non-fatal shootings (-34%)

Group Violence Intervention

Results: 3-Year Average Comparison*

- **2018**
 - Homicides down 37%
 - Non-fatal shootings down 28%
- **2019**
 - Homicides down 35%
 - Non-fatal Shootings down 14%
- **2020 (so far)**
 - Homicides at 3-year average (0%)
 - Non-fatal shootings down 17%

* 3-year Average for 2015-2017



CITY OF STOCKTON

OFFICE OF VIOLENCE PREVENTION

GUN VIOLENCE INTERVENTION

JANUARY 1 - AUGUST 31, 2020



**STOCKTON'S
POPULATION**

**320k
people**

**18k
people**

**CRIMINAL
JUSTICE
POPULATION**

**250
people** **VERY HIGH-RISK
POPULATION**

Less Than 1%
of the criminal justice population

TYPICAL NEW CLIENT PROFILE:

Average Age: **26-30 years old**

Education: **High School Drop Out**

- GANG AFFILIATED
- HAS BEEN SHOT OR SHOT AT
- JUSTICE INVOLVED (**ARRESTED 6-8 TIMES**)
- GUN ACTIVITY & SAFETY ISSUES



CLIENT CRITICAL NEEDS:



CRITICAL SAFETY ISSUE

63%



UNEMPLOYED CLIENTS

78%



UNSTABLE HOUSING

45%

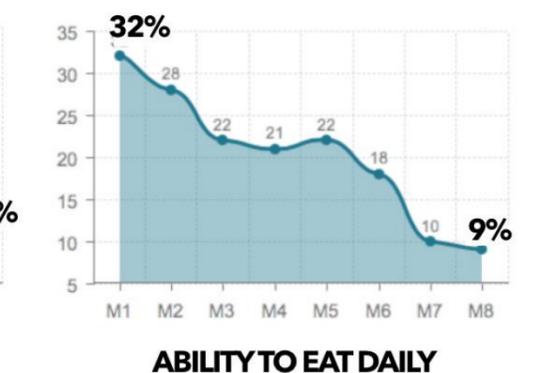
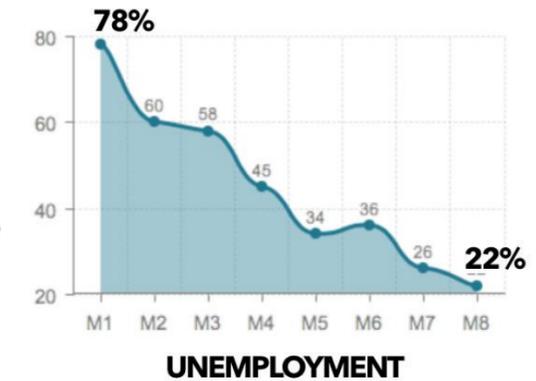
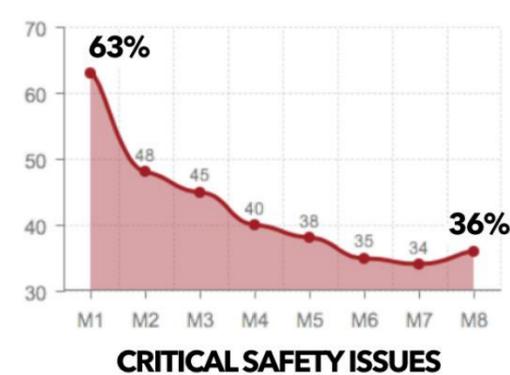


UNABLE TO EAT DAILY

32%



OUTCOMES AFTER 8 MONTHS OF INTENSIVE CASE MANAGEMENT



HOW DO WE FIND **THE HIGH RISK?**

Respond to
Gang-Involved
Shootings



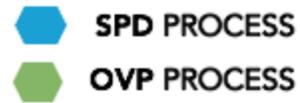
Gang Conflict
Mediations



SPD referrals of
identified High
Risk individuals



Ceasefire Process



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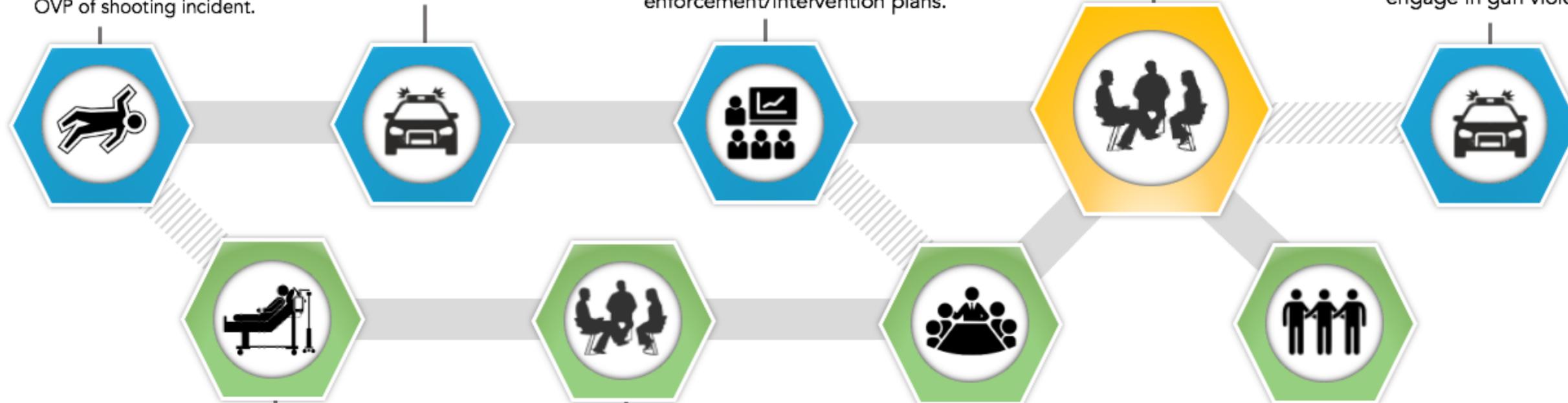
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OVP STATISTICS

JANUARY – AUGUST 2020

JANUARY – AUGUST 2020

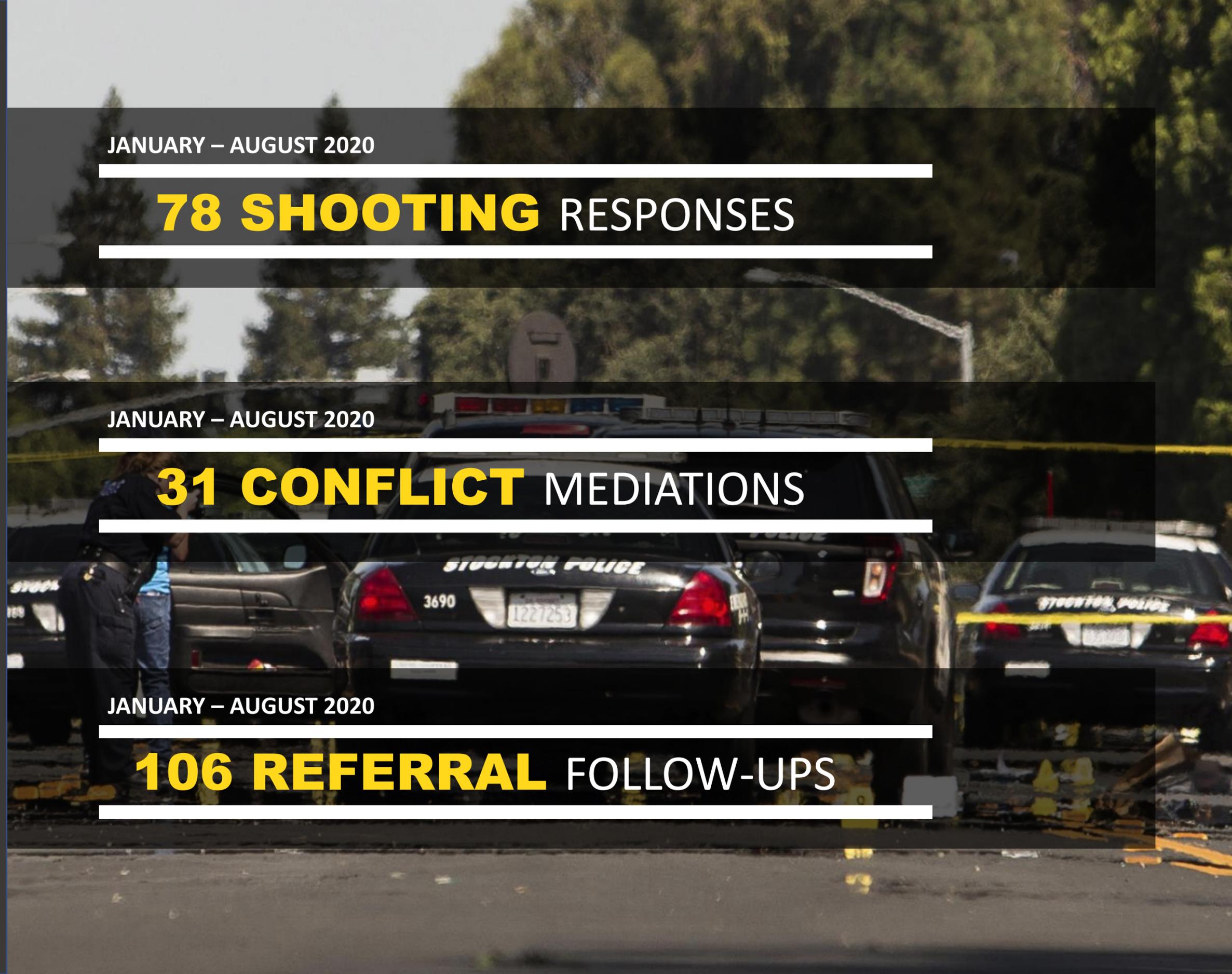
78 SHOOTING RESPONSES

JANUARY – AUGUST 2020

31 CONFLICT MEDIATIONS

JANUARY – AUGUST 2020

106 REFERRAL FOLLOW-UPS



COMMUNICATIONS

ARE WE DELIVERING
RESPECTFUL
COMMUNICATIONS TO
INDIVIDUALS WITH THE
HIGHEST-RISK OF BEING A
VICTIM OR PERPETRATOR OF
GUN VIOLENCE?

**COMMUNICATION
GOAL FOR 2020**

100

**JAN – AUG 2020
COMMUNICATIONS**

82



CASELOAD DATA

WE FOCUS ON BUILDING TRUSTFUL RELATIONSHIPS WHILE PROVIDING SUPPORT, OPPORTUNITIES AND CONNECTION TO SERVICES.

JAN – AUG 2020

HIGH-RISK CASELOAD

91

96% Very High-Risk Factors

91% Gang Affiliated

95% Previously Shot At

33% Shot within last year

SERVICES PROVIDED

JAN -AUG 2020



2800

SERVICE HOURS

EMPLOYMENT
PLACEMENTS 51

HOUSING
ASSISTANCE 30

SOCIAL
SERVICES 58

ID & DMV
ISSUES 57

MENTAL
HEALTH 17

CBT CLASSES 18

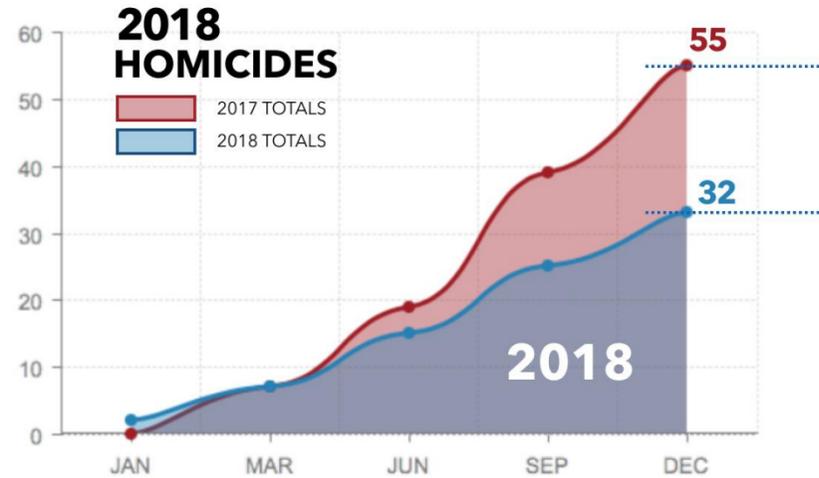
EDUCATIONAL
ADVANCEMENT 17

FAMILY
RELOCATIONS 14

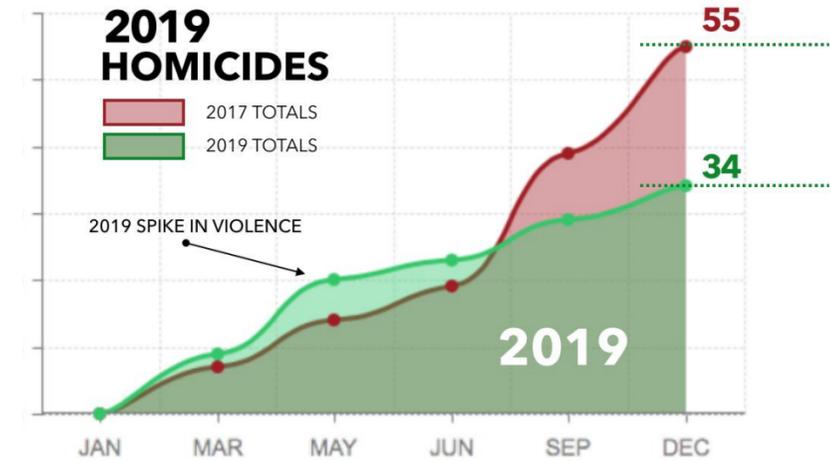
NEW BASELINES

WITHIN THE LAST TWO YEARS
HOMICIDES HAVE REMAINED IN
THE 30's VS 50's

HOMICIDES

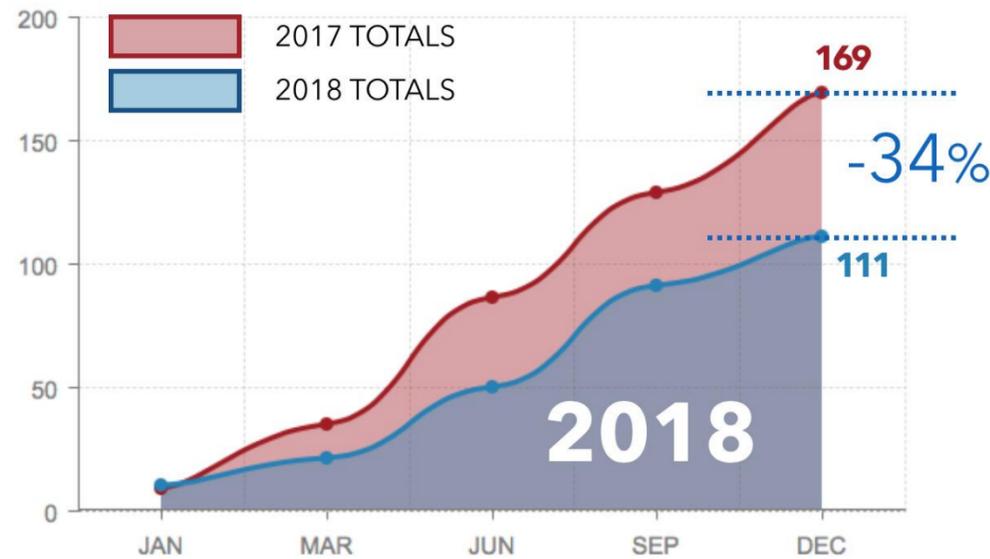


-40%
REDUCTION

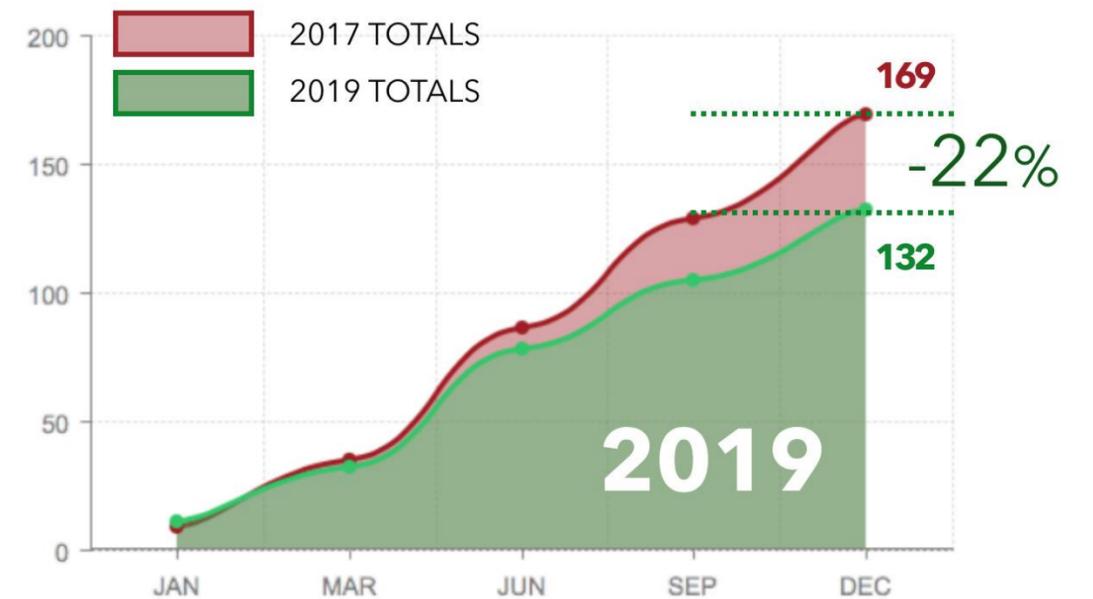


-38%
REDUCTION

INJURY SHOOTINGS



-34%



-22%

WITHIN THE LAST TWO YEARS
INJURY SHOOTINGS HAVE
SIGNIFICANTLY DROPPED.

NEW TRENDS

OVP IS WITNESSING THE FOLLOWING TRENDS FOR 2020

DOMESTIC RELATED HOMICIDES. **30%**

More murder-suicides and older domestic violence population.

TRANSIENT SHOOTINGS & HOMICIDES **25%**

CONCERNED ABOUT EARLY PRISON RELEASES OF HIGH-RISK INDIVIDUALS

PEACEKEEPERS



The seal of the Stockton Police Department is centered in the background. It is a circular emblem with a gold border. The outer ring contains the text "STOCKTON POLICE DEPARTMENT" at the top and "CALIFORNIA" at the bottom, separated by stars. The inner circle features a central shield with a figure, flanked by two eagles. Above the shield is a banner that reads "POLICE OFFICER" and below it is "1850".

PROBLEM ORIENTED POLICING PROJECTS

The background features the official seal of the Stockton Police Department. The seal is circular with a gold border. The outer ring contains the text "STOCKTON POLICE DEPARTMENT" at the top and "CALIFORNIA" at the bottom, separated by two stars. The inner circle depicts a central figure, likely a personification of Justice or Liberty, holding a scale and a sword. Above the figure is an eagle with spread wings. The text "POLICE OFFICER" is visible above the figure, and "STOCKTON CALIFORNIA" and "1850" are visible below it.

**INTELLIGENCE
COMMUNICATION
AND
PLANNING**

Forecast Based Deployment Stats

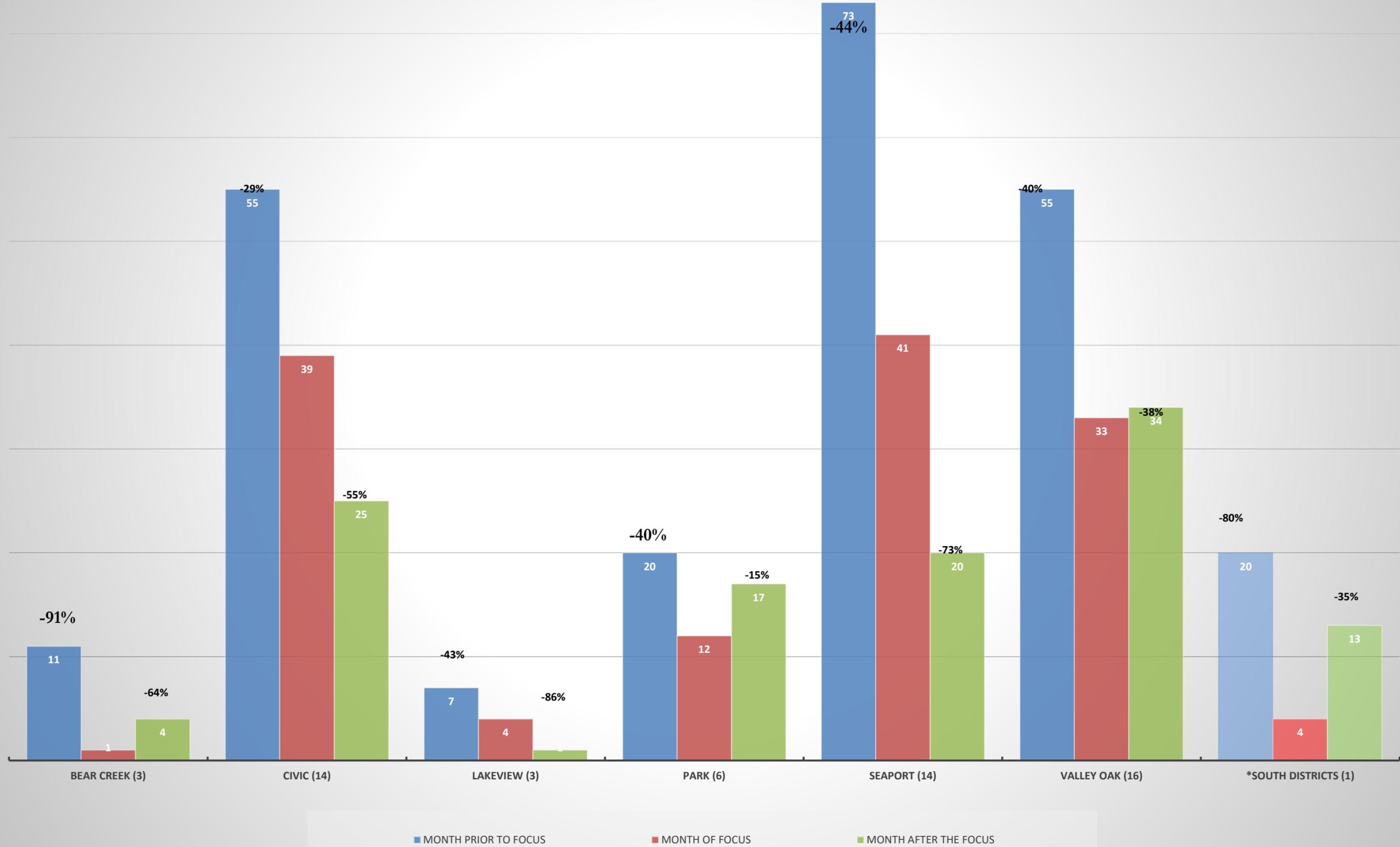
DISTRICT	MONTH <u>PRIOR</u> TO FOCUS	MONTH <u>OF</u> FOCUS	% Change Prior/Of	MONTH <u>AFTER</u> THE FOCUS	% Change Prior/After
BEAR CREEK (3)	11	1	-91%	4	-64%
CIVIC (14)	55	39	-29%	25	-55%
LAKEVIEW (3)	7	4	-43%	1	-86%
PARK (6)	20	12	-40%	17	-15%
SEAPORT (14)	73	41	-44%	20	-73%
VALLEY OAK (16)	55	33	-40%	34	-38%
<i>*South Districts (1)</i>	20	4	-80%	13	-35%
GRAND TOTAL	241	134	-44%	114	-53%

Results for all Forecast Deployment Areas

- 44% decrease in gun crime for the month of deployment
- 53% decrease for the month following deployment



In The Forecast Based Deployment Area
District Selected MAR 2016 - MAY 2020



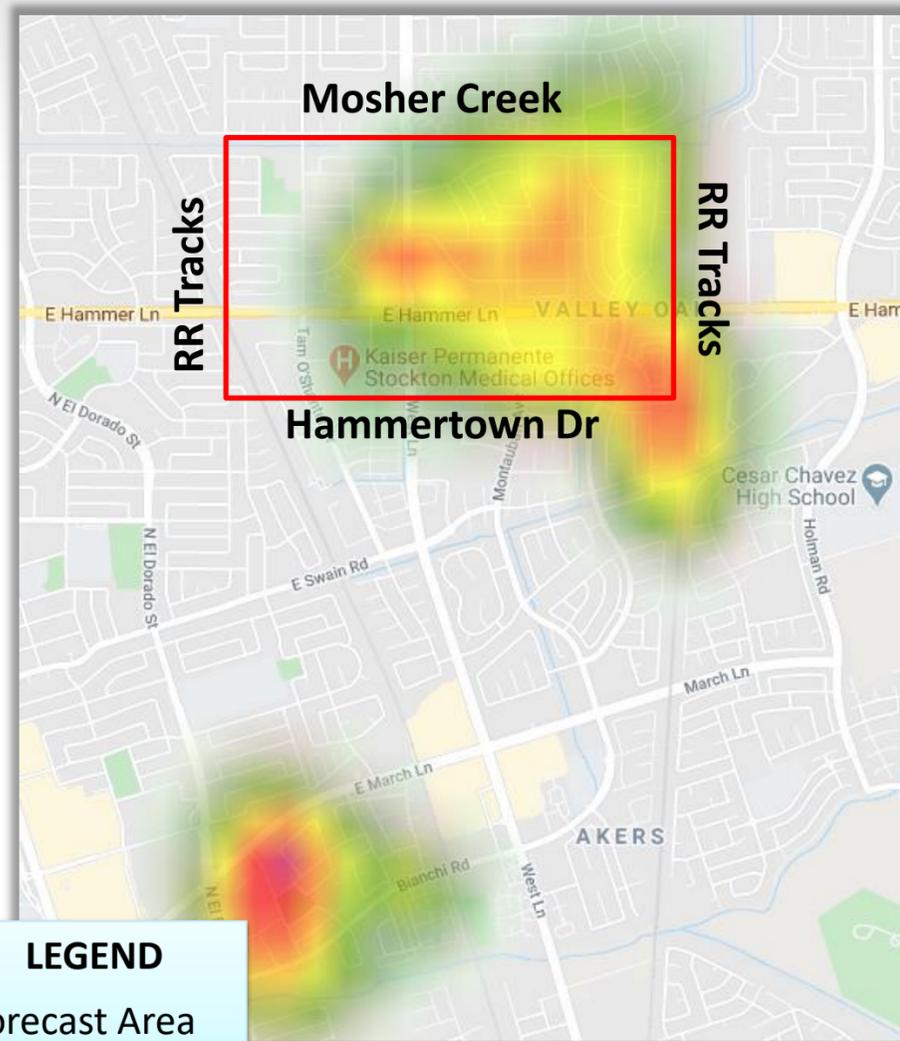
% CHANGE PRIOR/OF

% CHANGE PRIOR/AFTER

Monthly Forecast Zones

VALLEY OAK

TARGET AREA



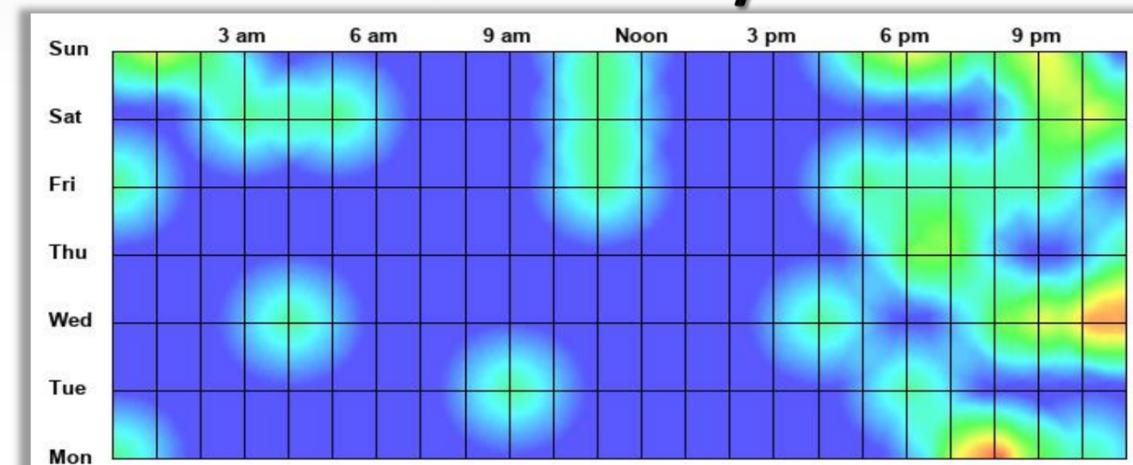
LEGEND
 Forecast Area

Date Range for Forecast: 12/01/19 – 05/25/20

Firearm-Related Violent Crime*

June 2020

TARGET TIME/DAY



*Homicide, Att. Homicide, Robbery, Agg. Assault, Shooting into Occupied Dwelling

Top CFS

Locations & Incident Types

1. E Hammer Ln & West Ln – Shots Fired
2. 8037 West Ln (West Lane Plaza) - Drug Sales
3. 8162 Palisades Dr (Polo Run Apts) - Shots Fired
4. Knickerbocker Dr & Tam O Shanter – Shots Fired



Valley Oak District

Hammer & Palisades

One shooting in the Forecast area in May. Down from three shooting incidents in April.

- Shooting into dwelling at 8000 block Neubourg Dr on 05-24-20. Possible suspect identified as a gang member.

Loitering still an issue in Palisades area.

- SCO's recently contacted several different groups loitering on Palisades and hopping the wall.

Polo Run Apartment Complex

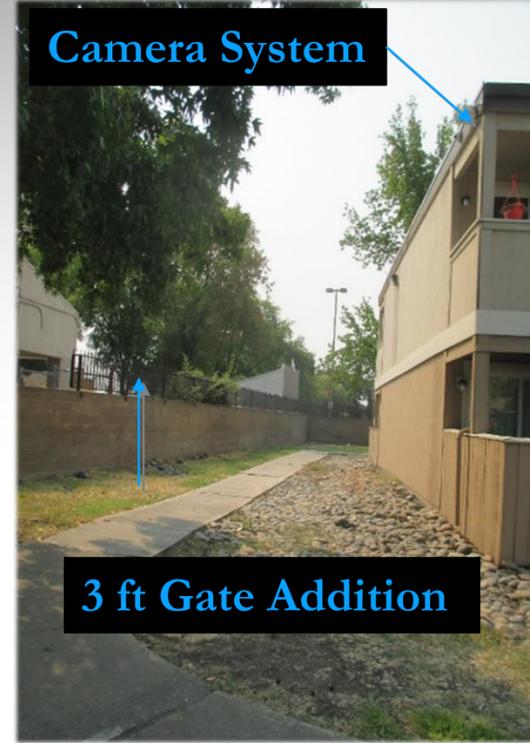
Concerns

- Gun related violence
- Narcotics activity
- Burglaries
- Trespassing
- Loud music
- Parking lot disturbances
- Suspicious people and vehicles in the area
- Familial and non-familial disturbances
- Unsafe conditions for local community members utilizing local businesses

Response

- Established West Lane Business Watch
- Held community meetings with the residents, Crime Prevention Unit, Strategic Community Officers and Office of Violence Prevention
- Community Engagement Events
 - “Palisades Block Barbecue”
- Code Enforcement facilitated the extension of a common wall between Polo Run Apartment Homes and West Lane Plaza
 - Eventually they agreed to share fiscal responsibility
- Coordinated the installation of a new camera system
- New onsite security company
- Strategic Operations’ Officers established ongoing communication with management
 - Proactive approach while mitigating additional crime

Polo Run Apartment Complex



Polo Run Apartment Homes

Date Range: 01/01/19–07/31/19 vs 01/01/20 –07/31/20

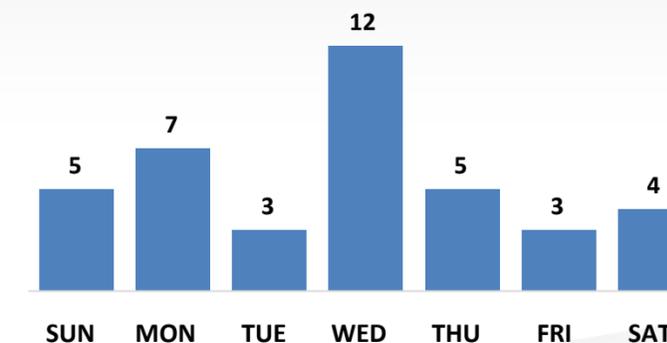


Part I Crimes

Crime Type	Date Range 01/01/19-07/31/19	Date Range 01/01/20-07/31/20	Percent Change
Homicide	1	0	-100%
Robbery - Individual	3	1	-67%
Aggravated Assault	12	11	-8%
Burglary - Commercial	1	1	0%
Burglary - Residential	13	6	-54%
Theft	9	3	-67%
Arson	0	1	NC
Motor Vehicle Theft	0	4	NC
Grand Total	39	27	-31%

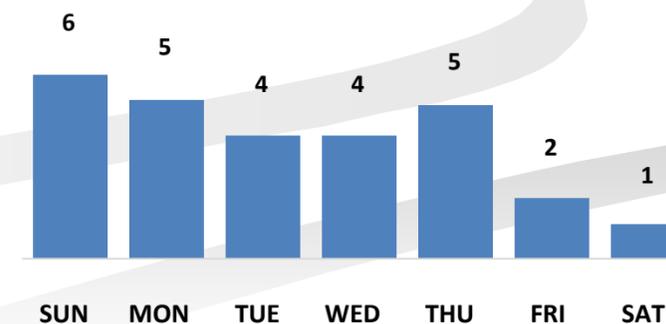
DOW

Date Range: 01/01/19 – 07/31/19



DOW

Date Range: 01/01/20 – 07/31/20



Homeless Encampments and Cleanups

The background of the slide features several thick, light gray wavy lines that flow from the bottom left towards the right side of the page, creating a sense of movement and depth.

S. California St. / Hazelton Ave

70 encampments / 50 subjects contacted / 20-4986



S. California St. / Hazelton Ave



3939 N. Pershing Ave

14 Encampments / 3 subjects contacted / 20-9063



3939 N. Pershing Ave



NEIGHBORHOOD SERVICES



Neighborhood Services

535-549 N San Joaquin St



Property Overview

- Consists of (1) duplex & (1) 4-plex
- Vacant for 20 years
- Damage from multiple fires
 - Structure and stability compromised

Timeline of Events

- Issued Notice of Intent: May 29, 2020
- Inspection warrant obtained: August 13, 2020
- Demolition began: August 25, 2020
- Cleanup phase completion: September 2, 2020
- Completion date: September 3, 2020

535-549 N San Joaquin St

Before Demolition



Cleanup Phase





Goal #2

Strengthen relationships of respect, cooperation, and trust within and between police and communities.



Community Engagement



Engagement Description	July-Aug 2020	July-Aug 2019	Variance
Large Public Forums	Measurement in progress		
Watch and Community Group Meetings	Measurement in progress		
Neighborhood Events – Total count of engagements e.g. Coffee with the Police, Cocoa with the Cops, Lemonade with the Cops, Trunk or Treat, etc.	0	5	-5
Impact Team Engagements – Total count of PIO Office, Chaplains, and Sentinels visiting a neighborhood after a tragedy, e.g. homicide, shooting, etc.	0	14	-14
Courageous Conversation and Racial Reconciliation Sessions	Measurement in progress		
Listening Sessions	Measurement in progress		



Goal #3

Impact education, oversight, monitoring, hiring practices, and mutual accountability of SPD and the community.



SPD Training

POST Academy 01



POST Academy

The Commission on Peace Officer Standards and Training (POST) was established to set minimum selection and training standards for California law enforcement.

Full-time POST academies, like the one offered by San Joaquin Delta College, last 6 months.

POP Training 02



POP Training

The Probationary Orientation Program (POP) is an internal, 8-week program that covers:

- General orders,
- Report writing,
- Firearms,
- Physical training,
- Arrest tactics,
- And more.

Field Training 03



Field Training

Internal field training happens over 6 months and shuffles the oversight of officer development between 6 training officers for daily and monthly evaluations.

Continued Education 04



Some trainings like procedural justice and de-escalation topics require updates at defined intervals.

Additional, detailed training is required for special assignments like SWAT and K-9.



Procedural Justice and De-Escalation

Procedural Justice (PJ)

Many officers are now taught PJ in the academy; however, Stockton Police Department still requires them to go through our instruction which goes further in depth in the concept and has some scenario-based training. There are three separate classes that officers must attend: PJ1, PJ2, and PJ3.

PJ1

Introduces staff to the concepts of Procedural Justice – These are the procedures used by police officers where citizens are treated fairly and with proper respect as human beings. This is done by **giving citizens a voice**, being **neutral in our decision making**, **respectful treatment of everyone** we encounter and trustworthiness.

PJ2

This training is referred to as Tactical Procedural Justice. It expands on lessons learned in PJ1 and puts it into practice with some **scenario-based training**.

PJ3

During this instruction officers learn about **implicit bias** and the effects it can have.

De-Escalation

De-escalation is covered in some format in the following trainings:

- Crisis Intervention, Behavioral Health, and Tactical Communication Training.** This training is given to every Sergeant / Officer every 2 years.
- Bias and Racial Profiling Training.** This training is legislatively mandated and given to ALL (Including Chiefs) Sworn personnel once every 5 years.
- Taser Training.** This training is given to Sergeants / Officers once a year.
- Arrest and Control Tactics.** This training is POST mandated and is given to Sergeants / Officers every 2 years.

SPD Policies



Increased Transparency and External Input

1. All **policies are online** for transparency
2. Policies and practices are **reviewed by Community Advisory Board**
3. Seek out policy **revision input from external sources and research**, e.g. Center for Policing Equity
4. Conduct **internal climate surveys** with the Urban Institute



Key Policy Updates

1. Revised **Use-of-Force oversight** with audits
2. Revised the department's mission statement to reflect our **efforts on building community trust**
3. Early adoption of **Body-Worn Cameras**
4. Eliminated **chokehold** prior to legislative mandate on chokehold and Carotid restraint



Key New Policies

1. Policy on **release of body camera footage**
2. Unmanned Aircraft System **policy created with community input**

SPD Policies



Procedural Justice (PJ)

1. PJ addition on **how canines are deployed**
2. Field training officer **evaluations now include PJ demonstration** and require understanding of PJ in considering transfer/special assignment/promotion
3. PJ addition regarding **conduct toward the public and fellow police**
4. Policy eliminating stopping, questioning, detaining, arresting, or placing 'an immigration hold' on any person solely on the ground that he or she may be a deportable alien



Pre-Use of Force Updates

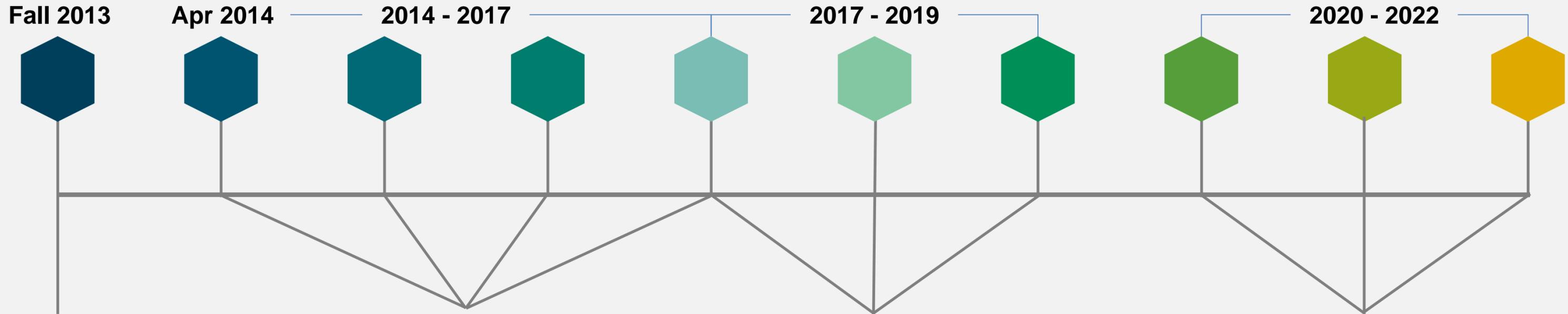
1. Mandate **every attempt to mediate and defuse** situations with people experiencing mental health crises
2. **Added verbal warnings** whenever possible to Use of Force general orders



1. Institutionalization of **data driven crime reduction** strategies
2. Institutionalization of **Principled Policing** with trust building metrics:
 1. Build on Procedural Justice, Implicit Bias Training and Trust Building
 2. Information Sharing
 3. Community Engagement and Public Outreach



SPD Recruitment



SPD developed **recruitment strategy to rebuild** the Department following the City of Stockton’s bankruptcy.

Nov 2013 – voters approved Measure A

Apr 2014 – Implementation of the hiring plan in support of Measure A to **increase department sworn staff** by 120 officers.

Note: in a fiscal year, need to hire 80 officers to add 40 officers to the overall force due retention.

Updated strategic plan while **continuing recruiting strategies** including but not limited to:

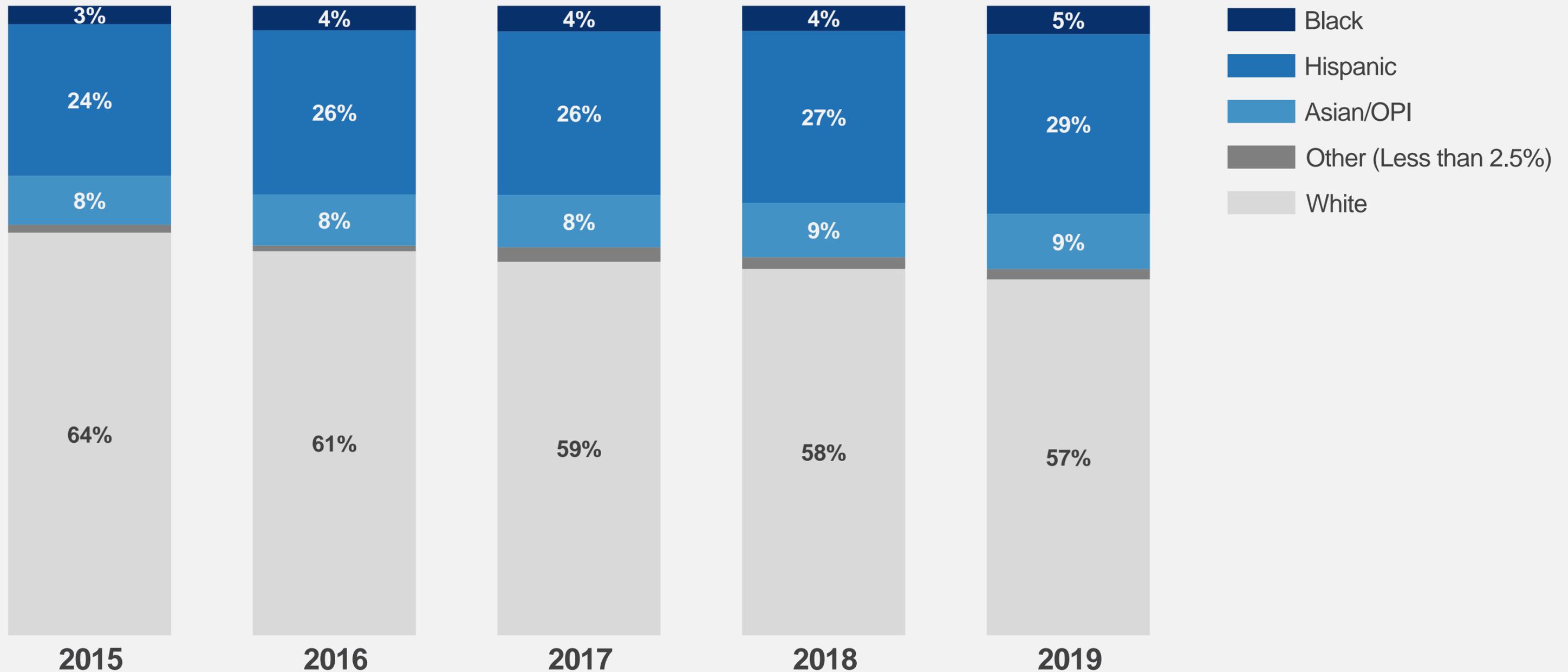
- Created and trained **diverse recruiting team** targeting academies, job fairs, and colleges
- Recruited at **national conferences** like National Organization of Black Law Enforcement Executives and NAACP
- Increased **partnerships at culturally diverse community functions**

Enhanced recruiting approach under 2020-2022 Strategic Plan by:

- Collaborating with **Law Enforcement Applicant Development (LEAD)**
- Focusing on **attracting local applicants**
- Beginning discussions with U.S. Army Partnerships for Youth Success to **help soldiers prepare for careers after the Army.**

SPD Demographics

Moving towards **increased diversity**



Note: Demographic numbers may not total due to rounding.



Comparing Demographics

SPD is continuing to pursue **increased diversity**.

San Joaquin County Population³



Stockton Population³



Police Department



■ Black ■ Hispanic⁴ ■ Asian/OPI ■ Other ■ White



³San Joaquin County and City of Stockton demographics from most recently available census [data](#).

⁴Per census definitions: Hispanics may be of any race, so also are included in applicable race categories. City of Stockton reporting data on topics like traffic stops, arrests, etc. could look disproportionate as a result.

Note: Demographic numbers may not total due to rounding.



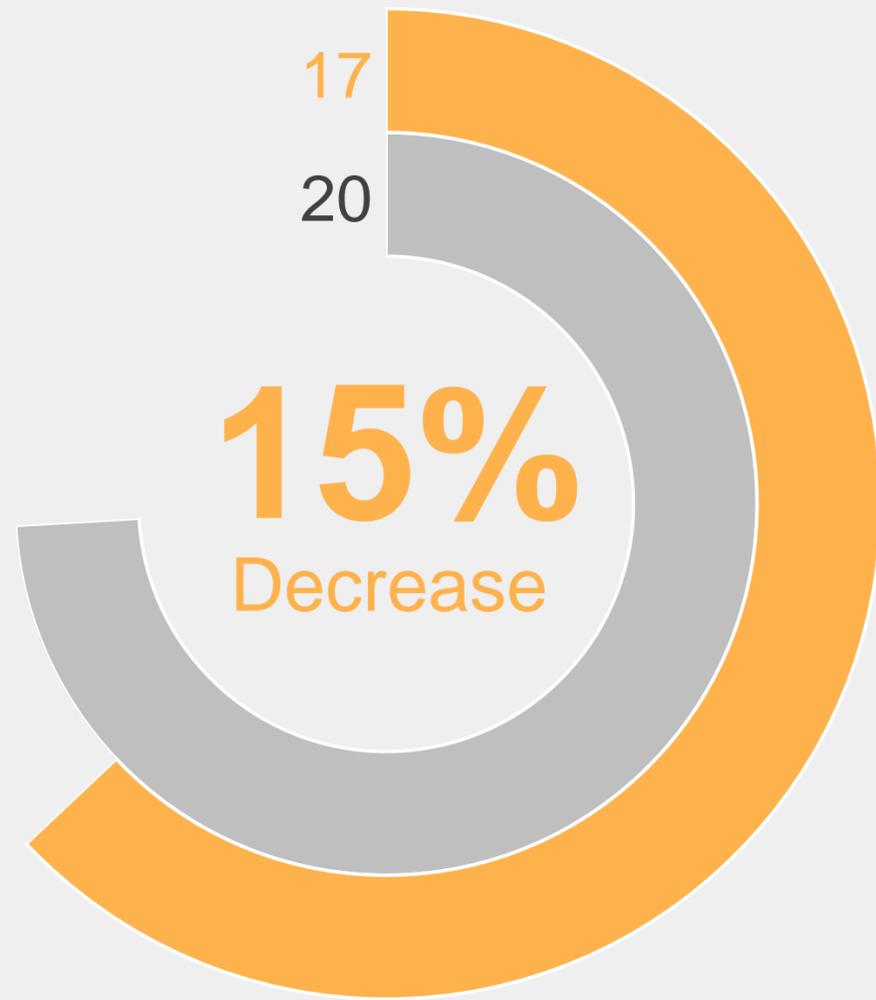
Goal #4

Ensure fair, equitable,
and courteous
treatment for all.

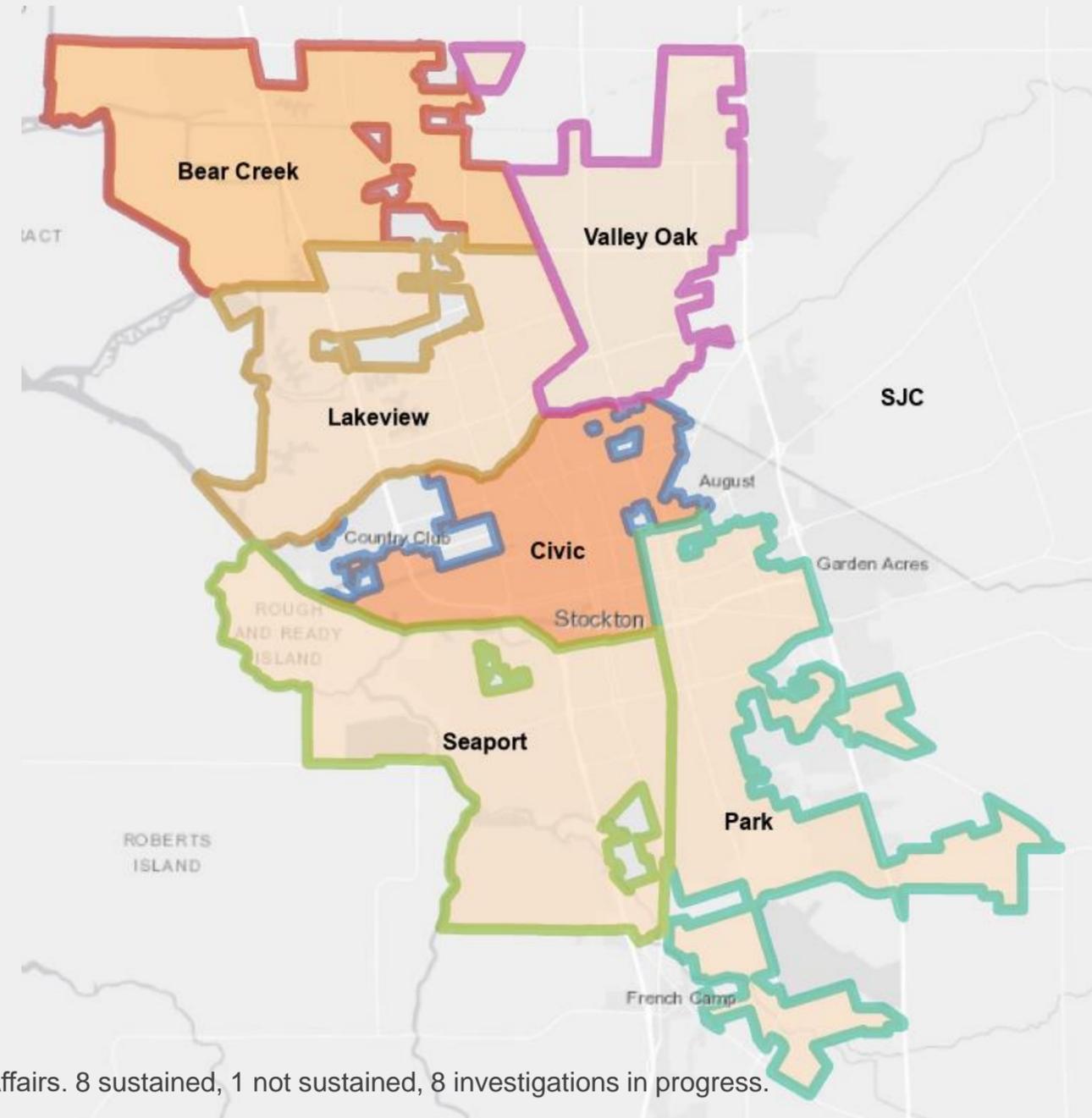


Misconduct Complaints

of misconduct complaints investigated⁵, January – August 2020



2019 2020

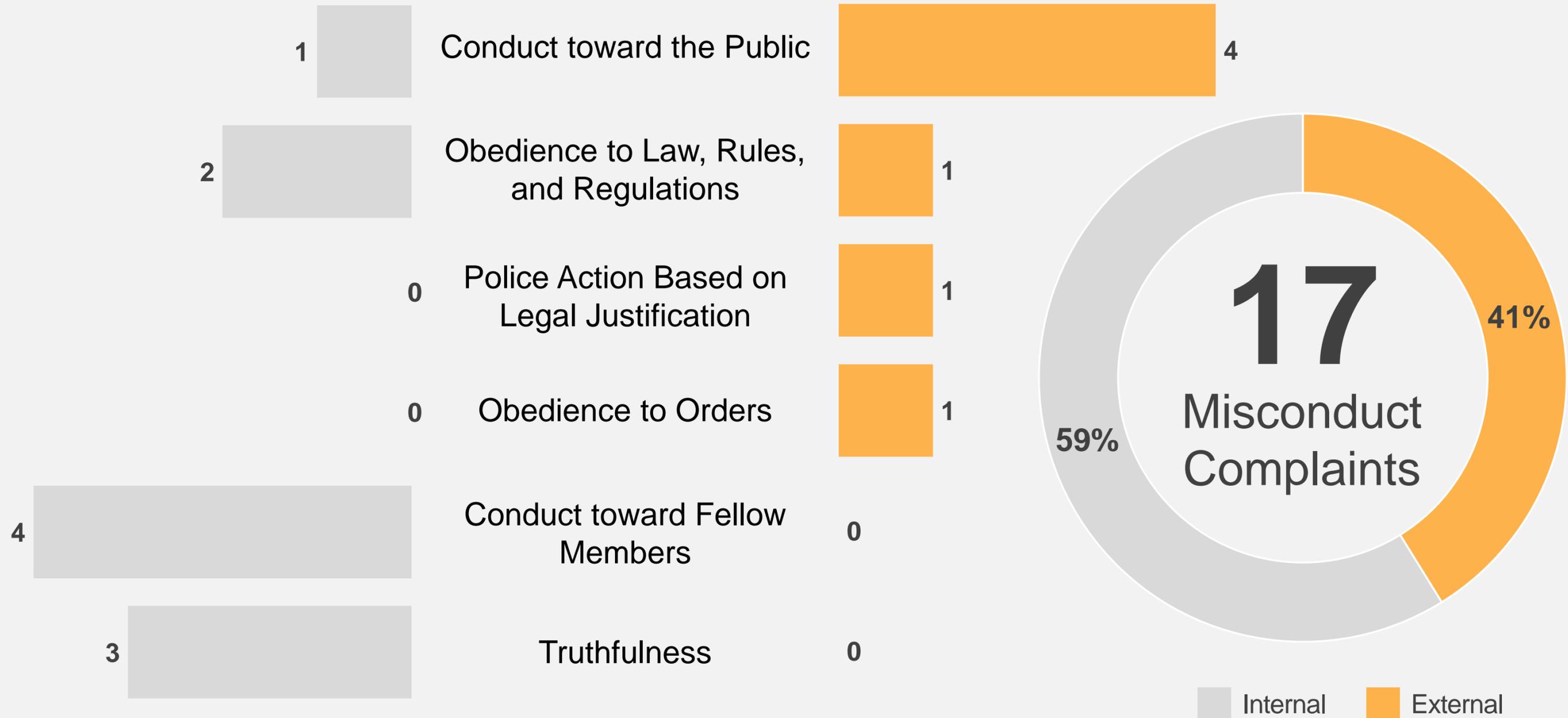


⁵Internal and external complaint types investigated and reported on by SPD's Internal Affairs. 8 sustained, 1 not sustained, 8 investigations in progress.



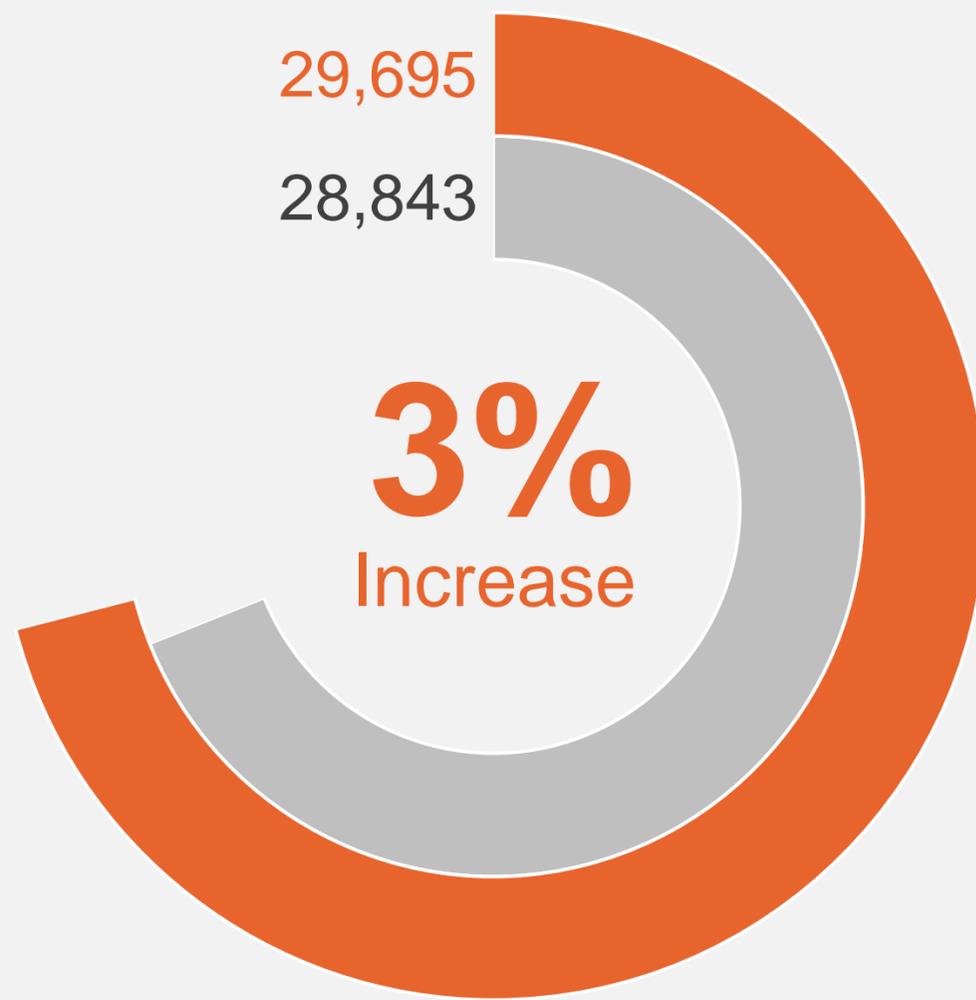
Misconduct Complaints

of misconduct complaints investigated, January – August 2020



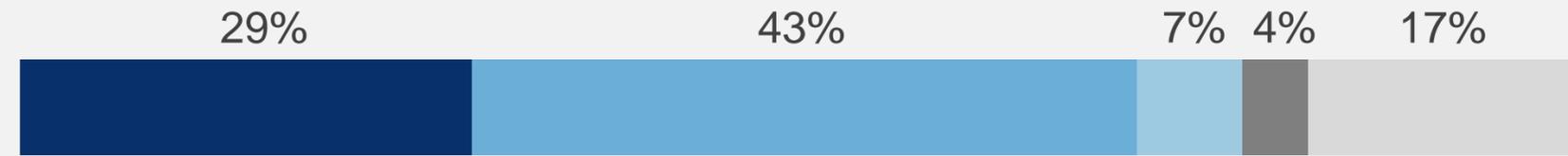
Traffic Stops

of traffic stops with racial breakdown, January – August 2020



2019 2020

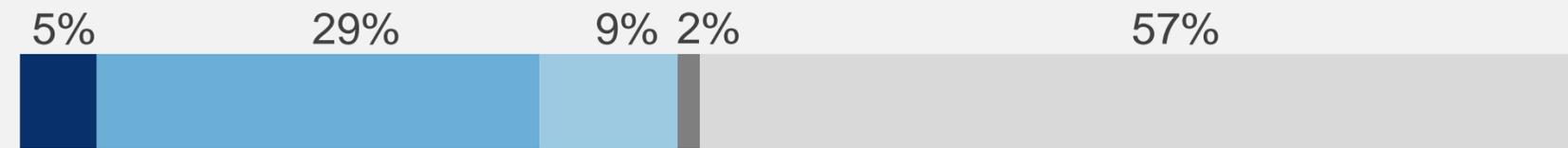
People Stopped



Stockton Population



Police Department

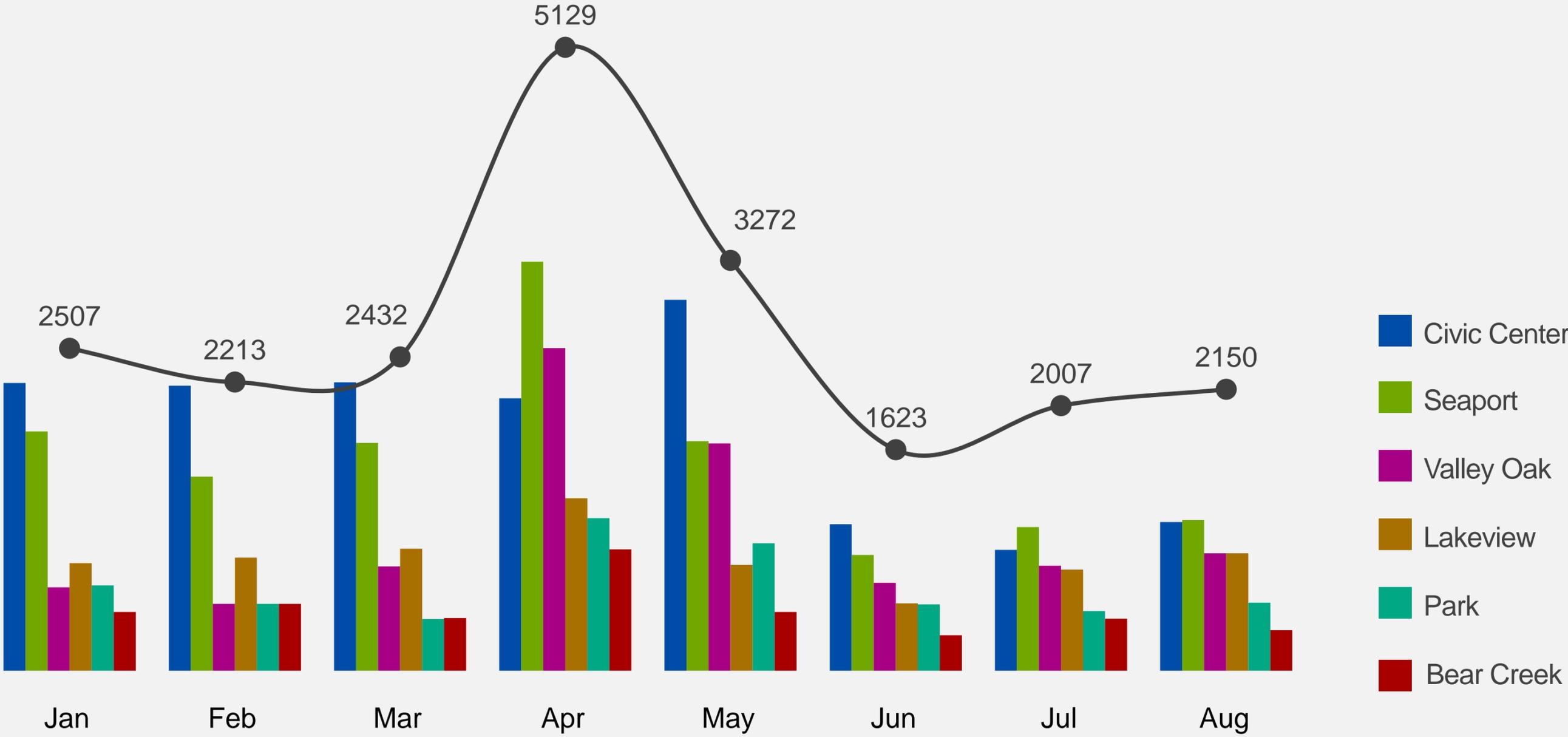


Black Hispanic Asian/OPI Other White

Note: Demographic numbers may not total due to rounding.

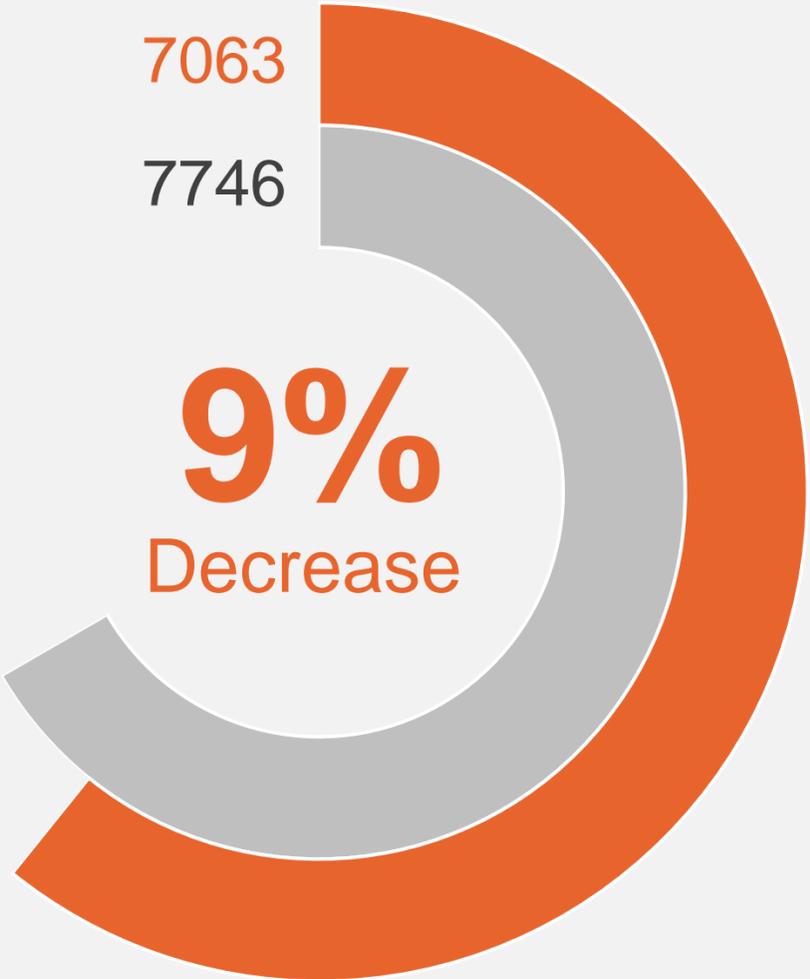
Traffic Stops

of traffic stops by district, January – August 2020



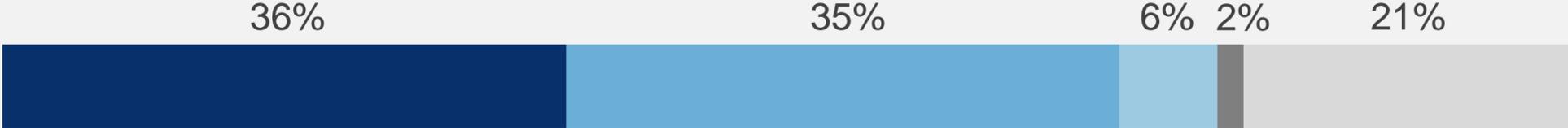
Arrests

of arrests with racial breakdown, January – August 2020



2019 2020

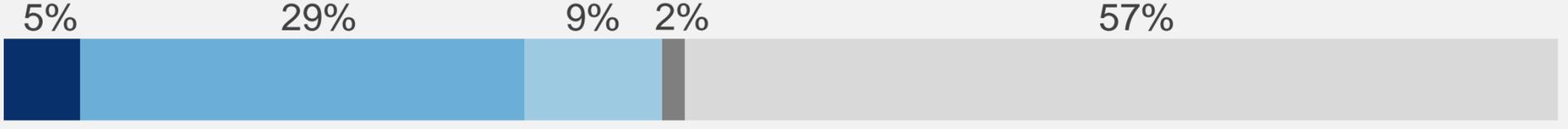
People Arrested



Stockton Population



Police Department



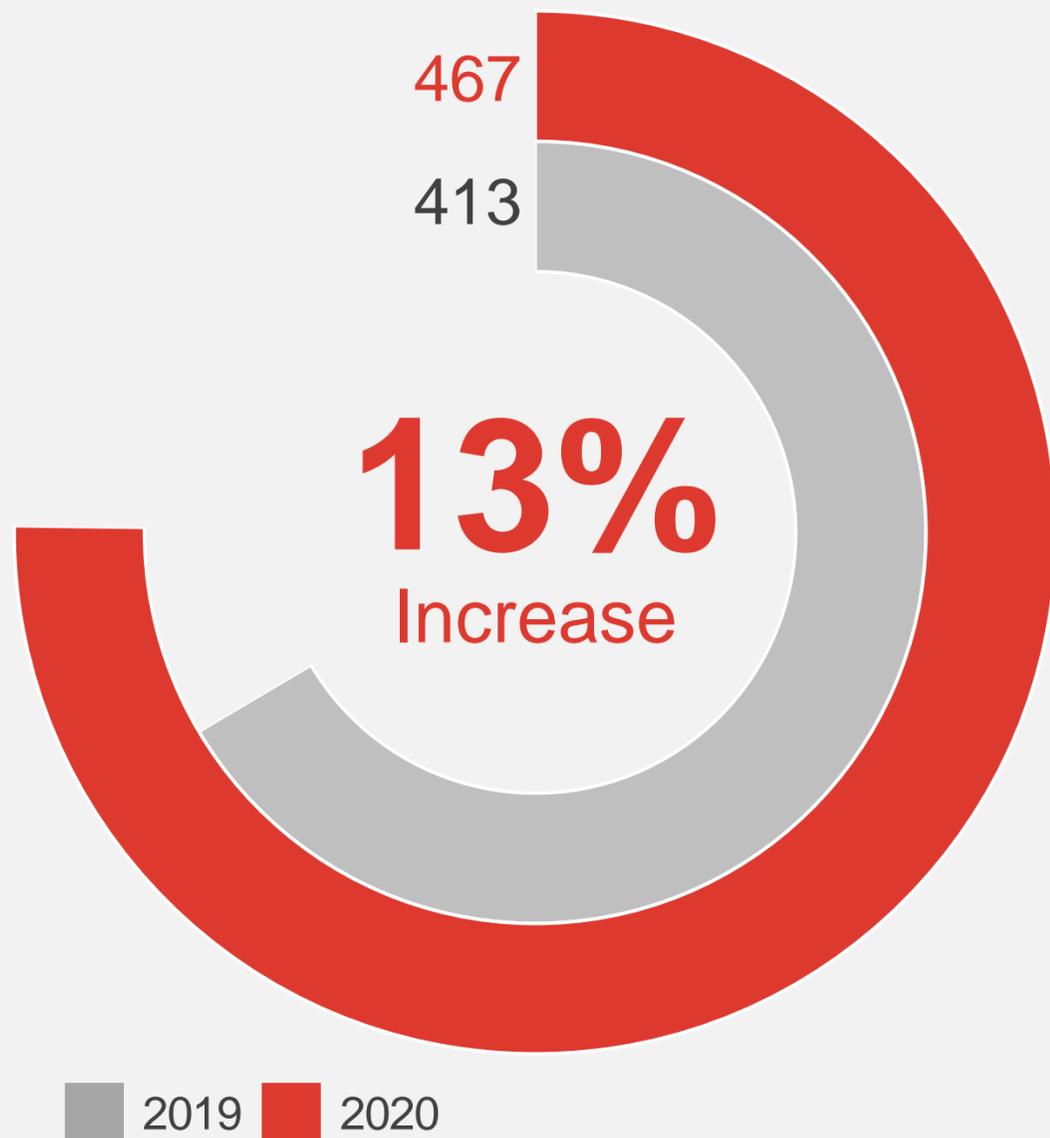
Black Hispanic Asian/OPI Other White



Note: Demographic numbers may not total due to rounding.

Use of Force

of use of force incidents with racial breakdown, January – August 2020



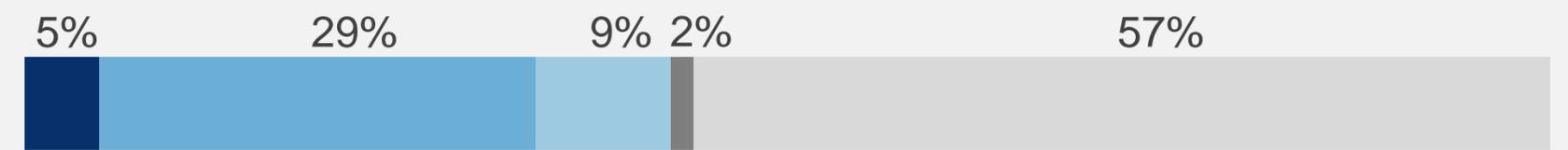
People in Use of Force Incidents



Stockton Population



Police Department



Black
 Hispanic
 Asian/OPI
 Other
 White

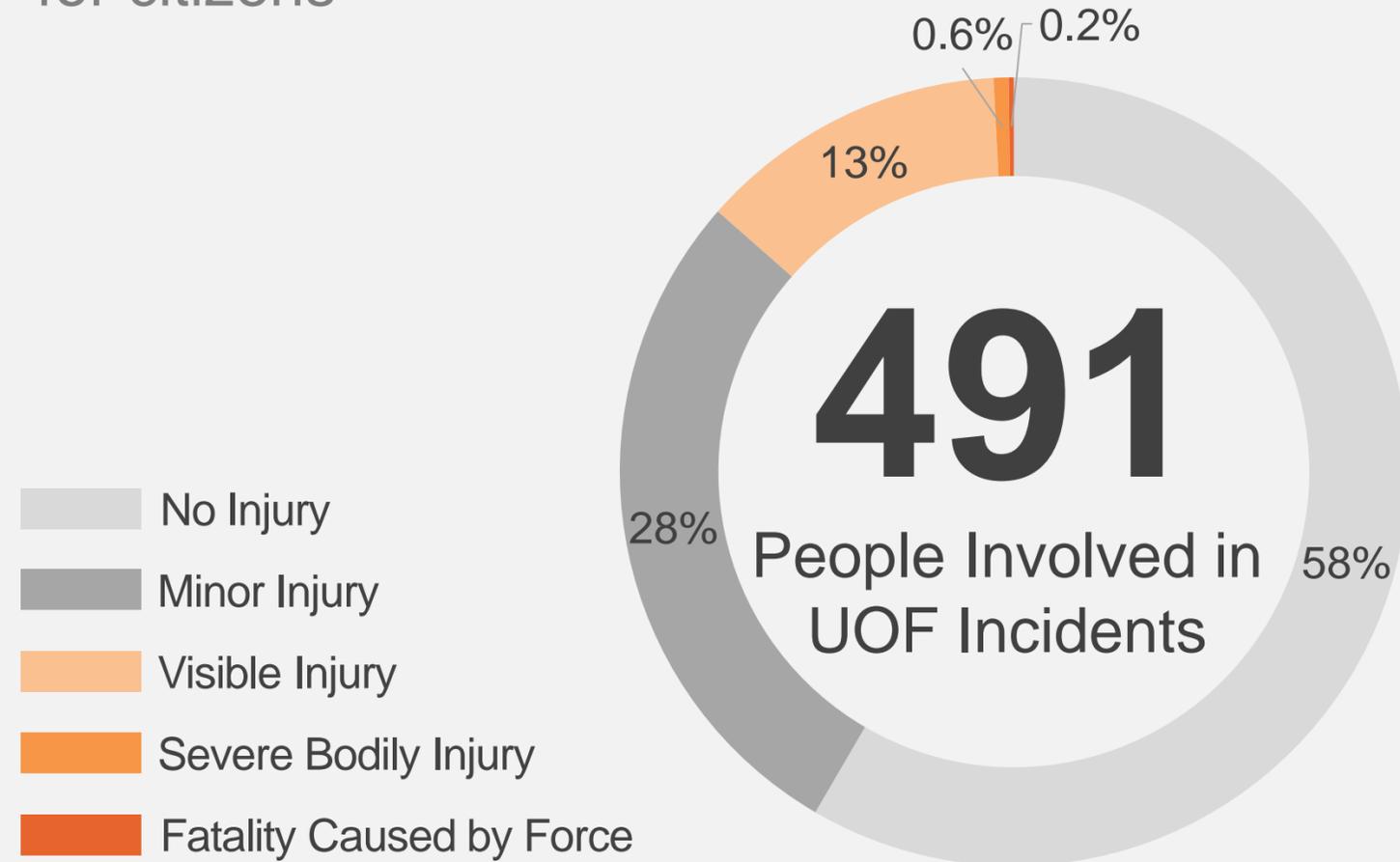
Note: 257,254 total calls January – August 2020; 116,115 dispatched; average of 1059 calls/day and 478 dispatched calls/day
 Note: Demographic numbers may not total due to rounding.



Use of Force Related Injuries

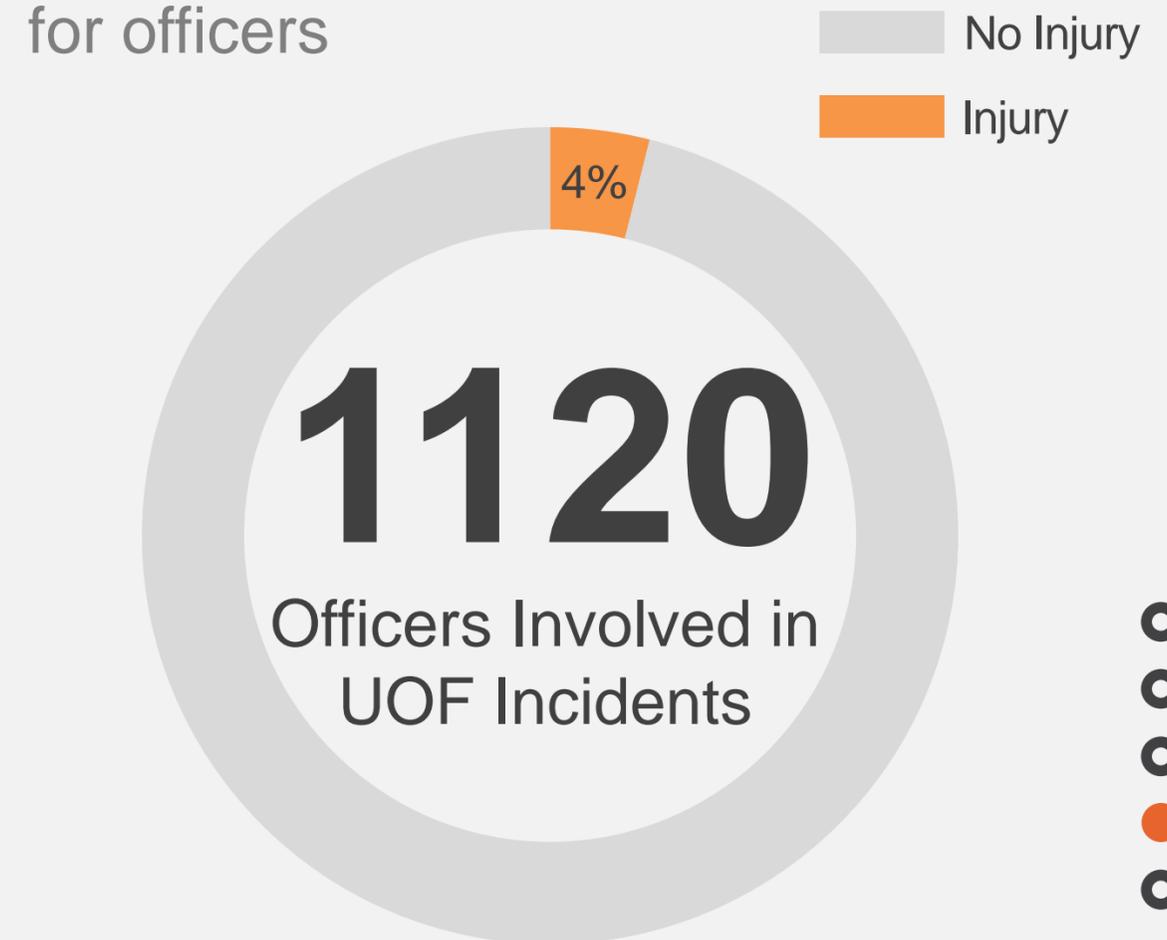
% of injuries to citizens during Use of Force incidents, January – August 2020

86% minor or no injury outcomes for citizens



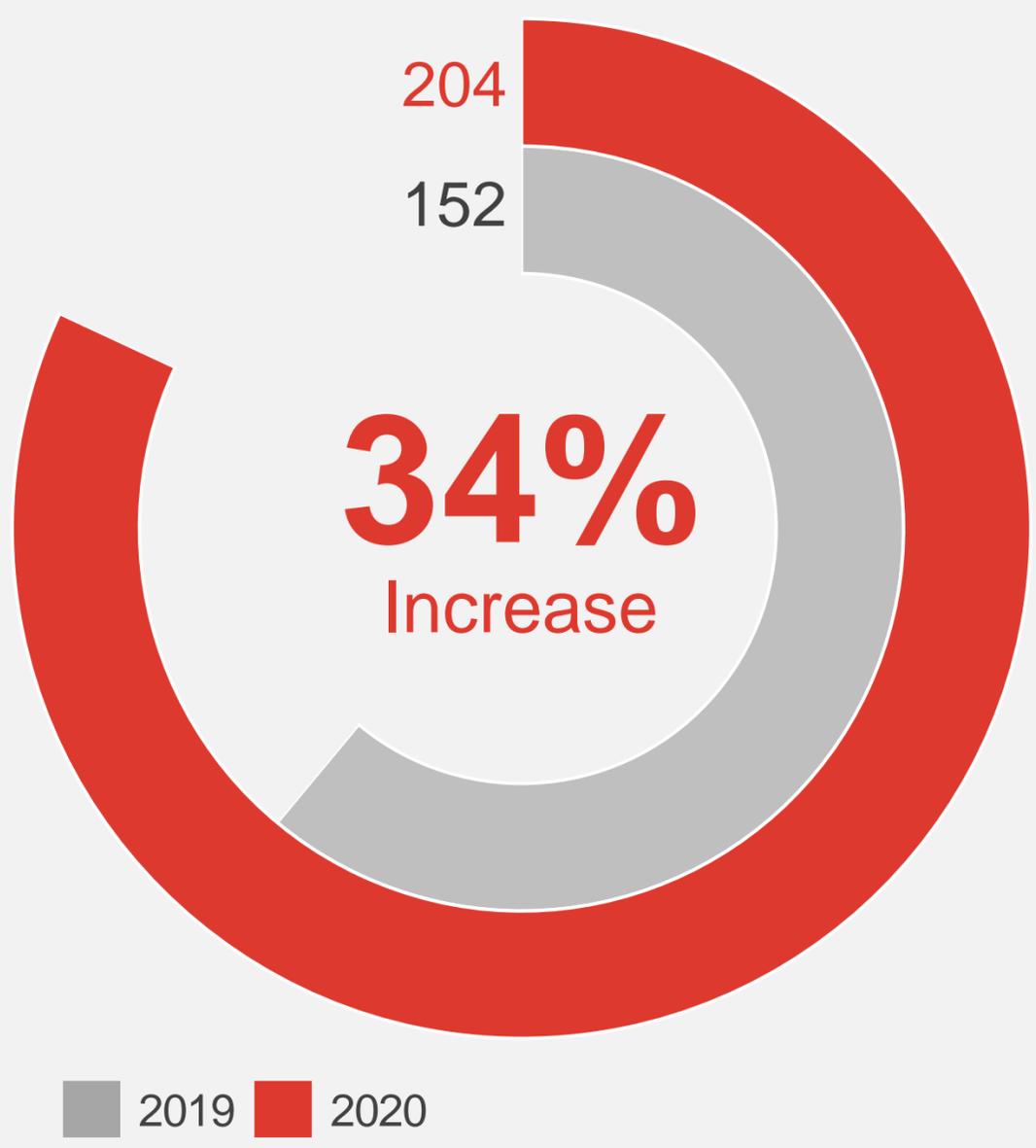
% of injuries to police officers during Use of Force incidents, January – August 2020

96% no injury outcomes for officers

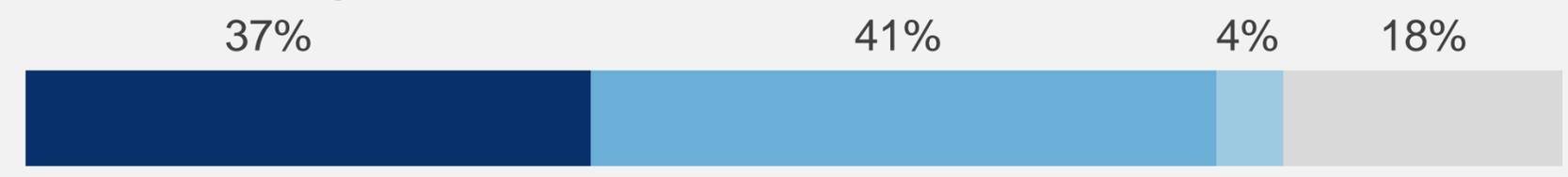


Injuries

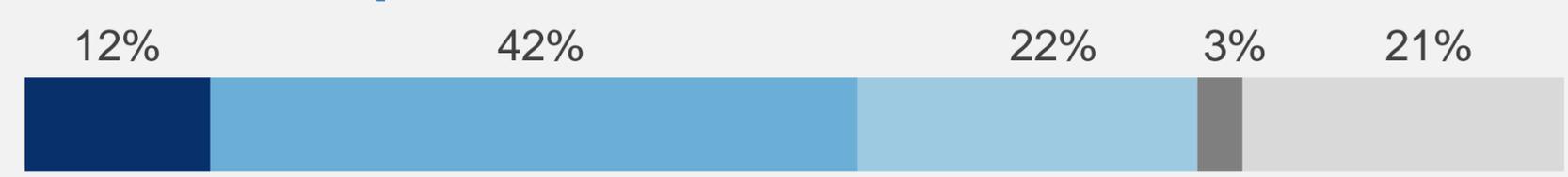
of injuries to citizens with racial breakdown, January – August 2020



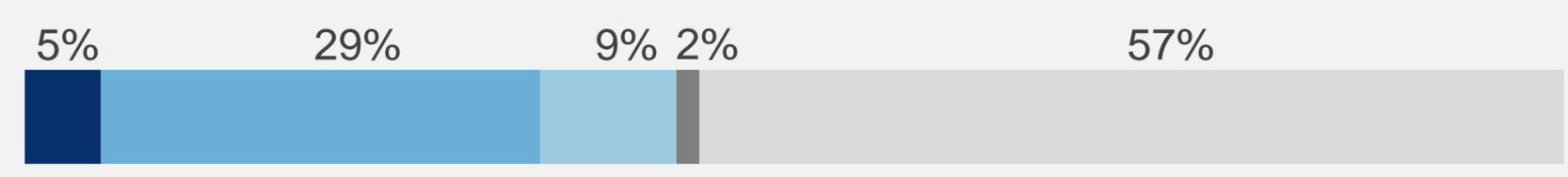
Citizens Injured



Stockton Population



Police Department



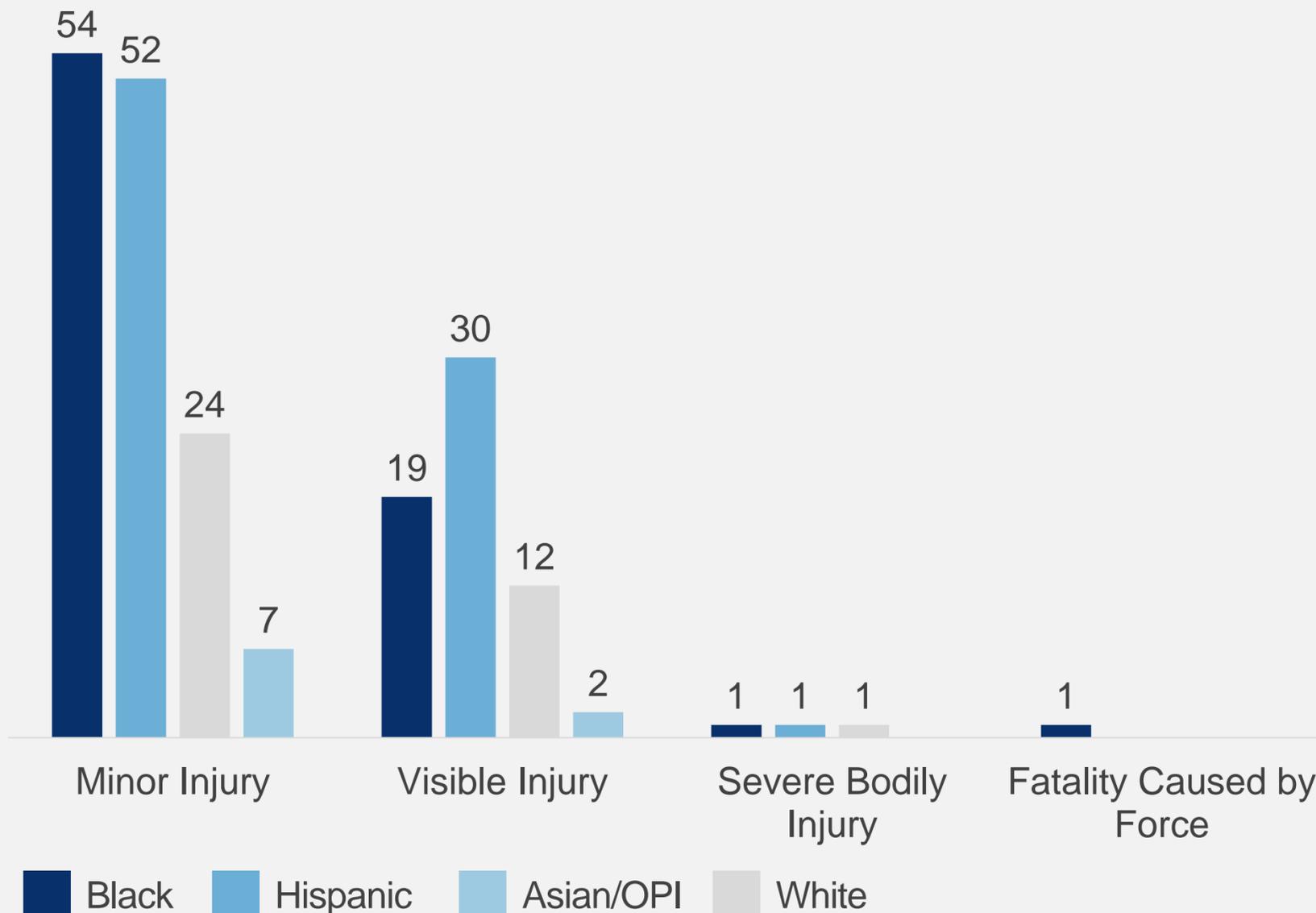
■ Black ■ Hispanic ■ Asian/OPI ■ Other ■ White

Note: Demographic numbers may not total due to rounding.



Severity by Race

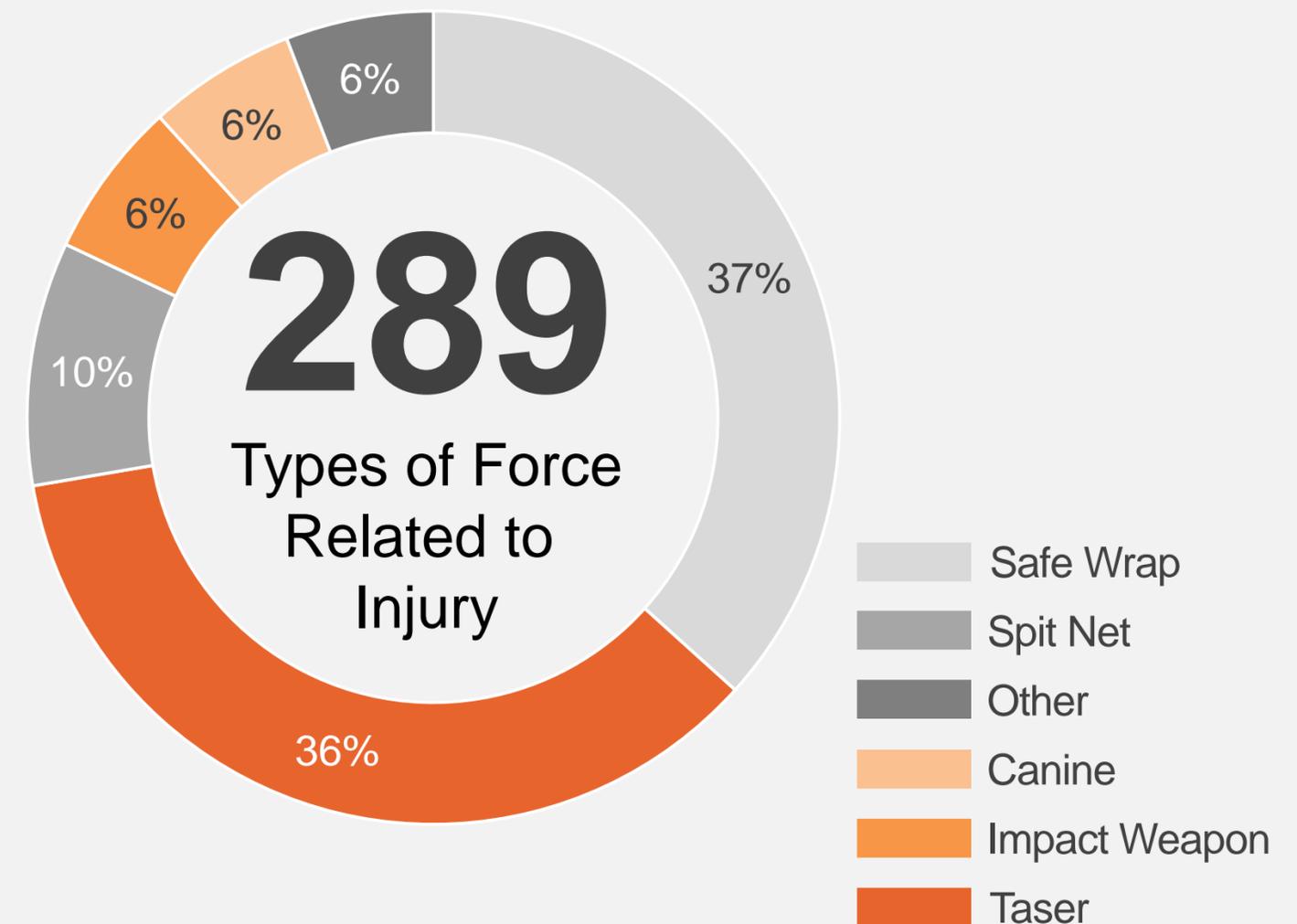
Severity of injuries sustained by race, January – August 2020



Force Types

80

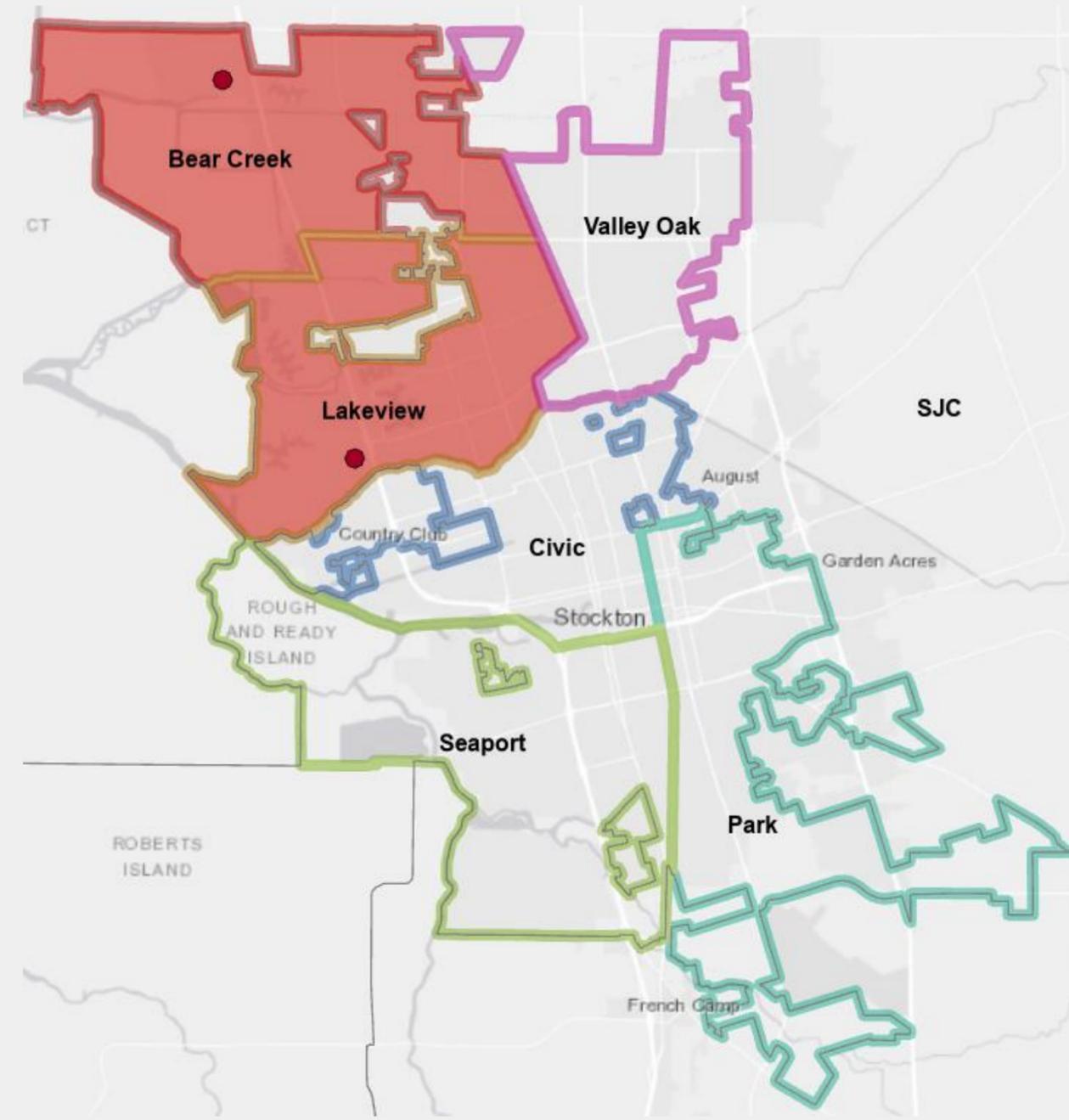
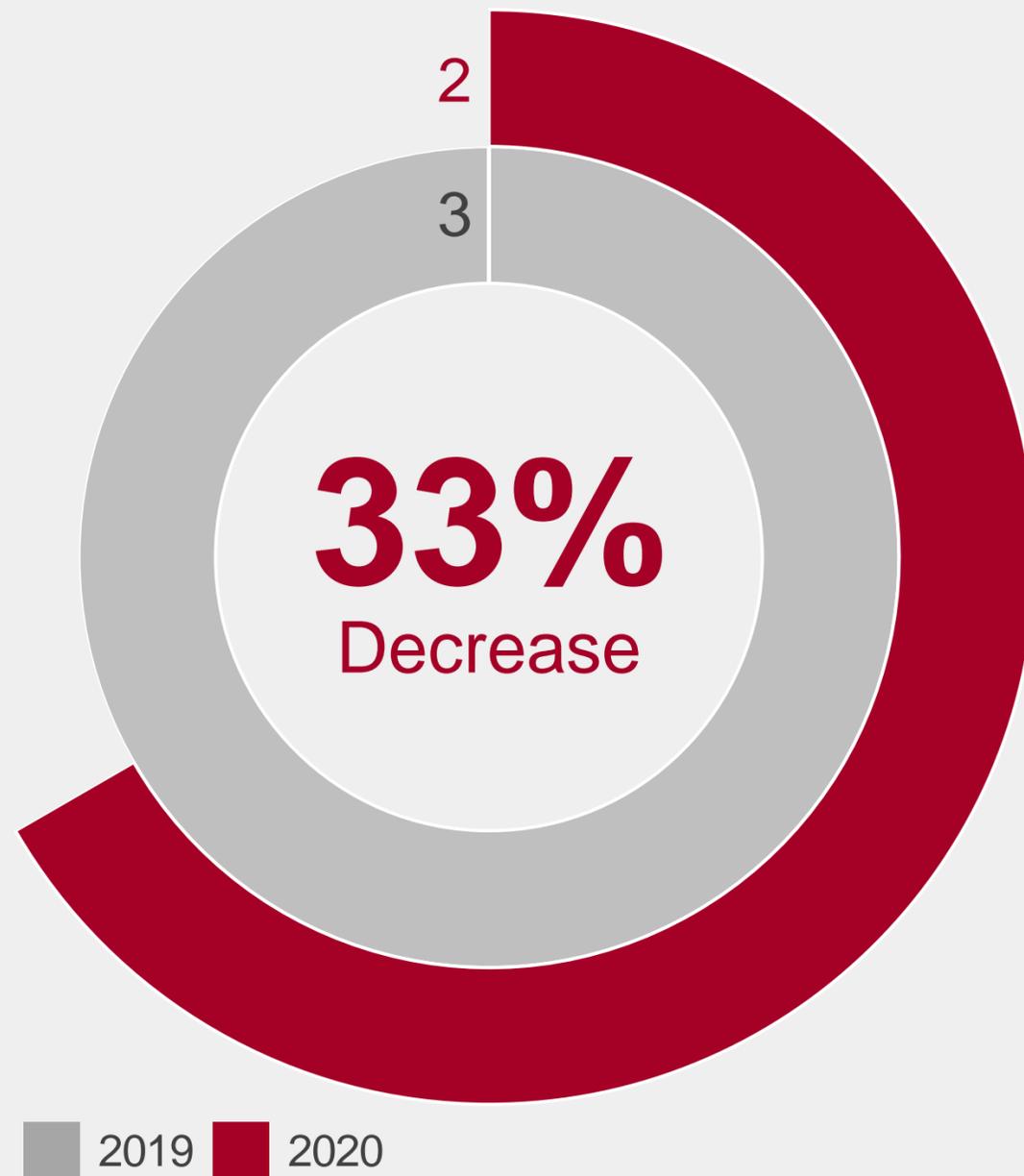
Types of force related to injuries, January – August 2020



Note: a single injury could be related to multiple deployments of force, as a result the totals shown in these two charts are not equal.

Officer Involved Shootings

of officer involved shooting incidents, January – August 2020





Goal #5

Create methods to establish the public's understanding of police policies and procedures and recognition of exceptional service in an effort to foster support for the police.

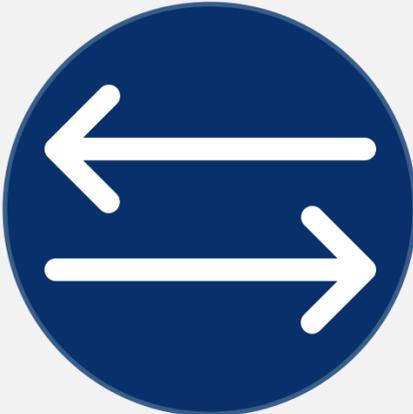


Chief's Community Advisory Board

Mission Statement:

The Community Advisory Board (CAB) fosters better communication, trust, and collaboration between the people of Stockton and their police.

CAB is comprised of a cross-section of Stockton's civic, business and religious leaders and encourages:



Two-way communication
between the Department
and the community



Sharing of concerns on
crime and police relations



Sharing of information
on current Department
initiatives



General Discussion

Deep Dive Topics

- Traffic stops
- Pedestrian stops
- Citizen complaints
- Use of force
- Officer involved
shootings/critical incidents

Next Steps

Upcoming Meetings:

- December 17, 2020
- March 4, 2021
- June 3, 2021



Thanks for being here!
