

IMPLEMENTATION OF 21ST CENTURY POLICING

PILLAR ONE: BUILDING TRUST AND LEGITIMACY

- 1. Stop Data:** We will collect stop data and share it with the public before required to do so by the Racial and Identity Profiling Act.
- 2. Community Surveys:** We conducted satisfaction surveys of people who called the Sheriff's Office for assistance during a six-month period to get feedback about our performance.
- 3. Universal Respect:** We updated our search protocol to respect gender identity and reaffirmed our commitment to provide law enforcement services equally, fairly and without discrimination toward any individual or group regardless of race, ethnicity or nationality, religion, sex, sexual orientation, economic status, age or disability.

PILLAR TWO: POLICY AND OVERSIGHT

- 4. Use of Force and Reporting:** We created a use of force review panel consisting of lieutenants and the chief deputy to conduct monthly reviews of all cases involving the use of force.
- 5. Community Observers:** We provide an opportunity for citizens to attend selected training sessions with deputies to increase transparency and create new ways for citizens to understand and interact with law enforcement.
- 6. Public Policy Manual:** We've posted our policy manual on our website for convenient public access.

PILLAR THREE: TECHNOLOGY AND SOCIAL MEDIA

- 7. Body Worn Cameras:** We will begin using body worn cameras in January, 2017.
- 8. Community Outreach and Communications:** We've increased our social media outreach with Facebook, Nextdoor and Pinterest.
- 9. Technology Team:** We diversified the task of assessing new technologies through the use of an employee evaluation group.

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PILLAR FOUR: COMMUNITY POLICING AND CRIME REDUCTION

- 10. Positive Police-Youth Interactions:** We have School Resource Officers assigned to all three public high schools located in the unincorporated areas of the County. We are planning to host a Youth Academy in 2016 to promote positive interactions between law enforcement and young people.
- 11. Summer in the Park:** We assigned deputies to patrol community parks and interact with young people this summer to create an environment where everyone is safe and feels comfortable using our open spaces.
- 12. Home Inspections:** We've added a free home inspection program to prevent burglaries.

PILLAR FIVE: TRAINING AND EDUCATION

- 13. Training to Effectively Interact with the Mentally Ill:** Our deputies received specific training to successfully resolve interactions with persons who suffer from mental illness or who are in crisis.
- 14. De-escalation Training:** We integrated de-escalation training and tactics into all use of force training. Points of emphasis include communications, the use of distance, time and cover, less-lethal options and rendering aid following a force related event.
- 15. Continuous Quality Improvement:** We started monthly critical incident peer review sessions to learn from each other's experiences and we created operations training bulletins to provide information to deputies.

PILLAR SIX: OFFICER WELLNESS AND SAFETY

- 16. Body Armor:** We adopted a mandatory-use policy for deputies.
- 17. First Aid Kits:** We issued individual first aid kits to deputies.
- 18. Fitness Team:** We are forming a Fitness Team to offer guidance and assistance for deputies to maintain or improve their level of physical fitness.