

Status of recommendations (04-03-19)

Recommendation #1: Adopt New Policy and Procedures for Data Collection During Traffic Stops

New records management system (RMS) and data collection process for traffic and pedestrian stops fully implemented.

Recommendation #2: Conduct a Comprehensive Review of the Field Interview Process

A review of our current department policy was completed, and the policy was updated to reflect best practice, with a goal of fair, impartial and consistent application and documentation of data. Officers received training in the modified policy.

Recommendation #3: Capture Stop-Related Information from Citizens

Individuals who have had contact with the department are surveyed via telephone by a community volunteer on a quarterly basis. Staff continues to evaluate this process to ensure engagement with our diverse community and in the efficacy in collecting and analyzing information.

Recommendation #4: Revise BPD Policy on the Use of Race as a Proxy for Criminality

Department policy had been revised based on Hillard Heintze's recommendation and state statute.

Recommendation #5: Make Police Ethics and Accountability a Key Public Message

The department website has been updated to be more intuitive and to more efficiently provide information, including programs, services, community engagement, Department and Professional Standards annual reports and the complete department policy manual. Key information is available in Spanish and the entire website can be electronically translated into multiple languages.

Staff continues to refine our means for communicating with the Boulder community. Community engagement continues to be a priority and focus for our department. The department has developed a Neighborhood Policing Area program where officers are assigned smaller geographical areas, within a larger policing district, to engage and work with community members to prevent crime and solve problems.

Recommendation #6: Keep Website Complaint-Filing Instructions Up-to-Date and

Recommendation #7: Consider Providing More Professional Standards Review Panel (PSRP)-Related Information on the Website

The department website has been updated to facilitate dissemination of information. In addition to the police department, complaints are also accepted at the City Manager's Office and Human Services-Office of Community Relations and Human Rights. The Professional Standards department policy, in PDF form, is posted on the website. Complaint forms are available in both English and Spanish, in hardcopy and in electronic copy on the website. Additionally, the entire website can be translated into multiple languages.

The website includes specific information in the form of frequently asked questions:

- What happens when I file a complaint
- What if I am afraid to make a report
- What do the results of an investigation mean
- How to commend an employee or file a complaint about an employee
- Information about the Professional Standards Review Panel and a photograph of panel members
- Videos which provide general information on the Professional Standards Review Panel and the council study session on the Hillard Heintze report and recommendations

Staff will continue to look for ways to provide enhanced information on the website, and available to the public, to facilitate understanding of the complaint process.

Recommendation #8: Solicit Public and Private Partners in “Getting the Message Out”

The police department expanded its focus on social media and community engagement. In addition, we coordinate with Human Services and the University of Colorado and we implemented the Boulder Police Department downloadable mobile application.

Recommendation #9: Cast a Wide Net in Announcing Upcoming Professional Standards Review Panel (PSRP) Vacancies

The City Manager’s Office has taken over the recruitment and selection process of the Professional Standards Review Panel (PSRP).

Recommendation #10: Consider Expanding Membership in the Residents’ Advisory Panel

A Community Dialogue and Engagement Panel was implemented in February 2017, consisting of 12 community members.

Recommendation #11: Expand Training on Critical Policing Concepts

Department employees have participated in cultural awareness and implicit bias training presented by an outside trainer. Newly hired officers receive training on these topics in the academy and from Intercambio. Officers also receive training, as legislatively mandated, through the State of Colorado Peace Officers Standards and Training Office. Additionally, officers receive training in de-escalation techniques, mental health, bias motivated and hate crime training, as well as a full host of other mandated and critical training. The department’s focus continues to be on scenario-based decision-making training with an emphasis on de-escalation. Department staff is involved in citywide equity training through our partnership with the Government Alliance on Race and Equity (GARE). Additional training in racial profiling, bias and equity is planned for 2019.

Police department training staff continues to explore new ways to enhance department-wide training on the concepts of bias-free policing, implicit bias, equity and procedural justice, and constitutional-based policing, as well as other contemporary training topics.

Recommendation #12: Leverage the Professional Standards Review Panel (PSRP) in Other Areas

Members were updated on the Hillard Heintze process and received copies of the report and recommendations, copies of the department annual report, and the PSU annual report. Incumbent community members of the PSRP will be included in the interview process to select new PSRP members.