

Mayor Smith,

We held public forums, which you are aware of. Changes in our department that come from these meeting are:

1. Improved and will adopt the following department policies;
 - a. Use of force, deadly and non-deadly (revamped the review process to identify trends or misconduct.)
 - b. Preventing biased profiling and the perceptions of biased policing
 - c. Encountering transgender individuals
 - d. Field training
 - e. Work place violence
 - f. Personnel early warning system
 - g. Pat frisk, Strip searching and stop the promotion of prison contraband and dangerous prison contraband.
 - h. Special assignment: Bike Patrol
 - i. Altered our current Taser policy to make it a mandatory carry for all officers. Therefor making less than lethal always an option
2. Instituted a Bike patrol, using E-assist bikes by partnering with the Salamanca School to develop a youth bike program
3. Instituted a walking patrol
4. Hired more officers to handle specialized details

Our department has already had a civilian review board in place for many years (the Police Commission)

Re-Structured the Police department personnel so that every shift will be supervised and a supervisory position was created to cover the Governor's Discovery/ bail reform.

We utilize the State probation diversion program and have for over a year. This program diverts repeat offenders that are Native American to probation instead of arrest.

Created and instituted an employee evaluation program.

Creating a plan start a mandatory Community-specific implicit bias and cultural competency training.

Developed a five-year plan for our department

Thank you
Acting Chief/Officer in Charge
Jamie Deck