Wichita Police Department

Organizational Assessment

Implementation Update

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June 4, 2015

Background

- August 2014, City Manager launched organizational assessment
- Six-month effort conducted by Wichita State University's Hugo Wall School
- Findings announced in February 2015

WICHITA STATE UNIVERSITY
HUGO WALL SCHOOL OF PUBLIC AFFAIRS

Assessment Goals

- Research best practices
- Engage internal/external stakeholders
- Review policies and procedures
- Provide recommendations for next Police Chief

Partnering Organizations

- Wichita NAACP
- Sunflower Community Action
- Wichita Independent Neighborhoods
- Wichita Crime Commission

Assessment Focus

- Community Relations
- Community Policing
- Body Cameras
- Racial Profiling
- Training: Cultural Diversity and Sensitivity

Assessment Focus Cont.

- Community Education
- Recruitment
- Community Advisory Board
- Information and Transparency

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Progress Report
Robert Layton, City Manager

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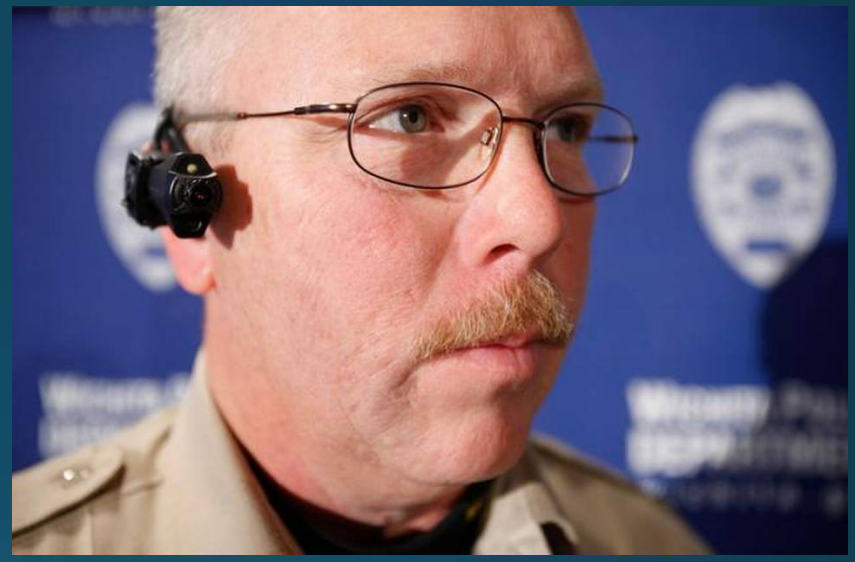
New Police Chief

- National Search
- Consultant Hired
- Candidate Profile Developed
- Position Advertised
- Citizen Advisory Panel Selected

Body Cameras

- Multi-Departmental Effort: IT, HR, Purchasing and Police
- Research on equipment and data storage complete
- Funding source options identified
- Comprehensive policy drafted



Body Cameras

- Next Steps:
  - Finalize operational and technology policies
  - Contract with a supplier
  - Design integration with existing infrastructure

Community Advisory Board

- Increase opportunities to provide input on policies and practices
- Work to improve community relations

City Manager's Review Board

- Meets as sub-committee of Advisory Board
- Hears appeals by citizens who disagree with findings of the WPD

Advisory Board

- Project plan approved
- First meeting conducted on May 20th
- Target late third quarter to have board members selected and trained

Advisory Board

- Establish mission and goals
- Identify process for soliciting applications
- Develop training plan
- Plan to measure effectiveness after 18 months

Community Meetings/Outreach

- Officers attend neighborhood meetings regularly
- Specific outreach meetings were held for reactions and feedback on the Assessment

Community Meetings/Outreach

- March 4th Wichita Independent Neighborhoods
- March 10th NAACP
- March 25th Sunflower Community Action
- March 28th C.O.R.E (Community Operations Recovery Empowerment, Inc.)

Mental Health

- Aim to have more than one half (350) officers trained in Mental Health First Aid by end of 2015

Crisis Intervention Training

- Developed weeklong training in basic crisis intervention
- Trained 82 officers (certified)
- Set goal of 101 certified officers by the end of June

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Hassan Ramzah, Deputy Chief

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Pretext Stop Policy

- Comprehensive Racial and Other Biased Based Policing and Vehicle/Pedestrian Stops polices to address:
  - Stops
  - Detentions
  - Handling of Racial Profiling Complaints

Pretext Stop Policy

- Recommendations from a legal consultant on stop, detention and search documentation
- Assessment provides policy recommendations
- Final policy recommendations to executive staff in mid-June for consideration

Use of Force Policy

- Recommendations from a legal consultant
- Review of draft policies complete
- Final review and approval in July 2015

Recruitment Process Improvement

- First meeting held in late May
- Recommend programs and practices to recruit and retain a skilled workforce, reflecting diversity of community

Communications and Public Education

- Proactive Education Campaigns
  - Use of Force
  - Pretext Stops
- Standard Communication Processes
  - When an incident occurs
  - Success stories

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Questions?

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