



Council Agenda Report

FROM: Hans Uslar, City Manager
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SUBJECT: Receive a Report on the Monterey Police Department's Commitment to Equity in Policing by the Use of Fair and Impartial Policing Policies, Programs, and Practices (Not a Project under CEQA Article 20, Section 15378 and under General Rule Article 5, Section 15061)

RECOMMENDATION:

That the City Council receive a report regarding the Monterey Police Department's commitment to equity in policing by the use of fair and impartial policies, programs, and practices. The City Council requested this report at its meeting of October 6, 2020 as a part of the Council's commitment to achieve racial equity and to promote diversity and inclusion.

POLICY IMPLICATIONS:

Committing and supporting efforts to understand the Monterey Police Department's equitable justice police practices are consistent with the City Council's value drivers to "maintain and expand an environment that solicits, welcomes and appreciates input from all" and "working to improve the quality of life of our residents."

FISCAL IMPLICATIONS:

None.

ENVIRONMENTAL DETERMINATION:

The City of Monterey determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA)(CCR, Title 14, Chapter 3 ("CEQA Guidelines), Article 20, Section 15378). In addition, CEQA Guidelines Section 15061 includes the general rule that CEQA applies only to activities which have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA. Because the proposed action and this matter have no potential to cause any effect on the environment, or because it falls within a category of activities excluded as projects pursuant to CEQA Guidelines section 15378, this matter is not a project. Because the matter does not cause a direct or any reasonably foreseeable indirect physical change on or in the environment, this matter is not a project. Any subsequent discretionary projects resulting from this action will be assessed for CEQA applicability.

ALTERNATIVES CONSIDERED:

The purpose of the report is to advise the City Council about the Monterey Police Department's policies and practices as they relate to fair and impartial policing. The Council could choose not to receive the report.

DISCUSSION:

MPD Ethos: Serving the Community with Honor, Dignity, Fairness and Respect

On October 6, 2020, Council adopted Resolution No. 20-155 which, in addition to declaring the Council's support to achieve racial equity and to promote diversity and inclusion, directed that *the City Manager and Chief of Police return by the end of 2020 with a City Council presentation regarding the Monterey Police Department's use of fair and impartial policing policies and comprehensive programs to ensure contemporary equitable justice policing practices.*

The Monterey Police Department (MPD) is sworn to uphold constitutional protections and freedoms for all, and is committed to ensuring fair and impartial policing. This report describes a myriad of endeavors related to what the MPD has done, is doing, and will continue to do to ensure fair, impartial, and equitable justice policing practices.

The report outlines three main dimensions of influence that assist in ensuring fair, impartial, equitable and professional policing by the Monterey Police Department (Attachment 1). The three dimensions are different, but each has significant importance and together they influence the MPD policies, procedures and practices.

Before looking at the three dimensions, one needs to first understand the core values and morals of the MPD, which are found at the center of all that we do. The vision statement of the MPD relates: *The Monterey Police Department is a professional, dynamic and innovative organization with the highest ethical standards. The MPD is committed to serving our community with honor, dignity, fairness and respect.* This ethos captures the essence of what is expected of all MPD staff, subordinates, supervisors, command and peers. These expectations do not simply flow down from command staff to subordinates; the message of fairness and respect is transmitted across the MPD at all levels, holding every member accountable to the vision statement. This ethical base is reinforced with self-awareness, policy, selection, training, supervision, leadership, accountability, and review.

Equitable Justice and Policing: Three Influencing Dimensions

The vision statement and ethos of the MPD establish the foundation by which all of the Department's staff operate. The three influencing dimensions that support the Police Department's efforts towards equitable justice and policing are as follows:

- The first dimension includes **the legal mandates and requirements of California police departments and police officers**. In this dimension lies the California Commission on Peace Officer Standards and Training (POST) and other legal requirements such as legislative mandates. It is through these guidelines (some legally mandated, some best practices) that the MPD ensures requirements for the hiring and continual training of personnel.
- A second dimension includes the **constant review of best policing practices from across the country**, such as the six pillars of President Barack Obama's Task Force on 21st Century Policing, a benchmark document released in 2015.
- The third dimension includes **implementation of and accountability by the MPD and the community**. This dimension involves analyzing, responding and assessing all of the aspects included in the other dimensions and ensuring implementation through

policy, selection, training, accountability and constant review and update. A crucial aspect in this dimension is the interaction, relationship and input with and from the community.

Dimension I: Legal Mandates and Requirements for Policing in California

This section describes an overview of legal mandates, requirements, and some best practices. The California Commission on Peace Officers Standards and Training (POST) provides oversight and requirements for California police agencies and police officers as legislated (Penal Code §§13503, 13506, 13510¹.) Additionally, the California Legislature has enacted laws with specific requirements related to policing.

California Commission on Peace Officer Standards and Training (POST)

POST adopts rules and conducts research related to establishing minimum standards (physical, mental, emotional, and moral fitness) that govern the recruitment of police officers; establish minimum standards for training of police officers; and concern job-related educational standards and selection standards (§832.4). Based on POST guidelines, prior to being hired, MPD officers undergo a rigorous background investigation that includes psychological evaluation for suitability to be police officers.

The MPD has the highest hiring standards and will only hire someone who exemplifies the tenets of desiring to serve with honor, dignity, fairness and respect. MPD requires training beyond those mandated by POST, to ensure that officers are equipped to handle difficult situations.

Some POST mandated training and best practices include the following:

- POST Officer Selection requirements and Basic Academy training (will be described in Dimension III).
- Training on racial, identity and cultural diversity in order to foster mutual respect and cooperation between law enforcement and all members of all racial, identity and cultural groups. Initially at the Basic Academy and every 5 years thereafter (§13519.4)
- POST Professional Certificates & Requirements
 - Basic Certificate (completion of Basic Academy + FTO + agency probation)
 - Intermediate Certificate (Basic + 2 years + formal education)
 - Advanced Certificate (Intermediate + 4 years + formal education)
 - Supervisory Certificate (Intermediate Certificate + formal education + 80 hour POST Supervisory Course + two years as supervisor)
 - Management Certificate (Advanced Certificate + formal education + 104 hour POST Management Course + 2 years as middle manager)
 - Executive Certificate (Advanced Certificate + formal education + 80 hour POST Executive Development Course + 2 years as a department head)
- POST – Best Practices & Guidelines - Publications
 - *POST Use of Force Standards and Guidelines*, (2020) by California Commission on Peace Officer Standards and Training (POST), which includes 21 standards (will be described in Dimension III)
 - *De-Escalation: Strategies & Techniques for California Law Enforcement*, (2020) by California Commission on Peace Officer Standards and Training (POST)

¹ All references are to the Penal Code unless otherwise specified herein.

Recent California Legislative Mandates (2015-present)

Below is a review of recent laws enacted by the California Legislature related to policing in areas of racial and identity sensitivity, data collection, police review, use of force (redefining legal standards), and transparency. The California Department of Justice issues various reports related to the policing data being collected (i.e., use of force, civilian complaints and Racial and Identity Profiling Act (RIPA)) and places the data on a public facing data portal called the “Open Justice Data Portal” on openjustice.doj.ca.gov. The Monterey Police Department has either implemented these mandates through policy, training, practice, and technology or is preparing to implement them (e.g., RIPA data collection).

- Diversity & Racial and Identity Sensitivity
 - AB 953 (§§ 13012, 13519.4 & Government Code § 12525.5) - **The Racial and Identity Profiling Act (RIPA). Established a RIPA Board to eliminate racial and identity profiling, and improve diversity and racial and identity sensitivity in law enforcement.** The bill requires the California Department of Justice and all California police departments to implement a **police stop-data collection process (16 areas of collection with over 35 data points)**. Agencies with less than 334 Officers start collecting data on January 1, 2022 and begin reporting by April 1, 2023. The Monterey Police Department falls into this category and is working with the Information Services Division to implement this effort in 2021/22.
 - SB 54 (Government Code §§ 7282, 7282.5, 7284) – California Values Act – effective 10-05-17. State and local law enforcement shall not participate in immigration enforcement.
- Civilian Complaints
 - AB 953 (§13012(a)(5)) - RIPA. Updated Civilians’ Complaints Against Peace Officers (CCAPO) to include complaints based on racial and identity profiling claims. Procedures to investigate complaints against peace officers is mandated in the Penal Code (§832.5)
- Use of Force
 - AB 71 (Government Code §12525.2) – Use of Force Incident Reporting (URSUS) - beginning 01-01-17 – All law enforcement annually furnish to California Department of Justice data related to the use of force (the shooting of a civilian by a peace officer, the shooting of a peace officer by a citizen, use of force by an officer that results in serious bodily injury or death, use of force by a civilian against a peace officer results in injury or death).
 - AB 392 - (§196) – Peace Officers Deadly Force – effective 01-01-2020 – Among other things, updated Penal Code to read that a peace officer is justified in using deadly force upon another person only when the officer reasonably believes, based on the totality of the circumstances, that such force is necessary.
 - SB 230 – (§13519.10 & Government Code §7286) - effective 01-01-2021 - Use of Deadly Force, Training, Policies, mandated guidelines for UOF, De-escalation and training.
 - AB 1196 – (Government Code §7286.5) – effective 10-02-2020 – Prohibited law enforcement use of a carotid restraint or choke hold.
- Transparency
 - SB 1421 – (§§832.7, 832.8) – Peace officers: release of records – effective 01-01-2019 – mandated that the following police officers’ records were not confidential:

- officer discharge of a firearm at a person, use of force resulting in death or great bodily injury, sexual assault on duty, sustained complaint of dishonesty.
- AB 748 – (Government Code §6254) – Peace officers: video and audio recordings: disclosure – Effective 07-01-2019 – A video or audio recording that relates to a critical incident be disclosed within 45 days, subject to various exceptions. Applies to officer discharge of a firearm at a person or use of force resulting in death or great bodily injury.
- SB 978 - (§13650) – Law enforcement agencies: public records – effective 01-01-2020 – Law Enforcement agencies shall post on their internet sites all current standards, policies, practices, operating procedures, and education and training materials, that would otherwise be available to the public.

Dimension II - Best Practices for Contemporary Policing

This section explains the ongoing aspect of “scanning” for best practices in contemporary policing that can be contemplated and tailored for utilization in the *Implementation and Accountability Dimension*. While examples are provided in this section, this is a snapshot of an ongoing effort to evaluate best practices in a myriad of areas. The first example is of a broad overview of best practices for contemporary policing practices as found in President Obama’s Task Force on 21st Century Policing. The second example relates to responding to rapid and unfolding circumstances through outreach by addressing policing policy questions after the killings of George Floyd in Minneapolis and others. Finally, examples of professional organizations are listed below that MPD Command Staff belong to in order to stay abreast of contemporary thoughts and practices related to policing (POST is a large part of this dimension and was described in Dimension I).

The President’s Task Force on 21st Century Policing (May 2015)

President Obama convened a task force to strengthen community policing and trust among law enforcement officers and the communities they serve by identifying best policing practices and recommendations on how those practices can promote effective crime reduction, while building public trust. The Task Force included law enforcement officials, technical advisors, youth and community leaders, as well as nongovernmental organizations. These efforts, despite being five years old, continue to be a model for police agencies nationwide.

The Task Force established six pillars:

- Building Trust and Legitimacy
- Policy and Oversight
- Technology & Social Media
- Community Policing & Crime Reduction
- Training & Education
- Officer Wellness & Safety

The President’s Task Force on 21st Century Policing report has been incorporated into the MPD as a strategic guide for best practices.

Former President Obama's "Police Use of Force Project"

Following the killings of George Floyd and others earlier this year, MPD reiterated its commitment to these pillars and best practices:

- On June 3, 2020 – Mayor Roberson “took the pledge” to address police use of force policies in Monterey as drawn from President Obama’s *Police Use of Force Project* and *The Leadership Conference on Civil and Human Rights*.
- On June 5, 2020 – The MPD issued a media release addressing each of the eight points that President Obama’s Police Use of Force Project contemplated.
- On June 11, 2020 – The MPD created and released a three-page informational document titled “MPD Policies and Practices – A review of the Monterey Police Department’s use of force policies and practices,” which addressed the use of force questions related to President Obama’s Project.

Engagement in Professional Policing Organizations

The command staff and officers within the Monterey Police Department continue to be actively involved in professional policing organizations whose efforts work towards equity and justice issues in communities. These include:

- Police Executive Research Forum - Integrating Communications, Assessment & Tactics and Guiding Principles on Use of Force
- California Police Chiefs Association
- International Association of Chiefs of Police (IACP) - Mental Health First Aid
- Monterey County Chief Law Enforcement Officers’ Association (MCCLEOA)

Dimension III - Implementation and Accountability: The Monterey Police Department Working with Community

This section describes the implementation of equitable justice police practices and accountability by the MPD and the community. This dimension involves analyzing, responding and assessing all of the aspects included in the other dimensions (POST mandates, Legislative mandates, best practices) and ensuring implementation through policy, selection, training, accountability and constant review and update. A crucial aspect in this dimension is the interaction, relationship and input with and from the community.

Monterey Police Department - Policies, Selection, Training, Equipment & Technology

- Policy Overhaul and Implementation – Lexipol. **In September 2017 – The MPD implemented an entire overhaul of the policies and procedures with the release of a police policy program known as Lexipol, replacing an antiquated process of “directives.”** The Lexipol policy manual is updated at least twice a year. Lexipol is a unified risk management web-based solution, utilizing content, policies and training that provides a law enforcement policy and procedural framework of over 170 state specific policies written by industry experts that are kept up to date as legislation and best practices change.

The system tracks to ensure that as new policies are updated, officers and staff are reviewing and understanding policy. **An attorney and co-founder of Lexipol was a**

“Project Advisor” for the *POST Use of Force Standards and Guidelines*, (2020).

Lexipol training includes web-based “Daily Training Bulletins” or DTBs that officers review every month to ensure they are continuously up-to-date on current policy.

- Issues Related to the Use of Force. **The MPD consistently reviews its policy to ensure it is in compliance with the law and best practices, primarily through new Lexipol policy releases.**
 - The following is a review of MPD policy (sections noted in parentheses) as outlined in *POST Use of Force Standards and Guidelines*, (2020) by California Commission on Peace Officer Standards and Training (POST), which includes 21 standards as follows:
 - Fair and unbiased policing (LE Code of Ethics; Vision; 100.5; 102.3; 300.2; 300.2.2; 313; 319.4; 319.5.3; 319.5.9(f))
 - Alternatives to use of force - De-escalation & force alternatives (300.4.6; 300.3; 427.5; 427.6; 430.3)
 - Application of Use of Force – Proportionality (300; 300.2; 300.3)
 - Application of Use of Force – Approved methods and devices (300; 302; 303; 304; 305; 306)
 - Application of Deadly Force (300; 300.5)
 - Use of firearms – Draw/exhibit a firearm (300; 300.5.2; 321.2.2; 306)
 - Use of firearms – Risk to bystanders (300; 300.5)
 - Use of firearms – Vehicles (300; 300.5.1)
 - Duty to Intervene (300; 300.2.1)
 - Reporting potential excessive use of force (300.2.3)
 - Duty to provide or procure medical assistance (300; 300.2; 300.7; 303.7.3; 304.7)
 - Reporting use of force – Internal reporting & notification (300; 300.6; 321.2.2; 304.4; 303.11; 305.12)
 - Supervisor’s responsibility – Supervisor review of force (300; 300.8; 301; 304.8)
 - Use of Force Incident Review – Internal reporting and notification (300; 300.8; 301; 304; 305) – MPD Command review all Uses of Force.
 - Policy availability to the public (300; 300.13)
 - Policy review and update (300; 300.12)
 - Procedures regarding citizen complaints (300; 300.11; 1010)
 - Disclosure of public records related to the use of force (300; 300.14)
 - Training requirements – Vulnerable populations (332; 336; 426; 427)
 - Training requirements – Demonstrated knowledge and understanding (300; 300.9)
 - Training requirements – Minimum training and course titles (300; 300.9)
 - In 2019, the MPD was involved in thirty-seven Use of Force (UOF) incidents. Eighty-eight percent of those incidents involved the use of physical force (body weight, control hold, joint manipulation, pressure point application, takedown, punch, kick, hair pull, etc.); (.03%) involved an impact weapon and (.09%) involved a Taser. In 2019, the MPD logged 57,191 calls for service, the thirty-seven UOF incidents represent (.06%) of the logged calls for service.
 - The MPD has an agreement with the District Attorney that involves the DA conducting the criminal investigation of any Officer Involved Shootings (OIS), while the MPD and an outside consultant conduct the administrative review of the OIS.
 - Specific types of Use of Force incidents are annually reported to:

- The California Department of Justice through the Use of Force Incident Reporting (URSUS) data base (when the incident involved the shooting of a civilian by a peace officer, the shooting of an officer by a civilian, a use of force that results in serious injury or death to a civilian or officer by the other).
 - The FBI – National Use of Force Data Collection database, which encompass the same parameters as the State URSUS.
- Police Officer Selection Process (approximately 60-90 days). The selection process for Monterey's police officers is very rigorous.
 - The applicant submits an application, which includes the POST Entry-level Law Enforcement Test Battery (PELETB) exam results and Physical Ability test results.
 - Monterey HR and MPD conduct an oral-board examination for eligible candidates. Candidates who pass the initial oral-board then participate in an interview with MPD Command Staff.
 - If successful in interviews, a background investigation is initiated (POST Background Investigation Manual)
 - Candidates fill-out a Personal History Statement (PHS), a 25-page questionnaire that is the basis for the background investigation.
 - Assessing: Integrity; Impulse Control/Attention to Safety; Substance Abuse and Other Risk-Taking Behavior; Stress Tolerance; Confronting and Overcoming Problems, Obstacles, and Adversity; Conscientiousness; Interpersonal Skills; Decision-Making and Judgment; Learning Ability; and Communication Skills.
 - Conditional Offer of Employment
 - Psychological Evaluation & Medical Evaluation
 - Offer of Employment
- Initial Officer Training (2 years)
 - POST - Basic Course Academy, Basic Law Enforcement Training (minimum 664 hours over approximately 6 months; 42 learning domains)
 - MPD Field Training Program (approximately 17 weeks – 4+ months)
 - Daily Observation Reports (DOR) – 31 performance categories
 - Supervisor's Weekly Report Evaluations – by FTO Sergeant while in FTO
 - Twice a Month Evaluations by Sergeant from end of FTO to 1 year
 - Monthly Evaluations by Sergeant from 1 year to completion of probation (18 months from graduation of academy)
- On-going training & education – some examples
 - POST mandated training and certification
 - Police Executive Research Forum (PERF) – **Integrating Communications, Assessment, and Tactics (ICAT)** is a training program designed to give officers a strong foundation in critical thinking as it relates to responding to crisis related incidents and potential use of force situations. ICAT has been designed to give officers the tools, skills and options to safely diffuse a wide variety of critical incidents that could potentially result in the use of force.

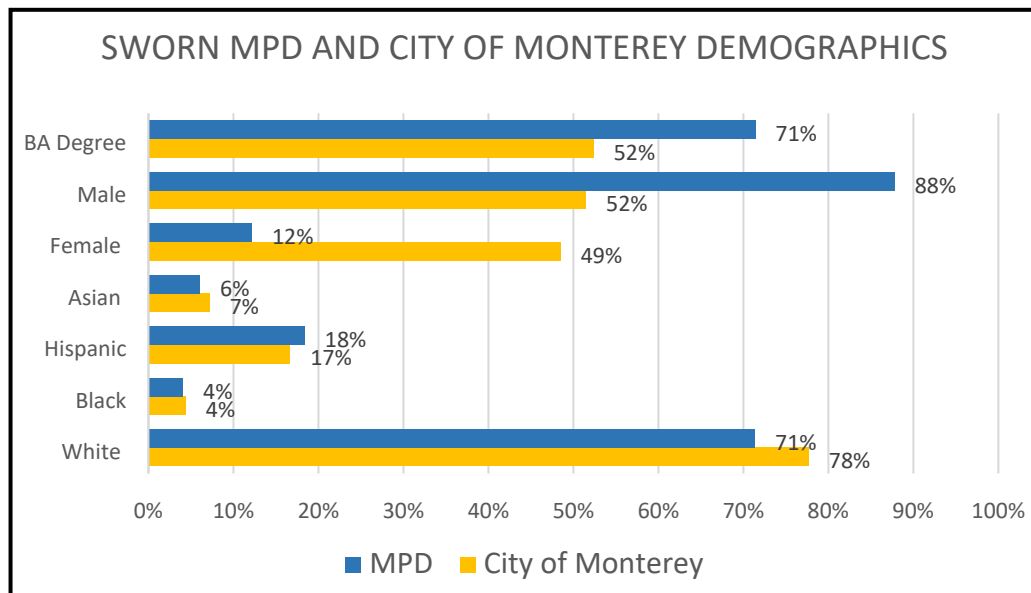
- The Monterey Police Department has adapted the ICAT training into a two-day course of both classroom presentation and hands-on scenario based learning. The officers are trained in combining critical thinking, communication, crisis intervention and tactics into an integrated and systematic approach when responding to potentially critical incidents. The ultimate goal is to keep both the public and officers as safe as possible. A full day of scenario based training follows the classroom instruction, where officers and supervisors put the training into use in multiple simulated crisis situations.
 - **Critical Decision Making Model (CDM)** (Attachment 2)
 - Incorporates the tenants of *De-Escalation: Strategies & Techniques for California Law Enforcement*, (2020) by California Commission on Peace Officer Standards and Training (POST), and *Guiding Principles on Use of Force*, (2016) by the Police Executive Research Forum (PERF)
- **Crisis Intervention Team (CIT)** training which is hosted by Monterey County Behavioral Health Services. The 40-hour training is taught by behavioral health, law enforcement and advocacy group members. The training provides officers with tools to better understand common signs and symptoms of mental illness and co-occurring disorders; recognize when those signs and symptoms represent a crisis situation; safely de-escalate individuals experiencing behavioral health crises and utilize community resources and diversion strategies to provide assistance.
- The International Association of Chiefs of Police (IACP) – **One Mind Pledge**, Mental Health First Aid for Public Safety course. The 8-hour training teaches officers to identify, understand and respond to signs of mental illness and substance use disorders. The training gives officers the skills to reach out and provide initial help and support to those who may be experiencing a crisis.
- Racial Diversity / Procedural Justice (Voice/Neutrality/Respectful Treatment/Trustworthiness) / Police Legitimacy training (Building Trust with the community) – provided at academy and through independent contractor in 2016, training provided every 5 years.
- LGBTQ+ training (through District Attorney's Office)
- Equipment – The MPD equips officers with contemporary tools to complement the de-escalation training officers receive. Examples include the Taser Conducted Energy Device, plexi-glass shields, less-lethal kinetic energy projectiles, and the “WRAP” safe restraint device.
- Technology
 - The MPD has implemented a Body Worn Camera (2017) and Mobile Audio Vehicle Recording System (2011) (BWC/MAVRS). The BWC/MAVRS system will be at end of life in January 2023
 - Technology based record tracking of officers - FTO / Training (2018); Use Of Force (2020); Citizen Complaints / Collisions (2021)
 - Records Management System (RMS) – Reviewing solution that will assist with RIPA reporting and other technological advances (2022)

Interaction and Engagement with the Monterey Community

The Monterey Police Department is proud to deliver services that interact and facilitate dialogue with all members of the community, including those most vulnerable.

- Outreach and Programs to those MPD serves
 - **Multi-Disciplinary Outreach Team (MDOT)** - CAT and MPD officers offer services in every contact they make with persons who appear to be un-housed. MPD has collaborated with a myriad of agencies to address homelessness, domestic violence, substance abuse and other quality of life issues. This collaboration led to the creation of the Multi-Disciplinary Outreach Team (MDOT) and includes the following meetings and personnel (all of the personnel have devoted office space at the MPD and work directly along-side MPD CAT staff):
 - Homeless Exchange – a monthly meeting between the MPD Community Action Team and local social service providers.
 - City Liaison Group – a monthly meeting with multiple city department first line supervisors designed to address specific issues in the city of Monterey.
 - Adult Protective Services* – a Monterey County social worker is an MPD CSO intern and handles issues related to elderly or dependent adults.
 - Montage Health/CHOMP Community Outreach – a CHOMP social worker engages with people who are homeless or in danger of becoming homeless.
 - Monterey County Behavioral Health* – A Monterey County crisis worker is available to handle calls or on-going problems related to individuals suffering from mental health-related issues.
 - YWCA Domestic Violence Advocate – the domestic violence (DV) advocate working out of MPD provides training on DV related issues and provides outreach to victims of domestic violence.
 - Interim, Inc. – An Interim Outreach Counselor provides resources such as housing, residential treatment, social support and supported education and employment services for adults who have mental illnesses.
 - Veterans Resource Center (VRC) – A VRC social worker provides resources to veterans.
 - *Due to COVID – some of these resources have been reduced.
 - Navigator University - The MPD Community Action Team Sergeant works with Monterey County Department of Social Services, Gathering for Women and the HOME Collaborative to co-teach a multi-disciplinary approach to provide tools and resources to assist community members to move from homeless to housed. This course is now POST certified and is available to other police departments.
 - Community Policing Academy
 - Community and business meetings
 - Social media outreach – MPD Webpage, Facebook, Twitter, Instagram, Nextdoor
 - Transparency – MPD webpage – annual reporting, monthly reporting, crime statistics, case & arrest booking logs, policies/procedures & training outlines, complaints & commendations, media releases
- Citizen Complaints

- The MPD has a specific policy & procedure related to receiving, investigating and responding to citizen complaints (MPD policy 1010).
- In 2016, the MPD contracted with an outside consultant to conduct most citizen complaints.
- The Chief of Police reviews all complaints and investigations related to the complaints for final disposition.
- Citizen complaints are reported to the Civilians' Complaints Against Peace Officers (CCAPO) data base at the California Department of Justice annually.
- In 2019, the MPD received four citizen complaints and four department initiated complaints. Six were procedural complaints and two were force complaints. In 2019, the MPD logged 57,191 calls for service, the eight internal affairs complaints represent (.01%) of the logged calls for service.
- Demographics of the City of Monterey and the sworn MPD - As with any statistical comparison it is difficult to evaluate the demographic of people served by the MPD, especially given that the Monterey population fluctuates with the daily visitors, workers, students and others traveling to the City. The U.S. Census estimates the population of the City of Monterey as 28,178 as of July 1, 2019 and provides the city demographics used herein ([census.gov/quickfacts/montereycitycalifornia](https://www.census.gov/quickfacts/montereycitycalifornia)). The following statistics are reflective of the sworn MPD as of 11-24-2020:



(Note: BA Degree includes 24% master's degree and 47% bachelor's degree)

Conclusion

The MPD will continue to:

- ensure it meets and exceeds the legal mandates of the State of California;
- scan and analyze the best practices for contemporary policing; and
- implement best policing policies and practices, through the influence of the various dimensions described and through selection, training, accountability, supervision and review with our community.

Every person that works at the MPD made a decision to enter a profession of service to others and feels honored to serve in the capacity of policing professionals. The MPD is sworn to uphold the constitutional protections and freedoms of all, and is committed to ensuring fair, impartial and contemporary equitable justice policing practices.

DJH:djh

Attachments: 1. Outline of the MPD Fair and Impartial Policing Dimensions
2. MPD - Critical Decision Making (CDM) Process

Writings distributed for discussion or consideration on this agenda item, pursuant to Government Code § 54957.5, are posted at <https://monterey.org/Submitted-Comments> within 72 hours of the meeting.