Newark Police

Consent Decree & Planning Division
SIXTH STATUS REPORT

Captain Brian O'Hara

June 18, 2019

What is the Consent Decree?

◈ Investigation by DOJ

◈ Report Issued in July 2014

◈ Pattern and Practice of Unconstitutional Policing

◈ Reached an Agreement in Principal on July 2016

◈ 77 page Document

◈ 224 Paragraphs

Consent Decree - Paragraph 197

◈ Every six months thereafter as long as this agreement is in effect, the City implementation unit will produce a status report that will be filed with the Court, with a copy to the Monitor and DOJ, and shall be a public record.

◈ This report shall delineate the steps taken by NPD during the reporting period to implement this Agreement;

◈ the City's assessment of the status of its progress;

◈ plans to correct any problems;

◈ and response to any concerns raised in the Monitor's previous quarterly reports

Approved Policies

Bias Free Policing Policy - 9/19/2017

Body Worn Camera Policy - 6/05/2018

In-car Camera Policy - 6/05/2018

Use of Force Policy - 11/8/2018

Use of Force Reporting, Investigation and Review Policy - 11/8/2018

Firearms and Other Weapons Policy - 11/8/2018

Arrest Policy - 12/31/2018

Search Policy - 12/31/2018

Stop Policy - 12/31/2018

L.G.B.T.Q. Community & Police Interactions Policy - 4/03/2019

Community Policing Policy - 4/04/2019

First Amendment Right to Observe, Object to, and Record Police Activity Policy - 6/12/19

Policies Pending Implementation

Disciplinary Process And Matrix Policy Draft - 10/04/18 (Updated 2/25/19)

Complaint Intake And Investigation Process Policy Draft - 7/09/2018

Early Warning System/Performance Monitoring Program - 10/05/2018

Body Worn Cameras

Training

- 40 hours of Mandatory Training (Annually)
  - 8 hours of Community Policing -COMPLETED
  - 16 hours of Stop, Search and Arrest – COMPLETED
  - 8 hours Use of Force Training – COMPLETED
  - 8 hours of Bias Free Policing – to begin July/August 2019
- Initial Division Wide Consent Decree training - COMPLETED
- 8 hours of first aid training – ON GOING
- 8 hours of Body Worn and In Car Camera – COMPLETED
- Training on all new policies – ON GOING as policies are implemented

NPD continues to utilize the "PowerDMS" document management system to conduct various in-service trainings, issue training bulletins and make policies, procedures and memorandums available to all members at all times.

Civilian Complaint Review Board

NPD continues to collaborate with the Civilian Complaint Review Board ("CCRB") in areas of policy and procedure development. On March 30th, the NPD hosted a training session with CCRB members and in collaboration with the Essex County Prosecutor's Office. This training covered Attorney General Guidelines, NPD's new corresponding policy in the area of Use of Force, Vehicular Pursuits and Domestic Violence policies.

Community Engagement

NPD has participated in several community engagements during the reporting period. Some highlighted community events included the NPD's successful community rollout of the new Disciplinary Process & Matrix policy and two LGBTQ community meetings to discuss the NPD's new LGBTQ policy and Newark specific training. The NPD continues to prioritize collaborative community engagement and the building of public trust.

CommUNITY & COPS

CommUnity & Cops town hall style meetings exist as a platform to seek and respond to input from the community about the implementation of Consent Decree mandates.

- LGBT Policy & Training 3/11/19
- Consent Decree Progress 2/28/19
- LGBT Policy 11/12/18
- Disciplinary Process 10/30/18
- First Amendment 9/27/18
- Community Policing Policy 8/23/18
- Use of Force Reporting & Complaint Intake 7/19/18
- Update on the NPD Consent Decree 6/5/18
- Arrest Policy Forum 5/9/18
- Search Policy Forum 5/2/18
- Body Worn Camera Demo 4/26/18
- Stop Policy Forum 4/25/18

- Meetings to gather input for community policing policy
    - Wednesday April 4, 2018:   South 15th Street
    - Wednesday March 28, 2018:   Clinton Ave
    - Tuesday February 27, 2018:   Spruce St
    - Wednesday February 21, 2018:   Prospect St
    - Thursday February 20, 2018:   Clinton Ave
    - Thursday February 15, 2018:   Sanford Ave
    - Wednesday February 14, 2018:   Lincoln Ave
- Bias Free Policing Forum 6/27/17

# Barcoded Evidence Analysis Statistical Tracking System

- NPD has expanded its use BEAST System.
- Added to the 4th Precinct and three (3) additional software licenses are on order for the 6th, 7th Precincts and the Major Crimes Division.
- The BEAST continues to improve data integrity, centralize information and generally assist in applying consistent data and evidence handling standards across the NPD. The BEAST is on order for the two remaining precincts.

IT Assessment and Roadmap

During the reporting period,

- Gartner Group finalized its IT plan for the NPD
- Provided a strategic IT roadmap for NPD,
    - supported by actionable plans and recommendations
- The defined roadmap of key initiatives direct NPD's IT investment in public safety IT for the next 3-5 years.
- The City of Newark is currently identifying funding sources to initiate the plans and recommendations submitted by the Gartner Group.
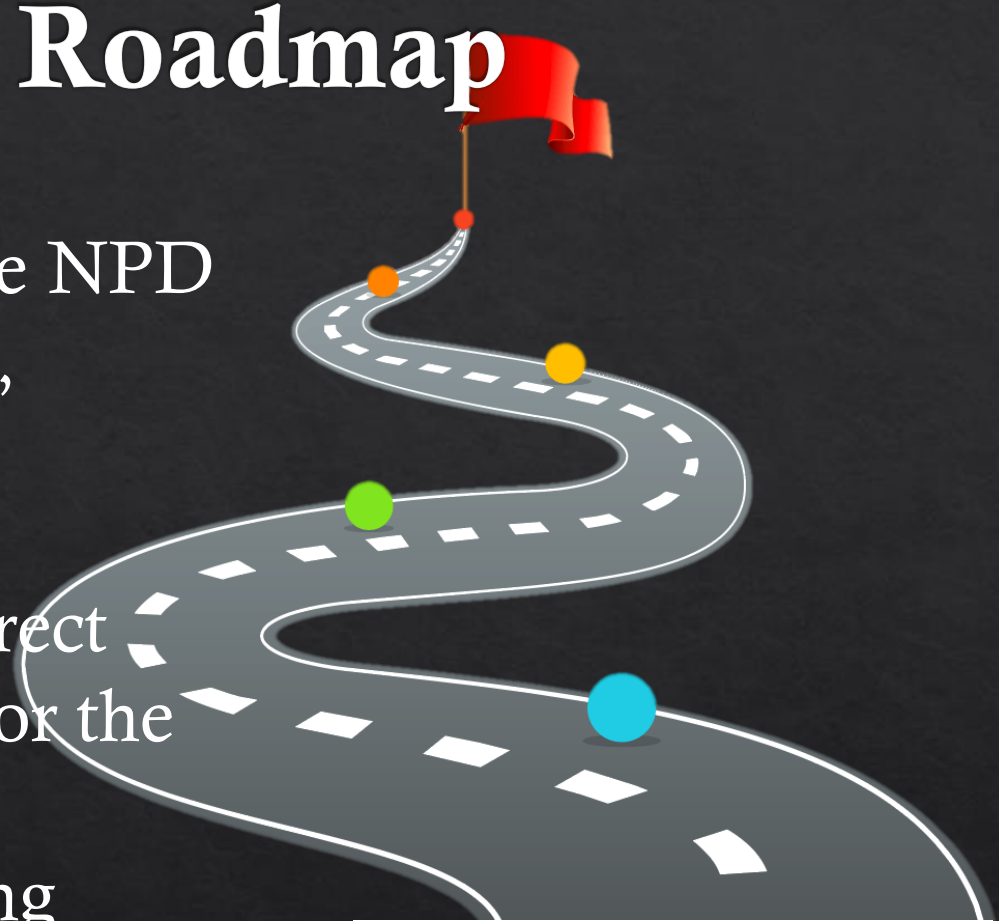
Gartner®

Transparency Data

NPD's commitment to transparency in its procedures and performance remains a priority. During the reporting period, transparency data has been posted and updated to the NPD website.

2019 Frisk Hit % Citywide

	Location		Measure Names
Jan 2019	City-Wide	8.75	Jan 2019
Feb 2019	City-Wide	12.11	Feb 2019
Mar 2019	City-Wide	20.25	Mar 2019
April 2019	City-Wide	21.69	April 2019
May 2019	City-Wide	29.88	May 2019
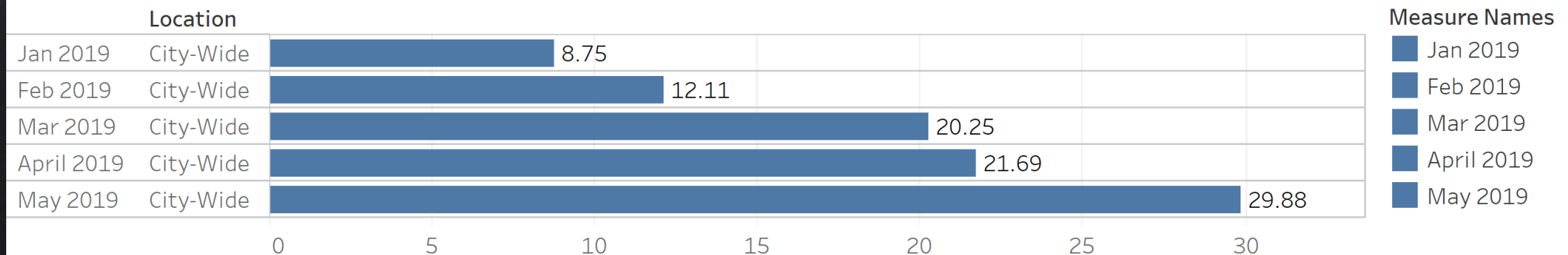
Transparency Data

2016-2019 Frisk Hit % Citywide

Location

City-Wide

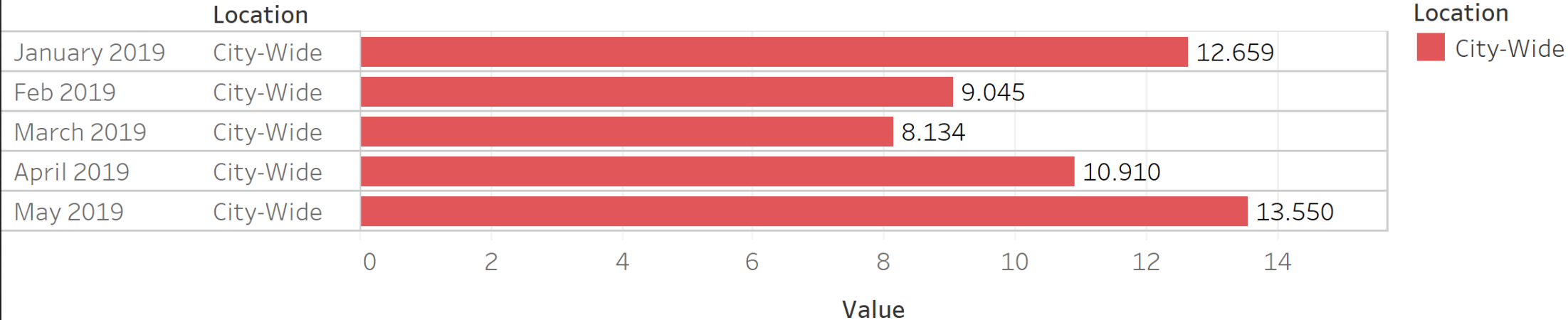| Month	Value
Jan 2016	6.28
Feb 2016	5.14
April 2016	11.34
May 2016	6.46
Jan 2017	10.69
Feb 2017	7.14
April 2017	14.08
Jan 2018	10.14
Feb 2018	9.71
Mar 2018	13.10
April 2018	11.67
May 2018	12.25
Jan 2019	8.75
Feb 2019	12.11
Mar 2019	20.25
April 2019	21.69
May 2019	29.88

Measure Names

Jan 2016, Feb 2016, April 2016, May 2016, Jan 2017, Feb 2017, April 2017, Jan 2018, Feb 2018, Mar 2018, April 2018, May 2018, Jan 2019, Feb 2019, Mar 2019, April 2019, May 2019

Transparency Data

Percentage of Stops with Arrest Citywide

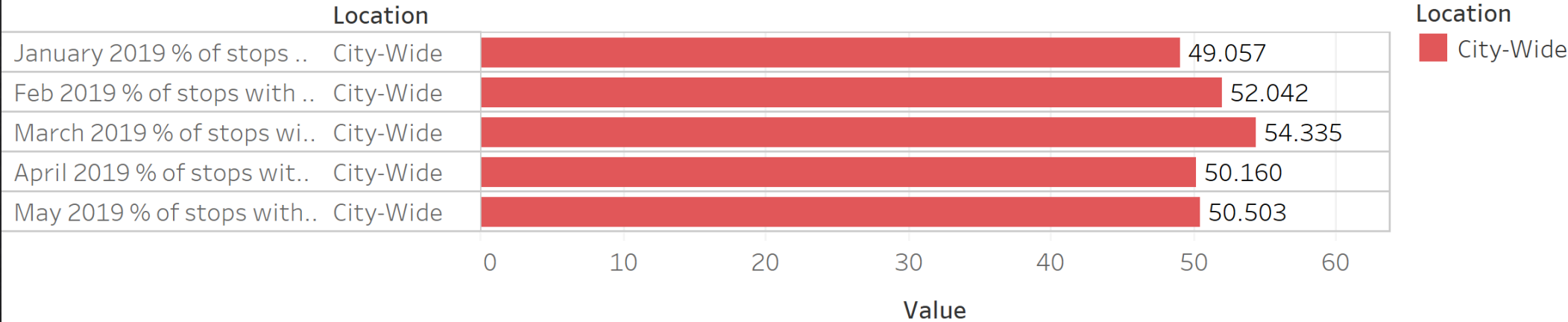|	Location	Value
January 2019	City-Wide	12.659
Feb 2019	City-Wide	9.045
March 2019	City-Wide	8.134
April 2019	City-Wide	10.910
May 2019	City-Wide	13.550

Location
■ City-Wide

January 2019, Feb 2019, March 2019, April 2019 and May 2019 for each Location. Color shows details about Location. The marks are labeled by January 2019, Feb 2019, March 2019, April 2019 and May 2019. The view is filtered on Location, which keeps City-Wide.

Transparency Data

Percentage of Stops with Summons Citywide

	Location	Value
January 2019 % of stops ..	City-Wide	49.057
Feb 2019 % of stops with ..	City-Wide	52.042
March 2019 % of stops wi..	City-Wide	54.335
April 2019 % of stops wit..	City-Wide	50.160
May 2019 % of stops with..	City-Wide	50.503

Location
■ City-Wide

January 2019 % of stops with summons, Feb 2019 % of stops with summons, March 2019 % of stops with summons, April 2019 % of stops with summons and May 2019 % of stops with summons for each Location. Color shows details about Location. The marks are labeled by January 2019 % of stops with summons, Feb 2019 % of stops with summons, March 2019 % of stops with summons, April 2019 % of stops with summons and May 2019 % of stops with summons. The view is filtered on Location, which keeps City-Wide.

Public Reporting

- Community Engagement Quarterly Reports
- Bi Annual Status Update Reports
- Annual Use of Force Report
- Monthly Transparency Data on NPD Website Includes:
    - Use of Force,
    - Field Inquiries (STOP Reports),
    - Professional Standards and
    - Discipline

Compliance Audits

ESU Body Worn Camera

Supervisory BWC Review

Supervisor Field Inspection

BWC Evidence Recovery

STOP Report

Training for Consent Decree and Planning Division

During the reporting period, members of the Consent Decree and Planning Division "CDPD", which serves, as the Consent Decree paragraph 196 required implementation unit, attended management training at Google headquarters in New York City and a Methods of Instruction, (MOI) course to better assist in administering all NPD trainings.

All Force Investigations Team

In compliance with Consent Decree Paragraph 78,

- NPD created an All-Force Investigation Team, ("AFIT").
- AFIT was initiated on January 1, 2019.
- AFIT is a sub-component of the Office of Professional Standards,
- AFIT is responsible for tracking, reviewing and monitoring all uses of force in the NPD.
- In addition, AFIT is responsible for investigating serious uses of force, and may supersede any low-level or intermediate level use of force investigation.
- NPD officers are now required to report any 'constructive authority' wherein police personnel un-holster and point a firearm at a person to exert verbal command and control over the person.

BLUETEAM

Frontline Software for IAPro

- BlueTeam is software that allows officers and supervisors to enter and manage incidents from "the field". A simple, step-by-step internet-style interface is used, minimizing training requirements.

- Incidents – including use-of-force, field-level discipline, complaints, vehicle accidents and pursuits – are entered and can then be routed through the chain-of-command with review and approval at each step.

- BlueTeam allows the NPD to capture and feed the Early Warning System

RESPONSES TO THE MONITOR'S CONCERNS/REPORTS

CONCERNS RAISED

◈ DATA SYSTEMS

◈ TRAINING

◈ COMMUNITY ENGAGEMENT

◈ INTERNAL AFFAIRS

RESPONSE

◈ IT assessment completed, Blue Team IAPRO, PowerDMS and RMS

◈ New Commander transferred into Training Division. Most training has been completed.

◈ Level of Community Engagement is unprecedented and unmatched in modern policing.

◈ Policy still undergoing revisions along with training curriculum development