



# Newark Police

## Consent Decree & Planning Division

Captain Brian O'Hara

June 5, 2018

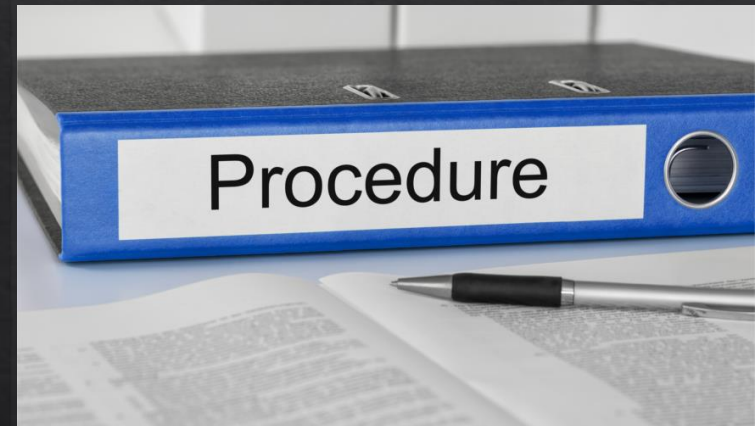
# What is the Consent Decree?

- ◆ Investigation by DOJ
- ◆ Report Issued in July 2014
- ◆ Pattern and Practice of Unconstitutional Policing
- ◆ Reached an Agreement in Principle on July 2016
- ◆ 77 page Document
- ◆ 224 Paragraphs



# Policies

- ◇ Community Policing Policy
- ◇ 1<sup>st</sup> Amendment Policy
- ◇ Bias Free Policing Policy
- ◇ Use of Force Policy
- ◇ Use of Force Reporting, Investigation and Review Policy
- ◇ Firearms and Other Weapons Policy
- ◇ Property and Evidence Policy
- ◇ Stop Search and Arrest Policies
- ◇ Internal Affairs Policy
- ◇ LGBT policy



# Training

- ◆ 40 hours of Mandatory Training
  - ◆ 8 hours of Community Policing -COMPLETED
  - ◆ 16 hours of Stop, Search and Arrest – Summer of 2018
  - ◆ 8 hours Use of Force Training – Fall of 2018
  - ◆ 8 hours of Bias Free Policing – Winter 2018-2019
- ◆ 2 hour Initial Division Wide Consent Decree training - COMPLETED
- ◆ 8 hours of first aid training – ON GOING
- ◆ 8 hours of Body Worn and In Car Camera – ON GOING
- ◆ Training on all new policies – ON GOING as policies are implemented





# 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.

## Upcoming Events:

- Forum on the Use of Force Reporting, Investigation and Review Policy Thursday, July 12, 2018 6p-9p Stephen Adubato Senior Sports Complex
- Conversation on the Consent Decree Tuesday, June 5, 2018 at the 6<sup>th</sup> Precinct

## Past Events:

- Arrest Policy Forum Wednesday May 9, 2018 Prospect Street
- Search Policy Forum Wednesday May 2, 2018 Grafton Avenue
- Body Worn Camera Demo Thursday, April 26, 2018 Hawthorne Avenue
- Stop Policy Forum Wednesday April 25, 2018 South 15<sup>th</sup> Street
- Meetings to gather input for community policing policy
  - Wednesday April 4, 2018: South 15<sup>th</sup> 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 Tuesday June 27, 2018 Hawthorne Avenue

# 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 ,
  - Professional Standards and
  - Discipline







# Community Policing Policy

- ◆ Attended and Hosted Community Meetings to gather input on the front end.
- ◆ Incorporated Community Feedback in a Draft Policy
- ◆ Working with DOJ and Independent Monitor on Draft
- ◆ Training on Community Policing has been completed on all members of the Division.
- ◆ Two Community Service Officers have been assigned to each precinct.
- ◆ From Trauma to Trust Training with Community Members

# 1st Amendment Policy

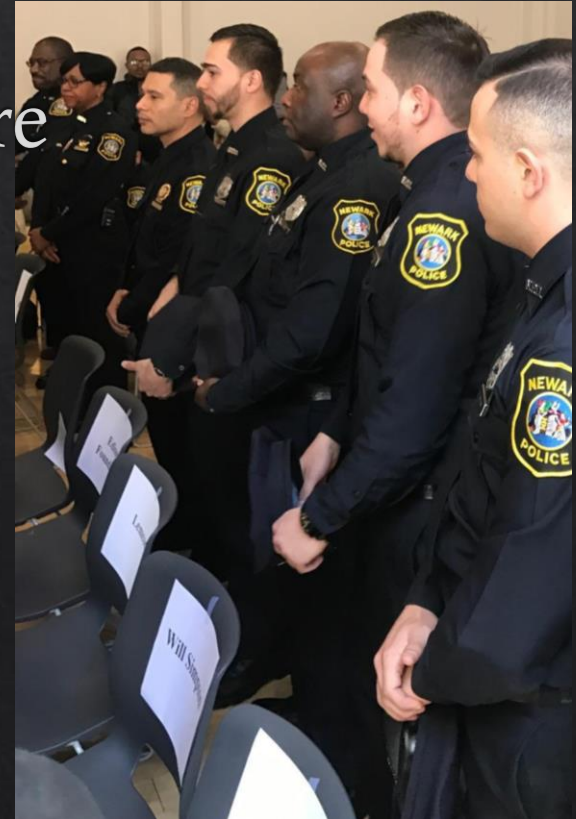
- ◆ Right to Record, Comment on and Object to Police Activity
- ◆ Policy Drafted working with DOJ & Independent Monitor to finalize.





# Bias Free Policing Policy

- ◆ Completed and approved issued on September 19, 2017
- ◆ Bias Free Policing Training – working with a few vendors should start training Division wide before end of year.



# Use of Force Policy

- ◆ Policy Completed on September of 2017
- ◆ Training Curriculum being developed – working with community members and a private vendor to help finalize scenarios.
- ◆ First draft of curriculum by June 25, 2018





# Use of Force Reporting, Investigation and Review Policy

- ◆ Draft Policy Completed on March 16, 2018
- ◆ Community vetting of Policy will occur on July 12, 2018  
at the Stephen Adubato Senior Sports Complex in  
Branch Brook Park.
- ◆ Training on Policy will be via  
Power DMS



# Firearms and Other Weapons Policy

- ◆ Policy Approved March 16, 2018
- ◆ Policy sent to the CCRB for review
- ◆ Community vetting of the Policy will be next steps.
- ◆ Training on Policy in development
- ◆ Expected to use Power DMS to implement training.





# Property & Evidence Policy

- ◈ Working the independent monitor and DOJ to finalize a draft Policy
- ◈ Training on the Policy will be conducted via Power DMS



# Stop, Search and Arrest Policies

- ◆ Policy Drafted in conjunction with DOJ and the Independent Monitor
- ◆ Gathered community input at three forums (April 25, May 2 and May 9, 2018)
- ◆ Incorporating Community Input into the Draft Policies
- ◆ Will be sent to CCRB for input
- ◆ Training Curriculum being developed by Dr. Scott Fisher
- ◆ Plan for training to be completed by end of year





# Internal Affairs Policy

- ◊ Working with the DOJ and the Independent Monitor on a Draft Policy
- ◊ Next Steps will be to vet policy with the Community
- ◊ Training will be two fold:
  - ◊ Training for Internal Affairs Investigators
  - ◊ Training Division members on Policy.



# Consent Decree Related Technology

- ◆ Body Worn and In Car Camera
- ◆ Power DMS
- ◆ Blue Team
- ◆ NPD Smart Phone App
- ◆ [www.npdconsentdecree.org](http://www.npdconsentdecree.org)
- ◆ Social Media Outlets:
  - ◆ Twitter – Facebook – Next Door
- ◆ Technology assessment may drive further technological advancements.





# Additional Work Being Done

- ◆ Members have traveled out of state to train with other agencies also under Consent Decree's
  - ◆ Seattle, Washington (Trained with SPD)
  - ◆ New Orleans, Louisiana (Trained with NOPD)
  - ◆ Baltimore, Maryland (Trained with BPD and the LAPD)



# LGBT Policy

Working with members of the LGBT Community to Draft a Policy and a training curriculum to include scenarios





# What is to come?

- ◆ Once Policies have been approved and;
- ◆ Training has been completed;
- ◆ Enter into a compliance/inspections/auditing role.

