THE OFFICE OF THE MAYOR ECT
BUILDING A NEW PITTSBURGH GH

SUBCOMMITTEE REPORT
(Please use one report for each subcommittee recommendation)

Subcommittee Name	Public Safety Transition Subcommittee on Community Police Relations
Subcommittee Chairperson(s)	Bridget Ridge & John Tarallo
Title of recommendation	Improving Police and Community Relations. The main objective here is to instill mutual trust, respect, and understanding between the two sides. This is not a topic that is easily mandated, nor can policy simply be crafted and implemented. Instead, both the community and police have to actively work together to earn trust, respect, and understanding from each other. As a subcommittee, we have come up with five specific ideas to achieve these goals – all of which, we believe, will bring that mutual trust, respect, and understanding among community members and the police. We think that these will all go a long way in changing "hearts and minds" of people and their opinions of the city police – particularly since several negative stories about police/ community interactions have been in the news within the past year. These ideas would go both ways – the community could better understand the police, what their work is truly like, how they see their communities, and allow for better communication. Likewise, officers would get a better understanding of their communities and the residents they patrol, which would lead itself to a better, more positive relationship with citizens overall. Four of these ideas are programming-focused: Coffee with Cops, Walk with a Cop, giving better tools for community groups/ zone public safety committees, and schools and

	young people outreach. One is more policy-based, regarding 9-1-1 callers who wish to remain anonymous. We believe that all five of these ideas would be a great start, at the very least, to starting a dialogue between citizens and their police and promoting better understanding and respect between the two sides.
Describe the recommendation	**Programming and Outreach Efforts** Coffee with Cops: this is a way for citizens and local business owners to meet with officers who patrol their neighborhoods in a neutral, non-adversarial environment. Since most interactions between the public and officers are emotionally charged and/ or adversarial, this is a way for everyone to come together in a friendly place to foster a dialogue. In addition, some people may feel that their complaints are "too small" for police to care about (e.g. graffiti, parking enforcement complaints, petty vandalism), so they can rest assured that the police are interested in listening to ALL complaints/ concerns. Other departments which host regular Coffee with Cops programs recommend partnering with a coffee shop (such as Starbucks – who has even donated free coffee for these programs in the past) and NOT holding this event in a police station, as a coffee shop is a neutral environment and some people may be deterred from meeting at a police station. It is also recommended to find a coffee shop that is in an area with a lot of foot traffic and a business district, so that both residents and business owners can stop by to discuss their unique concerns. Allot at least 2 hours at a time for these meetings (and be prepared to run longer); find officers who are particularly outgoing/ affable to staff the event (and who are not afraid to approach people who may seem a little shy about coming up to the officers); and host Coffee with Cops events at various times (or example, meet on a Monday from 8:00 am – 10:00 am, then on a Saturday from 3:00 pm – 5:00 pm) as a way to make it more accessible for people with varying schedules to attend. Finally, it is helpful to have multiple officers staff Coffee with Cops events, so that everyone interested in speaking with an officer can do so with ample time. Walk with a Cop: arrange for an officer – possibly the

	Community/ Crime Prevention Officer from each zone – to regularly walk with groups of people from their own communities. Cmdr. RaShall Brackney from Zone 1 (and possibly others) offers this already to residents on the North Side. Various neighborhoods or organizations have groups of people who walk regularly around their neighborhoods, and this could be another way to foster conversation between the community and its officers. The Peduto administration could approach these neighborhood groups/ clubs, as well as senior centers that may have walking groups to see if they would be interested. Additionally, some of the Carnegie Library branches (Squirrel Hill has one, and possibly other branches do, as well) have regularly scheduled walking groups, too – which may be interested in partnering with the police. Even if a library branch does not have a walking group, they may be interested in participating in Walk with a Cop, since neighborhood libraries are often welcoming hubs for the community. Not only is this a good means of exercise and physical activity for people, but walking with an officer can engage citizens and give them an additional understanding of their neighborhood as well as police work in general. This is another way for the community and the police to come together in a neutral, informal format to discuss various concerns and questions. And, like with Coffee with Cops, this could also be a way for people to freely discuss their concerns with officers, no matter how "small" and seemingly insignificant they may be. <u>Schools Outreach</u>: we also believe another way to foster better community-police relations is to have more and better outreach in our schools. High school can be a difficult time for some teens, and they may find themselves at a crossroads regarding their ideas on authority. As such, we feel that a good program could be to partner with Pittsburgh Public Schools, and potentially other private and/ or charter schools (mainly high schools, but also possibly middle schools, too). Officers could go into the schools to inform students of their rights when dealing with police officers, as well as what behavior and response is expected out of them (young people). Things that could be discussed, for example, could include what to do/ say if an officer pulls you over: what to expect from the officer, how best to

interact with them and their requests, etc. It would also be helpful for the students, however, to know when an officer is in the wrong and their own individual rights are not being respected. If possible, it may be a good idea to see if a representative from the Office of Municipal Investigations would consider getting involved in schools outreach and instructing young people of their rights and how to work/ communicate with officers. We feel that this is a way to both educate young people about what to expect from everyday dealings with law enforcement, and can help them to gain trust and respect for officers.

Better Tools for Community Groups/ Public Safety Councils: build upon the relationships between the Mayor's office and respective Council member's office with community groups and public safety councils. Have a surrogate representing Mayor Peduto's office attend meetings and act as a liaison between the mayor's office and the community groups. Also encourage Council members to interact and communicate with the groups in their districts. Have both the community groups and government leaders decide on ways that the groups could work more efficiently – which will vary, as each neighborhood/ police zone will have vastly different ideas and goals to achieve. Also encourage community groups and public safety councils to look into grant funding ideas and draft proposals.

Policy Idea

Respect 9-1-1 Callers Who Wish to Remain Anonymous: Dave Schuilenberg, a 9-1-1 telecommunications operator by profession and fellow committee member, has stated that some people who wish to remain anonymous when calling 9-1-1 (particularly if a crime is in progress) still, at times, get visited by the police despite their request. Needless to say this upsets citizens who specifically ask for an officer NOT to come to their door or speak with them. Many are afraid of retaliation, particularly if they call the police on a neighbor or anyone else nearby – as this essentially shows the criminal element who in their community is making the calls to 9-1-1. This then snowballs into deteriorating the trust between residents and police even further.
As such, we recommend strictly enforcing that officers do

	NOT knock on the front door of callers who specifically requested to remain anonymous. We also believe in creating a policy to reprimand officers who disobey the request for anonymity. If it is really necessary for officers to speak to the caller/ complainant, we need to have a new policy put in place for dealing with these situations while simultaneously respecting their request for privacy. Perhaps a supervisor could call the complainant/ 9-1-1 caller from a phone at the station, if possible, to get more information. Or have a policy that an officer or supervisor may only meet the complainant/ caller at their back door (and after the suspect has already been detained), so as not to give away the caller's identity/ location to anyone who may be able to see them.
Is this an immediate or long term recommendation?	Both, truly – many of these ideas could be implemented immediately (or at least in the foreseeable future), but they would need to be nurtured and developed as time goes on. Thus, these can be considered long-term recommendations to build better relationships between police and the Pittsburgh community.
How will this address our challenges or reach our goals?	We feel that our five recommendations would go a long way to bolstering (or, in some cases, rebuilding) the trust between the public and their police force.
What are the obstacles to implementation?	Coffee with Cops: Funding (it should be noted that other cities/ police departments have received grant funding [including from the Department of Justice] to defray expenses associated with programming), partnering with a location/ coffee shop, marketing/ promotions for event. Walk with a Cop: Marketing/ promotions, identifying groups and coordinating with them. Schools Outreach: Developing a program/ curriculum. Better Tools for Community Groups: Working closely with community groups.

	9-1-1 Callers Wishing to Remain Anonymous: Working with Allegheny County and the Emergency Operations Center to be sure the correct information is being dispatched to the police. Also possibly working with the FOP and/ or Police Bureau leaders to implement this policy.
Who needs to be involved?	Coffee with Cops: Police Bureau, coffee shops, local business community, funding sources (as mentioned previously, possibly DOJ grants) Walk with a Cop: Neighborhood/ community groups, library branches, senior centers, Police Bureau School Outreach: Pittsburgh Public Schools; private, charter, and/ or religious schools; possibly Office of Municipal Investigations; Police Bureau Better Tools…Community Groups: Mayor's office, Council offices, neighborhood/ community groups, Respecting 9-1-1 Callers Wishing to Remain Anonymous: Allegheny County Emergency Operations Center, Police Bureau, Fraternal Order of Police
What city resources need to be invested?	Possibly funding for Coffee with Cops. Marketing and promotional efforts for Coffee with Cops, Walk with a Cop. Developing a curriculum and building a relationship with schools for the school outreach. Working closely with the abovementioned groups to develop, and facilitating a policy with the county regarding 9-1-1 callers.
What will be different if the recommendation is adopted?	We believe that all five of our recommendations would help to improve the relationship between the community and the police. Coffee with Cops and Walk with a Cop would both be ways for the community to interact with officers in a fairly informal manner while learning more about their communities and talking with officers on their streets. School outreach will bring an understanding of law enforcement and knowledge of individual rights to young

	people – both what is expected of officers, and what is expected of civilians in police-related incidents. Assisting community groups will build upon the solid foundations that already exist between the public, the police, and local government. Finally, respecting the wishes of 9-1-1 callers who wish to remain anonymous would go a long way in restoring trust between the community (particularly those people who deeply care about their communities and are proactive with public safety issues) and the police.
Describe any background materials that you consulted	Internet newspaper articles, professional and personal experience.
Have other cities implemented this recommendation?	Coffee with Cops: Yes, there are many positive articles online from diverse communities utilizing this program, including Dallas, TX; Hawthorne, CA; and several Philadelphia suburbs. Walk with a Cop: None that are exactly like what we are recommending here, except for Cmdr. Brackney's prior offers. Schools Outreach: Yes, in various cities/ school districts. Tools for Community Groups: Yes – regarding relationship building between local elected officials and community groups. 9-1-1 Callers Wishing to Remain Anonymous: Unsure.
Are there any other considerations?	One thing became clear to me as I wrote this – maybe the city police should have more of an online presence? Get a Twitter account, official Facebook page (which may already be up and running), etc. (Just as a side note I, Christina Sahovey, also heard this recommendation regarding a better PR/ online outreach strategy from a Zone 4 officer with whom I had the opportunity to go on a ride-along, so this is also a thought of the police officers themselves.) More of an online/ social media presence would be a quick, easy, and cost-effective way to advertise and market various programs, such as Coffee with Cops and Walk with a Cop.

	It would also be an excellent way to document and highlight efforts and successes with school outreach and assisting community groups. Also, it could be used to make people aware of policy changes, like the one we recommend regarding anonymous 9-1-1 callers.

We request that each recommendation be submitted by the subcommittee Chairperson to Kevin Acklin and your Committee Chair by **5:00 pm on Friday, December 27**.

THE OFFICE OF THE MAYOR OF ECT
BUILDING A BETTER PITTSBURGH

SUBCOMMITTEE REPORT
(Please use one report for each subcommittee recommendation)

Subcommittee Name	Public Safety Transition Subcommittee on Community Police Relations
Subcommittee Chairperson(s)	Bridget Ridge, John Tarallo
Title of recommendation	Police worn cameras and microphones
Describe the recommendation	Because of the widespread complaints of police misconduct, the implementation of Body & helmet worn cameras & microphones worn by police during any and all contact with citizens will deter bad behavior by officers and those with whom they are interacting with.
Is this an immediate or long term recommendation?	Both immediate and long term
How will this address our challenges or reach our goals?	This is pivotal because any and all interaction with the public will be recorded not only to deter and record police misconduct but also to help record evidence and lessen frivolous claims against the officers.
What are the obstacles to implementation?	Certain officers that may turn off their cameras during an interaction with the public. In such a case, any evidence against an individual gathered while the device is off will be inadmissible and the officer will face disciplinary action of a high degree.
Who needs to be involved?	Police union, City government, all officers

What city resources need to be invested?	Money for implementation as well as the creation of a secure database where the videos after each officers shift will be stored. Perhaps also creating an Internal Affairs person to handle the database so records cannot be tampered with.
What will be different if the recommendation is adopted?	If this recommendation is adopted, officers will have the ability to gather and store evidence while showing the interaction through their eyes. Also, because of knowing that one is being watched, officers will be much more inclined to do their jobs within the scope of the constitution, follow appropriate procedures, and act appropriately. This goes for the citizens that are interacting with police because they too will know they are on camera. Police misconduct will be recorded as well as frivolous claims against officers.
Describe any background materials that you consulted	'Body Worn Video Devices ('Head Cams') as Tools for Ensuring Fourth Amendment Compliance by Police' David A. Harris University of Pittsburgh - School of Law April 27, 2010 Texas Tech Law Review, Forthcoming U. of Pittsburgh Legal Studies Research Paper No. 2010-13
Have other cities implemented this recommendation?	Cincinnati OH, San Jose, San Diego, Rialto, CA have already implemented this but many are in the process of implementation such as New York City, Los Angeles, and New Orleans. Most police in the UK wear these devices and some in Canada do.
Are there any other considerations?	In Rialto California, after one year of implementing these devices on officers, complaints against police dropped 88% and use of force by police dropped 60%. Using these devices will allow evidence to be documented quicker resulting in a speedy resolution of a case which means freeing up officers.

THE OFFICE OF THE MAYOR ECT
BUILDING A NEW PITTSBURGH GH

SUBCOMMITTEE REPORT
(Please use one report for each subcommittee recommendation)

Subcommittee Name	Public Safety Transition Subcommittee on Community Police Relations
Subcommittee Chairperson(s)	Bridget Ridge, John Tarallo
Title of recommendation	Restoration of trust between police and citizens
Describe the recommendation	Officer accountability, Transparency in discipline of officers, and Officer commendations
Is this an immediate or long term recommendation?	Immediate and long term
How will this address our challenges or reach our goals?	There is a rift between the community and police in which officers are not held to a high standard and when complaints are made against officers, rarely does the public hear about what discipline, if any is made towards that officer. Also, Officers that do an outstanding job do not receive much commendation.
What are the obstacles to implementation?	Fraternal Order of Police, certain officers that wish to protect the old system
Who needs to be involved?	City government, FOP, Citizen Police Review Board
What city resources need to be invested?	Not many. Just an additional page on the Police Bureau website showing what officers have been reprimanded and for what as well as a page for outstanding officers.

What will be different if the recommendation is adopted?	The community will gain respect for officers if they know that bad ones are disciplined and good ones are rewarded.
Describe any background materials that you consulted	Citizen Police Review Board website, members of the public
Have other cities implemented this recommendation?	
Are there any other considerations?	Yes, officers that have abused their authority and have been disciplined no more than three times should be fired.

We request that each recommendation be submitted by the subcommittee Chairperson to Kevin Acklin and your Committee Chair by **5:00 pm on Friday, December 27**.

THE OFFICE OF THE MAYOR ECT
BUILDING A BETTER PITTSBURGH

SUBCOMMITTEE REPORT
(Please use one report for each subcommittee recommendation)

Subcommittee Name	Public Safety Transition Subcommittee on Community Police Relations
Subcommittee Chairperson(s)	Bridget Ridge & John Tarallo
Title of recommendation	Awareness of existing programs that give the citizens better understanding of City government and different departments
Describe the recommendation	The new administrations needs to more emphasis on these programs
Is this an immediate or long term recommendation?	
How will this address our challenges or reach our goals?	It will help with relations between the citizens and different aspects of the City for better understanding on all sides. For example: The Citizens Police Academy is a great tool for citizens in understanding Police procedures and the different avenues available for Public Safety, how they are trained, how they are disciplined, and so on.
What are the obstacles to implementation?	There are no obstacles involved in this, it only needs more of a push through the new adminstrations to reach out and get this information to the city residents.
Who needs to be involved?	The new administration needs to have someone within the Mayor's Office to be a liason to the community groups, public safety groups, Senior Centers, to networks all the

	existing groups so they are all informed of whats available.
What city resources need to be invested?	A good PR campaign is all that is needed to let the city residents know what is available. For example, a bigger effort from the City to promote National Night Out. This program brought out neighbors to meet one another, as well as the Public Safety personnel in their areas. Police, Fire and EMS do a great job at being available to meet with communities on this night, it just needs to be promoted harder through the City.
What will be different if the recommendation is adopted?	Definitely better relations between the residents and the City. Understanding how the Police work, our trained, what they risk, and what avenues are available for complaints is an eye opener for the residents and helps to alleviate distrust and bad opinions. The same holds for the City Government program. NNO helps the residents to actually meet Officials and those who are policing and serving their neighborhoods.
Describe any background materials that you consulted	
Have other cities implemented this recommendation?	
Are there any other considerations?	We have many programs currently offered through the City, such as Gun Safety Locks, Safety Locks for houses, Block Watch in a Box, we offer smoke detectors and many more. These programs along with many others need to get more attention from the Administration,

We request that each recommendation be submitted by the subcommittee Chairperson to Kevin Acklin and your Committee Chair by **5:00 pm on Friday, December 27**.

THE OFFICE OF THE MAYOR-ELECT
BUILDING A NEW PITTSBURGH

SUBCOMMITTEE REPORT
(Please use one report for each subcommittee recommendation)

Subcommittee Name	Public Safety Transition Subcommittee on Community Police Relations
Subcommittee Chairperson(s)	Bridget Ridge and John Tarallo
Title of recommendation	Hiring Recommendation
Describe the recommendation	Mandate the hiring of more African American and other minority police officers.
Is this an immediate or long term recommendation?	It should be mandated immediately, implementation will take time.
How will this address our challenges or reach our goals?	A city's police force should reflect the racial and ethnic composition of its population. That diversity can increase the level of trust and respect between residents and the police force. Greater trust should lead to greater willingness of citizens to cooperate with the police and provide the information necessary to solve crimes.
What are the obstacles to implementation?	The existing hiring process is an impediment. Vested interests are comfortable with the existing system and will likely be reluctant to change anything.
Who needs to be involved?	City Personnel department, police union.
What city resources need to be	Not many. This requires a willingness to make difficult

invested?	changes.
What will be different if the recommendation is adopted?	The number of African American officers on the police force will be increasing until it reaches the percentage of African Americans in the city (about 30%).
Describe any background materials that you consulted	The 2012 Police Annual Report states that currently about 15 of the police force is African-American.
Have other cities implemented this recommendation?	
Are there any other considerations?	Without external pressure, i.e., lawsuits and court oversight, this will be a very difficult objective to accomplish. Top level commitment that is constant will be necessary.

We request that each recommendation be submitted by the subcommittee Chairperson to Kevin Acklin and your Committee Chair by **5:00 pm on Friday, December 27**.

THE OFFICE OF THE MAYOR ECT
BUILDING A NEW PITTSBURGH GH

SUBCOMMITTEE REPORT
(Please use one report for each subcommittee recommendation)

Subcommittee Name	Community Police Relations
Subcommittee Chairperson(s)	Bridget Ridge and John Tarallo
Title of recommendation	Public Safety Diversity
Describe the recommendation	Pittsburgh's recent cultural change calls for a more diverse police force and public safety staff. In recent years Pittsburgh has experienced an increase in its Latino and Nepalese population and therefore we need to have a police force that is equipped to serve in our newly diversified communities. The optimal goal is to take an ongoing and proactive approach when it comes to serving new immigrant populations in Pittsburgh.
Is this an immediate or long term recommendation?	Immediate and long term
How will this address our challenges or reach our goals?	Offering language and diversity training will enable police officers to better serve Pittsburgh's diverse neighborhoods while setting a higher standard of overall cultural acceptance.
What are the obstacles to implementation?	Pittsburgh does not have enough Spanish speaking officers; also there is not enough diversity training throughout the career of police officers.

Who needs to be involved?	Human Resources, Union and community ESL organizations
What city resources need to be invested?	Funding for diversity training/national conferences
What will be different if the recommendation is adopted?	Better community-police relations between the police officers and the growing Latino, Bhutanese and other populations that are new to Pittsburgh. This will present an opportunity for all citizens to embrace Pittsburgh's cultural diversity.
Describe any background materials that you consulted	
Have other cities implemented this recommendation?	Many west coast cities have had the opportunity to address cultural diversity for several decades but this is a new opportunity for Pittsburgh.
Are there any other considerations?	This needs to be an ongoing process, constantly adapting to the change face of Pittsburgh and keeping up with the cultural changes as they come and offering diversity training on a proactive basis.

We request that each recommendation be submitted by the subcommittee Chairperson to Kevin Acklin and your Committee Chair by **5:00 pm on Friday, December 27**.