



## SBStat Post Meeting Notes

### Urgent Issues Review During Meeting:

- There were no urgent issues

### Decisions and Key Takeaways

#### Updates

- Part time officer program is moving forward and will be ready for the Board of Public Safety to review as early as September
  - Ensure that all metrics are defined, including baseline measurements for overtime
- Recruiting process changes and statistics
  - Lateral transfer numbers lower than expected, discussed focusing on quality over quantity
  - Applications increased 275% from Fall 2016 to Summer 2017 pools

#### New Material: Building the Infrastructure for a 21st Century Police Department

We discussed interrelated projects that support professionalization, transparency, culture change, and leadership development within the department. We reviewed the overall strategy as well as objectives, metrics, and baseline measures for each project.

- Career Path Development
  - Survey results clearly demonstrate the need and interest in this program
  - Decided to share survey results, plan, and timeline with SBPD personnel
  - Plan to implement training components Spring/Summer 2018 and job rotations Fall 2018
- Performance Evaluations
  - To be implemented in Fall 2017, with training to begin next month
- Promotion and Transfer Process
  - To be implemented in early 2019
- Field Training Officer Program
  - We currently follow industry best practices with the San Jose model
  - Presented short and longer term changes to FTO requirements, structure, and expectations

### Potential Topics to Discuss Next Meeting:

- External data and strategy
  - May include: Resident perceptions of safety, violent crime rates, geographic areas of concern
- Provide updates on 21st Century Infrastructure projects
  - Define targets for metrics
- Continued updates on Part Time Officer program and Recruiting

### Other Topics Discussed

- Six pillars of 21st Century Policing
- Law enforcement Strategy Sessions
- Recruiting postcard trial
- Current training practices
- Expected impacts of cultural and structural changes