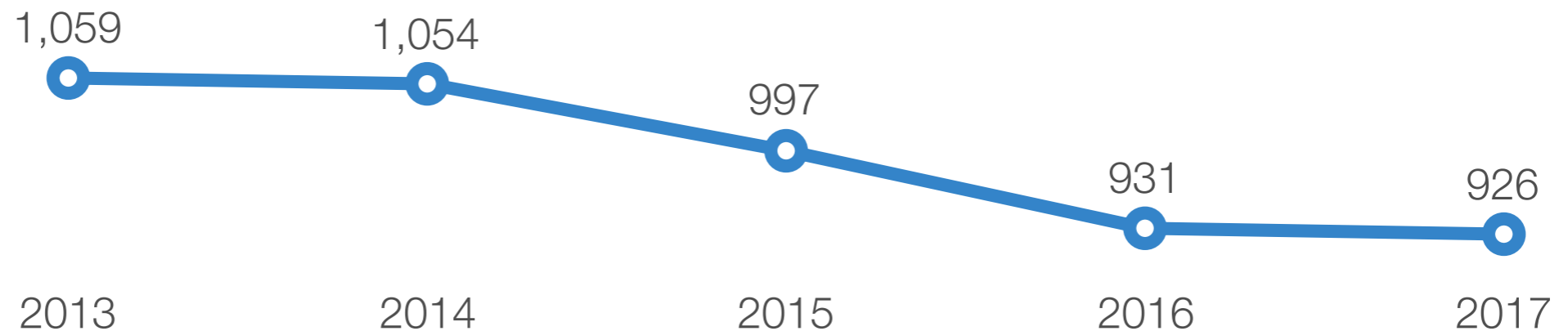
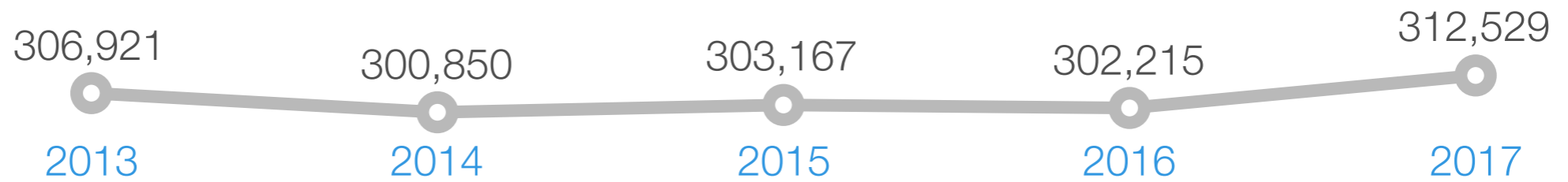
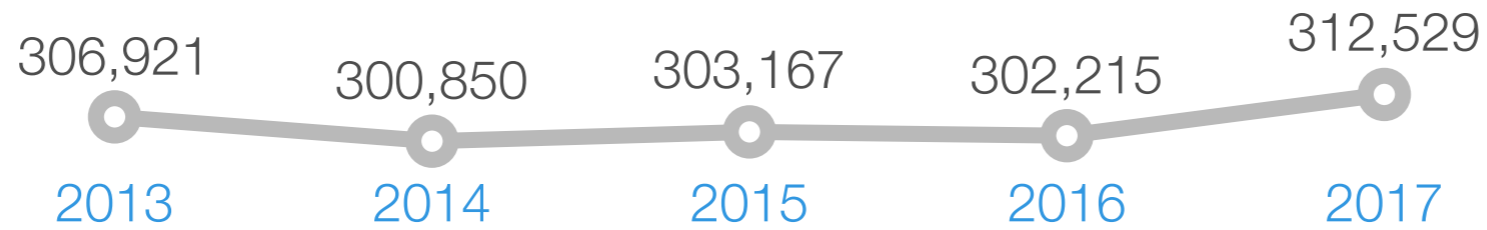


# CALLS FOR SERVICE VS # OF OFFICERS

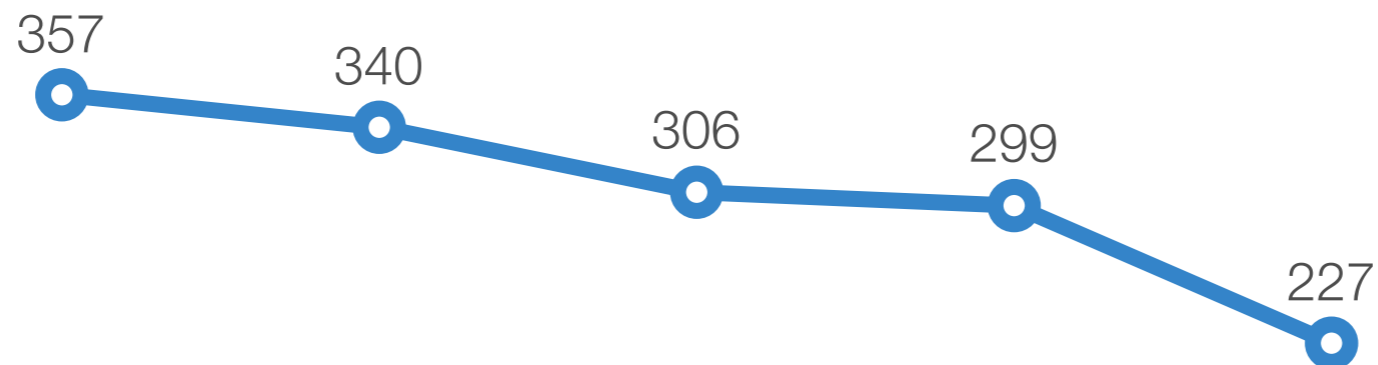


Since 2009, our staffing  
has decreased from  
1378 to 926  
**(-452)**

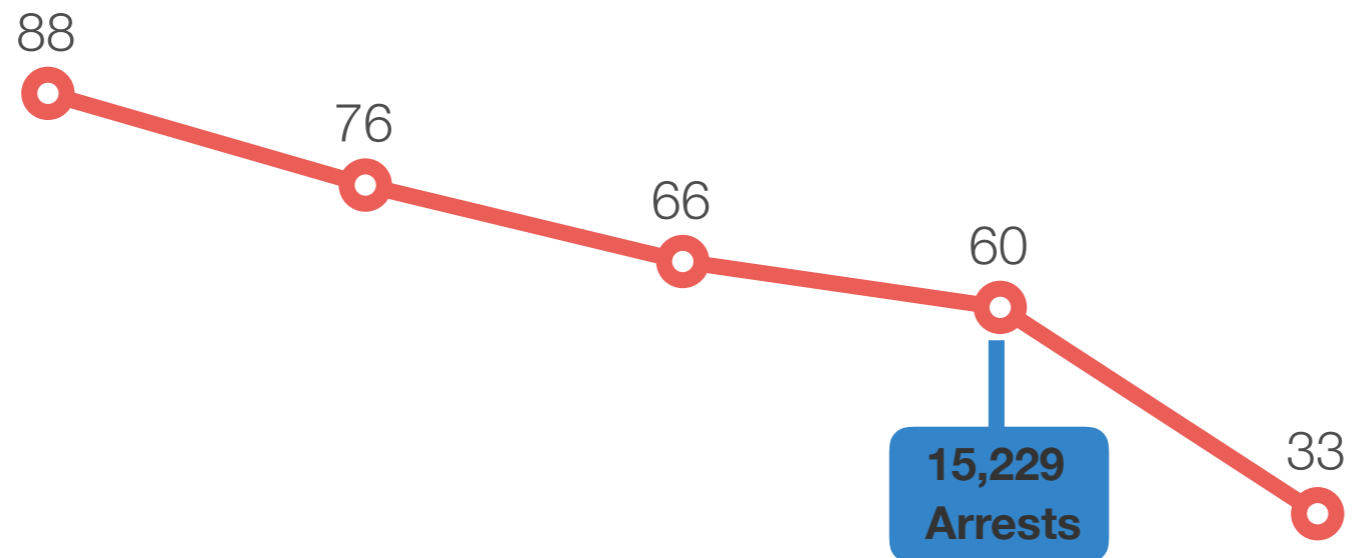
# CALLS FOR SERVICE VS COMPLAINTS



Calls For Service



Number of complaints



Number of complaints involving force

SJPD policies, procedures, activities, and initiatives implemented over the past three years which help build community trust, increase transparency, improve accountability and embrace fair, impartial, and constitutional policing, while still maintaining proactivity.

### **Policy and Procedure changes:**

- Religious exemptions to grooming standards
- Choke hold policy
- Head strike policy
- Tactics on use of force
- New use of force policy with a tiered use of force system
- Use of force committee
- SJPD & DA office involvement in OIS investigations
- OIS Review Panel
- Mandatory wearing of BWC's
- Mandatory wearing of Tasers
- Officers in schools not to enforce school discipline
- School Campus MOU & Policy
- Policy for encounters with limited English proficient (LEP) persons
- More cultural diversity training.

### **Data analysis, Transparency, Oversight:**

- Contracted the University of Texas, El Paso to analyze the Department's limited detention data on traffic and pedestrian stops and made the data public.
- Contracted with Police Strategies Inc. to analysis and make public our use of force data

- Implemented cutting edge technology (Force Analysis System) to analyze and make public the Department's use of force data.
- Changed report writing process, requiring supervisor review and approval of all police reports.

### **Training:**

- Crisis Intervention Training (CIT) - 40 hours
- Procedural Justice
- De-escalation
- Fair & Impartial Policing – recognizing implicit bias and how it affects our actions

### **Community engagement:**

- Created the role of community policing officers via the current police contract, which requires officers to work in the same neighborhoods longer.
- Expanded the Police Chief's Community Advisory Board
- Established a LGBTQ advisory Committee and ground breaking LGBT recruiting campaign
- Launched T.E.A.M. Kids, a life skills program at our elementary schools
- Continue to hold Coffee with a Cop events throughout the City