

ATTACHMENT 3 – ROADMAP TO COMMUNITY ENGAGEMENT



**POLICE
DEPARTMENT**



DATE: July 14, 2020

TO: Justin Hess, City Manager

FROM: Scott LaChasse, Chief of Police
BY: Michael Albanese, Deputy Chief
Josephine Wilson, Police Administrator

SUBJECT: Police Department's Roadmap to Community Engagement

On June 5, 2020, Chief Scott LaChasse communicated with the Burbank community and noted that the Burbank Police Department shares in the community's devastation and anger over the events leading to the death of George Floyd in Minneapolis. Foremost, the letter condemned all unlawful uses of force and violations of due process. It is actions like these that reflect poorly on the entire law enforcement profession. Members from the public have inquired of the policies and practices of the Burbank Police Department with respect to preventing such an unspeakable incident in our own community. The Chief highlighted that members of the Burbank Police Department are a racially and ethnically diverse group of people reflective of the community we serve. In fact, the Department's pursuit of a diversified police force has resulted in greater diversity within the Department than in the demographic makeup of the Community of Burbank itself. Those who serve are part of the very fabric that makes up our tight-knit community. This philosophy makes a difference—we view our mission of safety as a shared responsibility with those we serve versus a philosophy of policing the community. As such, the Burbank Police Department prides itself on providing equal protection under the law and engages in constitutional-based policing practices.

Over the past decade, the Burbank Police Department has embraced progressive law enforcement reform. Along with this, the Department recognizes that reforms cannot be made in a vacuum and that insight from outside the agency is a critical component to moving forward successfully. The Department is accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA). This outside organization ensures that the Department conforms to the most contemporary practices in law enforcement. In addition, the City contracts with an outside oversight body, the Office of Independent Review (OIR), which regularly audits uses of force, citizen complaints, and personnel

investigations for a number of factors, including bias-based policing. The City also has its own Police Commission appointed by the City Council, which regularly reviews the policies and practices of the Department and makes recommendations to City Council. There has been a concerted effort by the Police Commission and the Department to ensure alignment with President Obama's Task Force Report on 21st Century Policing.

The Department's strategy for continued community engagement involves working with the Police Commission, Council and the community to develop a roadmap that will guide robust and on-going discussions on topics that are concerning to members of the community. The first meeting on these matters was held on Tuesday, June 30, 2020. This meeting was the first step in creating a list of topics to be discussed at future Police Commission meetings. This meeting will be followed by the Joint Council/Police Commission meeting to be held on Tuesday, July 14, 2020. Thereafter meetings will commence on July 22, 2020 and continue monthly.

At the June 30, 2020 meeting, the Police Commission received community input and had general discussion on how to move forward in response to the national narrative of police reform and police policies and practices. There was discussion on participation in the 2020 National Association for Civilian Oversight of Law Enforcement (NACOLE) conference, reviewing the ethnic breakdown of Police Department personnel and review of laws such as qualified immunity. The overarching theme with the Police Commission was to develop a strategy to garner greater community participation in order to appropriately advise the Commission on the community's priorities as they related to policing in Burbank.

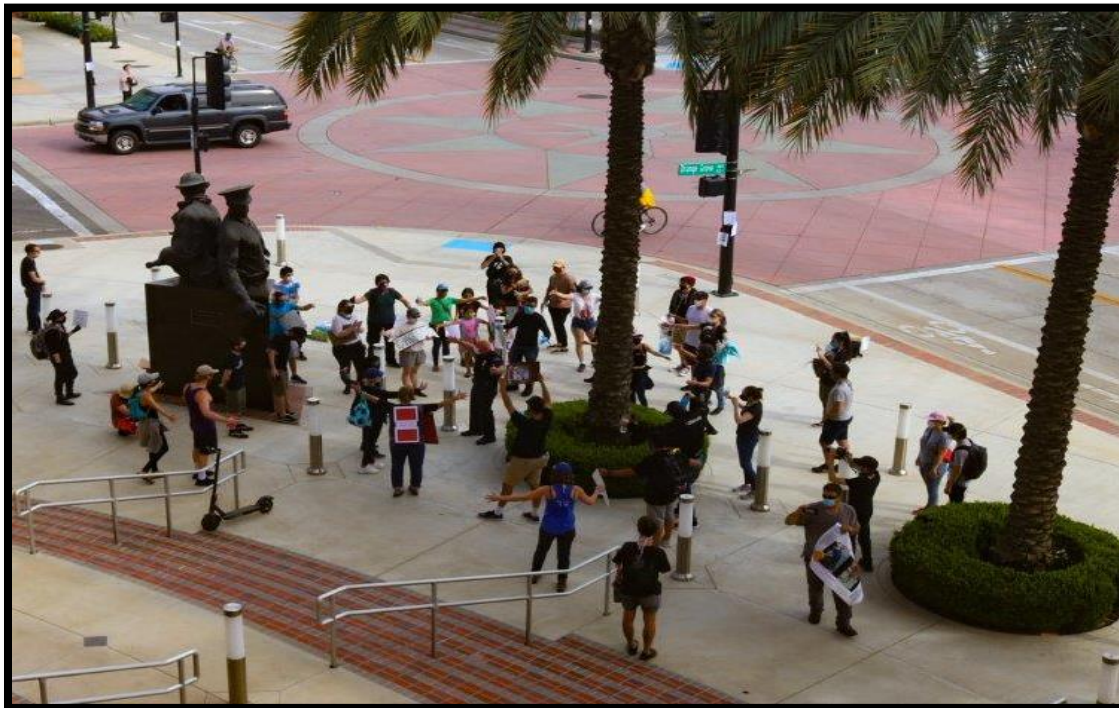
Some of the discussion points that the Police Commission will be pursuing are in part, the following:

- A detailed analysis of the Department's Use Of Force policy
- Evaluation and discussion of the Department's disciplinary process
- Review of the Department's training programs that include internal and external training opportunities
- Pursuit of programs that encourage greater community engagement and conversation into the Department's policies and practices to ensure we are contemporary to the community standards. These may include increasing the number of community academies, reaching out to public service organizations such as the Family Service Agency, Burbank Human Relations Council, and Burbank Clergy, among others
- A report from the City Attorney's Office regarding pending legislation that may impact the Department's policies and practices
- The Burbank Police Officers Association participation in discussions relative to policies and practices, and laws such as qualified immunity.

Department's Response to Demonstrations

Large-scale demonstrations began following the death of George Floyd on May 25, 2020. By May 30, 2020, the demonstrations had escalated to include incidents of rioting, arson, and looting in Los Angeles. In a proactive response, to protect the City of Burbank and

prepare to fulfill mutual aid requests, the Police Department began preparations to shift to an Emergency Mobilization schedule. The Emergency Mobilization was enacted on the evening of May 31, 2020, and was in full effect by the morning of Monday, June 1, 2020. All sworn and non-sworn personnel were placed on-duty for 12-hour shifts. Regular days off and planned vacations were cancelled for all personnel.



Moving forward, the Department continues to maintain a flexible and agile posture based on the situation, to facilitate peaceful demonstration. When the Burbank Police Department is made aware of a protest, outreach is made to the organizers to liaison with them and to facilitate their right to protest and exercise their First Amendment rights. For example, on June 1, 2020, the City implemented a curfew and there was a group exercising their First Amendment rights in front of the Police Station. Department staff communicated with the demonstrators and thanked them for their professional demeanor during a very emotional setting. This resulted in a peaceful outcome and with the demonstrators complying with the City's curfew ordinance on the first night.

During other larger demonstrations, Department staff had ongoing communication with the organizers and facilitated their movement throughout the City to allow them to exercise their First Amendment rights. The Department's quest was to ensure the demonstrators' safety and the community's safety during this time period. The feedback from the demonstrators and community members was favorable. It should also be noted that our Officers demonstrated professionalism and patience during these long deployment sessions. The Department will continue to use this model, understanding that the dynamics and psychology of large demonstrations which can be fluid and change within a moment's notice.