

**Attachment V. - Mayor's Commission on Police Community Relations (MCPCR)
Recommendations**

| Item | Recommendation | Status |
|-------------|--|---|
| 1 | Allocate additional funding to contract with a professional website design/public relations firm to update and maintain the SAPD website, and increase SAPD's multi-media outreach | The Department has met with ITSD and completed an update of its website and is in the process of working with ITSD to achieve mobile optimization of its website to enhance viewing and functionality via mobile phone and tablet. PIO also maintains a strong presence on a variety of social media platforms and each SAFFE Unit maintains a Facebook page to promote greater communication with residents |
| 2 | Create a long-range plan to facilitate more face-to-face discussions and dialogue with the public from throughout the community | Chief McManus has developed a community engagement strategy designed to strengthen interaction with residents and representatives from community organizations and advocacy groups. This includes: public safety roundtables, citizen engagement groups and community outreach strategies to engage with traditionally underserved segments of the community. |
| 3 | Develop a structure that continues to include current MCPCR members and meets periodically (at least 2-3 times a year) to monitor relations between the public and police and act as necessary based on feedback | The Department meets regularly throughout the year with elected officials, advocacy organizations and community groups that were represented on the MCPCR. |
| 4 | Allocate more funding for innovative recruitment efforts | In recent years, the SAPD increased funding to the recruitment budget to allow for additional advertisements on traditional and social media focused specifically on highlighting a career in law enforcement for minorities. In addition, the recruitment detail participates in recruitment events at universities and military installations across the country. The Department also hosts several recruitment events throughout the year such as "Women in Policing". |
| 5 | Create an SAPD (Civilian) Volunteer liaison at schools to promote SAPD as a career | Officers interact with faculty and students in school districts throughout the city to promote positive relationships between youth and the police. Examples of these programs are Success Through Respect and the mentorship program currently being developed in coordination with Region 20. The Department currently has a civilian volunteer services coordinator and a civilian community engagement team. |
| 6 | Track the number of students in the Explorer program who become SAPD officers; provide preference points on application and offer incentives for Explorer program alums; create a tracking or outreach program to address the gap between when the Explorer program ends and when students can apply to SAPD | The Police Corps Program (formerly the Explorers Program) has been successful in engaging with youth. The Department maintains contact with program participants. The current contract restricts the ability to provide preference points during the application process. |
| 7 | Integrate citizens into the design of the SAPD recruitment office and efforts, so that SAPD is aware of the perspectives of different parts of the city | The Department has integrated community participation into the training curriculum to ensure cadets understand the relationship between the Department and various organizations that represent various minority groups. The Department also solicits feedback on the various recruitment and outreach events designed to showcase the Department, the Academy and a career in law enforcement |

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| 8 | Host more community activities with a focus on elementary and middle schools; hold field day at schools to demonstrate cadets' physical fitness test | The Department participates in a number of school activities throughout the year that promote physical activity and student safety. In addition to the efforts of SAFFE officers and specialized units, the citizen Volunteer In Policing (VIP) Program provides valuable services and assistance to students throughout the city. |
| 9 | Work with schools to offer credits for HS students wanting to apply to SAPD | The Department is currently working with Region 20 to develop a comprehensive training/education curriculum, as well as a mentorship program, to specifically encourage students that may be interested in a career in law enforcement. This includes discussion on the potential creation of a law enforcement themed magnet school and/or law enforcement block of courses. |
| 10 | Support State legislation that would allow preference points for SAPD cadets that reside within the city limits. | The Department has implemented pay incentives for officers that reside in the city or move within city limits. The Department would support efforts at the state level to award preference points for applicants that live in San Antonio. |
| 11 | Provide more training for SAPD officers centered on the immigrant community, especially language barriers | The training curriculum exceeds state training requirements for law enforcement and includes training related to de-escalation and multi-culturalism. In addition, all officers have completed implicit bias training. The Department utilizes a translation service to ensure officers can effectively communicate with all residents. |
| 12 | Make available more ride along opportunities to build relationships with community | Residents are able to schedule ride-alongs with SAFFE to gain a better understanding of operations and to review/observe specific issues of concern. Ride-alongs are also frequently scheduled with community leaders and representatives from advocacy organizations to gain a better understanding of our specialized units such as Mental Health, HOPE and other programs. |
| 13 | Encourage residents to participate in "Shoot – Don't Shoot" training to better understand decisions that officers make in critical situations | The Department has, and continues, to schedule demonstrations for various community groups and local elected officials that provide perspective on the experiences of law enforcement. The Department has also invited community leaders to sit in on trainings to observe the type of training officers receive. |
| 14 | Expand opportunities for SAPD cadets to participate in community events; allow these to fall under the existing volunteer requirements for cadets | Cadets participate in a number of community events such as marathons and 5K events representing the Department. The training schedule makes it challenging to require additional volunteer service. |
| 15 | Have SAPD mobile training teams conduct demonstrations at schools | As noted in previous recommendation responses, the Department offers a number of programs and services at local schools |

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| 16 | Work through community groups to provide education for citizens on rights and responsibilities in making complaints (“Comply Now, Complain Later” “Respeto Ahora, Reclama Despues”) | Programs such as Success through Respect provide information to youth on how to interact with officers; the Department is currently exploring the possibility of modifying the program for presentation to the community. The Department also attends various community events at the request of organizations to promote positive interactions with officers. |
| 17 | Refocus Stand Up SA. Stand Up SA integrate with other community collaborations to achieve a reduction in violent crime, through activities that include: - hosting community meetings and block parties; coordination of National Night out efforts; assisting with community engagement efforts such as the Neighborhood Watch program; creating Neighborhood Council groups that can act as “Go Teams” when officer-involved shootings occur; exploring the feasibility of transitioning Stand Up SA efforts into the Group Violence Intervention (GVI) program; and determining whether outside agencies or community groups are best situated to lead this type of neighborhood crime prevention effort; funding for these efforts could come from the City, grant funds or foundations. | In 2018, the SAPD incorporated the Group Violence Intervention (GVI) Program into the Department as the Community Engagement Team (CET). The CET continues to work closely with residents in areas with high concentrations of violent crime to proactively provide information, services and resources to minimize the likelihood of victimization. In addition to meeting individually with residents, the CET works in partnership with community organizations and advocacy groups to complete special projects. The Department is proposing several improvements to National Night Out designed to promote greater interest and participation which were identified by neighborhood leaders. In FY 20, the SAPD allocated \$150,000 to fund a community crime prevention grant that will be awarded to neighborhood groups through a competitive bid process that will allow neighborhoods to implement crime prevention strategies tailored to the unique needs of their respective community. |
| 18 | Consider the expansion of the SAFFE program including more officers and additional shifts. | Over the last several years, 18 SAFFE officers have been added to the Department. A total of 10 SAFFE officers were added as part of the FY 19 budget to focus exclusively on domestic violence education, prevention and investigation in coordination with the Crisis Response Team. |
| 19 | Examine how officer promotions impact community relationships | The Department remains committed to creating a Department that reflects the community and offers leadership training to officers. |
| 20 | Expand SAPD translation services. Language is often a barrier to reach, engage and effectively serve residents. SAPD should consider the accessibility and availability of materials and education in other languages, in addition to having officers that can communicate in the language for the areas they patrol/serve | As previously stated, the Department utilizes a translation service that allows officers to effectively communicate with residents. The SAPD Public Information Office prepares bilingual information via its various media platforms. |

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| 21 | Create a safe place for COSA residents to speak more openly. Residents feel overwhelmed with police presence when expressing themselves as it relates to community police relations | The SAPD works closely with City Council to host public safety forums in the community. SAFFE units also maintain Facebook pages that encourages residents to share information and receive updates. The new public safety notification system will allow residents to complete surveys via email or text to provide feedback. |
| 22 | Engage the youth to participate in the conversation surrounding improved police-community relations | The SAPD offers several programs dedicated to strengthening its relationship with youth. |
| 23 | Publicize existing SAPD efforts such as the Family Assistance Crisis Team (F.A.C.T) | The SAPD shares information on FACT, and similar programs, to the community at various outreach events. The local business community and advocacy organizations are also provided training on available Department resources. |
| 24 | Require officers to take psychological exams more frequently | The SAPD has implemented the Performance Recovery Optimization (PRO) program that provides officers with training to promote physical and mental health and strategies to effectively deal with stress. The PRO is recognized as a national model. The Department also has an early warning system (Officer Concern Program) that provides support to officers that experience personal and professional challenges that may impact performance. |
| 25 | Allow exceptional officers, determined by outside committee/panel, to train other officers or move into leadership roles | Several officers completed a train the trainer program through the LPO and are able to train SAPD officers as well as officers from other area agencies. |
| 26 | Create support groups for officers who have suffered traumatic experiences, on or off duty. One example is Healing Circles | Please see response to Recommendation #24 |
| 27 | Provide trainings for residents such as "Know Your Rights," domestic violence prevention efforts, and the best way to report incidents | Please see response to Recommendation #16 |