

**NEWTON POLICE DEPARTMENT
RESPONSE TO NEWTON POLICE REFORM TASK FORCE RECOMMENDATIONS**

#138-21
#272-21
#248-21

10/18/21 Chief Carmichael

Recommendation	Objective	Objective	Objective
I. Improve Relationships Between the Newton Community & Newton Police Department – Police Oversight	Ensure ongoing dialogue & mutual accountability between Newton community & NPD	Ensure feedback regarding the behavior of NPD personnel is swift & ongoing	Increase communication and connection between the community & NPD
RESPONSE	<p>-POST</p> <ul style="list-style-type: none"> -All NPD complaints submitted to POST w/in 2 days -Public Safety & Transportation Committee -Citizen Complaints -Internal Affairs -Public Records (Disciplinary when Misconduct involved) -DA-Brady Disclosure -Long Hearings 	<p>POST</p> <p>Div. Police Certification</p> <ul style="list-style-type: none"> -Officer Cert. Standards -Officer Data Base -Agency Certification <p>Division of Police Standards (DPS)</p> <ul style="list-style-type: none"> -Complaint Database -Investigations -IA Audit -Suspend, Revoke, Retrain <p>(Must be accurate & fact based) – law, policy, procedures)</p>	<p>Practices, Policies, Procedures</p> <p>Community Policing Philosophy</p> <ol style="list-style-type: none"> 1. Organizational Transformation 2. Problem Solving Oriented Root cause & underlying issues 3. Community Partnerships <p>*NPD Community Engagement Plan (Draft)</p> <p>21st Century Policing Philosophy</p> <ul style="list-style-type: none"> -Procedural Justice -Police Legitimacy -Fair, Impartial, Voice, Transparency
II. Ensure Racial, Ethnic, and Gender Diversity Among Police Personnel and Leadership by Leaving the Civil Service System	Develop a strategy for hiring & promoting NPD personnel that (a) has a strong chance of increasing diverse	Develop & implement an outreach and recruitment strategy that is likely to appeal to a broader demographic of potential future law enforcement personnel	Include language about the specific role Newton would like for its police to play in communities (i.e., “guardians” rather than “warriors”).

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	<p>representation</p> <p>(b) offers some of the more important protections currently provided through the current hiring and promotion system, and</p> <p>(c) extends preventive measures in certain areas (e.g., preventing nepotism).</p>		
RESPONSE	<p>POST – Commission to review & reform CS</p> <p>-Recruitment in MA substantially lessened</p> <p>-NPD list is diverse</p> <p>-Civil Service – Race & Gender Based Lists</p> <p>-Non-Civil Service Requires Bargaining</p>	<p>-Needed statewide</p> <p>-NPD = 29 candidates on new Civil Service List</p> <p>Mayor/Chief: Seek ways to recruit Metco Students & Explorers.</p> <p>NPD did do recruitment posters on social media</p>	<p>-This may be built into any recruitment campaigns.</p> <p>-Police Are Guardians</p> <p>-Newton Police Values:</p> <ul style="list-style-type: none"> -Aligned w/personal values -NPD invested in community -Committed to service <ul style="list-style-type: none"> • Respect • Fairness • Integrity (trust) • Compassion • Accountability • Character
III. Ensure that the Police Department Understands and	<p>Ensure that NPD personnel have effective, ongoing training to guarantee</p>	<p>Ensure that NPD staffing levels are adequate to meet community needs.</p>	<p>Use improvements in data collection & management capabilities to increase</p>

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<p>Meets Community Safety Needs.</p>	<p>proficiency in areas of critical importance to Newton Community:</p> <ul style="list-style-type: none"> • Impacts of historic, systemic racism on current policing practices • Best & emerging practices for first responders to behavioral health crises • Cultural responsiveness to underserved and historically marginalized communities 		<p>transparency & accountability of police operations to the Newton community</p>
<p>RESPONSE</p>	<p>Training</p> <p>-Facility Capital Improvements – Facility conducive to training</p> <p>-FBI-LEEDA</p> <p>-Integrating Tactics & Communication De-escalation (ICAT)</p> <p>-Project ABLE (duty to</p>	<p>Strategic Plan</p> <p>NPD had 200+ officers NPD = 140 (staffed 149) NPD = (-)50 officers</p> <p>Police Understaffed 1.6 officers per 1000 89k x 1.6 =142 officers</p> <p>Average 1.8 - 2.1 per 1000</p> <p>Dispatch Crossing Guards</p>	<p>Public Safety & Transportation</p> <p>-Tracking suspicious person calls -Policy on suspicious person calls -Long Hearings – Comm v. Long (None for NPD)</p> <p>MGL c. 90 § 63 (Hands-Free) JEALE – MGL c. 6E § 1(h) -RMV Data Collection – Report to EOPSS -EOPSS annual report (university) -All Mass. Uniform Citations</p> <ul style="list-style-type: none"> • Warnings,

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	<p>intervene & report)</p> <p>-Cox Associates & Gerard Cox</p> <p>IACP One Mind Campaign - Crisis</p> <p>-Intervention Training (CIT)</p> <p>-Mental Health First Aid</p> <p>-Co-Response Model w/NPD Clinician</p> <p>-Community Crisis Intervention Team</p> <p>-TI Simulator (use of force & de-escalation)</p> <p>-Training curriculums 2016-2021</p>	<p>Civilian Staff</p> <p>Community Policing requires freeing up officers for engagement – opens broad focus on policing not narrow focus on rapid response</p> <p>Measurements:</p> <ul style="list-style-type: none"> • Part 1 & 2 crimes • Calls for service • Incidents reported • 911 calls 	<ul style="list-style-type: none"> • Citations, • Arrested, • Age • Race • Gender • Traffic infraction, • Date, Time, Municipality • Vehicle searched, • Stop resulted in a warning, citation or arrest <p>Violation:</p> <p>-1 year, collect data on all stops, (include verbal), implicit bias training.</p> <p>-AG Civil Action for racial profiling</p> <p>Benchmark Analytics Software</p> <p>Use of Force De-escalation (track) Internal Affairs</p> <p>POST Public Database:</p> <p>National Decertification Index Division of Police Certification-DPC Division of Police Standards-DPS</p> <p>NPD Submitted Records 9/30/21</p> <p>Publicly available and searchable database containing records for law enforcement officers. Must consider the health and safety of</p>
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			<p>the officers.</p> <p>The Division of Police certification, in consultation with the Division of Police standards, shall create and maintain a database containing records for each certified law enforcement officer, including, but not limited to:</p> <ol style="list-style-type: none">(1) certification;(2) any recertification;(3) training records(4) any written reprimand and reason(5) any suspension and reason(6) any arrest and/or criminal charge(s)(7) any internal affairs complaint;(8) the outcome IA Investigation(9) any criminal conviction and crime(s)(10) any separation from employment with an agency and the nature of the separation, including, but not limited to, suspension, resignation, retirement or termination;(11) the reason for any separation from employment, including, but not limited to, whether the separation was based on misconduct or whether the separation occurred while the appointing agency was conducting an investigation of the certified
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			individual for a violation of an appointing agency’s rules, policies, procedures or for other misconduct or improper action; (12) the date of decertification, if any, and the reason for said decertification; and (13) any other information as may be required by the Commission.
<p>IV. Support a Healthy, Inclusive Culture Within the Police Department Through a Culture Change Initiative Emphasizing a Customer Service Orientation and a Guardian Mindset Among Police Personnel.</p>	<p>Implement a culture change initiative w/in NPD focused on:</p> <ul style="list-style-type: none"> ● Cultivating customer service orientation; ● Continuing the transition from a “warrior mindset” to a “guardian mindset” in operations and training; ● Improving procedural justice and problem-oriented policing; ● Improving bias-free policing through data management; ● Transformation of police attitudes towards use of force; 	<p>Focus on improving procedural justice and problem-oriented policing.</p>	<p>Demonstrate a commitment to officer wellness.</p>

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	<p>and</p> <ul style="list-style-type: none"> • End stigma surrounding reports of sexual or race-based harassment and misconduct. 		
RESPONSE	<p>Partner with Cox Associates</p> <p>Comprehensive organizational development & training proposal framework.</p> <p>Covers all IV.</p>	<p>Policies & Practices NPD root causes – underlying issues</p> <p>Training Curriculum 2016 – 2021</p> <ul style="list-style-type: none"> -Procedural Justice -Police Legitimacy -Fair & Impartial Policing -Implicit/Explicit Bias (I & II) -Dynamics of Addiction (Substance Use Disorders) -Alzheimer’s & Dementia Intervention -Use of Force -De-escalation -Police Interaction with Youth -Domestic Violence -Sexual Assault (High Risk – DV) -Stress & Officer Wellness -Longevity in Policing -Integrations, Communications & Tactics 	<p>Cumulative Stress on Officers</p> <p>Officer Wellness Toolkit</p> <p>Fitness Facility NPD (Decompress)</p> <p>Critical Incident Stress Management (CISM)</p> <p>CISM Law & Policy (Confidential)</p> <p>Defuse – Debrief – After Action Review</p> <p>Community Resource Dog</p>

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		<p>(ICAT De-escalation Techniques) -Police Interactions with Persons w/mental illness -Non-Bias Based Policing – -Racial Profiling -Dealing with People with Disabilities</p> <p>Policies: Non-Bias Policy Racial Profiling Policy Transgender Policy Eye Witness ID Comm v. Long</p> <p>Problem-Oriented = Community Services Bureau & 4th Platoon</p>	
<p>V. Refine the Scope of Policing by Developing Alternative Response Strategies for Community Concerns.</p>	<p>Develop non-police response strategies to address emergency behavioral health and social service needs of Newton community</p>	<p>Develop non-police response strategies for City ordinance violations “nuisance complaints.”</p>	<p>I. Eliminate or reduce ordinance violation & nuisance calls to 911 dispatch.</p> <p>II. Proactively support police and community partners in distinguishing behavioral health crises from threats to community safety.</p>

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RESPONSE	<p>Community Services Bureau</p> <ul style="list-style-type: none"> -Juveniles -Substance Use Dis. -Mental Health -Domestic Violence -Child abuse -Sexual Assault -Hate Crimes/Incident -Jail Diversion Clinician <p>CCIT:</p> <p>Community Crisis Intervention Team & (Newton HHS)</p> <ul style="list-style-type: none"> -Deb Youngblood -Meghan Kennedy <p>Drug Court Session</p> <p>Mental Health Session (Court)</p> <p>Section 12 Section 35</p> <p>(C4RJ) Communities for Restorative Justice (Referrals)</p> <ul style="list-style-type: none"> -Face-to-face encounters -Repair harm to victims -Alternative to punishment 	<p>Registration (Leaf Blower)</p> <p>Inspectional Services Department (ISD)</p> <p>1500 Leaf blower Calls</p>	<p>Registration Process</p> <p>Ordinance Education</p> <p>CCIT</p> <p>Call Dynamic</p> <ul style="list-style-type: none"> -Domestics -Substance Use Disorder -Biological (inherited) -Environmental (upbringing) -Developmental (interruptions) <p>CIT Training</p> <p>Mental Health 1st Aid</p> <p>IACP Once Mind</p>
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	<ul style="list-style-type: none"> -Offender Responsibility -Improved behavior -Less punitive -Victims of Trafficking and Violence Protection Act (U & T Visa)- M.G.L. Chapter 258F §§ 1- U-Visa (crime, victim) T-Visa (Human Traffic) 		
Equipment/Issues	Less Lethal Options <ul style="list-style-type: none"> Conducted Energy Weapons (CEW) RADAR Flashlights Facility Dispatch Staffing Organizational Chart 	Impact Bargaining	