

**CONCERNED CITIZENS FOR JUSTICE
ACTION PLAN
to
TRANSFORM POLICING IN CHICO**

This Action Plan is a “living” document and open to change.

1. Mandate Training in De-escalation, Avoidance of Implicit Bias and Crisis Intervention

Police officers will have on-going training in de-escalation, crisis intervention and avoidance of implicit bias to reduce the use of force, and to avoid unequal treatment of individuals based on implicit bias. Training is not sufficient in itself; skills in de-escalation and implicit bias must be demonstrated in the field by police officers.

2. Maintain Full Transparency and Accountability

Transparency and accountability are the foundations of a democracy. In January 2020, SB 1421 and in 2018, SB 978 became the law in California, providing for public access to law enforcement records. This ensures that law enforcement agencies are transparent and accountable leading to greater understanding and better relations between law enforcement and the community.

3. Establish a Mental Health Intervention Team

Police encounters with individuals in mental health crises often result in unnecessary loss of life, injury or trauma. Such incidents require fully trained mental health professionals. A Mental Health Intervention Team operating 24/7 should take the lead in calls related to mental health incidents. The City of Chico officials need to facilitate these changes.

4. Overhaul the Use-of-Force Policy and Practices

In January 2020, the California Legislature passed AB 392 redefining the circumstances when deadly or lethal force may be used by a police officer. As defined by California law, the CPD must only use force when necessary. CPD Use of Force Policy requires an immediate, deliberative analysis to bring it into compliance. It is imperative that the community be involved in this process to ensure that it fully reflects AB 392 as well as community values. The use of force, not only lethal force by the CPD, must have independent oversight.

5. Create Citizen Oversight

Citizens need to participate in establishing the policing needs of our community. Improvement of Chico law enforcement requires citizen oversight. Oversight is defined by the National Association for Civilian Oversight of Law Enforcement (NACOLE) as “leading to more effective policing and safer communities.” Independent, impartial Citizen Oversight is essential with the authority to review all use of force incidents, citizen complaints, recommend disciplinary action when necessary and participate in establishing police policies.

6. De-militarize Local Police and Expand Community Policing

Positive contact between police officers and community members creates a safer community. When police officers are armed like combat troops, it is a barrier between them and the community. A non-military presentation by police is needed to transform law enforcement into a public service where respect and trust are reciprocal between police officers and the community they serve. Police officers will serve as guardians of the community rather than warriors.

7. Strengthen Mental Health Support for Officers

Our police officers are essential and police work can be dangerous and stressful. First responders have higher levels of post-traumatic stress than that found in the general public. Full mental health support must be available to police officers following any severe crisis situation and must be stigma-free.

8. Revise Hiring and Termination Policies

Officers hired by the CPD need to demonstrate behavior in the field that supports the values of the community and treats each person with dignity and respect. CPD police officers or applicants who use excessive force or bullying behavior will not be hired or remain employed.

CONCERNED CITIZENS FOR JUSTICE ACTION PLAN to TRANSFORM POLICING IN CHICO

1. Mandate Police Training in De-escalation, Avoidance of Implicit Bias, and Crisis Intervention

- a) Police officers, 911 dispatchers, and all personnel responding to emergency calls will receive on-going training in de-escalation, implicit bias and crisis intervention.
- b) Officers will be disciplined if they fail to follow de-escalation training in the field.
- c) Training will emphasize police officers as “Guardians not Warriors.”
- d) Officers will be honored publicly for demonstrating de-escalation in the field.

2. Maintain Transparency and Accountability

- a) The City of Chico will fully comply with California state laws SB 1421 and SB 978.
- b) The police complaint process will be transparent, easy to use by the public and overseen by the Chico City Council until Citizen Oversight is fully functional.
- c) The Chico Police Department (CPD) will fully participate in the National Use-of-Force Data Collection.
- d) Officers will use their body cameras during all interactions with the public.
- e) Officers will not review video recordings of any incident until they have been interviewed by investigators and have submitted their written reports.
- f) Body camera video must be available to the public following review by the City Council.
- g) CPD training including all classes and instructors will be public information. If there is an incident of excessive force by an individual officer, those training records will be made available.
- h) The CPD budget will be open to scrutiny by the public.
- i) The public will be informed annually of the total legal cost to the City for use-of-force settlements or lawsuits attributed to actions by law enforcement.

3. Establish a Mental* Health Intervention Team

- a) Elected officials with input from the public will institute, resurrect or reconstitute a mental health intervention team to supersede armed intervention by law enforcement officers.
- b) Mental health professionals and/or other experts (see * below for a list of other possible areas of expertise) must take the lead when a citizen is in a mental health crisis. They will provide immediate, non-escalating attention as required. The interventions can include evaluations by the mental health professionals in determining need for detainment (e.g., 5150).
- c) The Dispatcher or First Responders must contact the Mental Health Intervention Team when it is determined that a mental health crisis requires immediate attention.
- d) The Mental Health Intervention Team will be available 24 hours a day, 7 days a week.
- e) The CPD and the Mental Health Intervention Team will collaboratively establish protocols on who and how to respond to citizens in crises. Participants may include mental health professionals within the County (e.g., Enloe Behavioral Health, Indian Health, Far Northern Regional, NAMI, CCAT, etc.).
- f) Officers will ask for the NAMI "White Card" or Far Northern Regional Center ID to help evaluate a situation.
- g) The Chico City Council will reallocate funding from the CPD budget to the appropriate agency for crisis intervention along with other funding sources.
- h) The Chico City Council will consider establishing a new department to answer calls for behavioral, mental health or social problems including in the schools and parks.

* This includes individuals with physical, mental health, developmental, or intellectual disabilities (esp. autism) as these individuals' abilities to understand or comply with commands from police officers can be compromised. Per text of CA Legislature passage of AB 392.

4. Overhaul the Use of Force Policy and Practice

- a) CPD use of force policy must be in full compliance with California State Law AB392 and community values.
- b) Use of force incidents and allegations of use of force will be evaluated by independent investigation directed by the City Council until Citizen Oversight is fully established.
- c) De-escalation must be the first response.

- d) All officers present must intervene when another officer uses unreasonable force (Per CPD Policy 300.2.1).
- e) Officers must immediately report use-of-force incidents.
- f) The choke hold, carotid control hold, or any form of neck control is prohibited.
- g) Officers will be drug and alcohol tested immediately following any use of force.

5. Create Citizen Oversight

- a) Citizen Oversight with subpoena powers, will be created by Chico City Council and the community.
- b) Citizen Oversight will be established by codification into the municipal Charter and will include citizens from the community.
- c) Members will be appointed to Citizen Oversight by elected officials or elected directly by the voters.
- d) Citizen Oversight will hear citizen complaints, review all police misconduct, and recommend disciplinary action when warranted.
- e) Citizen Oversight will review police policies, all use of force incidents, and make recommendations during public hearings.
- f) Elected officials and the public will partner with the CPD through Citizen Oversight.
- g) All policies and practices regarding policing technology must be reviewed by the Chico City Council and the public until Citizen Oversight is in place.
- h) The Citizen Oversight budget will be tied to the CPD budget (i.e., a percentage of the CPD budget).
- i) Citizen Oversight will review all bargaining agreements between the CPD and the City of Chico.

6. De-militarize Local Police and Expand Community Policing

- a) The receipt of military equipment requires approval from the Chico City Council allowing first for public input.
- b) Training programs must de-emphasize militarized approaches.
- c) Police officers will dress like guardians on the streets of Chico.
- d) Militarized images of police officers will not be used.
- e) No-knock warrants will be banned.
- f) There will be no policing for profit, such as property seizure, ticket quotas, fines or fees.
- g) Armed security guards will not be used without consent of the Chico City Council.
- h) Facial recognition software will not be used.

- i) Officers must follow the LEED model—*Listen, Explain with Equity and Dignity*.
- j) Police officers will treat all members of the public with dignity and respect.
- k) Officers will spend time outside their vehicles to be available in neighborhoods as much as possible.
- l) The use of armed officers in schools and parks will be re-evaluated by the Chico City Council.

7. Strengthen Mental Health Support for Officers

- a) Mental health support must be available for officers and will be required after all crisis incidents without penalty or stigmatization.
- b) Counseling and/or mental health screening must be mandatory after any significant use of force incident to ensure the mental health of the officer and the safety of the public. All officers must be evaluated by an independent mental healthcare professional as fit for duty prior to going back to work.
- c) Applicants to the CPD with prior military service must be evaluated and diagnosed as free from Post Traumatic Stress Disorder (PTSD) by a mental health professional before being offered a position by the CPD.

8. Revise Hiring and Termination Policies

- a) Comprehensive background checks must be performed on all applicants for the CPD to include: 1) history of excessive use of force, 2) complaints of implicit bias, and 3) a history of affiliation with white nationalist, racist, or “hate” groups, including on social media.
- b) Background checks that disclose the above (under 8.a) will prevent employment in the CPD.
- c) Officers who engage in excessive force or bullying behavior must be terminated and denied future employment as a police officer.
- d) Officers who fail to practice de-escalation will receive training, discipline, or face termination based on the facts of the situation.
- e) Hiring officials will be required to make all attempts to create a police force that reflects the diversity of the community (i.e., gender, race, ethnicity, disability and religion).

Concerned Citizens for Justice

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