

PUBLIC SAFETY AND CRIMINAL JUSTICE COMMITTEE
DALLAS CITY COUNCIL COMMITTEE AGENDA

REVISED

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CITY SECRETARY
DALLAS, TEXAS

MONDAY, FEBRUARY 11, 2019
CITY HALL
COUNCIL BRIEFING ROOM, 6ES
1500 MARILLA STREET
DALLAS, TEXAS 75201
11:00 A.M. – 12:30 P.M.

Chair, Council Member B. Adam McGough
Vice Chair, Council Member Philip T. Kingston
Domestic Violence Task Force Chair, Council Member Jennifer S. Gates
Mayor Pro Tem Casey Thomas
Deputy Mayor Pro Tem Adam Medrano
Council Member Sandy Greyson
Council Member Kevin Felder
Council Member Carolyn King Arnold

Call to Order

1. January 28, 2019 PSCJ Committee Meeting Minutes
2. Citizens Police Review Board
Chief U. Renee Hall,
Dallas Police Department
3. Dallas Fire-Rescue Strategic Initiatives
Chief Dominique Artis
Dallas Fire-Rescue
4. Office of Emergency Management Strategic Initiatives
Rocky Vaz, Director
Office of Emergency Management
5. Committee Action Matrix
Jon Fortune, Assistant City Manager
City Manager's Office
6. Upcoming Agenda Items
Jon Fortune, Assistant City Manager
City Manager's Office

February 13, 2019

- A. Agenda Item #26 (File ID: 19-95): Authorize a two-year service price agreement for the purchase and maintenance of automatic and manual defibrillators, related support systems, and supplies with Physio-Control, Inc. through the National Association of State Procurement Officials cooperative agreement - Estimated amount of \$2,315,454.25 - Financing: General Fund (\$2,007,383.30), Dallas Water Utilities Fund (\$292,705.95), and Convention and Event Services Fund (\$15,365.00)
- B. Agenda Item #40 (File ID: 19-188): Authorize the revision to Rule XXIII of the Civil Service Board Code of Rules and Regulations related to minimum qualifications for police officer to allow applicants that possess an active, valid Texas Commission on Law Enforcement license be accepted in lieu of the current forty-five required hours of college - Financing: This action has no cost consideration to the City (see Fiscal Information)

- C. Agenda Item #51 (File ID: 19-179): A public hearing to receive comments on the renewal of the Dallas juvenile curfew ordinance, which provides daytime and nighttime curfew hours for minors; and, at the close of the hearing, consideration of an ordinance amending Chapter 31 of the Dallas City Code to reinstate and continue in effect the Dallas juvenile curfew ordinance - Financing: No cost consideration to the City

Adjourn



B. Adam McGough, Chair
Public Safety and Criminal Justice Committee

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. seeking the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the City Council under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act. [Tex. Govt. Code §551.071]
2. deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.072]
3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.073]
4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee, or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex. Govt. Code §551.087]
7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex. Govt. Code §551.089]

NOTICE: Handgun Prohibition Notice for Meetings of Governmental Entities

"Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun."

"De acuerdo con la sección 30.06 del código penal (ingreso sin autorización de un titular de una licencia con una pistola oculta), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola oculta."

"Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly."

"De acuerdo con la sección 30.07 del código penal (Ingreso sin autorización de un titular de una licencia con una pistola a la vista), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola a la vista."

Public Safety and Criminal Justice Committee Meeting Minutes

Meeting Date: Monday, January 28, 2019

Convened: 11:02 A.M.

Adjourned: 1:00 P.M.

Committee Members Present:

Council Member B. Adam McGough, Chair
Council Member Philip T. Kingston, Vice Chair
Mayor Pro Tem Casey Thomas
Deputy Mayor Pro Tem Adam Medrano
Council Member Sandy Greyson
Council Member Kevin Felder
Council Member Carolyn King Arnold

Committee Members Absent:

Council Member Jennifer S. Gates

Other Council Members Present:

Council Member Rickey Callahan

AGENDA:

Call to Order

1. January 14, 2019 PSCJ Committee Meeting Minutes

Presenter(s): Council Member B. Adam McGough, Chair

Information Only:

Action Taken/Committee Recommendation(s):

A motion was made to approve the January 14, 2019 meeting minutes.

Motion made by: CM Felder

Item passed unanimously:

Item failed unanimously:

Motion Seconded by: CM Greyson

Item passed on a divided vote:

Item failed on a divided vote:

2. Staff Recognition

Presenter(s): Jon Fortune, City Manager's Office

Information Only:

Action Taken/Committee Recommendation(s):

Assistant City Manager Jon Fortune verbally recognized the Office of Emergency Management staff and a Dallas Fire-Rescue officer for their outstanding efforts and accomplishments. Staff wanted to begin the committee meeting by increasing engagement, identifying excellence and showing staff our appreciation.

Motion made by:

Item passed unanimously:

Item failed unanimously:

Motion Seconded by:

Item passed on a divided vote:

Item failed on a divided vote:

3. Public Safety Dashboards

Presenter(s): Chief U. Renee Hall, DPD, Chief Dominique Artis, DFR

Information Only:

Action Taken/Committee Recommendation(s):

Staff briefed the committee on the December 2018 Public Safety Dashboards for the Dallas Police, Fire-Rescue, and the Court and Detention Services Departments. The dashboards are intended to provide a comprehensive snap shot of performance measures, critical areas of concerns and staffing levels each month. DFR addressed the number of smoke detectors, hiring numbers and how attrition has slowed. CM Kingston had questions regarding the spike in drug narcotics, prostitution and weapons law

violations numbers. Staff responded moving to NIBRS system includes every incident related to that category, therefore the numbers are higher as they are now including more incidents than the previous system.

Motion made by:
Item passed unanimously:
Item failed unanimously:

Motion Seconded by:
Item passed on a divided vote:
Item failed on a divided vote:

4. Dallas Police Department Strategic Initiatives

Presenter(s): Chief U. Renee Hall, DPD

Information Only:

Action Taken/Committee Recommendation(s):

Staff provided the committee with a summary of accomplishments and challenges faced in 2018, and the direction the police department will follow in 2019. The department identified five strategic goals for 2019. These strategies are to reduce crime and response times through the creation of a new staffing model. Increase recruitment and retention through a professional marketing firm for social media. Advance officer development with new programming for health and wellness. Improve organizational effectiveness through online reporting. Foster community relationships with new programs, including the nationally known "Rebuilding Relationships between Communities and Law Enforcement". The committee's questions pertained to retention of officers and what measures need to be put in place in order to continue hiring and keep officers from retiring or leaving to another department.

5. Court & Detention Services Strategic Initiatives

Presenter(s): Gloria Lopez Carter, Director, Court & Detention Services, Gary Lindsey, City Marshal, City Marshal's Office

Information Only:

Action Taken/Committee Recommendation(s):

Staff provided the committee with a review of fiscal year 2017-18 accomplishments and highlighted the department's projects for fiscal year 2018-19. Major accomplishments in fiscal year 2017-18, included the implementation of Live Chat services, the implementation of a 24/7 call center, and the addition of 439 retail payment locations in the DFW area. The Dallas Marshal's Office (DMO) made strides in increasing the focus of animal related offenses by arresting a record number of warrants for these offenses. DMO also focused on increasing the number of illegal dumping cases filed with the District Attorney's Office and community outreach by 6.8% and 28.6% respectively. DMO also developed processes and procedures to begin reporting family violence convictions to the State. Major initiatives planned for fiscal year 2018-19 include technological and ADA improvements at 2014 Main, City Detention Center, illegal dumping and warrant round-up initiatives, and conducting a security assessment at high profile city facilities. Councilmember Greyson asked questions regarding pre-trial processes. Judge Preston Robinson will be providing options to the committee.

Motion made by:
Item passed unanimously:
Item failed unanimously:

Motion Seconded by:
Item passed on a divided vote:
Item failed on a divided vote:

6. Committee Action Matrix

Presenter(s): ACM Jon Fortune, City Manager's Office

Information Only:

Action Taken/Committee Recommendation(s): The matrix provided the status of council requests

from previous meetings. No discussion took place.

7. Integrated Health Clinic

Presenter(s): Christie Myers, Project Manager, EdCor Health
Information Only:

Action Taken/Committee Recommendation(s):

The committee was given a brief update from EdCor Project Manager, Christie Myers. An Integrated Health Clinic exhibit was provided in L1EN-Conference Room E, to view after the meeting was adjourned.

Motion made by:

Item passed unanimously:

Item failed unanimously:

Motion Seconded by:

Item passed on a divided vote:

Item failed on a divided vote:

APPROVED BY:

ATTEST:

B. Adam McGough, Chair
Public Safety and Criminal Justice Committee

Victoria Cruz, Coordinator
Public Safety and Criminal Justice Committee

Memorandum



CITY OF DALLAS

DATE February 8, 2019

TO Honorable Members of the Public Safety and Criminal Justice Committee

SUBJECT **Citizens Police Review Board**

On Monday, February 11, 2019, you will be briefed on the Citizens Police Review Board.

This presentation will provide information on the current Citizens Police Review Board and highlight the Dallas Police Department's recommended changes to the Board structure.

Throughout the course of the last few months, many groups, associations, and citizens have provided input on possible changes to the Board. This input and further research led the police department to provide multiple recommendations. These changes will facilitate integrity-driven policing and strengthen community relationships.

The following details we be presented about the board:

- Background on current Board structure
- An overview of Areas of Opportunity
- Review of Input from multiple stakeholders
- The Dallas Police Department's recommendations

The briefing materials are attached for your review.

A handwritten signature in black ink that reads "Jon Fortune".

Jon Fortune
Assistant City Manager

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney (I)
Carol A. Smith, City Auditor (I)
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizzor Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant City Manager
Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager & Chief Resilience Officer
M. Elizabeth Reich, Chief Financial Officer
Laila Alequresh, Chief Innovation Officer
Directors and Assistant Directors

Citizens Police Review Board

Public Safety Criminal Justice Committee

February 11, 2019

Reneè Hall
Chief of Police
Dallas Police Department



Presentation Overview

- Purpose
- Citizens Police Review Board: Background
- How We Got Here
- Areas of Opportunity
- Stakeholder Input
- Dallas Police Department Recommendations
- Next Steps

Purpose

The Dallas Police Department (DPD) is continuing to innovate through community focused engagement by implementing best practices consistent with 21st Century Policing.

By facilitating integrity-driven policing that is focused on building trust, strengthening relationships, and community collaboration, Dallas will be a safer place to live, work, and play.

Citizens Police Review Board

Background Information:

- Established in 1987
- Current board consists of 15 members
- Board members appointed by Mayor and City Council
- Reviews approximately 15 cases per year
 - Improper conduct
 - Incomplete investigation
 - Policy violations
 - Racial profiling

Citizens Police Review Board

Background Information:

The Dallas City Code, Section 37-32 governs the functions, limitations, and powers of the Citizen Police Review Board:

- Accept signed written complaints from citizens on police procedures, treatment of citizens, abuse, harassment, violation of civil rights, injury, or fatality
- Suggest further investigation by DPD
- Conduct further investigation (without investigators)
- Contract with an independent investigator to assist and advise the board
- Take sworn testimony
- Request the city manager to review disciplinary action
- Recommend DPD practice and procedural improvements

Citizens Police Review Board

Background Information:

- Technical Advisory Committee
 - Advises board on law enforcement practices and procedures
 - Members have law enforcement experience, but are not from Dallas
- May subpoena witnesses
 - Requires a favorable vote of 7/15 of board members
 - Requires approval of Technical Advisory Committee or Dallas City Council
 - May not subpoena accused officers, only witnesses

How We Got Here

In October 2017, The Dallas Police Department began meeting with community groups with concerns surrounding police conduct:

American Civil Liberties Union (*ACLU*)
Black Lives Matter
Campaign Zero
Dallas Action
Dallas Area Interfaith
Dallas Clergy Assembly
Equal Justice Center
Faith Forward
J.L. Turner Legal Association
League of United Latin American
Citizens (*LULAC*)
Local Progress

Mi Familia Vota
Mothers Against Police Brutality
Next Generation Action Network (*NGAN*)
North Texas Dream Team (*NTDT*)
North Texas Immigration Coalition (*NTIC*)
Showing Up For Racial Justice (*SURJ*)
Take Back Oak Lawn
Texas Organizing Project (*TOP*)
Workers Delegation Project

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How We Got Here

Collectively, the community groups formed as the Community Police Oversight Board Coalition and identified 3 areas of community concern related to the Dallas Police Department:

- Complaint Process
- Early Warning System
- Citizen Police Review Board

Areas of Opportunity

Complaint Process

The Coalition cited difficulty with making a complaint:

- DPD surveyed best practices for complaints
- DPD collaborated with CIS to create an online complaint form
- Locations where form is now available:
 - All police stations
 - In libraries
 - Online at www.dallaspolice.net
- Public informed of expanded access to complaint form through town hall meetings and counsel briefings

Areas of Opportunity

Early Warning System

The Coalition proposed an early warning system:

- DPD researched data-driven police management tools used to monitor, report, and document officer actions to improve transparency and accountability
- Since April 2018, DPD supervisors have received access to a provisional system named Early Intervention Program (E.I. PRO)
- DPD is currently evaluating technology solutions to enable a more proactive system

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Areas of Opportunity

Citizens Police Review Board (CPRB)

The Coalition felt the CPRB was an ineffective tool for fulfilling the goals of:

- Building trust
- Strengthening accountability
- Improving police/community relations

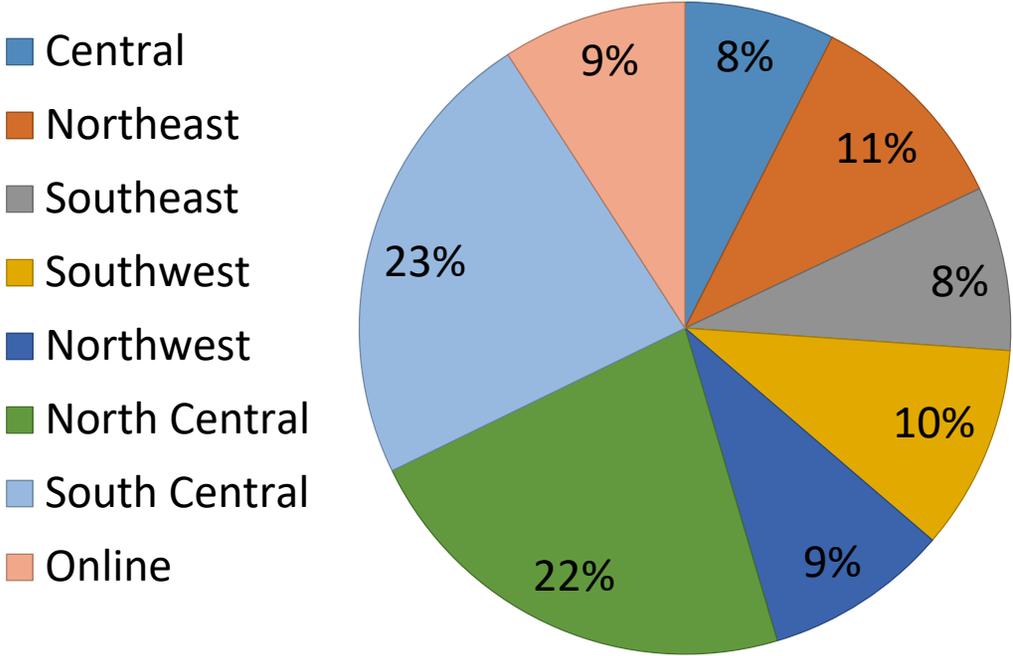
Stakeholder Input

Multiple stakeholders provided input for changes to the CPRB:

- Community meetings and surveys:
 - 7 meetings throughout the City of Dallas
 - 295 surveys
- CPRB members and Community Coalition
- Associations representing DPD members

Stakeholder Input

**Survey Participation (295 total)
and Other Feedback From Town Hall Meetings**



Division	Council Districts
Central	2, 14
Northeast	7, 9, 10, 13, 14
Southeast	5, 7, 8
Southwest	1, 3, 4, 6
Northwest	2, 6, 13
North Central	11, 12, 13
South Central	3, 4

Stakeholder Input

Town Hall Survey Feedback:

- Waste of time and money
- Unaware of CPRB's existence
- CPRB lacks diversity
- Needs measurable goals
- Concerns about police morale

Stakeholder Input

Town Hall Survey Feedback / Common Responses:

- Coalition proposal is fair
- Board should meet in the evenings
- IAD should be transparent
- Citizen oversight is good for our community
- Board and police should receive more training

Stakeholder Input

CPRB/ Coalition Proposed Changes:

Provide CPRB with Independence and Authority:

- Report to the Community, Dallas City Council, and Mayor
- Manage complaint intake process
- Monitor Internal Affairs Supervisor investigations and make recommendations on police findings and disciplinary action
- Monitor and make recommendations on critical incidents and shootings
- Launch independent investigations with subpoena power

Ensure Accountability and Transparency:

- Establish performance objectives for the CPRB
- Report, and publish annual review of the CPRB's work as well as DPD's responses

Stakeholder Input

CPRB/ Coalition Proposed Changes (Continued):

Involve the Community through Ongoing Outreach:

- Dialogue, listen, and learn with benefit of staff and Community Advisory Council

Strengthen Quality of Board:

- Update board qualifications to include community knowledge and/or relevant experience

Paid, Professional Staff:

- Hire experienced staff to execute daily operations: Director, Complaint Specialist, Data Specialist, Community Outreach Specialist, Attorney

The current members of the CPRB have endorsed the changes proposed by the Coalition.

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Stakeholder Input

Police Associations input on CPRB changes:

- Dallas Police Chief Renee Hall met with area police associations who provided general agreement with the Dallas Police Department's recommendations on reorganization of the CPRB*:
 - Black Police Officers' Association
 - Dallas Police Association
 - National Latino Law Enforcement Organization

- Some concerns were expressed concerning budgetary establishment

Dallas Police Department Recommendations

The following DPD recommendations for the Citizens Police Review Board coincide with the philosophy of 21st Century Policing and were developed as a result of research, meetings, surveys, and feedback from stakeholders:

The CPRB should:

- Operate independently from the police department
- Intake and assist with external administrative complaint processing
- Monitor administrative investigations
- Review findings and provide recommendations for discipline and procedural changes
- Be restructured to include a Critical Incident Review Panel

Dallas Police Department Recommendations

Operate Independently:

- CPRB maintains current advisory role
 - CPRB operates as an independent entity with the ability to monitor administrative investigations of IAD or conduct separate investigation outside of the Dallas Police Department
 - *CPRB should be provided with a budget to pay for a limited staff of 3-5 persons to monitor and/or investigate within the newly structured process
 - Staffing of CPRB will be coordinated from the City Manager's Office
 - Expansion of current ordinance directing City Manager to provide administrative assistance
 - CPRB to reduce Board size to 7-9 members to allow for establishment of a Critical Incident Review Panel
 - CPRB members selected through a process similar to the Judicial Nominations (Applications)
- *Re-assess after first year depending on case load

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Dallas Police Department Recommendations

External Complaint Processing:

- CPRB serves as an additional location for citizens to file complaints- CPRB will decide whether to accept the complaint or send to IAD (Admin Investigations)
- CPRB may recommend to mitigate complaint through mediation
- DPD reviews and investigates complaints
- CPRB has the ability to view status of all external complaints made

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Dallas Police Department Recommendations

Monitor Investigations:

- Allow CPRB to monitor investigations of most common external complaints(>75% non-critical incident)
 - Rudeness
 - Unprofessionalism
 - Procedure Violations
- Will not be physically present in interview process
- May view interviews from separate room
- This will preclude the need for subpoena powers due to officers being compelled to provide statements to IAD and CPRB as will be required by Dallas Police Department policy
- Board will retain current subpoena power for witnesses

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Dallas Police Department Recommendations

Review of Findings:

- Review Internal Affairs investigations after completion
- Critical Incident Review Panel to review investigations upon completion
- Provide status updates to residents on investigations
- Make recommendations on policy revisions
- Produce and release statistical reports

Dallas Police Department Recommendations

Citizen Police Review Board:

- Reduce Board size to 7-9 members
- Allows for the establishment of a Critical Incident Review Panel
- Board members appointed through a process similar to the one that establishes Judicial Nominations
 - Nominating Committee appointed by City Council
 - Application to serve on Board made to Nominating Committee
 - Nominating Committee to assess applicants and make recommendations to the City Council

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Dallas Police Department Recommendations

Critical Incident Review Panel:

- Create a Critical Incident Review Panel to convene upon notification of a critical incident
- Is a sub-committee of CPRB
- Panel comprised of:
 - 3 CPRB members
 - Representatives from Divisional Community Advisory Boards
 - Representatives from Clergy Board
- CPRB will maintain the list of available representatives to serve for a period of 6 months

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Dallas Police Department Recommendations

Critical Incident Review Panel:

- Panel will receive an initial briefing and regular updates on critical incidents
- Will have the ability to review cases upon their final completion and make recommendations for policy revisions
- Will allow for a more streamlined process as the size of the CPRB Board is reduced to 7-9 members

Dallas Police Department Recommendations

CPRB/Critical Incident Review Panel Member Qualifications:

- Completion of Citizen Police Academy
- Reality Based Training/Simulator Training
- Overview of DPD Investigative Procedures
- Interested members will participate in application process

Current versus Proposed CPRB

	Current	Proposed
Board Size	15	7-9
Selection Process	Appointed by City Council	Prospective board members apply and selections made through process similar to judicial nominations
Staff	No	Yes, 3 -5
Budget	No	Yes, established by City Council
Able to Conduct Independent Investigations	Yes, after completion by DPD	Yes, may investigate, forward to DPD, or review DPD findings and investigate further (non-critical incidents)
Critical Incident Review Panel	No Investigation	No Investigation. Panel established for briefings and review upon completion
Complaint Handling Process	Complaints received and forwarded to DPD	Complaints received by CPRB with option to independently investigate, mediate, or forward to DPD
Able to Compel Officers to Appear	No	Yes, following Garrity guidelines currently established by IAD

Next Steps

- City Attorney's Office to review recommendations
- Construct ordinance to modify City Code
- **March 2019** – Council Briefing

Citizens Police Review Board

Public Safety Criminal Justice Committee

February 11, 2019

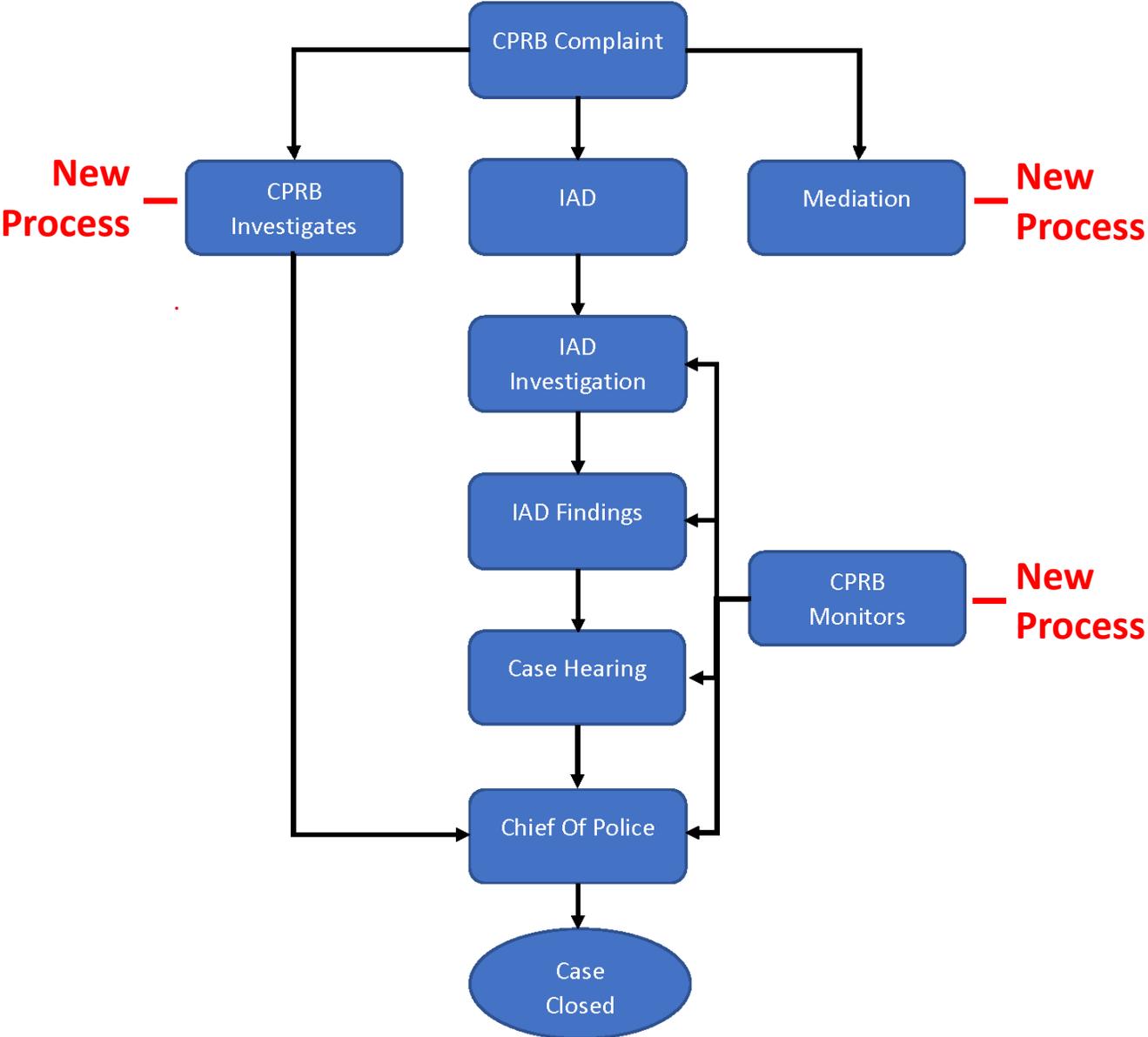
U. Reneè Hall
Chief of Police



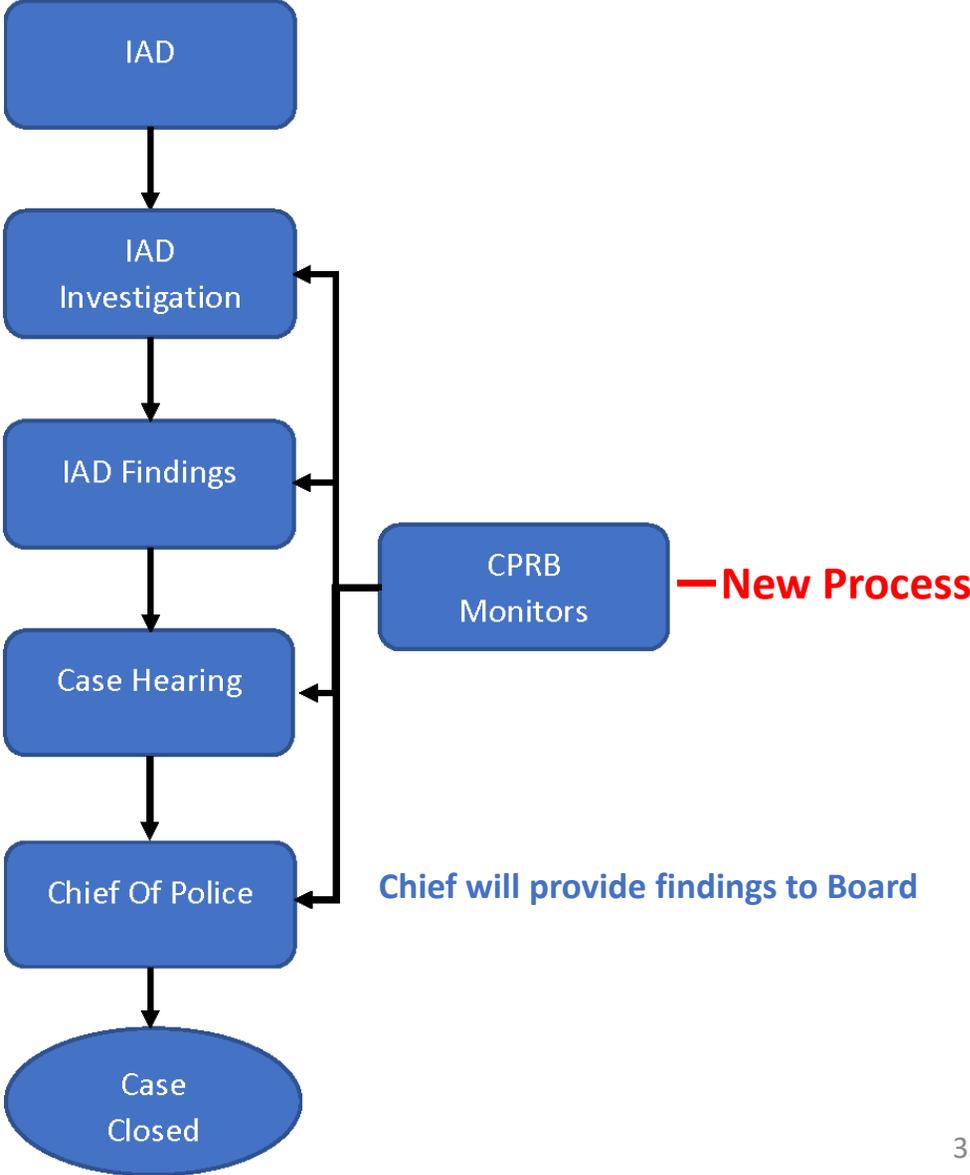
Appendix



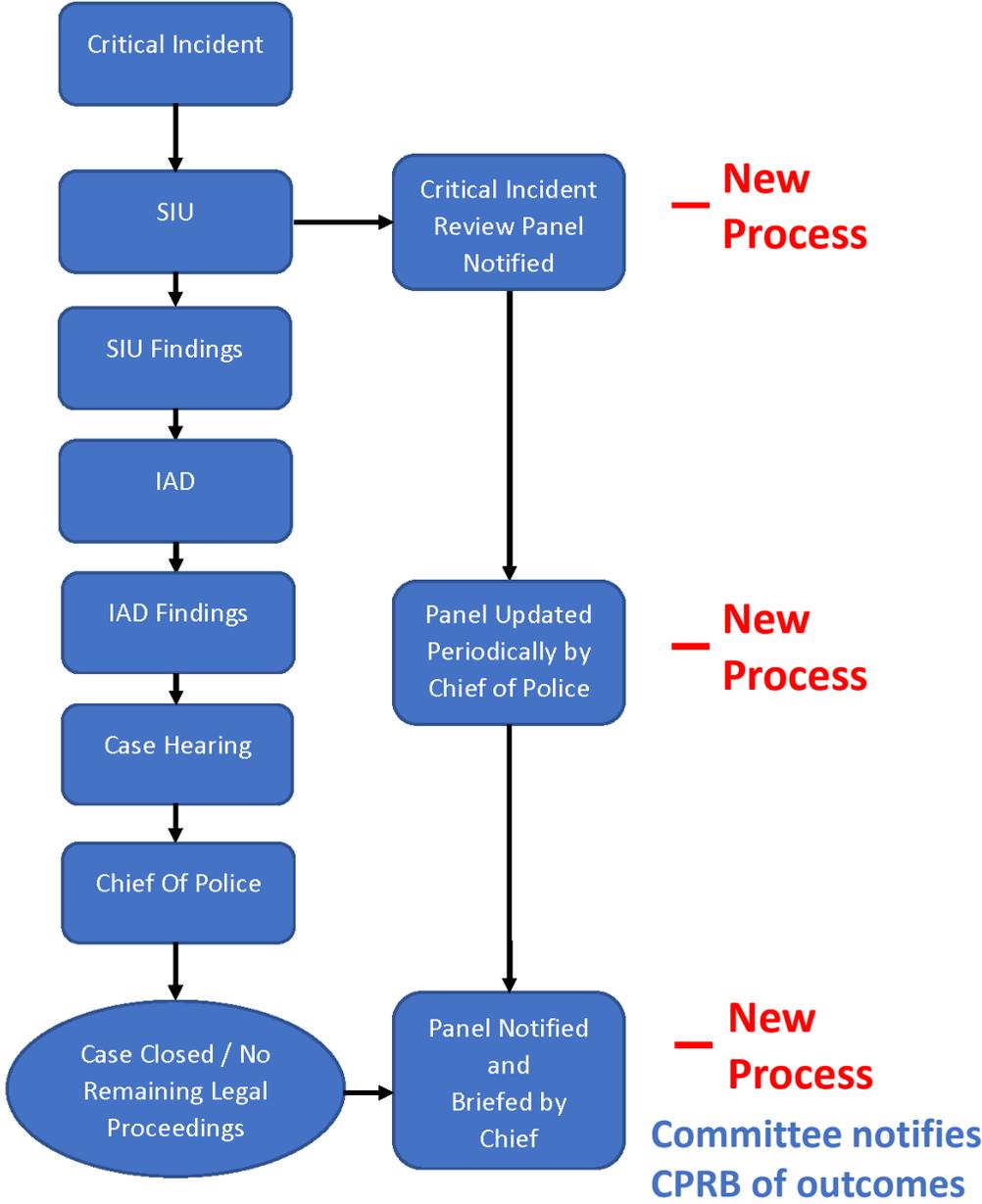
CPRB Complaint Flowchart



IAD Complaint Flowchart



Critical Incident Flowchart- (Sub-Committee of CPRB)



Citizens Police Review Board Survey Comments

Patrol Division	Additional Recommendations
Central	CPBR should look at State Bar of TX grievance process against attorneys, it works. It engages 2/3 attorneys and 1/3 attorneys in all deliberations after classifications of complaints are made.
	I want to see these recommendations instituted and the new process fully funded NOW. And make the board representative of the city gender, race, socio-economic, disabilities, etc.
	Yes-It is hard for me to make any recommendations since this is the first time I have heard about this board. My only recommendation is to start educating neighborhoods, citizens, HOAs and the general public on this board and what they even do and their intended purpose. So unfortunately, I cannot honestly fill out the survey since I do not know the history of the board. The board should probably educate neighborhoods on police procedures to help build trust.
	Waste of time and money. Will further degrade police morale and retention that is already at a crisis level. Non-police should not be judging police actions.
	Concerned about citizen/community entity expanding influence on DPD policy.
	The councilmembers need to discuss the CPRB responsibilities when they have community mtgs.
	Remove cops from the boards.
	I truly don't think this should exist. We truly give them too much power. We have an IA unit already. Decisions regarding police should be made in house only.
	PAID STAFF similar to Austin. The CPRB should have subpoena power.
	Too many to list here and it is in total support of the police.
	Do not spend the money. If the City of Dallas has \$1.5 million extra, they need to hire more police or give the current police a raise!
	The funds should be paid to our police <u>instead</u> of creating additional <u>barriers</u> . The Mayor and City need to do their jobs. Continue to volunteer, as I do for issues that are important to me, I don't request funding for my political views/ concerns. You neglected to mention that one of the "partners" Democratic Socialist of America.
	Have the Chief do her job. Have the Mayor do his job and the City Council should do their job.
	Northwest
Have the Chief of police do her job. Have the Mayor do his job and the City Councilmembers should do their job.	
We need more community awareness of the problems that are going on.	

Citizens Police Review Board Survey Comments

	<p>Conversations on race are essential. White folks and POC need to learn to talk to each other. Most importantly, white people need to talk w/each other-Anti-racism and white fragility work vis-Robin Di Angelo.</p>
	<p style="text-align: center;">Great process! Thank you!</p>
	<p>The best thing that has happened to my community is Community Policing. The CPRB need to approach their role the same way the NPOs do. I know about half of the officers in the room tonight by first name. I support them completely. I want them to be well paid and to have the equipment they need for safety. I also think an effective CPRB can be a positive influence in bringing the DPD and the residents together.</p>
	<p style="text-align: center;">Board should remain volunteer. Board should be appointed by council. More outreach to build the community.</p>
	<p style="text-align: center;">Please keep posting information about further CPRB progress and opportunities for accountability.</p>
	<p style="text-align: center;">The proposed policy by the coalition is fair and complete. It should be proposed and recommended.</p>
	<p>When trying to have a diverse and representative board, please include people with disabilities, different religions and, if possible, include non-US citizens. This will help increase community support. "Mentally Ill" is not a properly sensitive and correct term. Also, when the board presents to the community, it shouldn't be just five men.</p>
	<p style="text-align: center;">The more communities that have no voice and no relationship with police can be brought into the fold, the safer we all are.</p>
	<p style="text-align: center;">You never described what problems you see now with the current police IA dept. Your proposal is duplicative and should be denied. Hold your meetings around the city-no organizational changes needed. Offer mediation-not offered by you but the Police Dept.</p>
	<p style="text-align: center;">Chief Hall is responsible for oversight and is accountable to elected city government. Disgruntled civilians already have avenues for recourse/complaints. DPD would benefit both the department and community to increase outreach efforts directly to improve community trust.</p>
	<p style="text-align: center;">This group has backers that are highly radical, and it scares me putting money and power in hands of people whose goals are not the DPD. Many have negative agendas.</p>
	<p style="text-align: center;">The Board should conduct outreach and training at the Police Academy to help instill the sense that accountability is a good thing and leads to more trust.</p>
	<p style="text-align: center;">This looks like a shadow staff of Chief Hall's office. It seems duplicative and I don't see the necessity.</p>
North Central	<p style="text-align: center;">Give any extra funding to the police officers because they don't make enough!</p>
	<p style="text-align: center;">If this is something the City decides is needed</p>

Citizens Police Review Board Survey Comments

1) Define clearly 3-6 things that are <u>measurable</u> objective <u>actions</u> ! That you will initially address.
A. What the action will be
B. Who is responsible for the what
C. Report monthly
D. Review critically 3,6,9, 12 months
2) Who are you accountable to
3) Who has the ultimate authority to make the decisions needed going forward
Can add new objectives as progress is accomplished.
No, but I think that you have a <u>very good plan</u> and should implement it.
The presentation lacked quantified data and proof of lack of performance.
I cannot support this budget requested by the Board. I deeply want citizens to have more trust in our Police, however from what was presented tonight, I do not believe that this board would solve this issue. I am sure it would make a positive impact, but I cannot tell that it would be enough to constitute above \$1MM. I did not see a clear enough plan, with measurable goals, to show how the money would be effective. Outstanding questions:
1) who are you accountable to?
2) how will you reach the citizens that we all want to help; how will it change from the current state in which it is widely unheard of
3) how many staff
4)how many cases
5) how much of the money/ time spent on each case
The information received wasn't enough. This presentation was very vague. Hard numbers and research needs to be shown for the viability of this proposal. I don't think that this is the best or more pressing issue to push tax payer dollars toward. I applaud the ongoing effort to establish trust, but this is a half-baked plan.
Agree with making sure the Board really reflects the diversity of the community.
City needs to do their job. Chief of Police needs to do her job. City Council needs to do their job.
It would be a good program is Dallas was not 600+ officers down.
Encourage the complainant to use the existing CPRB as a part of a requested review, including, if necessary, the D.A. (elected), and the Texas AG (elected) if they do not believe the IA Dept and CPRB revealed the truth of the matter.
Don't meddle in police operations.
Leave DPD alone.
Hire more officers.
Need to track progress & disposition of complaints. Need to analyze this data independently.
Improved access to the complaint process is a good idea.

Citizens Police Review Board Survey Comments

<p>Dallas needs advisory boards that are voluntary to address communities. Website should allow citizens to report issues. Prefer advisory boards to CPRB. Increase funds for staff, IT, forensics. Concerned about double jeopardy for officers-liability to city for CPRB harassment.</p>
<p>Want DPD to report on complaint statistics, #filed, # referred to IA. Do not want CPRB to make decisions about how/ to whom complaints are directed for resolution. Continue to use CPRB as an appeals forum as that complaints have recourse.</p>
<p>Improve the complaint intake process within the police department</p>
<p>Hire more officers. Give them a larger budget to do their jobs.</p>
<p>Board must have defined points, not generalizations. Measures must be instituted to keep this board from getting politized. Must provide a cost analysis.</p>
<p>There should be regularly scheduled reviews with complainants regarding an ongoing investigation.</p>
<p>Why is review board budget 25-30% cost of DPD budget? Seems excessively high.</p>
<p>CPRB needs independent investigative power.</p>
<p>CPRB needs authority when needed to conduct investigations. Diverse board. More community awareness and communication.</p>
<p>Need cleared case to make decision. 1) Quantify need. 2) Clarify scope and role of CPRB and DPD now with proposed change.</p>
<p>We need to reduce costs, we cannot afford any more programs. How can we work to create this task force w/out having to add \$1 million of debt? We struggle to pay decent wages to police/ fire fighters and communities workers' wages.</p>
<p>Do not think we should recommend policing processes. Do not analyze police data, focus on complaints process and feedback to chief and leadership.</p>
<p>Get a process to make this work!</p>
<p>Dismantle the CPRB. If not dismantle, divest it of the coalition partners. Many are hostile to the constitution and negatively politicize the process. Better PR is needed so citizens with complaints know to contact their city council member for instance.</p>
<p>Retain these roles in the current system, with an eye on improving performance.</p>
<p>No citizen police review board!</p>
<p>Disband CPRB. The Chief of Police and IA should do their jobs, council and mayor should do their jobs.</p>
<p>We have to be very careful that the CPRB doesn't overstep their responsibilities that will interfere with IA complaints.</p>
<p>I think CPRB need more visibility. Should be better defined. If we prove that CPRB helps lower complaints or lawsuits against DPD, that is a pro.</p>

Citizens Police Review Board Survey Comments

	Cost is too high, between City Council reps and reporters there is already oversight.
	Disband entirely-Do not want my tax dollars going to this effort. Money needs to be spent on hiring needed police officers. Many of the coalition members organizations are controversial.
	This entire organization is totally unnecessary and quite scary-we need a stronger police department and more officers. This focus is on the small % of police who did something wrong.
	Support our police. I know there are problems, but they seem to be being dealt with. Stop stirring the pot.
	Add professional staff and budget it.
	CPRB should be 100% independent, no affiliation or influence by any group. Give CPRB data needed, investigative team and small paid staff for purpose of complaints only.
	How do we ensure that the current complaint forms are updated to include CPRB as an alternate source of assistance for those who are not comfortable or fearful of police? Coalition, citizens and DPD should work together with communities in a show of unity.
	Kudos to the police department. Improve internal affairs and doubt political organizations to influence your department. Thank you for protecting us.
	Quantifying the need, problems in Austin, how has restructure has helped. Thank you to city council members, police, chief of police for your calm presence. This is a blind community to the greater need.
	Propose New Oversight Board: Structural independence, procedure fairness, public outreach and engagement, training.
	This seems redundant to IA Unit. Commission members do not know police procedures. Put any \$ towards hiring more officers.
	No board.
Northeast	Transparency-sounds like not much support in favor of officer.
	I was a board member on the original board survey as chair. Often, we received reverted info that left out critical info that made a difficult and in complete violators investigated by their own.
	the police should be able to execute their jobs without restrictions and fear of criticism and judgement
	Your board appears to contain 2 races and 1 gender. That is not adequate and cannot effectuate appropriate judgements.
	Make the board an elected one by the public
	Disband in favor of a community education program that teaches citizens how to interact with police.

Citizens Police Review Board Survey Comments

	Without accountability of the board and a listing if any conflicts of interest and without term limits this board should remain as is and no funding.
	Research the structure of the State Bar Grievance panels how grievances are handled from the outset to final determination.
	Conflict of interest checks for members on the board; ability to accept complaints outside standard work hours; confidentiality calls for information viewed by board with penalties
	There should be an online complaint form that will be reviewed by a third-party source outside of the police department to monitor grievances. Public safety & trust should be top priority.
	Good Job
	Some members of the CPRB need to have law enforcement experience not just a course. Term limits one each member is a thought. The community needs to know the CPRB exist.
	Put the survey online; show empathy on both sides
	The board should have former police officers appointed with citizens evenly represented
	How about some positive, supportive, pro-police members on the board
	Yes, structure like the grievance oversight comm of the State Bar of Texas
	Basically, you want to have more power towards police officers while since 1980 people basically don't know you exist.
	Broaden Community Coalition-How were members selected? Dallas Morning News "Facing Pressure from activists"
	More focus on preventing police misconduct-careful hiring, early warning system
	The idea of the board providing a forum for the offender & the citizen is powerful; focusing on objectivity of board members; use secure online information system; make the board a conduit for positivity as well as critique
	Separate training for sexual harassment
Southeast	I think there should be more community notification as well as multiple mediums for communications
	Would like the board to have power to address the growing militarization of the police force including types of weapons/equipment procured
	I like turtles.
	Televised the CPRB's meeting
	No
	None
	The CPRB should have a broader make up to represent both professional and nonprofessional citizens

Citizens Police Review Board Survey Comments

	Review and audit of lacking procedures. My concern is that the DPD has allowed for several loop holes to escape accountability and discipline due to a lack of define procedures/policies around proper conduct and process of civilian interactions.
	Power to review DPD budget and make recommendations
	More police officers to show their support for the increase of public trust.
	Staff it up, fund it, give actual power to do something about violations of people's rights.
	Concern between "oversight" vs. "review"- Big difference in meaning; consider recommendations on filtering quality recruits and revamp the current process used to evaluate recruits.
Southwest	It is imperative to have civilian oversight of our paramilitary force
	Every misconduct/incident should be investigated by CPRB & internal affairs
	Great Start
	Where are the long lists of requests & recommendations from DPD for CPRB
	Should remain volunteers
	When you give townhalls shorter presentation to hear from the community more
	Board needs a lot of organizations! Produce results
	Working together without personal agendas
	The intact/complaint form should be electronic & be able to be shared across governmental I.T. platforms & among multiple sources individuals. (Multiple questions asked)
	Yes. Instead of appointing board members by city council and mayor, who are of privileged class and somewhat removed from the community, I believe that the board members should be chosen by their neighbors.
	Have meetings in different part of town.
	Keep what is already in place. Don't duplicate I.A.
	A name change would help bridge the Citizen Police Relation Panel
	I would need to know where funds would come from. The city has other pressing issues that could use the money instead of CPRB
South Central	We Need Accountability
	The proposed staff should not draw salaries but receive a stipend annually
	The complaint should be also sent/received at DPD to ensure timely responses. I don't envision an admin investigator being able to handle the handle the amount of incidents or investigations that would be required with this scenario.
	No keep up the good work keep make Dallas Strong
	Did not get any more information
	I need more information

Citizens Police Review Board Survey Comments

	N/A
	Need to partner with Dallas THRT; needs to independent investigative partner; needs racial bias training; needs regular forms with city citizens
	Board Meeting in the PM (5:00-7:00PM)
	Get rid of Citizens Police Review Board
	Abolish the citizens police review board
	Disband CPRB; have the police chief, councilman, review board, & mayor do their job.
	we should not fund this board. They can continue to volunteer and seek others to do same. I would be willing, along with many other of my friends/colleagues would as well
	Would limit the use of retired police as staff. Maybe conflict of interest. I would advocate for CPRB to have a budget and staff
	Yes. We have to many boards
	Subpoena power is the most important needed by the CPRB
	Police officers should let the public know they are not against transparency to improve community relations.
	All to improve relations between the community and our Police Dept.
	Transparently/accountability is vital to citizen public trust going forward in 2019. For instance, subpoena power is needed for the reasons and cases.
	The CPRB is an impotent vehicle that is not allowed to go anywhere. There members operate in a vacuum and one continually stymied by Internal Affairs
	With new guidelines and power what will the criteria for CPRB.
	Best practices elsewhere should be considered. The USI and UHT Dallas has established program geared towards improving relations between citizens and law enforcement.
	Why did we not have a copy of presentations?
	Change the meeting time for CPRB to evening or weekends. Add more women to the board. Have special meeting for each district with the representative of that District.
	We do not need a review board; more people need to educate themselves using DPD/City website
	The citizen police review board should be given a budget in which to work from and additionally should have support staff in order to help them to do the job needed.
	Pray the CPRB is made up of a diverse group they need at least staff and more power
	IAD needs to be transparent and officers should not be allowed to continue to stay on force with several complaints.
	Common citizens should not have power to make decision on anyone's life. They are not qualified.

Citizens Police Review Board Survey Comments

	They need a budget
	Change times for citizens to attend meetings.
	Not at this time.
	The CPRB should work hand-in hand with Internal Affairs and the grand jury. The current board needs to be dismissed in favor of brand new members with more diverse backgrounds.
	Improve diversity of board members. 1.5 mill need to go to police because they are short staffed. Why does it cost so much for transparency?
	Clearly this has become a race issue vs the allocations of funds, fiscal responsibility the board will do. It lacks teeth, detail, and specificity.
	More use of social media platforms needed to reach community (Twitter, Instagram) in addition to Facebook. Consider a social media manager via city staff if needed (Public Affairs Office)
	Please implement
	Yes
	I don't see this oversight board as appropriate solution to the problems presented
Online	The CPRB is not necessary. The Police already have checks & balances through Internal Affairs. These funds should go to the Police Dept which need them for staffing and safety initiations
	The CPRB is critical bridge between the community and DPD that is broken. It needs reform to be effective
	Citizen oversight a good thing for our community
	Thank you for your consideration
	Police should have to answer to the community in which it serves and, on the other hand lauded for their good deeds.
	I really love the DPD and think they do a good job, but citizens need to be sure that every encounter will be handled right. This is a good way to do that and is working in other cities around the country
	The CPRB needs a budget and support
	While I disagree with subpoena power in a legal sense, there should be a mechanism to compete cooperation from DPD officers in investigations As comprised, this board serves no purpose.
	It should remain an appeal procedural organization not become yet another investigative body. If the police are handling a situation incorrectly or there is a pattern-Speak up. Otherwise keep the same structure.
	Better training of officers
	The board composition should include a DPD rank and file officer. CPRB meetings with citizen's making a complaint should meet at a neutral location and not the Police Department

Citizens Police Review Board Survey Comments

	The "coalition partners" for this program have an agenda. Most of them have shown a disdain for law enforcement.
	Cultural Awareness & Sensitivity training, equity & Inclusion Training for the CPRB & all police staff
	NO
	Any investigation should be taken with an open-minded approach..and therefore those selected to serve should have unquestionable integrity in their ability to keep and open mine and provide the public and DPD with a balance perspective/truth.
	I appreciate that a wide variety of organizations support this restructuring, reflecting a broad cross-sections of the city
	Citizen have no place on a police review board
	Adopt the polices recommended by the ACLU & Mothers Against Police Brutality
	I think giving citizens an opportunity to be heard is good, but I don't think the board should have any power over officers, regarding discipline & investigations.

Memorandum



CITY OF DALLAS

DATE February 8, 2019

TO Honorable Members of the Public Safety and Criminal Justice Committee

SUBJECT **Dallas Fire-Rescue Strategic Initiatives**

On Monday, February 11, 2019, you will be briefed on DFR's strategic priorities for 2019 by Fire Chief Dominique Artis. Dallas Fire-Rescue (DFR) has worked persistently to recognize and identify the present departmental challenges and opportunities throughout the preceding year. The Executive staff for DFR outlined strategic priorities for 2019:

The following areas outlined below are strategic priorities for the upcoming year.

1. Improve Citizen and Firefighter safety
2. Executive Officer Development/Succession
3. Mental Health and Wellness Enhancements
4. Service Delivery Improvements
5. Continue to Improve Community Relationships

Improve Citizen and Firefighter safety

The safety of our citizens and firefighters will always remain our top priority. Over the last year, we made significant changes to remain vigilant about safety. DFR created a Health and Safety Program that certified DFR's first Health and Safety Officer for the department to be compliant with NFPA 1521 (Standard for Fire Department Safety Officer). Another accomplishment is the City of Dallas Insurance Service Office (ISO) rating that improved from a Class 2 to a Class 1 rating. The ISO service rates/grades the fire protection services of local communities. The following are strategic plans to be implemented for safety 2019:

- Acquire the 1st phase of the replacement Self-Contained Breathing Apparatus
- Establish a plan for the 1st phase to acquire the second set of fire bunker gear for firefighters
- Full implementation of Priority Dispatch in late May. This software will help to prioritize which units to send to various calls and what level of response.
- Continue to procure ambulances with patient loading capabilities to reduce spinal loads for paramedics and the risks associated with cumulative trauma injuries from loading patients.
- Implement DFR's highway blocker program to protect personnel and equipment at highway emergency incidents. The highway blocker program will address some of the issues related to DFR's vehicles being involved in highway accidents.

Executive Officer Development/Succession

DFR lost a great deal of occupational knowledge due to attrition over that last couple of years. This problem of high attrition has created the need for an Executive Officer Development program. The goals of the program are to gather the next group of executives to prepare DFR's emerging leaders. The Executive Officer Development plan will develop an outline of activities to strengthen executive skills and managerial performance. The Executive Officer Development program will not be merely a collection of courses; this plan will be designed to challenge and engage personnel and provide a broader perspective about the department. Recruitment success from 2018 is allowing DFR to lower its overtime budget for FY 2019. The increase efforts of recruiting in 2018 and the decrease in the department attrition rate has allowed DFR to become fully staffed and stay in line with current attrition.

Mental Health and Wellness

The increased levels of stress, anxiety and heavy workload, make firefighters who are not provided the needed support a greater risk of mental health problems. The U.S Fire Administration has observed an increase in issues related to Post Traumatic Stress, suicide, substance abuse, and depression across the country. Cardiac problems are another issue for firefighters that are at times initiated by exertion and is one of the leading causes of firefighter deaths in the U.S. Cancer is also becoming an increasing threat to firefighters. DFR's Health and Wellness division is developing programs to support the physical and mental well-being of its members.

Service Delivery Improvements

Dallas Fire-Rescue is committed to developing service delivery improvements to external and internal customers. Customer service will always remain an essential element of service for DFR. We continue to encourage behaviors to promote the "Service First" philosophy embraced by the City Manager. Service delivery improvements for 2019 are:

- Cultivate strategies for station planning and infrastructure improvements
- Develop a plan to attain Texas Best Practices from the Texas Fire Chief Association
- Develop a plan for International Fire Accreditation from the Center of Public Safety Excellence
- Design a model for a new Digital Radio system
- Improve predictive fire modeling for fire prevention efforts
- Response Time Goals improvements with technology improvements and the addition of resources
- Implement Fleet Maintenance and Quartermaster Improvements
- Establish long term fleet replacement plans

DATE February 8, 2019
SUBJECT Dallas Fire-Rescue Strategic Initiatives

Page 3 of 3

Continue to Improve Community Relationships

The department is increasing its efforts in the community by developing relationships to understand the city better and improve service delivery. The 2019 strategic priorities will continue DFR's excellence service, dedication, and commitment to public safety for the citizens of the City of Dallas.

The briefing material is attached for your review. Please contact me should you have any questions or need additional information.



Dominique Artis, Fire Chief
Dallas Fire-Rescue

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney (Interim)
Carol A. Smith, City Auditor (Interim)
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Chief of Staff to the City Manager
Majed A. Al-Ghafry, Assistant City Manager

Jon Fortune, Assistant City Manager
Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer
M. Elizabeth Reich, Chief Financial Officer
Laila Alequresh, Chief Innovation Officer
Directors and Assistant Directors

DFR Strategic Initiatives

Public Safety and Criminal Justice Committee

February 11, 2019

**Dominique Artis, Fire Chief
Dallas Fire-Rescue Department**



Purpose

- To give PSCJC an overview of DFR's accomplishments and service delivery improvements for FY 2017-2018 and proposed major initiatives for FY 2018-2019



Presentation Overview

- Review Strategic Priorities
- Review FY 2017-2018 Accomplishments
- Discuss FY 2018-2019 Strategic Priorities and Goals
- Questions

FY 2017-2018 Strategic Priorities Review

- Citizen and Firefighter Safety
- Recruitment of Uniformed Firefighters
- Officer Development /Succession Planning
- Service Delivery Improvements
- Community Relationships

FY 2017-2018 Accomplishments

Citizen and Firefighter Safety

- Implementation of Health and Safety Program
 - Assigned 3 Safety Chiefs – one for each shift
 - 465 Members Received Wellness Physicals
 - 300 Recruits Received Resiliency Training as part of our Mental Health Initiative
 - Cancer Awareness/Mitigation Program

FY 2017-2018 Accomplishments (Cont.)

Citizen and Firefighter Safety

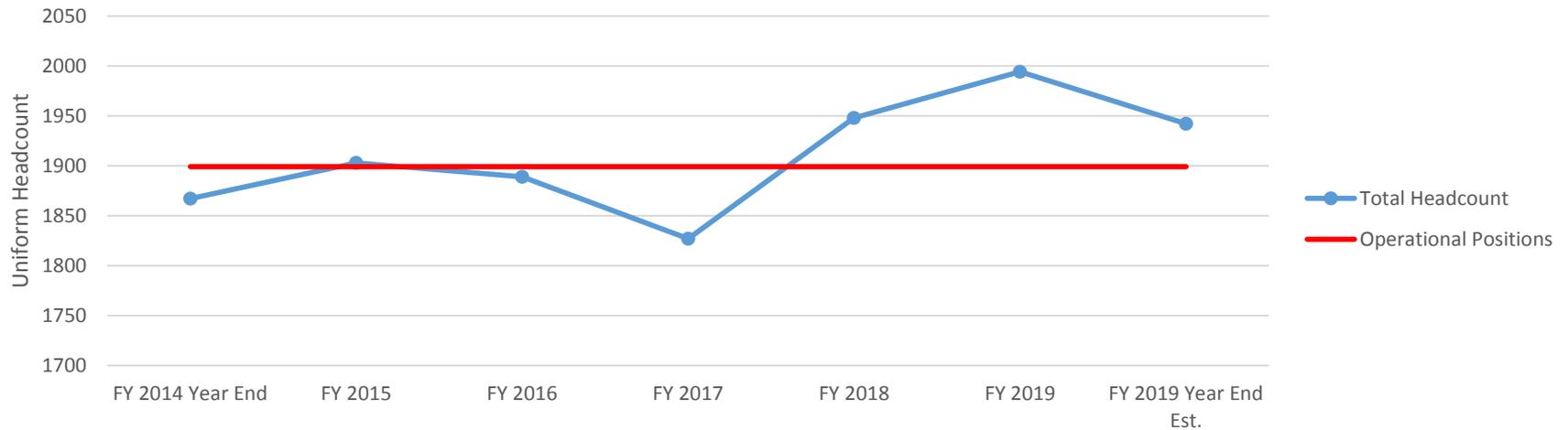
- ISO Class 1 Rating Achieved
- Purchased 2 Ambulances With Patient Loading Feature



FY 2017-2018 Accomplishments (Cont.)

Recruitment of Uniformed Firefighters

Dallas Fire-Rescue
Uniform Member Headcount
FY 2015 - FY 2019 YE Est.



FY 2015 Beg. Headcount	Total Attrition FY 2015 – YTD	Total Hiring FY 2015 – YTD	FY 2019 Current Head Count	FY 2019 YE Estimate
1,867	549	676	1,994	1,942



FY 2017-2018 Accomplishments (Cont.)

Recruitment of Uniformed Firefighters

- 384 Promotions

Rank	Count Promoted by Rank
Driver	205
Lieutenant	102
Captain	60
Battalion Chief	17
Grand Total	384

FY 2017-2018 Accomplishments (Cont.)

Recruitment of Uniformed Firefighters

- Uniformed Employees Eligible For Retirement

Years of Service	Count of Eligible	% of Department
20-24	156	8%
25-30	129	6%
31+	142	7%
Grand Total	457	21%

FY 2017-2018 Accomplishments (Cont.)

Officer Development/Succession Planning

- Officer Training – 6,556 hours
 - Battalion Chiefs – 864
 - Captains – 2,862
 - Lieutenant – 2,830
- Incident Command Simulation Training
- Active Shooter Training
- Driver Safety Training
- On-line Training – 34,332 hours

FY 2017-2018 Accomplishments (Cont.)

Service Delivery Improvements

- Priority Dispatch Implementation Process Began
- Incorporated the use of FIREHOUSE Record Management Software
- Initiated RIGHT Care Program
- Conducted An Overtime Analysis To Improve Operational Efficiency
- Conducted Fleet Maintenance and Quartermaster Assessments

FY 2017-2018 Accomplishments (Cont.)

Community Relationships

- Fire Station Tours
- Smoke Detector Installations
- Fire Explorer Program



FY 2017-2018 Accomplishments (Cont.)

Community Relationships

- Supported the Camp LADDER Program
- Conducted Community Fairs
- Participated in National Night Out
- Delivered Fire Safety Presentations



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FY 2018-2019 Strategic Priorities and Goals

- Citizen and Firefighter Safety
- Executive Officer Development /Succession Planning
- Mental Health and Wellness for First Responders
- Service Delivery Improvements
- Continue to Improve Community Relationships

FY 2018-2019 Strategic Priorities and Goals (Cont.)

Citizen and Firefighter Safety

- Develop and Conduct Executive Officer Development Training
- Implement the 1st Phase of the Replacement Plan for Self-Contained Breathing Apparatus (SCBA)

FY 2018-2019 Strategic Priorities and Goals (Cont.)

Executive Officer Development/Succession Planning

- Executive Officer Training
 - Executive-Level Strategic Planning Training
 - Ethics Training
- Continue Officer Development

FY 2018-2019 Strategic Priorities and Goals (Cont.)

Mental Health and Wellness for First Responders

- Develop a Resource Page with Support Contact Information
- Acquire Funding for New Fitness Equipment at All 58 Fire Stations
- Pursue Heart Rate Variability Course Instructor Training and Partnership with UTD's Brain Performance Institute

FY 2018-2019 Strategic Priorities and Goals (Cont.)

Service Delivery Improvements

- Implementation of Priority Dispatch
- Implementation of New Electronic Patient Care Report (EPCR)
- Implementation of OT Analysis Recommendations
- Begin Implementation of Recommended Fleet Maintenance and Quartermaster Improvements
- Establish Long-term Fleet Replacement Plan

FY 2018-2019 Strategic Priorities and Goals (Cont.)

Service Delivery Improvements

- Develop Strategies for Station Infrastructure and Planning
- Develop a Plan to Attain Texas Best Practices from Texas Fire Chief Association and International Fire Accreditation
- Incorporate Predictive Fire Modeling
- Develop a model for the digital radio system (P25) to meet the needs of DFR

FY 2018-2019 Strategic Priorities and Goals (Cont.)

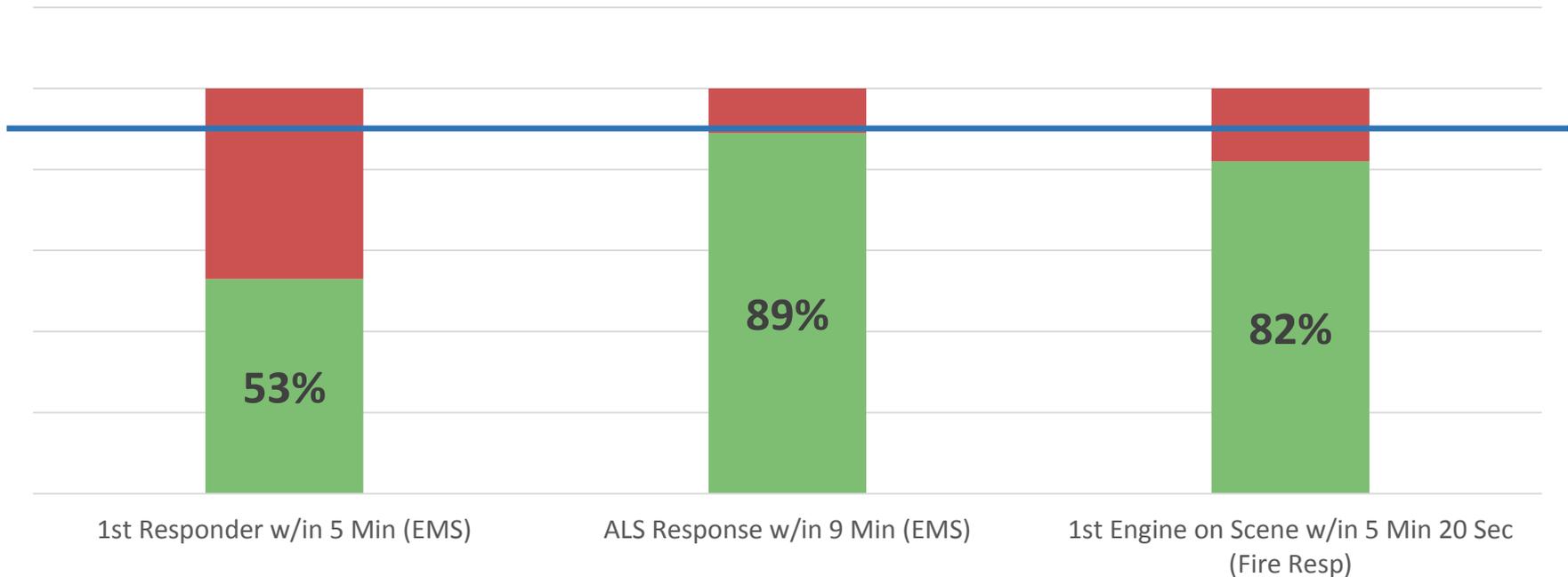
Service Delivery Improvements

- Implement New Staffing Model for Safety Chiefs
- Continue with the Delivery of the DFR Driver Safety Program
- Support and Promote Greater Participation in the Department's Mental Health Initiative
- Incorporate Additional Practices to Improve DFR's Cancer Awareness/Mitigation Program

FY 2018-2019 Strategic Priorities and Goals (Cont.)

Service Delivery Improvements

Response Time Goals
NFPA Standard 1710 - Target: 90%



FY 2018-2019 Strategic Priorities and Goals (Cont.)

Community Relationships

- Increase Citizens Fire Academy Participation
- Continue to Support Camp LADDER
- Identify and Participate in Community Fairs
- Educate the Public During Smoke Detector Installations



Questions ?

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DFR Strategic Initiatives

Public Safety and Criminal Justice Committee

February 11, 2019

**Dominique Artis, Fire Chief
Dallas Fire-Rescue Department**



Memorandum



CITY OF DALLAS

DATE February 08, 2019

TO Honorable Members of the Public Safety and Criminal Justice Committee

SUBJECT **Office of Emergency Management Strategic Initiatives**

On February 11, 2019 the Office of Emergency Management will brief the PSCJ Committee on the strategic objectives and goals for the department this calendar year. OEM has identified several trends and opportunities for enhancement within the City's Emergency Management System and within the North Central Texas region which will impact operations. These areas are incorporated into the departments FY18-19 Strategic Priorities and are divided into categories which include emergency management operations, training & exercise, community preparedness, and grants management.

FY18-19 Strategic Priorities:

OEM has identified several trends and opportunities for enhancement within the City's Emergency Management System and demonstrate Service First values. These areas are incorporated into the departments FY18-19 Strategic Priorities, which include:

1. Continued expansion of training & exercise opportunities
2. Continuity of Operations Program Administration
3. Enhancements to EOC management operations
4. Continued emphasis on expansion of warning and notification systems
5. Expansion of external relationships
6. Development of hazard specific playbooks
7. Development of a post-disaster financial policy
8. Conduct of a through resource gap analysis
9. Launch of completed Common Operating Picture Platform
10. Further Training to Departments on City's Disaster Financial Policy
11. Continued expansion of community-based training & preparedness activities
12. Adherence to Emergency Management Accreditation Program (EMAP) standards

Please provide any feedback on the proposed strategic priorities. Thank you for your consideration.

Jon Fortune
Assistant City Manager

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney (Interim)
Carol A. Smith, City Auditor (Interim)
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizzor Tolbert, Chief of Staff to the City Manager

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M. Elizabeth Reich, Chief Financial Officer
Laila Alequresh, Chief Innovation Officer
Directors and Assistant Directors

Office of Emergency Management Strategic Priorities

Public Safety & Criminal Justice

February 11, 2019



City of Dallas

Rocky Vaz

Managing Director

Office of Emergency Management

Presentation Overview

- Background/History
- Purpose
- Strategic Priorities
- Ongoing Action Items
- Future Action Items
- Update on Continuity of Operations Program



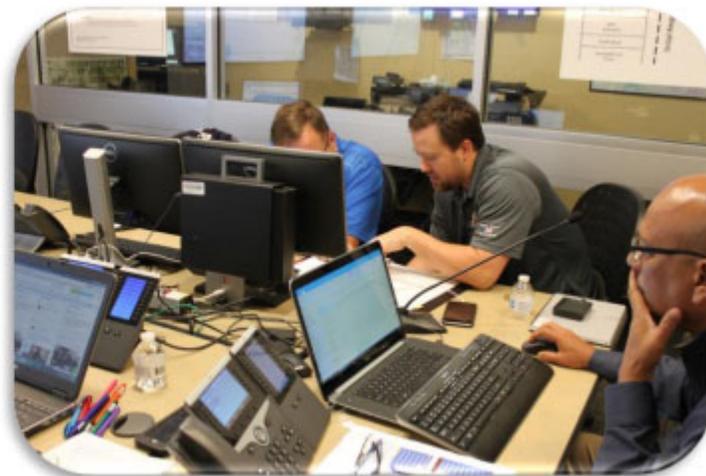
Background/ History

Major Accomplishments from 2017/2018:

Major Accomplishments	
Financial reimbursements from State (Hurricane Harvey)	Establishment of a viable back-up 911 center and EOC
Atmos Planned Outage Response	Enhancement of EOC trainings and exercises
Multiple Full-Scale Exercises	Promotion of public safety through effective use of public warning systems
Development & Launch of Back-up 911 Center	Conducting multiple, comprehensive public campaigns to promote emergency preparedness
Funding of PD/FD Joint Training Programs	Revamping of community promotional items & materials
Installation of 6 new Outdoor Warning Sirens	Continued management of homeland security grant funds

Purpose

To provide an overview of OEM's proposed Strategic Priorities, Ongoing and Future Action Items for FY19 and FY20



Strategic Priorities

- Ensure operational readiness by conducting 12 joint training exercises for departments and external agencies (Continuous)
- Enhance Continuity of Operations Program (COOP) by completing drill involving relocation to back-up sites by Tier 1 departments (July 2019)
- Conduct week-long full scale EOC training to ensure familiarity and depth for each identified position (June 2019)



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Strategic Priorities

- Expand internal notification system registrants by 100% (December 2019)
- Conduct full test of Wireless Emergency Alerts (WEA) System (March 2019)
- Development of new external partnerships to build capability to meet residents needs following emergency events (Continuous)
- Develop eight hazard specific playbooks for guiding operations during emergency events (December 2019)



Strategic Priorities

- Conduct 36 community preparedness events, trainings, or exercises (continuous)
- Conduct eight trainings on disaster financial policy (continuous)
- Launch completed Common Operating Picture system (July 2019)
- Complete thorough self-assessment of adherence to Emergency Management Accreditation Program (EMAP) standards (August 2019)



Ongoing Action Items

- Integrate additional capabilities at back-up 911 location
- Integrate cameras, 311 data, and live power grid into common operating picture platform
- Examine reuse of six flood control sirens within current siren network
- Conduct capstone full-scale exercise for PD and FD on rescue-task force and Family Assistance Centers (May 2019)



Future Action Items

- Recertify under EMAP standards
 - Dallas is the 2nd largest City in the Nation to be accredited
- Conduct Full-Scale exercise on complex, coordinated terrorist attacks
- Develop post-disaster housing operations plan
- Develop joint emergency information center for activation alongside EOC during emergency events
- Continued management of Homeland Security Grant Programs



Update on City Continuity of Operations Program

Public Safety & Criminal Justice

February 11th, 2019



City of Dallas

Rocky Vaz

Managing Director

Office of Emergency Management

COOP Departmental Tiering

TIER I Department is a department who has at least one essential function that must be operational within 0-24 hours and whose overall function directly impacts life safety or City's infrastructure.

311, CIS, CMO, CTS, DFR, DPD, DWU, OEM, PBW

TIER II and III Department is a department whose essential function (s) must be operational within 1-7 days (Tier II) or with 7-30 days (Tier III). Some departments may have an essential function that must be operational within 0-24 hours, but their functions do not directly impact the life safety and City's infrastructure and thus are classified Tier II.

AVI, BSD, CAO, CSO, Code Compliance, CCO, CES, HR, LIB, MCC, OEQS, Equity & Human Rights, BMS, OPS, ORM, SPGA, PKR, PAO, SAN, DEV, TRN, OCC

COOP Advisory Board

COOP ADMINISTRATOR (City Manager’s Office) Assistant City Manager, Public Safety

COOP COORDINATOR (OEM) Emergency Management Coordinator

Department

City Manager’s Office
 Building Services
 City Attorney’s Office
 Office of Budget
 Dallas Fire-Rescue
 Human Resources
 CIS
 Dallas Police Department
 Dallas Water Utilities
 Equipment & Fleet Mgmt
 Office of Emergency Management
 311 Customer Service Center

COOP Lead

Chief Financial Officer
 Director
 Assistant City Attorney
 Director
 Assistant Chief
 Director
 Director
 Assistant Chief
 Director
 Director
 Director
 Director
 Assistant Director

COOP Alternate

Assistant City Manager
 Assistant Director
 Assistant City Attorney
 Assistant Director
 Deputy Chief
 Assistant Director
 Assistant Director
 Deputy Chief
 Assistant Director
 Asst. Director
 Asst. EMC
 Operations Manager



COOP Program Administrative Directive

ADMINISTRATIVE DIRECTIVE 2-56

- Developed by COOP Advisory Committee
- Reviewed, Endorsed, and Authorized by Department Directors and City Manager
- Governs the responsibilities of departments, employees, and essential personnel during emergency events that disrupt normal operations
- Outlines procedures for ongoing training and exercises that ensure maximum readiness of staff



COOP Technical Assistance

Technical Assistance provide to individual departments

- 23 individual sessions

COOP Annex Review Planning Session

- 6 session provided
- Provided to Tier II & III departments
 - Introduce the review process
 - What is expected within the annex
 - Provide annotate annex template to facilitate departmental revisions

Departmental Exercise

- 1 full-scale exercise conducted (3-1-1)

COOP Annex Updates

TIER I Departments

- 7 of 9 complete

TIER II Departments

- 3 of 19 complete
- 6 of 19 in final draft status

TIER III Departments

- 1 of 3 complete
- 1 new annex being developed

Office of Emergency Management Strategic Priorities

Public Safety & Criminal Justice

February 11, 2019



City of Dallas

Rocky Vaz

Managing Director

Office of Emergency Management

Memorandum



DATE February 8, 2019

TO Honorable Members of the Public Safety and Criminal Justice Committee

SUBJECT **Committee Action Matrix**

Attached is the Public Safety and Criminal Justice Committee Action Matrix.

Please contact me if you have any questions or need additional information.



Jon Fortune
Assistant City Manager

[Attachment]

cc: T.C. Broadnax, City Manager
Chris Caso, City Attorney (Interim)
Carol A. Smith, City Auditor (Interim)
Billierae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizzor Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant City Manager
Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager & Chief Resilience Officer
M. Elizabeth Reich, Chief Financial Officer
Laila Aleqresh, Chief Innovation Officer
Directors and Assistant Directors

Public Safety and Criminal Justice Committee Action Matrix					
	Requestor	Request	Request Date	Staff/Dept Responsible	Status
1	Kingston	Request to be briefed further in implicit bias training and how DPD plans to address the effectiveness of the training.	9/24/2018	Chief Hall	Attached
2	Kingston	What metrics should this committee be looking for to see if the Vice Unit is working?	11/26/2018	Chief Hall	Attached
3	Medrano	What is the average time people are waiting in que for Dispatch by priority?	1/28/2019	Chief Hall	Attached
4	Arnold/Felder	Please provide further explanation on the pending charges to the Civil Service passing score	1/28/2019	Chief Hall	Attached
5	Kingston	How many officers were hired from NYC off-site testing trip?	1/28/2019	Chief Hall	Attached
6	Kingston	Questions concerning contract for Mindfulness Training, how much money is allocated for that program?	1/28/2019	Chief Hall	Attached
7	Arnold	How many Marshal's do you have on staff?	1/28/2019	Gary Lindsey	Attached
8	Greyson	What is the cost of surveillance cameras? What is the life span and maintenance costs?	1/28/2019	Gary Lindsey	Pending

Attachment

Committee Action Matrix

Previous Committee Meeting Requests/Responses

1) Request to be briefed further on implicit bias training and how DPD plans to address the effectiveness of the training.

The Caruth Police Institute (CPI) was created as a partnership between the Dallas Police Department and the University of North Texas at Dallas to assist in research, education, and professional development of public safety organizations. In 2015, CPI recognized the benefit to law enforcement of understanding the way in which our personal and social experiences shape our decision-making processes on a sub-conscious level and began facilitating Implicit Bias courses to police departments. In February of 2017, this course was incorporated into their Leadership Training Series, a three-week professional development program utilized by the Dallas Police and other public safety organizations all over North Texas. Because of the overwhelmingly positive feedback received from graduates, the Dallas Police Department made the decision to deliver Implicit Bias training department wide. DPD and CPI are currently piloting a customized curriculum for all ranks and non-sworn employees utilizing a train-the-trainer instructional model. Ultimately, trained Dallas Police Department officers and non-sworn employees will provide this instruction to the entire department, training our members on cognitive strategies that can increase officer and citizen safety, problem solving, and situational awareness.”

This training takes it further by providing strategies for recognizing, assessing, and neutralizing Implicit Bias as decisions are being made. Additionally, this training addresses how organizational processes can be analyzed to mitigate potential biases. The purpose of the course is to bring awareness and recognition about implicit bias. End-of-course evaluations will be utilized to determine effectiveness of the training. It will measure the enhanced ability of the participant to be cognizant of implicate bias and its potential impact on their decision making.

2) What metrics should this committee be looking for to see if the Vice Unit is effective?

The Dallas Police Department’s Vice Unit continues to be a victim-centric unit focused on improving the quality of life of Dallas’ neighborhoods by focusing on the 3 priorities of reducing street prostitution, illicit massage parlors and illegal game rooms that serve as a nexus for violent crime and criminals. The success of the Vice Unit will be determined by the outcomes as opposed to “outputs”, citizen satisfaction with the state of their neighborhoods and improvement in the quality and status of all individual concerned.

To that end, the Vice Unit anticipates conducting monthly operations targeting neighborhoods most effected by street prostitutes. Additionally, the unit will conduct decoy operations targeting those on the demand side of the equation often referred to as “Johns”. We will continue working with our non-governmental organizations, local, state and federal partners to increase diversion outcomes among both populations. In the coming year we will conduct operations on what Patrol Division Commanders have identified as the top 3 illegal game room locations within their divisions. These locations will be targeted for in-depth investigations involving review of illegal financial transactions used to launder money as well as a review by

our federal partners for organized crime investigations where applicable. In addition to those investigations, the Vice Unit has already begun investigating illicit massage businesses. These businesses are actively engaged in prostitution and sex trafficking. The unit is working with our Community Prosecution partners at each Patrol Division to inspect and enforce municipal ordinances and state laws regulating such businesses. We continue to conduct undercover investigations that, like when dealing with gambling establishments, involve long-term financial review and organized crime prosecutions. Finally, the Licensing Squad of the Vice Unit's functions lend themselves more toward the counting of outputs or metrics in the form of number of original and renewal applications processed, number of related clubs inspected, and number of violations cited. While these numbers can tell us how busy the squad is, they will do little to give an indication as to the success of the unit itself. Although the Licensing Squad's responsibilities are mostly administrative in nature, Licensing Squad personnel are working with the City Attorney's Office and other City of Dallas departments to make business owners/operators more transparent and accountable for crime on their property. This effort is difficult to quantify but will enhance our ability to identify and engage responsible parties when crimes occur on properties licensed by the City.

To reiterate, the prevailing national discourse on vice operations points to looking at outcomes as opposed to outputs or counts of items done. The success of the unit is determined by the improvement in the quality of life in the neighborhoods themselves and especially in the lives of those who can be diverted from engaging in a lifestyle of prostitution and addiction. Counting the number of prostitutes arrested and holding that out as a measure of success is ill advised as arrest and prosecution of those engaging in prostitution with no other outreach and diversion actions have done little to quantifiably change lives, or neighborhoods. Likewise, the closing of an illegal game room may, in the short term provide some relief to a neighborhood, if the Vice Unit doesn't work closely in partnership with other city departments to improve ordinances related to business processes or build thorough and meaningful investigations which result in significant prosecutions for those running these kinds of operations, the long-term prognosis for the neighborhoods are not good.

In sum, the Vice Unit can and will report on counts of warrants executed, citations issued, arrests made, numbers of illegal establishments closed, gambling machines seized and their resultant destruction. However, the outcomes associated with these actions and the overall improvement of the quality of life of Dallas citizens and neighborhoods through ethical and innovative methods with a focus on rescuing victims and prosecution of offenders will be the true measure of the success of the Vice Unit.

Expected Annual Outputs (on recurring measures)

Prostitution Operations – 12 (one per month)

Decoy Operations – 12 (one per month)

Illegal Game Rooms/Gambling Clubs Targeted – 40 gambling warrants executed

Sexually Oriented Businesses, Dance Halls, Billiard Halls, Amusement Centers Inspected – 75

License Applications/Renewals Processed – 90

3) What is the average time people are waiting in que for Dispatch by priority?

Dispatch time is calculated from the time a 911 call is placed in Police Dispatch Que to the time the call is dispatched to an available officer. During this time, a caller is generally not on the line with the 911 call-taker. However, in exigent circumstances, a call-talker may stay on the line with the caller until police arrive at the location. Calls are dispatched based on the priority of the call. Higher priority calls generally have a shorter dispatch time compared to lower priority calls. Dispatchers and Dispatch supervisors seek the

assistance of Patrol Supervisors to find available resources when calls have expired past the designed goal times.

Priority	Watch	2018 Dispatch Time
1	1	1.91
	2	2.2
	3	2.21
	Total	2.13
2	1	10.6
	2	10.78
	3	15.68
	Total	12.85
3	1	37.33
	2	45.64
	3	75.87
	Total	56.34
4	1	58.81
	2	76.55
	3	109.98
	Total	86.62

4) Please provide further explanation on the pending charges to the Civil Service passing score.

On December 10, 2018 Chief Angela Shaw briefed the committee on the Civil Service Rule XXIII Revision, its background, purpose, and operational concerns. Employment testing is governed by the Uniform Guidelines on Employee Selection Procedures. The Uniform Guidelines provides federally recommended standards to developing tests and establishing cut-scores. The Civil Service Department closely adheres to the Uniformed Guidelines. When validating an exam, steps are taken to ensure:

- The content of the exam is job-related
- The cut-score is consistent with “normal expectations of acceptable proficiency in the workplace”
- The test is reliable
- The exam does not discriminate on the basis of race, ethnicity, gender or any other protected class under Title VII. Educational testing is not held to these standards.
- Educational testing is not held to these standards.

To ensure these standards are met, the Civil Service Department relies heavily on input from Subject Matter Experts (SMEs). During the test validation process DPD Officers and Academy Instructors took the exam and provided ratings on job-relatedness and difficulty of the exam. The SME data was used to create the tentative cut-score.

Prior to establishing a final cut-score for the exam, various statistical analyses of actual test-taker data must be performed. These analyses are performed to ensure that the exam is reliable and free from discrimination against any protected group (e.g. race, gender, etc.). This process is still ongoing. Until a sufficient number of test-takers have completed the exam, the cut-score cannot be finalized. The next step

of this process is to conclude the study and brief DPD on the outcomes of the analysis. The process is expected to be completed by the end of February.

The Civil Service Department employs experienced professionals in Industrial-Organizational Psychology. If you have any questions regarding this process, they are more than willing to answer any questions.

5) How many officers were hired from NYC off-site testing trip?

There was a total of 8 officers hired who participated in the offsite test and 7 officers hired who tested in Dallas following this recruiting trip. Of these 15 individuals, 13 have either graduated or are in process of attending the police academy.

6) CM Kingston had questions concerning the contract for Mindfulness training, and how much money is allocated for this program.

There is no contract between the City of Dallas and the private donor regarding Mindfulness Training. A private donation was made directly to the Center for Brain Health to fund 350 Dallas Police officers with the Mindfulness Program. To date, 230 officers have attended the training. The Center expects to complete the training by the Summer of 2019. The donor wishes to remain anonymous and wishes to keep the details regarding the donation private.

In addition, a separate donation was made to train 150 officers on SMART (Strategic Memory Advanced Reasoning Training). The Center for Brain Health's SMART program provides training in a series of brain processes that can be applied to any context. More than a decade of clinical trials has demonstrated that the approaches taught in this program strengthen the brain's frontal networks – regions that support attention, planning, judgment and emotional management.

The Mindfulness Program is also provided to all officers as part of Core Training. A one-hour overview of mindfulness is given each Tuesday that provides basic information. This activity is unfunded and provided by Center for Brain Health.

7) How many Marshal's do you have on staff?

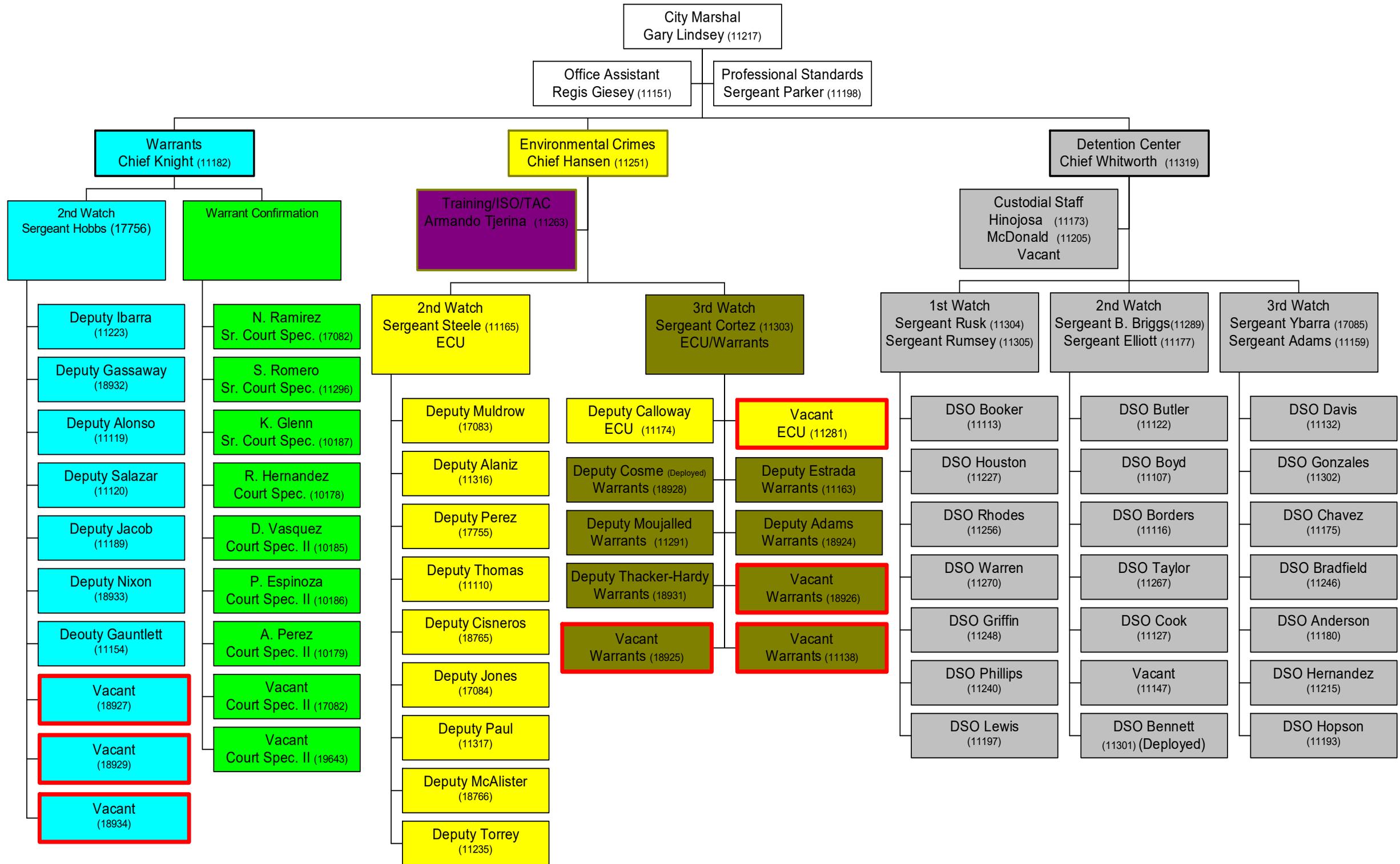
The following is a list of Marshal's Office staffing:

- 1 City Marshal
- 1 Office Assistant
- 3 Chief Deputy Marshals
 - 1- Warrant Service and Warrant Confirmation
 - 1 - Environmental Crimes
 - 1 - City Detention Center
- 10 Senior Deputy Marshals – Sergeants
 - 6 – Detention Center
 - 2 - Environmental Crimes
 - 1 - Warrant Service
 - 1 - Professional Standards
- 30 Deputy Marshals
 - 18 – Warrant Service – (6 vacant positions, 2 out injured, 1 deployed with military)

- 11 - Environmental Crimes – (1 vacant position)
 - 1 - Training and ISO
- 21 Detention Officers
 - 7 - Detention Officers on each shift to cover 24 hours/ 7 days per week – (1 vacancy)
- 9 Warrant Confirmation Court Specialist
 - 3 – Court Specialist on each shift to cover 24 hours/ 7 days per week – (2 vacancy)
- 3 Custodial Staff - (1 vacancy)

78 - total assigned to the City Marshal's Office

*Attachment on page 6





Agenda Information Sheet

File #: 19-95

Item #: 26.

STRATEGIC PRIORITY: Public Safety
AGENDA DATE: February 13, 2019
COUNCIL DISTRICT(S): All
DEPARTMENT: Office of Procurement Services
EXECUTIVE: Elizabeth Reich

SUBJECT

Authorize a two-year service price agreement for the purchase and maintenance of automatic and manual defibrillators, related support systems, and supplies with Physio-Control, Inc. through the National Association of State Procurement Officials cooperative agreement - Estimated amount of \$2,315,454.25 - Financing: General Fund (\$2,007,383.30), Dallas Water Utilities Fund (\$292,705.95), and Convention and Event Services Fund (\$15,365.00)

BACKGROUND

This action does not encumber funds; the purpose of a service price agreement is to establish firm pricing for goods and services, for a specific term, which are ordered on an as needed basis according to annual budgetary appropriations. The estimated amount is intended as guidance rather than a cap on spending under the agreement, so that actual need combined with the amount budgeted will determine the amount spent under this agreement. We anticipate the following City departments will use this agreement:

- Fire-Rescue Department
- Water Utilities Department
- Park & Recreation Department
- Department of Convention & Event Services
- Library

This service price agreement will allow for the purchase and maintenance of automatic and manual defibrillators, support systems, and supplies. Defibrillators deliver a controlled electric shock to the heart to convert potentially lethal heart rhythms back into normal heart rhythms which allows paramedics time to transport the patient to the nearest medical facility for definitive care. Automated External Defibrillators (AEDs) are used by the general public to administer treatment to persons who experience potential lethal cardiac rhythms prior to the arrival of first responders. Manual defibrillators are used by specially trained and certified Fire-Rescue Department paramedics to administer pre-hospital medical treatment to persons who experience potential lethal cardiac rhythms.

Due to the high number of calls placed for emergency medical services, the manual defibrillators require maintenance, annual inspection and software upgrades. This service price agreement will also allow for the purchase of approximately 43 manual defibrillators to replace aging units.

AEDs are placed in public, heavy traffic areas to provide immediate medical attention to victims of an irregular cardiac rhythm while first responders are enroute. An entity that owns AEDs is required by the Texas Health and Safety Code to maintain and test the AEDs according to the manufacturers guidelines. This service price agreement will allow for the purchase of approximately 95 AEDs to replace aging units as well maintenance for the current fleet of approximately 235 AEDs.

The National Association of State Procurement Officials cooperative agreement is authorized by Chapter 791 of the Texas Government Code and Subchapter F, Chapter 271, Texas Local Government Code. Section 271.102 of the Texas Local Government Code authorizes a local government to participate in a Cooperative Purchasing Program with another local government or a local cooperative organization.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

The Public Safety and Criminal Justice Committee will receive information regarding this matter on February 11, 2019.

FISCAL INFORMATION

General Fund - \$2,007,383.30 (Estimated Amount)
 Dallas Water Utilities Fund - \$292,705.95 (Estimated Amount)
 Convention and Event Services Fund - \$15,365.00 (Estimated Amount)

Fund	FY 2018-19	FY 2019-20
General Fund	\$1,400,096.80	\$607,286.50
Dallas Water Utilities Fund	\$165,747.40	\$126,958.55
Convention and Event Services Fund	\$7,682.50	\$7,682.50
Total	\$1,573,526.70	\$741,927.55

M/WBE INFORMATION

In accordance with the City’s Business Inclusion and Development Plan adopted on October 22, 2008, by Resolution No. 08-2826, as amended, the M/WBE participation on this contract is as follows:

Contract Amount	Category	M/WBE Goal	M/WBE %	M/WBE \$
\$2,315,454.25	CO-OP	N/A	N/A	N/A

• The Business Inclusion and Development Plan does not apply to Cooperative Purchasing Agreements (CO-OPs).

PROCUREMENT INFORMATION

Cooperative Purchasing	<ul style="list-style-type: none">• Cooperative Purchasing Agreements enable the City to associate with State agencies, other local governments, or local cooperative organizations comprised of other state and local governments, to leverage market buying power and enable the City to purchase goods or services at lower prices• Cooperative Purchasing is an alternative method of meeting the requirements for competitive bidding or competitive sealed proposals, not an exception from that requirement
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OWNER

Physio-Control, Inc.

Bradford L. Saar, President
Joseph A. Krill, Vice President
Dean H. Bergy, Secretary
Jeanne M. Blondia, Treasurer

February 13, 2019

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That the City Manager is hereby authorized to execute a service price agreement with Physio-Control, Inc. (038759) through the National Association of State Procurement Officials cooperative agreement, approved as to form by the City Attorney, for purchase and maintenance of automatic and manual defibrillators, related support systems and supplies for a term of two years, in the estimated amount of \$2,315,454.25. If the service was bid or proposed on an as needed, unit price basis for performance of specified tasks, payment to Physio-Control, Inc. shall be based only on the amount of the services directed to be performed by the City and properly performed by Physio-Control, Inc. under the contract. The amount payable pursuant to this service price agreement may exceed the estimated amount, but may not exceed the amount of budgetary appropriations for this service price agreement during its term.

SECTION 2. That the Chief Financial Officer is hereby authorized to disburse funds in an estimated amount of at least \$2,315,454.25, but not more than the amount of budgetary appropriations for this service price agreement during its term to Physio-Control, Inc. from Service Price Agreement No. POM-2018-00008060.

SECTION 3. That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.



Agenda Information Sheet

File #: 19-188

Item #: 40.

STRATEGIC PRIORITY: Public Safety
AGENDA DATE: February 13, 2019
COUNCIL DISTRICT(S): All
DEPARTMENT: Police Department
EXECUTIVE: Jon Fortune

SUBJECT

Authorize the revision to Rule XXIII of the Civil Service Board Code of Rules and Regulations related to minimum qualifications for police officer to allow applicants that possess an active, valid Texas Commission on Law Enforcement license be accepted in lieu of the current forty-five required hours of college - Financing: This action has no cost consideration to the City (see Fiscal Information)

BACKGROUND

Nationwide, police departments are seeing fewer applicants for entry level police officer careers. At the same time many officers are also retiring from the job. This relates to fewer applicants nationwide for more openings. The Dallas Police Department has been researching new ideas and programs to recruit these highly sought-after applicants.

Current requirements for applying for a police officer position with the Dallas Police Department are: An applicant must have 45 semester hours of college with a C average or better from an accredited college or university or a minimum of thirty-six (36) months active service in the Armed Forces of the United States with an Honorable Discharge or thirty-six (36) months of fulltime certified law enforcement experience with a city, county or state law enforcement agency and be currently employed or separated from the agency for no more than 4 months prior to the application.

The Texas Commission on Law Enforcement (TCOLE) advises there are approximately 78,000 sworn police officers in the state. Many law enforcement agencies in Texas hire these officers whom already possess this state certification. This allows the officer to be ready to work on patrol faster than an applicant needing to obtain the state certification.

The intent of this revision is to hire TCOLE certified officers that will require less training with the Dallas Police Department and be capable of reporting to patrol approximately 22-23 weeks sooner. This will result in a cost savings to the City.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

On June 11, 2018, the Civil Service Board approved the revision to Rule XXIII of the Civil Service Board Rules and Regulations.

On December 10, 2018, the Public Safety and Criminal Justice Committee was briefed and approved the rule change for council approval.

Information about this item will be provided to the Public Safety and Criminal Justice Committee on February 11, 2019.

FISCAL INFORMATION

This action has no cost consideration to the City. The adoption of this rule change would result in a cost savings to the City of \$39,946.10 per applicant hired.

February 13, 2019

WHEREAS, the City of Dallas desires to modify Rule XXIII of the Rules and Regulations of the Civil Service Board; and

WHEREAS, an active, valid Texas Commission on Law Enforcement (TCOLE) license be accepted in lieu of the current forty-five (45) required semester hours of college credit; and

WHEREAS, it is in the best interest of the City to approve this revision.

Now, Therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That Section 1.A (1) of Rule XXIII of the Rules and Regulations of the Civil Service Board entitled "REQUIREMENTS FOR TRAINEE OFFICER" is hereby amended to read as follows:

A. In addition to the general requirements of Rule VI, applicants for Trainee Police Officer must meet the following requirements:

(1) Have at least forty-five (45) semester hours of college credit with a C average or better from an accredited college or university. OR A minimum of 36 months active service in the Armed Forces of the United States with an Honorable Discharge (Allowance for no more than 10 calendar days less than 36 months; more than 10 days requires approval from the Assistant Chief of Police over Personnel and Support Division). OR currently holds an active, valid Texas Commission on Law Enforcement (TCOLE) license. OR Thirty-six (36) months of fulltime certified law enforcement experience (from date of receipt of license) with a city, county or state law enforcement agency and be currently employed or separated from the agency for no more than 4 months prior to the date of application.

SECTION 2. That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.



Agenda Information Sheet

File #: 19-179

Item #: 51.

STRATEGIC PRIORITY: Public Safety
AGENDA DATE: February 13, 2019
COUNCIL DISTRICT(S): All
DEPARTMENT: Police Department
EXECUTIVE: Jon Fortune

SUBJECT

A public hearing to receive comments on the renewal of the Dallas juvenile curfew ordinance, which provides daytime and nighttime curfew hours for minors; and, at the close of the public hearing, consideration of an ordinance amending Chapter 31 of the Dallas City Code to reinstate and continue in effect the Dallas juvenile curfew ordinance - Financing: No cost consideration to the City

BACKGROUND

Enforcement of the Dallas juvenile curfew Ordinance began May 1, 1994. Section 370.002 of the Texas Local Government Code requires that the curfew ordinance be reviewed every three years after conducting public hearings to receive citizen comments on whether the curfew ordinance should be abolished, continued, or modified. The last renewal of the curfew ordinance was approved on November 10, 2015 and became effective January 18, 2016. This ordinance contained both a daytime and nighttime ordinance. *(The daytime curfew hours were added to the juvenile curfew ordinance and became effective on May 18, 2009.)*

The previously authorized juvenile curfew ordinance expired on January 18, 2019. The new proposed curfew ordinance utilizes Community Courts to focus on improving the safety and security for both the juvenile and the community. The Community Courts Program will focus on providing services to juveniles and their parent or guardian. The judge can require juveniles to perform community service and/or attend rehabilitative and educational programs in lieu of a fine.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

This item was briefed to the Public Safety and Criminal Justice Committee on January 14, 2019.

On January 23, 2019, City Council authorized two public hearings to be held on February 6, 2019 and February 13, 2019 on the renewal of the Dallas juvenile curfew ordinance, which provides daytime and nighttime curfew hours for minors by Resolution No. 19-0224.

FISCAL INFORMATION

No cost consideration to the City.

ORDINANCE NO. _____

An ordinance reinstating Section 31-33 of Chapter 31, "Offenses - Miscellaneous," of the Dallas City Code, as amended; providing for the continuation of the city's juvenile curfew ordinance as required by state law; continuing daytime and nighttime curfew hours for minors; readopting definitions; continuing and amending provisions for offenses and defenses for minors, parents and guardians of minors, and business establishments violating curfew requirements; continuing and amending provisions for enforcement of curfew requirements by the police department; continuing provisions for waiver by the municipal court of jurisdiction over a minor when required under the Texas Family Code; providing a penalty not to exceed \$500; providing a saving clause; providing a severability clause; and providing an effective date and an expiration date.

WHEREAS, on June 12, 1991, the city council of the city of Dallas adopted Ordinance No. 20966, which added Section 31-33 to the Dallas City Code to establish nighttime curfew hours for minors, which ordinance was amended by Ordinance No. 21309 on June 10, 1992; and

WHEREAS, the city voluntarily delayed enforcement of this juvenile curfew ordinance pending adjudication of a challenge to the ordinance's constitutionality; and

WHEREAS, on August 10, 1992, the United States District Court for the Northern District of Texas permanently enjoined the city from enforcing the juvenile curfew ordinance; on November 19, 1993, the United States Fifth Circuit Court of Appeals overturned the district court's decision and upheld the city's ordinance as constitutional; and in April 1994, the United States Supreme Court declined to review the Fifth Circuit's decision; and Chapter 31 of the Dallas City Code; and

WHEREAS, on May 1, 1994, the city began initial enforcement of the juvenile curfew ordinance; and

WHEREAS, Section 370.002 of the Texas Local Government Code requires that, before the third anniversary of the adoption of a juvenile curfew ordinance and every third year thereafter, the governing body of a home rule city must review the ordinance's effects on the community and on the problems the ordinance was intended to remedy, conduct public hearings on the need to continue the ordinance, and abolish, continue, or modify the ordinance, or else the ordinance will automatically expire; and

WHEREAS, after conducting public hearings on the need to continue the juvenile curfew ordinance, the city council adopted Ordinance No. 23079 (passed April 9, 1997; effective May 1, 1997), Ordinance No. 24235 (passed April 26, 2000; effective May 1, 2000), Ordinance No. 25231 (passed April 9, 2003; effective May 1, 2003), Ordinance No. 26336 (passed April 26, 2006; effective May 1, 2006), and Ordinance No. 27527 (passed April 22, 2009; effective May 1, 2009), each of which readopted and continued in effect the juvenile curfew ordinance establishing nighttime curfew hours for minors; adopted Ordinance No. 27538 (passed May 13, 2009; effective May 18, 2009), which added daytime curfew hours for minors to the juvenile curfew ordinance; and adopted Ordinance No. 28639 (passed April 25, 2012; effective May 1, 2012) and Ordinance No. 29985 (passed January 13, 2016; effective January 18, 2016), which readopted and continued in effect the juvenile curfew ordinance establishing daytime and nighttime curfew hours for minors; and

WHEREAS, although the juvenile curfew ordinance automatically expired on January 18, 2019, the city council has reviewed the ordinance and determined that the daytime and nighttime curfew hours for minors established by the ordinance have had a positive effect on the community by increasing the safety and security of juveniles in the city, which problem the ordinance was intended to remedy; and Chapter 31 of the Dallas City Code; and

WHEREAS, on February 6, 2019 and February 13, 2019, the city council conducted public hearings on the need to continue the juvenile curfew ordinance; and

WHEREAS, the city council has determined that a need exists to continue in effect the juvenile curfew ordinance in order to further the health, safety, and welfare of juveniles, and other persons, residing in or visiting the city of Dallas; Now, Therefore:

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That Section 31-33, "Curfew Hours for Minors," of Chapter 31, "Offenses - Miscellaneous," of the Dallas City Code, as amended, is readopted and continued in effect, as restated below, with an amendment to Subsections (b), (d), and (f) to read as follows:

"SEC. 31-33. CURFEW HOURS FOR MINORS.

(a) Definitions. In this section:

(1) CURFEW HOURS means:

(A) 11:00 p.m. on any Sunday, Monday, Tuesday, Wednesday, or Thursday until 6:00 a.m. of the following day;

(B) 12:01 a.m. until 6:00 a.m. on any Saturday or Sunday; and

(C) 9:00 a.m. until 2:30 p.m. on any Monday, Tuesday, Wednesday, Thursday, or Friday.

(2) EMERGENCY means an unforeseen combination of circumstances or the resulting state that calls for immediate action. The term includes, but is not limited to, a fire, a

natural disaster, an automobile accident, or any situation requiring immediate action to prevent serious bodily injury or loss of life.

(3) ESTABLISHMENT means any privately-owned place of business operated for a profit to which the public is invited, including but not limited to any place of amusement or entertainment.

(4) GUARDIAN means:

(A) a person who, under court order, is the guardian of the person of a minor; or

(B) a public or private agency with whom a minor has been placed by a court.

(5) IN SESSION means the status of a school during the fall or spring term when students are required to attend the school. A school is not in session during its summer break or during any holiday or other scheduled general student vacation day or part of a day observed by the school.

(6) MINOR means any person under 17 years of age.

(7) OPERATOR means any individual, firm, association, partnership, or corporation operating, managing, or conducting any establishment. The term includes the members or partners of an association or partnership and the officers of a corporation.

(8) PARENT means a person who is:

(A) a natural parent, adoptive parent, or step-parent of another person; or

(B) at least 18 years of age and authorized by a parent or guardian to have the care and custody of a minor.

(9) PUBLIC PLACE means any place to which the public or a substantial group of the public has access and includes, but is not limited to, streets, highways, and the common areas of schools, hospitals, apartment houses, office buildings, transport facilities, and shops.

(10) REMAIN means to:

(A) linger or stay; or

(B) fail to leave premises when requested to do so by a police officer or the owner, operator, or other person in control of the premises.

(11) SERIOUS BODILY INJURY means bodily injury that creates a substantial risk of death or that causes death, serious permanent disfigurement, or protracted loss or impairment of the function of any bodily member or organ.

(b) Offenses.

(1) A minor commits an offense if the minor [he] remains in any public place or on the premises of any establishment within the city during curfew hours.

(2) A parent or guardian of a minor commits an offense if the parent or guardian [he] knowingly permits, or by insufficient control allows, the minor to remain in any public place or on the premises of any establishment within the city during curfew hours.

(3) The owner, operator, or any employee of an establishment commits an offense if the owner, operator, or employee [he] knowingly allows a minor to remain upon the premises of the establishment during curfew hours.

(c) Defenses.

(1) It is a defense to prosecution under Subsection (b) that the minor was:

(A) accompanied by the minor's parent or guardian;

(B) on an errand at the direction of the minor's parent or guardian, without any detour or stop;

(C) in a motor vehicle involved in interstate travel;

(D) engaged in an employment activity, or going to or returning home from an employment activity, without any detour or stop;

(E) involved in an emergency;

(F) on the sidewalk abutting the minor's residence or abutting the residence of a next-door neighbor if the neighbor did not complain to the police department about the minor's presence, except that this defense does not apply to a violation of the curfew hours described in Subsection (a)(1)(C) of this section;

(G) attending an official school, religious, community engagement, or other recreational activity supervised by adults and sponsored by the city of Dallas, a civic organization, or another similar entity that takes responsibility for the minor, or going to or returning home from, without any detour or stop, an official school, religious, community engagement, or other recreational activity supervised by adults and sponsored by the city of Dallas, a civic organization, or another similar entity that takes responsibility for the minor;

(H) exercising First Amendment rights protected by the United States Constitution, such as the free exercise of religion, freedom of speech, and the right of assembly; or

(I) married or had been married or had disabilities of minority removed in accordance with Chapter 31 of the Texas Family Code.

(2) It is a defense to prosecution under Subsection (b)(3) that the owner, operator, or employee of an establishment promptly notified the police department that a minor was present on the premises of the establishment during curfew hours and refused to leave.

(3) It is a defense to prosecution under Subsection (b) of this section for a violation of the curfew hours described in Subsection (a)(1)(C) that:

(A) the school in which the minor was enrolled or otherwise required to attend was not in session;

(B) the minor was on the premises of the school in which the minor was enrolled or otherwise required to attend;

(C) the minor was participating in a school-approved work study program, or was going to the work study program or returning to home or school from the workstudy program without any detour or stop;

(D) the minor was on a lunch break from a school that permits an open campus lunch and was qualified to participate in the open campus lunch program;

(E) the minor was on an excused absence from the school in which the minor was enrolled or otherwise required to attend and had permission from a school official, or, in the case of a home-schooled minor, from the minor's parent or guardian; or

(F) the minor was a high school graduate or had received a high school equivalency certificate.

(d) Enforcement.

(1) Before taking any enforcement action under this section, a police officer shall ask the apparent offender's age and reason for being in the public place. The officer shall provide a verbal warning and advisement of the juvenile curfew upon first contact with a minor. The officer shall then attempt to contact the minor's parent or guardian and transport the minor home without taking enforcement action. If a minor has been previously contacted on a violation of Subsection (b)(1), the officer shall only issue a citation for an appearance in community court. The officer shall not issue a citation [~~or make an arrest~~] under this section unless the officer reasonably believes that an offense has occurred and that, based on any response and other circumstances, no defense in Subsection (c) is present.

(2) A police officer shall not issue a citation to ~~[or arrest]~~ a parent or guardian of a minor for a violation of Subsection (b)(2) of this section ~~[relating to the curfew hours described in Subsection (a)(1)(C)]~~, unless the parent or guardian has, within the same calendar year, received at least two prior written warnings from a police officer for a violation of Subsection (b)(2) that are documented in an incident report ~~[relating to the curfew hours described in Subsection (a)(1)(C)]~~. In calculating the number of warnings received by a parent or guardian in a calendar year, all warnings issued to the parent or guardian that are documented in an incident report will be counted, regardless of whether the warnings relate to the same minor. If, within the same calendar year, the parent or guardian has received two written warnings from a police officer for a violation of Subsection (b)(2) that are documented in an incident report, the officer may only issue a citation for an appearance in community court.

(3) A police officer shall not issue a citation to or arrest an owner, operator, or employee of an establishment for a violation of Subsection (b)(3) of this section ~~[relating to the curfew hours described in Subsection (a)(1)(C)]~~, unless the owner, operator, or employee of the establishment has, within the same calendar year, received at least two prior written warnings from a police officer for a violation of Subsection (b)(3) ~~[relating to the curfew hours described in Subsection (a)(1)(C)]~~. In calculating the number of warnings received by an owner, operator, or employee of an establishment in a calendar year, all warnings issued to the same individual ~~[any owner, operator, or employee of the establishment]~~ will be counted, regardless of whether the warnings relate to the same minor.

(e) Penalties.

(1) A person who violates a provision of this chapter is guilty of a separate offense for each day or part of a day during which the violation is committed, continued, or permitted. Each offense, upon conviction, is punishable by a fine not to exceed \$500.

(2) When required by Section 51.08 of the Texas Family Code, as amended, the municipal court shall waive original jurisdiction over a minor who violates Subsection (b)(1) of this section and shall refer the minor to juvenile court.

(f) Expiration. This section expires on February 18, 2022 ~~[January 18, 2019]~~, unless sooner modified, terminated, or extended by city council ordinance.”

SECTION 2. That Chapter 31 of the Dallas City Code, as amended, will remain in full force and effect, save and except as amended by this ordinance.

SECTION 3. That the terms and provisions of this ordinance are severable and are governed by Section 1-4 of Chapter 1 of the Dallas City Code, as amended.

SECTION 4. That this ordinance will take effect on February 18, 2019.

APPROVED AS TO FORM:

CHRISTOPHER J. CASO, Interim City Attorney

By _____
Assistant City Attorney

Passed _____

DRAFT