

Morgan Hill Police Department

21st Century Policing 2024 Blueprint



In 2014 President Obama created a task force charged to “examine ways of fostering strong collaborative relationships between local law enforcement agencies and the communities they protect.”

To ensure a multi-faceted approach that represented various stakeholders in the community/law enforcement partnership, the 11-member task force included professionals in academia, civil rights activists, law enforcement officials and community officials. Over 90 days the task force worked to develop over 150 recommendations which were organized into six pillars designed to provide law enforcement agencies with blueprint to implement the recommendations. The six pillars are designed to facilitate transparency and foster trust between local law enforcement and the community.

We recognize that in order to be a successful police department, we must proactively seek to prevent and solve crimes and build community partnerships that enhance quality of life. The outline below illustrates how your Morgan Hill Police Department aligns with the six pillars set forth in the *21st Century Policing National Report* submitted to President Obama in 2015.

PILLAR 1: BUILDING TRUST AND LEGITMACY

Our department enjoys a strong partnership with our community due in part to our daily efforts to build trust, reduce crime and strengthen relationships. We have implemented the following as guiding principles:

Procedural Justice in Policing

- Training in procedural justice for our police officers is a centerpiece of our community policing efforts. Each officer has attended a procedural justice in policing course. As a result, we strive to give those we contact a voice, remain neutral, and treat all with dignity and respect.

Initiating Positive Non-Enforcement Activities

- Our department has a long history of engaging with the community and hosting non-enforcement activities including:

Apartment Managers Meetings
Birthday Visits
Chaplaincy Program
College Internships
Coffee with a Cop
Community Emergency Response Team Training
Community Police Academy
Driver's Awareness Training Course at Schools
Leadership Morgan Hill
Morgan Hill Community Law Enforcement Foundation
Morgan Hill Youth Sport Alliance Outdoor Sporting Programs
Morgan Hill School District Read-A-Thon
National Night Out
Parent Project
Participate in City Programs for Youth Outreach
Participate in Food Distribution Events Community
Participate in Rotary Club of Morgan Hill
Police Department Open House
Police Explorer Program
Police Cadet Program
Ride A-Long Program
School Resource Officers
Shop with a Cop
South County Family Justice Center Homeless Liaison Officers
Volunteers in Policing

Law Enforcement Establishes a Culture of Transparency and Accountability

- Our department is committed to building and maintaining trust and confidence within our community.
- Our department has been a leader in the region by being among the first to adopt a Body Worn Camera Policy (BWC) and has issued a camera to each officer. The BWC ensures our officers are held accountable when responding to calls for service and interacting with the community. We also release an Annual Highlights Report each year.
- We have implemented a case management software system designed to provide early warning notifications to supervisors and management so they can provide intervention/accountability for use of force incidents, vehicle pursuits, vehicle collisions, and complaints. It also provides statistical reports, trends, and comparative analysis.
- We implemented California's Racial and Identity Profiling Act of 2015.

Achieving Diversity in the Workforce

- We take great pride in the diversity of the department and strive to have a department that reflects the community.

Redistricting Patrol Beats

- There are three patrol beats that divide the areas of Morgan Hill within the City Limits into sections. Police officers are responsible for responding to calls for services and other needs in their specific patrol beats. As the City expands, there is a need to restructure the sections of the city to redistribute call volume. For our officers to be able to continue to offer a high level of dedication to our community, patrol beats will be increased to four in the near future.

Promoting Legitimacy Internally

- As stated in the *Report*, "a culture created through employee interaction with management can be linked to officers' interaction with citizens." Morgan Hill Police Department is committed to creating a culture and environment that promotes internal procedural justice through carefully developed processes for discipline and guidance that promote internal procedural justice.

PILLAR 2: POLICY AND OVERSIGHT

Building trust and confidence continues to be a guiding principle for our department. The *Report* states, “If police are to carry out their responsibilities according to established policies, these policies must be reflective of the community values.”

Our team works to ensure:

- Our policies provide a solid foundation for safety and effectiveness for our police officers.
- Our policies reflect our community’s values.
- Our policies align with procedural justice as reflected in our daily interaction with the community.

Policies Reflect Community Values

- We recognize we are a representation of the community we serve.
- We reflect our community’s values through community meetings and surveys.
- We work to understand the community’s values and make appropriate changes to our department policies to better serve.
- We ensure our community’s values are reflected in our department policies.

Racial/Biased-Based Profiling

- Our department is committed to providing law enforcement services to the community with due regard for racial, cultural, or other differences of those we serve.
- Racial or biased-based profiling is strictly prohibited.
- Department policy guides us to ensure officers perform their duties fairly and objectively.
- All members of the department are responsible for promptly reporting any known instances of racial or biased-based profiling to a supervisor.
- All officers attend biannual training on racial and bias-based profiling.

Use of Force Policy

- We understand the tremendous responsibility to protect and serve, especially when it comes to use of force. Our Use of Force Policy is in line with our department and community values to respect all human life with dignity and without prejudice.
- To ensure transparency:
 - We collect data on all use of force incidents, which is shared annually with the community.
 - All officers are required to render medical aid during any use of force incident.

Policy, Equipment and Training Review Panel

- Our department has a Policy, Equipment and Training (PET) Review Panel to review all critical incidents.
- The goal of the panel is to thoroughly evaluate each critical incident focusing on improvement of practices and policies.

Media Relations Policy

- Our department is dedicated to protecting the privacy rights of all individuals.
- Department policy states the privacy rights of individuals must be followed while releasing non-confidential information to the media regarding topics of public concern.
- Information that has potential to negatively affect investigations is not released.

PILLAR 3: TECHNOLOGY AND SOCIAL MEDIA

Our department has been and is still committed to delivering intelligence-based police services. To achieve this goal to provide intelligence-based police services, we utilize technology to guide our officers accurately. Moreover, we use technology and social media to help build trust and confidence with our community members.

Body Worn Cameras

- We required the use of body worn cameras (BWC) and have had a policy in place since 2011. Every officer is issued his/her own body camera.

City of Morgan Hill and Police Department Website

- Our department utilizes the City's website and the content dedicated to the Police Department to provide the community with 24/7 access to department and city information and applications. The website also allows the community to report traffic matters and file online crime reports.

Next Gen 911

- Our Dispatchers are utilizing an updated digital, internet protocol (IP)-based nationwide system that has replaced the analog 911 infrastructure.
- This system will enhance emergency number services to allow voice, photos, videos, and text messages from the public, through the 911 network, and then to our Dispatchers.
- This system will also enable 911 call centers to transfer 911 calls to other jurisdictions, based on the caller's location.

Records Management Software/Computer Aided Dispatch

- Our department utilizes a state-of-the-art Records Management Software (RMS).
- RMS aids our organization in collecting data and reporting crime.
- Data collected through our records management system can be utilized during investigations, prosecution of defendants, and administrative inquiries.
- Our department will be implementing new Computer Aided Dispatch (CAD) software to enhance the process of our Dispatchers receiving information and distributing that information to the officers.

Social Media Networks

- As a department, we use social media as a tool to communicate with the community. We recognize the value of these platforms in providing alerts, information, and announcements in real time.

PILLAR 4: COMMUNITY POLICING & CRIME REDUCTION

Through community engagement, we go from a department of forty-three pairs of eyes to a department of more than forty-five thousand pairs of eyes. Through strong partnerships and as a community, we can reduce crime and create a better environment for all community members. We have implemented the following principles related to Pillar 4.

Apartment Management Meetings

- Officers meet monthly with apartment managers to discuss recent crime trends, crime prevention tips and other related safety and community-building topics.

Community Police Academy

- The Community Police Academy (CPA) offered in English and Spanish and is a 12-week program that allows community members to get an in-depth look into the police department. We have hosted CPA classes since 2011.

Family Justice Center

- In partnership with Community Solutions, the Family Justice Center (FJC) was opened in 2014. The FJC offers advocacy, counseling, and legal services for victims of sexual assault and domestic violence and their children.
- The service providers at the FJC also includes Morgan Hill Police Department detectives, attorneys from the District Attorney's Office, and county-wide victim advocates.

Morgan Hill Police Department Chaplain Program

- Our department's chaplain program is made up of clergy leaders from faiths within our community. Our chaplains provide support to our community and department during times of crisis.

Police Department Building Expansion Project

- The department is remodeling a 6,000 square foot space within its building to expand the workspace for our detective bureau and traffic team. The space will also be shared with the City's Information Services Team.
- The remodeled space will allow for expanded collaboration for each team which will increase crime reduction efforts in solving investigations, decreasing traffic accidents, and include technology knowledge to help with these efforts.

Psychiatric Emergency Response Team

- Our Psychiatric Emergency Response Team (PERT) is a crisis response team that pairs a licensed clinician and an officer to respond to acute psychiatric emergencies (i.e. imminent danger to self/others or presence of weapons/other elements of danger).
- The goal of PERT is to divert individuals having an acute psychiatric emergency to community-based treatment and reduce Emergency Protective Services/jail use.

Theft Prevention

- To help combat vehicle break-ins, our department developed and posted signage in all City-owned parking lots and a few shopping centers reminding our residents and guests to ensure their vehicles are locked and to secure all valuable items.

Traffic

- Our department has a Traffic Team with officers dedicated to traffic issues such as monitoring vehicle speeds, issuing citations for motor vehicle violations, and reducing collisions.
- One way to monitor the effectiveness of our Traffic Team's goals is to use a traffic index number. This number is determined by dividing the number of hazardous citations issued by the total number of fatal and injury collisions. An index of 25-35 is generally viewed as desirable.
 - A substantially higher number would indicate that officers are writing an excessive number of citations that are not related to the causes of traffic collisions.
 - A substantially lower number indicates that inadequate attention is directed at the traffic collision problem in a jurisdiction.

Volunteers in Policing Program

- Our Volunteers In Policing (VIPs) function as an auxiliary unit of the Police Department and undertake projects and tasks to enhance police department functions such as helping with special events, assisting with community patrols, clerical and administrative work, and police department front desk support.

PILLAR 5: TRAINING AND EDUCATION

As more demands are placed on law enforcement, the need for advanced training is critical. As such, the Morgan Hill Police Department has placed training as a top priority for our organization. Through continuous training and education, we are ensuring our officers are building the skills and knowledge needed to perform their duties. We have implemented the following principles related to Pillar 5.

Crisis Intervention Training

- With the increased demands on law enforcement related to the field of mental health, around 80% of our officers have attended Crisis Intervention Training (CIT). CIT training stresses verbal intervention and other de-escalation techniques. Additionally, CIT aids our officers in improving police ability to recognize symptoms of mental health crises, enhancing their confidence in addressing such an emergency, and reducing inaccurate beliefs about mental illness.

Education Incentive Program

- In partnership with the City, officers and department personnel are offered financial aid to continue their education. As a department, we understand the importance of education and encourage our personnel to obtain bachelor's and master's degrees.

P.O.S.T. Training

- The California Commission on Peace Officer Standards and Training (P.O.S.T.) regulates the training needed by each Police Officer, Dispatcher, and Police Supervisor.
- Every Police Officer and Dispatcher is required to complete continuous training every two years. This training consists of:
 - Arrest and Control
 - First Aid/CPR
 - Force Option De-escalation
 - Implicit Bias and Principled Policing
 - Mental Health Decision Making
 - Racial Profiling
 - Tactical Communication
 - Title 15 and Title 24: Jail Regulations and Prisoner Care
- Additionally, Police Supervisors attend the Sherman Block Institute where they participate in the "Tools for Tolerance" Program at the Museum of Tolerance in Los Angeles, California.

Reality-Based Training

- The Morgan Hill Community Law Enforcement Foundation (CLEF) purchased a Force Options Simulator (FOS). FOS is an interactive simulator allowing officers to work on de-escalation techniques through integration of reality-based training.

Training with our Youth

- In partnership with the Boy Scouts of America, Law Enforcement Exploring is a program for young people ages 14-21 who are considering careers in the field of criminal justice. Explorer Posts have helped many young adults launch careers with countless law enforcement agencies. Our Explorer program is no different, assisting young adults in launching careers in the field of criminal justice. It combines classroom training with ride-a-longs in police vehicles, participating in community policing, and more.

PILLAR 6: OFFICER WELLNESS & SAFETY

The law enforcement profession can take its toll on the men and women who proudly serve their communities. Ensuring the safety and wellness of our law enforcement personnel is critical to the overall success of public safety in the twenty-first century. We have implemented the following principles related to Pillar 6.

Applied Suicide Intervention Skill Training

- As a profession, law enforcement has one of the highest suicide rates. The Morgan Hill Police Department must be prepared to cope with such a tragedy. As a result, our department personnel have attended a two-day Living Works Applied Suicide Intervention Skill Training (ASIST).

Armored Rescue Vehicle

- The Police Department will be purchasing an Armored Rescue Vehicle (ARV) also known as a Bearcat to meet the combined requirements of our SWAT and Tactical Emergency Medical Services Teams.
- Additionally, the vehicle can stop various projectiles, which provides greater safety to citizens and officers in dangerous situations by providing a safe and effective environment beyond the protection that could be provided by a shield and personal body armor.

Emotional Survival

- Our profession has always stressed the importance of being hypervigilant to stay safe. Being in a constant state of hypervigilance can affect any officer's personal life. To help officers understand the importance of living a balanced life, officers are provided access to the book *Emotional Survival for Law Enforcement* by Dr. Gil Martin. This book aids our officers in living a more balanced life so that they can better serve our community.

Employee Assistance Program

- Confidential resources including counseling services are offered by the City to its employees and their families to support their well-being in the workplace and in their personal lives.

Plate Carriers

- The safety of our officers is our number one priority. As such, each officer within the Morgan Hill Police Department has been issued a ballistic helmet and armored vest (plate carrier), in addition to their ballistic vest for active shooter incidents.

Wearing of Seatbelts and Bullet Proof Vests

- By policy, every officer is required to wear a safety belt while operating a police vehicle in addition to wearing a bulletproof vest.

Wellness for Life

- Our department building has a full gym and wellness room for all department personnel to use. Additionally, Police Officers are allotted an hour each day to exercise while on duty.