

Fort Collins Police Services

National Police Reform Initiative Review + Alignment

Around the country, different groups have shared suggestions for improving law enforcement and creating safer, more equitable communities for all. FCPS has responded to a number of inquiries about how our policies, practices, and programs align with these initiatives. This guide is intended to briefly address relevant recommendations set forth by the following groups:

- 8 Can't Wait
- Campaign Zero
- President Obama's Task Force on 21st Century Policing
- Government Alliance on Race and Equity
- My Brother's Keeper
- Obama Reimagine Policing Pledge

More detailed information about FCPS can also be found on the Fort Collins Police Transparency page:

www.fcgov.com/police/transparency



ENGAGE

- ORPP** Engage your communities by including a diverse range of input, experiences & stories in your policy review.
 - 21** Build trust & legitimacy. Community policing & crime reduction.
 - GARE** Partner with other organizations and communities.
 - MBK** Encourage law enforcement & neighborhoods to work hand-in-hand. Reduce violence in high-risk communities by integrating public health approaches.
- FCPS works with a variety of partners in various City service areas, the local faith-based community, non-profits that serve vulnerable populations & has participated in programs such as the Community Trust Initiative. Units like the Neighborhood Engagement Team build relationships within neighborhoods & the business community to create safer environments & address chronic concerns. FCPS also hosts social events to engage with the Spanish-speaking community & general public.

HIRING + TRAINING

- 21** Training & education. Officer safety & wellness.
 - ZERO** Community representation.
 - GARE** Build organizational capacity
- FCPS invests heavily in the hiring process & ongoing training to ensure all employees are the right fit for our community's needs & embody agency values: respect, integrity, service & engagement.

SYSTEMS

- MBK** Reform the Juvenile & Criminal Justice systems to keep youth on track. Eliminate unnecessary barriers to reentry & encourage fair chance hiring options.
 - ZERO** End for-profit policing.
- School Resource Officers work with local partners to support positive futures for youth. This includes Restorative Justice, Diversion, & mental health support. FCPS is primarily funded via the City's Budgeting for Outcomes program.

POLICY

- ZERO** End broken windows policing.
 - 21** Policy & oversight.
 - GARE** Operate with urgency and accountability.
 - ORPP** Review your police use of force policies. Reform your community's police use of force policies.
- FCPS works to create a safe community in partnership with our residents & business community by building healthy, sustainable relationships. FCPS earned CALEA accreditation in 2019, which only 4% of police agencies in the country hold. CALEA requires that policies & practices (including use of force) meet the highest national standard. The agency must submit proof of adherence each year to maintain certification.

RESPONSE TO RESISTANCE + USE OF FORCE

- 8** Ban chokeholds and strangleholds
Require de-escalation
Require warning before shooting
Require exhaust all alternatives before shooting
Duty to intervene
Ban shooting at moving vehicles
Require use of force continuum
 - 0** Limit use of force
- Carotid restraints (chokeholds/strangleholds) are prohibited by Colorado state law. FCPS has not trained these practices. De-escalation is integrated into all tactical training. FCPS has a dedicated mental health co-response program. Officers receive training about mental health & 1/3 of officers are CIT (Crisis Intervention Team) certified. Officers are trained to issue commands/ warnings before using force & they're trained to use the least amount of force necessary to ensure the safety of all involved in a situation. Defensive tactics protocols & use of force continuum teach officers to make & adjust force decisions based on the level of threat presented. Training teaches officers to transition up & down the continuum as needed. Duty to intervene is required by Colorado law. Officers are responsible for ensuring the safety & ethical treatment of all. This is reinforced through training & agency culture. FCPS policy states that officers should not shoot at a moving vehicle to disable it. Officers may only discharge a weapon at a moving vehicle if they reasonably believe deadly force is being directed at the officer or others & there is no other alternative to stop the threat.

ACCOUNTABILITY

- 8** Require comprehensive reporting
 - 0** Community oversight. Independently investigate & prosecute. Fair police union contracts.
 - ORPP** Report the findings of your review to your community & seek feedback.
- FCPS provides annual proof of policy adherence to maintain national CALEA accreditation. A local Citizen Review Board reviews all critical incidents & other high-level force cases. The agency posts arrest, complaint, force, a live crime map & other data on its website for 24/7 community access.

TOOLS

- ZERO** Demilitarization. Body cams/film police.
 - 21** Technology & social media.
 - GARE** Use a racial equity framework. Implement racial equity tools. Be data-driven.
- FCPS has used body cameras since 2012. The agency does not use military-issued tools. FCPS maintains a consistent social media presence & invests in technology to ensure top quality training & operations. Racial equity lenses are present in training & data analysis.

Summary + Considerations

ENGAGEMENT

Community engagement has been and will continue to be an agency priority. FCPS has committed to increasing opportunities for listening and mutual learning, with a focus on minority and historically underserved communities.

HIRING + TRAINING

FCPS provides ongoing training to ensure that staff have the resources needed work effectively using national best practices. A comprehensive employee wellness program supports physical and mental health. The agency invests heavily in hiring ethical, compassionate employees. FCPS has a high representation of women and LGBTQIA+ at all levels of the organization, racial/ethnic diversity does not fully reflect community makeup, particularly the Latinx population. **The Personnel and Training Unit uses a number of strategies to recruit qualified candidates to apply and routinely analyzes the hiring process to remove any potential barriers that could adversely impact minority candidates.**

POLICY

FCPS earned Commission for Law Enforcement Accreditation in 2019 and is required to supply annual proof that policies and practices meet the highest national standards. While the agency will continue to seek opportunities to improve operations, **the call for complete reformation of policy is not practical.** The CALEA standard, which only 4% of police agencies in the country have achieved, provides an appropriate third-party direction and oversight to maintain ethical, legal, and functional law enforcement policy that will support the safety of our community. FCPS also works with local partners to make adjustments to processes as needed (example: Poudre School District SRO procedural changes in 2020).

SYSTEMS

FCPS holds partnership and builds connections with local organizations to improve service and continuity of care for our community members. However, it should be noted that the agency's scope of direct authority is limited. **Calls to adjust processes or impact change on a system level should be communicated to regional judicial organizations and/or state legislature.**

Summary + Considerations

RESPONSE TO RESISTANCE / USE OF FORCE

Officers are taught to respond to resistance with the appropriate level of force needed to safely control and resolve the situation. This includes moving up and down the use of force continuum. Logical, quick decision-making is a necessary part of policing. **Applying arbitrary models that remove a trained professional's ability to quickly respond using approved tools and tactics can jeopardize lives.** FCPS invests heavily in training to ensure that officers are equipped with the skills and tools to determine a safe, appropriate response to individual situations. De-escalation training is incorporated into all tactical training, and FCPS policies are aligned with national best practices.

ACCOUNTABILITY

FCPS has several objective systems in place to support employee accountability. Internal measures include use of force reporting and review requirements, an early intervention system to address potential issues, and internal affairs investigation process for complaints initiated internally and externally. Complaint data is available on the FCPS Transparency page. External measures include a Citizen Review Board, as well as the 8th Judicial District's protocol for investigating officer-involved shootings and other critical incidents. The City of Fort Collins also has an Equal Opportunity office that manages all civil rights-related complaints. FCPS must also provide proof of accountability to CALEA in order to maintain national accreditation.

TOOLS

FCPS uses a variety of tools and technologies to keep our community safe and communicate about agency programs and policies. FCPS was an early adopter of body camera technology and began using them in 2012. The agency does not use military-issued tools. The City of Fort Collins is an organization that supports equity for all, leading with race. FCPS provides anti-bias training to employees on an annual basis, and the agency evaluates a variety of data sets through a racial equity lens.