



MEASURE

# ITEM 47

## PUBLIC SAFETY AND STAFFING RECOMMENDATIONS

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21 MARCH 2018 | PAULETTE BLANC, JANIS BOOKOUT, MEME STYLES, PRECIOUS AZUREE

### WHAT IS ‘MEASURE’?

*MEASURE*® is an Austin-based, not-for-profit public education and research organization which seeks to improve community agency functionality and ability to address community needs through groundbreaking research and advocacy. Founded in 2015 by President, Jameila “Meme” Styles, we’ve established a data driven culture embedded with our motto “Numbers You Can Trust.” Our mission is to bridge divisions through research and public education in active partnership with local communities to address complex social problems.

### HOW MEASURE DEFINES COMMUNITY POLICING

*MEASURE*® recognizes Community Policing as a necessary component to facilitate community engagement, improve community relations and increase police legitimacy. MEASURE defines community policing as it relates to the local context, while incorporating the frameworks and understandings of research development at the state and national levels - for MEASURE, community policing is, “the public’s means to mitigate crime and build relationships with its stakeholders and residents: whereby the police become a stakeholder in the community, as opposed to simply an enforcer of law.” Going beyond enforcement, community policing is a police system based in partnership between the public and the police as mutual stakeholders in maintaining a safe and functional community.

**Measure's Community Policing Model**

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**MEASURE's POSITION ON ITEM 47:**

- *Approve a resolution providing direction to the City Manager regarding Austin Police Department staffing recommendations.*

*Sponsors: Council Member Ora Houston, Council Member Alison Alter, Council Member Ann Kitchen, Council Member Jimmy Flannigan, Council Member Ellen Troxclair*

Council's decision to reject the proposed contract on December 13th was made largely due to lack of evidence that adding more police officers was the best solution for improving the overall effectiveness of our policing system. Factors included the community's strong request for more citizen oversight, and concerns about the most effective use of the budget. It is the position of *MEASURE*<sup>®</sup> that the right data can resolve each of those concerns.

Conducting research is a critical and timely first step in building the necessary unilateral support for an effective community policing system. *MEASURE*<sup>®</sup> recommends conducting research on the effectiveness of current policing systems (as listed below), and analyzing this data against data from existing community policing systems.



Tools exist that allow police departments to significantly cut costs while improving outcomes. Police departments such as Camden, New Jersey have used technology to improve response time, locate gunshots, and reduce paperwork."<sup>1</sup>

Existing research also shows a positive correlation between community policing and police job satisfaction.<sup>2</sup> *MEASURE*<sup>®</sup> recommends including police job satisfaction in the research.

Data is apolitical and not personal. It also has the potential to validate the concerns of the public while at the same time removing from the conversation matters that may evoke reactions such as public perception of the police. Data provides a snapshot of reality and a solid foundation for productive negotiation.

As such, *MEASURE*<sup>®</sup> recommends a study to assess the time it takes for officers to use existing technology on various types of police reports in comparison to other more efficient systems. By adopting a more efficient modern reporting system, the Matrix Group recommendation for more officers may be solved by an increase in existing officer's available time.

The development of community policing measures must precede the hiring of additional staff to carry out a 'community policing mission'. Austin Police Department's current performance measures fail to provide community policing measures whereby Community Policing can accurately be evaluated.

*MEASURE*<sup>®</sup> seeks to add and incorporate additional crucial measures to tell a more accurate and useful story of the department's performance. As such, *MEASURE*<sup>®</sup> recommends adding these as performance measurement variables to assess the desired community policing outcomes:

#### **RECOMMENDED MEASURES:**

1. Percent reduction in overall Use of Force and Deadly Force;
2. Percent and number of interactions leading to critical incidents (shooting or serious bodily injury);
3. Percent of Officer suspensions for misconduct where suspension is not overturned or reduced upon appeal;

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<sup>1</sup> Miller, J. A. (2014, April 09). How Tech Can Help Cities Reduce Crime. Retrieved March 20, 2018, from <https://www.cio.com/article/2377330/mobile/how-tech-can-help-cities-reduce-crime.html>

<sup>2</sup> Brody, D. C., Demarco, C., & Lovrich, N. P. (2002). Community Policing and Job Satisfaction: Suggestive Evidence of Positive Workforce Effects from a Multijurisdictional Comparison in Washington State. *Police Quarterly*, 5(2), 181-205. doi:10.1177/109861102129198093



4. Percent of Officers with history of misconduct (all outcomes -- suspension, written reprimand, directed to retraining, demotion, etc) -- or conversely percentage with no history of misconduct;
5. Percent Case clearance rates by type of offense;
6. Number of Citizen complaints;
7. Number of 'Police brutality' / Police misconduct complaints, regardless of source (includes complaints based on statement by other officers or initiated by OPM);
8. Resident satisfaction through consistent annual survey protocol (disaggregated by neighborhood and demographic characteristics);
  - a. By Race/Ethnicity;
  - b. By Gender;
  - c. By Socioeconomic Status;
  - d. By Nationality Status (Citizen or Undocumented);
  - e. By Residence (Zip Code).
9. Police officer and staff job satisfaction through survey protocol (disaggregated).

Additional Resources:

1. Lum, C., & Nagin, D. S. (2016). *Reinventing American Policing*. The University of Chicago Press. doi:129.174.021.005
2. Scott, M. S., & Kirby, S. (2012). *Implementing POP- Leading, Structuring, and Managing a Problem-Oriented Police Agency* (Publication). Center for Problem-Oriented Policing, The U.S. Department of Justice.
3. President's Task Force on 21st Century Policing. 2015. *Final Report of the President's Task Force on 21st Century Policing*. Washington, DC: Office of Community Oriented Policing Services.