Agenda

• Emergency Response and Recovery Update
• Updates from the Office of Oversight and Public Accountability and City Attorney’s Office Related to Police Reform Initiatives
Emergency Response and Recovery Update: COVID
The Michigan Department of Health and Human Services (MDHHS) defines “Recovered” as the number of persons with a confirmed COVID-19 diagnosis who are alive 30 days post-onset (or referral date if onset is not available). If an individual dies from a COVID-related cause >30 days from onset/referral, they are removed from the number of persons recovered.

Counts below 20 are masked for to protect privacy/re-identification.

The 3-Day Average reduces variations in new case reporting caused by test result timing and data entry.
Homeless Outreach Taskforce Team (HOT Team) Update

• Fostering coordination between agencies and individuals experiencing homelessness
• The HOT Team continues to serve and support individuals experiencing homelessness
• Meeting with Kent County and Network 180 to discuss co-response models and coordination to incorporate a Mental Health Specialist into the HOT Team
• Approximately 26 locations of campers/encampments discovered
• Followed up on 11 complaints to 9-1-1 or Code Compliance
  • Issues included buildup of trash, living under overpasses, health hazards, etc.
• Contacted hundreds of individuals experiencing homelessness
Phase II City Facilities Re-entry Plan

• Executive Order from the Governor Whitmer’s office reiterates that individuals are required to wear a face covering whenever they are in an indoor public space.

• Employees who are in a shared indoor public space must wear a face covering, including during in-person meetings, in hallways, restrooms, breakrooms and other common areas to include when an employee cannot consistently maintain 6 feet of physical distancing.

• The City of Grand Rapids will provide non-medical grade face coverings to employees.

• City Departments have installed physical barriers, such as germ guards and partitions around desks, counters, workspaces where maintaining physical distance of six feet is difficult.

• An Income Tax window has been added to Monroe Level Storefront to minimize how many people need to travel throughout City Hall

• 80% of employees have rotated back into office
Mobility Update

- Working with private partners and Autonomous Vehicle Grand Rapids relaunch scheduled for August 31, 2020
- Finalizing micro-mobility pilot with vendors
- Targeting a September launch for bike and scooter micro-mobility pilots
Economic Recovery

• Workgroup investments plan being finalized

• Investment in four areas
  • Resident Resiliency
  • Business Resiliency and Recovery
  • Community Reactivation
  • Transportation and Infrastructure

• Report on investments will be presented on August 11, 2020
## Fiscal Office - Recovery Funding

<table>
<thead>
<tr>
<th>Organization</th>
<th>Program</th>
<th>Award Amount</th>
<th>Uses</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Department of Justice – CARES Act</td>
<td>Coronavirus Emergency Supplemental Funding (CESF)</td>
<td>$350,308</td>
<td>Police officer payroll and OT, Emergency Alert System enhancement, public safety communications position funding</td>
</tr>
<tr>
<td>U.S. Department of Housing and Urban Development – CARES Act</td>
<td>Community Development Block Grant (CDBG-CV)</td>
<td>$2,219,476</td>
<td>Being determined by Economic Resiliency and Recovery Work Group</td>
</tr>
</tbody>
</table>
# Fiscal Office - Recovery Funding

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<tbody>
<tr>
<td>Department of Homeland Security - FEMA</td>
<td>Assistance to Firefighters Grant Program – COVID-19 Supplemental (AFG-S)</td>
<td>$145,000</td>
<td>Personal protection equipment</td>
</tr>
<tr>
<td>State of Michigan – CARES</td>
<td>Public Safety and Public Health Payroll Reimbursement Program</td>
<td>$10,349,827 (Application)</td>
<td>Public safety payroll expenses for April and May 2020</td>
</tr>
</tbody>
</table>
| State of Michigan – CARES                 | Water Utility Bill Assistance                     | TBD                | • Partnership with KCCA  
• Provides up to $700 per qualifying individual for bill payment assistance |
Kent County – CARES

- Reimbursement Process – reimbursement requests for qualifying expenses incurred March thru June 2020 are due at end of July
- Currently working on process to handle recovery initiatives not budgeted for
  - May require City Commission appropriation from fund balance
  - Considering other mechanism for County to “up-front” funding to avoid financial risk to the City
Employing GR Youth for a Brighter Tomorrow

Status Update

• 222 youth placed in employment opportunities at 36 entities:
  - 14 private businesses and 17 nonprofit organizations, including 4 hospitals
  - 3 government agencies and 2 educational institutions
• First cohort started work on July 13; cohort 2 began July 20; and a third cohort will begin within the next 2 weeks
• 320 youth completed the pre-employment training, with additional youth scheduled this week
• Direct outreach continues to encourage participation and obtain necessary employment documents for placements
Questions
Update From OPA and the City Attorney’s Office Related to Police Reform Initiatives
Office of Oversight and Public Accountability (OPA)

- OPA Strategic Planning Update – Digital Engagement
- Processing Trauma Program Update
- TRUE Action - Police Reform Website
- OPA Position – Recruitment Underway
OPA’s Strategic Launch Outline

- **Phase 1**
  - Aug. 2019 – Nov. 2019
  - Research and Analysis

- **Phase 2**
  - Dec. 2019
  - Collaborative Design Phase

- **Phase 3**
  - Jan. 2020 - Current
  - **Strategic Engagement** – Now Virtual; Delayed Due to COVID-19

- **Phase 4**
  - Aug. 11, 2020
  - Strategic Plan Finalization and Community Update

- **Phase 5**
  - Aug. 2020 – Sep. 2020
  - Creation of OPA’s Operational Policies and Procedures

- **Phase 6**
  - Sep. 2020 – Oct. 2020
  - Internal and External Education
Update on OPA’s Strategic Planning Efforts

OPA’s Strategic Plan aligns with the City’s Strategic Plan and is built on past studies and community input.

- Feedback from Stakeholders
- Collaborative Design Prioritization Exercises
- Police Department’s Strategic Plan
- Traffic Stop Studies
- Fire Department’s Strategic Plan
- 21st Century Policing
- 12 Point Plan
- National Best Practices
- Police Staffing & Deployment Study
- Community Concerns
- SAFE Recommendations

OPA Strategic Direction
C.A.R.E. +
OPA’s Strategic Priorities

CHANGE
OPA will help improve public safety policies and operations through innovation and collaboration.

ACCOUNTABILITY
OPA will help improve individual, supervisory and organizational accountability for public safety activities through civilian oversight of all public safety operations.

RESTORATIVE JUSTICE
OPA will help reduce barriers to trust that have been created by systemic inequities in the criminal justice system or that cause disparate outcomes.

ENGAGEMENT & EMPOWERMENT
OPA will help enhance communication and education with the public regarding public safety matters.
OPA’s Virtual Engagement Strategy
Feedback on OPA’s draft plan. Did we get it right?

Engagement Reimagined
• Digital Walkthrough
• Open Forms Data Collection
• Collection of Demographic Information
• Evaluation and application of stakeholder voice in OPA’s Strategic Plan
• Available – July 25, 2020
Initiative

• Office of Equity and Engagement and Office of Oversight and Public Accountability will host an event led by subject matter experts regarding processing and healing from trauma and vicarious trauma related to racism and use of force.

Alignment to City’s Strategic Plan

• Governmental Excellence, Objective 1 – Embed Equity, Strategy 5 – Systemic Issues/Disparate Outcomes

Status Update

• Scheduled for August 12, 2020 at 6pm.
• Local subject matter experts will lead this conversation.
• OEE and OPA have identified and will support community groups that will lead this work going forward.
TRUE Action – Reimagining Policing in GR

What is TRUE Action?
• TRUE Action is a tool for evaluating how we reimagine policing in Grand Rapids.
• The TRUE Action webpage is a digital hub that increases transparency by providing easy access to information regarding the City’s police reform efforts.
• Stakeholders will be able to review budgets, memorandums, presentations, the police website, OPA’s website and provide feedback on those items.
TRUE Action

On June 10, 2020, City Manager Washington announced action items that detail a renewed commitment to accountability, reform, and equitable change.

These initiatives Incorporate the Six Pillars of 21st Century Policing:

- Building Trust and Legitimacy
- Policy and Oversight
- Technology and Social Media
- Community Policing and Crime Reduction
- Training and Education
- Officer Wellness and Safety

The 19 Adopted Reform Initiatives align with the City’s Strategic Plan and embody the City’s Values of accountability, collaboration, customer service, equity, innovation, and sustainability. There are now additional reform initiatives under consideration.

We are committed to being T.R.U.E. to our police reform efforts and to working to ensure just outcomes.


- Transparent: Make documents and data available to the community so it can easily see what we do and why
- Responsible: Provide space for internal and external accountability
- United: Partner with the community to work toward lasting improvements
- Equitable: Intentionally remove and prevent unjust practices created by systematic and institutional injustice

• Aligns with the City’s Values
• Available: On or before August 11, 2020

• https://www.grandrapidsmi.gov/Government/Programs-and-Initiatives/TRUE-Action
Legal Path for Enhanced Internal Investigation Tools

**Legal Issue:**
1. The ability of the Civilian Appeal Board (CAB) to have subpoena power
2. The ability of the Office of Oversight and Public Accountability (OPA) to have subpoena power and/or investigative authority

**Current State:**
Neither CAB nor OPA have authority to issue subpoenas because there is no state law or provision of the city charter which grants such authority.

**Options for Enhancement**
1. Lobbying the Legislature to write a law allowing for such authority
2. Amend the City charter to allow CAB or OPA to have subpoena authority.
3. The use of administrative search warrants as an alternative to a subpoena
Planned
August 11, 2020 Updates (60 days)

• The Office of Oversight and Public Accountability will release a comprehensive report regarding the status of all prior community-police relations studies, recommendations and commitments.

• OPA will present its Strategic Plan, which will include creating pathways for community input into Police plans and tactics.

• OPA will announce a safety and accountability ambassador program to improve resident engagement by creating more opportunities for underrepresented groups to promote safety and accountability and prevent crime.

• Office of Equity and Engagement and OPA will identify community groups that can help design and implement ally training.
• Police Department will present its Reimagining Policing Action Plan. *(new item)*

• Launch publicly available True Action webpage and the Policing Metrics Dashboard.

• Use of Force Policy changes will be announced (chokeholds, de-escalation, verbal warnings, non-force, less-lethal force, duty to intervene, shooting at moving vehicles, and banning of no knock warrants). Review team includes Police, Legal and OPA.

• Update on how the Police Department will work with Office of Oversight and Public Accountability, Human Resources, Grand Rapids Public Schools, colleges, community organizations and labor groups to increase efforts in recruiting more diverse candidates.

• Present updates to relocation incentives for police recruiting.
<table>
<thead>
<tr>
<th>Initiative</th>
<th>Category</th>
<th>Action</th>
<th>July 21, 2020 Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ban chokeholds</td>
<td>Policy</td>
<td>Revise Use of Force Policy</td>
<td>To be presented on August 11</td>
</tr>
<tr>
<td>De-escalation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Verbal warnings before deadly force</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reasonable alternatives (non-force; less-lethal force)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Duty to intervene</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ban shooting at moving vehicles</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Ban no knock warrants</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Structural changes to Police Dept.</td>
<td>Budget Considerations</td>
<td>Create civilian Police Chief of Staff and Public Information Officer positions</td>
<td>Positions approved 7/7; postings in process</td>
</tr>
<tr>
<td>Identify funding to expand OPA</td>
<td></td>
<td>Create an additional OPA staff position</td>
<td>Position approved 7/7; posted 7/13</td>
</tr>
<tr>
<td>Redirect funding from Police</td>
<td>Recruitment and Staffing</td>
<td>$402,768 from Police budget reallocated to OPA and for 3 new positions</td>
<td>Completed</td>
</tr>
<tr>
<td>Increase efforts to recruit more diverse police candidates</td>
<td></td>
<td>Lt. O’Brien assigned to lead this work and create a plan</td>
<td>To be presented on August 11</td>
</tr>
<tr>
<td>Enhance relocation incentives for Police personnel to live in GR</td>
<td></td>
<td>HR will recommend enhancements</td>
<td>To be presented on August 11</td>
</tr>
<tr>
<td>Establish Community Police Advisory Council for Chief</td>
<td>Community Engagement</td>
<td>First meeting on July 1; Council announced on July 7</td>
<td>Completed</td>
</tr>
<tr>
<td>Create a safety and accountability ambassador program</td>
<td></td>
<td>Launch the program</td>
<td>To be presented on August 11</td>
</tr>
<tr>
<td>Create pathways for community input into Police plan and tactics</td>
<td></td>
<td>OPA’s Strategic Plan will address this topic</td>
<td>To be presented on August 11</td>
</tr>
<tr>
<td>Review the committees and boards that oversee public safety</td>
<td></td>
<td>Review and report on committees and boards</td>
<td>To be presented on August 11</td>
</tr>
<tr>
<td>Names on all police uniforms</td>
<td>Transparency</td>
<td>Policy requiring names reiterated to all personnel by June 7</td>
<td>Completed</td>
</tr>
<tr>
<td>OPA report on all priority community police relations reports</td>
<td></td>
<td>Police recently compiled data and shared with OPA</td>
<td>To be presented on August 11</td>
</tr>
<tr>
<td>Police Department and Crime data transparency</td>
<td>Planning</td>
<td>Initial crime stats shared on July 7; Policing Metrics Dashboard to be created</td>
<td>To be launched on August 11</td>
</tr>
<tr>
<td>Reimagining Police Action Plan</td>
<td></td>
<td>Police will present a Reimagining Policing Action Plan</td>
<td>To be presented on August 11</td>
</tr>
<tr>
<td>Completion of OPA’s Strategic Plan</td>
<td></td>
<td>OPA will launch a digital engagement platform by July 21</td>
<td>To be presented on August 11</td>
</tr>
<tr>
<td>OPA and OEE event on processing and healing from trauma</td>
<td>Equity Based Training</td>
<td>Therapists and counselors have been identified</td>
<td>Event scheduled for 8/12</td>
</tr>
<tr>
<td>OEE and OPA to increase and enhance equity, justice, implicit bias training</td>
<td></td>
<td>Additional staff training began June 19; RFP released July 21; drafting framework</td>
<td>Framework to be presented August 11</td>
</tr>
<tr>
<td>Information, awareness and resources to be an ally to address racism</td>
<td></td>
<td>OEE and OPA working to identify community group to design and implement</td>
<td>To be presented on August 11</td>
</tr>
<tr>
<td>Work with business community to increase summer opportunities for youth</td>
<td>Youth Empowerment</td>
<td>Grow1000 Youth employment program launched on July 13</td>
<td>Completed</td>
</tr>
<tr>
<td>Open public meetings for collective bargaining for police</td>
<td>Legal Research and Negotiations</td>
<td>City will discuss with labor groups; contracts in place until June 30, 2022</td>
<td>To be discussed prior to next round of negotiations</td>
</tr>
<tr>
<td>Subpeona power for Civilian Appeals Board</td>
<td></td>
<td>Attorney’s Office will provide legal update in closed session to Commission</td>
<td>To be presented on July 21</td>
</tr>
<tr>
<td>MI Dept. of Civil Rights proposal</td>
<td></td>
<td>Attorney’s Office will provide legal opinion in closed session to Commission</td>
<td>To be presented on July 21</td>
</tr>
</tbody>
</table>

19 original recommended initiatives
4 original initiatives requiring further consideration
5 new initiatives
Questions