

**TOWN OF WEST HARTFORD**  
**Action Plan for Improving Community Engagement & Trust**

**March 3, 2021**

<b>No.</b>	<b>Action / Decision</b>	<b>Lead Staff</b>	<b>Status</b>	<b>Next Steps</b>
1.	Conduct & participate in community engagement efforts to educate the community and to solicit input regarding departmental operations	TM Hart; Chief Riddick	Participated in the following: Diversity Panel discussion for the CT Judicial Branch; Links organization Police and Community Panel; Holy Cross High School Diversity Panel; Read America	Ongoing efforts to participate in panel discussions & other community virtual conversations; increase utilization of social media and the PD webpage
2.	Review existing use of force policies and revise as deemed necessary	A/C Terra; Chief Riddick	Use of Force Policies were updated and are in accordance with Compliance to Law Enforcement Standards & Practices.	Assistant Chief Terra is assigned to the POSTC Use of Force Training Sub-Committee that will develop a curriculum to train officers statewide to the new use of force standard. Continue departmental refresher training on approved use of force techniques and prohibited chokeholds. Ensure that all relevant policies are in accordance with the new Police Accountability Law.
3.	Ensure that all permissible departmental policies are available online.	A/C Terra; Lt. Rocheleau	All Use of Force Policies were updated and are available online. A departmental training video was created depicting prohibited chokeholds. The video is accessible on the police department website. WHPD has six policies available on the website.	Continue to update and post departmental policies online.

4.	Related to the transparency goal, develop a report with data on use of force, performance measures, and other key statistics to share with Council and the public	Capt. Perruccio; Lt. Rocheleau	WHPD had identified NexGen and PowerBi to generate reports. WHPD has produced a sample use of force report. Data will include: total number of use of force incidents; type of force used; gender of subject; race of subject, age of subject; injury to subject.	Present the information to the PSC at the April meeting.
5.	Review the organization and composition of citizen review board, and recommend any revisions to the Town Council	TM Hart; Chief Riddick; A/C Terra; Corporation Counsel	We have evaluated and assessed 24 different types of citizen review boards from across the nation. Corporation Council has completed a final document that was passed by Town Council in February.	Create a training outline with recommended topics.
6.	Pilot/demo various body cameras over the next 6-8 months and include an appropriation to purchase cameras in the FY 22 budget or CIP.	Chief Riddick; Capt. Perruccio	WHPD management and union have signed created a draft MOU for the police union. We participated in several bodycam presentations and have selected three vendors for testing and evaluating. WHPD is currently conducting a T&E with Axon company. The other two vendors are Panasonic and Motorola.	WHPD hopes to conclude T&E and make a selection by July 1, 2021. WHPD will be applying for a state grant to cover 30% of the Town's cost for the body cams.
7.	Review equipment acquired through 1033 program and recommend policy changes as deemed necessary	A/C Terra; Lt. Rocheleau	An inventory of all 1033 equipment in our possession has been conducted. The PD possesses 21 groups of items. Including, but not limited to medical bags, sleeping bags, rifles, weapon lights, and jaws of life. We have temporarily	The PD will be returning 19 rifles to the Military. We are awaiting further instructions from the military.

			suspended WHPD's participation in the 1033 program.	
8.	Review police department's responsibilities related to human services to determine if some duties should be assigned to other municipal departments or agencies. Develop opportunities to expand community policing activities within the patrol division.	Capt. Creaco; Chief Riddick; Astrid Calderon; Helen Rubino-Turco	We are currently undergoing this review; reassignment of some of these services may have collective bargaining implications. We will also explore options to enhance existing community policing units. Entered a partnership with Interval House to provide services with victims of domestic violence.	Evaluating if the following duties should be assigned to other municipal departments or agencies: Lift Assists/ Resident Assists; Welfare/Wellness checks; Landlord/Tenant disputes. Identifying action steps to expand community policing activities into the patrol division. Interval House will have a social worker embedded at the Police Department
9.	Increase minority hiring to better reflect town demographics	TM Hart; HR; Police Admin	We have elicited the assistance of the following organizations/groups in an effort to recruit minority officers: NAACP; several members of the Black and Puerto Rican Caucus; Hispanic Coalition; WHAASCO; Clergy. We have recruited on Hartford's Journalism & Media Academy Magnet School's radio station; Hartford's Hot 93; and area college campuses.	Continue to work with HR to increase our targeted efforts to reach our underrepresented groups. Specifically, we will focus on improving our recruitment of Hispanics and Asians, who are severely underrepresented, and continuing our efforts to recruit more Black and female candidates.