

LRPD-21ST CENTURY POLICING (2017)

PILLAR ONE - BUILDING TRUST AND LEGITIMACY

| Initiative | Key Activity | 1st Quarter Updates | 2nd Quarter Updates | 3rd Quarter Updates | 4th Quarter Updates | Project Manager | Time Frame | Cost | Already Implemented |
|--|---|--|--|---------------------|---------------------|--|------------|------|---------------------|
| 1. Professional Standards Annual Report on Website | Increase transparency to citizens. | 5-5-17 Use of Force Template was developed by Little Rock Open Data Governance Committee and approved by Chief Buckner. At next meeting of committee, the Quarterly Report of Use of Force will be approved by the committee for inclusion on the city's Data Portal. The same information will be included on the Police Department's web site. (Brooks) | 6-26-2017 Use of Force Template was presented to Open Data Governance Committee. After questions, it was put on the agenda for approval at the July 5 committee meeting. (Brooks) | | | Lt. Brandford Jim Brooks | On-going | | |
| 2. Mobile App/Social Media | Increase relationships and provide information between Department and community. | 5-5-17 Social media continues to grow at a rapid pace as we look for additional opportunities to grow. Facebook Live has helped grow our audience and increase community involvement via comments and private messages. (McClanahan) | 6-26-2017 - The Little Rock Police Department is currently in the process of updating the departmental website. The update should provide enhanced recruiting efforts, twitter, facebook as well providing the departmental General Orders in our efforts to be transparent. (Temple) | | | Capt Temple Lt. McClanahan Victoria Brown Capt Washington Lt. McClanahan Victoria Brown | On-going | | |
| 3. Value Statement | Chief to provide information and coin during In-Service and Recruit Schools and provide awareness to community. | 03/30/17- This Activity was completed in 2016 for both in-service and recruit schools. This will continue with each additional recruit school going forward. (Helton) | 06/30/17- Recruit Class #85 received their instruction on both the Value and Mission statements for the Department. They will receive their departmental coins upon completion of Basic Recruit School. In-service sessions still have the opportunity to meet with Chief Buckner and discuss the Department's Value and Mission statements. (Helton) | | | Chief Buckner Captain Helton Lt. McClanahan Chief Buckner Capt Paxton Lt McClanahan | 2016/2017 | | |
| 4. Community Surveys | Partnership with UALR along with utilizing census information. | 5-5-17 Continuing to look at best practices before proceeding fruther. As of now the community can provide feedback via social media. (McClanahan) | 6-21-17 There are ongoing collaborations, with the Director of UALR's School of Public Affairs, in reference to the development of a community survey that addresses community perceptions of public safety and police service. The tentative date for the process to begin is October 2017. (Washington) | | | Capt Washington Capt Temple Lt. McClanahan Jim Brooks Capt Washington Lt McClanahan Jim Brooks | 2 Years | | |

LRPD-21ST CENTURY POLICING (2017)

PILLAR ONE - BUILDING TRUST AND LEGITIMACY

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| 5. Policies On-line (web page) | Increase awareness and transparency. | <p>1-25-17 First web-site meeting held with identified divisional contacts. Chief Buckner presented his vision for creating a new Departmental web-site. Members were directed to ensure the current content was accurate and relevant and to submit any modifications/corrections to LRIT representative (Willis) who will make changes. Mr. Willis will be providing training to committee members on how to update each division at a later date. Additional meetings will be held on Wednesdays bi-weekly for the first quarter and then once a month. (Temple)</p> | <p>6-26-2017 - The Little Rock Police Department Accreditation Unit is currently reviewing and updating General Orders and has requested Division Commanders update their respective Divisional Operating Procedures with the goal of having all placed on the new departmental website by the end of the year. (Temple)</p> | | | <p>Capt Temple</p> <hr/> <p>Capt Washington</p> | 2016/2017 | | |
| 6. Increase attendance at Quarterly Meetings | Public Affairs to publicize on social media and LRTV meeting dates and continue creative ideas for community engagement. | <p>5-5-17 All platforms have been used to advertise and promote quarterly meetings. Attendance continues to be a problem and new ways are being explored to increase participation/attendance. Off site venues are being considered to increase community involvement. (McClanahan)</p> | <p>7-10-17-Effective immediately quarterly meetings will no longer take place. Once a new plan is finalized, social media will be used to inform the public. All other community platforms are promoted via social and local media. (McClanahan)</p> | | | <p>Lt. McClanahan</p> <p>Victoria Brown</p> | On-going | | |

LRPD-21ST CENTURY POLICING (2017)

PILLAR ONE - BUILDING TRUST AND LEGITIMACY

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| 7. Diverse Work Force | Increase diversity during hiring process and transfers to specialty units. | <p>04-10-17 Assistant Chiefs continue to have open communications to ensure diversity remains a priority in both our hiring process and transfers of employees within the Department.</p> <p>(Bewley) 5-3-17 On February 3, 2017, Recruit School #85 graduated from the Little Rock Police Department Training Academy and 8 Probationary Officers were strategically assigned to one of the three Field Services Divisions. The group consisted of 1 Hispanic Male, 1 Asian Male, and 6 Caucasian Males. Two weeks later, On February 20, 2017, a diverse group of 18 individuals began a 24 week Police Academy. The make-up of this group consisted of 9 Caucasian Males, 5 Caucasian Females, 2 African American Males, 1 African American Female and 1 Hispanic Male. The Recruiting Unit continues to work with community organizations, colleges, and other groups to attract a diverse group of qualified individuals.(Helton)</p> | <p>07-10-17 Recruit Class # 86 started with a diverse group of 18 individuals on February 20, 2017. They are scheduled to graduate on Friday, August 4, 2017. As of today's date, this class still has all 18 individuals that started in February. (Bewley)</p> | | | <p>Executive Staff</p> <hr/> <p>Executive Staff Capt Paxton</p> | On-going | | |
| 8. De-escalation Training | Research tracking of de-escalation procedures, include in policy and annual reports; and continue training for sworn personnel. | <p>1-25-17 - Examples of de-escalation training from "Line of Duty Learning" sent to training on 12-8-2016 for review (Temple)</p> | <p>7-10-2017 - No further descalation training informationi was obtained from TALON. (Temple)</p> | | | <p>Capt Helton Capt Temple Lt. McClanahan</p> <hr/> <p>Capt Paxton Capt Washington Lt McClanahan</p> | Annual On-going | | |

LRPD-21ST CENTURY POLICING (2017)

PILLAR ONE - BUILDING TRUST AND LEGITIMACY

| Initiative | Key Activity | 1st Quarter Updates | 2nd Quarter Updates | 3rd Quarter Updates | 4th Quarter Updates | Project Manager | Time Frame | Cost | Already Implemented |
|-----------------------------------|--|---|--|---------------------|---------------------|-----------------|------------|------|---------------------|
| 9. Create Evaluation Measurements | Research evaluation processes to remain fair and consistent across the Department. | 4-26-17 - Research continues on evaluation measurements. Documents requested from other departments for review. (Washington) | 6-21-17 Discussion continues on ways to develop an evaluation that accurately measures performance. There is information exchanging between various departments. Tentative date for draft is October 2017. (Washington) | | | Capt Washington | 2017/2018 | | |

PILLAR TWO - POLICY AND OVERSIGHT

| Initiative | Key Activity | 1st Quarter Updates | 2nd Quarter Updates | 3rd Quarter Updates | 4th Quarter Updates | Project Manager | Time Frame | Cost | Already Implemented |
|--|---|---|--|---------------------|---------------------|--|------------|--|---|
| 1. Maintain CALEA Standards & Pursue Tri-Arc Accreditation | Initiate process for Training and Communications Accreditations | <p>1-26-2017 - The Department's upcoming annual web-based standards review required under the new four-year assessment model used by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA®) will take place during the week of March 17, 2017 through March 25, 2017. Th process is designed to review policies and procedures as they relate to CALEA standards. The intent of the annual review is to confirm compliance of the applicable standards relating to our department. The annual review will consist of a CALEA Compliance Services Member (CSM) reviewing approximately 25 percent of our agency's standards via PowerDMS software. (Temple)</p> <p>Public Safety Training Academy Certification process to begin 2016-2017.</p> | <p>6-26-2017 - The Department underwent an annual CALEA digital review March 17-25, 2017, in which (80) standards were reviewed. The department successfully passed all standards; however, 4, although in compliance, were identified as still in progress and will also be reviewed again next year. The Accreditation Unit continues to gather standards for the annual web-based review tentatively scheduled for March 2018. The Department began the process to receive the Public Safety Training Academy certification. The CALEA on site final inspection for Public Safety Training Academy certification is scheduled for December 2017. (Temple)</p> | | | <p>Executive Staff Capt. Temple</p> <hr/> <p>Executive Staff Capt Washington</p> | 4 Years | <p>LE Annual Cont Fee \$5,705 Estimated Pub Safety Comm Acrd Fee \$8,850 Trng Acad Fee \$6,550</p> | CALEA LE Annual continuation process is ongoing |
| | | | Public Safety Training Academy | | | | | | |
| 2. Civil Service Review of Deadly Force Investigations | Research Civil Service Rules and review policy for any changes. | <p>4-19-2017 - Civil Service Rules were reviewed and a form letter created to remind next-of-kin of persons killed in an officer-involved shooting, of the investigative process and their rights to a Civil Service Appeal, upon conclusion of the investigations. In addition, the next-of-kin is contacted by Professional Standards as follow-up. We continue to monitor this process for potential changes going forward. Lt. Brandford</p> | <p>6-29-2017 -No further at this time. We continue to monitor the effectiveness of the letter in notifying the next-of-kin of their rights to appeal to the Civil Service Commission. (Brandford)</p> | | | <p>Capt Temple Lt. Brandford</p> <hr/> <p>Capt Washington Lt Brandford</p> | 2016/2017 | | |
| 3. Document De-escalation | Research documenting de-escalation procedures | <p>03-01-17- De-escalation training continues to be part of the 2017 in-service curriculums. Supervisors and Officers are exposed to the topic through classroom discussion, videos, and scenario based training. Recruit Class #86 will also be receiving de-escalation training as well during the first quarter of 2017, along with various components of the ICAT training model that is endorsed by PERF. Procedural Justice is also being taught during the in-service components and in recruit schools. (Helton)</p> | <p>07-07-17 - . Research continues on how to appropriately document de-escalation. Many agencies are continuing to develop such a process. Have reached out to IACP, PERF, FBINAA, and IDALEST for direction on best practtices. (Helton)</p> | | | <p>Capt Helton</p> <hr/> <p>Capt Paxton</p> | 2016/2017 | | |

PILLAR TWO - POLICY AND OVERSIGHT

| Initiative | Key Activity | 1st Quarter Updates | 2nd Quarter Updates | 3rd Quarter Updates | 4th Quarter Updates | Project Manager | Time Frame | Cost | Already Implemented |
|---|--|--|---|---------------------|---------------------|---|--------------------|------|---------------------|
| 4. Annual Review of Polices and Procedures | Establish best practices regarding policies and procedures. | 1-26-2017 - Review of General Orders by Accreditation Staff is still ongoing. (Temple) | 6-26-2017 -Review of General Orders by Accreditation Staff is still ongoing. (Temple) | | | Capt Temple _____ Capt Washington | Annual On-going | | |
| 5. Utilization of Early Intervention (alternative to EAP) | Include in 40-hr for Command Staff, utilize program for sick leave with sworn and civilians. | 4-19-2017 -The Early Intervention program cannot accommodate automatic monitoring of sick-leave usage. However,Professional Standards continues to notify supervisors of those employees who the Administrative Services Manager identifies as having used more than 80 hours of sick-leave during a quarter . Lt. Brandford | 7-7-2017 - A one hour block of training on Early Intervention is scheduled in the upcoming Command Staff In-service. Also, the monitoring process for sworn and civilian personnel is under review. (Brandford) | | | Lt. Brandford | On-going | | |

PILLAR THREE - TECHNOLOGY AND SOCIAL MEDIA

| Initiative | Key Activity | 1st Quarter Updates | 2nd Quarter Updates | 3rd Quarter Updates | 4th Quarter Updates | Project Manager | Time Frame | Cost | Already Implemented |
|--|--|---|--|---------------------|---------------------|---|------------|------------------|---------------------|
| 1. Comprehensive Technology Assessment | Coordinate with VRN on acquiring new technology and conduct assessment to address problems (i.e. Court Connect, RMS) and transitioning to new technology (i.e. eCite, eCrash). | | 6-26-2017 - No updates. (Temple) | | | Asst. Chief Fulk Capt Temple <hr/> Asst Chief Fulk Capt Washington | On-going | | |
| 2. Intelligence Software | Conduct assessment of Crime Intel and Link Analysis. | Efforts to improve the criminal intelligence process are continuing. The Special Investigations Division has begun using CaseFile link analysis software to diagram all shooting incidents and develop graphical representations of all NIBIN leads. NIBIN leads are generated by using computer software to compare certain shell casings to determine if they were fired from the same firearm. In February 2017, the Department submitted a Technology Innovations for Public Safety (TIPS) grant application. If funded part of this grant would be used to purchase improved link analysis software. The total amount included in the TIPS grant application is \$479,342.00 (CPT Tyrrell 4-13-17) | During the 2nd quarter of 2017 there have been no significant updates. The Special Investigations Division continues to use CaseFile to construct link analysis diagrams of shooting incidents and NIBIN leads. The Technology Innovations for Public Safety grant is scheduled to be awarded in September 2017. At that time LRPD will learn if the grant application was successful. (CPT Tyrrell 8-16-17) | | | Capt Tyrrell Capt Davis <hr/> Capt Temple Capt King | 2016/2017 | | |
| 3. Body Cameras | Research body cameras. | 02-16-2017 - City Manager awaiting City Attorney's contact with the legislature regarding the FOI law. RFQ completed. Lt. Brandford | 7-7-2017 - Ongoing discussions with City Attorney's Office, City Manager, Police Chiefs and Taser regarding the implementation of body worn cameras. (Brandford) | | | Asst. Chief Fulk Lt. Brandford | 2 Years | To be determined | |
| 4. Cameras for Officers | Research iPhones for sworn. | | 7-11-2017 - This idea has been tabled and will not be financially or logistically feasible. Recommend removing this from the pillar. (Temple) | | | Capt Paxton Capt Temple | 2016/2017 | | |
| 5. Paperless files (Blue Team) | Initiate process for review of files electronically. | 4-14-2017 - The electronic file system is in use and is being monitored weekly for file-type inputs to ensure the accuracy of file accounting. Lt. Brandford | 7-7-2017 -We continue to monitor the electronic file process. (Brandford) | | | Sgt Stephens | 2016/2017 | | |

PILLAR THREE - TECHNOLOGY AND SOCIAL MEDIA

| Initiative | Key Activity | 1st Quarter Updates | 2nd Quarter Updates | 3rd Quarter Updates | 4th Quarter Updates | Project Manager | Time Frame | Cost | Already Implemented |
|--|---|---|---|---------------------|---------------------|---|------------|------------|---------------------|
| 6. Become NIBIN Compliant | Research obtaining NIBIN equipment. | 4/7/2017 - VRN staff continues to plan on performing an audit of current NIBIN analysis equipment for re-distribution. Will update when audit date is finalized. Capt. Davis | 7-14-17 - No update information was provided during this quarter. (Capt. Davis) | | | Asst. Chief Fulk Capt Davis Capt King Asst Chief Fulk Capt King Capt Robertson | 2 Years | | |
| 7. Phone Analysis | Research phone analysis programs for investigations. | 4/7/2017 - A bid request was submitted on on 3/23/17 for Secure View Mobile Forensics hardware and software for phone and tablet analysis. A Purchase request was submitted on 3/30/2017 for this equipment at a cost of \$6995.00. Capt. Davis | 7-14-17 - Secure View Mobile Forensics hardware and software were received on May 16, 2017. Training is being scheduled as part of the original purchase agreement. (Capt. Davis) | | | Capt Tyrrell Capt Davis Capt Temple Capt King | 2016/2017 | \$2,199.00 | |
| 8. Blog | Create and maintain Department blog. | 01-10-17 - The process of launching the new city website experienced unexpected delays. Now fully operational, we should start posting to the new Blog during the first second quarter of 2017. (McClanahan) | 7-10-17-Information Technology is creating the format and graphics for the Blog. Once completed, we will begin to post. The timeline for completeion is early fall. (McClanahan) | | | Lt McClanahan | 2016/2017 | | |
| 9. Social Media Contributors | Increase number of contributors to Department's Social Media. | 5-5-17 Progressing towards our initial goal of reaching 20,000 likes on Facebook which is 10% of the population of Little Rock. We are currently at 19, 769 likes on Facebook. We also maintain an active Twitter account that is continuing to grow. (McClanahan) | 7-10-17-The Department has surpassed our initial goal of 20,000 Facebook likes. Our new goal is 30,000 likes by the end of 2017. We currently have 26,159 Facebook likes and 11,486 followers on Twitter. (McClanahan) | | | Lt McClanahan | On-going | | |
| 10. LRPD Website | Create website with LRPD's own url. | | 6-26-2017 This goal has been accomplished with the establishment of the www.lrpolicy.org url. (Brooks) | | | Chief Buckner Lt McClanahan Jim Brooks | 2016/2017 | | Yes |
| 11. Crime Analyst for SID/Major Crimes | Initiate process to hire Crime Analysts for SID and Major Crimes. | 5-5-17 - The new analyst was hired on April 1. (Brooks) | | | | Jim Brooks | 3 Years | | Yes |

PILLAR FOUR - COMMUNITY POLICING AND CRIME PREVENTION

| Initiative | Key Activity | 1st Quarter Updates | 2nd Quarter Updates | 3rd Quarter Updates | 4th Quarter Updates | Project Manager | Time Frame | Cost | Already Implemented |
|------------------------------|---|--|--|---------------------|---------------------|---|------------|------|---------------------|
| 1. District Profiles | Review Field Services for two priority districts in each Division; identify repeat offenders and locations; and research placing Domestic Abuse investigators in Divisions. | 5-5-17 - Priority Districts have been selected and activity in those areas is being tracked in the Department's weekly COMPSTAT presentations. (Brooks) | 8-28-17 Priority Districts have been selected and activity in those areas is being tracked in the Department's weekly COMPSTAT presentations. (Brooks) Staffing will not allow the placement of Domestic Abuse investigators in the Divisions at this time (Finks). | | | Asst. Chief Finks Jim Brooks | 3 Years | | Yes |
| 2. Compstat | Expand presentations by supervisors. | 04-10-17 This goal continues to be met on a regular basis during our weekly Compstat meetings. Division Commanders have their lieutenants and sergeants at the weekly Compstat meetings and they actively participate in the presentations. The Office of Chief of Police will continue to emphasize this goal and feels that it keeps each level in the chain of command involved in our crime data and deployment of resources according to current crime trends. (Bewley) | 06-30-17 This goal continues to be met on a regular basis. Division Commanders continue to share the responsibility of conducting crime data presentations with the supervisors under their command. (Bewley) | | | Chief's Office | 2016/2017 | | |
| 3. Neighborhood Associations | Educate citizens on Neighborhood Associations, and increase partnerships (i.e. AORCE, Bankers Security Council, Community Colleges). | 4/7/2017 - The Arkansas Organized Retail Association is in the process of developing a new website for law enforcement professionals. The goal of the new AORCA site is to create a centralized repository for ORC alerts, high impact crime alerts, and increase the flow of information between retail and law enforcement. Capt. Davis | 7-10-17 - This quarter we held roughly 15 neighborhood meetings across the city to educate citizens on resources available and to establish continuing partnerships with approx. 7 community organizations and businesses. Additionally, we have partnered with businesses for community events and outreach. (Victoria Brown) | | | Lt. McClanahan Victoria Brown Capt Davis Lt. McClanahan Victoria Brown Capt King | 2016/2017 | | |
| 4. Youth Programs OK/GEMS | Increase awareness and participation in programs. | 4-27-17 - Youth Programs continue to grow in participation and mentorships. Students continue to learn new aspects of living, learning, and creating positive relationships with police. Some of this quarters activities included cooking lessons, learning to make presentations and listening to "Before the Casket" testimonies from the families of homicide victims). | 6-21-17 End of the Year Awards programs were conducted during the month of June for student's participation and achievements while in the O.K. & G.E.M.S. programs. Kansas trip is scheduled for high achievers in the O.K. Program. L.R.P.D. Police Youth Live-In Camp is scheduled for June 25-30-2017. The goal is to build positive relationships between youth and police through recreation and positive interaction with police officers; with hopes to promote positive self-esteem, build leadership skills and increase the ability to make good choices in difficult situations. (Washington) | | | Capt. Washington Capt Spriggs | On-going | | |

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| 5. School Resource Officers | Continue partnership with LRSD and increase relationship between students and officers. | <p>4-26-17 The SRO unit continues to come up with positive ways to collaborate with students and staff of the LRSD. The SRO unit hosted a benefit event where students and staff from all over the district were asked to participate in some form or fashion in April. This event is slated to take place on an annual basis.</p> | <p>6/21/2017 Summer assignments for the SROs include conducting presentations to students of community organizations and City community programs. Topics include “Smarter Choices/Better Chances and “How to Interact with Police.” “Street Law for Police & Teens” to be implemented during the 2017-2018 school term. Curriculum is a user-friendly approach to law-related education which gives SROs the ability to teach students the law, and the importance of obeying the law, while building positive relationships with students and community members.” (Washington)</p> | | | <p>Capt. Washington</p> <hr/> <p>Capt Spriggs</p> | On-going | | |
| 6. Citizens Police Academy | Conduct quarterly CPA classes. | <p>4-10-17-CPA Class 55 was completed during the first quarter with thirty eight completing the eight week course. Our second CPA class starts on April 11, 2017 with twenty registered participants.(McClanahan)</p> | <p>7-10-17-The third CPA class of 2017 will start on Wednesday, July 12, 2017. Twenty three applicants have completed the registration process. The last CPA class for the year will be in the Fall. (McClanahan)</p> | | | Lt. McClanahan | On-going | | |
| 7. Police Foundation | Create Police Foundation to assist in improving the LRPD brand. | <p>03-02-17- The Foundation for the Little Rock Police Department held their first event in the River Market. The Board was identified and provided a mission for the organization. The group also identified their social media presence and ideas for future projects for the Department and the Community. (Helton)</p> <p>04-13-17 This task was completed in 2016. The Foundation for the Little Rock Police Department is operating independently. In early March 2017 the Foundation hosted a “Friend-Raiser” in an effort to increase awareness of the organization. (CPT Tyrrell)</p> | <p>07-10-17- The Foundation for the Little Rock Police Department continues to function independent of the Department. They have established their own Facebook page and Twitter social media accounts. (Helton)</p> | | | <p>Capt. Helton</p> <p>Capt. Tyrrell</p> | On-going | | Implemented |
| 8. Criminal Abatement Program | Continue to attend CAP meetings and research properties to be included on abatement list. | <p>City of Little Rock Criminal Abatement Program (CAP) meetings occur on the first and third Wednesday of each month. There are currently 33 properties enrolled in the CAP process. (CPT Tyrrell 4-13-17)</p> | <p>The City of Little Rock Criminal Abatement Program (CAP) meetings occur on the first and third Wednesday of each month. There are currently 28 properties enrolled in the CAP process. (CPT Tyrrell 8-16-17)</p> | | | <p>Capt. Tyrrell</p> <hr/> <p>Capt Temple</p> | On-going | | |

PILLAR FOUR - COMMUNITY POLICING AND CRIME PREVENTION

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| 9. COP Units | Research expanding COP Units when staffing allows. | Staff at the Department will not allow any expansion at this time. | 8-28-17 Staffing will not allow at this time (Finks) | | | Capt. Paxton _____ Capt Tyrrell | 3 Years | | |
| 10. Reduce Crime by 3% | Research best practices by other agencies regarding crime. | 04-10-17 At the end of the first quarter, our overall part-one crimes were up 5.26% from the same time in 2016. A further breakdown shows Violent Crime was up 9 % and Property Crimes were up 4 % (Bewley) | 06-30-17 At the end of the second quarter, our overall part-one crimes were up 6.71% from the same time in 2016. A further breakdown shows violent crime was up 23% and Property Crimes were up 3%. (Bewley) | | | Chief's Office _____ Jim Brooks | 2016/2017 | | |
| 11. Part 1 - Aggravated Assaults | Increase clearance rates. | 4/7/2017 - The first quarter clearance rate for Part-1 Aggravated assaults is 38%. This is an increase of 26% over the 2016 first quarter clearance rate of only 12%. However we are still 16% below the national average of 54% clearance for Part 1 offenses. (Capt. Davis) | 4/14/17 - The second uarter clearance rate for Part-1 Aggravated Assaults is 40%. this is an increase of 2% over the 2017 first quarter and a 30% increase over the second quarter of 2016. We are still however 14% below the national average of 54% for this category. (Capt. Davis) | | | Capt. Davis _____ Capt King | 3 Years | | |

PILLAR FIVE - TRAINING AND EDUCATION

| Initiative | Key Activity | 1st Quarter Updates | 2nd Quarter Updates | 3rd Quarter Updates | 4th Quarter Updates | Project Manager | Time Frame | Cost | Already Implemented |
|-----------------------------|--|--|---|---------------------|---------------------|--------------------------------------|------------|------|---------------------|
| 1. Training Opportunities | Expand training for Bias-Based, CIT, Active Shooter, Taser, Crime Analyst and Domestic Violence. | 03/30/17 - Continuous development of training curriculum on the topics of Implicit Bias, Procedural Justice, Active Shooter and CIT are included in the 2017 in-service session. Training sessions were offered via the roll-call and PowerDMS on the issues of Crime Analysis and Domestic Violence. Additional training opportunities will be offered beyond the traditional classroom setting. (Helton) | 07/07/17 - Expansion of training on the topics for Biased Based Policing/Cultural Diversity is being presented by Global Perspective Consulting out of Colorado. The Training Division continues expand on the Active Shooter training by involving 911, MEMS and LRFD personnel. Other training opportunities are being explored for future In-service and Recruit schools. (Helton) | | | Capt. Helton ----- Capt Paxton | 2017 | | |
| 2. Outside Instructors | Pursue outside instructors for in-service and recruit training. | 03/30/17 - Outside instructors from various organizations are being utilized for in-service and recruit school training. This includes representatives from the AR Judicial Ethics Commission, Prosecuting Attorney's Office, AR Autism and Alzheimer's groups, LGBTQ Community, and Global Perspective (Cultural Diversity). (Helton) | 07/07/17 - The Training Division continues utilize outside instructors for both In-service and Recruit Schools. Cultural Diversity training is be presented by Global Perspectives Consulting. The AR Autism Association is currently teaching both in-service and recruit schools. Others are being pursued for future blocks of instruction. (Helton) | | | Capt. Helton ----- Capt Paxton | 2017 | | |
| 3. Professional Development | Research opportunities for sworn and civilian. | 03/30/17 - Professional development opportunities for sworn and civilian personnel is being offered through the Criminal Justice Institute, US Attorney's Office, Violence Reduction Network, and the LRPD Training Division. New training opportunities will be explored for the 2nd quarter. (Helton) | 07/07/17 - Professional development opportunities for sworn and civilian personnel continue to be offered through the Criminal Justice Institute, US Attorney's Office, Violence Reduction Network, and the LRPD Training Division. During the 2nd quarter Cyberbot Training was provided to all departmental personnel. (Helton) | | | Capt. Helton ----- Capt Paxton | 2017 | | |
| 4. Executive Certifications | Conduct research for executive certification opportunities. | 03/03/17 - Capt. Helton is scheduled to attend the FBI National Academy in April 2017, along with Capt. Tyrrell being scheduled for Executive Level Training with PERF. Command and Executive Level personnel will be participating in Senior Level Management Training instructed by Blue Courage during the 2nd Quarter of 2017. (Helton) | 07/07/17 - Blue Courage Training was completed by all Executive level personnel in April 2017. Capt. Helton graduated the FBI National Academy on 06/07/17. Capt. Tyrrell is attending SMPI in Boston. Chief Buckner attended and completed a 3 week Executive Leadership Training course in Boston. (Helton) | | | Capt. Helton ----- Capt Paxton | 2017 | | |

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| 5. Community Interaction Groups | Expand groups to speak during in-service and recruit training regarding different cultures and lifestyles. | 03/03/17 - Alzheimer's Assoc. and Autism Society are providing training during the annual in-service session this year. Recruit Class #86 have had representatives with LGBTQ community and Muslim community to speak with them. We continue to expand our network and relationships with other stakeholders within the community for and we're in the process of creating a diversity tour of the city with the recruits. (Helton) | 07/07/17 - Continue to expand the various groups to speak during in-service and recruit school session. Working with the PIO's office to establish a community tour for the next recruit class. (Helton) | | | Capt. Helton _____ Capt Paxton | 2017 | | |
| 6. FTO Program | Re-evaluate process and monitor participants. | 03/03/17 - Reviewing the final recommendations submitted by IACP and will be scheduling a meeting the Field Services Division Commanders and Asst. Chief to discuss further needs for the FTO program. (Helton) | 07/07/17 - Sgt. Mourot is working to re-evaluate the FTO program and is preparing for the next FTO school that is scheduled for July 31-August 3, 2017. Revisions to the FTO manual have been made and will continue to be evaluated. (Helton) | | | Capt. Helton _____ Capt Paxton | 2016/2017 | | |
| 7. Post-Academy Driver Training | Research driver training for post-academy. | 03/03/17 - Driving simulator software has been purchased and will be installed with training taking place by the end of March 2017. (Helton) | 07/07/17 - The Driving Simulator software has been installed and ready for use. Four personnel have received Instructor training. Training will begin during the 3rd quarter for recruits and those officers that were determined to have contributed to a motor vehicle collision. (Helton) | | | Capt. Helton _____ Capt Paxton | 2017 | \$11,895.00 | |
| 8. Education Pay Incentive Program | Increase awareness of program for sworn and civilian. | 03/01/17 - All department personnel were reminded early during the first quarter of 2017 about the Education Incentive Pay Program. Only 5 sworn personnel applied for the program. (Helton) | 07/07/17 - All department personnel were reminded of the Education Incentive Pay Program. Only 3 sworn personnel applied for the program. (Helton) | | | Capt. Helton _____ Capt Paxton | 2016/2017 | | |
| 9. VRN Training | Continue partnership with VRN regarding training opportunities. | 03/03/2017 - The Department is continuing its efforts with VRN to reduce our violent crime within our city. We are continuing our training opportunities and our partnerships with our Federal and local agencies. (Fulk) | 07/10/2017 - VRN has changed their name to the National Public Safety Partnership (PSP). During this quarter we attended a Wellness Program and a Sustainability Workshop. We continue our partnerships with our Federal and local agencies. (Fulk) | | | Asst. Chief Fulk | 2016/2017 | | |

PILLAR SIX - OFFICER WELLNESS AND SAFETY

| Initiative | Key Activity | 1st Quarter Updates | 2nd Quarter Updates | 3rd Quarter Updates | 4th Quarter Updates | Project Manager | Time Frame | Cost | Already Implemented |
|--------------------------------|---|--|--|---------------------|---------------------|---|------------|------|---------------------|
| 1. Suicide Awareness Training | Provide training for sworn and civilian. | 03/03/17 - The Training Staff has begun to provide Suicide Awareness Training to all sworn personnel as part of the 2017 in-service curriculum and the recruit training curriculum. We are also working with Communications Training Staff to present the information to their personnel. (Helton) | 07/07/17 - Police Suicide training continues during in-service and recruits school sessions. (Helton) | | | Capt. Helton _____ Capt Paxton | 2017 | | Implemented |
| 2. Retirement Planning | Research career transitioning training and financial literacy. | 03/03/17 - Research and development of a class for this topic has taken place. Implementation will occur during the 2nd quarter of . (Helton) | 07/07/17 - Met with outside organizations about providing retirement training seminars and transitioning training for those looking to retire soon. The City of Little Rock is offering such training during the 3rd Quarter. (Helton) | | | Capt. Helton _____ Capt Paxton | 2017 | | |
| 3. Health Screens | Provide health screens during in-service and recruit training. | 03/03/17 - Health Screenings are part of the 2017 in-service curriculums and during the recruit training process. The Training Staff continues to offer Wellness training; however, at this time no sworn or civilian personnel have contacted the division requesting information. (Helton) | 07/07/17 - Health Screenings are part of the 2017 in-service curriculums and during the recruit training process. (Helton) | | | Capt. Helton | 2017 | | Implemented |
| 4. Alternative to EAP | Educate awareness of different programs for sworn and civilian. | 03/01/17 - Members of the Training Staff have been in close contact with the Indianapolis Police Department Wellness Unit for guidance and recommendations for alternatives to EAP. Currently staff plans to attend training and tour IMPD in the 2nd Quarter of 2017. (Helton) | 07/07/17 - Members of Training Divison and the Executive Staff attended a seminar hosted by the Indianapolis Metropolitan Police Dept. on their Wellness Unit. Alternatives to EAP are still being explored. (Helton) | | | Capt. Helton _____ Capt Paxton | 2016/2017 | | |
| 5. Individual Fitness Training | Increase awareness of fitness training opportunities. | 03/04/17 - The Training Staff continues to offer Wellness training; however, at this time no sworn or civilian personnel have contacted the division requesting information. (Helton) | 07/07/17 - During the 2nd quarter the Training Staff offered Wellness training; however, at this time no sworn or civilian personnel have contacted the division requesting information. (Helton) | | | Capt. Helton _____ Capt Paxton | 2016/2017 | | |
| 6. New Agility Assessment Test | Research new agility assessment test. | 03/01/17 - Research on this initiative is still on-going and awaiting the final Hiring Practices report from IACP. Additionally, negotiations between the FOP and City concerning the idea of a new fitness test is still on-going. (Helton) | 07/07/17 -No additional information on this topic is available. Additionally, negotiations between the FOP and City concerning a new fitness test is still on-going. (Helton) | | | Chief Buckner Capt Helton _____ Chief Buckner Capt Paxton | 2017 | | |

PILLAR SIX - OFFICER WELLNESS AND SAFETY

| Initiative | Key Activity | 1st Quarter Updates | 2nd Quarter Updates | 3rd Quarter Updates | 4th Quarter Updates | Project Manager | Time Frame | Cost | Already Implemented |
|-------------------------------------|--|---|--|---------------------|---------------------|--------------------------------------|------------|------|---------------------|
| 7. Protective Equipment | Provide new protective equipment to sworn. | 03/04/17- The distribution of ballistic plates for all personnel assigned to patrol and SID will be completed during the 1st Quarter of 2017. (Helton) | 07/07/17- The distribution of ballistic plates is on-going and occurring during the in-service sessions. (Helton) | | | Capt. Helton _____ Capt Paxton | 2016/2017 | | |
| 8. Tasers for Field Services Bureau | Ensure all Field Services personnel are equipped with a taser. | 03/04/17 - At this time the department has a 100% deployment to all Field Services officers and training with patrol supervisors has begun. There are currently 320 Tasers issued to departmental personnel. (Helton) | 07/07/17 - At this time the department has a 100% deployment to all Field Services officers. Scenario based training with Tasers has been implemented during in-service sessions. Tasers are being issued to all Recruit personnel prior to graduation. (Helton) | | | Capt. Helton | 2018 | | Implemented |
| 9. Below 100 Program | Utilize the Below 100 Program. | 03/04/17 - Program is being taught in recruit classes and components of the program are being taught as part of the 2017 in-service sessions. (Helton) | 08/28/17 - Program continues to be taught in all recruit classes and components of the program have been implemented with the 2017 in-service sessions. (Helton) | | | Capt. Helton | 2017 | | Implemented |
| 10. Substance Abuse Training | Research training opportunities for sworn and civilian. | 03/03/17- Research and development of a class for this topic has taken place. Implementation will occur during 2017 . (Helton) | 07/07/17- Topic is being discussed during the in-service sessions during the suicide block of instruction. Further research on this topic is being explored for future Training sessions. (Helton) | | | Capt. Helton _____ Capt Paxton | 2017 | | |
| 11. Survivor Notification Form | Revise form and distribute to all personnel. | 03/04/17- Command Staff personnel and Executive Staff was provided with guides related to Officer Line of Duty death protocols and survivor notifications. The information was obtained from the Concerns of Police Survivors Program. (Helton) | 07/07/17- Departmental personnel were tasked with updating their survivor notification information in the RMS Personnel System. Capt. King is tracking to ensure all personnel have completed. (Helton) | | | Capt. Helton _____ Capt Paxton | 2016/2017 | | Implemented |