



Takoma Park City Council Meeting – July 19, 2017 Agenda Item 5

Work Session

Discussion of Resolution Establishing the City Council's Goals and Priorities for the Takoma Park Police Department

Recommended Council Action

Discuss the draft resolution

Context with Key Issues

In recent months, especially since the resignation of the former Police Chief, the City Council has had many discussions about the Police Department: its budget, operations and practices, complaint processes, culture, and departmental goals and priorities moving forward, among other things. As we begin the process for recruiting and hiring a new Police Chief, Council expressed an interest in formally establishing some of these goals and priorities by resolution. To that end, the attached resolution lists goals associated with:

- Promoting public safety while upholding the rights and dignity of all residents
- Adherence to the guardian, rather than warrior, model of policing
- Fostering a culture of transparency and accountability
- Collaborative problem-solving with community partners
- Expectations for all officers to engage in community policing
- The importance of regular training
- Innovation in approaches to policing and engaging the community
- Establishing procedures for making complaints that minimize the potential that a complainant could feel intimidated or fear reprisal.

Council Priority

Engaged, Responsive & Service-oriented Government

Environmental Impact of Action

N/A

Fiscal Impact of Action

To be determined

Racial Equity Impact of Action

We believe that a Police Department that abides by the goals and priorities established in this resolution will help to ensure positive community relationships and perceptions of the department, particularly as they relate to fair and equitable treatment of anyone who comes into contact with City officers.

Attachments and Links

- Draft Resolution Establishing the City Council's Goals and Priorities for the Takoma Park Police Department

Introduced by:

CITY OF TAKOMA PARK, MARYLAND

Resolution No. 2017-

**Resolution Establishing the City Council's Goals and
Priorities for the Takoma Park Police Department**

- WHEREAS, the primary goal of the Takoma Park Police Department shall be to promote public safety and to protect all residents while respecting and upholding their dignity and rights; and
- WHEREAS, in order to build public trust and a positive image in the community, the leadership of the Police Department shall embrace the model of Takoma Park police officers as guardians of public safety and protectors of Constitutional and human rights rather than as warriors; and
- WHEREAS, the leadership in the police department shall foster and ensure a culture of transparency and accountability both inside and outside of the organization; and
- WHEREAS, anyone who feels they have been treated unfairly or in a manner inconsistent with the goals and priorities established in this resolution or with Takoma Park's values shall have multiple options for making their concerns known to Command Staff, City Management and/or Council without feeling intimidated or fearing reprisal; and
- WHEREAS, in the interest of transparency and oversight all complaints received by the Police Department shall be made known to City Management; and
- WHEREAS, the leadership in the Police Department shall foster a workplace where Police Department staff feel confident taking initiative and being creative in their efforts to build a stronger community; and
- WHEREAS, the Police Department shall work in concert with other community stakeholders to create a more economically and socially stable community and work collaboratively to find solutions to problems or concerns; and
- WHEREAS, positive community engagement shall be an expectation for every police officer in the department so that they become familiar with and to residents, businesses, community groups, schools and others to work towards building stronger relationships; and
- WHEREAS, modern day policing is complex and requires training and re-training to ensure officers are properly prepared for their duties, and have the tools and skills needed for successfully policing in Takoma Park; and

WHEREAS, Takoma Park prides itself on being an innovative community and our Police Department must be innovative and embrace new techniques, approaches, and continuous learning in order to uphold the values of the community; and

WHEREAS, we value both the civilian and sworn Police Department staff and will work to create an excellent workplace where Police Department staff can succeed; and

WHEREAS, the goals and priorities set forth in this resolution should be paramount when recruiting new police officers and in consideration of internal promotions.

NOW, THEREFORE BE IT RESOLVED that the City Council of the City of Takoma Park establishes the above goals and priorities, which are not intended to be exhaustive, for the Takoma Park Police Department.

Adopted this ____ day of July, 2017.