



Houston Police Department

Art Acevedo, Chief of Police

Presentation to the Public Safety and Homeland Security Committee

June 25, 2020

Assistant Chief James Jones
Houston Police Department / Special Investigations Command

Commitment to 21st Century Policing Tenets & Relational Policing Philosophy

The following slides serve to provide a short summary of actions the Houston Police Department (HPD) has taken in furtherance of Relational Policing. The Houston Police Department is continually striving to improve the service we provide to our community. President Obama's Task Force on 21st Century Policing provides an outline of the six main topic areas or "Pillars" which serves as a guide as we continually work to advance the Houston Police Department.

The following information provides an overview of the Houston Police Department in terms of both 'who we are' and 'what we do'.

WHO WE ARE

We strive to mirror the community in which we serve and be the most professional organization we can be.

Staffing

5,291 Classified & 882 Civilian

Demographics

58% Minority-Majority Status

17% Female

Military

28% of Classified Personnel are
Military Veterans

Education

53% of Classified Personnel Bachelor's
Degrees

Bilingualism

24% of HPD Employees speak a second
language

WHAT WE DO

Recommendations from President Obama's Task Force on 21st Century Policing

1. *Building Trust and Legitimacy*
2. *Policy and Oversight*
3. *Technology and Social Media*
4. *Community Policing and Crime Reduction*
5. *Officer Training and Education*
6. *Officer Safety and Wellness*



Building Trust & Legitimacy

- Discipline Process

 - GO 200-03 Investigation of Employee Misconduct

 - GO 200-08 Conduct and Authority

 - GO 300-32 Processing Complaints and Employee Issues

- Early Warning System

 - GO 300-24 Early Warning System

- Body Worn Camera Program

 - GO 400-28 Body Worn Cameras

- MOU with Harris County District Attorney – Brady Evidence

 - 2018 agreement that facilitated the transfer of HPD officers' disciplinary history to the DA's office in order to ensure compliance with the tenets of the *Brady* decision (a landmark U.S. Supreme Court case) and the Michael Morton Act.

Policy & Oversight

- Use of Force Policy

 - GO 600-17 Response to Resistance

 - GO 600-20 Response to Resistance Reporting

 - Revisions completed to conform to Mayor's EO 1-67, Policing Reform Use of Force

- Independent Police Oversight Board (IPOB) - Mayor's Executive Order 1-5

 - Presentation by IPOB Chairman Marvin Hamilton

- Homicide Division, Special Investigations Unit (SIU)

 - Presentation by Assistant Chief Morris

Technology & Social Media

- Public Affairs - Public Information Office

Facebook, Twitter, Next Door, and Instagram
HPD Website

- Public Access to Online Data via HPD's Website

- Commitment to Transparency:

General Orders; Detailed Crime Data; Officer Involved Shooting (OIS) Data; Annual Racial Profiling Report; BWC Semi-Annual Report; Annual Hate Crime Report; and Monthly Operational Summaries

Community Policing & Crime Reduction

- Public Affairs Community Outreach Programs

Citizen's Police Academy; Police Activities League (PAL); Positive Interaction Program (PIP); Gang Resistance Education and Training (GREAT); Youth Police Advisory Council (YPAC); Teen and Police Service Academy (TAPS); Law Enforcement Career Exploring (Explorers); LGBTQ (LEAP); Volunteers Initiatives Program (VIP); Communicators on Patrol; Alliance Against Crime, etc.

- Diversion Strategies

Crisis Call Diversion program; Sobering Center; Harris County Mental Health Jail Diversion Program; and Harris County Misdemeanor/ Marijuana Diversion Program

- Differential Response Team (DRT)

Community Policing/Relational Policing where select officers at patrol divisions use problem solving strategies to address crime and community concerns within neighborhoods.

- Mental Health Division Initiatives

Crisis Intervention Response Team (CIRT); Homeless Outreach Team (HOT); Chronic Consumer Stabilization Initiative; and Boarding Home Enforcement Unit.

Officer Training & Education

- Cadet Training

1,088 hours of classroom and skills training (State mandates 696 hours)

- Annual Classified Training Hours

State mandates a minimum of 20 hours per year

HPD routinely mandates 32 to 40 hours per year

❖ Recent classified training over the last five years focused on officer integrity, accountability, de-escalation, and community engagement:

- Use of Force Options
- De-Escalation Techniques/Tactical Positioning
- Community Policing/Proactive Policing
- Advanced Crisis Intervention Training
- Civilian Interaction Training Program
- Procedural Justice and Police Legitimacy
- Community Relations Training
- Transgender / Hate Crime Training

Officer Safety & Wellness

- Psychological Services

The division's mission is to enhance the mental well-being and professionalism of classified and civilian employees to maintain the public confidence as they serve the community.

- Cadet psychological screening during the hiring process
- Psychological evaluation related to post-critical incidents
- Provide critical incident on-scene support

- Peer Support Unit

Peer Support Family Assistance

Chaplaincy Program

Peer Support Volunteer Program

Police and Clergy Alliance Program (PACA)

Military Reintegration