

Restructuring the Iowa City Police Department

Summary of Recommendations to Accelerate Community Policing

On June 16, 2020 City Council passed [Resolution 20-159](#) to address the Black Lives Matter movement and systemic racism. This resolution included development of a preliminary plan to restructure the Iowa City Police Department. Per Council's direction, staff delivered a preliminary plan to Council on December 15. The plan will be further refined based on public input.

Below is a summary of each of the recommendations included in the preliminary plan and the corresponding page number for full details in the preliminary plan. Please visit www.icgov.org/preliminaryplan to read the full plan and background information.

Outcome: Continuum of Responses to Crisis Calls for Service

Recommendation	Page No.
#1 Pursue a Local Option Sales Tax that would in part bolster the Annual Aid to Agencies grant program and provide additional flexibility for strategic one-time investments in our non-profit community	45
#2 Partner with the Shelter House to jointly fund a new Street Outreach & Engagement Specialist, to be employed by the Shelter House and that would work in close cooperation with the Iowa City Police Department, to proactively connect individuals to services and prevent police calls for service.	46
#3 Create a half-time permanent civilian Community Outreach Assistant position that focuses solely on outreach and engagement with Iowa City's growing immigrant and refugee population.	47
#4 The City should take an active role in marketing local crisis services to the public including 24/7/365 Mobile Crisis unit with the aim to increase diversion of calls away from the Police Department to trained mental health counselors.	48
#5 Following the path of the Cross Park Place and GuideLink projects, the ICPD should work cooperatively with CommUnity and other local governments in 2021 to take a data-drive justice approach to planning for expansion of the existing Mobile Crisis service.	48
#6 The City should convene stakeholders from the mental health region, CommUnity Mobile Crisis team, and Joint Emergency Communication Center staff and board to discuss integration of Mobile Crisis services into the 911 dispatch process.	49
#7 The ICPD should conduct a comprehensive, data-driven review of the civilian Community Service Officer position and determine if those civilian positions can safely divert duties from sworn staff.	50
#8 The City Council should determine if they wish to revisit the concept of automated traffic enforcement. If the technology is something Council wants to explore, direction should be provided to staff on what information is desired to make an informed decision.	51
#9 The City Council and ICPD should join Foundation 2 and CommUnity Crisis Services in developing and implementing a co-response team that pairs a specially trained Police Officer with a CommUnity Mobile Crisis mental health professional. The program will be funded in partnership with the East Central Mental Health Region and will include a new Police Officer specialty position that will be accommodated through a reduction in one Sergeant position.	52
#10 The ICPD should continue to ensure all Officers receive initial Crisis Intervention Training (CIT) and subsequent continuing education in de-escalation techniques. The Department shall continue to encourage personnel to obtain CIT instructor certification.	53
#11 The ICPD should partner with the Iowa Department of Public Health to begin carrying <i>Narcan</i> to better assist those experiencing an opioid overdose when no medical professional is on scene to assume such care.	54
#12 The ICPD should move forward with the implementation of the Coordinate Assess Respond Engage (CARE) reporting tool to better inform Officer response and training, as well as increase efforts to expand and automate referrals to local service providers.	54
#13 The Police Chief should designate a command staff team to analyze the Department's usage of the GuideLink Center & actively participate in ongoing intergovernmental evaluation and planning efforts to explore how the facility can best meet the changing needs of our community.	55
#14 The Victim Services Coordinator should engage in regular meetings with local service providers for the purpose of continually evaluating how the ICPD can best use the professionals in those organizations to support victims experiencing trauma and crisis.	56

Outcome: A Commitment to Unbiased Policing

Recommendation

Page No.

- #15** The ICPD should conduct a comprehensive review of its Field Training program for Probationary Officers & partner with the community to expand training on the history of policing, past and ongoing disproportionate impacts on minority communities, steps Officers can take in their daily duties to be unbiased and anti-racist, crisis intervention, de-escalation, and awareness of existing prevention and diversion resources in the community. 58
- #16** The Police Department should actively pursue the Georgetown Innovative Policing Program's Active Bystander for Law Enforcement (ABLE) training with the goal of preparing Officers to intervene to prevent harm and create a culture of peer intervention. 59
- #17** Community-led training opportunities should become an increased focus for the department, especially on the topic of race. The Department should actively pursue community-led trainings in partnership with groups such as Black Voices Project, NAACP, etc. 60
- #18** Iowa City should consider a civilian Accreditation Manager position that could bring a non-law enforcement perspective to police policy development and compliance review efforts. 61
- #19** The ICPD should strive to update each of the 36 General Orders scheduled for review in 2021 with a racial impact lens, make necessary policy changes to eliminate racial inequities in resulting outcomes, and incorporate the inclusion of a Racial Impact Statement into the review process beginning in 2021 and for all General Order reviews going forward. 62
- #20** The City Council should adopt the Unbiased Policing Ordinance and the City should actively advocate alongside the NAACP and other advocates for similar language to be adopted into State law. 62
- #21** The ICPD shall make permanent the prohibition on indiscriminate license plate checking and initiation of traffic stops based on non-public safety secondary violations after any modifications are considered after the initial 60-day review period. 63
- #22** A public safety camera usage policy shall be developed before installation of previously approved cameras and should focus on investigations of serious crimes and not surveillance activity. 64
- #23** The ICPD should renew its commitment to the CPRB through regular Police Chief updates, staff introductions, frequent policy reviews, enhanced Use of Force reporting, Body Cam compliance reporting, extensive board member orientation, and internal investigation training. 65
- #24** The ICPD should assign a liaison to the Human Rights Commission and actively participate in their community education, recognition and outreach events in order to build more understanding and connections with diverse populations in the community. 66
- #25** City staff should work with our State elected delegation, contracted lobbyist and partners such as the NAACP to pursue meaningful changes to the criminal justice system that align with the City Council's 2021 legislative priorities. 69
- #26** The City should work with its legislative delegation, professional associations, and stakeholder groups to introduce legislation at the State level that would explicitly prohibit race-based calls to law enforcement when there is no emergency or criminal activity and initiate a public service campaign to build awareness of this phenomenon and eliminate race-based calls. 70
- #27** City Council should consider conversations with other local elected officials to gauge interest in the formation of a regional CPRB that can replace those already in place or under consideration in individual municipalities in Johnson County. 71

Outcome: Policing Forward

- #28** The City should explore the creation of a local public safety apprenticeship and skill-building program to bolster efforts to increase the number and diversity of applicants for various public safety positions (police, fire, public works), including a stipend for participants. 73
- #29** The City should implement written and physical testing support programs that minimize barriers to successful testing and increase the number and diversity of candidates eligible for hire by the Department. 73
- #30** The City should seek partnerships with EMDR certified professionals and cover the expense for initial Officer consultations in order to reduce barriers to this service and ensure Officers have needed resources to process distressing memories and perform at their best. 73
- #31** The City should explore a pilot program that requires Officers to spend a portion of shift time volunteering with an Iowa City based non-profit or working towards a community service project. 75
- #32** A Public Safety Communications Professional should be created in the City Manager's Office to improve transparency + messaging. 76
- #33** Overhaul the ICPD website to ensure it provides clear and transparent information about policing operations and reports on progress towards its mission and various recommendations in the plan. 76
- #34** The ICPD should participate in the Police Data Initiative and other similar data portals that aim to enhance understanding of public safety data, increase accountability, and innovate through sharing of best practices. 77
- #35** Beginning in 2021, the ICPD should hold quarterly town-hall style listening posts in alternating locations throughout the community. 77
- #36** Reconvene the City Manager's Roundtable in 2021 and initiate a review of the Leadership Conference on Civil and Human Rights 2019 report entitled "New Era of Public Safety, A Guide to Fair, Safe, and Effective Community Policing." 78