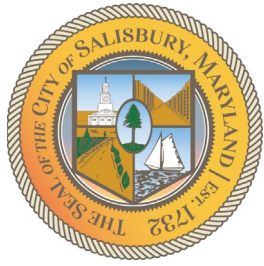




Salisbury Police Department Comprehensive Trust Rebuilding Initiative

May 7, 2020



Comprehensive Trust Rebuilding Initiative



CORE VALUES

- **Partnership:** we are committed to working in partnership with the community and each other to identify and resolve issues which impact public safety.
- **Respect:** we are committed to respecting individual rights, human dignity and the value of all members of the community and the department.
- **Integrity:** We are committed to nurturing the public trust by holding ourselves accountable to the highest standards of professionalism and ethics.
- **Dedication:** We are committed to providing the highest quality of professional law enforcement service to the community with the goal of enhancing the quality of life within the City of Salisbury.
- **Empowerment:** We are committed to empowering our members and the community to resolve problems by creating an environment that encourages solutions that address the needs of the community.

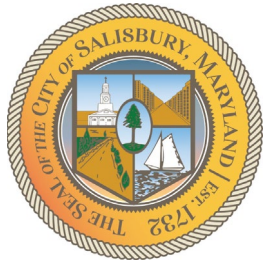


Comprehensive Trust Rebuilding Initiative



OBJECTIVES

- To **disclose all information** that can legally be disclosed about all ongoing and completed investigations of Police personnel.
- To affirm the City of Salisbury leadership and Police Department's commitment to the **highest ethical standards** at all times.
- To reassure the public that their **law enforcement officers can be trusted** at all times – and when they fail, there will be accountability.
- To affirm for all City of Salisbury Police Department staff (sworn and civilian) they can have confidence that the men and women working to their right and left uphold the highest ethical standards – and that **those who don't will not work here**.
- To affirm for the public the **measures of a successful police agency** and the successes that the City of Salisbury Police Department continues to have.

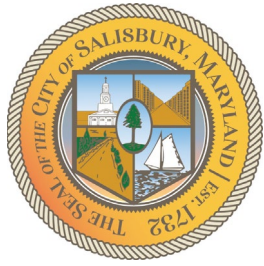


Comprehensive Trust Rebuilding Initiative



1.0 CRIMINAL INVESTIGATIONS INTO INITIATING EVENTS

- 2020 Theft from Property Unit
- 2011 Evidence Handling Investigation
- Other Investigations



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2.0 INTERNAL INVESTIGATIONS INTO INITIATING EVENTS

- 2020 Theft from Property Unit
- 2011 Evidence Handling Investigation
- Other Investigations
- Law Enforcement Officers' Bill of Rights (LEOBR)



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3.0 INTERNAL INVESTIGATIONS INTO INITIATING EVENTS

- 3.1 100% Inventory Accountability (Strategic Plan)
- 3.2 Subsequent Reduction/Destruction of Non-Essential Property
- 3.3 Property/Evidence Policies & Procedures Amendments
- 3.4 Property Room Staff Structure & Authorities

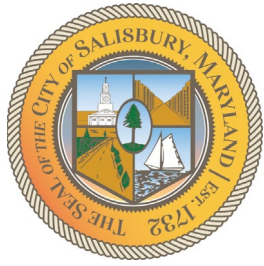


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4.0 LISTENING AND LEARNING FROM CITIZEN CONCERNS

- 4.1 Criminal Justice Task Force
- 4.2 Citizen Police Academy
- 4.3 Police Complaint Mediation
- 4.4 New Pathways for Citizen Complaints

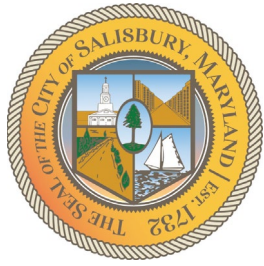


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5.0 COMMUNICATION WITH THE PUBLIC

- 5.1 Regular Updates on Strategic Plan for Property
- 5.2 Regular Updates from Task Force / Publication of Results
- 5.3 Post-Investigation Updates to the Public

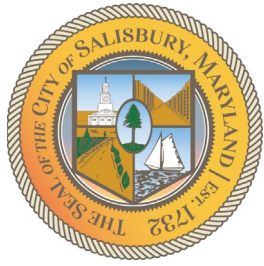


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6.0 PUBLIC REVIEW OF POLICIES

- 6.1 Police Department Policy Development/Review by Public



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7.0 COMMUNITY POLICING

- 7.1 Relationship Building
- 7.2 Youth Engagement
- 7.3 Deployment Tactics
- 7.4 Community Policing Team

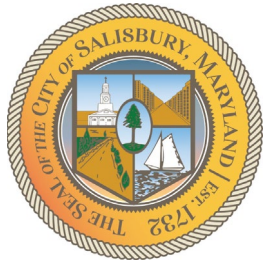


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8.0 CRIME REDUCTION

- 8.1 Maintenance of Focus
- 8.2 Upstream Policing



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9.0 CRIME REDUCTION

- 9.1 Recruiting through Citizen Police Academy
- 9.2 Mentorship
- 9.3 Continue to diversify the department
- 9.4 Celebrating success – internally and externally
- 9.5 Pay and benefits
- 9.6 Public Safety Property Tax Credit



Comprehensive Trust Rebuilding Initiative



TIMELINE

March 2020	(delayed to May 2020 due to COVID-19 outbreak) Announce Comprehensive Trust Rebuilding Initiative to the public
May 2020	Open Bid Process for Property Forensic Auditor
June 2020	Award of Bids for Property Forensic Auditor Appoint Members to Criminal Justice Task Force
July 2020	Begin 100% Property Inventory Process
August 2020	Police Complaint Mediation Program Launched
September 2020	Begin Public Review of Policies First Class of Citizen Police Academy Enrolled
October 2020	All New Pathways for Police Complaints Available to the Public
November 2020	100% Property Room Inventory Complete
December 2020	Criminal Justice Task Force Announces Recommendations to City and partner agencies Community Policing Team Stood Up