

Summary of Recommendations by Policy Area

Use of Force

- Overhaul EPD crowd control policy
- Revise “Duty to Intercede” policy
- Revise “De-escalation” policy
- Create an “Unreasonable force” policy
- Revise existing use of deadly force policy
- Track all threats of the use of force
- Institute regular training on updated use of force policies
- Give community members input when vetting new technologies
- Expand non-sworn response services
- Demilitarize EPD uniforms and equipment
- Limit the use of chemical weapons
- Limit “Open Carry” firearms.

Hiring and Training

- Evaluate EPD training programs from a diversity, equity and inclusion perspective
- Review EPD engagement with marginalized groups
- Review EPD hiring practices
- Review EPD policies and practices for fostering an inclusive workplace
- Improve bias assessment and anti-bias training
- Hire an equity-focused staff member into EPD
- Review officer evaluation metrics.

Community Oversight

- Extend the expiration period for complaints
- Make Civilian Review Board findings of fact binding on the Chief of Police
- Allow the CRB to consider the entire event when looking at police misconduct
- Give the CRB power to obtain additional evidence
- Limit officer testimony if body-worn camera footage is lost or destroyed
- A minimum of a quorum of CRB members be from marginalized groups
- No current or former EPD employee should be a member of the CRB
- CRB members receive a stipend
- Give council final say on police policy proposals
- The city council should engage community in evaluating civilian oversight structures
- Increase accountability during police stops
- Give the CRB subpoena power
- Drug test officers after an incident that results in serious injury or death
- Create a public database of police stops

- Give the CRB adjudication authority
- Create a disciplinary matrix.

Body-Worn Cameras

- Prohibit muting/editing of body-worn camera footage
- Create a disciplinary matrix for body-worn camera policy
- Prevent officers from reviewing footage before completing incident reports/statements
- Lobby the state legislature to make body and dash cam footage public record
- Require justification in court for the denial of FOIA requests for body/dash cam footage
- Body/dash cam footage should be stored externally to EPD
- Reaffirm the right to film police.

Independent Investigation and Prosecution

- Give the CRB its own investigative team
- Give the CRB investigative powers
- No police union officials or committee members should serve on IDFIT teams
- Civilian prosecutors should handle cases of potential criminal misconduct by police
- Lobby for the removal of disciplinary matters from collective bargaining
- Lobby for changes to state law to make the civilian complaints process more transparent
- Lobby for changes to state law to allow civilian investigators to interrogate officers within 48 hours of a deadly force incident
- Incorporate procedural justice into the internal disciplinary process.