



1

**COMMUNITY POLICE
OVERSIGHT BOARD
(CPOB)**

Maintain an excellent working partnership with the CPOB based upon collaboration and cooperation.

2

PUBLIC TRUST

Strengthen public trust in all aspects of the LMPD. Hosting strategic planning/listening sessions within all regions and all demographic groups of our community.

3

**FAIR AND
UNBIASED POLICING,
BEING CULTURALLY
AWARE AND
DE-ESCALATION**

Increase, improve and monitor (for effectiveness) training aimed at fair and unbiased policing, being culturally aware and de-escalation.

4

**DIVERSITY IN
RECRUITING AND
RETENTION**

Continue to develop diversity within the La Mesa Police Department, aimed at the recruitment and retention to better serve our diverse and growing community.

6

**EMERGENCY
PREPAREDNESS**

Provide mandatory, biannual critical response training based upon current industry standard best practices.

5

POLICY REVIEW

Develop a LMPD policy review team to work with the community and CPOB.

**6-STEP
ACTION
PLAN**



6 STEP ACTION PLAN

1. COMMUNITY POLICE OVERSIGHT BOARD (CPOB)

MAINTAIN AN EXCELLENT WORKING PARTNERSHIP WITH THE CPOB BASED UPON COLLABORATION AND COOPERATION.

2. PUBLIC TRUST

STRENGTHEN PUBLIC TRUST IN ALL ASPECTS OF THE LMPD; HOSTING STRATEGIC PLANNING/ LISTENING SESSIONS WITHIN ALL REGIONS AND ALL DEMOGRAPHIC GROUPS OF OUR COMMUNITY.

GOAL: TO EVALUATE AND DEVELOP OUTREACH STRATEGIES AND INCREASE COMMUNICATION

3. FAIR AND UNBIASED POLICING, BEING CULTURALLY AWARE AND DE ESCALATION

INCREASE, IMPROVE AND MONITOR (FOR EFFECTIVENESS) TRAINING AIMED AT FAIR AND UNBIASED POLICING, BEING CULTURALLY AWARE AND DE ESCALATION.

4. DIVERSITY IN RECRUITING AND RETENTION

CONTINUE TO DEVELOP DIVERSITY WITHIN THE LA MESA POLICE DEPARTMENT, AIMED AT THE RECRUITMENT AND RETENTION TO BETTER SERVE OUR DIVERSE AND GROWING COMMUNITY.

5. POLICY REVIEW

DEVELOP A LMPD POLICY REVIEW TEAM TO WORK WITH THE COMMUNITY AND CPOB.

6. EMERGENCY PREPAREDNESS

PROVIDE MANDATORY, BIENNIAL CRITICAL RESPONSE TRAINING BASED UPON CURRENT INDUSTRY STANDARD BEST PRACTICES.



1. COMMUNITY POLICE OVERSIGHT BOARD (CPOB)

MAINTAIN AN EXCELLENT WORKING PARTNERSHIP WITH THE CPOB BASED UPON COLLABORATION AND COOPERATION.

The creation of the La Mesa Community Police Oversight Board (CPOB) that began meeting twice a month in February 2021 has provided a forum for improved dialogue and transparency between the community and LMPD. The CPOB has outside legal counsel and will soon be hiring an Independent Police Auditor (IPA) to assist with CPOB review and accountability. LMPD is committed to its continued partnership and support of the CPOB.

2. PUBLIC TRUST

STRENGTHEN PUBLIC TRUST IN ALL ASPECTS OF THE LMPD; HOSTING STRATEGIC PLANNING/ LISTENING SESSIONS WITHIN ALL DEMOGRAPHIC REGIONS OF OUR COMMUNITY.

GOAL: TO EVALUATE AND DEVELOP OUTREACH STRATEGIES AND INCREASE COMMUNICATION

We plan to host Community Conversations that will be in the form of town hall meetings to encourage open dialogue and keep the community updated on our progress. My initial plan moving forward is to host these meetings in person and throughout the City's four police beats; times and dates will be announced soon. During these meetings, and meetings with LMPD staff, we plan to develop goals, objectives, and measurable outcomes in response to our community's needs.

The LMPD recently acquired a modern customer software platform to improve communication and customer service with the community. SPIDR Tech integrates with the existing Computer Aided Dispatch system to allow us to send messages to those that call the police or have a case pending. The software also has a customer satisfaction function enabling residents to provide feedback about the level of service received from the dispatchers and officers that will be used to measure performance. <https://www.spidrtech.com/>

The LMPD is preparing for the Racial Identity and Profiling Act, which requires agencies to report stop data to the Department of Justice starting in 2023. We are currently researching the best collection platform that will gather not only the required information, but a more empirical in-depth analysis of what led to the stop and the circumstances surrounding it to be transparent with our community.

Our social media team includes officers, community service officers, dispatchers and the crime prevention officer. The team will continue to communicate to the public regarding events, crime prevention, and training opportunities. We will also work with the new City Communications Manager to improve this program.



3. FAIR AND UNBIASED POLICING, BEING CULTURALLY AWARE AND DE ESCALATION

INCREASE, IMPROVE, AND MONITOR (FOR EFFECTIVENESS) TRAINING AIMED AT FAIR AND UNBIASED POLICING, BEING CULTURALLY AWARE AND DE ESCALATION.

Officers have attended the Principled Policing training and De-escalation training. All of this training will be publicized on the City website and discussed with the community. We will continue to work with the CPOB to implement additional training. We will work with industry experts to ensure the most comprehensive training possible.

4. DIVERSITY IN RECRUITING AND RETENTION

CONTINUE TO DEVELOP DIVERSITY WITHIN THE LA MESA POLICE DEPARTMENT, AIMED AT THE RECRUITMENT AND RETENTION TO BETTER SERVE OUR DIVERSE AND GROWING COMMUNITY.

As our community continues to grow, we will continue with our recruiting to mirror the makeup of our community. The LMPD has reached out to diverse publications and platforms to advertise for recruiting, such as, The San Diego Voice and Viewpoint, The Filipino Press and the East County Californian. We will continue to research new ways of recruiting in partnership with our community and City staff.

5. POLICY REVIEW

DEVELOP A LMPD POLICY REVIEW TEAM TO WORK WITH THE COMMUNITY AND CPOB.

Our policies and procedures must be kept up to date and meet or exceed best practices. The LMPD updated its Use of Force policy in January 2021 including mandatory de-escalation techniques. All LMPD policies and procedures are posted on our website. In order to ensure that policies and procedures remain current, we are working with a vendor that also performs this service in other California law enforcement agencies.

The LMPD will create new policies, including community engagement, community policing, cultural competency, 1st Amendment assemblies, crowd control, and biased-based policing. We plan to work with the CPOB and our community to assist in developing the best set of policies for the residents of La Mesa. Our current and updated policies will emphasize community engagement, officer safety, and de-escalation.



6. EMERGENCY PREPAREDNESS

PROVIDE MANDATORY, BIENNIAL CRITICAL RESPONSE TRAINING BASED UPON CURRENT INDUSTRY STANDARD BEST PRACTICES.

Officer training must continue and be expanded. Since last summer, the LMPD has implemented several training mandates for officers and command staff. The first of these mandates is training in the Incident Command System (ICS) and Mobile Field Force (MFF). Working collaboratively with our county mutual aid partners, we will continue to improve our response to critical incidents. We will train and equip our officers so they have what is needed for any incident.