

COUNCIL ACTION FORM

SUBJECT: PRIORITIZATION OF ACTION STEPS FROM “POLICING IN AMES”
REPORT

BACKGROUND:

On September 29, 2020, the City Council received a report entitled *Policing in Ames: A Path Forward*. This original report contained 21 recommendations in response to concerns voiced by community members about policing methods, policies, transparency, and philosophies.

On October 10, 2020, the City Council again reviewed the report and provided direction regarding the action steps to advance further. The [final report](#) was amended and delivered on November 10, 2020, reflecting the Council’s direction.

Staff met with outside groups to gather feedback about which action steps to prioritize for earlier implementation. However, there was difficulty in gaining consensus. **Staff has prepared the attached document outlining the actions that have been completed and the anticipated timeframe for completing the remaining recommendations approved by the City Council.**

ALTERNATIVES:

1. Approve the prioritization of the action steps from the “Policing in Ames” report as outlined in the attached document.
2. Modify the prioritization of the action steps from the “Policing in Ames” report.

CITY MANAGER’S RECOMMENDED ACTION:

City staff has made progress in implementing several of the action steps from the “Policing in Ames” report. The attached document describes a plan for implementing the remaining action steps.

Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1 as described above.

Rec. #	Responsibility	Page #	Recommendation	Complete	Q1	Q2	Q3	Q4	Comments
1	CMO	Page 3	The values that drive our Excellence Through People initiative will be revised to include the new values of Diversity, Equity, and Inclusion.	X					Diversity, Equity and Inclusion are now officially a value for the City of Ames.
6	PD	Page 23	As modifications are made to Police Department policies, revised versions will be updated for the public by way of print, electronic, and other appropriate means of communication.	X					This recommendation is done. The Ames Police Department policy manual is available on the police website and updated when changes occur. We will work with the Library to make the policy manual available there as well. https://www.cityofames.org/government/departments-divisions-i-z/police
8	PD	Page 23	As new laws are adopted at the federal and state levels and clarified by the courts, the City will continue to use Lexipol to review the Ames Police Department's existing policies to ensure compliance with the law and commitment to fair and impartial policing. Lexipol will continue to recommend new policies to address areas where policies do not yet exist.	X					The Police Department is still utilizing Lexipol and will continue to ensure policies are updated.
15	PD	Page 35	Make forms to document complaints more readily available by way of print, electronic, and other appropriate means of communication to provide ample opportunities for the public to register their concerns about incidents.	X					Currently, a person may file a complaint in-person at the Ames Police Department, by phone, by email, or by clicking the link on the Ames Police Department website. Soon, a resident may also file a complaint with any member of the ARPAC.
12	PD	Page 29	Publish quarterly reports regarding the use of force statistics, with a breakdown of race and other demographics, where known by way of print, electronic, and other appropriate means of communication.	X					At least quarterly summaries will be posted on social media, published on the department website, made available by request at the police department via print or electronically and will also be made available at the Ames Public Library.
11	PD	Page 28	Publish quarterly summaries regarding citations (e.g., traffic tickets) and arrests, with a breakdown of race and other demographics, where known by way of print, electronic, and other appropriate means of communication.	X					At least quarterly summaries will be posted on social media, published on the department website, made available by request at the police department via print or electronically and will also be made available at the Ames Public Library.
16	CMO/CC	Page 35	Create an Ames Resident Police Advisory Committee (ARPAC) according to the model identified on pages 35-37.		X				In Process now. Staff is preparing an ordinance in the format recommended by staff and approved by City Council.
14	PD	Page 29	Conduct periodic studies of traffic stop statistics to identify whether racial disparity exists in the traffic stops conducted by the Police Department and publish this data by way of print, electronic, and other appropriate means of communication.		X				The Traffic stop report from 2018 and 2019, once released, will be available on the police department webpage along with a link to it from the Ames Public Library. Due to the pandemic, 2020, 2021 and possibly 2022 data will
18	Chief of Police	Page 39	Provide periodic updates to the public from the Chief of Police regarding activities, current events, policies, and less understood aspects of the Police Department by way of print, electronic, and other appropriate means of communication.		X				The Chief of Police will write periodic columns with updates about the police department and policing available on social media, website and local media who choose to use it.
7	PD	Page 23	An independent review of the Police Department policies will be periodically undertaken by a citizen committee. See Recommendation #16 regarding the creation of an Ames Resident Police Advisory Committee (ARPAC).			X			Once the ARPAC has been established, they will be tasked with this recommendation.

Rec. #	Responsibility	Page #	Recommendation	Complete	Q1	Q2	Q3	Q4	Comments
13	PD	Page 29	Create a new system for citizens to report bias incidents; publish this data by way of print, electronic, and other appropriate means of communication; and share these reports with the Human Relations Commission for follow-up (Bias incidents are events where there is a connection to racial bias, but do not meet the requirements for a hate crime).			X			This has proven somewhat more complicated than previously thought. The police department is currently working on a system to track bias based incidents with the ability to share with the Human Relations Commission.
2	CMO/HR	Page 3	The City Manager will recommend for the FY 2021/22 budget a new full-time position of Diversity, Equity, and Inclusion Coordinator.				X		This recommendation has been approved in the city budget and the job description is currently being written.
5	PD	Page 10	The City Manager will recommend for the FY 2021/22 budget to convert a vacant, authorized Police Officer position to an administrative sergeant position.				X		The position was approved in the budget for FY 2021/2022. It is anticipated this position will be filled in 2022 after other police officer positions are filled.
3	HR	Page 7	Realizing that all individuals have some form of implicit bias, the Human Resources staff will explore additional validated evaluation tools to use in the Police Officer selection process to determine whether candidates have a propensity to inappropriately act upon bias.					X	Once the DEI Coordinator has been hired, they will assist HR with this recommendation.
4	HR	Page 10	The Human Resources Department will develop a more formalized training curriculum for officers regarding diversity and bias topics.					X	Once the DEI Coordinator has been hired, they will assist HR with this recommendation.
19	PD/CMO	Page 39	Refresh the Police Department pages of the City's website to ensure the information is clear, concise, and user-friendly for community members.					X	Staff will solicit feedback from the ARPAC and other groups to refresh the Police Department webpage to make it easier to navigate and locate information.
9	LEGAL	Page 27	Adopt an ordinance prohibiting any member of the City of Ames organization from racial profiling or taking actions that are indicative of bias in the delivery of City services.					X	Legal is currently researching how to put an ordinance like this together.
10	LEGAL	Page 27	Adopt a local ordinance that prohibits filing false reports or providing false information to police against an individual because of race or another protected characteristic.					X	Legal is currently researching how to put an ordinance like this together.
17	Steve	Page 39	Adopt the City Council-approved recommendations from the ISU Community and Regional Planning class(es) regarding the best communication techniques to reach under-represented populations in Ames, and explore potential for continuing relationship with these classes.	?	?	?	?	?	The City Council continues to work with a Community & Regional Planning class at ISU as the students seek to evaluate the best techniques for engaging the under-represented groups in our community.
17A	CMO	Page 39	City Council to host community conversations with representatives from the marginalized communities in Ames and agencies that work with them, with the goals of 1) obtaining input about the policy issues (not just policing issues) of importance to these groups as well as 2) establishing an ongoing "communication pipeline" with them.	?	?	?	?	?	The City staff began discussions with Edna Clinton and Pastor Kebbie to develop a plan to accomplish this meeting. It was determined that, at this point in time, the City has not developed the level of trust that is necessary for these under-represented groups to feel comfortable enough to meet with the Mayor and Council.
20	CMO	Page 42	The City Council will adopt a policy that no surplus armored military vehicles may be purchased or accepted for City use.			X			In order to adequately document this directive, it has been determined that the City's Purchasing Policies should be amended to prohibit the purchase or acceptance of surplus armored military vehicles.
21	CMO	Page 42	Make sure that the topic of "social justice" is made part of the discussion when the City Council once again considers ASSET funding priorities for FY 2022/23.					X	The next opportunity to discuss the topic of "social justice" as it relates to the City's ASSET funding priorities will be in June/July 2022 when the FY 2023/24 priorities are established.