



2018 Budget Statement to City Council Committee on Budget and Government Operations

October 2017

Judge Patricia Banks, Interim Chief Administrator

Thank you so much for the opportunity to address the members of the Committee on Budget and Government Operations and the other members of the council here with us today, in support of the 2018 Budget submissions for the City's Civilian Office of Police Accountability.

I am honored to be able to support COPA during this time of transition and lead this new agency of talented people to ensure they can continue the dedicated work they began just over a month ago when COPA opened its doors. Over the past year, the leadership team has been hard at work to implement this City Council's compelling vision for the new civilian oversight agency and we are delighted to be able to share that with you on today.

The budget before you represents our considered judgement on how to efficiently and responsibly manage and run COPA as a new "best in class" police oversight agency. With this investment, we hope to do so in a manner that will minimize any potential disruption to the police accountability system while also strengthening those systems and rebuilding public trust.

In its first full year of operations as the civilian oversight agency of CPD, the leadership team of COPA has and will continue to focus on the following main initiatives:

- Collaborating with the newly established Community Advisory Council, consisting of community organizers, former law enforcement, faith leaders, civil rights advocates, to provide input on COPA's ongoing efforts to fulfill its mission

- Training hundreds of new or transitioning investigative and legal staff in the new COPA Academy, a six-week civilian oversight training program created to prepare the highest level of assurance within COPA's investigative arm.
- Building a new case workflow to process, monitor and track COPA investigations in real time, giving supervisors more tools to ensure timely investigations and supporting the agencies goals of data transparency. Building a new records management facility for the storage of the Independent Police Review Authority's (IPRA) and COPA's investigative files that are on paper and the development of a new records management process to facilitate easy access to COPA investigative files.
- Expanding COPA's mediation program to expedite the conclusion of investigations where a 30 day-or-more suspension is unlikely. A new Director of Mediation was hired to oversee the coordination of mediations between CPD officers and complainants.
- Managing and addressing the backlog of investigations transferred from IPRA to COPA in September 2017 by engaging outside counsel to assist in the review of cases and leveraging all avenues for case closure outlined in the ordinance and COPA's rules and regulations.
- Engaging the community through a robust community outreach effort to educate residents on COPA's mission and availability as a resource to them. This includes creating new avenues for the public to submit compliments or complaints about officers and building strategic partnerships with public sector agencies and not-for-profits to develop programming aimed at communities most impacted by police misconduct.

In October of last year, the City Council enacted the Police Accountability ordinance reforming the city's entire system of police oversight and establishing COPA with the robust tools and teeth the agency needs to strengthen credibility and trust with residents. Since then, COPA has worked hard to build a new infrastructure for the agency's operations that will support its mission to provide quality and timely police misconduct investigations. We are dedicated to contributing to comprehensive police reform in this city and fully committed to delivering excellent quality services to the community and department members at a minimal cost to taxpayers. We believe that each of these aspects of the budget is critical for COPA to be able to fulfill its new, broader mandate and continue on a path to success in the city.

In conclusion, we thank you for your time and support and look forward to working with you as we develop and implement these plans.