

### A RESOLUTION

declaring the need to conduct a community engagement process about policing in Columbia; directing the city manager to provide staff support and resources.

WHEREAS, staffing levels in the Columbia Police Department (CPD) are 30-50 officers lower than comparable cities, according to estimates; and

WHEREAS, the average number of patrol officers on duty at any time is twelve (12), and these officers are responsible for an entire city covering 65 square miles; and

WHEREAS, CPD's average response time for emergency calls for service in 2015 was over 18 minutes - by far the longest of 30 benchmark cities and three times longer than the average of those cities; and

WHEREAS, every on-duty officer is simultaneously engaged in responding to emergency calls for service - a condition known as "status zero" - multiple times every day; and

WHEREAS, CPD reported the lowest morale of all 15 Departments in the City's 2015 Work Force Engagement Survey, and 78% of officers surveyed by the Columbia Police Officers Association in 2016 reported that their morale had gotten worse in the previous 3-5 years; and

WHEREAS, there has been a sharp increase in racial tension and violence between community members and police officers across the country in recent years, which has increased the danger for police officers; and

WHEREAS, the Attorney General's 2015 "Vehicle Stops Report" shows racial disparities in CPD's traffic stops and searches, which may indicate implicit bias or racial profiling; and

WHEREAS, the Mayor's Task Force on Community Violence (MTFCV), several organized groups, and many community members have called for Columbia to adopt a comprehensive community-oriented policing philosophy and program, which would help to address these issues but would require higher staffing levels and additional resources; and

WHEREAS, despite severe resource limitations, CPD established the Columbia Outreach Unit (COU) in 2016 - consisting of six patrol officers who focus on preventive policing and relationship-building in three neighborhoods - and the COU has been successful and well-received; and

WHEREAS, a properly resourced police department that is respected, trusted and supported throughout the community is in the best interests of all Columbia residents and businesses because it will promote personal and public safety, economic development and overall quality of life; and

WHEREAS, the MTFCV also recommended "greater public involvement and accountability of the Police Department's vision, mission and goals" and called on the City to host "an annual forum involving neighborhood organizations, churches, public schools, CPD, Family Services Division and other interested parties to address crime, social need, and discrimination in our community;" and

WHEREAS, building public support for additional resources and exploring the possibility of adopting a community-oriented policing philosophy and program both require engagement with the community and a shared planning process.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. The City Council hereby declares the need to conduct a *Community Engagement Process about Policing in Columbia* that addresses staffing levels, officer safety and morale, and community-oriented policing.

SECTION 2. The City Council directs the City Manager to provide staff support and other resources to the City Council and members of the Mayor's Task Force on Community Violence, who will work with stakeholders to design and coordinate a community engagement process that will include public events, consultation with experts, and review of relevant research

SECTION 3. The process shall engage a broad range of community members and organizations including residents from high-crime neighborhoods; residents from neighborhoods that do not have high levels of crime; representatives of groups with expertise in race relations, implicit bias, and community-oriented policing; representatives of Columbia Public Schools, University of Missouri, Chamber of Commerce, United Way, and social service providers; representatives of Columbia Police Officers Association; the Police Chief and officers of all ranks.

SECTION 4. One goal of the community engagement process shall be to develop recommendations on whether the City should adopt a comprehensive community-oriented policing philosophy and (if so) how to implement and provide adequate resources for a citywide community-oriented policing program.

SECTION 5. The *Community Engagement Process about Policing in Columbia* shall be completed by February 28, 2018.

ADOPTED this 20th day of February, 2017.

ATTEST:

  
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City Clerk

  
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Mayor and Presiding Officer