

Wichita Police Department (All Law Enforcement)

Recommendation #1: Increasing funding for COMCARE mobile mental health unit and ICT One, so they can be available 24/7 and dispatched by 911 as a resource that serves the community.

Implementation Date: In Progress

Implementation Details:

- 8/29/2022 Update
 - Funding in the amount of \$750,000 for this effort is included in the City's Adopted 2023 Budget. The program is in the planning phase. A meeting is scheduled with relevant stakeholders to provide input on the implementation plan.
- 10/17/2022 Update
 - Funding in the amount of \$750,000 for this effort is included in the City's Adopted 2023 Budget. The program is in the planning phase. A meeting is scheduled with relevant stakeholders to provide input on the implementation plan.
- 12/2/2022 Update
 - The implementation plan is complete and approved by both the city and county. The program will be in service 7 days a week from 8:00 a.m. to 3:00 a.m. Next step: Develop a memorandum of understanding to outline partner roles and responsibilities. County will be partnering with WPD to hire social workers.
- 2/13/2023 Update
 - City is ready to begin discussions with COMCARE.
- 4/20/2023 Update
 - The city and county legal departments are collaborating on a memorandum of understanding (MOU).
- 6/20/2023 Update
 - The City of Wichita City Council approved the agreement with COMCARE on Tuesday, 6/6/23. Subsequently, the Sedgwick County Board of County Commissioners approved the agreement on Wednesday, 6/7/23. The next step is to post the job positions and recruit behavioral health professionals.
- 10/5/2023 Update
 - Implementation is in full swing. ICT1 is expanding with four additional teams, ICT2, ICT3, ICT4 and ICT5. Each team will consist of one case manager and one therapist. All teams will work out of the Central Bureau office. All case managers have been hired and are in training. Two offers have been made to therapists. Interviews will continue until all positions are filled.

Recommendation #2: Developing and implementing standardized training for foster care, law enforcement, 911, JIAC and JDF personnel, to include topics on de-escalation, mental health first aid, adolescent brain development and de-stigmatization of mental health, as well as when and under what circumstances a youth can and should be taken to Ascension Via Christi St. Joseph, as opposed to JIAC. [Cross-reference same recommendation for Foster Care, JIAC]

Implementation Date: In Progress

Implementation Details:

- 8/29/2022 Update
 - The County is the lead agency for this recommendation.
- 10/17/2022 Update
 - The County is the lead agency for this recommendation.
- 12/2/2022 Update
 - Some trainings such as CIT and mental health first aid are generally standardized for WPD/Sheriff, and Corrections in Sedgwick County. Sedgwick County / SG Co DoC (through #17) will engage with an appropriate vendor to study the current offerings of the involved agencies and provide an agreed upon training catalog offering "standardized" courses available to / through the agencies. See Foster Care #5 and Corrections #17 for implementation details.
- 4/20/2023 Update
 - See Foster Care #5 and Corrections #17 for details. WPD is a support role in this recommendation.

Recommendation #3: Creating an eco-system in Wichita and Sedgwick County that provides a tightly engaged network of collaborators between the systems that intersect with foster youth who might be facing a mental health crisis, and the grassroots agencies in the community that can fill in the gaps for these youth. The agencies include DCF, Law Enforcement, COMCARE, JIAC and JDF.

Implementation Date: In Progress

Implementation Details:

- 8/29/2022 Update
 - The County is the lead agency for this recommendation.
- 10/17/2022 Update
 - The County is the lead agency for this recommendation.
- 12/2/2022 Update
 - This expectation will be fulfilled between Foster Care #3 and Correction #24 (IJP). Progress will be evaluated and adjusted as needed.
- 4/20/2023 Update

- See Foster Care #3 and Correction #24 (IJP) for details. WPD is a support role in this recommendation.

Recommendation #4: By 2023, create a centralized database at the Wichita Police Department that fosters transparency in the collaborations that exist between WPD and the community.

Implementation Date: 10/07/2022

Implementation Details:

- 8/29/2022 Update
 - Comprehensive list of grassroots organizations is complete. List will be posted on city/police website by end of August.
- 10/17/2022 Update
 - Comprehensive list of grassroots organizations is complete. This is a living document and will continue to grow. List posted to website.

Recommendation #5: Hiring (3) full-time and (3) part-time qualified mental health professionals to be on staff to support WPD employees.

Implementation Date: 3/10/2023

Implementation Details:

- 8/29/2022 Update
 - The city will leverage the in-house social workers to implement this recommendation.
- 10/17/2022 Update
 - The city will leverage the in-house social workers to implement this recommendation. See WPD Recommendation #1 for implementation details.
- 3/10/2023 Update
 - WPD has implemented several resources to assist officers with maintaining strong mental health. The Critical Incident Stress Management Team (CISMT) is available for acute incident mental health management. Clergy is an integral piece of the Department's resources to assist with mental health well-being. The city contracts with an employee assistance program, EMPAC, for personalized confidential support as well as support for private counseling. Another tool includes the Cordico Wellness software application that allows officers to connect with topic-specific resources.

Recommendation #6: Requiring mandatory trauma-informed training for law enforcement to better understand and serve all members of the community – but especially those from minority,

underserved and at-risk populations who are more likely to struggle with PTSD and other forms of trauma.

Implementation Date: 12/2/2022

Implementation Details:

- 8/29/2022 Update
 - WPD is on the leading edge of trauma-informed interviewing with the implementation of science-based interviewing technique training. The science-based curriculum teaches officers how to build rapport with individuals and formulate open-ended, non-judgmental questions. All recruits in the last 5 years have received this training. Officers receive refresher training after a few years of patrolling. An advanced 5-day class is provided to Detectives. KLETC is working to incorporate this work into its curriculum at the state level. To augment this program, WPD is researching trauma-informed course options with Dung Kimble.
- 10/17/2022 Update
 - WPD is on the leading edge of trauma-informed interviewing with the implementation of science-based interviewing technique training. The science-based curriculum teaches officers how to build rapport with individuals and formulate open-ended, non-judgmental questions. All recruits in the last 5 years have received this training. Officers receive refresher training after a few years of patrolling. An advanced 5-day class is provided to Detectives. KLETC is working to incorporate this work into its curriculum at the state level. To augment this program, WPD is researching trauma-informed course options with Dung Kimble.
- 12/2/2022 Update
 - WPD has created a curriculum to ensure officers are trauma informed. The curriculum focuses on rapport-based interviewing, which teaches active listening, rapport building, formulating questions, and cooperation vs. compliance for both interviews and interrogations. Additionally, Science-Based Interviewing (SBI) removes techniques and risk factors that have been empirically identified as having led to false confessions. WPD has implemented SBI as its curriculum and no longer pays for employees to attend confrontational/accusatorial interview and interrogation schools and classes. WPD continues to collaborate with researchers to understand best practices and know what works in Wichita, KS

Recommendation #7: Requiring CIT training for all law enforcement supervisors and for all law enforcement officers between their third and fifth year in the field.

Implementation Date: 5/02/2022

Implementation Details:

- 8/29/2022 Update
 - This recommendation is implemented. Mental health education is a joint training with EMS and COMCARE. New recruits get mandatory mental health training. Ongoing training is optional for officers. Staff will set up online training for ease of access for officers as well as additional classroom training. Sgt. Kimble is coordinating "train the trainer" for CIT which will allow the expansion of training throughout the department quickly.
- 12/2/2022 Update
 - WPD is coordinating "train the trainer" for CIT which will allow the expansion of training throughout the department quickly. Five (increased from the original two) new CIT Instructors are planned. Three are identified and in training. Recruitment for the remaining two is in progress.
- 4/20/2023 Update
 - Three CIT trainers were certified in Salt Lake City, UT. The remaining two will attend "train the trainer" sessions in May 2023. A CIT class was conducted in February 2023. Scheduling is underway for the next class to be held in July 2023. WPD is continuing to train CIT/CNT (Crisis Negotiation Training).

Recommendation #8: Creating a culture at WPD that lives up to the expectations to "protect and serve" all people in Wichita's diverse community.

Implementation Date: 8/23/2022

Implementation Details:

- 8/29/2022 Update
 - This recommendation is implemented. WPD implemented diversity panels to participate in forums for authentic dialog between law enforcement and community members. The program has been added to standard police training. City Council has hired Jensen Hughes to perform an independent cultural assessment. The contract was approved City Council on 8/23/22.
- 12/2/2022 Update
 - Jensen Hughes interviews and cultural assessment are complete. Next step: Jensen Hughes is drafting the final report.
- 4/20/2023 Update
 - The Jensen Hughes Operational Assessment Report was delivered to the city in March 2023. WPD is in the process of creating the implementation teams.
- 10/5/2023 Update
 - This recommendation is implemented. WPD implemented diversity panels to participate in forums for authentic dialog between law enforcement and

community members. The program has been added to standard police training. City Council has hired Jensen Hughes to perform an independent cultural assessment. The recommendations report was submitted to the city in March of 2023. WPD is in the implementation process.

Recommendation #9: Enhancing the Axon policy to include language that requires Officers to leave their body cameras on throughout an entire incident, including the completion of paperwork.

Implementation Date: In Progress

Implementation Details:

- 8/29/2022 Update
 - Analyzing the feasibility of implementation.
- 10/17/2022 Update
 - 1) Random viewing of Axon footage: Short-term: Implement a training bulletin directing Lieutenants and Captains to access and review random footage. Determining a way to ensure this is truly a random process. Medium-term: Conducting best practice research on how other cities manage this process. Additionally, the EIS system will prompt review based on rules such as use of force incidents that exceed a threshold.
 - 2) Leaving cameras on through paperwork completion. The purpose of Axon filming is to record officer interaction with the community. See WPD Policy 716 on Axon Cameras. Policy provides specific guidelines and requirements on when officers must activate cameras and leave them on.
- 12/2/2022 Update
 - 1) Staff is updating the Axon policy to require random review of body-worn cameras by supervisors as per industry best practice.
 - 2) Leaving cameras on through paperwork completion. The purpose of Axon filming is to record officer interaction with the community. See WPD Policy 716 on Axon Cameras. The policy provides specific guidelines and requirements on when officers must activate cameras and leave them on. The policy also states officers are to state the reason the camera is being shut off prior to terminating the recording.
- 3/10/2023 Updated
 - WPD staff is investigating a software program offered by Axon that automates the process of reviewing officer body camera videos. The software randomly generates footage for supervisors to review based on defined criteria. Staff has requested a quote from Axon to determine the feasibility of purchasing and implementing this quality assurance software.
- 10/5/2023 Update
 - WPD staff will utilize a software program offered by Axon that automates the process of reviewing officer body camera videos. The software randomly

generates footage for supervisors to review based on defined criteria. The contract will be executed in January 2024.

Recommendation #10: Requiring all training related to mental health, trauma, cultural and gender diversity, and implicit bias be required at regular intervals for all law enforcement, JIAC and JDF personnel. (See also in Youth Corrections.)

Implementation Date: 12/2/2022

Implementation Details:

- 8/29/2022 Update
 - In the planning phase.
- 10/17/2022 Update
 - In the planning phase.
- 12/2/2022 Update
 - WPD requires bias-based training annually for all members of the agency. In 2023, three hours of training will be provided by the FBI on the Color of Law and Hate Crimes. These sessions are scheduled for Jan. 10, 11 and 12. All officers will attend the training sessions. The Attorney General requires that all agencies report this training as a measure of accountability. Additionally, the Kansas Law Enforcement curriculum teaches and reinforces implicit bias training throughout basic training.
- 4/20/2023 Update
 - Three hours of training was provided by the FBI on the Color of Law and Hate Crimes in January 2023. Most officers attended the training. Two make-up classes will be provided for those who could not attend.
- 10/5/2023 Update
 - WPD requires bias-based training annually for all members of the agency. Three hours of training was provided by the FBI on the Color of Law and Hate Crimes in January 2023. Most officers attended the training. Two make-up classes were held for those who could not attend. Officers are required by state law (22-4610 C2A) to attend Bias Based Policing training every year.

Recommendation #11: Fostering a culture at WPD that allows exceptions to police protocols so an officer can escalate above the Supervisor's order when responding to calls involving foster youth in a mental health crisis.

Implementation Date: 4/20/2023

Implementation Details:

- 8/29/2022 Update
 - Under review.

- 10/17/2022 Update
 - Officers will be trained on when to involve mental health care professionals.
- 12/2/2022 Update
 - Regulation 3 is being reviewed by staff. Industry best practices will be implemented. Additionally, officers will receive training on when to involve mental health care professionals.
- 4/20/2023 Update
 - Policy specifically states that an officer can escalate to a supervisor's superior. The policy was reiterated during spring mandatory training in 2023. Officers were trained on when to involve mental health care professionals.
- 10/5/2023 Update
 - Policy specifically states that an officer can escalate to a supervisor's superior. Policy was reiterated during spring mandatory training in 2023. Officers were trained in when to involve mental health care professionals. Additionally, officers received Duty to Intervene training as per Regulation 3.210.

Recommendation #12: Developing and implementing a MOU between the Wichita Police Department and Juvenile Intake Assessment Center (JIAC) that honors the 2016 US Attorney General Opinion and clearly outlines that arrest report must be completed before youth is released to JIAC.

Implementation Date: 8/5/2022

Implementation Details:

- 8/29/2022 Update
 - This recommendation is implemented. The Memorandum of Understanding is completed and signed by all parties.

Recommendation #13: Ongoing implicit bias training and testing that includes, race, culture and gender diversity, for all law enforcement officers and supervisors.

Implementation Date: 6/1/2022

Implementation Details:

- 8/29/2022 Update
 - This recommendation is implemented. Bias-based training is required annually. In addition to annual biased-based training, staff is working with the FBI for Color of Law and Hate Crime training.
- 12/2/2022 Update
 - WPD requires bias-based training annually for all members of the agency. In 2023, three hours of training will be provided by the FBI on the Color of Law and Hate Crimes. These sessions are scheduled for Jan. 10, 11 and 12. All officers will attend the training sessions. All officers will attend the training

sessions. Additionally, the Kansas Law Enforcement curriculum teaches and reinforces implicit bias awareness throughout basic training.

- 4/20/2023 Update
 - Three hours of training was provided by the FBI on the Color of Law and Hate Crimes in January 2023. Most officers attended the training. Two make-up classes will be provided for those who could not attend.
- 6/20/2023 Updated
 - WPD staff is investigating a software program offered by Axon that automates the process of reviewing officer body camera videos. The software randomly generates footage for supervisors to review based on defined criteria. Staff has requested a quote from Axon to determine the feasibility of purchasing and implementing this quality assurance software.
- 10/5/2023 Update
 - WPD requires bias based training annually for all members of the agency. Three hours of training was provided by the FBI on the Color of Law and Hate Crimes in January 2023. Most officers attended the training. Two make-up classes were held for those who could not attend. Officers are required by state law (22-4610 C2A) to attend Bias Based Policing training every year.

Recommendation #14: Expanding the Community Support Specialists at WPD.

Implementation Date: Not Implemented

Implementation Details:

- 8/29/2022 Update
 - The Community Support Specialists (CSS) are funded through the Department of Children/Families (DCF). There are currently two CSS personnel onboard. Staff recommends one for CSS each bureau. Staff will reach out to DCF to determine if this program can be expanded over time.
- 10/17/2022 Update
 - The Community Support Specialists (CSS) are funded through the Department of Children/Families (DCF). There are currently two CSS personnel onboard. Staff recommends one for CSS each bureau. Staff will reach out to DCF to determine if this program can be expanded over time.
- 4/20/2023 Update
 - WPD staff is determining the best course of action to fund additional CSS positions. Background: The two current CSS resources are staffed in the Central Bureau. In July 2023, the city is required to cover 25% of salary costs. In July 2024, the percentage increases to 50%. The city must assume all costs in July 2025.
- 6/20/2023 Update

- WPD staff is determining the best course of action to fund additional CSS positions. Background: The two current CSS resources are staffed in the Central Bureau. In July 2023, the city is required to cover 25% of salary costs. In July 2024, the percentage increases to 50%. The city must assume all costs in July 2025.
- 10/5/2023 Update
 - Expanding the program will not be implemented due to budgetary constraints.