

# Keller Police Department

Chief Bradley G. Fortune

June 16, 2020



# Peaceful Keller BLM March

## June 7, 2020







# Peaceful Keller BLM March



- Bear Creek Park Pavilion to Keller Town Hall
- Two Keller High School Graduates Organized March
- Estimated in Excess of 3,000 Attendees
- Safe & Successful Event
- Eight Heat-Related Medical Events; 32 Rides Back to Cars Due to Heat
- KPD's First Operational Photo/Video Drone Deployment
- Monitored and Prepared for Anti-Protesters
- Opportunity to Discuss Citizens' Fears, Thoughts and Concerns



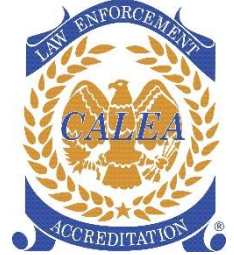
# Peaceful Keller BLM March



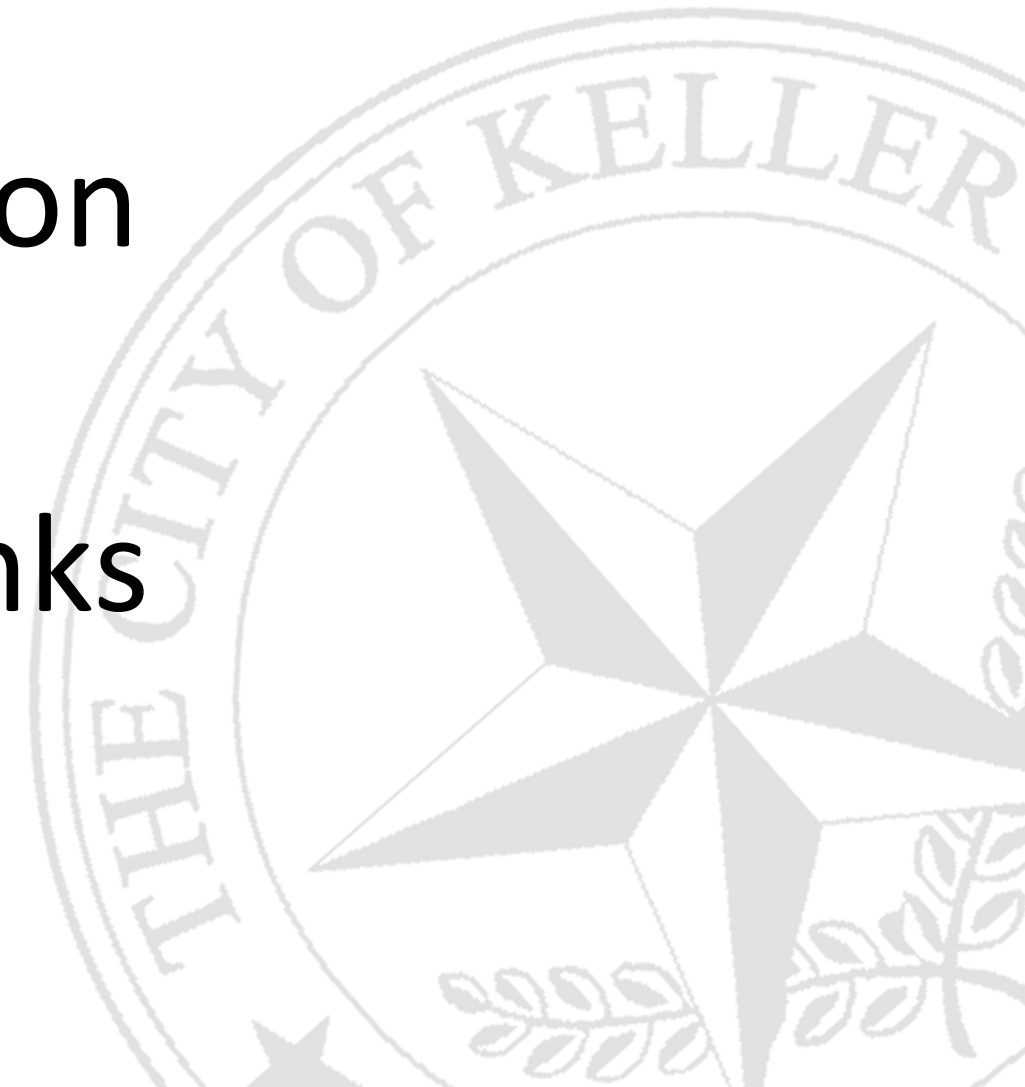




# Certificate of Recognition



Myles Britton  
and  
Charles Banks



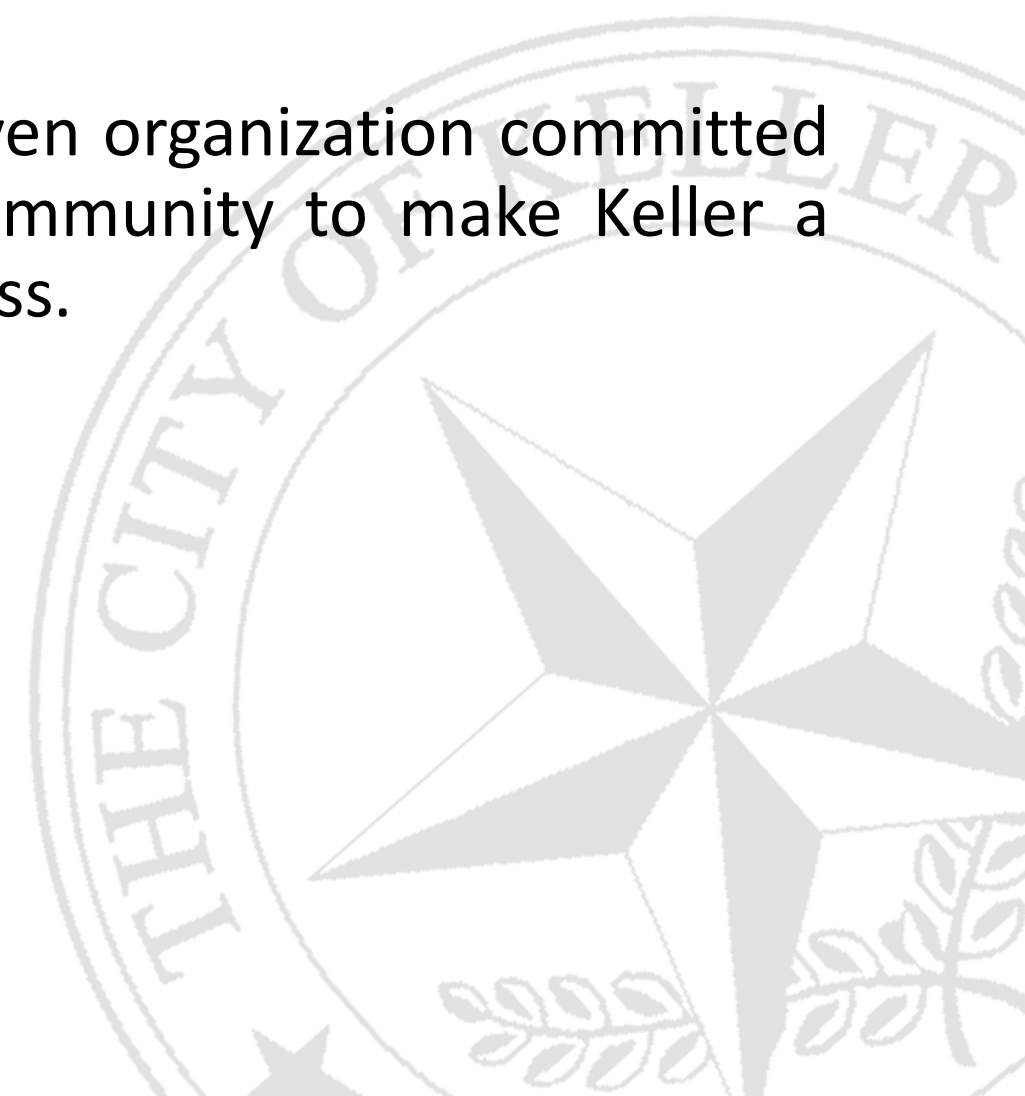


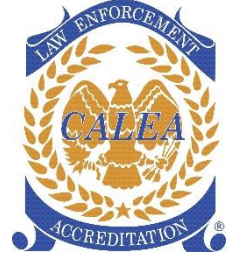
# Department Mission & Values



The Keller Police Department is a value driven organization committed to excellence and will partner with the community to make Keller a better place to live, visit and conduct business.

- E<sup>4</sup> Core Value System
  - Empathy
  - Edification
  - Enthusiasm
  - Excellence

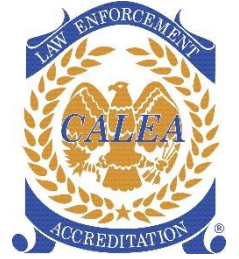




# Policing Philosophy

- **Procedural Justice:** the idea of fairness in the processes that resolve disputes and allocate resources. It is the concept that, when embraced, promotes positive organizational change and bolsters better relationships.
- Procedural justice speaks to four principles, often referred to as the four pillars:
  - **Fairness** in the Processes – Dignity and Respect
  - **Transparency** in Actions – Trustworthy Motives
  - Opportunities for **Voice**
  - **Impartiality** in Decision Making – Absence of Bias

*COPS (Community Oriented Policing Services), Department of Justice*



# Policing Philosophy

- “The ability of the police to perform their duties is dependent upon *public approval* of police existence, action, behavior and the ability of the police to secure and maintain *public respect*.”
- “The police at all times should maintain a relationship with the public that gives reality to the historic tradition that *the police are the public and the public are the police*; the police are the only embers of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the intent of the community welfare.”

*Sir Robert Peel's Principles of Law Enforcement 1829*





# President's Task Force on 21<sup>st</sup> Century Policing



- Signed by President Barack Obama on December 18, 2014
- In response to civil unrest centered around critical incidents occurring in the country
- Created to strengthen community policing and trust among law enforcement officers and the communities they serve
- Eleven task force members included academics, law enforcement officials, and civil rights activists
- Final report released May 18, 2015



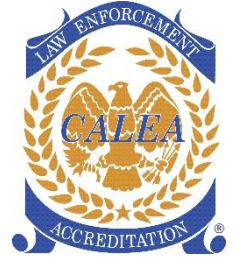
# Pillar 1: Building Trust & Legitimacy



- Procedural Justice & Mission and Values used as the Guiding Principles for Internal and External Policies
- Annual Racial Profiling Report Submitted to City Council and to the State
  - SB 1074 – Texas Racial Profiling Law (2002)
  - SB 1849 – Sandra Bland Act (2017)
- Reports Posted on City of Keller's Website
  - Bias Based Policing
  - Pursuits
  - Internal Affairs and Complaints
  - Assault on Sworn Officer
  - Response to Resistance
  - Multi-Year Plan
  - Community Survey (PD & NETCOM)
- Create Positive Non-Enforcement Interactions
  - Neighborhood Watch Programs
  - Citizen's Police Academy
  - Coffee with a Cop
  - Ice Cream Citations
  - Car Seat Checks
  - Public Safety Fairs
  - Fourth of July Bike Parade
  - Bike Race to End Child Abuse
  - School Presentations
- FAQ on City Website (Currently Being Developed)



# Sworn Personnel June 2020



	Service Population		Current Male Sworn Officers		Current Female Sworn Officers		Sworn Officers Total	
	#	%	#	%	#	%	#	%
White Non-Hispanic	37,412	82	38	74	7	14	45	88
Black Non-Hispanic	714	2	1	2	0	0	1	2
Hispanic Latino Any Race	3767	8	2	4	0	0	2	4
Other	3481	8	2	4	1	2	3	6
Total	45,374	100	43	84	8	16	51	100





# Pillar 2: Policy & Oversight



## Comprehensive Policies

- Use of Force / Response to Resistance:
  - Requires Quarterly Training – Policy & Tactics
  - Emphasizes De-Escalation
  - Neck Restraints Banned
  - Duty to Intervene
  - Administrative Review
  - Data Collection
  - Available to the Public
  - Warning Given Prior to Use of Deadly Force, When Feasible
- Report Officer-Involved Shooting Data to the State
- Anti-Bias Policy
- Complaint Process Publicly Available



# Pillar 2: Policy & Oversight

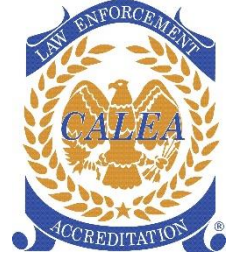


## External Oversight

- Mayor and City Council
- Crime Control & Prevention District Board
- Chief's Advisory Council (Information Being Added to Website)
- Del Carmen Consulting: Annual Report and Quarterly Audits on Bias-Based Traffic Enforcement, Searches and Arrests
- Citizen Participation on Training Committee
- Commission on Accreditation for Law Enforcement Agencies (CALEA)
  - Law Enforcement Accreditation (459 Standards) - 2006, 2009, 2012, 2015, 2018
  - Communications Accreditation (207 Standards) - 2018
- Texas Police Chief's Association Best Practices Recognition Program (168 Standards)
  - 2013, 2017



## Pillar 3: Technology & Social Media



- Systems Designed to Prevent Tampering or Manipulation of Evidence
  - Computer Systems, Photo Evidence, Video Evidence, Evidence Room
- In-Car and Body Worn Cameras
- AIM (Administrative Investigations Management) – Early Warning System for Response to Resistance, Complaints, Pursuits, etc.
- Photo/Video Drone
- Evertel Communication App – SB 944 (2019)
- Training Simunition Pistols and Rifles
- Digital Radios with Interoperable Capabilities
- PIO, Facebook, Twitter, Nextdoor, SirenGPS, RapidSOS, Website
- AVL (Automatic Vehicle Locator)





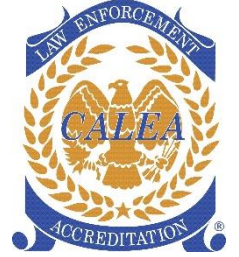
## Pillar 4: Community Policing & Crime Reduction



- Community Policing Policy
- Employee Evaluations – Adherence to Department Mission & Values
- Crisis Intervention Training and Response
- Create Positive Non-Enforcement Interactions (Mentioned Previously)
- Community Relations Officer Reviews Proposed Building Plans and Makes Recommendations to City Planners
- Officers, including School Resource Officers, Participate in After-School Activities and Programs
- Keller Police Department for Keller Youth Development (KPD4KYD) as Part of Metro Teen Court and HEB Teen Court
- Establish KISD Student Forum – Student Representatives from Each Keller Campus (In Progress)
- Increase Frequency of Citizen Surveys (In Progress)
- Expand Recruiting Program (In Progress)



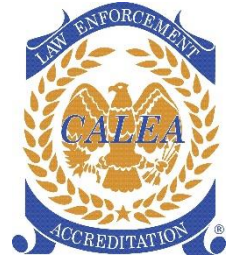
## Pillar 5: Training & Education



- Specific Classes in FAQ on City Website (Currently Being Developed)
- State Mandated Training (TCOLE Ongoing and Certification Requirements) Includes:
  - Legal Updates; Use of Force; Racial Profiling; Cultural Diversity; Civilian Interaction Training; Arrest, Search, and Seizure; Understanding Implicit Bias
- City Mandated Training Includes:
  - Ethics; Sexual Harassment in the Workplace; Violence in the Workplace
- Department Mandated Training Includes:
  - Response to Resistance; De-Escalation; Anti-Bias and Bias Neutralization; Crowd Control; All Weapons Recertification; Quarterly Firearms Qualification/Training; Quarterly Defensive Tactics; Juvenile Processing



## Pillar 6: Officer Wellness & Safety



- Texas Statewide “Blue Alert” Emergency Alert System
- Physical Assessment Every 6 Months – Concept II Row
- Ballistic Vest for Every Officer; Rifle Body Armor for Patrol, CID, and SWAT; Stab Vests for Detention Officers; Required Wear Policy for Field Units and High-Risk Operations
- Tactical Emergency Casualty Care, Self-Aid / Buddy-Aid, Tourniquets
- Chaplain Services
- Confidential Employee Assistance Program Available
- Annual Report on Employee Accidents and Injuries
- Vehicle Back-Up Cameras

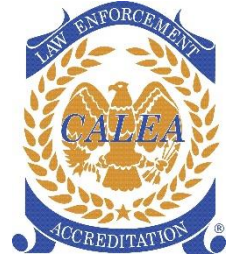




# Final Thoughts - 100th Day in Office



- As a profession, we must do better. Racism and racial discrimination have no part in the policing profession. We must be accountable to our citizens and to one another.
- Not being a racist (non-racist) is not good enough; we must actively fight against racism (anti-racist).
- We are listening and having dialogue.
- The men and women of the Keller Police Department represent the values the citizens of Keller and Westlake would expect from their public servants.
- Their character and commitment to policing, under the philosophy of procedural justice, epitomizes the culture of the Keller Police Department.
- Through training, hiring and reinforcing these values, we remain dedicated to intentionally and purposefully elevating our culture to exceed the expectations of our community.



# Questions?

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