

City of Vallejo Police Department
DRAFT Implementation Plan for Report by The OIR Group
-Executive Summary-

The Report by OIR entitled *Vallejo Police Department: Independent Assessment of Operations, Internal Review Systems, and Agency Culture* includes a list of 45 recommendations. These recommendations can best be understood by categorizing them into three (3) major topic or priority areas. The Vallejo Police Department cannot feasibly implement all 45 at once given current resource constraints. Some recommendations will clearly require additional resources to effectively implement.

The 3 categories of recommendations or 3 priority levels are as follows:

The first category, or **Priority 1** (23 recommendations), is highest priority--producing an immediate impact and reducing potential harm to the public and officers. It also ensures the department conforms to federal/state law and community expectations. These can be implemented with a modest allocation of resources.

The second category, **Priority 2**, adds substantial VPD capacity towards implementing public safety best practices (community policing, enhanced diversity and more transparency). This is the category that is most resource dependent.

The third category, **Priority 3**, brings even more capacity, accountability and transparency and furthers the building of trust and relations in the community. This is partly dependent on the implementation of the previous two categories.

The Implementation Plan is organized by Priority, and includes each OIR recommendation, implementation steps, anticipated schedule and who will be responsible for implementation. Implementation timing is determined by the relative prioritization of each recommendation and resource availability. (The Schedule notation S-XX means the step will be completed XX days from the approval of this Plan. If the item requires additional resources, R-XX is noted which means implementation from the date additional resources were allocated to the item. Dates do not take into account any potential labor meet-and-confer requirements.) Additionally, there is a "comments" column that provides additional information on resource needs and other relevant notations. Specifically, font in red/italics is to highlight items that are dependent on addition of new resources.

The Implementation Plan is considered a draft at this point, as it will be important to gather input from a variety of stakeholders, including the community, the department, the Vallejo Police Officers Association, and the City Council. Additionally, through the recently executed agreement with the California Department of Justice (DOJ), the City anticipates collaborating with the DOJ on finalizing this plan.

This Implementation Plan represents the first steps in realizing a vision for the department that aligns with 21st Century Policing and industry best practices.