

## ▶ Since PBI Part I:

- **CPOC STAFF MEMBERS NOW SIT ON PBI PANELS AS VOTING MEMBERS AT DISCIPLINARY HEARINGS FOR POLICE OFFICERS.**

Previously, the panel had 3 police officers – now it's 2 police officers and one civilian staff member from CPOC.

- CPOC posts the dates of public PBI hearings online so that community members can observe them.
- To promote ease of access, PPD has revised their security desk policy. Members of the public may attend PBI hearings after signing in and being escorted to the hearing.
- The PBI room has also been moved to a much larger space that can accommodate many observers.
- Hearings are now recorded in their entirety.
- When contacting witnesses and complainants for PBI Hearings, PBI staff now use a contact log sheet to document contact attempts, and include contact efforts by not only postal mail, but also email. PBI staff now request a continuance for complainants or witnesses who respond to contacts but have a scheduling conflict.

- **CIVILIAN ATTORNEYS FROM THE CITY'S LAW DEPARTMENT HAVE BEEN DETAILED TO PBI TO PROSECUTE DISCIPLINE CASES.**

- Trained attorneys are better suited to match the experience and strategies used by FOP attorneys who defend officers in these hearings. The current PBI Department Advocate will remain at PBI and assist, as well. CPOC will continue to monitor how this impacts the flow of cases through the PBI process.
- The legislation that established CPOC also includes an administrative prosecution function. In the future, CPOC will take on at least part of this role by hiring our own administrative prosecutors as part of CPOC's staff.

- The charging unit has reduced their use of "unspecified charges," which is now only used in specific circumstances.
- PPD has stopped the practice of dropping discipline charges of any kind during the discipline process. Previously, an officer could have charges concerning their character, credibility, or honesty withdrawn as part of a guilty plea to other charges.
- PBI voting sheets are now much more detailed and allow for each panel member to document their own conclusions and reasoning.
- CPOC reviews all memos and verdict sheets prepared by panel members to ensure policy issues and any concerns related to hearing procedures are addressed.