

SHIFTING CULTURE & PRACTICE

**Intelligence-led
and Principled
Policing**

**Deputy Chief
Trevor Womack
Operations
Bureau**

WHERE WE'VE BEEN: 2008-2015

Disruption & Instability

- Bankruptcy
- Violence
- Reduced Staffing

WHERE WE'RE GOING: 2012 - 2019

Visionary Leadership and Stability

- Chief Eric Jones
- Operation Ceasefire
- Office of Violence Prevention
- Measure A
- Procedural Justice
- Officer Wellness

INFORMATION, COMMUNICATION AND PLANNING - ICAP

Focus & Common Purpose

- Forecast-based Deployment (ForeBoDe)
- Reduce Crime AND Build Trust
- Deliverables, Accountability, Results

STRATEGIC PLAN: 2017-2019

Process Matters

- Academic Partner – University of the Pacific
- The “Right” Team
- Mission Statement, Goals & Objectives
- Community Survey
- Employee Input
- Implementation, Assessment & Management

CEASEFIRE

Changing Culture and Practice

- Development of Shooting Reviews
- Centralized Ceasefire Team
- Office of Violence Prevention
- Partnerships & Relationships