

Police Institutional Reform

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September 14, 2016

Critical Issues in Police Reform

- Who are the police?
- Transparency v secrecy
- Incentives
- Policing models
- Monitors
- Police unions and contracts
 - LEOBOR's
- Political intimidation
- Governance and regulation

Mechanisms

- § 14141 Investigations and Consent Decrees
- § 1983 litigation damage awards
- Class action civil rights litigation – court order
- Democratic regulation and collaboration
- Political reform
- Internal reform

Notable Consent Decrees

- Pittsburgh
- NJ State Police
- Los Angeles PD
- Los Angeles SD
- Seattle
- Portland, OR
- Ferguson
- Miami
- Oakland
- Cleveland
- Baltimore
- New Orleans
- Maricopa County SD
- Cincinnati
- East Haven, CT
- New York (Stipulated Settlement)
- Chicago (in process)
- Detroit
- Newark
- Albuquerque
- Suffolk County, NY
- Puerto Rico

General Design of § 14141 Protocols

- Training
- Record-keeping
- Critical incident investigations and aggregation
- Early warning mechanisms
- Body cameras (recent)
- Citizen surveys

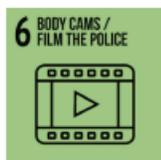


POLICE UNION CONTRACT PROJECT

Police unions have established unfair provisions in their contracts with cities that help police officers avoid accountability for misconduct. Here are some of the ways these contracts obstruct accountability in many U.S. cities.

CAMPAIGN ZERO
 For more visit
<http://joincampaignzero.org/reports>

	Delays interrogations	Erases officer personnel files	Disqualifies complaints	Limits civilian oversight
Austin	⚠	⚠	⚠	⚠
Baltimore	—	⚠	—	⚠
Chicago	⚠	⚠	—	—
Cleveland	—	⚠	⚠	⚠
Columbus	⚠	⚠	⚠	⚠
Houston	⚠	—	⚠	⚠
Jacksonville	—	⚠	—	—
Louisville	⚠	⚠	—	⚠
Los Angeles	⚠	—	—	⚠
Miami	⚠	⚠	—	⚠
Minneapolis	⚠	⚠	—	⚠
New York City	—	⚠	—	—
San Antonio	⚠	—	⚠	⚠
San Diego	⚠	—	⚠	—
Seattle	⚠	⚠	⚠	⚠
St. Louis	—	—	—	⚠
Washington DC	⚠	⚠	—	⚠



■ Yes
■ No
■ Unclear

TRACKING BODY CAMERA IMPLEMENTATION

Body cameras are rapidly becoming the norm in communities across the country. Campaign Zero reviewed available police department body camera policies from the [largest 30 cities](#) in America to determine whether this new technology is being implemented in ways that ensure accountability and fairness while protecting communities from surveillance.

Dept BC Policy	Coverage ¹	Fairness ²	Transparency ³	Privacy ⁴	Accountability ⁵
Austin	1%	No	No	Yes	No
Baltimore	5%	No	Yes	Unclear	No
Charlotte	100%	No	No	Yes	No
Chicago	<1%	No	Yes	Yes	No
Dallas	2%	No	No	No	No
Denver	14%	No	No	Unclear	Yes
Fort Worth	40%	Unclear	No	No	No
Louisville	51%	No	Yes	Yes	No
Los Angeles	8%	No	No	Unclear	No
Memphis	23%	No	Yes	Unclear	No
Milwaukee	11%	No	Yes	No	No
New York City	<1%	No	No	No	No
Phoenix	5%	No	Yes	No	No
San Diego	50%	No	No	Unclear	No
San Jose	2%	Yes	No	No	No
Seattle	1%	Unclear	Yes	Unclear	No
Washington DC	13%	No	Unclear	No	No

Law Enforcement Officers' Bill of Rights

2010 Maryland Code

PUBLIC SAFETY

TITLE 3 - LAW ENFORCEMENT

Subtitle 1 - Law Enforcement Officers' Bill of Rights

Section 3-104 - Investigation or interrogation of law enforcement officer.

§ 3-104. Investigation or interrogation of law enforcement officer.

(a) In general.- The investigation or interrogation by a law enforcement agency of a law enforcement officer for a reason that may lead to disciplinary action, demotion, or dismissal shall be conducted in accordance with this section.

Case Study – Body Cameras

- New York – delay
- Boston – resistance
- Issues driving resistance