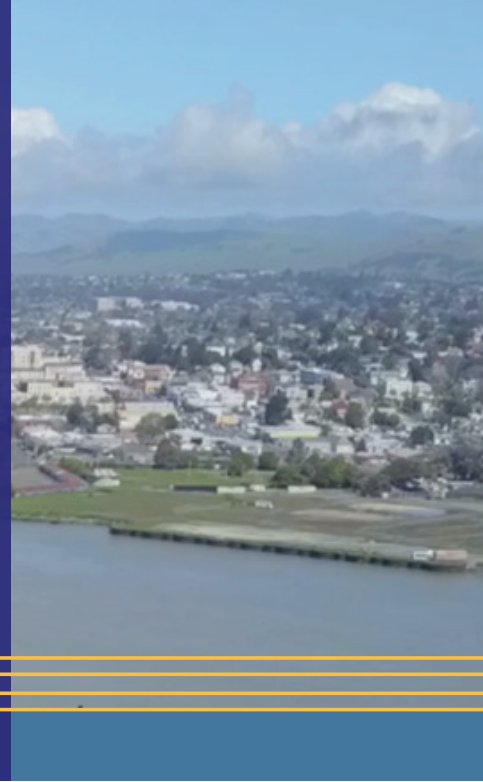


# VALLEJO UNITES TO IMPROVE VALLEJO POLICE DEPARTMENT (VPD)



## WE INVITE YOU – THE VALLEJO COMMUNITY – TO JOIN US AS WE WORK ON IMPROVING THE VALLEJO POLICE DEPARTMENT.

We welcome all members of the community to review the Proposed VPD Improvement Plan, which is summarized on the back of this flyer and can be viewed in full at [www.cityofvallejo.net/police](http://www.cityofvallejo.net/police). We invite you to share your feedback on the proposed plan via [www.opentownhall.com/9067](http://www.opentownhall.com/9067) now through July 31, 2020.

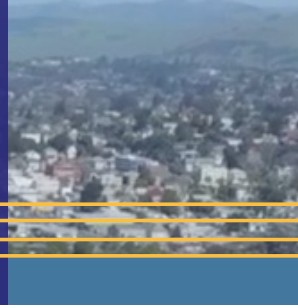
The City of Vallejo and VPD are eager to implement improvements; in fact, some are already complete or in progress. To fully implement the proposed improvement plan, additional resources and support from community stakeholders will be required.

Show your support for an improved Vallejo Police Department by signing our VPD Improvement Plan community pledge at [www.cityofvallejo.net/SupportVPDImprovement](http://www.cityofvallejo.net/SupportVPDImprovement).

Discussions around public safety in Vallejo in the past have all too often been “us” versus “them.” It is time for “us” and “them” to become “we.” Together we can unite to provide the best possible police department for our community.



# IMPLEMENTATION STEPS



## RECENT IMPROVEMENTS

- VPD has implemented a stronger body-worn camera policy requiring the cameras to be activated during all enforcement contacts and other specified encounters. (See [VPD Policy Manual 423](#))
- VPD has developed and implemented a de-escalation policy, which focuses on the core values of the sanctity of human life, public cooperation and voluntary compliance. (See [Vallejo PD Policy Manual 300.4](#))
- VPD has banned the use of the carotid control hold, consistent with the department's focus on evaluating uses of force. (See [press release announcement](#).)
- VPD has initiated a process for including community leaders in the selection of VPD officers. (See [press release announcement](#).)

## EXAMPLES OF FUTURE IMPROVEMENTS

- VPD will update its Critical Incident Review Board protocol to specify time-appropriate review phases and to ensure meaningful, productive responses and remediation.
- VPD will implement a new use of force review protocol that requires every use of force incident to be evaluated based upon specific criteria, including whether proper de-escalation techniques were considered or implemented.
- VPD will work toward implementing a more robust staffing plan, including unarmed Community Service Officers dedicated to community policing and problem-solving strategies.
- VPD will strengthen its workforce by continuing to focus on racial, gender and ethnic diversity. VPD will review recruiting policies to ensure an emphasis on diversity and will provide mentoring opportunities for all staff with a focus on under-represented groups.
- VPD will increase community engagement through conducting formal surveys, launching a new user-friendly website, gathering community feedback and welcoming open dialogue with all voices.

Please see the Proposed VPD Improvement Plan at [www.opentownhall.com/9067](http://www.opentownhall.com/9067) for a full list of implementation steps and associated timelines. We look forward to hearing your feedback and working together with you to improve our community's police department.

