



AGENCY: City Council  
MEETING DATE: June 22, 2020  
DEPARTMENT: City Council  
PRESENTED BY: Vice Mayor Norvell  
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## AGENDA ITEM SUMMARY

### **TITLE:**

**Receive Report and Consider Adoption of City Council Resolution Adopting a Hiring Policy for Police Officers to Disqualify Any Applicant Based on Prior Acts of Misconduct**

### **ISSUE:**

Vice Mayor Norvell announced at the June 8<sup>th</sup> City Council meeting that he would be introducing a Resolution that would establish a policy to disqualify applicants for Police Officer for prior acts of misconduct.

### **ANALYSIS:**

Recent incidents of police brutality, including the death of George Floyd by a Minneapolis police officer who kneeled on his neck for over eight minutes without intervention by the three other officers also on scene, have focused attention on the actions and conduct of police officers across the country. In many of these incidents, including Mr. Floyd's death, the officer had prior claims of misconduct and/or discipline for similar actions.

One of the most effective ways to avoid misconduct by officers is to not hire officers with a history of misconduct. The hiring process for law enforcement includes extensive background investigations. Sustained and unsustained complaints of misconduct are normally uncovered during those investigations. Policies and rules on hiring that set clear expectations regarding prior misconduct of officers will not only hold professional peace officers to a higher standard but also protect jurisdictions from hiring individuals who have not met that standard in prior employment.

Other cities, including San Francisco have implemented similar policies for hiring law enforcement officers. Widespread implementation of such policies will regain trust in law enforcement agencies.

### **RECOMMENDED ACTION:**

Adopt proposed Resolution establishing a policy to disqualify applicants for Police Officer for prior acts of misconduct and directing the Fort Bragg Police Chief to adopt rules consistent with the policy.

### **ALTERNATIVE ACTION(S):**

1. Do not adopt Resolution.
2. Provide alternative direction to staff.

**FISCAL IMPACT:**

Applicants for police officer with the City of Fort Bragg go through a thorough investigation and background check prior to an offer of employment from the City. This process includes a review of complaints and disciplinary actions against an applicant by former employer(s) so there is no additional cost to implement this policy.

**GREENHOUSE GAS EMISSIONS IMPACT:**

N/A

**CONSISTENCY:**

The proposed Resolution is consistent with the Council's goal that the community be more involved in the Fort Bragg Police Department. A more transparent department and officers held to a higher standard when hired will encourage more interaction and trust from our community.

**IMPLEMENTATION/TIMEFRAMES:**

Although Chief Naulty has not yet adopted rules to implement the policy, the Chief has applied this standard in three recent recruitments.

**ATTACHMENTS:**

1. Resolution

**NOTIFICATION:**

N/A