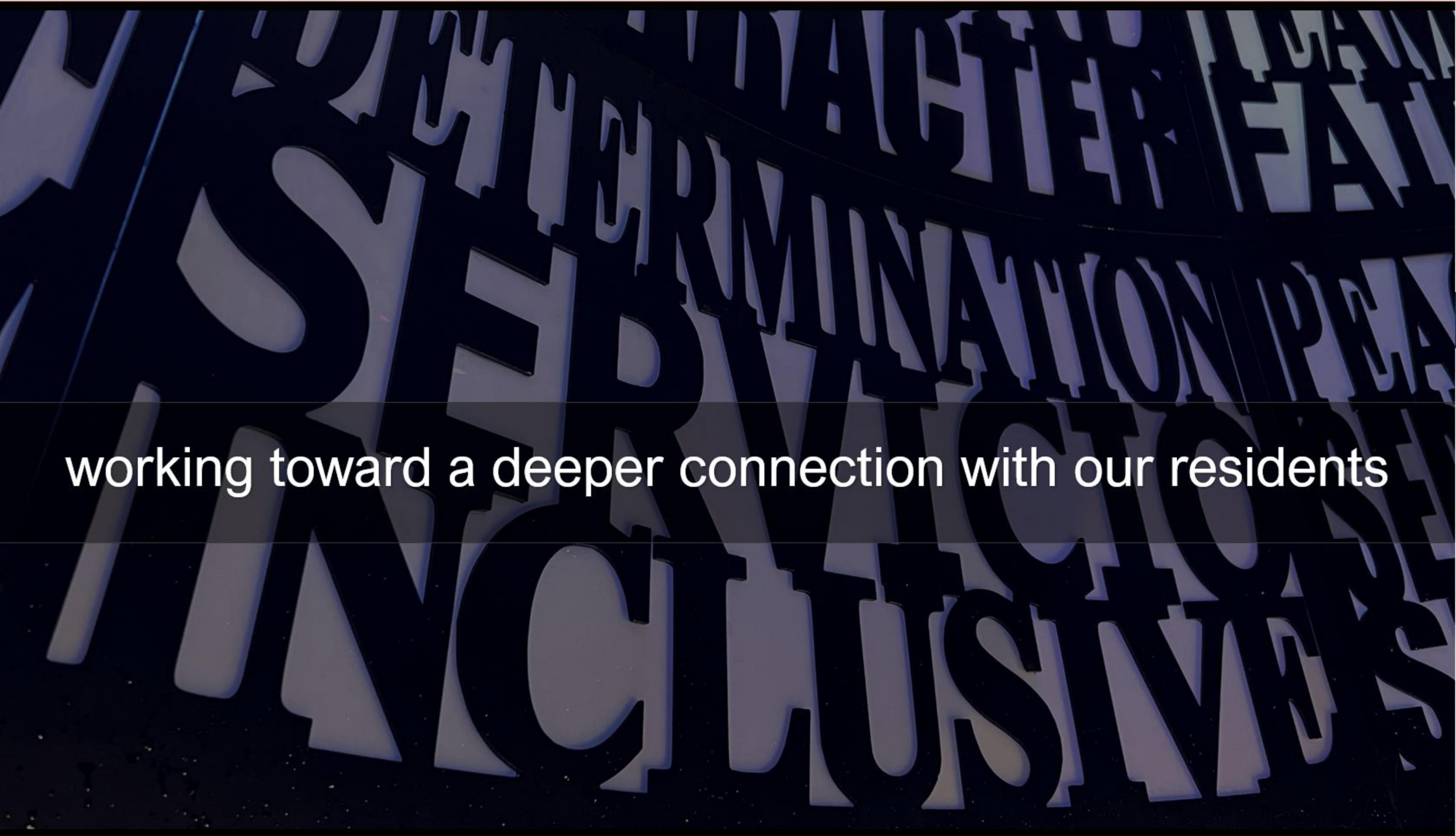




SPECIAL PRESENTATION TO

Salem City Council

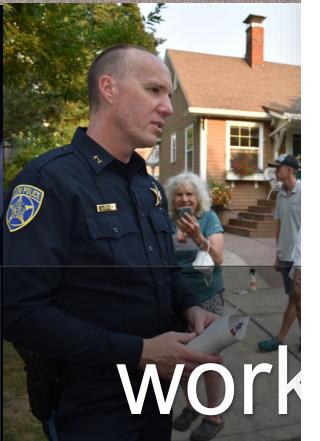
Salem Police Chief Trevor Womack
NOVEMBER 22, 2021



working toward a deeper connection with our residents



WELCOME
TO
SALEM



Amador Aguilar

Muchas gracias a nuestro jefe de policía de Salem, Trevor Womack, y a su asistente Latino que ha estado sirviendo en este departamento y ha estado trabajando duro durante mucho tiempo para crear conexiones con la comunidad latina Angie Hedrick. Ambos fueron parte de este increíble proyecto de conversación Chocolate caliente con líderes y programas en el Salem Flea Market (El mercado Latino) ubicado en Portland Road junto a la Harbor Tool Store en el vecindario de Northgate. Esta fue la primera de muchas comunidades futuras que se reunieron en este Centro ENLACE de conexión intercultural para el desarrollo comunitario. El jefe Trevor Womack tiene razón de que el primer paso de la colaboración comunitaria y comprender las necesidades... See more



C.Fuimaono @IBC_CoachChris



connect

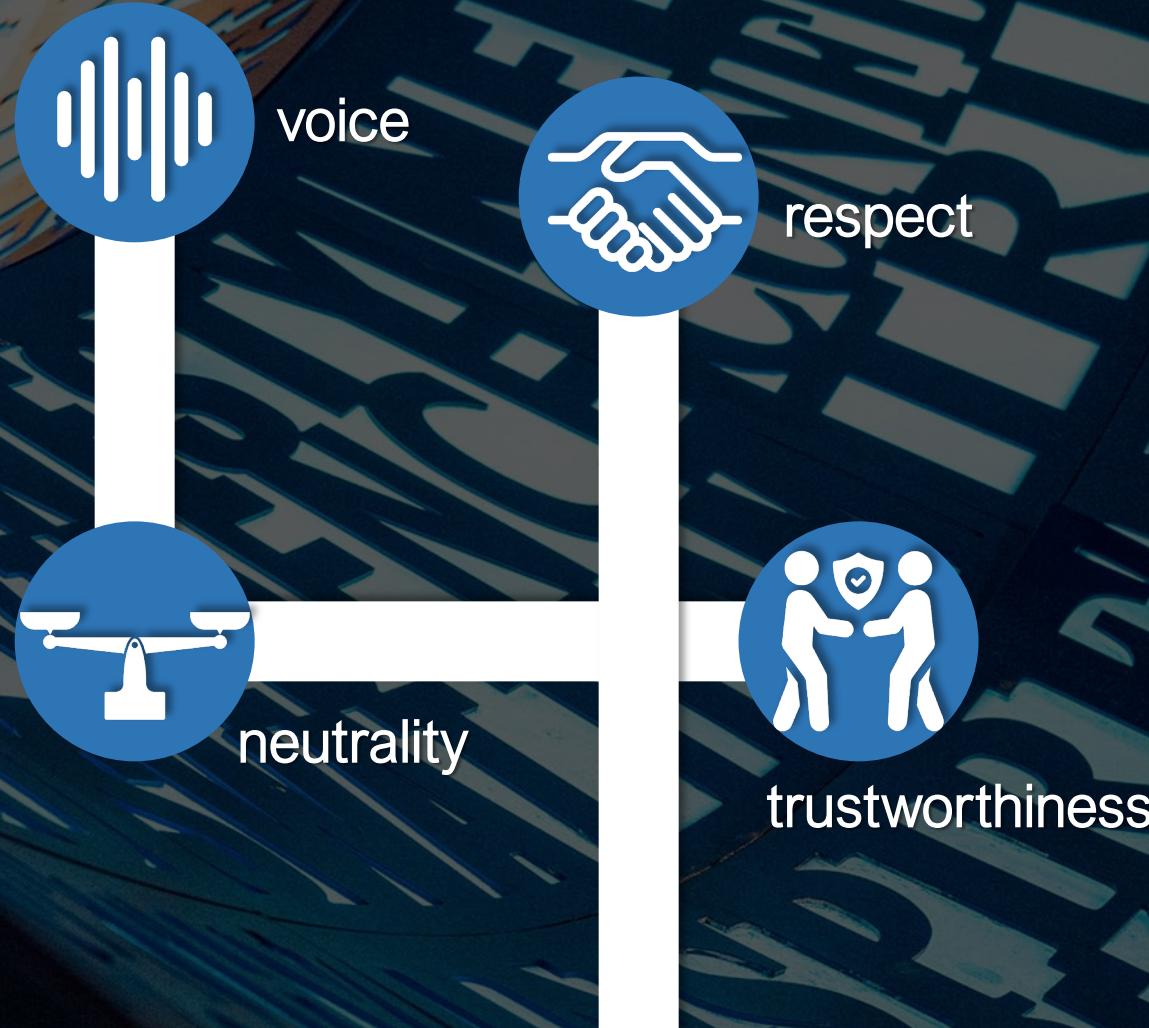
Building relationships and having a dialogue on how to better our community is motivating. Shouts to New Police Chief Womack and Angie Hedrick for sitting down with some of our Pacific Islander Community Leaders today.





the goal is to increase community safety and trust

Strengthening the public's trust through procedural justice



the
path
to **trust-building** with
our
community

listening

- **Advisory Council to the Chief**



POLICING IN ACTION

PLACE COMMUNITY PRIORITIES AND CONCERNES AT THE CENTER OF THE PROCESS.

The Salem Police Department will convene a series of listening sessions in small forums for community members to share their stories, concerns and priorities for policing in Salem. The sessions will be community-wide and Salem Police will make special efforts to engage community groups that may have had troubled histories with police and differing lived experiences. The department will draw from these conversations as it crafts changes in training, policy and practice.

**TAILOR DEPARTMENTAL TRAINING, POLICY AND PRACTICE TO A DOUBLE BOTTOM LINE:
TRUST-BUILDING & COMMUNITY SAFETY**

The Salem Police Department will work with community members and officers to review and revise department training, policy and practice so that each is consistent with principled policing. The review will focus on policies, procedures and training that directly impacts community trust of the police.

SUPPORT OFFICERS THROUGHOUT THIS CHANGE PROCESS.

The Salem Police Department's commitment to principled policing—giving voice, fair and transparent decision-making and respectful treatment—extends to internal policies and practices that bear on officer well-being, safety and career advancement.

COMBINE PRINCIPLED POLICING AND SMARTER POLICING TO IMPROVE COMMUNITY SAFETY

The Salem Police Department will combine principled policing and smarter policing (data-driven decision-making), evidence-based practices and a commitment to partnership—to invest public resources where they will be most effective in reducing crime while strengthening trust and cooperation with the public.



Police legitimacy means that the community views your organization as trustworthy, as capable, as qualified and skilled, effective. That's legitimacy in the eyes of the community.

—Salem Police Chief Trevor Womack

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listening

- Advisory Council to the Chief
- Launched listening sessions in October



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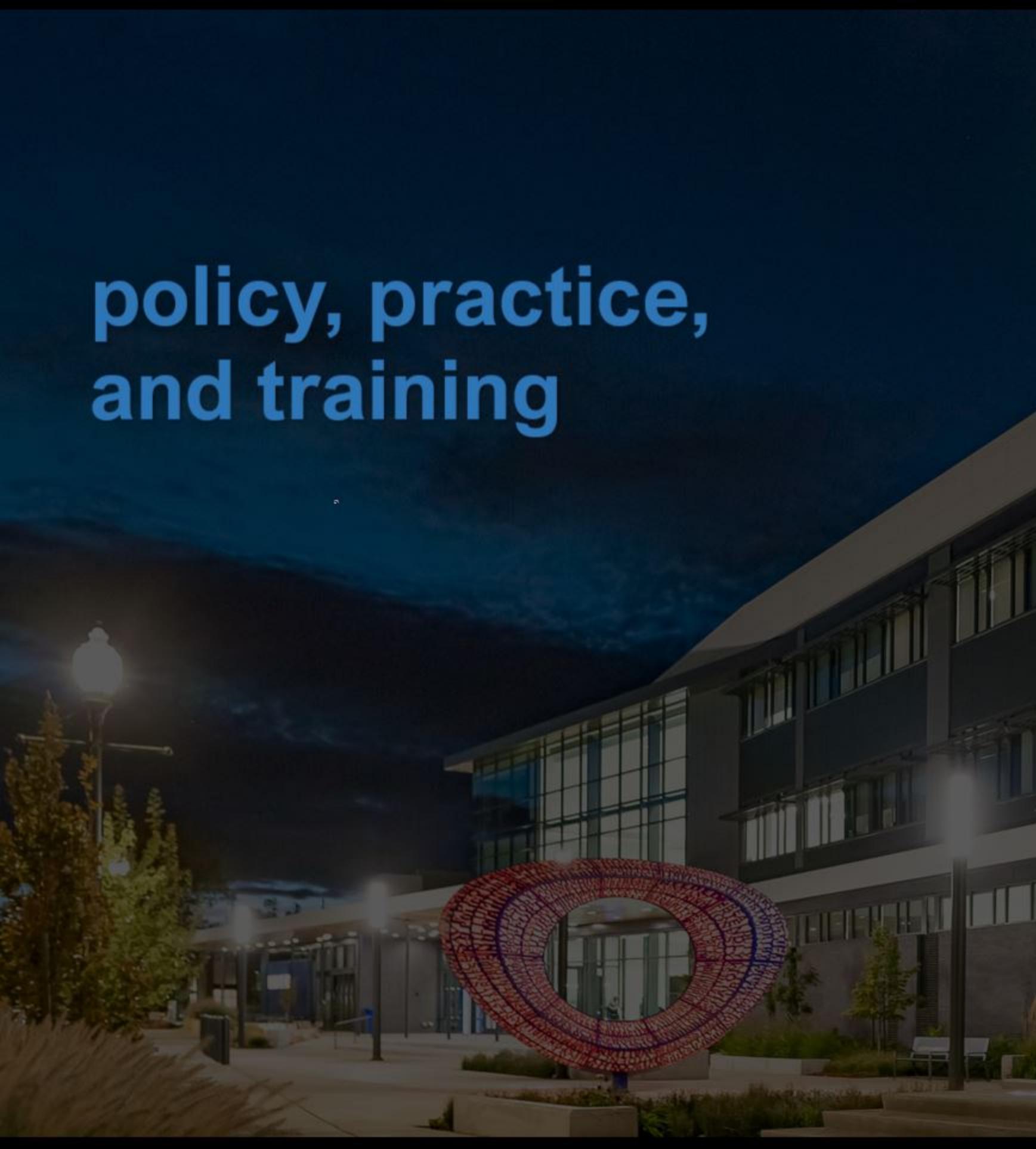
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policy, practice, and training

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procedural justice training for officers



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principled policing and smarter policing combined

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Shifting the policing paradigm in Salem





- Community Policing Audit: Engagement Assessment
- Internal three-month assessment
- Independent staffing study



2021 Independent Staffing Study

In-depth
data workload
analysis



Review of the work
across the three Divisions:
Patrol, Investigations & Support



Concentrated focus
of the Patrol Division



Findings



- Enhance online Records services



- Capacity lacking for digital evidence and investigative technology services



- Violent crime levels exceed number of detectives needed to investigate

Findings



- Find additional alternatives to in-person officer call response



Expand
Community
Service
Officer
program



- Phase out the corporal rank as supervision should remain at the sergeant level

Findings

- Patrol understaffing has internal and external impacts



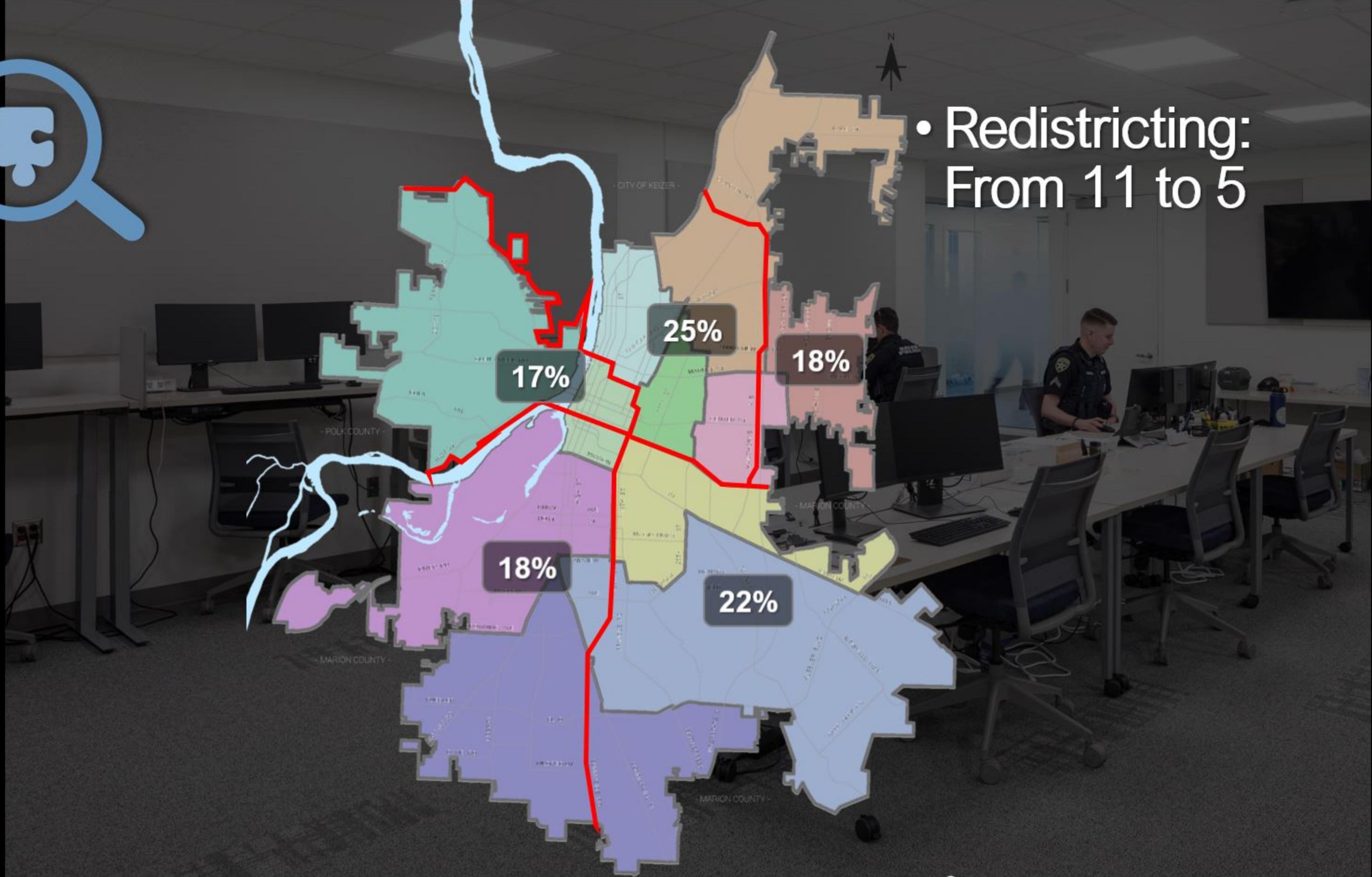
- Adjustments needed to Patrol scheduling and structure



- Even with adjustments, 27 to 83 officers needed just for the Patrol Division

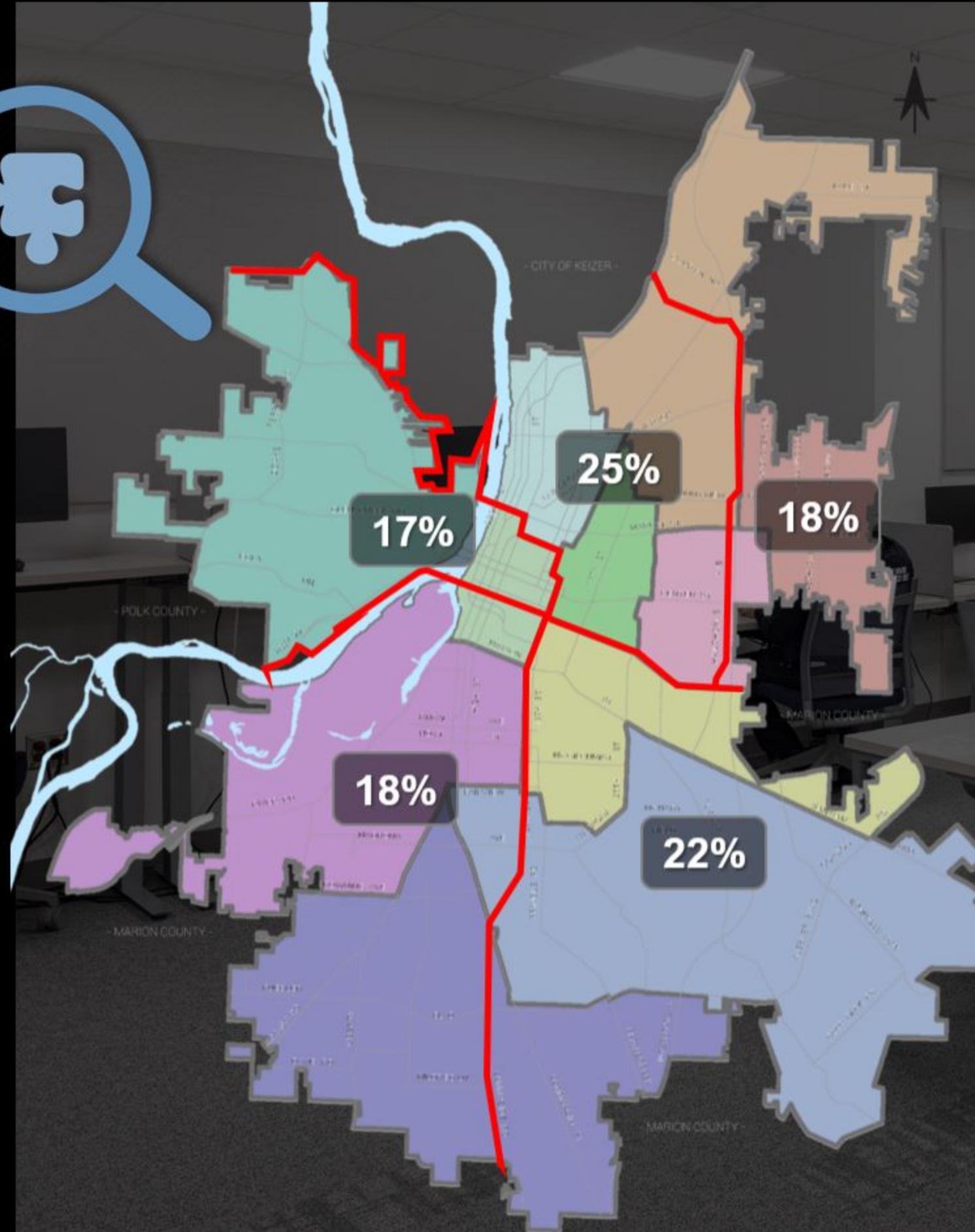
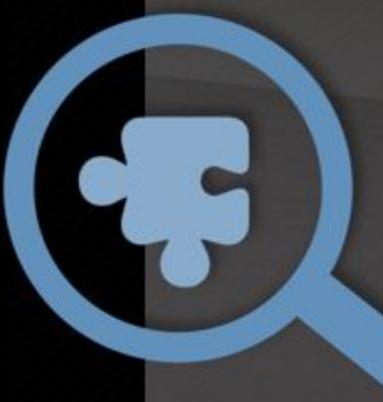


Reimagining Policing for Salem



- Redistricting:
From 11 to 5

Reimagining Policing for Salem



- Step 1
 - Phase out corporal rank
- Step 2
 - Realize the community policing model within each district
- Step 3
 - Ensure adequate resources for Patrol and Investigations Divisions

Reimagining Policing for Salem

