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## **Liccardo Announces Initiatives to Increase Police Accountability and Increase Public Trust**

*SAN JOSE* – In response to concerns arising from San Jose Police Department data suggesting to racially disparate detention and search rates, San Jose Mayor Sam Liccardo has announced his intention to push forward with several initiatives to assure additional accountability and maintain public trust in the Department’s actions. “We have the nation’s most professional, highly-trained police officers,” Liccardo noted, “but we can do better, and when it comes to issues of race and policing, we must vigilantly seek every opportunity to do so.”

Specifically, Liccardo advocates a four-point plan to address concerns about bias and policing. “First,” he proposes, “I will identify the funding in my June Budget Message to purchase and fully deploy body-worn cameras on every patrol officer in this coming fiscal year.” Liccardo first publicly proposed use of body-worn cameras in 2012, and has urged the SJPD to accelerate its extensive study and repeated pilot efforts. After discussions with police union leaders in recent months, a consensus has emerged of the need for cameras. Upon taking office sixteen weeks ago, Liccardo urged SJPD and staff to identify federal grant funding for cameras through his March Budget Message. “Whether that grant funding emerges or not, I will make it a priority to get it done within the fiscal year,” Liccardo added.

Second, Liccardo will urge his Council colleagues to accept the recommendation of the Independent Police Auditor (IPA) to broaden the scope of inquiry of complaints of bias-based policing. Specifically, a recent IPA report criticized the Internal Affairs’ investigation of bias-based policing allegations as narrowly ignoring prior patterns of complaints by persons of color against specific officers. Liccardo noted, “[w]e all recognize that prior complaints and patterns of conduct can be relevant in understanding whether race entered an officer’s decision-making, and our IA investigation needs to embrace the same approach used by our courts: looking at the totality of circumstances surrounding a pat-down frisk, arrest, search, or use of force.” In August, the Council will consider the SJPD’s response to all of the IPA’s recommendations, and Liccardo will push to implement several of those recommendations, particularly concerning allegations of racial bias.

Liccardo also committed to expand civilian review of police misconduct, subjecting department-initiated investigations to review by the Independent Police Auditor. “The IPA has urged that we apply a consistent procedure to all misconduct complaints, whether they originate from the public, or from within the department,” Liccardo noted. “I look forward to working with the Police

Department, Police Officers Association and IPA on a consistent and legally sound procedure to expand civilian review.”

Finally, through the Rules Committee, Liccardo will urge the acceleration of long-planned independent analysis of detention and search data presented by the *Mercury News*. “The analysis made available to me raises significant questions that deserve further scrutiny and public discussion,” Liccardo noted, “before jumping to conclusions, we critically need to understand whether similarly-situated people are being treated differently because they’re Latino or African-American. That requires a deeper dive.” Liccardo characterized that the disproportionate search and detention rates of drivers as problematic, for example, but added that “not all car stops are alike. We expect that an officer will deal differently at 3 a.m. when stopping a speeding car full of 19-year-old males, than she will when pulling a driver maneuvering rush-hour traffic to get to work at 8:30 am.” Liccardo agreed to fund the consultant’s work, which the Council approved in February, and now will seek a hearing before the Public Safety, Finance, and Strategic Support Committee in June to ensure the consultant’s hiring and timely report in the weeks ahead.

Liccardo lauded efforts by SJPD Chief Larry Esquivel to expand training in bias-based policing, and to proactively collect the very data that led to the *Mercury News* report. “Chief Esquivel decided to require officers to report every detention and arrest, and to identify the detainee’s race, in every interaction. We commend the Department for their transparency, and for their proactive efforts to confront bias. We have more work to do, but I’m confident that working together, we’ll create practices that will become a model for the rest of the nation.”

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