

Whereas

- 1) The City Council directs the Chief of Police and the City Manager not to hire, or to offer to hire, any new sworn personnel, including any trainee or recruit position, without express prior authorization by resolution of the City Council. This prohibition includes any hiring, or offers, based on any eligibility list or application yielded by Job Bulletins #00202 or #00217, both of which stated that “The provisions of this job posting do not constitute a contract, express or implied, and any provisions in this posting may be modified or revoked without notice.”
- 2) The City Council adopts and endorses the three pathways outlined in the Solidarity Consulting Report to reimagine public safety, reduce criminalization, and limit encounters between civilians and armed police. Subject to subsequent implementing measures, these pathways provide for
 - a. Removing to the extent possible CCPD involvement in responding to calls or other situations involving people experiencing crises of mental health, houselessness, drug use, or other health or well-being needs. As a substitute, not merely a supplement, Culver City will develop and support the capacity for mobile crisis intervention services that do not include a CCPD officer and are not controlled by or part of the CCPD.
 - b. Aligning Culver City with county-wide “Alternatives to Incarceration” efforts to reduce police interventions, arrests, and prosecutions for the minor misdemeanor offenses disproportionately driven by economic inequality and producing racial inequities in CCPD arrests and other civilian contacts. This includes exercising the CCPD’s existing discretion not to execute arrests for driving with a suspended license and developing pre-arrest diversion programs, outside CCPD control, for petty theft and drug possession.
 - c. Removing to the extent possible CCPD involvement in routine traffic and parking enforcement and accident response. This includes ceasing to engage in pretextual traffic stops for the purpose of creating “proactive policing” opportunities to pursue suspicions of other offenses. It also includes developing alternative traffic safety methods such as non-police responders, streetscape modifications, and technological monitoring and feedback, as well as identifying and advocating for any legal changes necessary to enable such techniques.
- 3) The City Council adopts the guiding principle that CCPD workload reductions from the pathways identified in (2) shall be directed toward corresponding reductions in CCPD staffing through attrition, without layoffs, and shall not be used to enable intensified policing in other areas. The corresponding budgetary savings will be invested in promoting public safety and well-being outside the CCPD, such as hiring staff in other City departments to the alternative public safety pathways identified above.

- 4) The City Council directs City staff to assess the likely pace and scale of future CCPD staff attrition, including its budgetary implications. This shall include assessing the potential for retirement incentives, changes to longevity pay, and other human resources policies to affect the pace and scale of attrition, without layoffs.
- 5) The City Council adopts as part of its agenda before the next election to consider a resolution that would create a Public Safety Commission independent of the CCPD and charged with public review of CCPD policies, budget, public complaints, and the scope of CCPD's mission relative to approaches to public safety that do not rely on armed policing and that may operate outside the CCPD.
- 6) The City Council directs City staff to develop and propose for City Council consideration feasible plans, timelines, and budgets for implementing the above-stated policies.
- 7) The City Council directs City staff to incorporate the above-stated policies into its proposed budgets and workplans for 2021-22 and to continue to do so in subsequent years unless otherwise directed by the City Council.