

# RECOMMENDATION SUBMISSION AND RESPONSE FORM

2020 Discipline and Accountability #8

DISCUSSED BY SPCRC		APPROVED AND IMPLEMENTED		PENDING FURTHER REVIEW	
RECEIVED BY SPD	02/08/2021	APPROVED AND PENDING		SPD UNABLE TO IMPLEMENT	
RETURNED TO SPCRC		PARTIAL IMPLEMENTATION	X	DENIED	

## SPCRC RECOMMENDATION

Require peace officers to obtain 4-year college degree (e.g., Bachelor of Arts or Bachelor of Science) within 6 years after joining the police department. Additionally, continue to offer financial support to officers obtaining a degree and look into offering additional financial support.

Basis for above recommendation include, but is not limited to, the following:

- Justice Policy Journal, Spring 2016, A National Examination of the Effect of Education, Training and Pre-Employment Screening on Law Enforcement Use of Force.
- Police Quarterly; The Effect of Higher Education on Police Behavior (Police Quarterly 2010 13:92 originally published online 3 January 2010. DOI: 10.1177/1098611109357325. The online version can be found at: <http://pqx.sagepub.com/content/13/1/92>.
- City University of New York (CUNY), CUNY Academic Works, Police Officers and College Education: The Association of Police Officer College Education and the Level of Force Used by a Police Officer in Gaining Compliance in Arrest Situations (John Vespucci, The Graduate Center, City University of New York).

## SPCRC RECOMMENDATION RATIONALE

B. HIRING: The Commission understands that some of these recommendations are already in practice at SPD. Nonetheless, the Commission recommends that SPD explicitly incorporate these items into its General Orders. (SPD's current policy on background investigations is G.O. 255.10, dated 6-14-2001)

## SPD RESPONSE

Sacramento City Council Meeting (Item #2) on 06/01/2021, presented by Deputy Chief Lester:

- 2:30 PM City Council (Special Meeting): <https://sacramento.granicus.com/player/clip/4964>
  - Minute Marker: 52:15
- Staff Report: [https://sacramento.granicus.com/MetaViewer.php?view\\_id=21&meta\\_id=631887](https://sacramento.granicus.com/MetaViewer.php?view_id=21&meta_id=631887)
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SPD supports officers seeking higher levels of education.

Officers are currently provided with a pay incentive for possession of a bachelor's degree and officers without a bachelor's degree may be eligible for the city's tuition reimbursement program.

SPD already requires 60 units to become an officer. Many already hold 4-year degrees at entry (73% of sworn officers currently hold a bachelor's degree or higher).

This recommendation would require a contractual change to the labor agreement and there may be a significant cost to the city.

## OTHER CITY DEPARTMENTS

N/A

## APPENDIX

N/A