



**WORK SESSION  
RICHFIELD MUNICIPAL CENTER, BARTHOLOMEW ROOM  
NOVEMBER 16, 2022  
4:00 PM**

Call to order

1. Presentation from CEO Bob Scales of Police Strategies LLC on a disparity analysis study.

Adjournment

**Auxiliary aids for individuals with disabilities are available upon request. Requests must be made at least 96 hours in advance to the City Clerk at 612-861-9739.**



## **STAFF REPORT NO. 29**

### **WORK SESSION**

**11/16/2022**

REPORT PREPARED BY: Jay Henthorne, Director of Public Safety/Chief of Police

DEPARTMENT DIRECTOR REVIEW: Jay Henthorne, Director of Public Safety/Chief of Police  
11/10/2022

OTHER DEPARTMENT REVIEW:

CITY MANAGER REVIEW: Katie Rodriguez, City Manager  
11/10/2022

#### **ITEM FOR WORK SESSION:**

**Presentation from CEO Bob Scales of Police Strategies LLC on a disparity analysis study.**

#### **EXECUTIVE SUMMARY:**

The Richfield Police Department contracted with Police Strategies to conduct a disparity study utilizing our data. Police Strategies is a national company that uses data science and technology to help police agencies implement effective policies, training programs and monitoring systems. This study analysis was contracted to be done in addition to the qualitative analysis being done on an ongoing basis by the Police Department.

#### **DIRECTION NEEDED:**

None

#### **BACKGROUND INFORMATION:**

##### **A. HISTORICAL CONTEXT**

This quantitatively disparity study was conducted over a three-month period involving databases including but not limited to reporting offenders, victims, arrestees, use of force incidents, and traffic data. We have worked with Police Strategies since 2017 on Use of Force Reporting and public dashboards. This affiliation with Police Strategies developed due to a transparent process of use of force data to the public and monitoring system for internal use within the Department. The Police Department for the past decade has instituted internal controls which consist of review boards from all rank and file, data collection and review, digital analysis, etc. to insure the continued goals of impartial policing within the Department for the community.

##### **B. POLICIES (resolutions, ordinances, regulations, statutes, etc):**

None

##### **C. CRITICAL TIMING ISSUES:**

None

##### **D. FINANCIAL IMPACT:**

The Police Department has made a financial commitment which exceeds appropriated budgetary allotment and has had to apply for grants to help subsidize the cost thus far on use of force dashboards,

disparity analysis, and other consultant fees. This does include staff time spent on collecting, analyzing, and retrieving data to fulfill requirements of the robust analytics that are available from LOGIS.

**E. LEGAL CONSIDERATION:**

City Attorney has reviewed all contracts with Police Strategies LLC.

**ALTERNATIVE(S):**

Do not contract with Police Strategies for forward facing data and transparency and rely on data from our current vendor LOGIS or future vendor Tyler Technologies; however, disparity analysis and monitoring of the data for internal Police Department use for training and Federal and State Legislative guidance will be very limited.

**PRINCIPAL PARTIES EXPECTED AT MEETING:**

CEO Bob Scales, Police Strategies LLC