Praetorian Consulting - Proposal

"The only thing necessary for the triumph of evil is for good men to do nothing."
– Sir Edmund Burke

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Thank you for your time on the phone and for sharing your concerns regarding Avondale Estates Police Dept. and community. I have put together a proposal that should address your concerns and furthermore create a roadmap to follow regarding similar concerns in the future.

Our Philosophy

Our mission is to enhance community and police interactions, by way of transparency, accountability, and professionalism.

"We the people…." are obligated under the social contract of the U.S. Constitution to abide by the laws therein. Law enforcement agents are tasked with upholding the law. This includes the rights of individuals to protest and peaceful assembly. If citizens actions devolve into violence, then an appropriate escalation of a police response is often necessary. Unfortunately, citizen's expectations and lack of knowledge regarding law enforcement agency procedures are often lacking and consequently their interpretation of law enforcement responses can become myopic.

Additionally, officers may also fail to understand the discretionary powers that are often at their disposal to mitigate violence. This incongruity creates mistrust due to a lack of transparency. Research reveals that the perceived lack of transparency by the public can quickly debilitate law enforcement agencies and their ability to effectively "protect and serve" their communities, which can lead to civil and criminal proceedings as well as issues of vicarious liability.

Project Objective

To create viable recommendations that continue honest and sincere engagement with the community:

- to change negative perceptions
- to circumvent future incidents that may arise due to a lack of trust and transparency from your law enforcement agency.
- to create an atmosphere of mutual trust, respect and engagement between law enforcement and the citizenry of Avondale Estates.

Issues such as "implicit bias" are deep seated and not easily remedied. And while we cannot legislate what lies within an individual's heart, more equitable treatment may be achieved through community engagement in conjunction with appropriate evolving departmental policies, procedures and transparency. It is not the intent of this project to relitigate previous incidents but rather to avoid future controversies regarding police actions.

Strategy:

Please note that to effectively serve your needs cooperation and access to data is required, specifically access to databases or individuals who have knowledge of the following:

1. Vehicle and pedestrian investigations (accompanying citations)

2. Body/dash cam data - procedures

3. Avondale Estates Police Dept.'s disciplinary codes, directives and procedures

4. IT databases as well as individuals and with knowledge of the processes may be required for short interviews.

5. Citizen's Complaints and dispositions – for trends regarding disclosure or a lack thereof

6. Force continuum standards

Project Objective

From August 2020 – October 2020, Praetorian Consulting will address four major issues regarding the police and the community of Avondale Estates via review, assessment, and recommendations as follows:

1. Community Survey – an analysis of community concerns

2. Citizens Complaint Process – types of complaints, modes of filing and disposition and public redress

3. Disciplinary procedures and outcomes – transparency and public redress

4. Recruitment/Hiring process – requirements & vetting process

Deliverable & Process

Goal: A report based on those findings with recommendations to be rendered in full on Oct 31, 2020. **A follow-up check-in after project is completed with City Manager. No charge.**

Summary

This proposal from Praetorian Consulting and Management details objectives and goals for the Avondale Estates Police Department. The total project fee is $40,000 (8 weeks/5 days/8 hrs. $125/hr.) with 50% due upon approval. The remaining portion due in increments of 2/ $10,000 payments at the end of August and September (does not include travel expenses and lodging).

The duration of the review process will begin on the 1st of the month and will last approximately 2 months with an option to continue, if needed.

Additional consulting - $125/hour travel and accommodation expenses not included.

Please note that these recommendations will be based on Avondale Estates community feedback, empirical data as well as anecdotal information. Ultimately the administration must determine which changes should be implemented based on monetary and governmental policy concerns.

We would like to sign a contract by August 1, 2020. Please contact me with any questions.
(rates subject to change after August 31, 2020)

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