



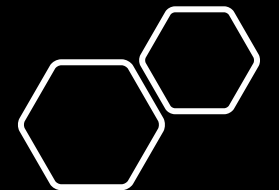
**ONE AUSTIN**  
**SAFER TOGETHER**

---

AUSTIN POLICE DEPARTMENT

# Collective Sex Crimes Response Model (CSCRM) Project

Austin Police Department

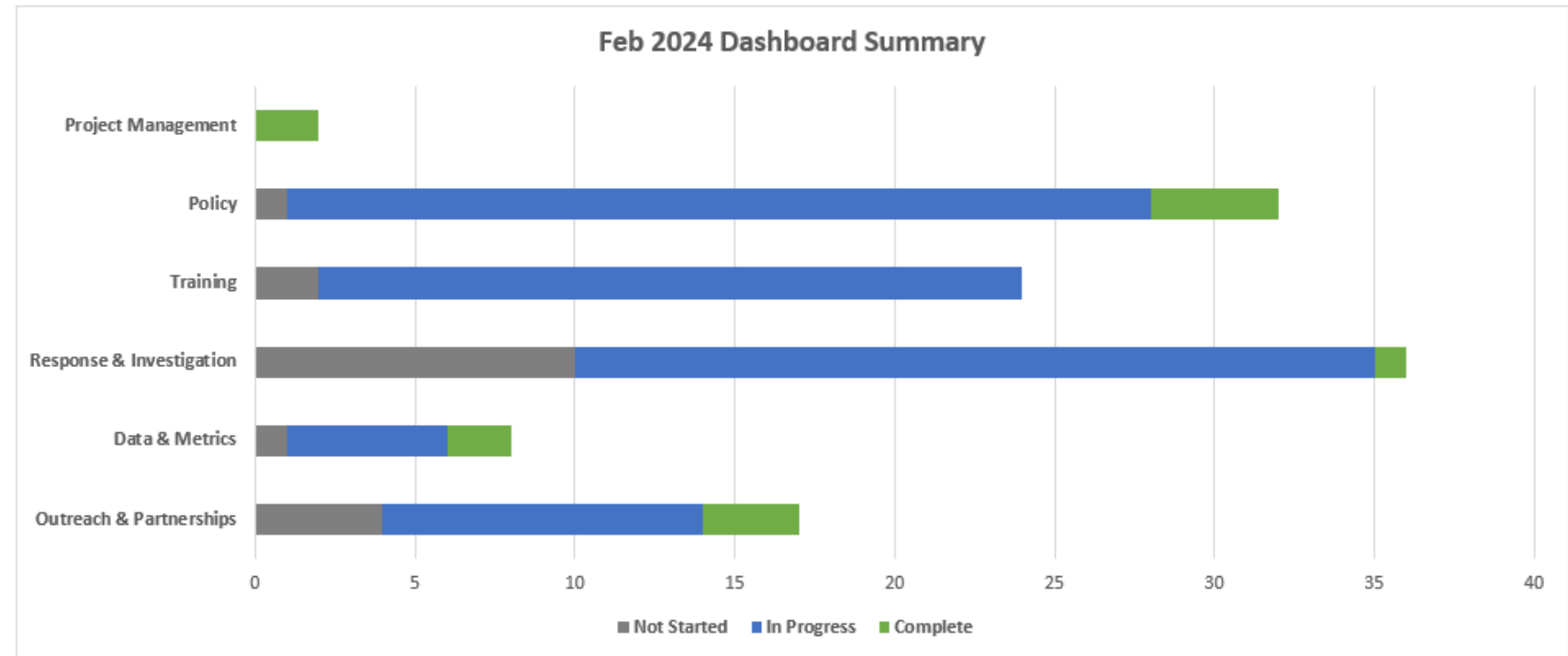


# CSCRM Status Update

# Dashboard Status – Feb 2024

## Summary:

- **Complete = 10% (12 Items)**
- **In Progress = 75% (89 Items)**
- **Not Started = 15% (18 Items)**



## \*Note:

- Items listed as “Not Started” have not yet been assessed by the multi-disciplinary Workgroup, however improvements may have already been initiated and/or implemented by APD independently.
- See Slide 4 for a detailed break-down of “In Progress” status toward “Complete”.

# In Progress Break-Down

Below is a break-down of where the 'In Progress' work resides in its progression toward 'Complete'...

Workgroup	1. Solution Recommendation	2. Documentation	3. Training	4. Communications	5. Metrics	6. Ownership	7. Steering Committee Approval	Total
Policy	15	12*	-	-	-	-	-	27
Training	22	-	-	-	-	-	-	22
Response & Investigations	23	1	-	1	-	-	-	25
Data & Metrics	5	-	-	-	-	-	-	5
Outreach & Partnerships	9	1	-	-	-	-	-	10
<b>Total</b>	<b>74</b>	<b>14*</b>	-	<b>1</b>	-	-	-	<b>89</b>

\*6 Items are pending SOP approval. 4 Items are pending General Orders approval.

# CSCRM Funding Requests

# FY2025 Unmet Needs Funding Requests

			FY 2025				
			Funding Request		To be Funded by APD	Requested for Funding by CoA	Description:
Scope Source:	Scope Reference:	Request Summary:	One-Time	Recurring			
PERF Lawsuit	7.4, 10.1, 10.2, 10.4, 10.5, 10.6, 10.7, 10.8, 10.9, 10.10, 10.12, 10.13, 10.14, 10.16, 10.18, 10.19, 11.2, 11.3, 11.4, 13.18, 15.1, 15.2	Training Curriculum Development & Delivery	\$ 244,000	\$ 60,000	\$ 185,520	\$ 118,480	Comprehensive Sexual Assault/Trauma Informed <b>Curriculum Development</b> (One-Time) and <b>Delivery</b> (Recurring): -40 Hours Academy (Cadet, Patrol, FTO) -40 Hours SCU (SCU Detectives, Supervisors) -8 Hours SCU Management -16 Hours Simulations (Cadet, Patrol, FTO, SCU Detectives) -16 Hour Annual Recurring (SCU Detectives, SCU Supervisor) -8 Hour Annual Recurring (Patrol, FTO, SCU Management)
PERF	11.1	Detective Staffing		\$ 156,000		\$ 156,000	Hourly wage for <b>Retired Detectives</b> focused on misdemeanor and cold cases. -\$140,400 for 3 new retired detectives (\$30/hr; 30 hrs/wk, 52 wks/yr) -\$15,600 for wage increase for 2 existing retired detectives (\$5 per hr increase (from \$25/hr to \$30/hr), 30 hrs/wk, 52 wks/yr)
PERF	14.1	Project Management	\$ 144,000			\$ 144,000	CSCRM Contract <b>Project Manager/Consultant</b> -Senior, PMP Certified -Leads/oversees establishment, maintenance, and governance of project framework -Cochair of Project Management Workgroup -Leads steering committee meetings -Leads quarterly status updates -Leads communications with Commissioners/Council Members -Serves as neutral bridge between advocates and agencies -Protects and prioritizes the project
PERF Lawsuit	12.4, 15.13	Survivor Survey		\$ 100,000	\$ 79,384	\$ 20,616	<b>Survivor Survey</b> technical solution/tools and survey expertise to deliver anonymous survey to survivors who report to APD. The requirements for this scope have not been fully vetted, and it is anticipated that a bid for contract will need to occur. APD IT is additionally engaged.

# FY2025 Unmet Needs Funding Requests

			FY 2025				Description:
			Funding Request		To be Funded by APD	Requested for Funding by CoA	
Scope Source:	Scope Reference:	Request Summary:	One-Time	Recurring			
PERF	12.1	Volunteer Compensation	\$ 10,000			\$ 10,000	CSCRM Stipend for Volunteer Project Members: -2 current project members are serving in a volunteer manner -Additional volunteers are anticipated (ex: engaging survivors on the survivor survey initiative)
PERF	14.1	Project Team Training	\$ 5,000			\$ 5,000	Project team training and leadership development to strengthen relationships across agencies resulting in an effective and well operating project team.
PERF	4.12	Challenge Coins	\$ 2,000	*See Note		\$ 2,000	A challenge coin has been developed by the SCU team that will be used to award personnel when their decisions and/or actions deserve recognition. Initial one-time funding will allow for the creation of 500 coins. <i>*\$500 requested as annual recurring funding beginning FY2026.</i>
PERF	4.11	Survivor Pamphlets		\$ 1,000	\$ 1,000		An additional <b>supplement listing all support services</b> available to victims/survivors of sexual assault is being added to the existing 'pink pamphlet'. These materials will need to be updated regularly to ensure resources remain accurate and comprehensive.
PERF Lawsuit	7.2, 12.2, 15.12	Website		\$ 408	\$ 408		Annual <b>Domain and web service fees</b> to maintain a website for sexual assault survivors to find and connect with resources.
CSCRM Recommendation	NA	Educational Resources		\$ 200	\$ 200		Hardcopy and electronic <b>library of resources</b> for on-going education for the Sex Crimes Unit.
Total			\$ 405,000	\$ 317,608	\$ 266,512	\$ 456,096	

# **Issues, Risks, and Additional Funding Considerations**



# APD Academy & Recruitment

---

- Law enforcement staffing shortages and hiring challenges are being felt nation-wide. APD is not immune to this reality, and significant financial support and innovative approaches need to be considered to survive and overcome it.
- **CSCRM is requesting/recommending 56 hours of Academy/Cadet level training for Sexual Assault (40 hr. classroom, 16 hr. simulations). This request/recommendation is unlikely to be met without additional investment and innovation:**
  - Cadet training classes need to be extended to incorporate Kroll recommendations and CSCRM requests.
  - Financial incentives and wages need to be drastically increased to recruit and retain new Cadets. New approaches such as housing stipends need to be considered given the current housing market in Austin. Investments in the Academy do not make sense if we cannot recruit and keep quality Cadets.
  - An increase in Civilian roles need to be considered whenever and wherever possible keeping Sworn personnel fulfilling their vital positions.

# SAFE's Forensic Nursing Program

---

- SAFE's forensic nursing program is critically short-staffed primarily due to underfunding and low salaries.
- Sexual assault victims are not all able to have evidence collected and preserved and they're not receiving the medical help they need.
  - In 2023, 144 victims were turned away while 56 were scheduled for a time later than their dispatch. Of the victims turned away...
    - 41 were lost due to no nurse availability
    - 9 were lost due to no advocate availability
    - 50 were referred out to services elsewhere – it's unknown if services were ever received
    - 44 declined services once a nurse became available
  - In 2022, 188 victims were turned away.
- **Progress being made via CSCRM is greatly thwarted if survivors wanting to receive medical care and/or a SANE exam cannot do so.**

# SAFE's Forensic Nursing Program (cont.)

SAFE Alliance forensic nursing budget needs							
Position	Years of service	Market salary adjustment	Starting salary range \$88-98k	Benefits 25%	Night/Weekend shift differential @ 15% of hourly	Annual shift pickup @ \$100	Service incentive pay
Forensic nurse 1	1.5	\$ 15,000.00					\$ 100.00
Forensic nurse 2	1.5	\$ 15,000.00					\$ 100.00
Forensic nurse 3	0.75	\$ 15,000.00					\$ 100.00
Forensic nurse 4	5	\$ 20,000.00					\$ 500.00
Forensic nurse 5	6	\$ 15,000.00					\$ 600.00
Forensic nurse 6 (since 7/23)	open	\$ 15,000.00					
Forensic nurse 7 (convert PRN staff to one FT position)	open	\$ 15,000.00					
Forensic nurse 8 (new position)	open		\$92,000.00	\$23,000.00			
Forensic nurse manager	7	\$ 20,000.00					\$ 700.00
Forensic nurse QI/educator	10	\$ 20,000.00					\$ 1,000.00
Forensic nurse director	10	\$ 20,000.00					\$ 1,000.00
		\$ 170,000.00	\$92,000.00	\$23,000.00	\$ 37,908.00	\$ 5,000.00	\$ 4,100.00
							\$ 327,908.00

Market adjustment based on Texas forensic nursing comps and midrange COA salary for RN senior  
<https://services.austintexas.gov/hr/jobdesc/jobrptdesc.cfm?codeid=2661>

# APD Domestic Violence Unit

---

- The Austin Police Department's (APD) Domestic Violence (DV) Unit would benefit from similar support and improvements that the Sex Crimes Unit (SCU) is receiving via CSCRM project.
- It is not uncommon for survivors of domestic violence to also be survivors of sexual assault. **There is intersection between Sex Crimes and Domestic Violence offenses and responses to them.**
- There is known under-resourcing in the DV Unit including staffing, vehicles, and equipment.
- There is interest in establishing a joint project between the DV Unit and the Office of Violence Prevention (OVP) at Austin Public Health (APH).

# APD Domestic Violence Unit (cont.)

---

- As with CSCRM, a Domestic Violence response model project would review and refine APD Domestic Violence Policy, Training, Supervision, and Review.
  - Project would identify appropriate staffing and resource levels for the DVU.
  - Project members would determine how to integrate DVU most effectively within APD's Special Victims (VS) Division to optimize the use of APD and Victim Services personnel and unit resources.
  - Project work would include alternate reporting to reduce under-reporting, best response to physical violence committed by individuals with dementia or Alzheimer's, voluntary surrender of firearms of suspect convicted of family violence offenses, review of current high risk and fatality DV protocols and response, and formalizing a response to "Flip Cases" that involve abused persons charged with Domestic Violence.
- **The goal is to develop a premier domestic violence response model.**

# Appendix

# CSCRM Scope Details

# Scope Detail

\*Note:

- Items listed as Not Started have not yet been assessed by the multi-disciplinary Workgroup, however improvements may have already been initiated and/or implemented by APD independently.
- See Slide 4 for a detailed break-down of In Progress status toward Completion.

Source:	Workgroup:	Item:	Status:
PERF	Response & Investigation	4.1 APD should ensure all sex crime-related calls for service are designated high priority (priority level 0 or 1), regardless of when the incident occurred. This will prioritize the needs of victims due to the sensitive nature of the crime. (pp. 50)	In Progress
PERF	Policy	4.2 If APD is unable to treat all sex crime-related calls as high priority, supervisors should limit the number of sexual assault calls for service they are downgrading in priority level. (pp. 51)	In Progress
PERF	Response & Investigation	4.3 SCU detectives should be assigned to work day and evening shifts seven days a week, at a minimum. (pp. 54)	In Progress
PERF	Response & Investigation	4.4 Detectives should respond to the scene, the hospital, and/or the victim's location for felony sexual assaults. (pp. 58)	In Progress
PERF	Policy	4.5 Sergeants should assign cases to the detective who responded to the crime scene, the hospital, or the victim's location when feasible. (pp. 58)	Complete
PERF	Response & Investigation	4.6 Detectives should evaluate the victim for impairment, including impairment from drugs or alcohol, when determining the timeframe for a formal interview. (pp. 64)	In Progress
PERF	Policy	4.7 Detectives must make and document at least three attempts to contact the victim. (pp. 65)	In Progress
PERF	Outreach & Partnerships	4.8 APD should evaluate the effectiveness of the city's current transportation voucher system, as well as ensure it is being properly utilized and that SCU and VSD have adequate funding to provide victims with travel assistance to and from interviews with detectives, counselors, and the TCDAO. (pp. 65)	In Progress
PERF	Policy	4.9 Detectives should be flexible about where they interview victims. (pp. 66)	In Progress
PERF	Response & Investigation	4.10 Detectives and VSD counselors must try to identify the reasons for a victim being reluctant to proceed, such as feeling unsafe or pressure from family or friends. The detective should work with the victim to address impediments and keep the victim involved with the investigation. (pp. 68)	In Progress
PERF	Outreach & Partnerships	4.11 VSD should work with advocacy groups to create a one-page handout about available services. (pp. 68)	In Progress
PERF	Response & Investigation	4.12 APD should reward patrol officers, detectives, and counselors who demonstrate an exceptional victim-centered approach to sexual assault victims. (pp. 69)	Complete
PERF	Response & Investigation	4.13 Detectives should make every effort to interview suspects before suspending or closing a case except in cases where a suspect interview might jeopardize the safety of the victim. (pp. 72)	In Progress
PERF	Response & Investigation	4.14 Detectives should document all computer checks in the case file. (pp. 72)	In Progress
PERF	Policy	4.15 SCU supervisors must ensure computer checks of suspects, witnesses, and the victim are documented correctly. (pp. 72)	In Progress
PERF	Policy	4.16 APD officers and detectives must ensure victims are aware they are entitled to a SAFE if the sexual assault is reported within 120 hours of the assault. (pp. 75)	In Progress



# Scope Detail

**\*Note:**

- Items listed as Not Started have not yet been assessed by the multi-disciplinary Workgroup, however improvements may have already been initiated and/or implemented by APD independently.
- See Slide 4 for a detailed break-down of In Progress status toward Completion.

Source:	Workgroup:	Item:	Status:
PERF	Policy	4.17 Time-sensitive information that could be a valuable source of evidence should be collected and preserved immediately. (pp. 76)	In Progress
PERF	Policy	4.18 Patrol must document the full contact information of any witnesses found at the scene or identified by the victims. (pp. 79)	In Progress
PERF	Response & Investigation	4.19 Detectives should begin interviewing witnesses as soon as practicable after being assigned the case. (pp. 79)	In Progress
PERF	Policy	4.20 SCU detectives should consult with SCU supervisors and the TCDAO to determine how to best proceed in analyzing evidence that may be important to the case. (pp. 79)	In Progress
PERF	Response & Investigation	5.1 SCU supervisors should meet with detectives within 24 hours of case assignment and then meet weekly to discuss case progress and needs. (pp. 81)	Not Started
PERF	Response & Investigation	5.2 APD sergeants must check the "APPROVED" box in the Versadex system after reviewing and approving the outcome of the case. (pp. 82)	In Progress
PERF	Response & Investigation	5.3 APD should ensure that cases cleared by exception have met the required UCR criteria. (pp. 85)	Not Started
PERF	Response & Investigation	5.4 APD should ensure that a case is unfounded only after a thorough investigation finds that the allegation was baseless or false as required by the UCR. (pp. 86)	In Progress
PERF	Response & Investigation	5.5 SCU detectives should take the time to inform victims when and why their case has been suspended. (pp. 87)	Not Started
PERF	Policy	5.6 [Duplicate 13.14] When a victim does not want to continue the investigation, VSD ISCs should contact the victim 30 days after a case is suspended to determine if the victim is comfortable with their decision and answer any questions the victim may have. (pp. 88)	In Progress
PERF	Policy	5.7 APD should rename the "Suspended — Closed" category "Suspended — All Investigative Efforts Exhausted." (pp. 88)	In Progress
PERF	Data & Metrics	5.8 APD should share all case outcome data, including the total number of felony sexual assaults that are suspended, with the public and advocacy groups. (pp. 88)	In Progress
PERF	Response & Investigation	5.9 SCU should ensure that sexual assault cases are classified as "closed by arrest" in accordance with the UCR Program's definition. (pp. 89)	Not Started
PERF	Response & Investigation	5.10 When a victim requests to use a pseudonym, SCU detectives must ensure the victim's name is removed from all files. (pp. 90)	In Progress
PERF	Response & Investigation	5.11 SCU leaders should maintain a log of cases in which the victim requests a pseudonym and check case files quarterly to ensure the victims' names are redacted. (pp. 91)	In Progress
PERF	Outreach & Partnerships	6.1 SCU should initiate conversations with the TCDAO to implement vertical prosecution of felony sexual assault crimes. (pp. 92)	Not Started
PERF	Outreach & Partnerships	6.2 APD should re-establish in-person meetings with TCDAO ADAs when possible. (pp. 92)	In Progress
PERF	Response & Investigation	6.3 SCU detectives and supervisors should exhaust all investigative efforts and obtain supervisory approval before staffing cases for prosecution with the TCDAO. (pp. 94)	In Progress

# Scope Detail

**\*Note:**

- Items listed as Not Started have not yet been assessed by the multi-disciplinary Workgroup, however improvements may have already been initiated and/or implemented by APD independently.
- See Slide 4 for a detailed break-down of In Progress status toward Completion.

Source:	Workgroup:	Item:	Status:
PERF	Response & Investigation	6.4 If the ADA declines to prosecute a case but the detective believes the case has merit, the case should not be suspended or cleared until all reasonable avenues of investigation have been exhausted. (pp. 94)	In Progress
PERF	Response & Investigation	6.5 SCU detectives must document the reason cases are declined for prosecution. (pp. 94)	In Progress
PERF	Response & Investigation	6.6 SCU leaders should monitor both the culture of the unit and SCU's cases for signs of a downstream orientation.(pp. 96)	In Progress
PERF	Policy	7.1 The APD Sex Crimes Unit (SCU) needs to review its investigative practices in cases with victims experiencing homelessness to improve victim outreach. (pp. 102)	In Progress
PERF	Outreach & Partnerships	7.2 APD should place additional focus on partnerships with local social service groups, including community-based victim services organizations, to assist in APD's response to sexual assault cases that involve victims from vulnerable populations. (pp. 104)	In Progress
PERF	Data & Metrics	7.3 APD needs to continue to monitor any differential treatment of vulnerable victim populations and address issues as they arise. (pp. 104)	Not Started
PERF	Training	7.4 APD must ensure all officers and detectives are familiar with the impact of drugs and alcohol in sexual assault investigations. (pp. 106)	In Progress
PERF	Response & Investigation	8.1 Detectives should contact victims with updates on a regular basis and must return calls to victims in a timely manner. (pp. 110)	Not Started
PERF	Policy	8.2 SCU should establish a detailed protocol for maintaining communication with victims. (pp. 110)	Not Started
PERF	Response & Investigation	8.3 Detectives transferring out of the unit should brief the detectives who are assuming investigative responsibility for their cases. (pp. 111)	Not Started
PERF	Response & Investigation	8.4 Detectives who are leaving SCU should introduce victims to the detectives who are taking over their cases. (pp. 111)	Not Started
PERF	Policy	8.5 Detectives should approach each sexual assault case with an open mind. (pp. 112)	In Progress
PERF	Outreach & Partnerships	9.1 Detectives should regularly attend the monthly SARRT meetings alongside APD leaders. (pp. 115)	In Progress
PERF	Training	10.1 All APD members should be trained on the department's policy on responding to sexual assault cases in a trauma-informed manner. (pp. 117)	In Progress
PERF	Training	10.2 APD Training Academy staff should finalize in-service training for all officers and training for new detectives and new sergeants on victim-centered, trauma-informed interview and investigation techniques. (pp. 117)	In Progress
PERF	Policy	10.3 The SCU Guide for new detectives should be updated. (pp. 119)	In Progress
PERF	Training	10.4 New SCU personnel should be required to complete modules 1–4 of EVAWI training, at a minimum, as part of their onboarding process. (pp. 119)	In Progress
PERF	Training	10.5 SCU detectives must attend in-person training taught by experts on sexual assault investigations. (pp. 119)	In Progress

# Scope Detail

**\*Note:**

- Items listed as Not Started have not yet been assessed by the multi-disciplinary Workgroup, however improvements may have already been initiated and/or implemented by APD independently.
- See Slide 4 for a detailed break-down of In Progress status toward Completion.

Source:	Workgroup:	Item:	Status:
PERF	Training	10.6 General training for new detectives should be offered at least four times a year. (pp. 120)	In Progress
PERF	Training	10.7 APD should make completion of the detective training course a prerequisite to apply for a position in SCU. (pp. 120)	In Progress
PERF	Training	10.8 New detectives need to attend sexual assault investigation training as soon as possible, as do any detectives currently in SCU who have not already been trained. (pp. 120)	In Progress
PERF	Training	10.9 A senior detective with field training responsibilities should be required to certify that a new detective has satisfactorily completed the SCU Guide. (pp. 121)	In Progress
PERF	Training	10.10 [Duplicate 13.15] The VSD counselor assigned to the APD Training Academy should be included in onboarding any new detectives assigned to SCU. (pp. 121)	In Progress
PERF	training	10.11 New SCU sergeants should be required to attend supervisor school and/or detective training as soon as possible after they are selected, if they have not already done so. (pp. 122)	Not Started
PERF	Training	10.12 [Duplicate 13.16] The VSD counselor assigned to the APD Training Academy should be included in onboarding a new sergeant assigned to SCU. (pp. 122)	In Progress
PERF	Training	10.13 APD leaders should use the SCU Guide for new SCU sergeants.(pp. 122)	In Progress
PERF	Training	10.14 Cold case detectives should attend specialized training on investigating cold case sexual assaults. (pp. 122)	In Progress
PERF	Policy	10.15 APD should create a coding manual that includes all 25 sex crime codes used by SCU, along with the Texas Penal Code crimes that fit under the APD codes and the elements of each crime. (pp. 123)	In Progress
PERF	Training	10.16 New detectives and supervisors should be trained in National Incident-Based Reporting System (NIBRS) case clearance reporting and APD supplemental suspension codes. (pp. 123)	In Progress
PERF	Outreach & Partnerships	10.17 The Inspections/Safety Unit of the Investigations Bureau of the Professional Standards Division should conduct annual inspections of SCU. (pp. 124)	Not Started
PERF	Training	10.18 APD should partner with the TCDAO to provide detective training. (pp. 124)	In Progress
PERF	Training	10.19 APD should develop training for the entire department on identifying and preventing bias. (pp. 125)	In Progress
PERF	Response & Investigation	11.1 APD should reduce the workload on SCU detectives by reassigning the investigation of misdemeanor sexual assaults using one of the two options identified above. (pp. 130)	In Progress
PERF	Training	11.2 After the APD Training Academy designs the new curriculum for detective training and begins offering the new training, every SCU detective must attend. (pp. 131)	In Progress
PERF	Training	11.3 SCU sergeant applicants should be required to have completed EVAWI modules 1–4 and be able to discuss victim-centered concepts. Applicants with prior investigative experience should be strongly preferred. (pp. 132)	In Progress



# Scope Detail

\*Note:

- Items listed as Not Started have not yet been assessed by the multi-disciplinary Workgroup, however improvements may have already been initiated and/or implemented by APD independently.
- See Slide 4 for a detailed break-down of In Progress status toward Completion.

Source:	Workgroup:	Item:	Status:
PERF	Training	11.4 New SCU sergeants without investigative experience should be required to attend sexual assault investigation training as soon as possible. (pp. 132)	In Progress
PERF	Training	11.5 New sergeants must attend supervisor training as soon as it is made available. (pp. 132)	Not Started
PERF	Response & Investigation	11.6 APD management should reevaluate the number of VSD counselors needed as the recommendations from this report are implemented. (pp. 133)	In Progress
PERF	Data & Metrics	11.7 APD should increase crime analysis capacity and consider implementing a Stratified Policing approach. (pp. 134)	In Progress
PERF	Data & Metrics	11.8 SCU needs a dedicated crime analyst to identify patterns and trends, link cases (identify repeat victims, offenders, and locations), identify potential suspects, encourage data-driven practices, and assist with monitoring the implementation of the recommendations in this report. (pp. 134)	Complete
PERF	Response & Investigation	11.9 APD leadership should designate the two APD on-staff psychologists and the new Employee Wellness Coordinator to determine the structural support SCU detectives and VSD counselors need to address vicarious trauma, employee burnout, and employee wellness, then develop an action plan to implement the necessary support. (pp. 135)	Not Started
PERF	Response & Investigation	11.10 Each SCU detective should have an assigned vehicle. (pp. 136)	In Progress
PERF	Response & Investigation	11.11 Additional vehicles should be provided to the VSD ISC team. (pp. 136)	In Progress
PERF	Policy	11.12 SCU should purchase 20 BWC tripod stands. (pp. 137)	In Progress
PERF	Project Management	12.1 APD should assign a team to review every recommendation in this report and determine how each can be achieved. (pp. 139)	Complete
PERF	Outreach & Partnerships	12.2 APD should review current outreach programming for marginalized/vulnerable populations to ensure efforts to build trust in these communities continue. (pp. 139)	In Progress
PERF	Data & Metrics	12.3 APD should publicly report data on case clearances, closures, and suspensions for reported sexual assaults every six months. This report should be published on APD's website. (pp. 139)	In Progress
PERF	Data & Metrics	12.4 APD should survey sexual assault victims at the conclusion of every investigation, regardless of the outcome. (pp. 140)	In Progress
PERF	Outreach & Partnerships	12.5 APD leaders should contract community advocates to conduct a confidential annual advocate case review. (pp. 141)	In Progress
PERF	Policy	13.1 Define the role of patrol officers. (pp. 142)	In Progress
PERF	Policy	13.2 Obtain witness contact information. (pp. 142)	In Progress
PERF	Policy	13.3 Add SAFE Alliance and Brave Alliance as sexual assault forensic examination options. (pp. 142)	In Progress
PERF	Policy	13.4 SCU should merge the SOP and Ops Manual into one SOP document. (pp. 143)	In Progress
PERF	Policy	13.5 Add a mission statement to the new document. (pp. 143)	In Progress
PERF	Policy	13.6 Provide a copy of the updated SOP to all SCU detectives. (pp. 143)	Complete

# Scope Detail

\*Note:

- Items listed as Not Started have not yet been assessed by the multi-disciplinary Workgroup, however improvements may have already been initiated and/or implemented by APD independently.
- See Slide 4 for a detailed break-down of In Progress status toward Completion.

Source:	Workgroup:	Item:	Status:
PERF	Response & Investigation	13.7 Respond to all adult sexual assault felonies. (pp. 143)	In Progress
PERF	Policy	13.8 Properly identify and obtain contact information for victims, witnesses, and suspects. (pp. 143)	In Progress
PERF	Response & Investigation	13.9 Collect time-sensitive evidence immediately. (pp. 143)	In Progress
PERF	Policy	13.10 Eliminate the two-month detective/supervisor review. (pp. 143)	In Progress
PERF	Response & Investigation	13.11 Provide victims with transportation to and from the interview location. (pp. 143)	In Progress
PERF	Response & Investigation	13.12 Ensure that criminal history checks of suspects are completed. (pp. 144)	In Progress
PERF	Policy	13.13 Create policy requirements for when to review cases with the Travis County District Attorney's Office (TCDAO). (pp. 144)	In Progress
PERF	Policy	13.14 [Duplicate 5.6] When a victim does not want to continue the investigations, VSD Investigative Services Counselors (ISCs) should re-connect with the victim 30 days after the case is suspended to determine if the victim is still comfortable with the suspension and answer any questions they may have. (pp. 144)	In Progress
PERF	Policy	13.15 [Duplicate 10.10] The VSD counselor assigned to the APD Training Academy should be included in onboarding any new detectives assigned to SCU. (pp. 144)	In Progress
PERF	Policy	13.16 [Duplicate 10.12] The VSD counselor assigned to the APD Training Academy should be included in onboarding new sergeants assigned to SCU. (pp. 144)	In Progress
PERF	Policy	13.17 Update title codes for sex crimes. (pp. 145)	In Progress
PERF	Training	13.18 Train detectives on new title codes. (pp. 145)	In Progress
PERF	Project Management	14.1 APD should form a working group to oversee the implementation of the final recommendations. (pp. 146)	Complete
PERF	Outreach & Partnerships	14.2 APD, the TCDAO, Austin/Travis County Sexual Assault Response and Resource Team (SARRT), and other advocacy groups should consider the feasibility of establishing a facility similar to the Philadelphia Sexual Assault Response Center in Austin. (pp. 146)	In Progress
Lawsuit	Training	15.1 New 4 hour training on sex assault response for all patrol	In Progress
Lawsuit	Training	15.2 New boot camp training to for SCU Detectives to include EVAWI modules	In Progress
Lawsuit	Response & Investigation	15.3 New policy requiring formal statement or interview prior to case closure or presentation to prosecutor (exceptions apply)	Not Started
Lawsuit	Response & Investigation	15.4 Provide notification to survivors when case is closed or suspended and ability for survivor to make formal statement	Not Started
Lawsuit	Policy	15.5 Laptops to all SCU Detectives	Complete
Lawsuit	Response & Investigation	15.6 Add victim services counselors to SCU	In Progress

# Scope Detail

\*Note:

- Items listed as Not Started have not yet been assessed by the multi-disciplinary Workgroup, however improvements may have already been initiated and/or implemented by APD independently.
- See Slide 4 for a detailed break-down of In Progress status toward Completion.

Source:	Workgroup:	Item:	Status:
Lawsuit	Data & Metrics	15.7 New Business Intelligence Consultant to work closely with SCU on data tracking and reporting	Complete
Lawsuit	Policy	15.8 Victim Services Manager to attend all Executive Team meetings	Complete
Lawsuit	Outreach & Partnerships	15.9 Utilize Public Safety Commission to review aggregated sexual assault case data	Not Started
Lawsuit	Outreach & Partnerships	15.10 Utilize Women's Commission as a forum to handle issues unique to survivors	Not Started
Lawsuit	Outreach & Partnerships	15.11 Sit down meeting with Chief Chacon for interested Plaintiffs	Complete
Lawsuit	Outreach & Partnerships	15.12 Year-long public education campaign on educational topic related to sexual assault	In Progress
Lawsuit	Data & Metrics	15.13 Contract with outside organization to develop and implement a voluntary survey for survivors at case closure	In Progress
Lawsuit	Outreach & Partnerships	15.14 Re-engage third party evaluator for audit in 10 years	In Progress
Lawsuit	Outreach & Partnerships	15.15 Personal apologies to plaintiffs	Complete
Lawsuit	Outreach & Partnerships	15.16 Public apology to all sex assault victims	Complete

# **CSCRM**

## **History & Project Framework**

# Introduction & Background

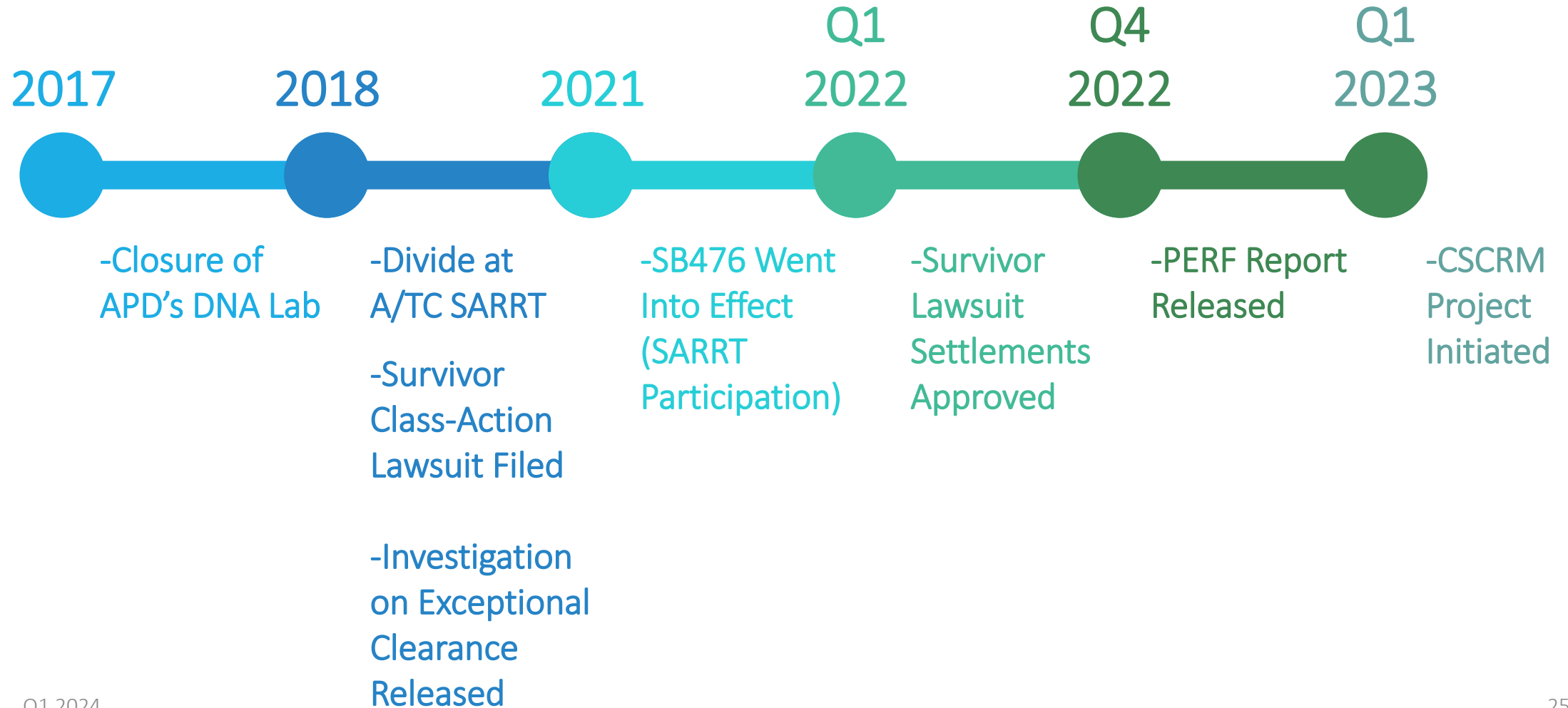
---

The Austin Police Department's (APD) Sex Crimes Unit (SCU) has experienced many challenges in the last decade, including:

- **2017:** Systemic issues in its DNA lab that ultimately led to its closure;
- **2018:** The withdrawal of APD from the Austin/Travis County Sexual Assault Response and Resource Team (A/TC SARRT);
- **2018:** An investigative report that highlighted APD's improper use of Exceptional Clearance in the closure of sexual assault cases;
- **2018 & 2020:** Two class-action lawsuits filed against the city for the improper handling of sexual assault investigations (Smith v COA, Senko v COA); and
- **2022:** Over 100 recommendations for change on the way sexual assaults reported to APD are investigated and processed per a comprehensive, multi-year assessment conducted by the Police Executive Research Forum (PERF).



# Historic Timeline



# Project Framework

---

## Objectives:

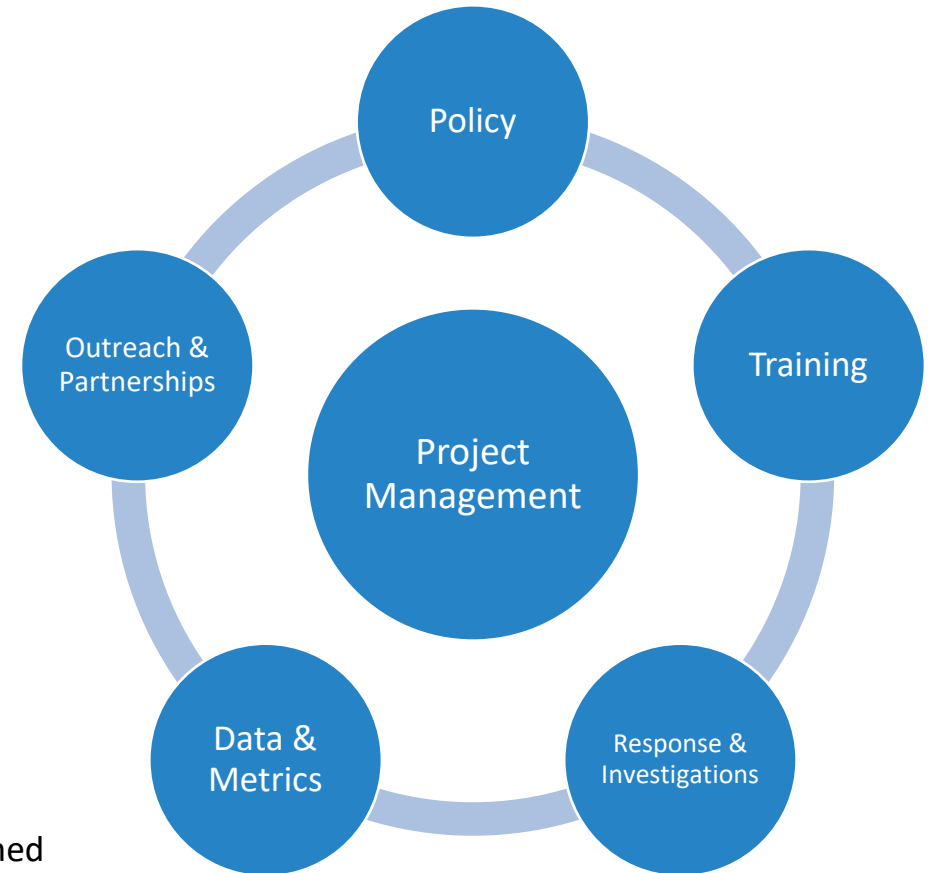
- Establish a model that will result in systemic and lasting change
- Strengthen trust and transparency through a collective and collaborative approach
- Engage community advocates and subject matter experts (SMEs)
- Align expertise with the work at hand
- Ensure checks and balances are built into the project

## Scope:

- PERF report recommendations – 103 items
- Survivor lawsuit settlement – 16 items

## Workgroup Model:

- 119 items of scope have been assigned to six Workgroups (WGs)
- Each WG is led by two co-chairs (one APD individual and one non-APD individual)
- RACI Model used to define who is **R**esponsible, **A**ccountable, **C**onsulted, and **I**nformed



# Project Members & Community Partners

- Engagement with community advocates and partners is a priority.
- Project Team includes 40+ members:
  - APD Sworn
  - APD Civilian
  - Community Advocates & Partners
    - Asian Family Support Services of Austin (AFSSA)
    - Austin/Travis County Sexual Assault Response and Resource Team (SARRT)
    - CASA of Travis County (CASA)
    - Independent Subject Matter Experts (Ind.)
    - SAFE Alliance (SAFE)
    - Texas Advocacy Project (TAP)
    - Texas Legal Services Center (TLSC)
    - Travis County District Attorney's Office (TCDAO)
    - University of Texas Austin (UT)

# Financial / Budgetary Context

---

- Per the *Settlement Agreement and Release* associated with the survivor class action lawsuits (Smith v COA, Senko v COA):

*In addition, as approved in its January 27, 2022, vote, the **Austin City Council** **has already allocated and/or has committed to allocate \$4,415,638** of monetary expenditures towards improving the City of Austin's response to sexual assaults and has voted to implement the policies and procedures as outlined in Appendix A.*

# Historic Funding

Description	Fiscal Year					Total
	2019	2020	2021	2022	2023	
Third Party Contracts						
Consultant for CSCR Project					\$ 75,000	\$ 75,000
Annual Case Review					\$ 100,000	\$ 100,000
Incremental Audit					\$ 237,500	\$ 237,500
SA Public Awareness Campaign					\$ 60,000	\$ 60,000
Survivor Survey					\$ 12,000	\$ 12,000
Sub-Total						\$ 484,500
Staffing						
Creation of Sex Crimes Cold Case Unit		\$ 658,216				\$ 658,216
Sergeant for SCU		\$ 274,644				\$ 274,644
Detectives for SCU		\$ 509,220	\$ 278,320			\$ 787,540
VS for Crisis Unit		\$ 192,392	\$ 183,958	\$ 89,231		\$ 465,581
VS for DV/Crisis Unit			\$ 91,979			\$ 91,979
VS for Academy			\$ 91,979			\$ 91,979
VS for SCU			\$ 271,579			\$ 271,579
Business Process Consultant					\$ 121,848	\$ 121,848
Crime Analyst					\$ 95,000	\$ 95,000
VS for Cold Case Unit					\$ 63,568	\$ 63,568
A/TC SARRT & CTCALT Coordinator					\$ 119,692	\$ 119,692
SAFE					\$ 175,000	\$ 175,000
Sub-Total						\$ 3,216,626
SA Training						
EMDR Training		\$ 50,000				\$ 50,000
Academy			\$ 1,946			\$ 1,946
Patrol Officers					\$ 185,520	\$ 185,520
SCU Detective Boot Camp					\$ 21,000	\$ 21,000
SCU Detectives					\$ 74,408	\$ 74,408
Sub-Total						\$ 332,874
Equipment						
Laptops			\$ 18,737			\$ 18,737
Tripod Stands					\$ 2,000	\$ 2,000
Vehicles					\$ 325,000	\$ 325,000
Sub-Total						\$ 345,737
Other						
Soft Interview Rooms	\$ 24,709	\$ 4,601				\$ 29,310
Victim Notification Policy Updates		\$ 3,999	\$ 3,999			\$ 7,998
VS Financial Assistance Fund			\$ 15,000	\$ 10,000	\$ 5,000	\$ 30,000
Sub-Total						\$ 67,308
Grand Total	\$ 24,709	\$ 1,693,072	\$ 957,497	\$ 99,231	\$ 1,672,536	\$ 4,447,045

Abstract geometric lines in black, forming various polygons and overlapping shapes, primarily concentrated on the left side of the slide.

# THANK YOU