

SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT POLICE DEPARTMENT

This document is the NOBLE Management Audit Response Matrix. The NOBLE Audit Report is broken into 16 chapters of recommendations, which focuses on 25 key areas of concerns. I am pleased to report that we have accepted and have been working on implementing the majority of the recommendations. Although I feel we have made substantial progress in our efforts, we definitely still have much more work to do on re-building the police accountability and management systems from the ground up.

The following five goals were established for the organization by the BART General Manager:

1. Strengthening service to our customers (visibility)
2. Strengthening management oversight of the department (accountability)
 - a. Current policies
 - b. Formalize process for tracking policies
 - c. Assured delivery of increased training
3. Strengthening services to our communities
 - a. Cultural groups/activities
 - b. Cultural competence
4. Helping to establish citizen oversight
5. Provide support & resources to PD employees (morale)

Using the corresponding numerical number in front of the before mentioned priorities, I have categorized each of the specific recommendations from the NOBLE Audit under one of the priorities. Along with the category that the recommendation falls under, the matrix also lists the major key area of concern, a brief description of the recommendation, the page number the specific recommendation can be found on in the NOBLE Audit, the current disposition of the recommendation, any department action that has been taken regarding the recommendation, and who his responsible for follow up or follow through for the completion of each specific recommendation.

Description	Report Page	Disposition	Department Action	Category	Committee
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Going forward, we will report out on our progress on the NOBLE Audit twice a year (June & December). We also will begin to vet our department actions regarding each recommendation through our newly established Citizen Review Board (CRB).

Chief Kenton W. Rainey

NOBLE BART Management Audit Response Matrix

Description	Report Page	Disposition	Department Action	Category	Committee Name
CULTURE					
Police Advisory Board	34	Not Recommended at this time	After the CRB is seated the COP will evaluate the need to implement this recommendation	3	Chief
RECRUITMENT & SELECTION					
Organization Statements & Signatory Documents	38	Accepted	By the end of the first quarter of 2011, all new hires will acknowledge they received the Organizational Statements and the Law Enforcement Code of Ethics	5	Chief
Recruitment & Selection Advisory Council	39	Accepted	The CRB will perform this function	3	Deputy Chief Fairow & Lt. Lucarelli
Recruiting from Private & Public Organizations	40	Accepted	We already intentionally recruit candidates from both the public and private sector that posses the necessary traits to become a police officer. We regularly attend private & public job fairs. We also follow POST Job Dimension Guidelines	3	Deputy Chief Fairow & Lt. Lucarelli
Use Key Community & Business Leaders	41	Accepted	We have been forming and using these partnerships, but will re-evaluate our efforts	3	Deputy Chief Fairow & Lt. Lucarelli
Flexible Profile of an Effective Officer	42	No action at this time	We follow POST Job Dimension Guidelines and already engage in this practice, but will re-evaluate our efforts	3	Deputy Chief Fairow & Lt. Lucarelli
On-Going Studies of Successful Recruits	43	Accepted	We are working with BART Human	2	Deputy Chief Fairow &

			Resources to determine specific demographic information regarding our successful candidates		Lt. Lucarelli
Analyze Recruitment Efforts	44	Accepted	We are working with BART Human Resources to determine specific demographic information regarding our successful candidates	2	Deputy Chief Fairow & Lt. Lucarelli
Develop Recruitment Plan	45	Accepted	A recruitment plan will be developed during our strategic planning process	2	Deputy Chiefs Glenn-Davis Fairow & Lt. Lucarelli
Develop a process for Out-of-Town Candidates	47	Accepted	We currently recruit candidates from outside of the region and state. It is not feasible to perform all entry level tests in one day, but we will re-evaluate our practices in this area	2	Deputy Chief Fairow & Lt. Lucarelli
Maintain Contact with Applicants	48	Accepted	Although we already maintain contact with applicants we need to develop a written procedure and incorporate it into our recruitment protocols	3	Deputy Chief Fairow & Lt. Lucarelli
Customer Focus Hiring Philosophy	49	Accepted	We are working with BART HR to determine if a written procedure is required	3	Deputy Chief Fairow & Lt. Lucarelli
Behavioral-based Job Interview	50	Accepted	We currently use behavioral-based job interview questions, but will re-evaluate our practices in this area	2	Deputy Chief Fairow & Lt. Lucarelli
Writing Component	52	No action at this time	We currently administer a writing component as part of the application	2	Deputy Chief Fairow & Lt. Lucarelli

			process, but will re-evaluate our efforts		
Orientation for Recruit's Family	53	Accepted	We currently include family member participation in our swearing in ceremonies	5	Deputy Chief Fairow & Lucarelli
TRAINING					
Training Committee	58	Accepted	Training Committee has been established. Department Training Plan has been completed and is available online. The co-chairs are the Lt. assigned to Personnel and Training and the FTO Lt. Coordinator. Detailed written directive concerning the Training Committee's role and responsibilities needs to be developed	2	Deputy Chief Fairow Lt. Lucarelli & Lt. Forte
Training Attendance Requirements	59	Accepted	Training attendance requirements are covered in Lexipol policies 201.3.5 & 208.6. Adherence is addressed in training bulletins	2	Deputy Chief Fairow Lt. Lucarelli & Lt. Forte
Training Reimbursements	60	Accepted	BART District Management Procedure on Reporting and Reimbursement of Employee Expenses address this recommendation. We also review reimbursement receipts for accuracy and check for a copy of the training certificate, but will review our process	2	Deputy Chief Fairow Lt. Lucarelli & Lt. Forte
Training Lesson Plans	61	Accepted	Training Committee has been charged with ensuring that all "in	2	Deputy Chief Fairow Lt. Lucarelli

			house” training lesson plans are submitted to POST. Our in house “Advanced Officer Training” has been certified by POST for 2011. All future “in house” CPT training courses will be required to attain POST certification		& Lt. Forte
Remedial Training	62	Accepted	Remedial training requirements for firearms proficiency is contained in Lexipol policy 312.4.8. A Directive needs to be developed and incorporated under the remedial training requirements of Lexipol policy 208	2	Deputy Chief Fairrow Lt. Lucarelli Lt. Forte & Rangemaster
Documentation of Remedial Training	63	Accepted	Remedial training is documented in EDR Files, but a Directive needs to be developed and incorporated into the Training Policy	2	Deputy Chief Fairrow Lt. Lucarelli & Lt. Forte
Updating Training Records	64	Accepted	All training records have been entered into our “TMS” records system. IT Dept still needs to network TMS. Currently conducting an audit of our completed FTO recruit books which will be completed by the second quarter of 2011	2	Deputy Chief Fairrow Lt. Lucarelli & Lt. Forte
Consolidate Training Requirements in one Directive	66	Accepted	We feel this recommendations is properly covered by our training orders and POST Guidelines, but we will review our practices	2	Deputy Chief Fairrow Lt. Lucarelli & Lt. Forte
Field Training	67	Accepted	All newly hired personnel must	2	Deputy Chief Hartwig &

			complete the entire BART PD FTO program and the practices of the program are under review		Lt. Forte
In –Service Training/ Expand the List of Courses in the Training Plan	70	Accepted	We have expanded our list of courses offered under our in-service training programs. All personnel have received COPPS Training and FTO’s have attended CIT, but we will review our practices	2	Deputy Chief Fairrow Lt. Lucarelli & Lt. Forte
In-Service, Shift Briefing, and Advanced Training	72	Accepted	Lexipol policy 404.1 addresses this recommendation. CPT-DVDs that are distributed by the Training Officer have corresponding rosters that required participants signatures with a deadline to be returned to Training Unit	2	Deputy Chief Fairrow Lt. Lucarelli & Lt. Forte
Shift/Roll Call Training	74	Accepted	Lexipol policy 404. To enhance Shift/Roll Call Training all supervisors and managers attended the “Role of the Supervisor Training” course. SROVT calendar and rosters have been distributed to all supervisors	2	Deputy Chief Hartwig Lt. Lucarelli & Lt. Forte
Specialized Training	75	Accepted	Training requirements for some specialized positions, but not all, are referenced in the Policy Manual under the individual specialized position. Full-time specialized position training requirements are	2	Deputy Chief Glenn-Davis/Lt. Alkire

			referenced in the Training Plan which is located online and some also fall under POST guidelines. However, because training recommendations and opportunities are abundant for specialized positions, we will continue to review what we recommend for each specialized assignment		
SWAT Training	76	Accepted	Lexipol policy 408. This recommendation is also addressed in the Department Training Plan, annual SWAT training schedule and SWAT manual	2	Deputy Chief Hartwig & Lt. Franklin
Non Sworn Employee Training	77	Accepted	Training available to non – sworn employees is listed in the Department Training Plan which is online	5	Deputy Chief Glenn-Davis Lt. Lucarelli & Lt. Forte
Career Development	78	Accepted	Although the Training Plan is available online, a bulletin explaining the Training Plan needs to be developed and distributed	5	Deputy Chief Fairrow Lt. Lucarelli & Lt. Forte
Defensive Tactics	79	Accepted	BART has mandated that sworn personnel receive 40 hrs. of training a year. We have incorporated this recommendation into our “in house” CPT	2	Deputy Chief Fairrow Lt. Lucarelli & Lt. Forte
Training	79	Do not recommend at this time	No action taken	2	Deputy Chief Fairrow Lt. Lucarelli & Lt. Forte
Supervisory Training	79	Accepted	All personnel have received training in the COPPS philosophy	2	Deputy Chief Fairrow Lt. Lucarelli

			which emphasizes a focus law enforcement strategy		& Lt. Forte
Executive Training	79		Ranks of Lt.'s and above will be scheduled to attend POST Role of the Police Chief and Executive Development Course and PERF SMIP. Sgt's will be encouraged and allowed to attend SLI	5	Chief
Community Policing	79	Accepted	A Department reorganization is underway which will incorporate a geographic team policing structure to support the COPPS philosophy will be implemented by the third quarter of 2011	2	Chief & Deputy Chief Hartwig
Evaluation of SWAT	80	Accepted	Evaluation will be completed by the end of the next Fiscal Year	2	Chief & Deputy Chiefs
Evaluation of Tactical Unit	80	Accepted	Evaluation will be completed by the end of the next Fiscal Year	2	Chief & Deputy Chiefs
Evaluation of Revenue Protection	81	Do not Recommend at this time	No action taken	2	Chief
Fare Evasion	81	Accepted	Lexipol Policy 419. Signed a Letter of Intent to work with the Consortium for Policing Leadership in Equity (CPLE) to develop a comprehensive program to prevent biased based policing and racial profiling	2	Deputy Chief Glenn-Davis & Lt. Alkire
Visibility	82	Accepted	It has been emphasized by the General Manager and re-emphasized during our Team Building Workshop that our presence on the trains,	1	Chief & Deputy Chief Hartwig

			platforms & garages is a top priority of the District and our customers		
Post-training Academy	84	Accepted	This is already being done in our "FOCUS" program, but we will re-evaluate the curriculum	2	Deputy Chief Hartwig & Lt. Forte
Leadership Development	86	Accepted	Ranks of Lt.'s and above will be scheduled to attend POST Role of the Police Chief and Executive Development Course and PERF SMIP. Sgt's will be encouraged and allowed to attend SLI	5	Chief
EQUIPMENT					
CAM/RMS	89	Accepted	New CAD & RMS scheduled to come online during FY 11-12 and we will evaluate whether the system adequately addresses the recommendation	2	Deputy Chief Glenn-Davis & Carissa Goldner
Communications with BART PD & BART IT	93	Accepted	Monthly information exchange meetings are held between BART PD & BART IT that the COP regularly attends	2	Chief Deputy Chief Glenn-Davis & Carissa Goldner
Separate IT for BART PD	93	Do not recommend at this time	No action taken	2	Chief Deputy Chief Glenn-Davis & Carissa Goldner
Training on Rails	93	Accepted	No action taken because the new CAD & RMS scheduled to come online during FY 11-12	2	Deputy Chief Fairrow Deputy Chief Glenn-Davis & Carrisa Goldner
APCO Certification Training	93	Do not recommend at this time	All Dispatch personnel are POST certified and receive 24 hrs. CPT every two years	2	Deputy Chief Glenn-Davis
MDTs	93	Accepted	New CAD & RMS scheduled to come	2	Deputy Chief Hartwig

			online during FY 11-12 and we will evaluate whether the system adequately addresses the recommendation. We believe all personnel are trained in the proper use of the MDTs but will review our practices		Deputy Chief Fairrow Deputy Chief Glenn-Davis & Carrisa Goldner
Policy for MDT	94	Accepted	Lexipol policy 448	2	Deputy Chief Glenn-Davis & Lt. Alkire
Backup Communication Center	94	Do not recommend at this time	In the event we are unable to dispatch from the ISRC, we have the ability to dispatch calls from a remote trailer located at one of our satellite facilities. However, we will continue to review our practices	2	Deputy Chief Glenn-Davis
Hand-held Computers	94	Do not recommend at this time	No action taken	2	Deputy Chief Glenn-Davis & Carrisa Goldner
Comp Stat	94	Accepted	New CAD & RMS scheduled to come online during FY 11-12. Comp Stat process will be developed and implemented by January 2012	2	Deputy Chief Fairrow
Northern California Regional Intelligence Center	94	Accepted	Our JTTF TLO and Security Programs Lt. currently networks with NCRIC. In addition, we send personnel to training sponsored by them, but we will review our practices	2	Deputy Chief Hartwig & Lt. Franklin
Basic Radio Communication	97	Accepted	Personnel are required to acknowledge when they go in and out of service via the radio, but we will review our practices	2	Deputy Chief Hartwig & Deputy Chief Glenn-Davis

Procurement	102	Accepted	This recommendation will be address during the BAP Phase II training	2	Deputy Chief Glenn-Davis
Firearms/Sig Sauer	105	Accepted	No action required	2	Lt. Franklin & Range Master
Weapon Standardization	106	Accepted	Although the COP accepts this recommendation in concept it is still under review	2	Chief & Deputy Chiefs
Back-up Firearm	106	Accepted	Back-up firearms were eliminated by the interim COP. However, the current COP is still reviewing this recommendation	2	Chief & Deputy Chiefs
Triple Retention Holsters	106	Accepted	Although the COP accepts this recommendation in concept it is still under review	2	Deputy Chief Fairow & Range Master
Disbanding SWAT Unit	107	Not recommended at this time	The need for a SWAT Team is being evaluated by the COP and will be completed by January 2012	2	Chief & Deputy Chiefs
Shotguns in Patrol Cars	107	Accepted	Shotguns are already available for each patrol vehicle. However, each patrol officer has the option of whether to take one out. This practice will be reviewed with the other firearm recommendations	2	Deputy Chief Hartwig & Deputy Chief Fairow
Purchase Firearm Simulator	107	Accepted	We currently utilize a POST regional firearm simulator. Although we would like to purchase our own we need to identify grant funding before we can move forward on this recommendation	2	Chief & Deputy Chief Glenn-Davis
Outdated Directive	107	Accepted	Lexipol policy 312	2	Deputy Chief

regarding Firearms					Glenn-Davis & Lt. Alkire
Firearm Requalification	107	Accepted	Beginning in June 2011 Firearms Qualifications will occur every other month	2	Lt. Franklin & Range Master
Taser	108	Accepted	Department is going to a mandatory carry Taser policy in June 2011. The Lexipol policy regarding Tasers will be amended at that time	2	Deputy Chief Fairrow & Lt. Forte
Less-lethal Weapons	108	Accepted	Only selected members of the agency are trained and authorized to use and carry 40 ML Chem Launchers. No one is authorized to purchase and carry their own less lethal equipment	2	Deputy Chief Hartwig
Lead-less Practice Ammunition	109	Not recommended at this time	We do not shoot at in-door facility so this is not an issue	2	Lt. Franklin & Range Master
Access to the Communication Center	110	Not recommended at this time	Practice will be reviewed	2	Deputy Chief Glenn-Davis
FACILITIES AND MAINTENANCE					
Facilities/Media Relations	116	Accepted	PD has been working with BART Real Estate on identifying a new location for our Headquarters	5	Chief & Deputy Chief Glenn-Davis
Headquarters & Sub-stations	117	Accepted	Currently working with BART Real Estate and Maintenance on recommendations	5	Chief & Deputy Chief Glenn-Davis
Satellite Facilities	118	Accepted	Currently working with BART Real Estate and Maintenance on recommendations	5	Chief & Deputy Chief Glenn-Davis
RACIAL PROFILING					
Racial Profiling Policy	121	Accepted	Lexipol policies 328 & 402	2	Deputy Glenn-Davis &

					Lt. Alkire
Internal Review of Policies	123	Accepted	Signed a Letter of Intent to work with the Consortium for Policing Leadership in Equity (CPL) to develop a comprehensive program to address biased based policing and racial profiling	2	Deputy Chief Glenn-Davis & Lt. Alkire
Fare Evasion Policy	124	Accepted	Lexipol Policy 419	2	Deputy Chief Glenn-Davis & Lt. Alkire
POST Mandated Training	125	Accepted	We are currently doing this but will re-evaluate our practices	2	Deputy Chief Fairow Lt. Lucarelli & Lt. Forte
POST DVD Training	127	Accepted	We will continue to use POST DVDs to facilitate racial profiling training, but we will include instructor led training in this area	2	Deputy Chief Fairow Lt. Lucarelli & Lt. Forte
In-Service Biased Based Policing Training	128	Accepted	SROVT calendar	2	Deputy Chief Fairow Lt. Lucarelli & Lt. Forte
Early Intervention System	130	Accepted	Lexipol policy 1019	2	Deputy Chief Fairow & Lt. Lucarelli
Data Collection	131	Accepted	Signed a Letter of Intent to work with the Consortium for Policing Leadership in Equity (CPL) to develop a comprehensive program to prevent biased based policing and racial profiling	2	Chief Deputy Chief Glenn-Davis & Lt. Alkire
Community Outreach	135	Accepted	Lexipol Policy 473. CRB will perform this function	4	Chief
INTERNAL AFFAIRS					
Public Trust/IA Process	139	Accepted	Lexipol policy 1020. All complaints are accepted and investigated. In 2010,	4	Deputy Chief Fairow & Lt. Lucarelli

			BPD received 68 citizens' complaints. All completed investigations are reviewed by the Chief		
Trust and Accountability/ Performance Evaluations	142	Accepted	Lexipol policy 1002	2	Deputy Chief Glenn-Davis & Lt. Alkire
Community Access to the Complaint Process	145	Accepted	We have completely revamped our complaint process. Complaint forms are available on the BART website, but will re-evaluate our efforts in this area	4	Deputy Chief Fairow & Lt. Lucarelli
Policy and Procedures Manual Distribution	147	Accepted	Policy and Procedures Manual is made available to all BPD personnel online	2	Deputy Chief Glenn-Davis & Lt. Alkire
Investigative Procedures	149	Accepted	Lexipol policy 1020. IA has been moved to the main Lakeside BART Facility. This is the same location as the Independent Police Auditor	4	Deputy Chief Fairow & Lt. Lucarelli
Early Intervention	153	Accepted	Lexipol policy 1019. IA Pro Software has been purchased to facilitate this recommendation	2	Deputy Chief Fairow & Lt. Lucarelli
I/A Training to Recruits	155	Accepted	This is already being done, but we will reevaluate our procedures for effectiveness	2	Deputy Chief Fairow & Lt. Lucarelli
Progressive Disciplinary Procedures	157	Accepted	Lexipol policy 340	2	Chief & Deputy Chiefs
Inspection Services	158	Accepted	Monthly Inspections are performed, but a written directive needs to be developed	2	Deputy Chief Hartwig
DISCIPLINE					
Early Warning and Disciplinary System	162	Accepted	Lexipol policy 1019. IA Pro Software has been purchased to facilitate	2	Deputy Chief Fairow & Lt. Lucarelli

			this recommendation		
COMMUNITY CONFIDENCE					
Community Survey of BART PD	167	Accepted	BART Customer Access Department conducts random surveys of commuters' perceptions of BART PD and public safety. Signed a Letter of Intent to work with the Consortium for Policing Leadership in Equity (CPLI)	3	Chief Deputy Chief Glenn-Davis & Lt. Alkire
Patrol Priorities	168	Accepted	It has been emphasized by the General Manager and re-emphasized during our Team Building Workshop that our presence on the trains, platforms & garages is a top priority of the District and our customers	1	Chief & Deputy Chief Hartwig
Should BART have a Police Department	180	Accepted	No Action Required	5	Chief
Community Outreach	182	Accepted	We have formed a COP unit consisting of one officer and one CSO. They have been involved in several community outreach efforts. To emphasize its importance this unit will report directly to the Chief under the department's re-organization	3	Chief Deputy Chief Hartwig & Lt. Forte
Crime Prevention	183	Accepted	Alternative patrol strategies are being utilized involving our CSOs. COP unit has attended crime prevention training. Bookmarks with crime prevention tips are distributed during the	1	Chief Deputy Chief Hartwig & Lt. Forte

			commute hours		
Crime Perception and Police Visibility	184	Accepted	We have been working with the BART Public Information Officer to establish a Police PIO	1	Chief Lt. Franklin Lt. Dixon & Lt. Alkire
Employee Interaction/Engagement	186	Accepted	Command staff attend briefings and ride trains when practical	5	Chief
Patrol Zone Concept /Have Lt.'s Work in the Zones	187	Accepted	We have established a centralized 24 hr. Watch Commander's position and will re-establish a Field Lt.'s presence by the third quarter of 2011	2	Chief Deputy Hartwig & Lt. Ledford
CIVILIAN OVERSIGHT					
Civilian Oversight	189	Accepted	Legislation was passed allowing for the establishment of the Office of the Independent Auditor and CRB.	4	General Manager
USE OF FORCE					
Legal Requirements for the Use of Force	199	Accepted	Lexipol policy 300	2	Deputy Chief Fairow & Lt. Lucarelli
Legal Definitions for the Use of Force	202	Accepted	Lexipol policy 300	2	Deputy Chief Fairow & Lt. Lucarelli
Legal Definitions for the Use of Force	204	Accepted	No Action Required	2	Deputy Chief Fairow & Lt. Lucarelli
Authorization of Less Lethal Weapons	205	Accepted	Lexipol policy 308	2	Deputy Chief Fairow & Lt. Lucarelli
Prompt Medical Attention for Suspects Involved in a Use of Force Incident	208	Accepted	Lexipol policy 300.4.2	2	Deputy Chief Fairow & Lt. Lucarelli
Use of Force Reporting	211	Accepted	Lexipol policy 300.4	2	Deputy Chief Fairow & Lt. Lucarelli
Administrative Review of Use of Force Reporting	217	Accepted	Lexipol policy 302	2	Deputy Chief Fairow & Lt. Lucarelli
Administrative Leave	222	Accepted	No Action Needed	2	Deputy Chief Fairow &

					Lt. Lucarelli
Use of Deadly Force Training	223	Accepted	Lexipol policy 312. Range requirements have been changed to quarterly training	2	Deputy Chief Fairow & Lt. Lucarelli
Analysis of Use of Force Reports	229	Accepted	Ongoing	2	Deputy Chief Fairow & Lt. Lucarelli
Authorization of Restraining Devices	231	Accepted	Lexipol policies 306 & 308	2	Deputy Chief Fairow & Lt. Lucarelli
MANAGEMENT CONTROL					
Staffing Requirements	236	Accepted	Lexipol policy 216	2	Deputy Chief Hartwig & Lt. Ledford
CALEA Accreditation	237	Not Recommended at this time	No action at this time		Chief
Deputy Chiefs' Job	238	Accepted	3 Deputy Chiefs have been hired to manage Operations, Support, and Professional Standards/Training Divisions	2	Chief
Daily Supervision & Accountability	239	Accepted	Centralized 24 hr. Watch Commander position has been established. Electronic W/C Patrol Log is prepared and distributed at the end of the watch. Each officer is required to complete a Daily Activity Log	2	Deputy Chief Hartwig & Lt. Ledford
Span of Control	240	Accepted	Recommended minimum supervisory staffing levels are being evaluated. New beat and reporting locations are being established. Should be completed by January 2012	2	Deputy Chief Hartwig & Lt. Ledford
Line Inspections	241	Accepted	Daily Activity Logs have been re-established. Monthly uniform and equipment inspections	2	Deputy Chief Hartwig & Deputy Chief Fairow

			are conducted and logs are completed. Random auditing of field performance should be implemented by January 2012		
OPERATIONS					
Develop a new Mission Statement	244	Accepted	Committee of internal stakeholders was formed and new Mission Statement was developed and adopted	5	Chief Lt. Franklin & Lt. Dixon
Develop a Vision Statement	245	Accepted	Will be developed during strategic planning process	5	Chief Deputy Chief Glenn-Davis Lt. Franklin & Lt. Dixon
Develop Core Values	246	Accepted	Committee of internal stakeholders was formed and our Core Values have been identified and adopted	5	Chief Lt. Franklin & Lt. Dixon
Goals/Strategic Plan	247	Accepted	The Department completed a POST approved "Team Building Workshop" a number of short term goals were established. Long term goals will be established during the development of our Strategic plan	5	Chief & Deputy Chief Glenn-Davis
Written Directive System	248	Accepted	Lexipol Policy and Procedures Manual has been adopted and implemented. We are currently using SROVT system for policy review. We also are considering utilizing the Lexipol Daily Training Bulletin to test our personnel's knowledge of our policies	2	Deputy Chief Glenn-Davis & Lt. Alkire
All Hazard Plan	249	Accepted	Lexipol policy 206. All supervisors will be	5	Chief & Lt. Franklin

			scheduled for ICS 300 & 400 by June 2012. This process is continuous and ongoing		
Comp Stat	250	Accepted	New CAD & RMS scheduled to come online during FY 11-12. Comp Stat process will be developed and implemented by January 2012	2	Deputy Chief Fairrow
Crime Analysis	251	Accepted	Lexipol policy 800	2	Deputy Chief Fairrow & Hartwig
Vehicle Pursuits	252	Accepted	Lexipol policy 314	2	Deputy Chief Glenn-Davis & Lt. Alkire
PIO	256	Accepted	Lexipol policy 346. PIO position has been identified in the department re-organization. Currently working with BART Media to define roles and responsibilities of the PD's PIO	2	Chief Lt. Franklin Lt. Dixon & Lt. Alkire
Community Engagement /High Visibility	257	Accepted	A new deployment strategy that increased officer visibility during the commute hours was implemented in November 2010	1	Chief Deputy Chief Hartwig
Dealing with the Mentality III	258	Accepted	Lexipol policy 418. All FTO's are being scheduled and will attend training in Crisis Intervention Training (CIT). To date, 16 FTOs and several Sgts have completed the training. BART PD participates on county committees addressing mental health issues in Alameda and San Mateo Counties	3	Chief Deputy Chief Hartwig Lt. Lucarelli & Lt. Forte
BART PD EMPLOYEE					

SURVEY					
Job Motivation	261	Accepted	Survey tool needs to be developed	5	Chief & Deputy Chief Fairow
PROMOTION					
Management Promotion Process	306	Accepted	We have established acting promotional positions and will develop and administer permanent promotional testing process by the third quarter of 2011	5	Chief & Deputy Chiefs
Credit History of Recruits	307	No action at this time	We are currently reviewing the credit histories of recruits during the background investigation process, but will re-evaluate our practices	5	Deputy Chief Fairow & Lt. Lucarelli
Agency's Role in the Promotion Process	308	Accepted	We have established acting promotional positions and will develop and administer permanent promotional testing process by the third quarter of 2011	5	Chief & Deputy Chiefs
Identifiable Position with the Responsibility for Promotions	309	Accepted	The Chief of Police & the Deputy Chiefs are responsible for administering promotional exams	5	Chief & Deputy Chiefs
Promotion for Sworn Personnel	310	Accepted	We have established acting promotional positions and will develop and administer permanent promotional testing process by the third quarter of 2011	5	Chief & Deputy Chiefs
Promotional Selection Process Requirements	311	Accepted	We have established acting promotional positions and will develop and administer permanent promotional testing process by the third	5	Chief & Deputy Chiefs

			quarter of 2011		
Procedure for the Use of Eligibility Lists	312	Accepted	This will be completed when we announce the recruitment for permanent promotional positions	5	Deputy Chief Fairow & Lt. Lucarelli
Lateral Entry Hiring For All Ranks	313	Accepted	This is addressed by the BPOA & BPMA MOU's and District hiring practices	5	Chief
Probationary Period for Sworn Personnel	314	Accepted	This will be completed when we announce the recruitment for permanent promotional positions	5	Deputy Chief Fairow & Lt. Lucarelli