City of Emeryville
CALIFORNIA

Policing Policy Study Session

Presenter
Chief of Police
Hank Schreeder

Emeryville Police Department Overview

- ❑ 58 Full Time Employees
  - ❑ 30 Officers
  - ❑ 6 Sergeants
  - ❑ 2 Lieutenants
  - ❑ 2 Captains
  - ❑ Chief
  - ❑ Police Services Manager
  - ❑ 16 professional Staff Members
    - ❑ 10 Dispatchers
    - ❑ Records Specialist
    - ❑ Property & Evidence Technician

2018-YTD Hiring

	Hired	Current	Separated
Police Officers	12	7	5
Dipatchers	6	4	2
PSTs	3	2	1

City of Emeryville
CALIFORNIA

Calls For Service

- **2018**
  - o 29,921 Total calls   550 Moving citations
    - 7,312 9-1-1 Calls   666 Parking citations
    - 854 Arrests
    - 4,280 Cases issued
- **2019**
  - o 32,321 Total calls   956 Moving citations
    - 7,213 9-1-1 Calls   607 Parking citations
    - 740 Arrests
    - 4,827 Cases issued

- **2020 Through 6/30/2020**
  - o 14,014 Total calls   225 Moving citations
    - 2,902 9-1-1 Calls   266 Parking citations
    - 231 Arrests
    - 1,417 Cases issued

City of Emeryville
C A L I F O R N I A

Training

2019 TRAINING
5,383 HOURS

Pie chart legend:
- Dept De-Escalation 12%
- POST De-Escalation 5%
- Wellness 12%
- Mandated Force Option 9%
- Investigative 27%
- Dept Range 11%
- POST Range Mandate 3%
- Leadership 15%
- Other 6%
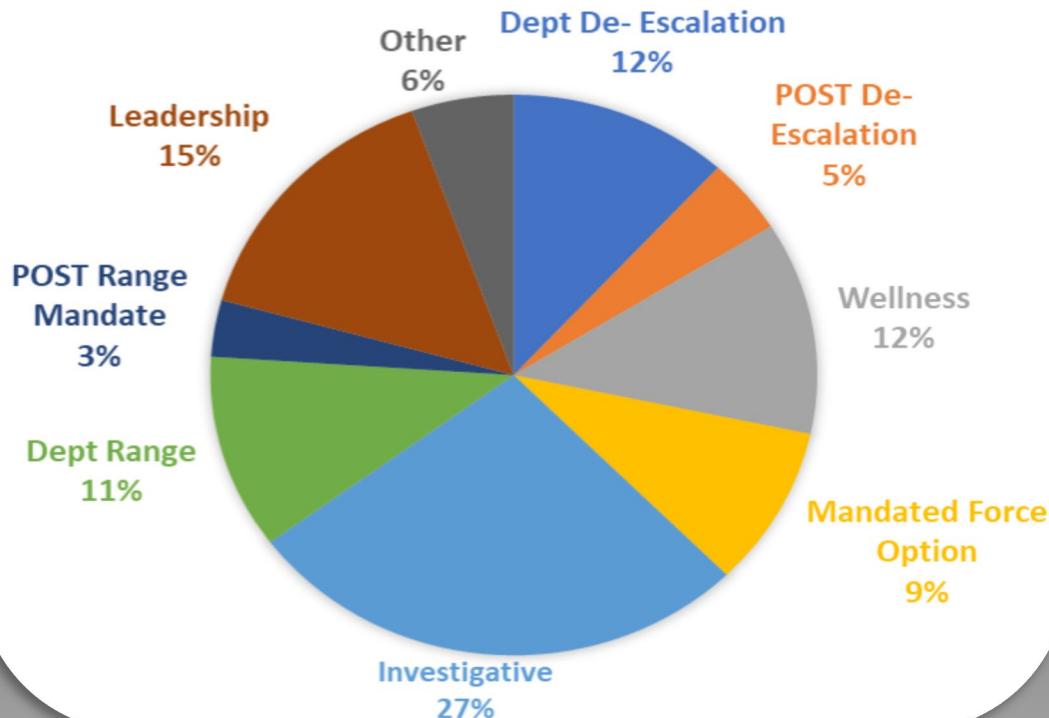
POST Mandate Hours:
40 hrs. per Officer every 2 years cycle.
Per year total 740 hrs./ 37 officers
20 hrs. per Officer for 1 year

EPD 2019 Training Hours:
5,383 Hours / 37 officers=
Approx. 145 hrs. per Officer for 1 year

Use of Force Policy 300

o Policy provides guidelines on the **reasonable** use of force

- Value and dignity of human life

- Officers have a duty to intercede and report to supervisor when they observe force that is objectively unreasonable

- Officers shall only use the amount of force that reasonably appears necessary based on the totality of circumstances (Penal Code 835a)

- Officers may use objectively reasonable force to effect arrest, to prevent escape or to overcome resistance (Penal Code 835a)

City of Emeryville
CALIFORNIA

Types of Force Used by Patrol Officers

- Firm grip

- Pain compliance holds
  - Applied only to the degree to overcome resistance
    - May include individuals taken to the ground to effect an arrest

- OC spray, Baton, Bean Bag and Taser (CED)

- Lethal force
  - May use to protect himself/herself or others to protect against imminent threat of death or seriously bodily injury
  - Where feasible, should identify themselves and warn that deadly force may be used

Other Less Lethal Force Options

Used for a Specific Purpose and Generally Part of an Operational Plan for Events like Crowd Control
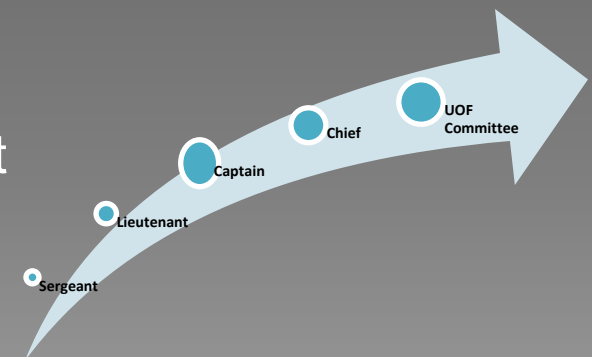
- 40 mm Launcher
  - Rubber Batons
  - Smoke
  - Gas
- Requires over 100 hours of specialized training to be qualified to deploy during planned events
  - Currently the Department has 4 officers who can deploy the 40 mm launcher and only 1 who can deploy gas
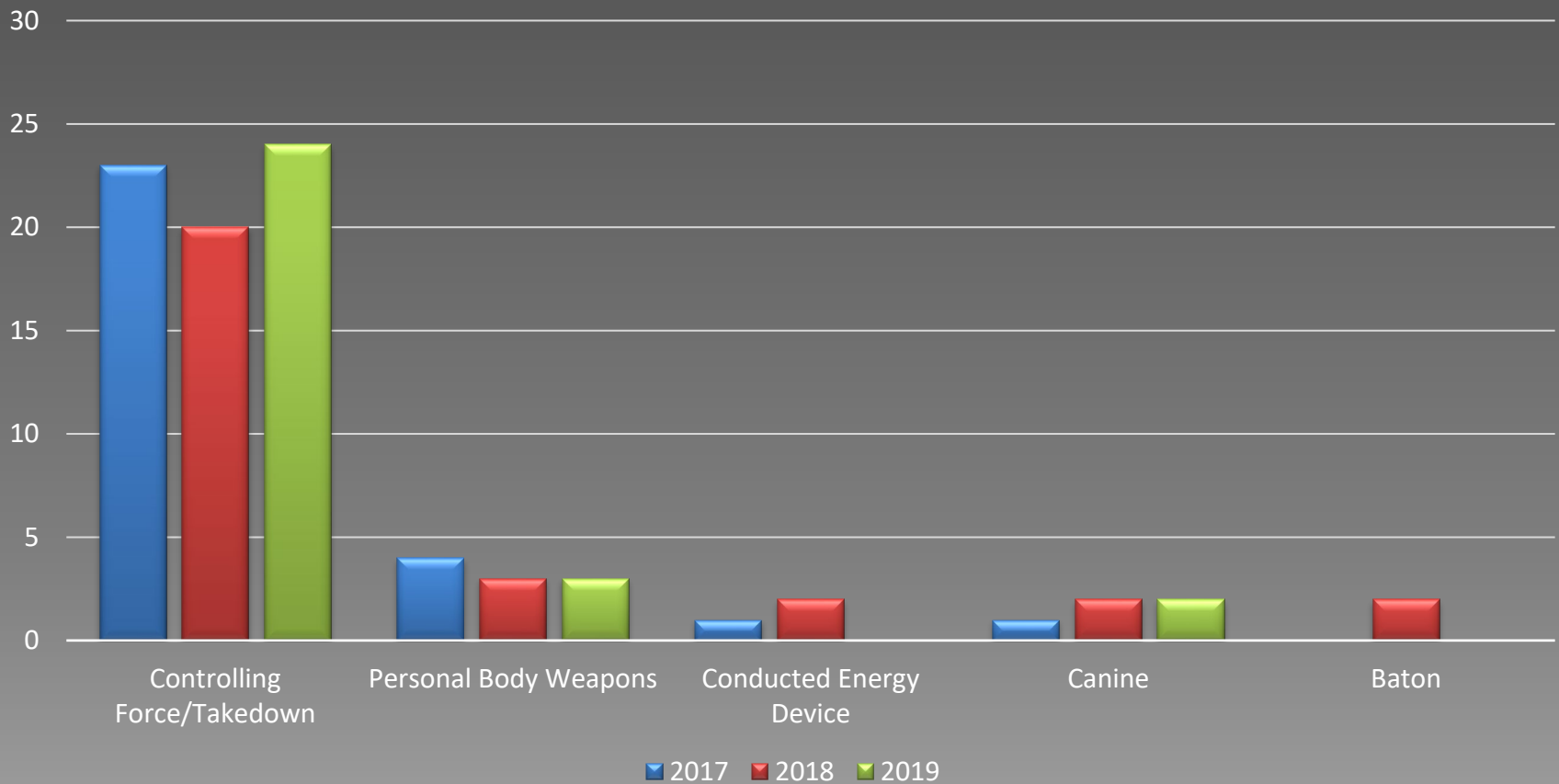
Use of Force Reporting

- Officers Requirements
  - Any use of force shall be documented
- Officers shall notify a supervisor
  - Visible injury
  - Complaint of pain
  - Use of Taser
  - Any time a reasonable officer concludes that the individual experienced more than momentary discomfort
- Medical Considerations
  - Officers shall obtain medical attention when individuals are in physical distress, sustain visible injury or complain of pain

City of Emeryville
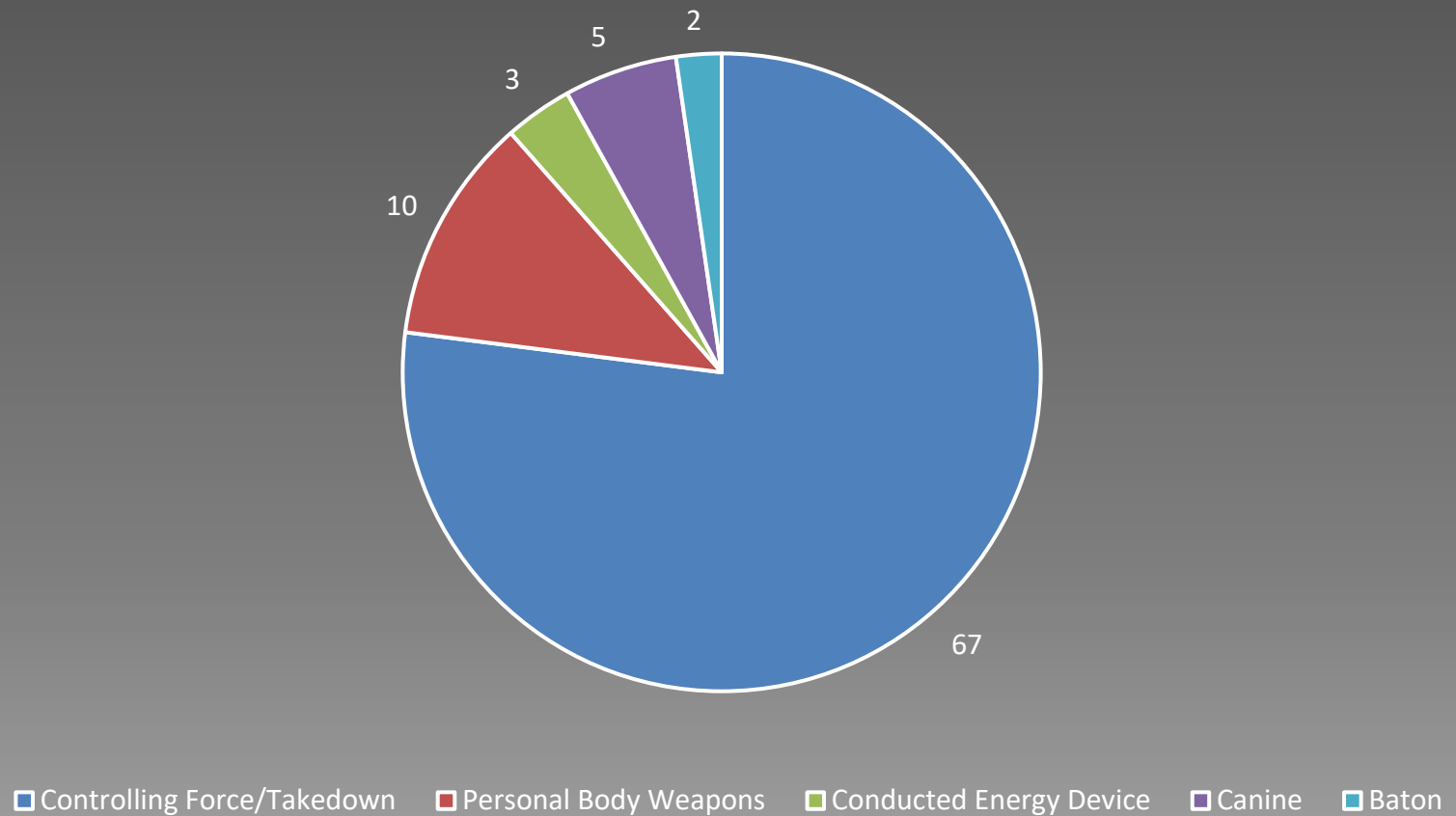CALIFORNIA

Use of Force Reporting

- Supervisor Responsibility
  - o Should respond to the incident
  - o Obtain basic facts from the individual
  - o Ensure the individual is medically treated
  - o When possible, obtain a statement from the individual
  - o Ensure photographs are taken of any injuries
  - o Review the initial report
  - o Review the totality of circumstances for compliance with the policy and document findings
    - Reviewed by Lieutenant, Captain and Chief
    - Use of Force Committee

Sergeant
Lieutenant
Captain
Chief
UOF Committee

Police

City of Emeryville
CALIFORNIA

Types of Force By Year 2017-2019

Legend: 2017 · 2018 · 2019

Categories: Controlling Force/Takedown, Personal Body Weapons, Conducted Energy Device, Canine, Baton

City of Emeryville
CALIFORNIA

Use of Force 2017-2019

Pie chart with values: 67, 10, 3, 5, 2

□ Controlling Force/Takedown   □ Personal Body Weapons   □ Conducted Energy Device   □ Canine   □ Baton

Police

City of Emeryville
CALIFORNIA

Personnel Complaints

o Definition

- Alleged misconduct or job performance, if true, would result in disciplinary action
- Can be made anonymously
- All complaints that meet the definition are documented

o Complaints may be filed in person, in writing, or by telephone

- Can be handled informally or formally depending on the nature of the complaint

All Complaints shall be documented

Personnel Complaints

- Informal complaints
  - Handled at the lowest level
  - May result in training to up to a documented counseling by the supervisor

- Formal Complaints
  - May require a formal investigation
  - May result in no further action up to termination

Complaint Data by Year 2017-2020 (YTD)

Police

City of Emeryville
CALIFORNIA

Mutual Aid Requests

- Alameda County Sheriff's Office Coordinates any request by agencies for the region
  - Requests come from the county to the department liaison
  - Management determines whether to respond to the requests based on all information and impact to the department

- Employees follow their Department's policies while responding to mutual aid
  - 2018 (2) requests/ (1) response
  - 2019 (9) requests/ (2) responses
  - 2020 (13) requests/ No responses

City of Emeryville
CALIFORNIA

Oversight and Accountability

- Types of oversight vary widely based on the needs of the department and community
  - Single auditor
  - Separate organizations

  - Goals
    - Create a learning organization that takes appropriate action when necessary
    - Create community trust and organizational legitimacy

The new World of Police Accountability By Samuel Walker and Carol Archbold

City of Emeryville
CALIFORNIA

Data by Race

- Data is not readily available
  - CAD system will not allow data by race for citations without hand counting
  - Limited ability to analyze arrest data
  - Data for detentions or contacts is not tracked by race
- Assembly Bill 953
  - Will require tracking of data in 16 categories for contacts, detentions, citations and arrests
  - The department will need to work on solutions to comply with the law for data collection by 2022

2019 Arrest Data by Charge

City of Emeryville
CALIFORNIA
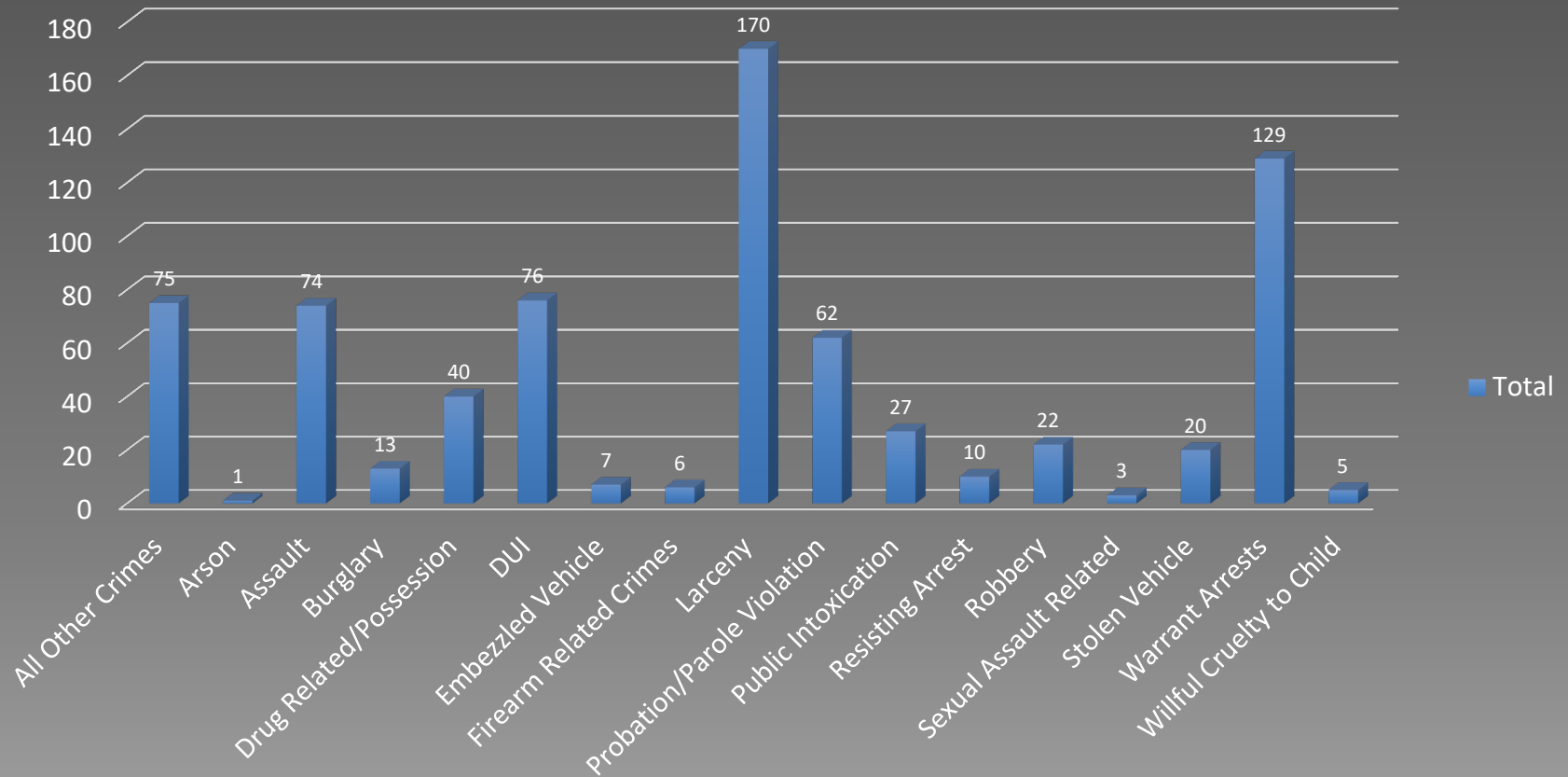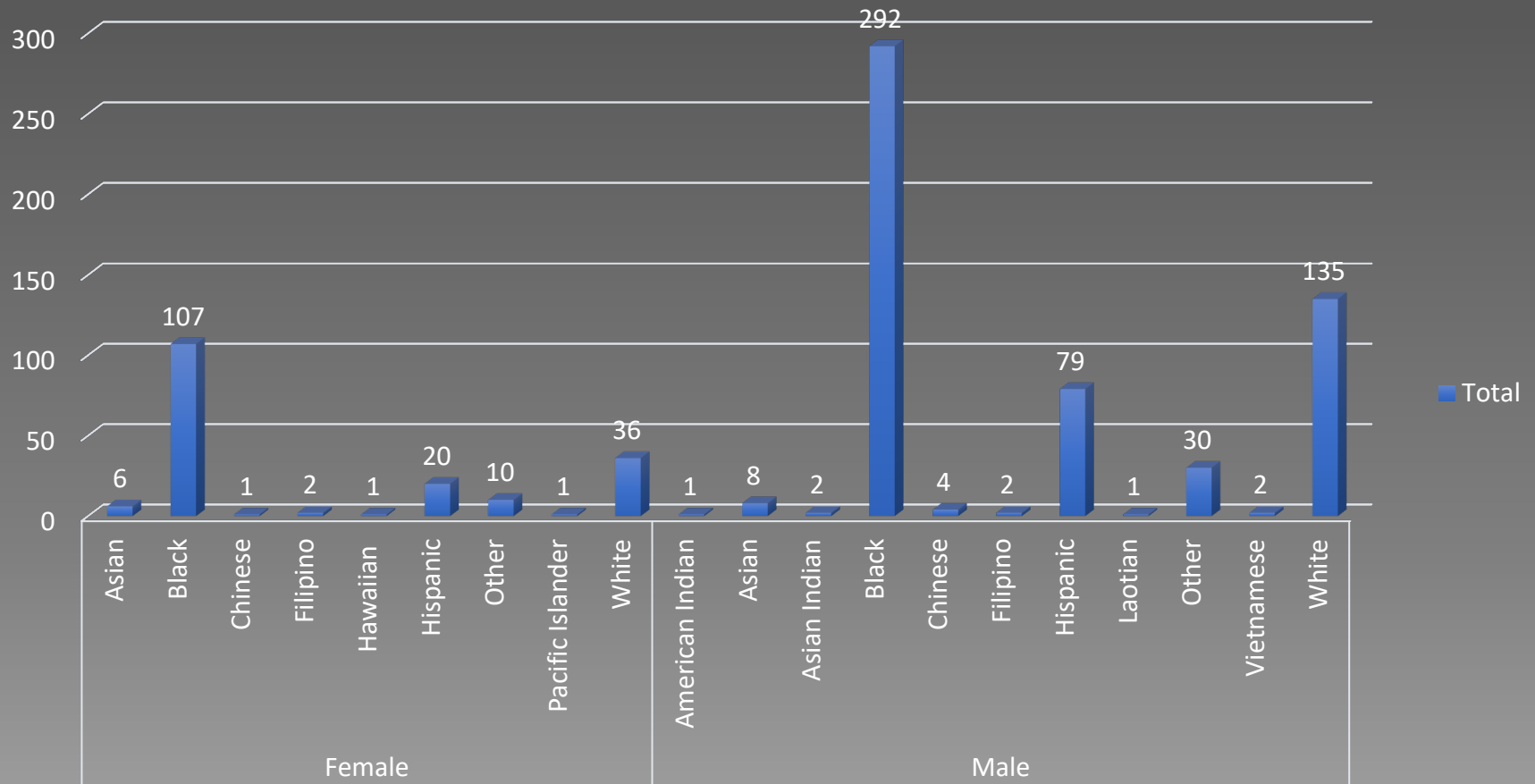
Next Steps

- **P.O.S.T**
  - Changes training
- **Legislative Changes**
  - State and Federal
- **IAPRO Project**
  - New department project
    - Tracks commendations, accidents, pursuits, use of force incidents, complaints and personnel investigations
    - Information is tracked electronically in one location
    - Data analysis
- **Data available to the Council and the community**
  - Data related to Use of Force
  - Complaints
  - Data related to stops and arrests based on race

Public Safety Presentation

Questions?