

**SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT**

300 Lakeside Drive, P. O. Box 12688, Oakland, CA 94604-2688

**NOTICE OF MEETING AND AGENDA  
BART POLICE CITIZEN REVIEW BOARD**

February 10, 2020

A meeting of the BART Police Citizen Review Board (BPCRB) will be held on Monday, February 10, 2020 at 4:00 p.m. This meeting shall consist of a simultaneous teleconference call at the following locations:

BART Board Room Kaiser Center 20th Street Mall – Third Floor 2040 Webster Street Oakland, CA 94612	Old Greenwood Resort Business Center (2nd floor lobby) 13051 Fairway Drive Truckee, CA 96161
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**AGENDA**

1. Call to Order.
  - a. Roll Call.
  - b. Pledge of Allegiance.
2. Approval of Minutes of the Meeting of December 9, 2019. For Discussion and Action.
3. Chief of Police’s Reports. For Discussion and Action.
  - a. BART Police Department (BPD) Monthly Reports for November 2019 and December 2019.
4. Independent Police Auditor’s Reports. For Discussion and Action.
  - a. Office of the Independent Police Auditor (OIPA) Monthly Reports for December 2019 and January 2020.
  - b. BPD Policy #451, Body Worn Camera – Report-back.
  - c. Integrated Communications, Assessment, and Tactics (ICAT) Training– Report-back.
5. Public Comment. (Limited to 3 minutes per speaker.)  
(An opportunity for members of the public to address the BPCRB on matters under their jurisdiction and not on the agenda.)
6. Closed Session. (Room 303, Board Conference Room.)
  - a. To Consider Public Employee Discipline/Dismissal/Release in OIPA Cases #19-11 (continued from the December 9, 2019 meeting), #19-13, #19-15, and #19-17. Govt. Code §54957.
7. Adjournment.

Please refrain from wearing scented products (perfume, cologne, after-shave, etc.) to this meeting, as there may be people in attendance susceptible to environmental illnesses.

BART provides service/accommodations upon request to persons with disabilities and individuals who are limited English proficient who wish to address Board matters. A request must be made within one and five days in advance of Board meetings, depending on the service requested. Please contact the Office of the District Secretary at (510) 464-6083 for information.

BPCRB Meeting Agenda materials will be made available to the public at the meeting and may also be accessed and downloaded 72 hours prior to the meeting at <http://www.bart.gov/about/bod/advisory/crb> (click on “Agenda”).

Pursuant to Govt. Code §54953.5, the audio recording of the open session portions of this public meeting shall be subject to inspection pursuant to the California Public Records Act (CPRA). Requests for information under the CPRA should be filed with the BART Office of the District Secretary.

**SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT**  
300 Lakeside Drive, P.O. Box 12688, Oakland, CA 94604-2688

**BART Police Citizen Review Board Meeting Minutes**  
**Monday, December 9, 2019**

A regular meeting of the BART Police Citizen Review Board (BPCRB) was held Monday, December 9, 2019, at 4:00 p.m. in the following locations: BART Board Room, 2040 Webster Street, Oakland, California; and Prescott Public Library, 215 E Goodwin Street Prescott, Arizona 8630. The meeting was called to order by Chairperson David Rizk; Mag Tatum, Recording Secretary.

**1. Call to Order.**

The regular meeting was convened at 4:00 p.m. by Chairperson Rizk.

Members Present in Oakland, CA:

Members Erin Armstrong, Christina Gomez  
Pete Longmire, Kenneth Loo, George  
Perezvelez, Robert Pirone, Darren White,  
William White and David Rizk.

Member Present in Prescott, AZ:

Member Les Mensinger.

Absent:

Member Zachary Bruno.

The Pledge of Allegiance was recited.

**2. Approval of Minutes of the Meeting of November 18, 2019.**

Member Armstrong moved that the Minutes of the Meeting of November 18, 2019 be approved; Member Loo seconded the motion, which carried by a unanimous roll call vote. Ayes – 10: Members Armstrong, Gomez, Longmire, Loo, Mensinger, Perezvelez, Pirone D. White, W. White, and Rizk. Noes – 0. Abstain – 0. Absent – 1: Member Bruno.

**3. Implementation of Standing Subcommittee on Policy. (Chair Rizk's request.)**

Chairperson Rizk gave an update on the Implementation of Standing Subcommittee on Policy. The item was discussed.

Chair Rizk moved that the Standing Subcommittee on Policy be approved. Member Perezvelez seconded the motion, which carried by a unanimous roll call vote. Ayes – 10: Members Armstrong, Gomez, Longmire, Loo, Mensinger, Perezvelez, Pirone, D. White, W. White and Rizk. Noes – 0. Abstain – 0. Absent – 1: Member Bruno.

**4. Selection of Members for the Subcommittee on Policy. (Chair Rizk’s request.)**

Chairperson Rizk brought the matter of Selection of Members for the Subcommittee on Policy before the Board. The item was discussed. Members Longmire, Perezvelez, Rizk and W. White volunteered to be appointed as part of the Subcommittee on Policy.

**5. BPCRB Off-site Station Tours, Training, and 2020 Meeting Calendar.**

Chairperson Rizk gave an update on the BPCRB Off-site Station Tours, Training, and 2020 Meeting Calendar. The item was discussed.

**6. Chief of Police’s Report.**

**a. BART Police Department’s Monthly Report for October 2019.**

Interim Police Chief Ed Alvarez presented the BART Police Department’s Monthly Report. The report was discussed.

**7. Independent Police Auditor’s Report.**

**a. Office of the Independent Police Auditor (OIPA) Monthly Report for**

**November 2019.** Independent Police Auditor Russell Bloom presented the OIPA Monthly Report. The report was discussed.

**b. Recommendation for Revisions to BPD Policy #451, Body Worn Camera.**

Independent Police Auditor Russell Bloom presented Recommendation for Revisions to BPD Policy #451, Body Worn Camera. The report was discussed.

Mr. Keith Garcia addressed the Board.

Ms. Elizabeth Ames addressed the Board.

Member William White exited the meeting.

Member Armstrong moved that the Revisions to BPD Policy #451, Body Worn Camera be approved. Member Gomez seconded the motion, which carried by a roll call vote.

Ayes – 7: Members Armstrong, Gomez, Longmire, Mensinger, Perezvelez, D. White and Rizk. Noes – 2: Members Loo and Pirone. Abstain – 0. Absent – 2:

Members Bruno and W. White.

Members George Perezvelez, Robert Pirone and Darren White exited the meeting.

**8. Public Comment.**

Chairperson Rizk called for Public Comment.

Mr. Robert Raburn addressed the Board.

Chairperson Rizk announced that the Board would enter closed session under Item 9-A (Public Employee Discipline/Dismissal/Release in OIPA Case #19-11) of the regular meeting agenda, and that the Board would reconvene in open session at the conclusion of the

closed session.

The Meeting recessed at 5:55 p.m.

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The Meeting reconvened in Closed Session at 6:01 p.m.

**9. Closed Session.**

a. To reconsider Public Employee Discipline/Dismissal/Release in OIPA Case #19-11.  
Govt. Code §54957.

Members Present in Oakland, CA:

Members Erin Armstrong, Christina Gomez,  
Pete Longmire, Kenneth Loo and David Rizk.

Members Present in Prescott, AZ:

Member Les Mensinger.

Absent:

Member Zachary Bruno, George Perezvelez,  
Robert Pirone Darren White and William White.

Member Mensinger left the meeting via teleconference, and the meeting was adjourned for lack of a quorum.

DRAFT

# BART POLICE DEPARTMENT



## November 2019

### MONTHLY REPORT

## BPD Monthly Reports

November 2019

Report	Responsible
01 – Industrial Leave*	SSD – J. Morgan
02 – Vacancy	SSD – F. Cheung
03 – Diversity	SSD – F. Cheung
04 – Training	PS&T – P. Kwon
05 – Use of Force	PS&T – K. Franklin
06 – Citizen Complaints	PS&T – K. Franklin
07 – Internal Affairs Log	PS&T – K. Franklin
08 – Performance Measures	SSD – K. Dam
09 – Enforcement Contacts	SSD – K. Dam
10 – Parking Enforcement	POD – J. DeVera
11 – Warrant Arrests	SSD – K. Dam
12 – Detectives Assignments	SSD – J. Guerra
13 – Detectives Closure Rate	SSD – J. Guerra
14 – Assembly Bill 716	POD – A. Sandoval
15 – Absence Overview	SSD – C. Vogan
16 – Overtime	SSD – F. Cheung
17 – Communications Center	SSD – G. Hesson
18 – BART Watch	SSD – C. Vogan

\*Not included in Year-End or Monthly BPCRB Reports

**BART Police Department (07) Staffing Status**

As of: 11/30/19  
 Vacancy Factor: 0.0

	Pos'n Code	Job Title	FY20		As of 07/01/19	As of 11/30/19			
			Adopted	Reclass		Filled	On Leave or TMD	Vacant	
NON-SWORN (Rep)	027	Community Service Officer	59		59	45	4	14	
	035	Fare Inspection Officer	20		20	13		7	
	068	Crime Analyst	1		1	1		-	
	045	Police Admin Specialist	12		12	9		3	
	048	Police Dispatcher	18		18	18		-	
	200	Administrative Analyst	1		1	1		-	
	098	Revenue Protection Guard	18		18	16	-	2	
	836	Police Sup.//CAD/RMS Admin***	6		6	6	-	-	
# SWORN	778	Police Officer	89		89	84	10	5	
		In Academy = 21						-	
		Field Training = 2						-	
	788	Senior Police Officer	99		99	77	1	22	
	798	Master Police Officer	10		10	9	-	1	
	838	Police Sergeant	34		34	29	2	5	
	888	Police Lieutenant	13		13	13		-	
	898	Police Deputy Chief	3		3	3		-	
		980	Police Chief	1		1	-		1
	Non-Sworn (Non-Rep)	SF100	Dir of Security Programs	1		1	1		-
000065		Emergency Preparedness Mgr.	1		1	1	-	-	
000074		Crisis Outreach Coordinator	1		1	1		-	
000081		Police Services Administrator	1		1	1	-	-	
AF200		Executive Assistance	1		1	1		-	
<b>DEPARTMENT TOTAL</b>			<b>389</b>	<b>-</b>	<b>389</b>	<b>329</b>	<b>17</b>	<b>60</b>	

Notes:  
 FY20  
 Ofc - 19  
 FIO - 4  
 AA - 1  
 FY20 Capital 4/1/2020  
 Ofc - 3

Note: BART Police Department has 17 Attrition Float positions, of which 10 are Police Officers (778), 5 are Community Service Officers (027) and 2 are Police Dispatchers (048).

> "On Leave" category does not include personnel on Admin Leave.



## BART PD DIVERSITY MONTHLY REPORT

As of 11/30/19

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<u>ETHNICITY</u>		<u>S</u>		<u>C</u>	
White	39% 127	40%	87	35%	40
Black	19% 61	19%	40	19%	21
Asian	20% 67	16%	35	28%	32
Hispanic	20% 67	23%	49	16%	18
American/ Indian	0% 0	0%	0	0%	0
Native Hawaiian/Pac Island	2% 7	2%	5	2%	2
<b>Total:</b>	<b>100% 329</b>	<b>100%</b>	<b>216</b>	<b>100%</b>	<b>113</b>
<u>DEMOGRAPHIC</u>		<u>S</u>		<u>C</u>	
Female	22% 71	9%	19	46%	52
Male	78% 258	91%	197	54%	61
<b>Total:</b>	<b>100% 329</b>	<b>100%</b>	<b>216</b>	<b>100%</b>	<b>113</b>
<u>CLASSIFICATION</u>					
Sworn	66% 216				
Civilian	34% 113				
<b>Total:</b>	<b>100% 329</b>				

**CRISIS INTERVENTION TRAINING AS OF: November 30, 2019**

Personnel Positions	Total Positions	Filled Positions	Vacant Positions	(Not in Academy or Field Training) Eligible to Attend Training	Total of Filled Positions Trained	Percentage of Total Filled Positions Trained	Percentage of Eligible Filled Positions Trained
Chief	1	0	1	0	0	#DIV/0!	#DIV/0!
Deputy Chiefs	3	3	0	3	3	100%	100%
Lieutenants	13	13	0	13	12	92%	92%
Sergeants	34	29	5	27	28	97%	104%
Officers	198	170	28	137	118	69%	86%
Dispatchers	18	18	0	14	12	67%	86%
CSOs/FEI	79	58	21	56	34	59%	61%
Crisis Outreach Coordinators	1	1	0	1	1	100%	100%
<b>Total</b>	<b>347</b>	<b>292</b>	<b>55</b>	<b>251</b>	<b>208</b>	<b>71%</b>	<b>83%</b>

Personnel Positions that are not designated to attend CIT Training

	Total	Filled	Vacant
Revenue Protection Guards	18	16	2
Police Administrative Specialists	12	9	3
Police Sup./CAD RMS Admin	6	5	1
Civilian Managers/Analyst	4	4	0
Manager Sec Prog	1	1	0
<b>Sub Total</b>	<b>41</b>	<b>35</b>	<b>6</b>
<b>TOTAL PERSONNEL</b>	<b>388</b>	<b>327</b>	<b>61</b>

**FAIR AND IMPARTIAL / BIASED BASED TRAINING AS OF November 30, 2019**

<b>Personnel Positions</b>	<b>Total Positions</b>	<b>Filled Positions</b>	<b>Vacant Positions</b>	<b>Eligible to Attend (Not in Academy or Field Training)</b>	<b>Total of Filled Positions Trained</b>	<b>Percentage of Total Filled Positions Trained</b>	<b>Percentage of Eligible Filled Positions</b>
Chief	1	0	1	0	0	#DIV/0!	#DIV/0!
Deputy Chiefs	3	3	0	3	3	100.0%	100.0%
Lieutenants	13	13	0	13	13	100.0%	100.0%
Sergeants	34	29	5	29	29	100.0%	100.0%
Officers	198	170	28	137	137	80.6%	100.0%
<b>Total</b>	<b>249</b>	<b>215</b>	<b>34</b>	<b>182</b>	<b>182</b>	<b>84.7%</b>	<b>100.0%</b>

Personnel Positions that are not designated to attend FAIR AND IMPARTIAL Training

	<b>Total</b>	<b>Filled</b>	<b>Vacant</b>
Dispatchers	18	18	0
CSOs/FEI	79	58	21
Crisis Outreach Coordinator	1	1	0
Revenue Protection Guards	18	16	2
Police Administrative Specialists	12	9	3
Police Sup./CAD RMS Admin	6	5	1
Civilian Managers/Analyst	4	4	0
Manager Sec Prog	1	1	0
<b>Sub Total</b>	<b>139</b>	<b>112</b>	<b>27</b>
<b>TOTAL PERSONNEL</b>	<b>388</b>	<b>327</b>	<b>61</b>

**POLICE ROADWAY PROTECTION TRAINING AS OF: November 30, 2019**

<b>Personnel Positions</b>	<b>Total Positions</b>	<b>Filled Positions</b>	<b>Vacant Positions</b>	<b>Eligible to Attend (Not in Academy, FTO, or IND/Leave)</b>	<b>Total of Filled Positions Trained</b>	<b>Percentage of Total Filled Positions Trained</b>	<b>Percentage of Eligible Filled Positions</b>
Chief	1	0	1	0	0	#DIV/0!	#DIV/0!
Deputy Chiefs	3	3	0	3	3	100.0%	100.0%
Lieutenants	13	13	0	13	10	76.9%	76.9%
Sergeants	34	29	5	27	27	93%	100.0%
Officers	198	170	28	139	139	81.8%	100.0%
<b>Total</b>	<b>249</b>	<b>215</b>	<b>34</b>	<b>182</b>	<b>179</b>	<b>83.3%</b>	<b>98.4%</b>

Personnel Positions that are not REQUIRED to attend Police Roadway Protection Training

	<b>Total</b>	<b>Filled</b>	<b>Vacant</b>
Dispatchers	18	18	0
Crisis Outreach Coordinator	1	1	0
Revenue Protection Guards	18	16	2
CSO/FEI	79	58	21
Police Administrative Specialists	12	9	3
Police Sup./CAD RMS Admin	6	5	1
Civilian Managers/Analyst	4	4	0
Manager Sec Prog	1	1	0
<b>Sub Total</b>	<b>139</b>	<b>112</b>	<b>27</b>
<b>TOTAL PERSONNEL</b>	<b>388</b>	<b>327</b>	<b>58</b>

## Use of Force Incidents - 2019

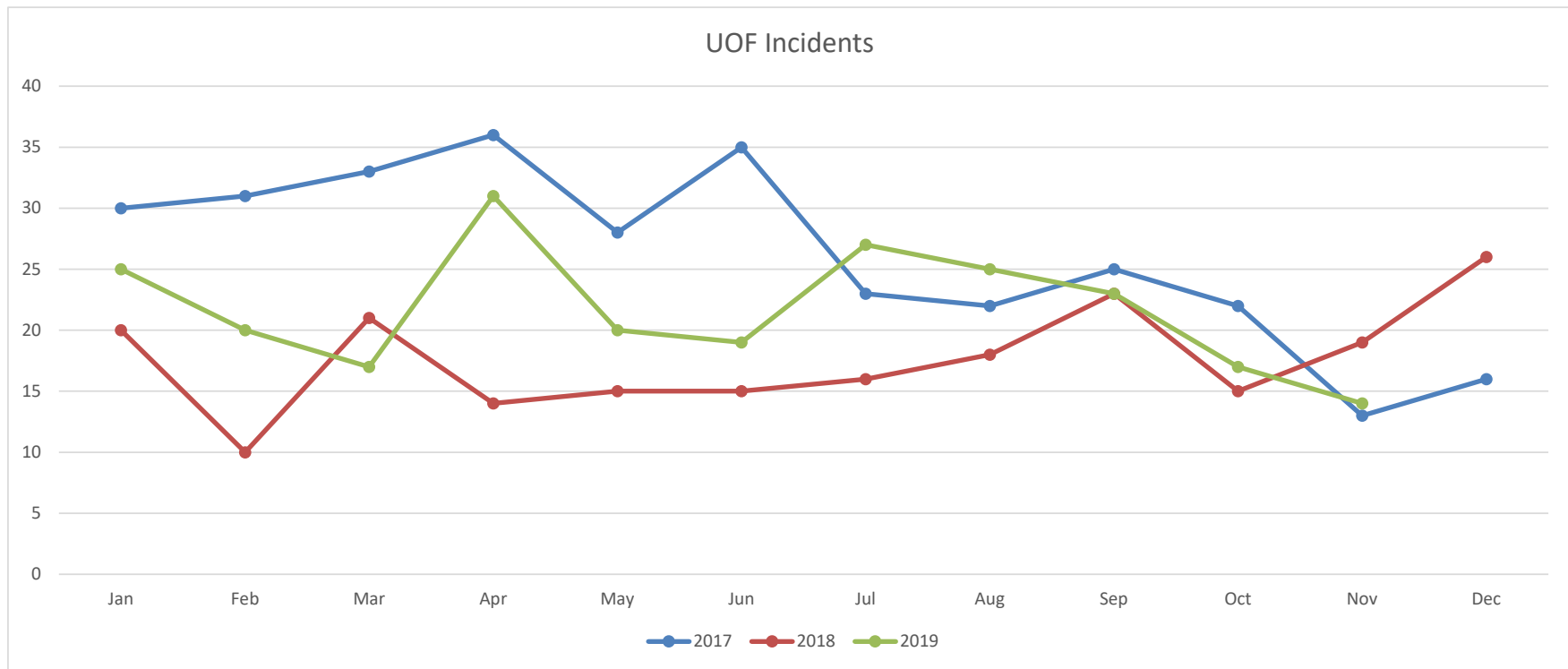
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2019	25	20	17	31	20	19	27	25	23	17	14		
YTD 2019	25	45	62	93	113	132	159	184	207	224	238		

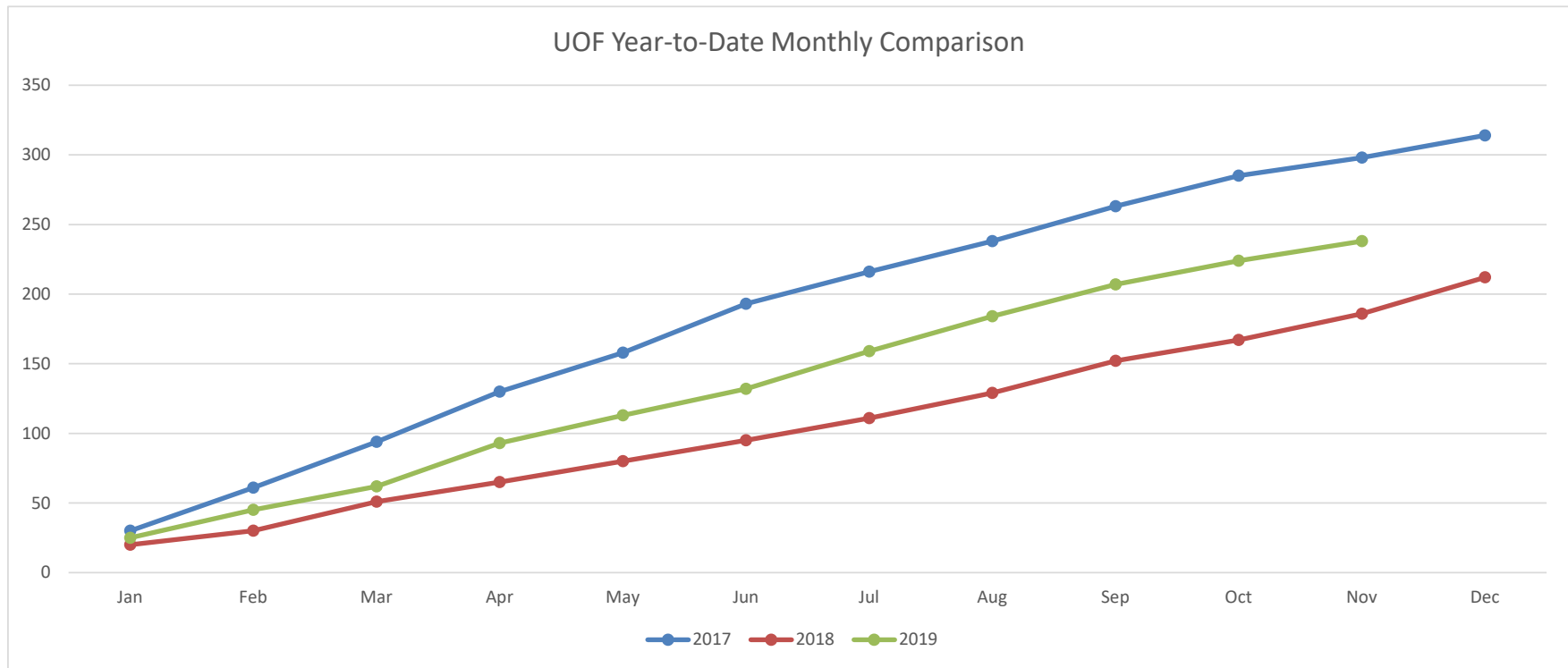
## Use of Force Incidents - 2018

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2018	20	10	21	14	15	15	16	18	23	15	19	26	212
YTD 2018	20	30	51	65	80	95	111	129	152	167	186	212	

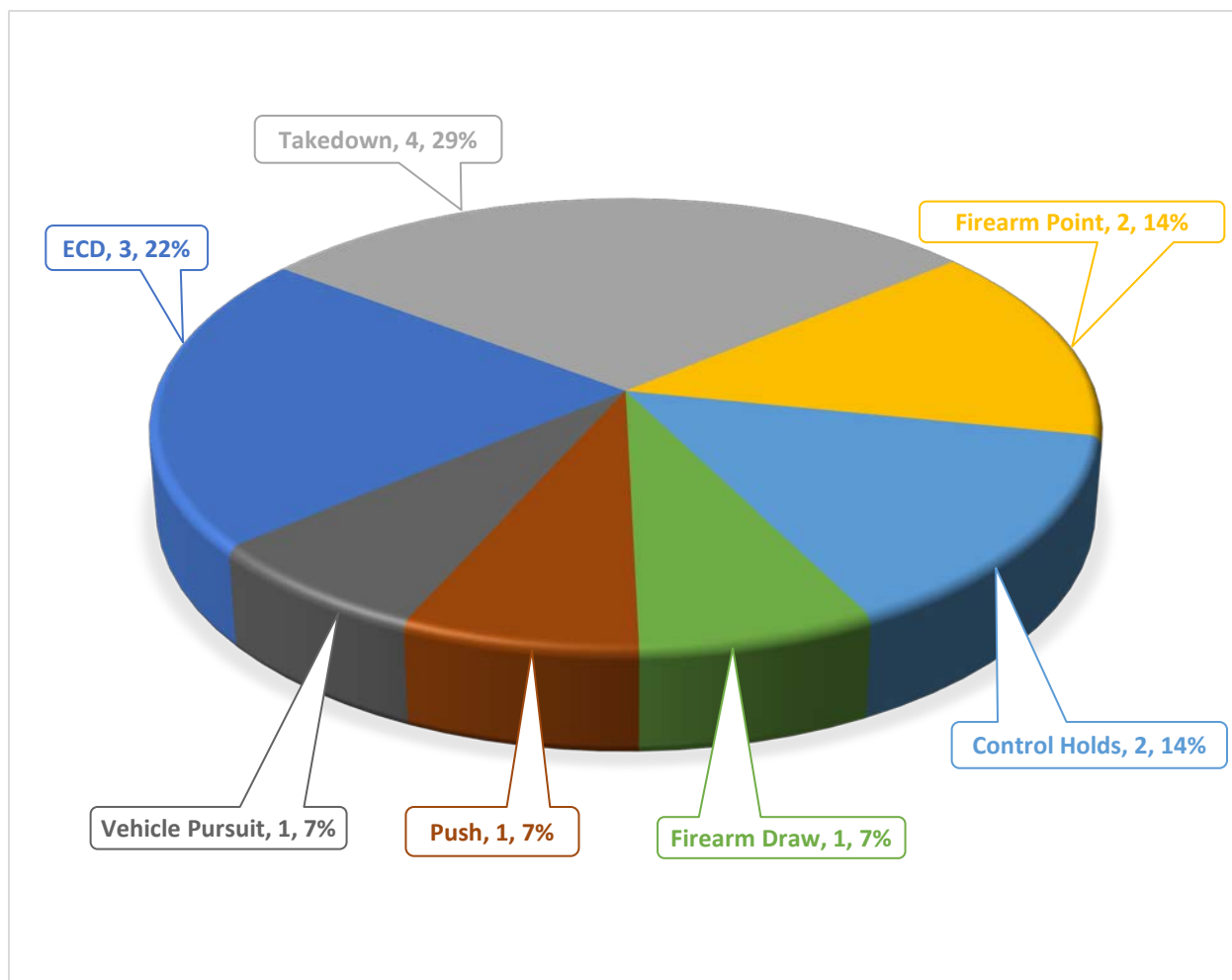
## Use of Force Incidents - 2017

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2017	30	31	33	36	28	35	23	22	25	22	13	16	314
YTD 2017	30	61	94	130	158	193	216	238	263	285	298	314	





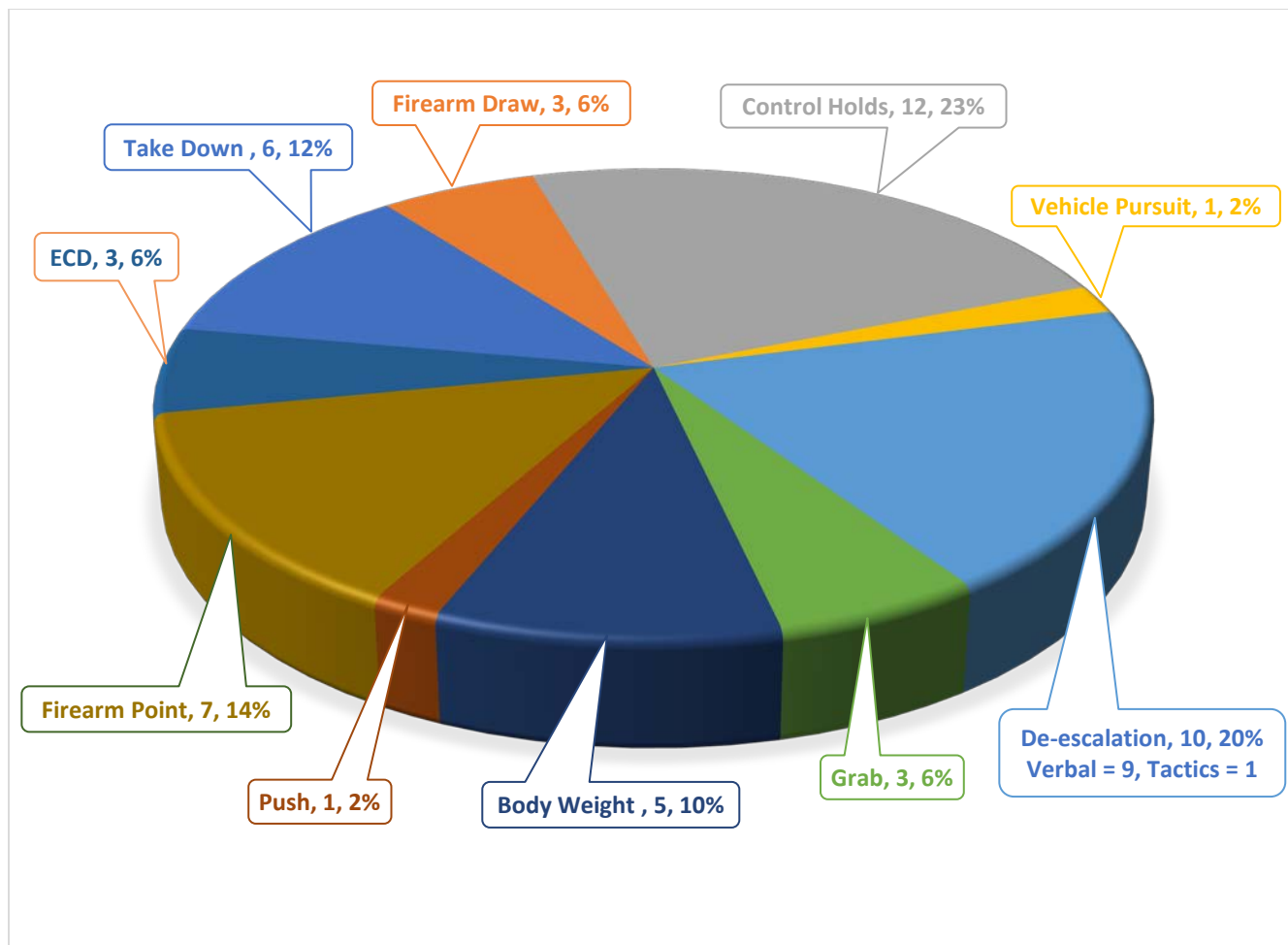
## Force Options Used (Incident Count), November 2019



\*Each incident could contain more than one force option used. This pie chart reflects the most significant force option used per incident.



## Types of Force Used, November 2019 (Overall Total)



\*Some incidents involved the use of multiple force options. If two officers involved in the same incident used the same force option, this data would reflect both officers. As an example, if two officers in the same incident used control holds, this data would reflect two separate control holds.

## Citizen Complaints - 2019

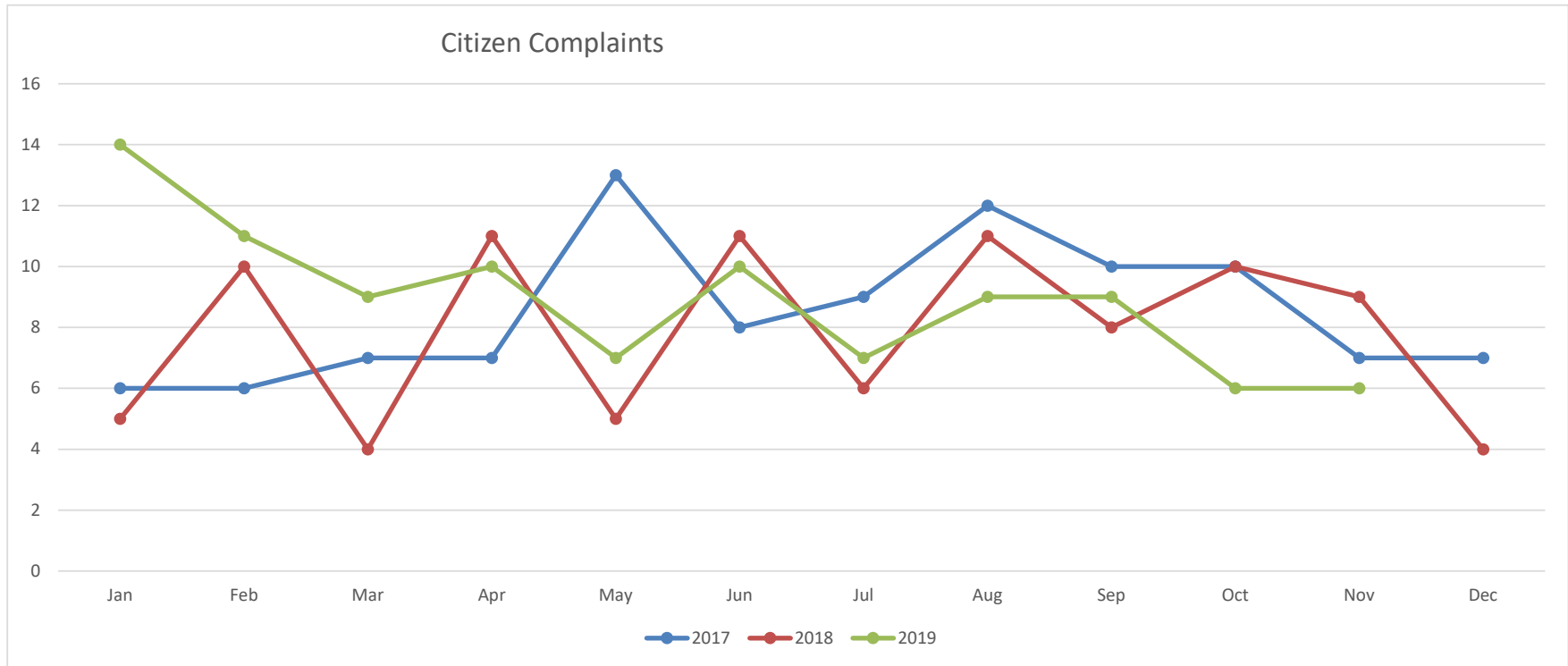
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2019	14	11	9	10	7	10	7	9	9	6	6		
YTD 2019	14	25	34	44	51	61	68	77	86	92	98		

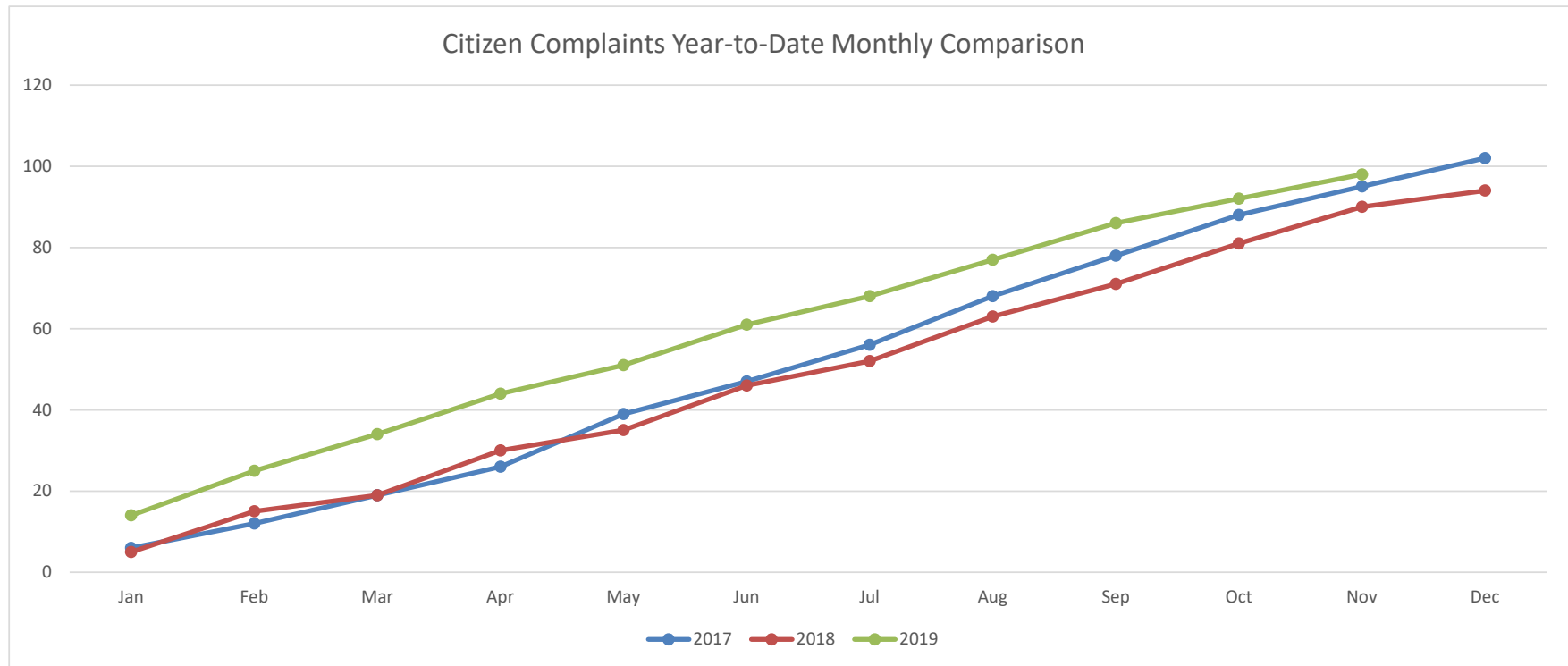
## Citizen Complaints - 2018

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2018	5	10	4	11	5	11	6	11	8	10	9	4	94
YTD 2018	5	15	19	30	35	46	52	63	71	81	90	94	

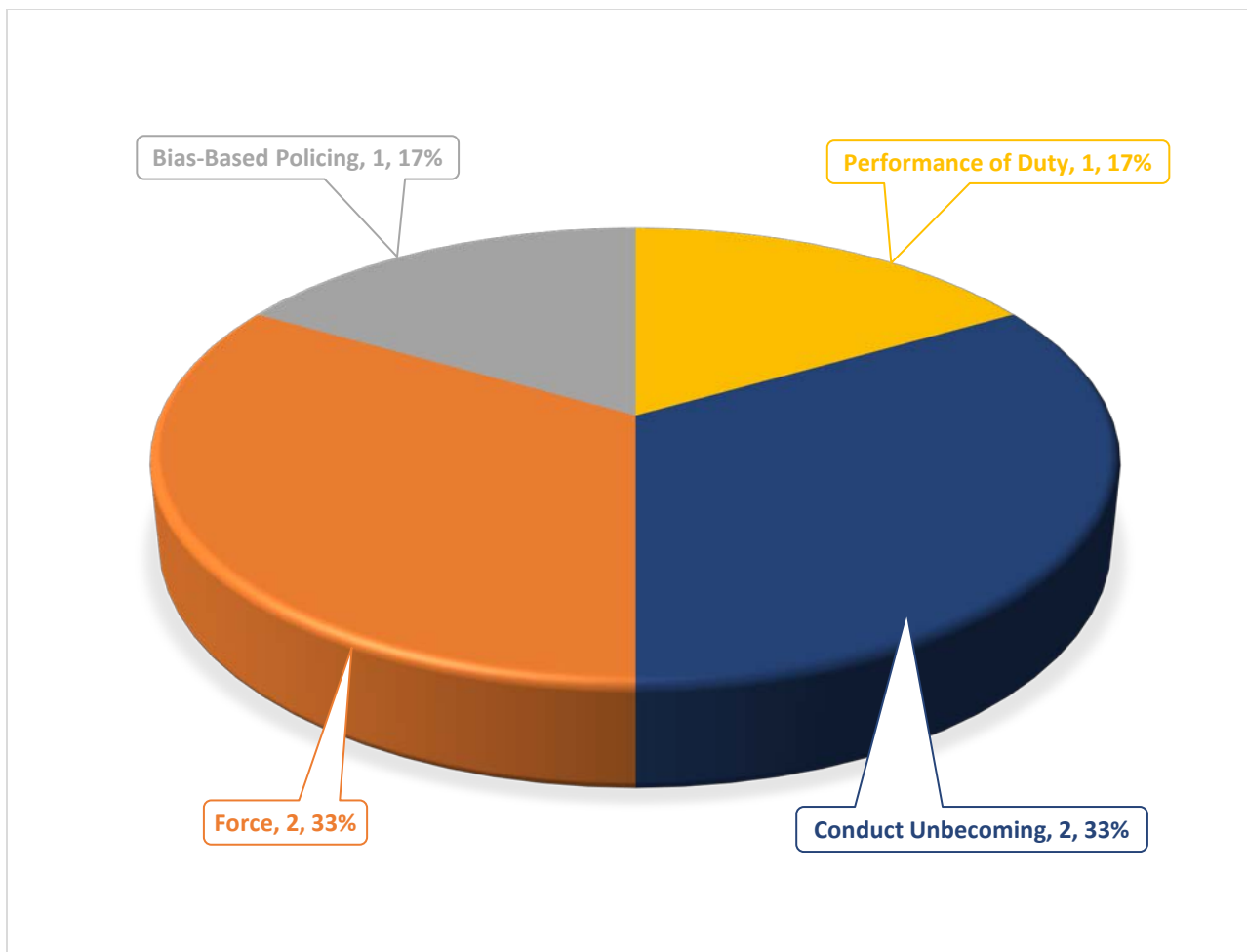
## Citizen Complaints - 2017

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2017	6	6	7	7	13	8	9	12	10	10	7	7	102
YTD 2017	6	12	19	26	39	47	56	68	78	88	95	102	





# Complaints Received (Incident Count), November 2019



Each incident could contain more than one allegation. This pie chart reflects the most significant allegation per incident.

BART Police Department - Office of Internal Affairs								
Investigation Log - November 2019								
IA	DATE							
CASE #	OCC'D	REC'D	ALLEGATION	MISC	INVESTIGATOR	STATUS	5 MONTH DATE	DUE DATE
IA2017-040	01/31/17	5/18/2017	Force		Sgt. McNack	In Progress	10/17/17	
IA2018-001	01/03/18	1/3/2018	Force (OIS)		Sgt. T. Salas	Tolled	06/04/18	
IA2018-032	UNK	4/20/2018	BBP, POD, CUBO	Deferred to OIPA #18-16	OIPA	Tolled	43366	
IA2018-043	6/6/2018	6/6/2018	Force		Sgt. McNack	Tolled	43409	
IA2018-060	7/22/2018	7/23/2018	Service Review		Lt. Franklin	Tolled	12/23/2018	
IA2019-024		2/17/2019	CUBO		Sgt. McNack	In Progress	7/19/2019	2/17/2020
IA2019-025	2/21/2019	2/25/2019	Force, CUBO		Sgt. McNack	In Progress	7/23/2019	2/25/2020
IA2019-036	1/27/2019	3/18/2019	Force, Arrest/Detention	Deferred to OIPA #19-11	OIPA	OIPA Investigation	8/17/2019	3/18/2020
IA2019-037	3/18/2019	3/18/2019		OIPA Intake #19-12 Admin Closure	Sgt. McNack	In Progress	8/17/2019	3/18/2020
IA2019-041	3/26/2019	3/25/2019	Force, Policy/Procedure	Deferred to OIPA #19-13	OIPA	OIPA Investigation	8/17/2019	3/25/2020
IA2019-042	1/27/2019	3/29/2019	POD, CUBO, Policy/Procedure		Sgt. McNack	In Progress	8/28/2019	3/29/2020
IA2019-050	4/11/2019		Per Chief, regarding how department handled a call for service	Service Review	Sgt. T. Salas	In Progress	5/12/2019	12/31/1900
IA2019-052	4/16/2019	4/16/2019	Force, CUBO		Sgt. McNack	In Progress	9/15/2019	4/16/2020
IA2019-053	4/17/2019	4/17/2019	CUBO, BBP	Admin Closure	Sgt. McNack	In Progress	9/16/2019	4/17/2020
IA2019-054	4/17/2019	4/17/2019	Force, CUBO	Deferred to OIPA #19-15	OIPA	OIPA Investigation	5/12/2019	4/17/2020
IA2019-056	4/29/2019	4/30/2019	POD, CUBO	SR sent to Sgt. Lee on 05/17/19	Sgt. T. Salas	In Progress	5/30/2019	4/30/2020
IA2019-057	4/29/2019	4/29/2019	Arrest/Detention BBP, CUBO	Deferred to OIPA #19-17	OIPA	OIPA Investigation	9/28/2019	4/29/2020
IA2019-060	4/8/2019	5/6/2019	Arrest/Detention Force, Axon, CUBO	Deferred to OIPA #19-19	OIPA	OIPA Investigation	9/10/2019	5/6/2020
IA2019-062	5/16/2019	5/16/2019	Force		Sgt. T. Salas	In Progress	10/15/2019	5/16/2020
IA2019-063	5/7/2019	5/16/2019	Force		Lt. Franklin	In Progress	10/15/2019	5/16/2020
IA2019-065	5/22/2019	5/23/2019	Bias- Based Policing	Clear by video	Sgt. T. Salas	In Progress	10/22/2019	5/23/2020
IA2019-067	5/16/2019	5/16/2019	Force		Sgt. McNack	In Progress	10/15/2019	5/16/2020
IA2019-068	6/3/2019	6/3/2019	Force		Sgt. McNack	In Progress	11/2/2019	6/3/2020
IA2019-069	6/4/2019	6/4/2019	CUBO		Sgt. McNack	In Progress	11/3/2019	6/4/2020
IA2019-070	6/6/2019	6/6/2019	POD	OIPA Intake #19-21	Sgt. McNack	In Progress	10/15/2019	6/6/2020
IA2019-071	6/6/2019	6/11/2019	Bias-Based Policing CUBO		Sgt. McNack	In Progress	11/10/2019	6/11/2020
IA2019-072	6/5/2019	6/6/2019	Force		Sgt. McNack	In Progress	11/12/2019	6/6/2020
IA2019-073	6/13/2019	6/14/2019	Bias-Based Policing	OIPA Intake #19-22	Sgt. McNack	In Progress	11/13/2019	6/14/2020
IA2019-074	6/25/2019	6/25/2019	Force		Sgt. T. Salas	In Progress	11/25/2019	6/25/2020
IA2019-077	5/16/2019	5/16/2019	Axon Camera		Sgt. T. Salas	In Progress	10/15/2019	5/16/2020
IA2019-078	6/29/2019	7/2/2019	BBP, POD	Clear by video	Sgt. T. Salas	In Progress	12/1/2019	7/2/2020
IA2019-079	4/20/2019	7/2/2019	CUBO		Sgt. T. Salas	In Progress	12/1/2019	7/2/2020

IA	DATE		ALLEGATION	MISC	INVESTIGATOR	STATUS	5 MONTH DATE	DUE DATE
	CASE #	OCC'D						
IA2019-080	6/28/2019	7/1/2019	Bias-Based Policing	Admin Closure	Sgt. T. Salas	In Progress	11/30/2019	7/1/2020
IA2019-081	Unk	6/25/2019	POD	OIPA Intake #19-23 Admin Closure	Sgt. T. Salas	In Progress	11/24/2019	6/25/2020
IA2019-082	7/5/2019	7/5/2019	Force		Sgt. McNack	In Progress	12/4/2019	7/5/2020
IA2019-083	4/27/2019	6/17/2019	BBP		Sgt. McNack	In Progress	7/17/2019	6/17/2020
IA2019-087	7/30/2019	7/30/2019	POD	Clear by video	Sgt. T. Salas	In Progress	8/29/2019	7/30/2020
IA2019-088	7/30/2019	7/30/2019	Courtesy		Sgt. McNack	In Progress	12/29/2019	7/30/2020
IA2019-089	8/7/2019	8/13/2019	Force, Courtesy, Arrest or Detention	OIPA Intake #19-23 Admin Closure	Sgt. T. Salas	In Progress	1/12/2020	8/13/2020
IA2019-090	8/11/2019	8/11/2019	Policy/Procedure		Sgt. T. Salas	In Progress	1/10/2020	8/11/2020
IA2019-098	9/2/2019	9/3/2019	Policy/Procedure Force, CUBO Arrest/Detention		Sgt. McNack	In Progress	2/2/2020	9/3/2020
IA2019-099	8/29/2019	8/30/2019	Arrest/Detention Force Policy/Procedure	OIPA Intake #19-35 Clear by Video	Sgt. T. Salas	In Progress	1/29/2020	8/30/2020
IA2019-101	9/1/2019	9/1/2019	CUBO		Sgt. T. Salas	In Progress	1/28/2020	9/1/2020
IA2019-105	9/6/2019	9/6/2019	Courtesy	S.R.	Sgt. T. Salas	In Progress	10/6/2019	9/6/2020
IA2019-107	9/12/2019	9/12/2019	POD	Clear by Video	Sgt. T. Salas	In Progress	10/3/2019	9/12/2020
IA2019-108	8/26/2019	9/20/2019	Force Arrest/Detention Policy/Procedure	Deferred to OIPA #19-40	OIPA	OIPA Investigation	10/3/2019	9/20/2020
IA2019-109	9/18/2019	9/19/2019	POD		Sgt. McNack	In Progress	10/19/2019	9/19/2020
IA2019-111	10/1/2019	10/2/2019	Force, CUBO, Search or Seizure	Deferred to OIPA #19-41	OIPA	In Progress	3/2/2020	10/2/2020
IA2019-112	9/20/2019	10/4/2019	Force, CUBO, POD, Supervision, Policy/Procedure	Deferred to OIPA #19-42	OIPA	OIPA Investigation	3/4/2020	10/4/2020
IA2019-113	10/11/2019	10/14/2019	Bias, CUBO, Axon (admin)		Sgt. T. Salas	In Progress	3/14/2020	10/14/2020
IA2019-116	10/15/2019	10/15/2019			Sgt. McNack	In Progress	3/15/2020	10/15/2020
IA2019-117	11/4/2019	11/4/2019	Bias	OIPA Intake #19-49	Sgt. McNack	In Progress	4/4/2020	11/4/2020
IA2019-119	11/5/2020	11/5/2020	BBP, Force, CUBO	Deferred to OIPA #19-50	OIPA	In Progress	4/5/2020	11/5/2021
IA2019-120	11/8/2019	11/4/2020			OIPA	OIPA Investigation	4/8/2020	11/4/2021
IA2019-122	11/11/19	11/11/19	CUBO	OIPA Intake #19-48	Sgt. T. Salas	In Progress	43810	11/11/20
IA2019-123	11/14/19	11/14/19		Inquiry	Sgt. McNack	In Progress		11/14/20

# BART Police Performance Measurements



## November 2019

**Disclaimer--\*\***The data is drawn from the BART Police Department TriTech computer database, and they are unaudited. The numbers may not match the official monthly totals reported to the FBI through the Uniform Crime Reporting (UCR) program. Late reporting, the reclassification or unbounding of crimes, can affect crime statistics. **OT Budget costs** are projected numbers and actual numbers are about 4 months behind. The statistics contained in the on the Performance Measurements are **subject to change , updates, and corrections. \*\***

PART 1 CRIMES	2014	2015	2016	2017	2018	YTD November		% change from '18
						2018	2019	
Homicide	0	1	1	0	3	3	2	-33%
Rape	2	3	4	8	3	3	6	+100%
Robbery	153	161	232	290	349	296	352	+19%
Aggravated Assault	71	73	93	125	130	121	104	-14%
<b>Violent Crime Subtotal</b>	<b>226</b>	<b>238</b>	<b>330</b>	<b>423</b>	<b>485</b>	<b>423</b>	<b>464</b>	<b>+10%</b>
Burglary (Not Including Auto)	7	4	12	15	18	17	15	-12%
Larceny	2,597	2,325	2,217	2,593	2,590	2,348	2,899	+23%
Auto Theft	522	480	480	420	354	328	223	-32%
Arson	0	0	1	4	4	4	4	0%
<b>Property Crime Subtotal</b>	<b>3,126</b>	<b>2,809</b>	<b>2,710</b>	<b>3,032</b>	<b>2,966</b>	<b>2,697</b>	<b>3,141</b>	<b>+16%</b>
<b>TOTAL</b>	<b>3,352</b>	<b>3,047</b>	<b>3,040</b>	<b>3,455</b>	<b>3,451</b>	<b>3,120</b>	<b>3,605</b>	<b>+16%</b>

### Top 5 Stations For Part 1 Crimes

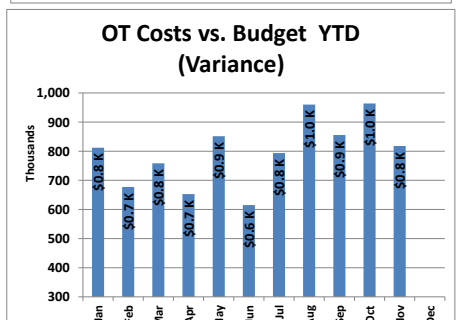
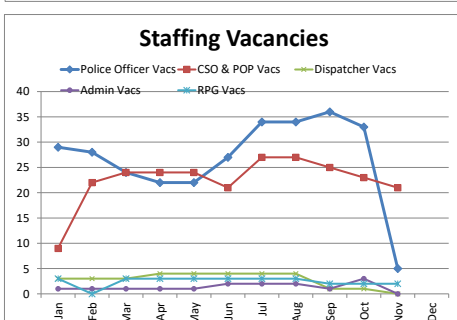
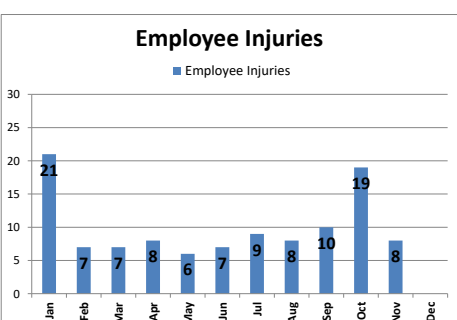
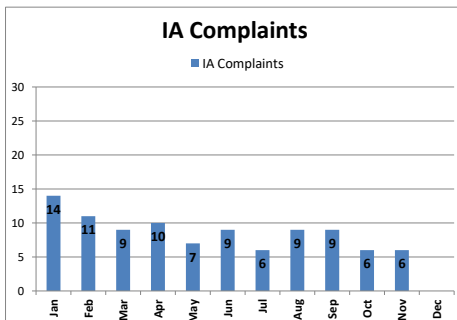
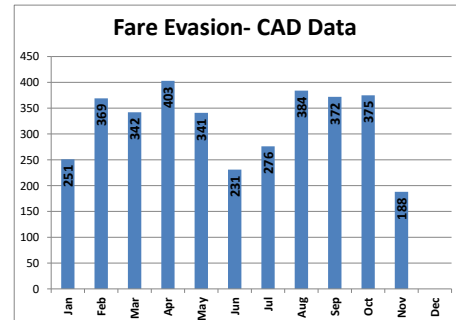
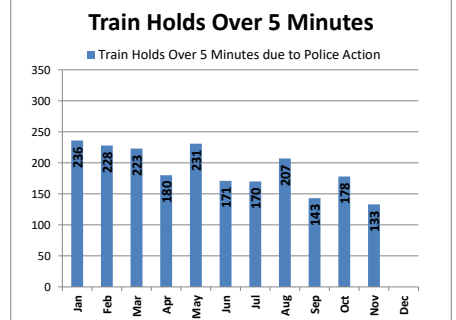
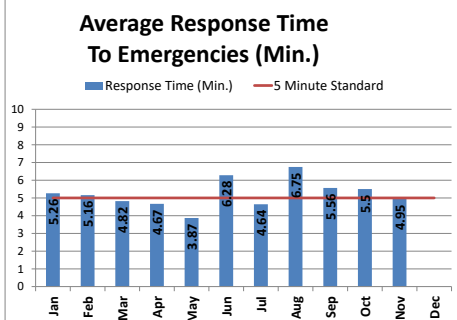
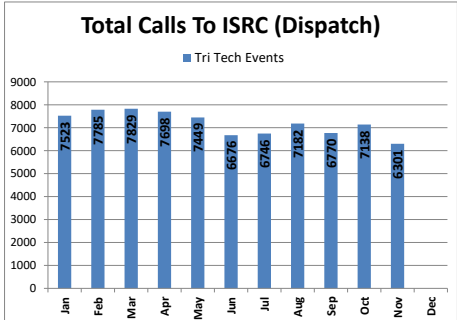
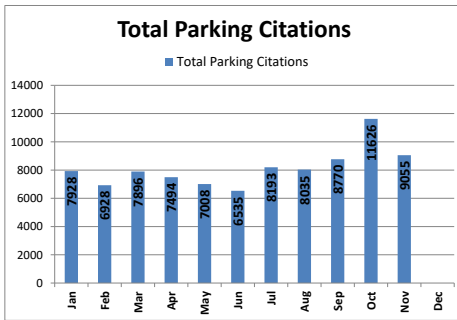
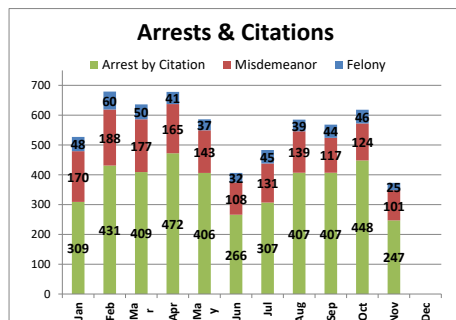
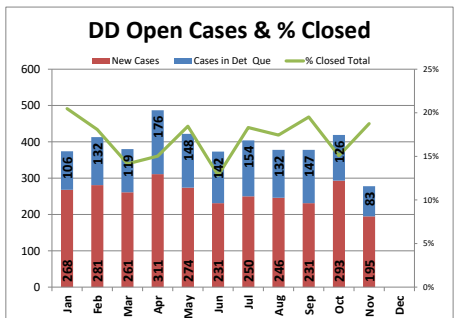
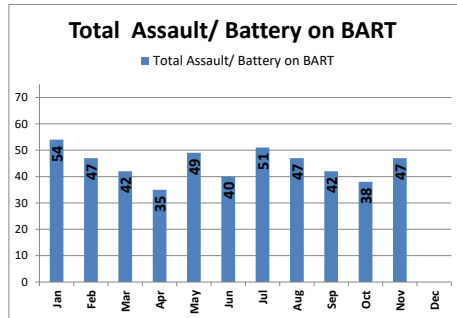
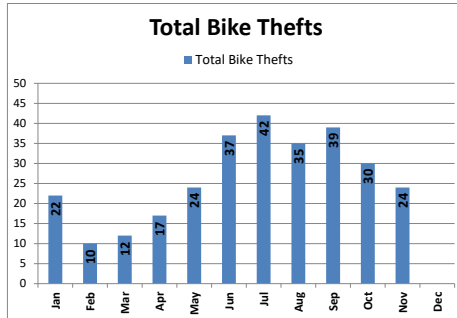
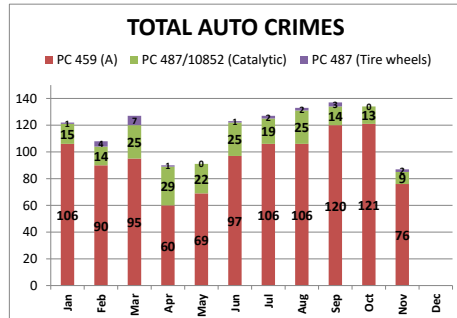
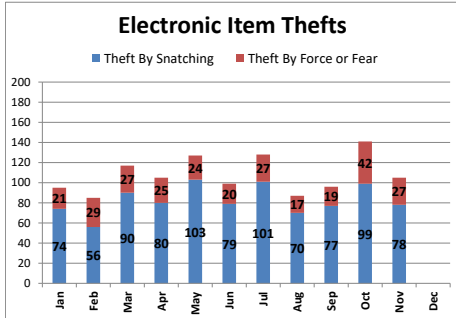
#### 2019 Current Month

Balboa Park  
Fruitvale  
Coliseum  
San Leandro  
South Hayward

#### Most Frequent all of 2018 2018 YEAR

Coliseum  
West Oakland  
Hayward/ San Leandro  
Richmond  
Fruitvale

This list was obtained by adding the highest totals listed in the Part 1 crimes data.





PART 1 CRIMES	2017	2018	YTD November		% change from '18
			2018	2019	
Homicide	0	2	2	1	-50%
Rape	6	3	3	2	-33%
Robbery	191	215	215	214	-0%
Aggravated Assault	73	87	87	49	-44%
Violent Crime Subtotal	270	307	307	266	-13%
Burglary (Not Including Auto)	8	11	11	9	-18%
Larceny	1,471	1,283	1,283	1,544	+20%
Auto Theft	266	199	199	135	-32%
Arson	2	3	3	4	+33%
Property Crime Subtotal	1,747	1,496	1,496	1,692	+13%
<b>TOTAL</b>	<b>2,017</b>	<b>1,803</b>	<b>1,803</b>	<b>1,958</b>	<b>+9%</b>

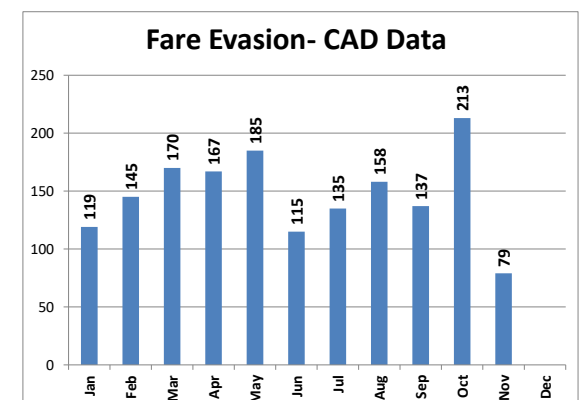
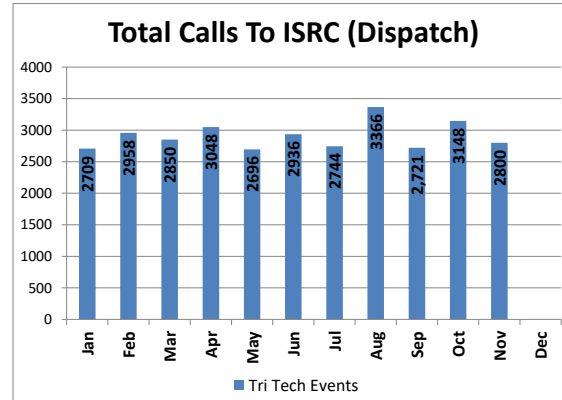
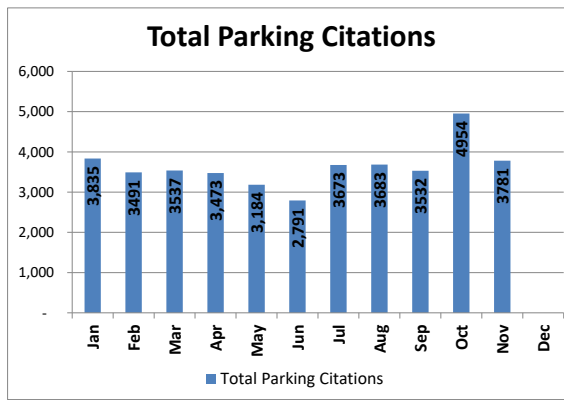
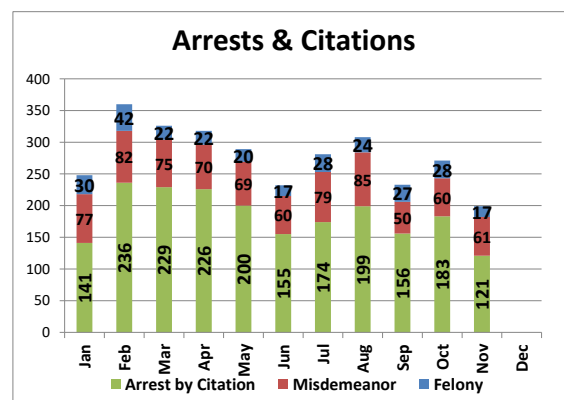
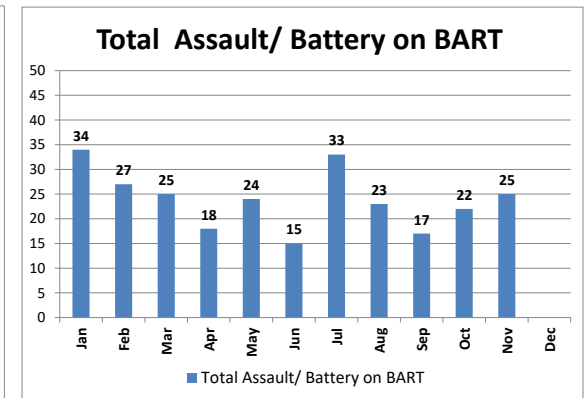
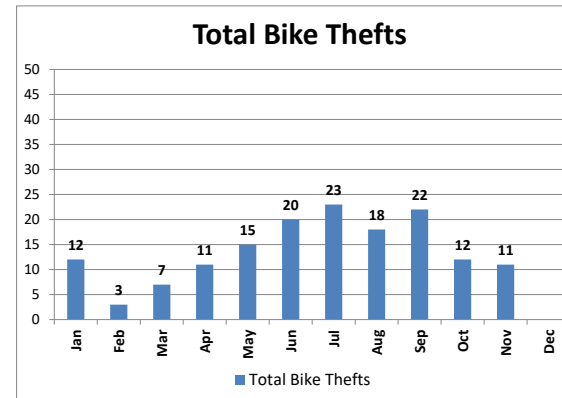
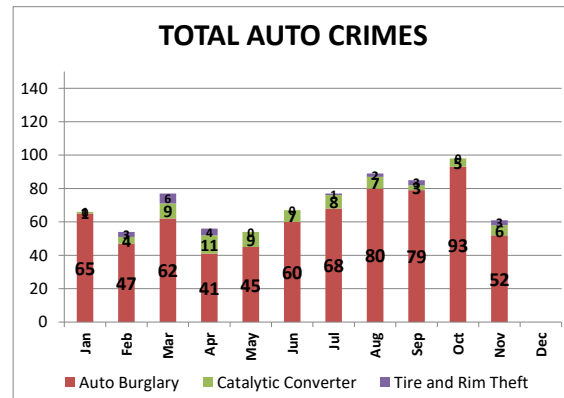
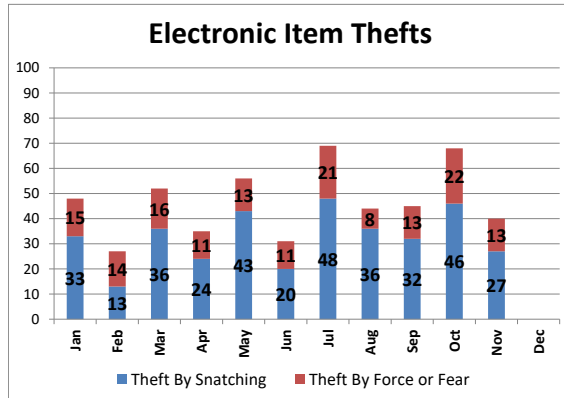


# BART Police Performance Measurements

## Alameda County Crime Statistics

### November 2019

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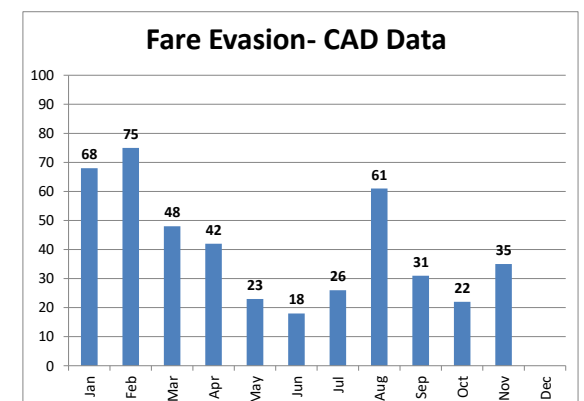
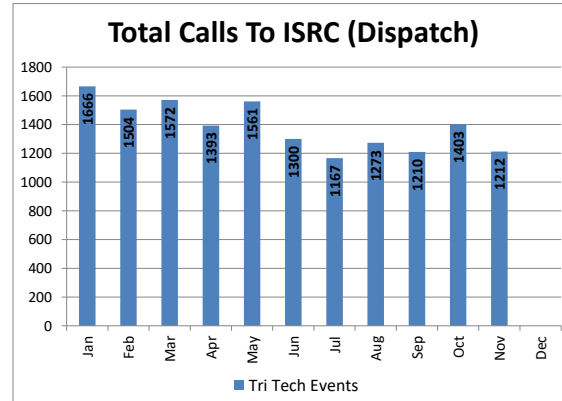
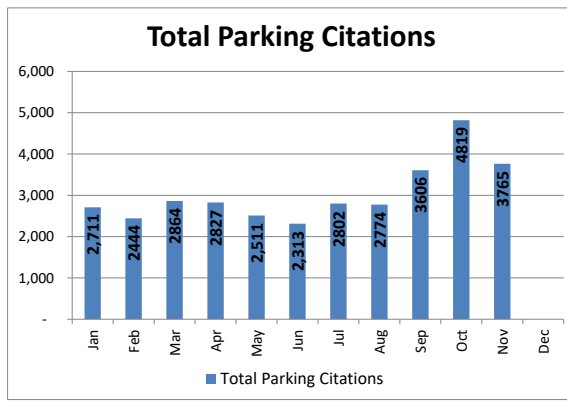
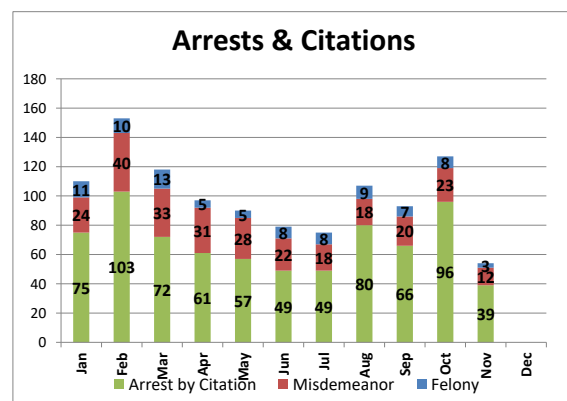
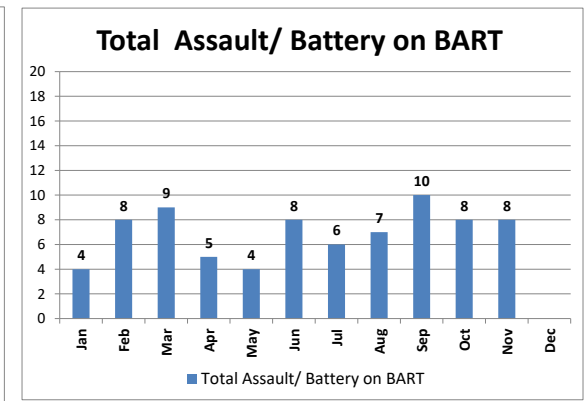
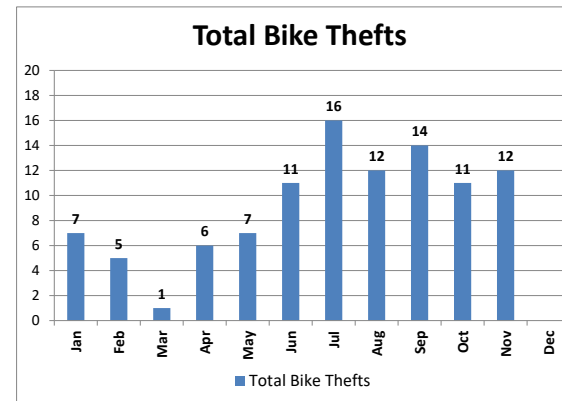
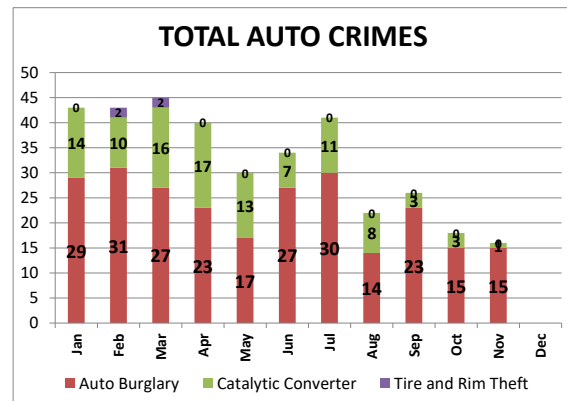
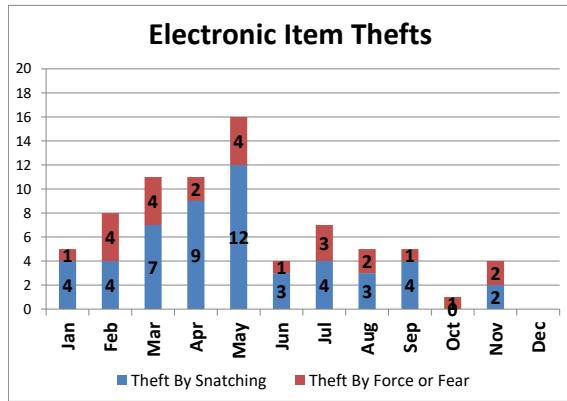


PART 1 CRIMES	2017	2018	YTD November		% change from '18
			2018	2019	
Homicide	0	1	1	0	-100%
Rape	1	0	0	2	-%
Robbery	35	29	29	33	+14%
Aggravated Assault	23	20	29	20	-31%
<b>Violent Crime Subtotal</b>	<b>59</b>	<b>50</b>	<b>59</b>	<b>55</b>	<b>-7%</b>
Burglary (Not Including Auto)	2	1	1	1	0%
Larceny	675	670	670	549	-18%
Auto Theft	134	135	135	75	-44%
Arson	3	1	1	0	-100%
<b>Property Crime Subtotal</b>	<b>814</b>	<b>807</b>	<b>807</b>	<b>625</b>	<b>-23%</b>
<b>TOTAL</b>	<b>873</b>	<b>857</b>	<b>866</b>	<b>680</b>	<b>-21%</b>



## BART Police Performance Measurements Contra Costa County Crime Statistics November 2019

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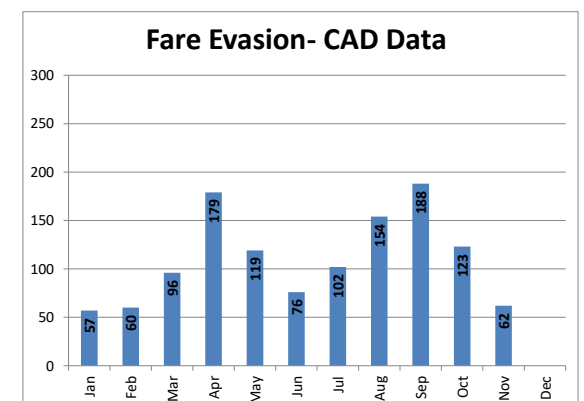
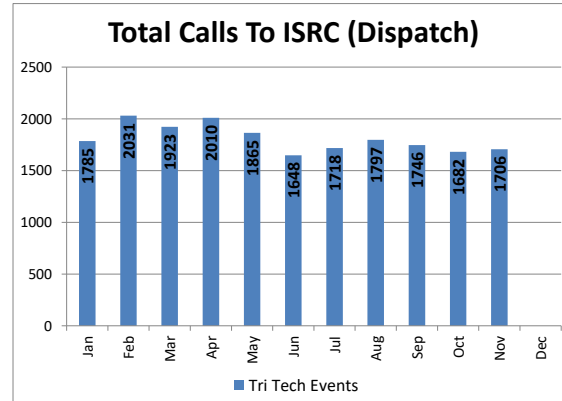
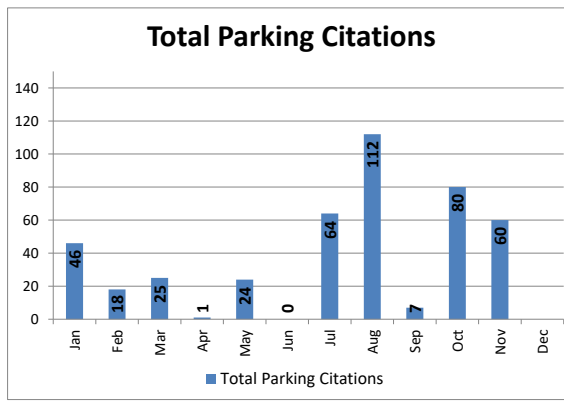
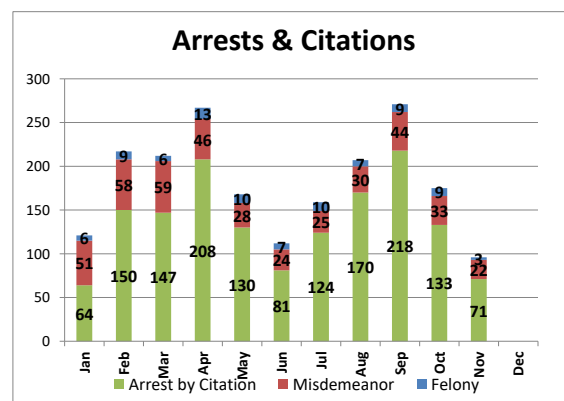
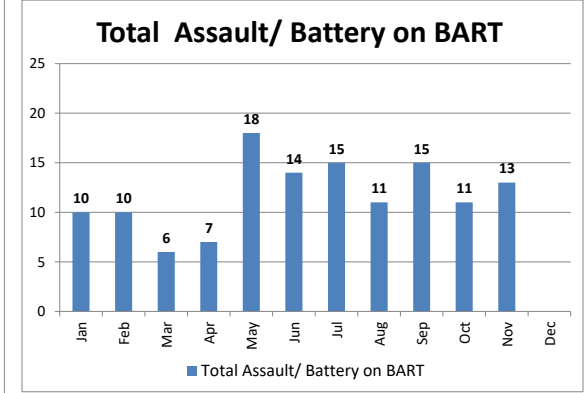
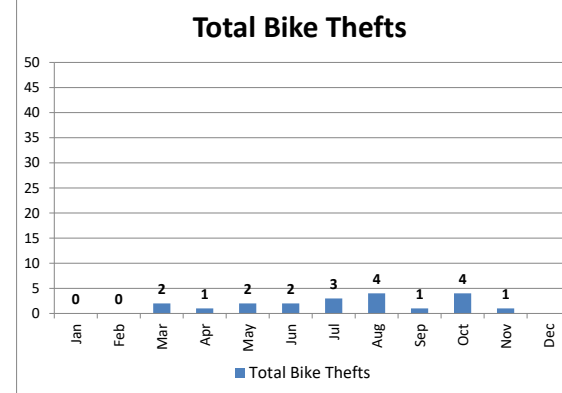
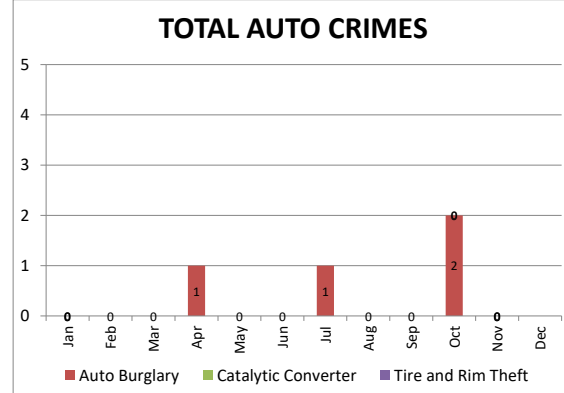
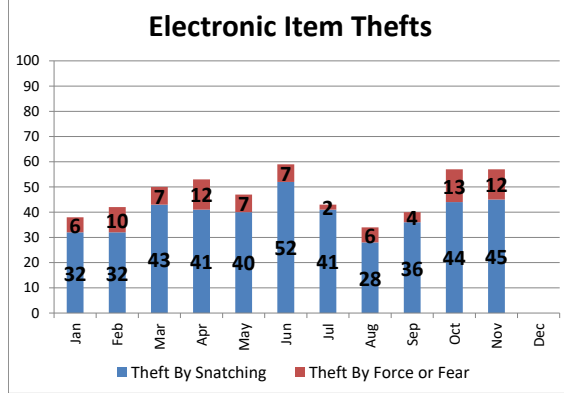


PART 1 CRIMES	2017	2018	YTD November		% change from '18
			2018	2019	
Homicide	0	0	0	0	0%
Rape	0	0	0	0	0%
Robbery	49	97	89	92	+3%
Aggravated Assault	23	18	16	28	+75%
<b>Violent Crime Subtotal</b>	<b>72</b>	<b>115</b>	<b>105</b>	<b>120</b>	<b>+14%</b>
Burglary (Not Including Auto)	5	6	6	3	-50%
Larceny	244	476	420	555	+32%
Auto Theft	2	1	0	1	0%
Arson	0	0	0	0	0%
<b>Property Crime Subtotal</b>	<b>251</b>	<b>483</b>	<b>426</b>	<b>559</b>	<b>+31%</b>
<b>TOTAL</b>	<b>323</b>	<b>598</b>	<b>531</b>	<b>679</b>	<b>+28%</b>



## BART Police Performance Measurements San Francisco County Crime Statistics November 2019

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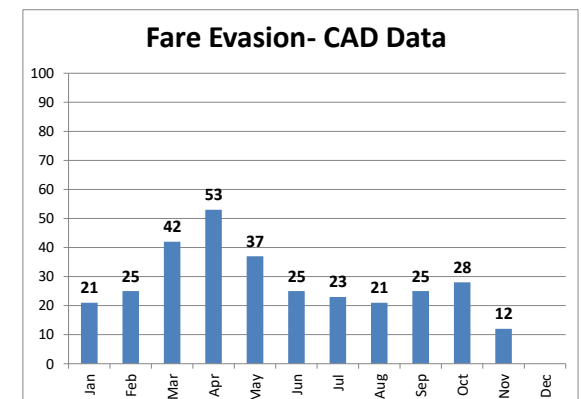
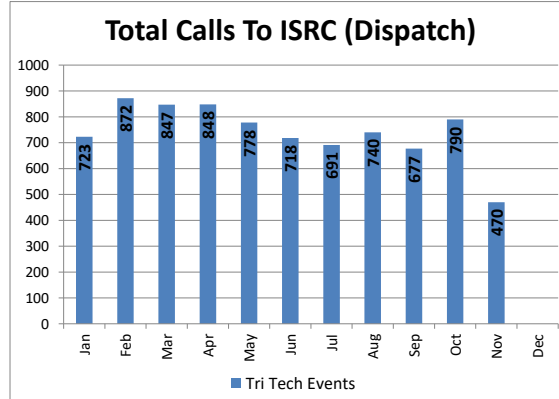
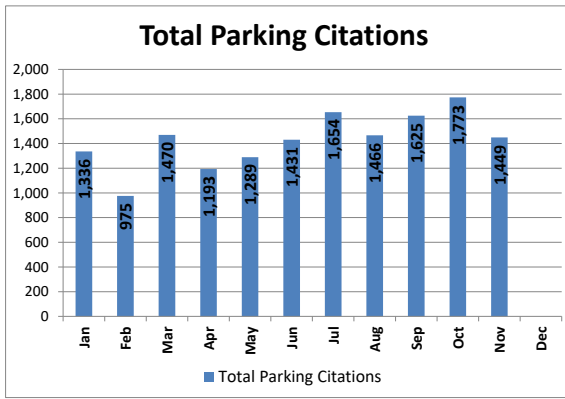
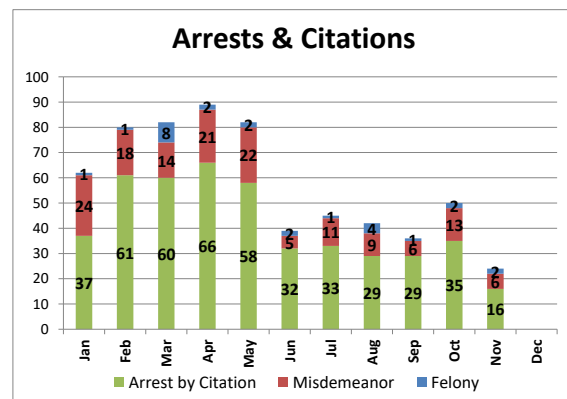
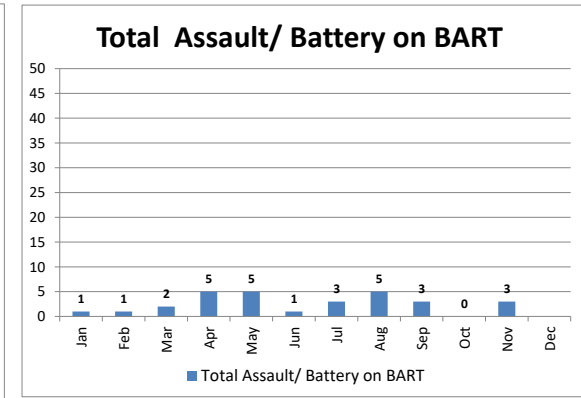
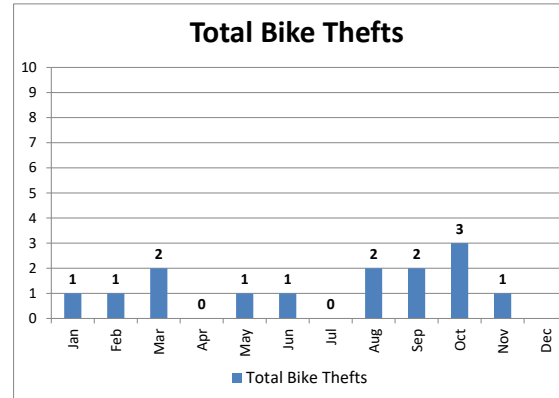
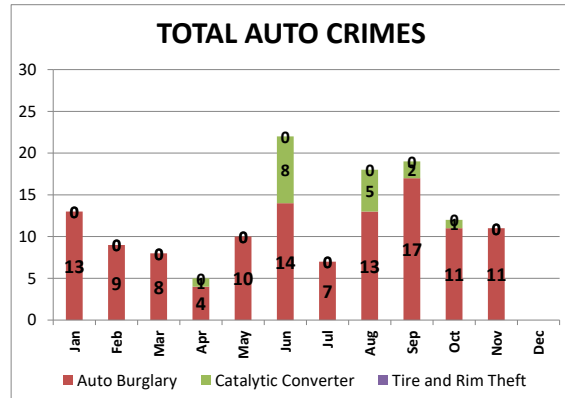
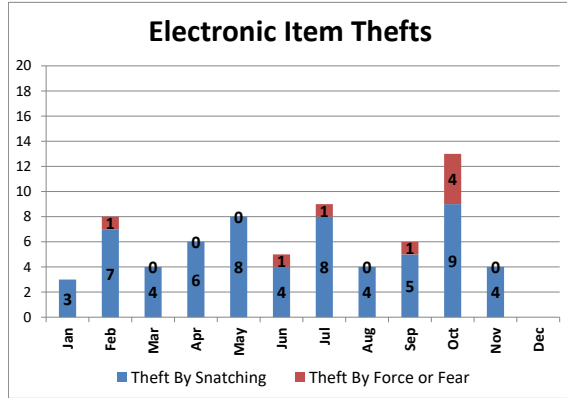


PART 1 CRIMES	2017	2018	YTD November		% change from '18
			2018	2019	
Homicide	0	0	0	0	0%
Rape	1	0	0	0	0%
Robbery	15	8	7	12	+71%
Aggravated Assault	6	5	3	6	+100%
Violent Crime Subtotal	22	13	10	18	+80%
Burglary (Not Including Auto)	0	0	0	1	+100%
Larceny	208	161	135	295	+119%
Auto Theft	18	19	21	10	-52%
Arson	0	0	0	0	0%
Property Crime Subtotal	226	180	156	306	+96%
<b>TOTAL</b>	<b>248</b>	<b>193</b>	<b>166</b>	<b>324</b>	<b>+95%</b>



## BART Police Performance Measurements San Mateo County Crime Statistics November 2019

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## Enforcement Contacts - 2019

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Felony Arrest	48	60	50	41	37	32	45	39	44	46	25		
YTD 2019	48	108	158	199	236	268	313	352	396	442	467		
Misd. Arrest	170	188	177	165	143	108	131	139	117	124	101		
YTD 2019	170	358	535	700	843	951	1,082	1,221	1,338	1,462	1,563		
Cite & Release	309	431	409	472	406	266	307	407	407	448	247		
YTD 2019	309	740	1,149	1,621	2,027	2,293	2,600	3,007	3,414	3,862	4,109		
Field Interview	809	967	835	907	735	558	584	701	670	785	547		
YTD 2019	809	1,776	2,611	3,518	4,253	4,811	5,395	6,096	6,766	7,551	8,098		

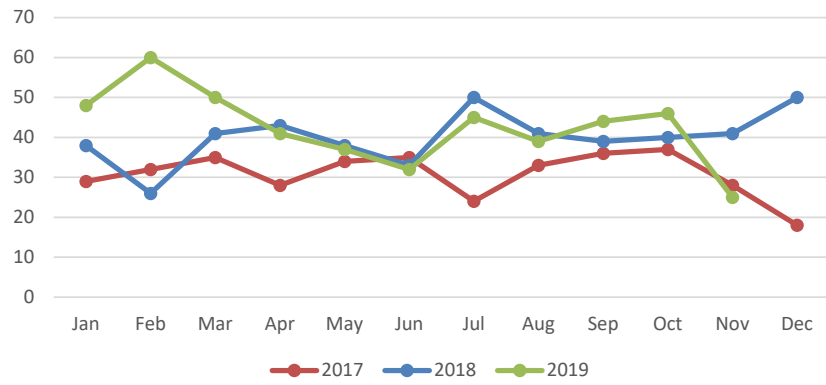
## Enforcement Contacts - 2018

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Felony Arrest	38	26	41	43	38	33	50	41	39	40	41	50	480
YTD 2018	38	64	105	148	186	219	269	310	349	389	430	480	
Misd. Arrest	88	109	123	90	117	142	108	127	119	160	144	129	1,456
YTD 2018	88	197	320	410	527	669	777	904	1,023	1,183	1,327	1,456	
Cite & Release	396	405	457	175	280	235	199	236	151	206	144	176	3,060
YTD 2018	396	801	1,258	1,433	1,713	1,948	2,147	2,383	2,534	2,740	2,884	3,060	
Field Interview	512	581	581	476	527	513	491	605	433	570	489	463	6,241
YTD 2018	512	1,093	1,674	2,150	2,677	3,190	3,681	4,286	4,719	5,289	5,778	6,241	

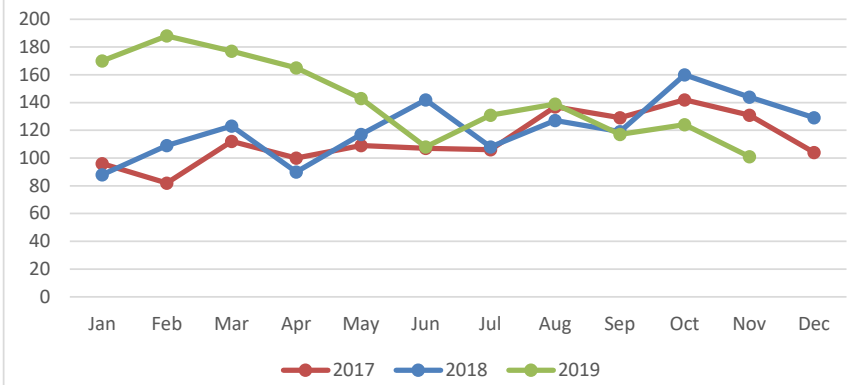
# Enforcement Contacts - 2017

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Felony Arrest	29	32	35	28	34	35	24	33	36	37	28	18	369
YTD 2017	29	61	96	124	158	193	217	250	286	323	351	369	
Misd. Arrest	96	82	112	100	109	107	106	137	129	142	131	104	1,355
YTD 2017	96	178	290	390	499	606	712	849	978	1,120	1,251	1,355	
Cite & Release	356	578	355	252	222	155	261	654	385	730	287	200	4,435
YTD 2017	356	934	1,289	1,541	1,763	1,918	2,179	2,833	3,218	3,948	4,235	4,435	
Field Interview	175	336	322	349	418	336	348	545	749	646	508	466	5,198
YTD 2017	175	511	833	1,182	1,600	1,936	2,284	2,829	3,578	4,224	4,732	5,198	

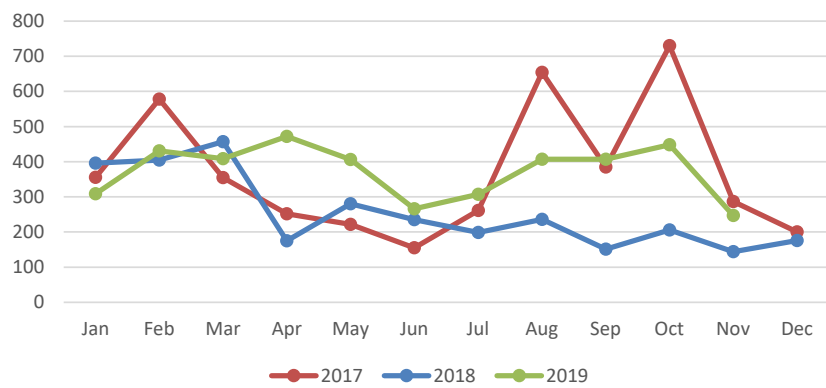
Felony Arrests



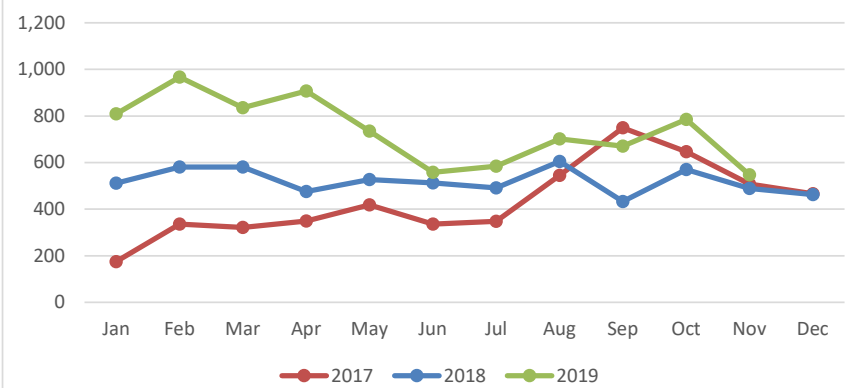
Misdemeanor Arrests



Cite & Release



Field Interviews



## Parking Enforcement - 2019

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Citations Issued	7,927	6,837	7,897	7,322	7,010	6,530	8,191	7,614	8,777	11,234	8,979		
YTD 2019	7,927	14,764	22,661	29,983	36,993	43,523	51,714	59,328	68,105	79,339	88,318		
Contested	1,654	1,605	1,838	1,386	1,803	1,447	1,808	1,682	1,789	2,307	2,086		
YTD 2019	1,654	3,259	5,097	6,483	8,286	9,733	11,541	13,223	15,012	17,319	19,405		
Dismissed	1,039	983	1,155	890	1,127	890	1,160	1,008	1,018	1,396	1,340		
YTD 2019	1,039	2,022	3,177	4,067	5,194	6,084	7,244	8,252	9,270	10,666	12,006		

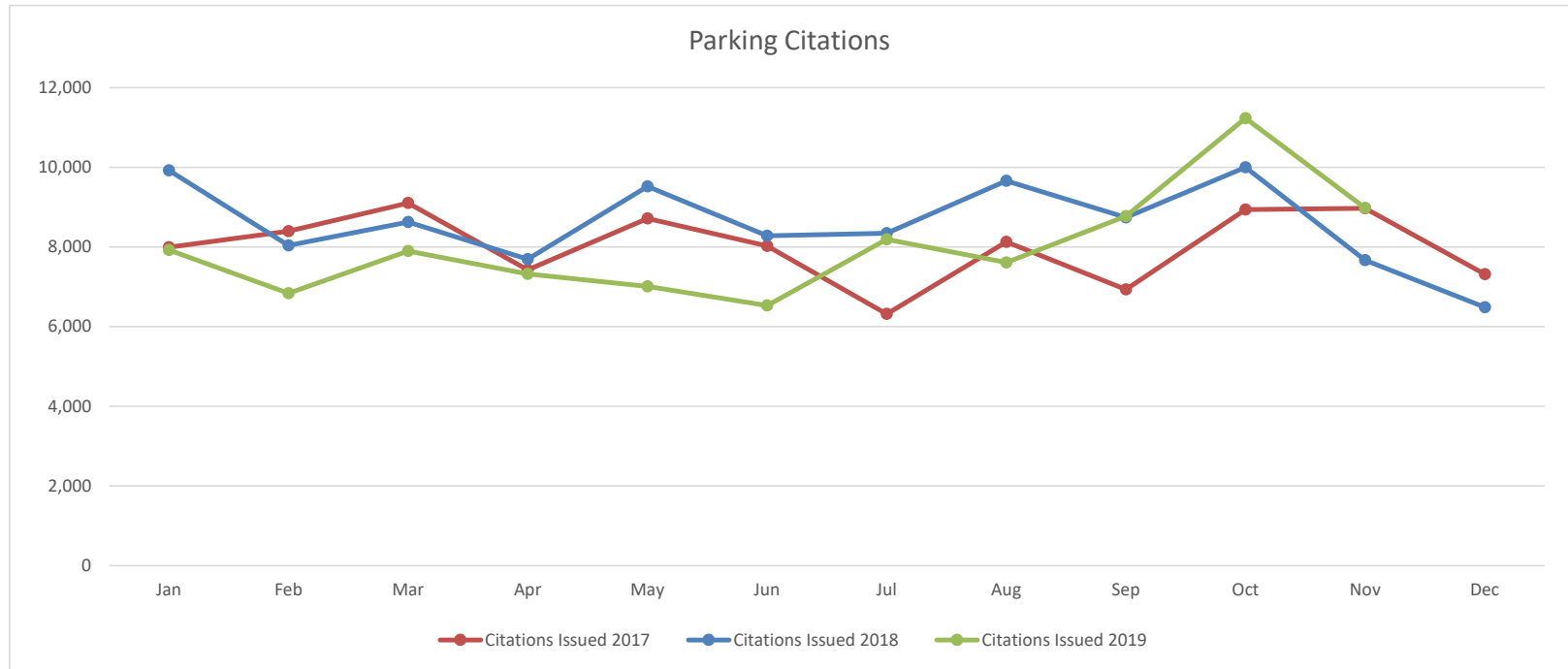
## Parking Enforcement - 2018

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Citations Issued	9,925	8,042	8,629	7,697	9,520	8,281	8,344	9,661	8,744	10,001	7,671	6,488	103,003
YTD 2018	9,925	17,967	26,596	34,293	43,813	52,094	60,438	70,099	78,843	88,844	96,515	103,003	
Contested	2,121	1,808	2,152	1,782	1,827	2,053	1,958	2,211	2,060	2,314	1,925	1,667	23,878
YTD 2018	2,121	3,929	6,081	7,863	9,690	11,743	13,701	15,912	17,972	20,286	22,211	23,878	
Dismissed	1,502	1,200	1,448	1,160	1,152	1,294	1,223	1,438	1,309	1,489	1,197	1,037	15,449
YTD 2018	1,502	2,702	4,150	5,310	6,462	7,756	8,979	10,417	11,726	13,215	14,412	15,449	

## Parking Enforcement - 2017

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Citations Issued	7,997	8,400	9,104	7,424	8,716	8,028	6,318	8,131	6,933	8,939	8,973	7,316	96,279
YTD 2017	7,997	16,397	25,501	32,925	41,641	49,669	55,987	64,118	71,051	79,990	88,963	96,279	
Contested	1,324	1,673	1,761	1,796	1,912	1,681	1,587	1,734	1,578	1,793	1,556	2,116	20,511
YTD 2017	1,324	2,997	4,758	6,554	8,466	10,147	11,734	13,468	15,046	16,839	18,395	20,511	
Dismissed	821	1,000	1,136	1,223	1,288	1,070	998	1,115	937	1,107	940	1,375	13,010
YTD 2017	821	1,821	2,957	4,180	5,468	6,538	7,536	8,651	9,588	10,695	11,635	13,010	





# Warrant Arrests

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<b>2019</b>												
BART Felony Warrants	3	2	1	2	0	1	0	0	0	3	0	
BART Misdemeanor Warrants	2	13	3	5	0	3	7	10	2	2	3	
O/S Felony Warrants	24	39	32	17	16	14	29	17	19	24	25	
O/S Misdemeanor Warrants	81	73	82	101	61	42	64	57	65	71	86	
<b>Monthly Total</b>	<b>110</b>	<b>127</b>	<b>118</b>	<b>125</b>	<b>77</b>	<b>60</b>	<b>100</b>	<b>84</b>	<b>86</b>	<b>100</b>	<b>114</b>	
<b>YTD Total</b>	<b>110</b>	<b>237</b>	<b>355</b>	<b>480</b>	<b>557</b>	<b>617</b>	<b>717</b>	<b>801</b>	<b>887</b>	<b>987</b>	<b>1,101</b>	
<b>2018</b>												
BART Felony Warrants	2	1	3	0	2	1	2	2	2	0	1	0
BART Misdemeanor Warrants	3	3	2	2	6	4	1	4	5	7	2	4
O/S Felony Warrants	12	10	16	29	29	8	16	14	10	21	17	23
O/S Misdemeanor Warrants	40	37	68	55	60	36	67	51	41	69	62	67
<b>Monthly Total</b>	<b>57</b>	<b>51</b>	<b>89</b>	<b>86</b>	<b>97</b>	<b>49</b>	<b>86</b>	<b>71</b>	<b>58</b>	<b>97</b>	<b>82</b>	<b>94</b>
<b>YTD Total</b>	<b>57</b>	<b>108</b>	<b>197</b>	<b>283</b>	<b>380</b>	<b>429</b>	<b>515</b>	<b>586</b>	<b>644</b>	<b>741</b>	<b>823</b>	<b>917</b>
<b>2017</b>												
BART Felony Warrants	1	2	1	1	2	3	1	5	1	1	1	0
BART Misdemeanor Warrants	6	4	3	5	9	2	6	17	10	3	8	3
O/S Felony Warrants	20	19	20	18	18	15	10	9	18	16	14	6
O/S Misdemeanor Warrants	39	40	53	53	54	44	52	53	48	74	60	36
<b>Monthly Total</b>	<b>66</b>	<b>65</b>	<b>77</b>	<b>77</b>	<b>83</b>	<b>64</b>	<b>69</b>	<b>84</b>	<b>77</b>	<b>94</b>	<b>83</b>	<b>45</b>
<b>YTD Total</b>	<b>66</b>	<b>131</b>	<b>208</b>	<b>285</b>	<b>368</b>	<b>432</b>	<b>501</b>	<b>585</b>	<b>662</b>	<b>756</b>	<b>839</b>	<b>884</b>



## San Francisco Bay Area Rapid Transit Police Department Criminal Investigations Division Monthly Summary Report Nov, 2019

### Detective Assignments

Total number of cases assigned to detectives during the month	Number of cases that are still being investigated by detectives	Number of cases that all current leads have been exhausted	Number of cases that were sent to the district attorney's offices for a review	Number of cases that the district attorney's offices has not made a final disposition	Number of cases that were charged/probation violation by the district attorney	Number of cases that were not charged by the district attorney's offices	Percentage of cases that the district attorney's offices filed charges	Total number of cases that are assigned to a detective as of December 9, 2019
<b>195</b>	<b>83</b>	<b>23</b>	<b>86</b>	<b>59</b>	<b>22</b>	<b>5</b>	<b>26%</b>	<b>432</b>

**Submitted By: Sgt. J. Guerra #S52**

**Date: 12/09/2019**

## San Francisco Bay Area Rapid Transit Police Department Criminal Investigations Division November 2019

### Detective Closure Rate

		Total number of cases assigned to detectives previous 12 months (December 2018 - November 2019)	Number of cases that are still being investigated by detectives	Number of cases that all current leads have been exhausted	Percentage of cases that all current leads have been exhausted	Number of cases closed by arrest or identification of suspect	Percentage of cases closed by arrest or identification of suspect	Percentage of Open Cases
		<b>3423</b>	<b>436</b>	<b>1020</b>	<b>30%</b>	<b>1757</b>	<b>51%</b>	<b>13%</b>
Plumley	<b>D31</b>	369	74	101	<b>27%</b>	192	<b>52%</b>	<b>20%</b>
Medeiros	<b>D55</b>	362	107	127	<b>35%</b>	128	<b>35%</b>	<b>30%</b>
Krehbiel	<b>D27</b>	470	14	138	<b>29%</b>	308	<b>66%</b>	<b>3%</b>
Davis	<b>D54</b>	447	29	124	<b>28%</b>	282	<b>63%</b>	<b>6%</b>
Rosenbaum	<b>D10</b>	395	25	69	<b>17%</b>	296	<b>75%</b>	<b>6%</b>
Ulep	<b>D52</b>	561	52	59	<b>11%</b>	446	<b>80%</b>	<b>9%</b>
Robbery	<b>Robbery</b>	394	57	312	<b>79%</b>	21	<b>5%</b>	<b>14%</b>
Jones	<b>D70</b>	254	78	90	<b>35%</b>	84	<b>33%</b>	<b>31%</b>

#### CASES IN DETECTIVE QUEUE

		Total	Past 60 days
Plumley	<b>D31</b>	74	33
Medeiros	<b>D55</b>	107	47
Krehbiel	<b>D27</b>	14	0
Davis	<b>D54</b>	29	17
Rosenbaum	<b>D10</b>	25	23
Ulep	<b>D52</b>	52	31
Robbery	<b>Robbery</b>	57	57
Jones	<b>D70</b>	78	18

Submitted by: Sgt. J. Guerra #S52  
Date: December 9, 2019

## Assembly Bill 716 - 2019

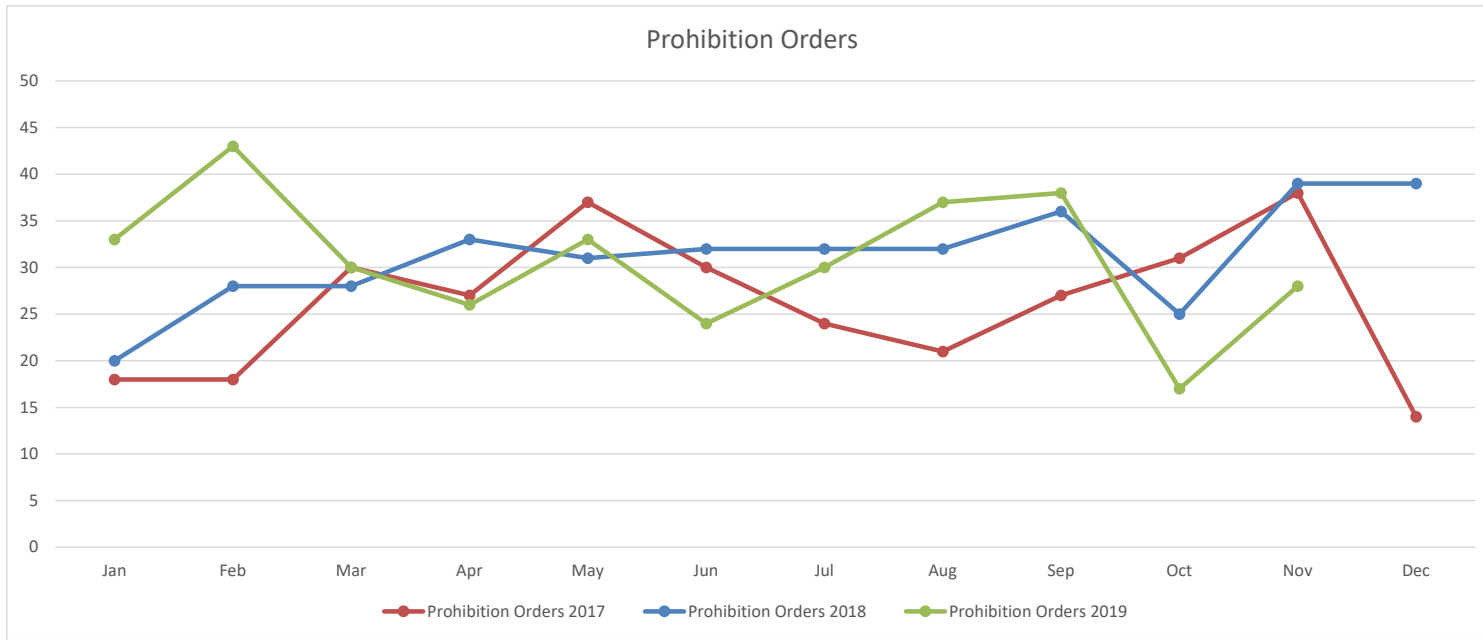
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Prohibition Orders Issued	33	43	30	26	33	24	30	37	38	17	28		
YTD 2019	33	76	106	132	165	189	219	256	294	311	339		

## Assembly Bill 716 - 2018

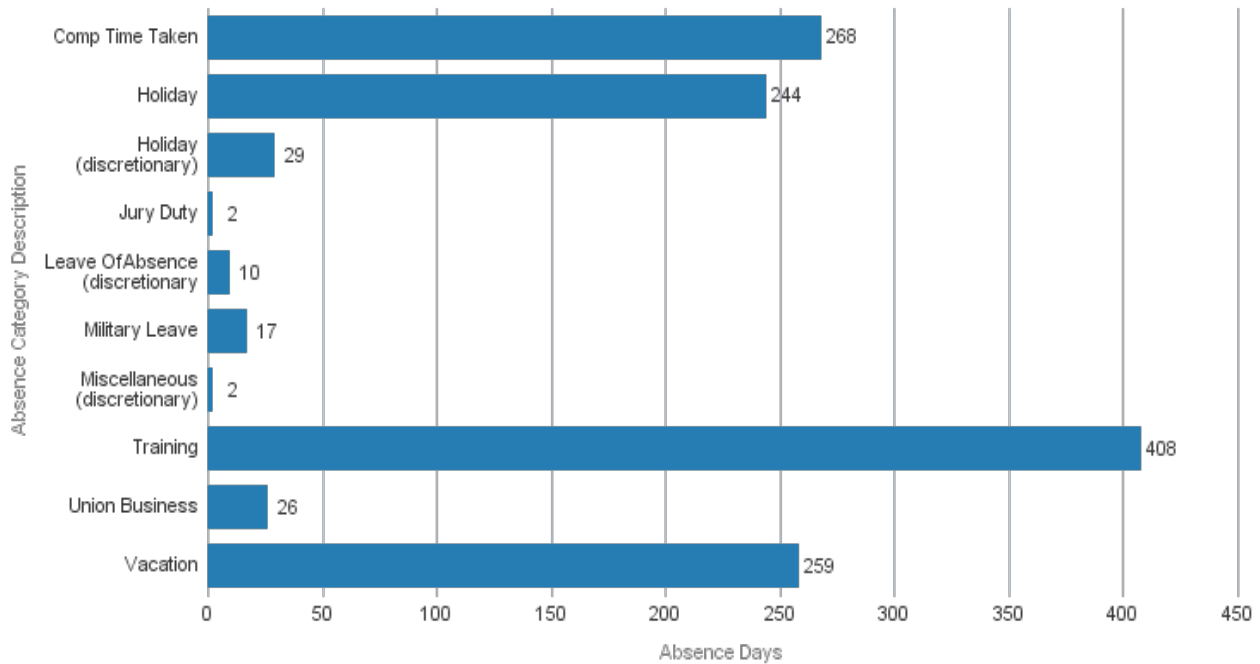
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Prohibition Orders Issued	20	28	28	33	31	32	32	32	36	25	39	39	375
YTD 2018	20	48	76	109	140	172	204	236	272	297	336	375	

## Assembly Bill 716 - 2017

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Prohibition Orders Issued	18	18	30	27	37	30	24	21	27	31	38	14	315
YTD 2017	18	36	66	93	130	160	184	205	232	263	300	315	

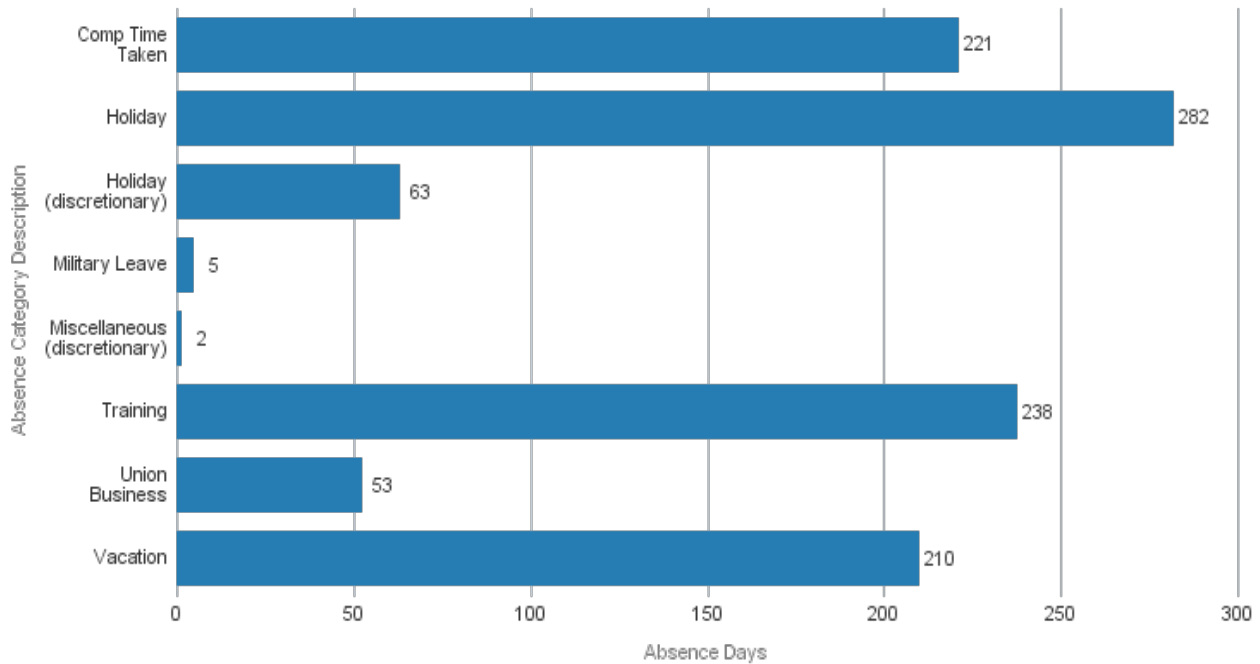


### Scheduled Absence Overview - November 2019



Absence Category Description	Absence Hours	Absence Days	% Total
Comp Time Taken	2,819	268	21%
Holiday	2,188	244	19%
Holiday (discretionary)	265	29	2%
Jury Duty	18	2	0%
Leave OfAbsence (discretionary)	120	10	1%
Military Leave	170	17	1%
Miscellaneous (discretionary)	24	2	0%
Training	3,396	408	32%
Union Business	288	26	2%
Vacation	2,608	259	20%
<b>Grand Total</b>	<b>11,895</b>	<b>1,265</b>	<b>100%</b>

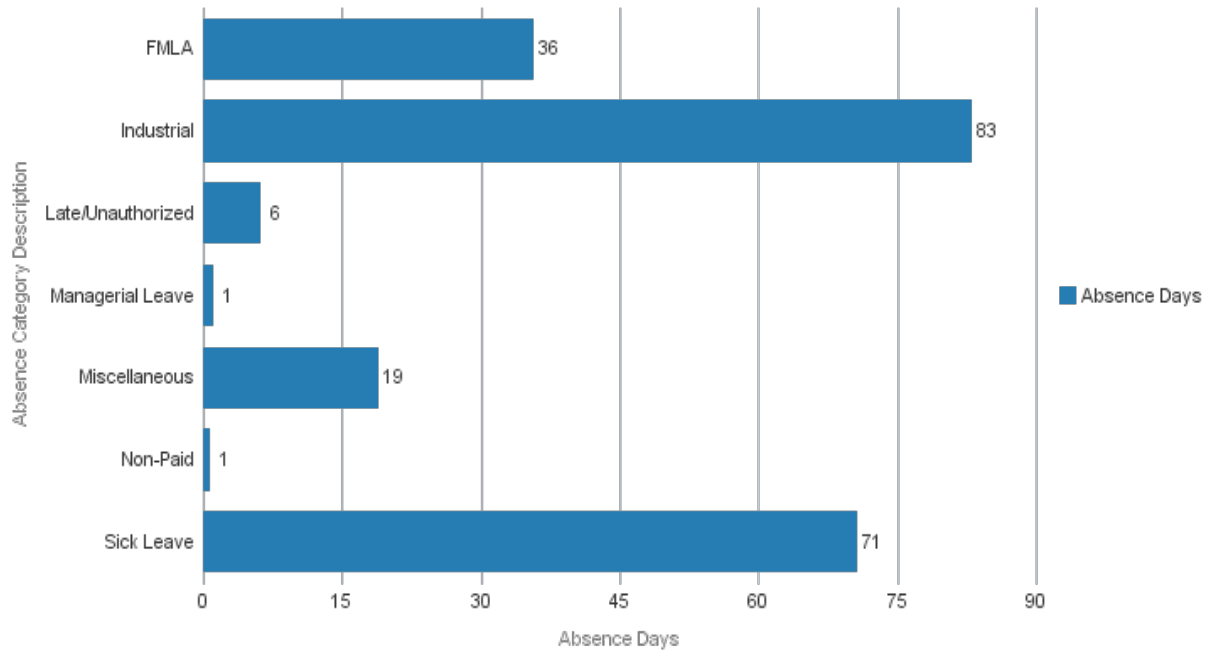
### Scheduled Absence Overview - November 2018



Absence Category Description	Absence Hours	Absence Days	% Total
Comp Time Taken	2,242	221	21%
Holiday	2,666	282	26%
Holiday (discretionary)	630	63	6%
Military Leave	58	5	0%
Miscellaneous (discretionary)	16	2	0%
Training	2,170	238	22%
Union Business	558	53	5%
Vacation	2,086	210	20%
<b>Grand Total</b>	<b>10,426</b>	<b>1,073</b>	<b>100%</b>

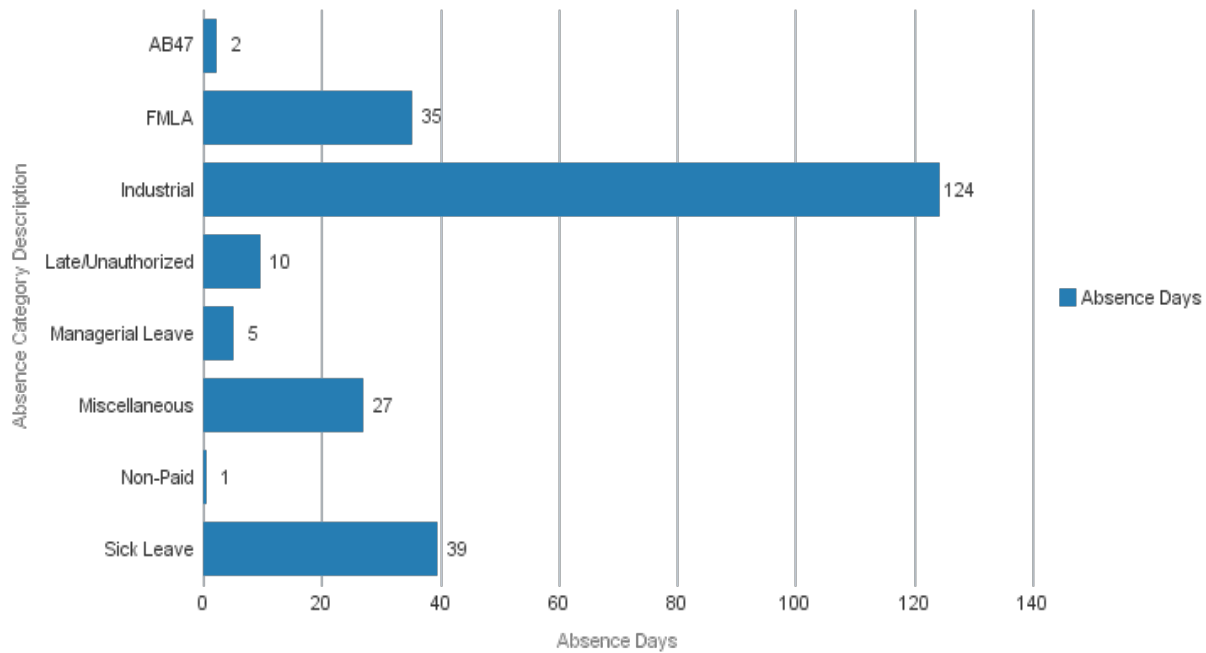


### Unscheduled Absence Overview - November 2019



Absence Category Description	Absence Hours	Absence Days	% Total
FMLA	372	36	17%
Industrial	869	83	38%
Late/Unauthorized	66	6	3%
Managerial Leave	10	1	0%
Miscellaneous	160	19	9%
Non-Paid	7	1	0%
Sick Leave	685	71	33%
<b>Grand Total</b>	<b>2,168</b>	<b>217</b>	<b>100%</b>

### Unscheduled Absence Overview - November 2018



Absence Category Description	Absence Hours	Absence Days	% Total
AB47	20	2	1%
FMLA	337	35	14%
Industrial	1,209	124	51%
Late/Unauthorized	100	10	4%
Managerial Leave	46	5	2%
Miscellaneous	270	27	11%
Non-Paid	5	1	0%
Sick Leave	379	39	16%
<b>Grand Total</b>	<b>2,366</b>	<b>243</b>	<b>100%</b>

## BART PD OVERTIME MONTHLY REPORT

### November 2019

Activity Name	Activity ID	2018			2019		
		Overtime10	Overtime15	Overtime20	Overtime10	Overtime15	Overtime20
Admin	ADMIN	0	2,622	960	0	369	0
Admin Pool CapRR	ADMIN	0	2,622	960	0	369	0
AdminSuppor to be allocated	ADMIN	0	2,622	960	0	369	0
Administration	ADMIN	0	2,622	960	0	369	0
Adv Officer Training	ADVOF	161	2,884	9,673	898	9,738	14,079
BART Labor	BLABR	0	240	640	0	800	0
BART Labor 2	BLBR2	0	0	512	0	0	0
BF OT Admin Leave BPD	BFALV	0	0	0	0	978	1,303
BF OT Discr Day BPD	BFDSC	0	1,766	5,182	0	921	2,283
BF OT Industrial Leave BPD	BFILV	0	1,213	3,380	0	0	0
BF OT Minimum Rest	BFRST	0	0	0	0	250	819
BF OT Patrol TRN	BFTRN	0	0	1,018	0	0	4,449
BF OT Recovery Day	BFRCV	0	10,573	14,049	0	8,032	24,602
BF OT Training BPD	BFTRN	0	0	1,018	0	0	4,449
BF OT Vacancy BPD	BFVCN	0	31,329	33,614	2,469	56,740	89,570
BF OT Vacation BPD	BFVAC	779	41,964	52,705	0	51,827	79,368
BF Sick/FMLA/Brvment	BFSLV	0	15,196	9,798	0	11,771	14,353
Backfill for Negotiations	BCKFL	0	829	0	0	0	0
Boardroom Security	BRDRM	0	0	1,414	0	570	754
COPPS Project/Event	COPPS	0	211	0	0	2,256	0
Capital Pool CapRR	ADMIN	0	2,622	960	0	369	0
Coliseum Events	CEOPS	611	7,438	9,230	1,296	12,626	22,089
Court Appearance	COURT	291	722	611	0	1,246	1,186
Def Tac Instructor TRN	DEFTR	0	0	0	0	0	2,545
Detectives Unit OT	INVST	0	4,474	2,623	469	10,516	8,272
EMS/OWS Pltfrm Detail	PLTFM	0	2,982	2,184	0	5,244	4,288
Evidence Collection	EVIDN	0	0	0	0	1,098	0
Explorer Advisors	EXPLR	0	238	0	0	0	0
Final Design	FDSGN	0	3,669	1,931	0	4,634	11,777
Held Over/Late Case	HLD OV	0	16,559	1,214	0	11,710	235
IA Unit Overtime	IAUNT	0	3,143	0	0	5,071	0

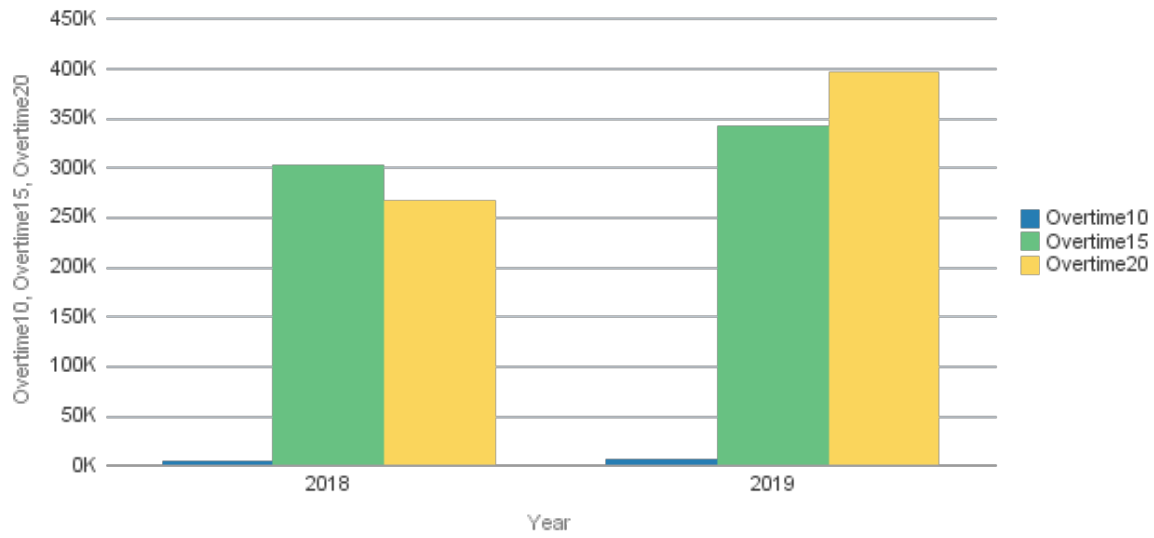
K-9 Team Training	K9TTR	479	776	1,563	0	0	0
MTC SECURITY	MTCSC	0	672	0	0	189	0
Meeting Attendance	MTNGS	145	2,389	1,239	0	2,531	854
Mgr of Sec Programs	SECPR	0	187	0	0	0	0
Operating	OPER	620	40,394	41,748	0	25,216	16,979
	OPRTN	881	25,653	6,819	305	21,221	10,396
P&T Unit Overtime	PTUNT	1	16,065	4,922	0	19,297	15,204
Police Admin OT	PADMN	0	13,231	3,232	177	9,549	3,310
Pre Revenue	PRERV	0	0	0	0	56	0
Ptrl Special Enforcement	SPECL	0	32,184	29,143	434	39,870	43,326
Range Staff Training	RANGE	0	0	0	0	791	0
Rev Protect Training	RPGTR	0	0	0	0	0	611
Rev Protection Unit OT	RVPRT	0	0	0	0	1,853	635
SF STA CLN SEC	DSFCS	0	1,667	9,825	0	6,056	7,634
SWAT Team Expenses	SWATT	0	0	0	0	570	0
SWAT Team Training	SWATT	0	0	0	0	570	0
Special Events	SPEVN	0	0	0	0	2,785	380
TSATestBed	TSATB	0	670	0	0	0	0
Training	TRNGG	0	1,258	0	0	0	0
Training Other	TRNOT	0	3,451	2,829	0	5,185	4,316
Union Business	UNBUS	0	5,212	8,579	0	7,732	5,856
<b>Total</b>		<b>3,968</b>	<b>302,348</b>	<b>265,496</b>	<b>6,049</b>	<b>341,346</b>	<b>395,922</b>

**Nov 2019**

**571,812**

**743,317**

### Overtime10, Overtime15, Overtime20



## Communications Center - 2019

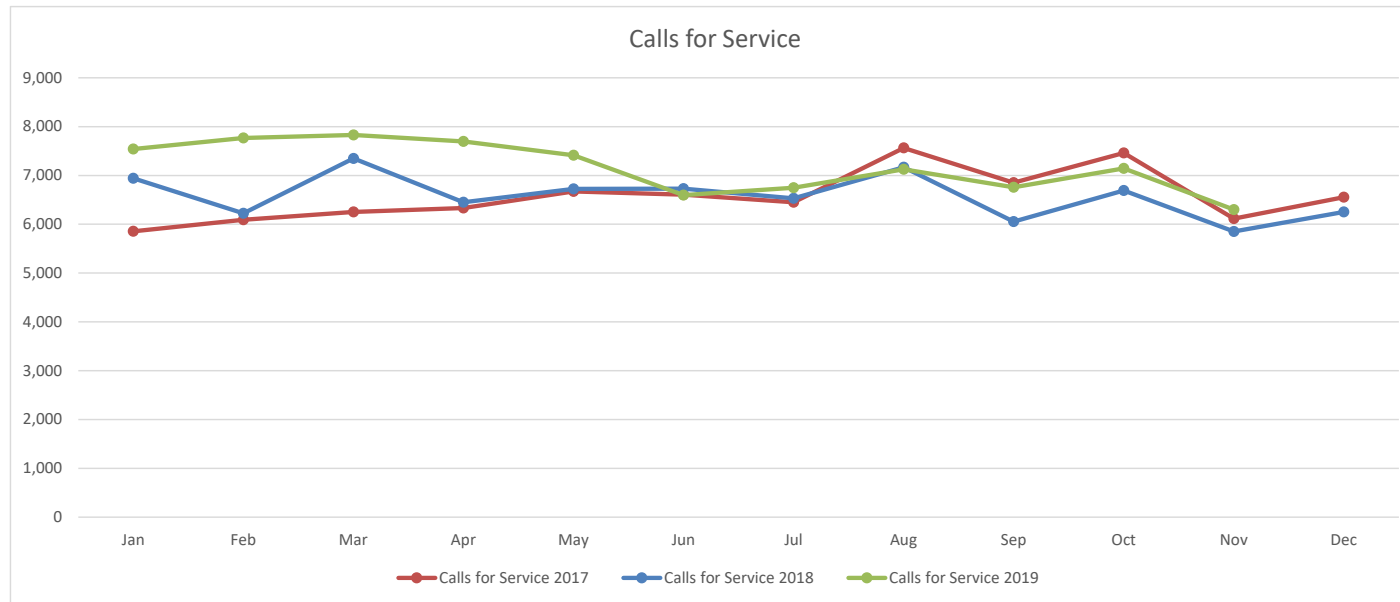
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Calls for Service	7,540	7,765	7,829	7,698	7,415	6,598	6,746	7,126	6,758	7,142	6,301		
YTD 2019	7,540	15,305	23,134	30,832	38,247	44,845	51,591	58,717	65,475	72,617	78,918		
Priority 1 Calls	203	181	202	204	202	213	205	199	222	205	192		
YTD 2019	203	384	586	790	992	1,205	1,410	1,609	1,831	2,036	2,228		
Medical Emergencies	361	310	370	321	396	360	318	323	339	329	329		
YTD 2019	361	671	1,041	1,362	1,758	2,118	2,436	2,759	3,098	3,427	3,756		

## Communications Center - 2018

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Calls for Service	6,941	6,222	7,349	6,452	6,724	6,729	6,529	7,168	6,055	6,690	5,852	6,252	78,963
YTD 2018	6,941	13,163	20,512	26,964	33,688	40,417	46,946	54,114	60,169	66,859	72,711	78,963	
Priority 1 Calls	192	180	183	214	214	216	223	202	190	209	200	199	2,422
YTD 2018	192	372	555	769	983	1,199	1,422	1,624	1,814	2,023	2,223	2,422	
Medical Emergencies	414	310	344	373	386	375	341	405	342	361	321	362	4,334
YTD 2018	414	724	1,068	1,441	1,827	2,202	2,543	2,948	3,290	3,651	3,972	4,334	

## Communications Center - 2017

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Calls for Service	5,855	6,093	6,250	6,331	6,670	6,605	6,448	7,562	6,850	7,460	6,117	6,553	78,794
YTD 2017	5,855	11,948	18,198	24,529	31,199	37,804	44,252	51,814	58,664	66,124	72,241	78,794	
Priority 1 Calls	214	192	194	182	209	234	210	185	174	204	154	176	2,328
YTD 2017	214	406	600	782	991	1,225	1,435	1,620	1,794	1,998	2,152	2,328	
Medical Emergencies	425	327	357	344	367	385	376	344	356	387	387	463	4,518
YTD 2017	425	752	1,109	1,453	1,820	2,205	2,581	2,925	3,281	3,668	4,055	4,518	



# BART Watch - 2019

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Crime in Progress	160	124	129	119	121	139	133	89	53	74	48		1,189
Disruptive Behavior	1760	1539	1703	1419	1527	1377	1405	1594	597	627	573		14,121
Drug Use	676	636	616	505	576	623	576	599	239	243	273		5,562
Human Trafficking	15	5	12	5	8	1	5	1	2	1	4		59
Illegally Parked Vehicle	27	25	19	32	20	15	18	22	8	11	7		204
Aggressive Panhandling	203	178	119	124	134	116	151	114	66	69	39		1,313
Report a Crime Tip	31	47	47	35	22	40	26	33	27	22	19		349
Robbery/Theft	91	38	50	53	40	49	39	33	20	26	19		458
Sexual Assault/Lewd Behavior	79	44	48	62	88	51	83	33	20	27	15		550
Suspicious Activity	248	204	186	212	209	211	211	172	100	91	99		1,943
Unattended Bag or Package	48	72	73	55	66	38	66	60	32	39	35		584
Unsecure Door	5	11	12	17	16	22	20	20	8	15	10		156
Vandalism	116	109	107	78	104	103	61	114	56	69	75		992
Welfare Check	299	385	403	425	385	283	316	292	155	149	153		3,245
<b>Total</b>	<b>3758</b>	<b>3417</b>	<b>3524</b>	<b>3141</b>	<b>3316</b>	<b>3068</b>	<b>3110</b>	<b>3176</b>	<b>1383</b>	<b>1463</b>	<b>1369</b>		<b>30,725</b>

Total Downloads: 82,387

## Total Reports Made

Anonymous: 40.44%

Non-Anonymous: 59.56%



## Statistics

Statistics	Six Week Average	12/16-12/22	12/09-12/15	12/02-12/08	11/25-12/01	11/18-11/24	11/11-11/17
Alerts Sent	0.00	0	0	0	0	0	0
Description	<i>The total number of alerts sent.</i>						
Incoming Reports	405.50	392	394	430	307	490	420
Description	<i>The number of reports sent from users.</i>						
Replies to Reports	574.50	625	584	534	408	708	588
Description	<i>The number of replies sent to users from ELERTS EPICenter console.</i>						

Report Type	# of Reports (all time)	
Disruptive Behavior (A)	30650	41.39%
[none selected]	8735	11.80%
Suspicious Activity (A)	5767	7.79%
Panhandling (D)	5455	7.37%
Crime in Progress (A)	3854	5.20%
Drug Use (A)	3308	4.47%
Other (D)	3082	4.16%
Vandalism (A)	2490	3.36%
Welfare Check (A)	2079	2.81%
Panhandling or Disruptive Behavior (D)	1967	2.66%
Unattended Bag or Package (A)	1707	2.31%
Report a Crime Tip (A)	1306	1.76%
Sexual Assault / Lewd Behavior (A)	1121	1.51%
Illegally Parked Vehicle (A)	1037	1.40%
Robbery / Theft (A)	882	1.19%
Unsecure Door (A)	439	0.59%
Human Trafficking (A)	87	0.12%
Aggressive Panhandling (A)	76	0.10%
Text-a-Tip (A)	13	0.02%
Total	74055	100 %
(A) Active   Disabled (D)		

Identification	Total
Anonymous	40.48 %
Description	<i>Reports sent anonymously.</i>
Non-Anonymous	59.52 %
Description	<i>Reports sent non-anonymously.</i>

App Statistics (including tests)	
Total Messages (iOS)	108021
Description	<i>Reports and replies via iOS devices.</i>
Total Messages (Android)	46031
Description	<i>Reports and replies via Android devices.</i>
Total Messages (SMS)	13
Description	<i>Reports and replies via SMS.</i>

TEST-THIS IS ONLY A TEST	# of Reports (all time)
TEST Report Total	8709

Top SMS Users	
Phone Number	Number of Reports
7817383461	6
7029071486	1
4849860547	1
5103685574	1
6312137467	1
5109789702	1
5108215151	1
9178090953	1

# BART POLICE DEPARTMENT



## December 2019

### MONTHLY REPORT

## BPD Monthly Reports

December 2019

Report	Responsible
01 – Industrial Leave*	SSD – J. Morgan
02 – Vacancy	SSD – F. Cheung
03 – Diversity	SSD – F. Cheung
04 – Training	PS&T – P. Kwon
05 – Use of Force	PS&T – K. Franklin
06 – Citizen Complaints	PS&T – K. Franklin
07 – Internal Affairs Log	PS&T – K. Franklin
08 – Performance Measures	SSD – K. Dam
09 – Enforcement Contacts	SSD – K. Dam
10 – Parking Enforcement	POD – J. DeVera
11 – Warrant Arrests	SSD – K. Dam
12 – Detectives Assignments	SSD – J. Guerra
13 – Detectives Closure Rate	SSD – J. Guerra
14 – Assembly Bill 716	POD – A. Sandoval
15 – Absence Overview	SSD – C. Vogan
16 – Overtime	SSD – F. Cheung
17 – Communications Center	SSD – G. Hesson
18 – BART Watch	SSD – C. Vogan

\*Not included in Year-End or Monthly BPCRB Reports

## BART Police Department (07) Staffing Status

As of: 12/31/19  
Vacancy Factor: 0.0

	Pos'n Code	Job Title	FY20		As of 07/01/19	As of 12/31/19			
			Adopted	Reclass		Filled	On Leave or TMD	Vacant	
NON-SWORN (Rep)	027	Community Service Officer	59		59	46	4	13	
	035	Fare Inspection Officer	20		20	13		7	
	068	Crime Analyst	1		1	1		-	
	045	Police Admin Specialist	12		12	9		3	
	048	Police Dispatcher	18		18	18		-	
	200	Administrative Analyst	1		1	1		-	
	098	Revenue Protection Guard	18		18	16	-	2	
	836	Police Sup.//CAD/RMS Admin***	6		6	6	-	-	
#	778	Police Officer	89		89	88	10	1	
		In Academy = 21						-	
		Field Training = 2						-	
	788	Senior Police Officer	99		99	75	1	24	
	798	Master Police Officer	10		10	9	-	1	
	838	Police Sergeant	34		34	28	2	6	
	888	Police Lieutenant	13		13	13		-	
	898	Police Deputy Chief	3		3	3		-	
		980	Police Chief	1		1	-		1
	Non-Sworn (Non-Rep)	SF100	Dir of Security Programs	1		1	1		-
000065		Emergency Preparedness Mgr.	1		1	1	-	-	
000074		Crisis Outreach Coordinator	1		1	1		-	
000081		Police Services Administrator	1		1	1	-	-	
AF200		Executive Assistance	1		1	1		-	
<b>DEPARTMENT TOTAL</b>			<b>389</b>	<b>-</b>	<b>389</b>	<b>331</b>	<b>17</b>	<b>58</b>	

## Notes:

FY20  
Ofc - 19

FIO - 4

AA - 1

FY20 Capital 4/1/2020

Ofc - 3

Note: BART Police Department has 17 Attrition Float positions, of which 10 are Police Officers (778), 5 are Community Service Officers (027) and 2 are Police Dispatchers (048).

> "On Leave" category does not include personnel on Admin Leave.

## BART PD DIVERSITY MONTHLY REPORT

As of 12/31/19

+

<u>ETHNICITY</u>		<u>S</u>		<u>C</u>	
White	37% 122	38%	83	34%	39
Black	19% 62	19%	41	18%	21
Asian	21% 68	16%	35	29%	33
Hispanic	20% 67	23%	49	16%	18
American/ Indian/Other	1% 3	1%	3	0%	0
Native Hawaiian/Pac Island	2% 9	3%	6	3%	3
<b>Total:</b>	<b>100% 331</b>	<b>100%</b>	<b>217</b>	<b>100%</b>	<b>114</b>
<u>DEMOGRAPHIC</u>		<u>S</u>		<u>C</u>	
Female	21% 71	9%	20	45%	51
Male	79% 260	91%	197	55%	63
<b>Total:</b>	<b>100% 331</b>	<b>100%</b>	<b>217</b>	<b>100%</b>	<b>114</b>
<u>CLASSIFICATION</u>					
Sworn	66% 217				
Civilian	34% 114				
<b>Total:</b>	<b>100% 331</b>				

## CRISIS INTERVENTION TRAINING AS OF: December 31, 2019

Personnel Positions	Total Positions	Filled Positions	Vacant Positions	(Not in Academy or Field Training) Eligible to Attend Training	Total of Filled Positions Trained	Percentage of Total Filled Positions Trained	Percentage of Eligible Filled Positions Trained
Chief	1	0	1	0	0	#DIV/0!	#DIV/0!
Deputy Chiefs	3	3	0	3	3	100%	100%
Lieutenants	13	13	0	13	12	92%	92%
Sergeants	34	28	6	28	28	100%	100%
Officers	198	172	26	132	118	69%	89%
Dispatchers	18	18	0	13	12	67%	92%
CSOs/FEI	79	59	20	55	34	58%	62%
Crisis Outreach Coordinator	1	1	0	1	1	100%	100%
<b>Total</b>	<b>347</b>	<b>294</b>	<b>53</b>	<b>245</b>	<b>208</b>	<b>71%</b>	<b>85%</b>

Personnel Positions that are not designated to attend CIT Training

	Total	Filled	Vacant
Revenue Protection Guards	18	16	2
Police Administrative Specialists	12	9	3
Police Sup./CAD RMS Admin	6	6	0
Civilian Managers/Analyst	4	4	0
Manager Sec Prog	1	1	0
<b>Sub Total</b>	<b>41</b>	<b>36</b>	<b>5</b>
<b>TOTAL PERSONNEL</b>	<b>388</b>	<b>330</b>	<b>61</b>

**FAIR AND IMPARTIAL / BIASED BASED TRAINING AS OF December 31, 2019**

<b>Personnel Positions</b>	<b>Total Positions</b>	<b>Filled Positions</b>	<b>Vacant Positions</b>	<b>Eligible to Attend (Not in Academy or Field Training)</b>	<b>Total of Filled Positions Trained</b>	<b>Percentage of Total Filled Positions Trained</b>	<b>Percentage of Eligible Filled Positions</b>
Chief	1	0	1	0	0	#DIV/0!	#DIV/0!
Deputy Chiefs	3	3	0	3	3	100.0%	100.0%
Lieutenants	13	13	0	13	13	100.0%	100.0%
Sergeants	34	28	6	28	28	100.0%	100.0%
Officers	198	172	26	132	132	76.7%	100.0%
<b>Total</b>	<b>249</b>	<b>216</b>	<b>33</b>	<b>176</b>	<b>176</b>	<b>81.5%</b>	<b>100.0%</b>

Personnel Positions that are not designated to attend FAIR AND IMPARTIAL Training

	<b>Total</b>	<b>Filled</b>	<b>Vacant</b>
Dispatchers	18	18	0
CSOs/FEI	79	59	20
Crisis Outreach Coordinator	1	1	0
Revenue Protection Guards	18	16	2
Police Administrative Specialists	12	9	3
Police Sup./CAD RMS Admin	6	6	0
Civilian Managers/Analyst	4	4	0
Manager Sec Prog	1	1	0
<b>Sub Total</b>	<b>139</b>	<b>114</b>	<b>25</b>
<b>TOTAL PERSONNEL</b>	<b>388</b>	<b>330</b>	<b>58</b>

**POLICE ROADWAY PROTECTION TRAINING AS OF: December 31, 2019**

<b>Personnel Positions</b>	<b>Total Positions</b>	<b>Filled Positions</b>	<b>Vacant Positions</b>	<b>Eligible to Attend (Not in Academy, FTO, or IND/Leave)</b>	<b>Total of Filled Positions Trained</b>	<b>Percentage of Total Filled Positions Trained</b>	<b>Percentage of Eligible Filled Positions</b>
Chief	1	0	1	0	0	#DIV/0!	#DIV/0!
Deputy Chiefs	3	3	0	3	3	100.0%	100.0%
Lieutenants	13	13	0	13	10	76.9%	76.9%
Sergeants	34	28	6	28	28	100%	100.0%
Officers	198	172	26	132	132	76.7%	100.0%
<b>Total</b>	<b>249</b>	<b>216</b>	<b>33</b>	<b>176</b>	<b>173</b>	<b>80.1%</b>	<b>98.3%</b>

Personnel Positions that are not REQUIRED to attend Police Roadway Protection Training

	<b>Total</b>	<b>Filled</b>	<b>Vacant</b>
Dispatchers	18	18	0
Crisis Outreach Coordinator	1	1	0
Revenue Protection Guards	18	16	2
CSO/FEI	79	59	20
Police Administrative Specialists	12	9	3
Police Sup./CAD RMS Admin	6	6	0
Civilian Managers/Analyst	4	4	0
Manager Sec Prog	1	1	0
<b>Sub Total</b>	<b>139</b>	<b>114</b>	<b>25</b>
<b>TOTAL PERSONNEL</b>	<b>388</b>	<b>330</b>	<b>58</b>



## Use of Force Incidents - 2019

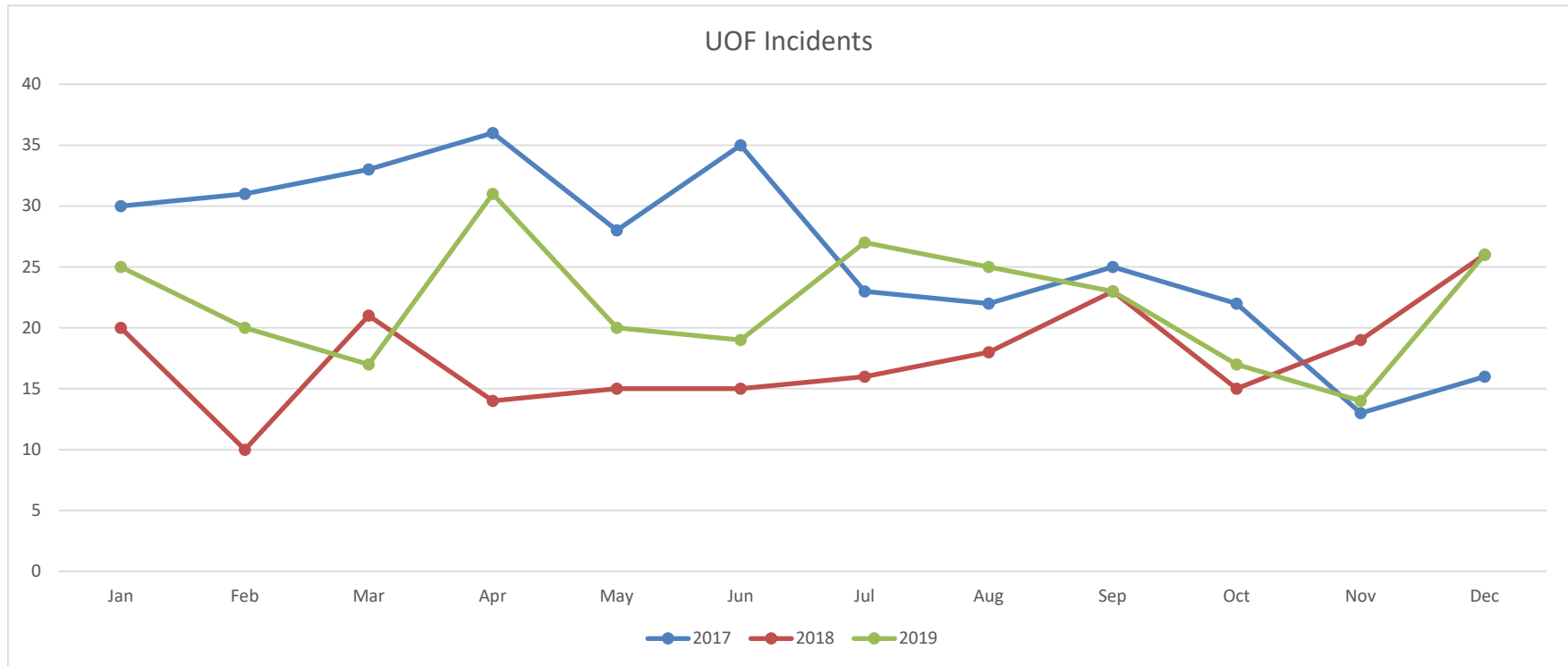
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2019	25	20	17	31	20	19	27	25	23	17	14	26	264
YTD 2019	25	45	62	93	113	132	159	184	207	224	238	264	

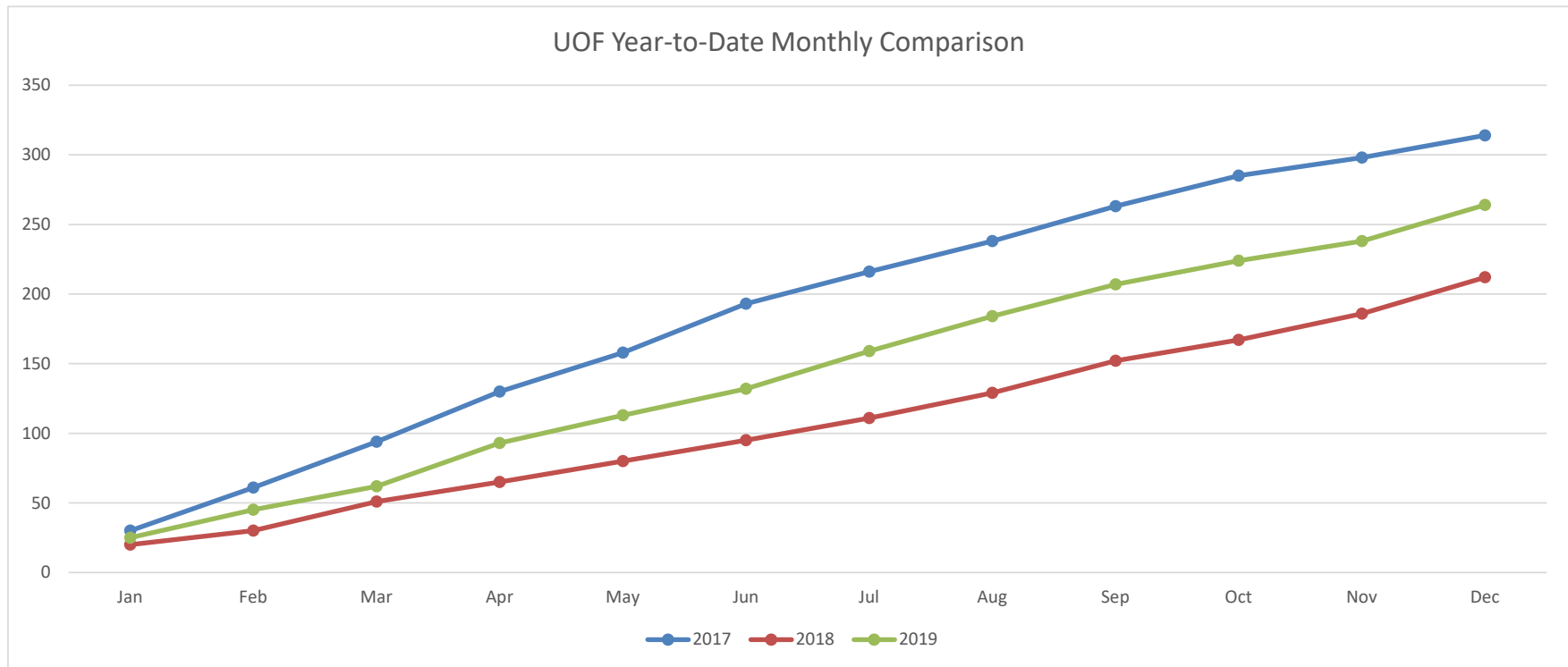
## Use of Force Incidents - 2018

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2018	20	10	21	14	15	15	16	18	23	15	19	26	212
YTD 2018	20	30	51	65	80	95	111	129	152	167	186	212	

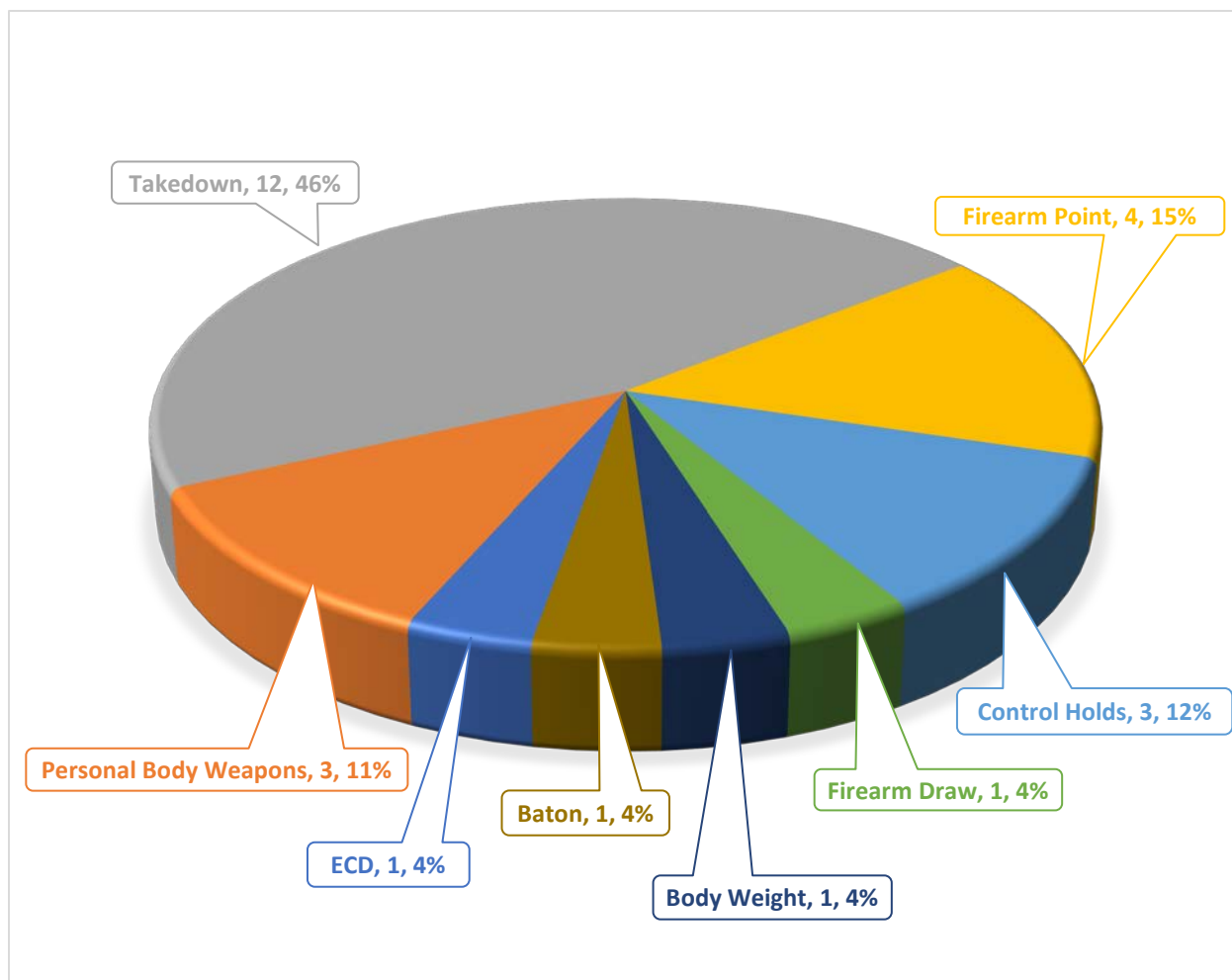
## Use of Force Incidents - 2017

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2017	30	31	33	36	28	35	23	22	25	22	13	16	314
YTD 2017	30	61	94	130	158	193	216	238	263	285	298	314	



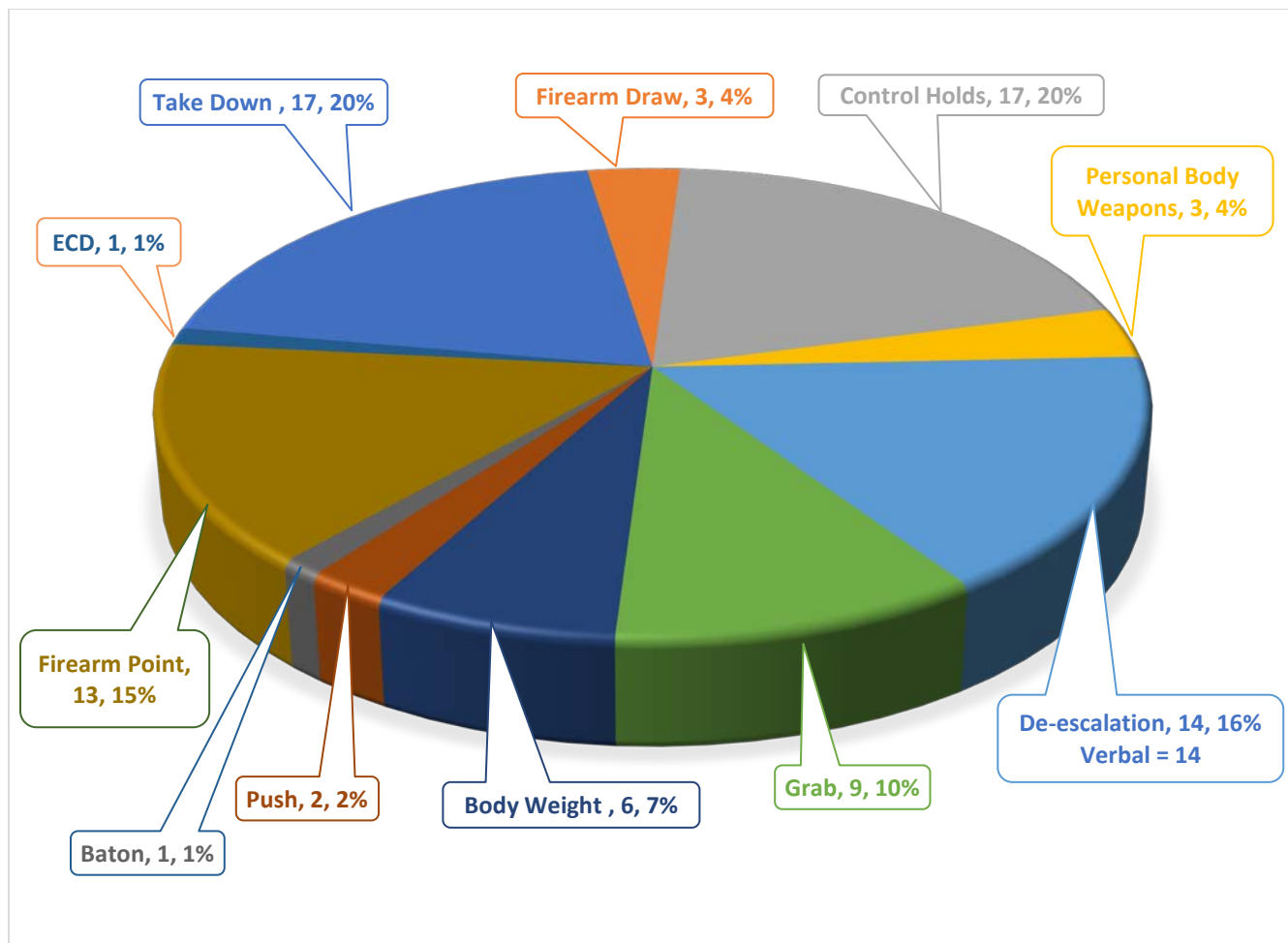


## Force Options Used (Incident Count), December 2019



\*Each incident could contain more than one force option used. This pie chart reflects the most significant force option used per incident.

## Types of Force Used, December 2019 (Overall Total)



\*Some incidents involved the use of multiple force options. If two officers involved in the same incident used the same force option, this data would reflect both officers. As an example, if two officers in the same incident used control holds, this data would reflect two separate control holds.

## Citizen Complaints - 2019

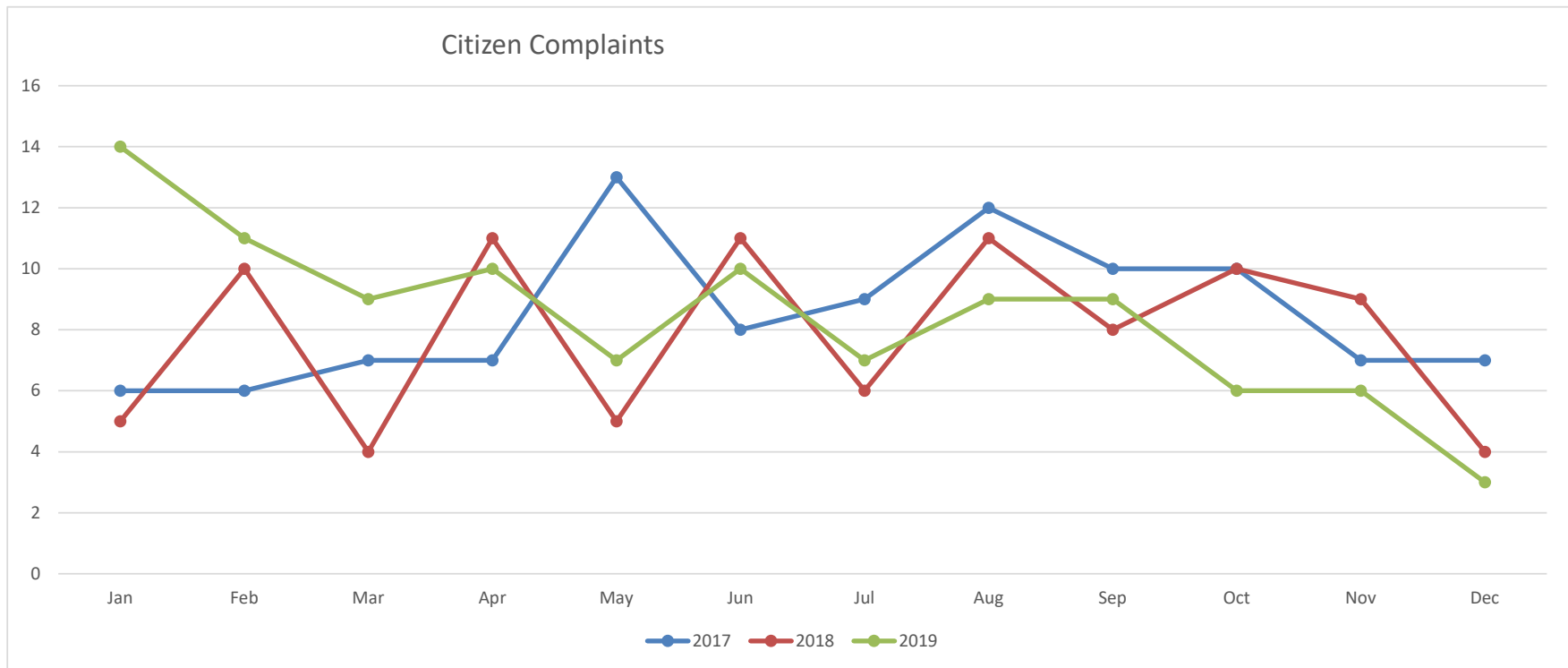
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2019	14	11	9	10	7	10	7	9	9	6	6	3	101
YTD 2019	14	25	34	44	51	61	68	77	86	92	98	101	

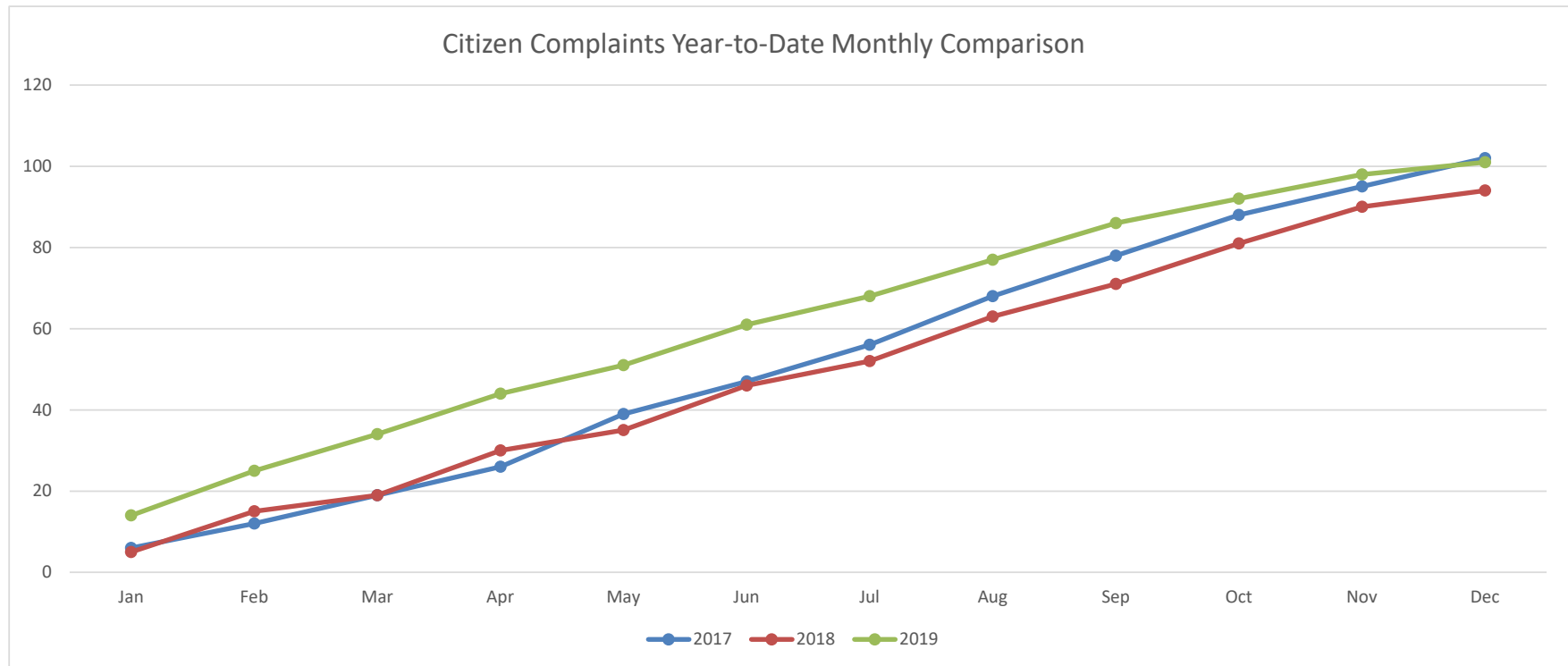
## Citizen Complaints - 2018

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2018	5	10	4	11	5	11	6	11	8	10	9	4	94
YTD 2018	5	15	19	30	35	46	52	63	71	81	90	94	

## Citizen Complaints - 2017

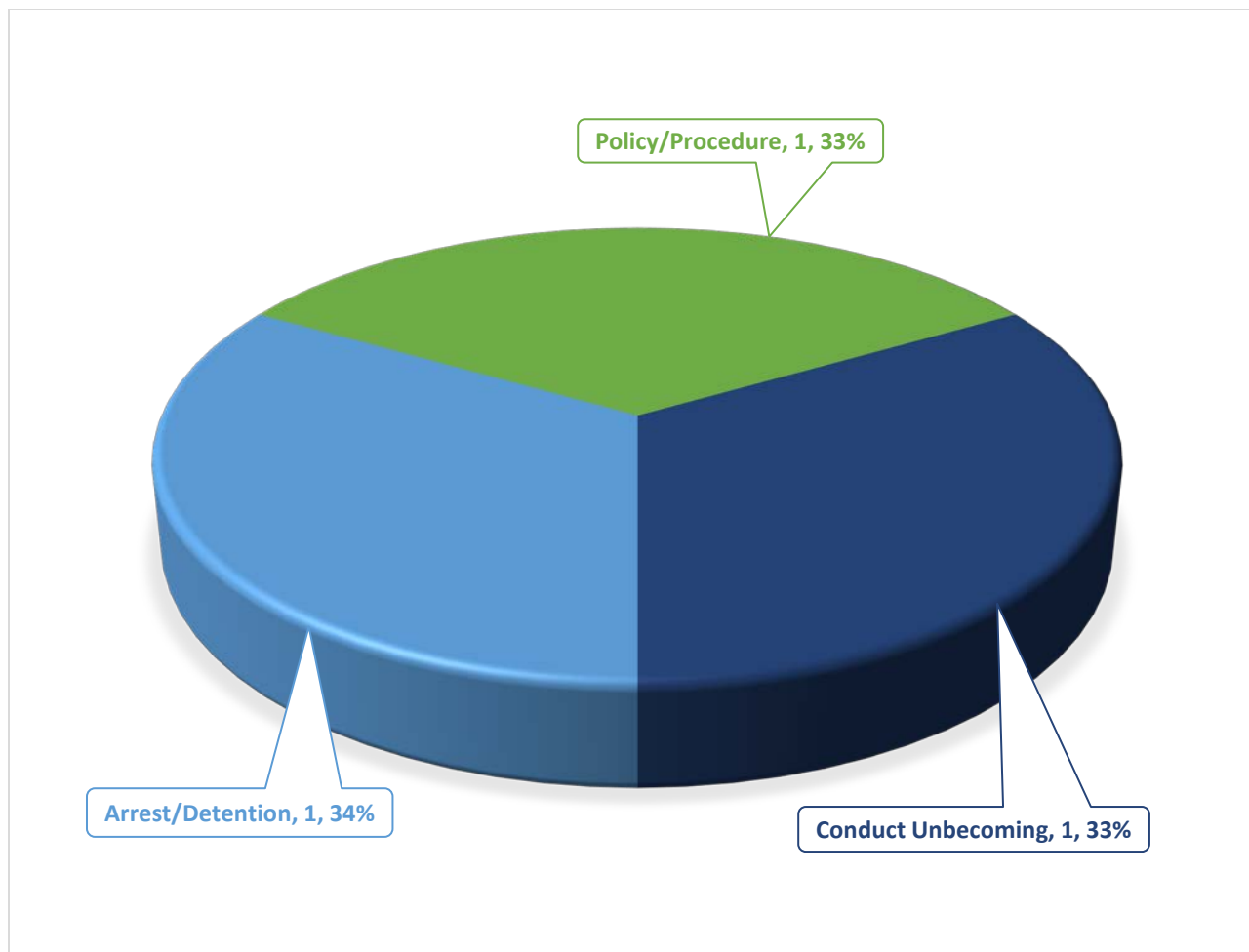
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2017	6	6	7	7	13	8	9	12	10	10	7	7	102
YTD 2017	6	12	19	26	39	47	56	68	78	88	95	102	







## Complaints Received (Incident Count), December 2019



Each incident could contain more than one allegation. This pie chart reflects the most significant allegation per incident.

BART Police Department - Office of Internal Affairs								
Investigation Log - December 2019								
IA	DATE							
CASE #	OCC'D	REC'D	ALLEGATION	MISC	INVESTIGATOR	STATUS	5 MONTH DATE	DUE DATE
IA2017-040	01/31/17	5/18/2017	Force		Sgt. McNack	In Progress	10/17/17	
IA2018-001	01/03/18	1/3/2018	Force (OIS)		Sgt. T. Salas	Tolled	06/04/18	
IA2018-032	UNK	4/20/2018	BBP, POD, CUBO	Deferred to OIPA #18-16	OIPA	Tolled	43366	
IA2018-043	6/6/2018	6/6/2018	Force		Sgt. McNack	Tolled	43409	
IA2018-060	7/22/2018	7/23/2018	Service Review		Lt. Franklin	Tolled	12/23/2018	
IA2019-024		2/17/2019	CUBO		Sgt. McNack	In Progress	7/19/2019	2/17/2020
IA2019-025	2/21/2019	2/25/2019	Force, CUBO		Sgt. McNack	In Progress	7/23/2019	2/25/2020
IA2019-036	1/27/2019	3/18/2019	Force, Arrest/Detention	Deferred to OIPA #19-11	OIPA	OIPA Investigation	8/17/2019	3/18/2020
IA2019-037	3/18/2019	3/18/2019		OIPA Intake #19-12 Admin Closure	Sgt. McNack	In Progress	8/17/2019	3/18/2020
IA2019-041	3/26/2019	3/25/2019	Force, Policy/Procedure	Deferred to OIPA #19-13	OIPA	OIPA Investigation	8/17/2019	3/25/2020
IA2019-042	1/27/2019	3/29/2019	POD, CUBO, Policy/Procedure		Sgt. McNack	In Progress	8/28/2019	3/29/2020
IA2019-050	4/11/2019		Per Chief, regarding how department handled a call for service	Service Review	Sgt. T. Salas	In Progress	5/12/2019	12/31/1900
IA2019-052	4/16/2019	4/16/2019	Force, CUBO		Sgt. McNack	In Progress	9/15/2019	4/16/2020
IA2019-053	4/17/2019	4/17/2019	CUBO, BBP	Admin Closure	Sgt. McNack	In Progress	9/16/2019	4/17/2020
IA2019-054	4/17/2019	4/17/2019	Force, CUBO	Deferred to OIPA #19-15	OIPA	OIPA Investigation	5/12/2019	4/17/2020
IA2019-056	4/29/2019	4/30/2019	POD, CUBO	SR sent to Sgt. Lee on 05/17/19	Sgt. T. Salas	In Progress	5/30/2019	4/30/2020
IA2019-057	4/29/2019	4/29/2019	Arrest/Detention BBP, CUBO	Deferred to OIPA #19-17	OIPA	OIPA Investigation	9/28/2019	4/29/2020
IA2019-060	4/8/2019	5/6/2019	Arrest/Detention Force, Axon, CUBO	Deferred to OIPA #19-19	OIPA	OIPA Investigation	9/10/2019	5/6/2020
IA2019-062	5/16/2019	5/16/2019	Force		Sgt. T. Salas	In Progress	10/15/2019	5/16/2020
IA2019-063	5/7/2019	5/16/2019	Force		Lt. Franklin	In Progress	10/15/2019	5/16/2020
IA2019-065	5/22/2019	5/23/2019	Bias- Based Policing	Clear by video	Sgt. T. Salas	In Progress	10/22/2019	5/23/2020
IA2019-067	5/16/2019	5/16/2019	Force		Sgt. McNack	In Progress	10/15/2019	5/16/2020
IA2019-068	6/3/2019	6/3/2019	Force		Sgt. McNack	In Progress	11/2/2019	6/3/2020
IA2019-069	6/4/2019	6/4/2019	CUBO		Sgt. McNack	In Progress	11/3/2019	6/4/2020
IA2019-070	6/6/2019	6/6/2019	POD	OIPA Intake #19-21	Sgt. McNack	In Progress	10/15/2019	6/6/2020
IA2019-071	6/6/2019	6/11/2019	Bias-Based Policing CUBO		Sgt. McNack	In Progress	11/10/2019	6/11/2020
IA2019-072	6/5/2019	6/6/2019	Force		Sgt. McNack	In Progress	11/12/2019	6/6/2020
IA2019-073	6/13/2019	6/14/2019	Bias-Based Policing	OIPA Intake #19-22	Sgt. McNack	In Progress	11/13/2019	6/14/2020
IA2019-074	6/25/2019	6/25/2019	Force		Sgt. T. Salas	In Progress	11/25/2019	6/25/2020
IA2019-077	5/16/2019	5/16/2019	Axon Camera		Sgt. T. Salas	In Progress	10/15/2019	5/16/2020
IA2019-078	6/29/2019	7/2/2019	BBP, POD	Clear by video	Sgt. T. Salas	In Progress	12/1/2019	7/2/2020
IA2019-079	4/20/2019	7/2/2019	CUBO		Sgt. T. Salas	In Progress	12/1/2019	7/2/2020

IA	DATE		ALLEGATION	MISC	INVESTIGATOR	STATUS	5 MONTH DATE	DUE DATE
	CASE #	OCC'D						
IA2019-080	6/28/2019	7/1/2019	Bias-Based Policing	Admin Closure	Sgt. T. Salas	In Progress	11/30/2019	7/1/2020
IA2019-081	Unk	6/25/2019	POD	OIPA Intake #19-23 Admin Closure	Sgt. T. Salas	In Progress	11/24/2019	6/25/2020
IA2019-082	7/5/2019	7/5/2019	Force		Sgt. McNack	In Progress	12/4/2019	7/5/2020
IA2019-083	4/27/2019	6/17/2019	BBP		Sgt. McNack	In Progress	7/17/2019	6/17/2020
IA2019-087	7/30/2019	7/30/2019	POD	Clear by video	Sgt. T. Salas	In Progress	8/29/2019	7/30/2020
IA2019-088	7/30/2019	7/30/2019	Courtesy		Sgt. McNack	In Progress	12/29/2019	7/30/2020
IA2019-089	8/7/2019	8/13/2019	Force, Courtesy, Arrest or Detention	OIPA Intake #19-23 Admin Closure	Sgt. T. Salas	In Progress	1/12/2020	8/13/2020
IA2019-090	8/11/2019	8/11/2019	Policy/Procedure		Sgt. T. Salas	In Progress	1/10/2020	8/11/2020
IA2019-098	9/2/2019	9/3/2019	Policy/Procedure Force, CUBO Arrest/Detention		Sgt. McNack	In Progress	2/2/2020	9/3/2020
IA2019-099	8/29/2019	8/30/2019	Arrest/Detention Force Policy/Procedure	OIPA Intake #19-35 Clear by Video	Sgt. T. Salas	In Progress	1/29/2020	8/30/2020
IA2019-101	9/1/2019	9/1/2019	CUBO		Sgt. T. Salas	In Progress	1/28/2020	9/1/2020
IA2019-105	9/6/2019	9/6/2019	Courtesy	S.R.	Sgt. T. Salas	In Progress	10/6/2019	9/6/2020
IA2019-107	9/12/2019	9/12/2019	POD	Clear by Video	Sgt. T. Salas	In Progress	10/3/2019	9/12/2020
IA2019-108	8/26/2019	9/20/2019	Force Arrest/Detention Policy/Procedure	Deferred to OIPA #19-40	OIPA	OIPA Investigation	10/3/2019	9/20/2020
IA2019-109	9/18/2019	9/19/2019	POD		Sgt. McNack	In Progress	10/19/2019	9/19/2020
IA2019-111	10/1/2019	10/2/2019	Force, CUBO, Search or Seizure	Deferred to OIPA #19-41	OIPA	In Progress	3/2/2020	10/2/2020
IA2019-112	9/20/2019	10/4/2019	Force, CUBO, POD, Supervision, Policy/Procedure	Deferred to OIPA #19-42	OIPA	OIPA Investigation	3/4/2020	10/4/2020
IA2019-113	10/11/2019	10/14/2019	Bias, CUBO, Axon (admin)		Sgt. T. Salas	In Progress	3/14/2020	10/14/2020
IA2019-116	10/15/2019	10/15/2019			Sgt. McNack	In Progress	3/15/2020	10/15/2020
IA2019-117	11/4/2019	11/4/2019	Bias	OIPA Intake #19-49	Sgt. McNack	In Progress	4/4/2020	11/4/2020
IA2019-119	11/5/2020	11/5/2020	BBP, Force, CUBO	Deferred to OIPA #19-50	OIPA	In Progress	4/5/2020	11/5/2021
IA2019-120	11/8/2019	11/4/2020			OIPA	OIPA Investigation	4/8/2020	11/4/2021
IA2019-122	11/11/19	11/11/19	CUBO	OIPA Intake #19-48	Sgt. T. Salas	In Progress	43810	11/11/20
IA2019-123	11/14/19	11/14/19		Inquiry	Sgt. McNack	In Progress		11/14/20

# BART Police Performance Measurements



## December 2019

**Disclaimer--\*\*** The data is drawn from the BART Police Department TriTech computer database, and they are unaudited. The numbers may not match the official monthly totals reported to the FBI through the Uniform Crime Reporting (UCR) program. Late reporting, the reclassification or unbounding of crimes, can affect crime statistics. **OT Budget costs** are projected numbers and actual numbers are about 4 months behind. The statistics contained in the on the Performance Measurements are **subject to change , updates, and corrections. \*\***

PART 1 CRIMES	2014	2015	2016	2017	2018	YTD December		% change from '18
						2018	2019	
Homicide	0	1	1	0	3	3	2	-33%
Rape	2	3	4	8	3	3	7	+133%
Robbery	153	161	232	290	345	345	378	+10%
Aggravated Assault	71	73	93	125	130	130	112	-14%
<b>Violent Crime Subtotal</b>	<b>226</b>	<b>238</b>	<b>330</b>	<b>423</b>	<b>481</b>	<b>481</b>	<b>499</b>	<b>+4%</b>
Burglary (Not Including Auto)	7	4	12	15	18	18	16	-11%
Larceny	2,597	2,325	2,217	2,593	2,565	2,565	3,177	+24%
Auto Theft	522	480	480	420	354	348	247	-29%
Arson	0	0	1	4	4	4	4	0%
<b>Property Crime Subtotal</b>	<b>3,126</b>	<b>2,809</b>	<b>2,710</b>	<b>3,032</b>	<b>2,966</b>	<b>2,935</b>	<b>3,444</b>	<b>+17%</b>
<b>TOTAL</b>	<b>3,352</b>	<b>3,047</b>	<b>3,040</b>	<b>3,455</b>	<b>3,447</b>	<b>3,416</b>	<b>3,943</b>	<b>+15%</b>

### Top 5 Stations For Part 1 Crimes

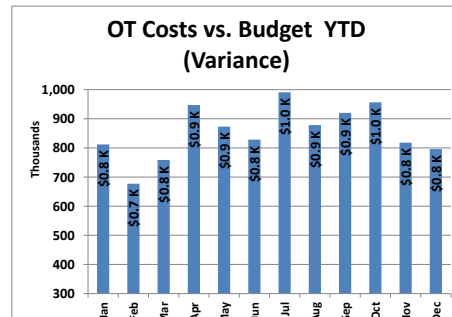
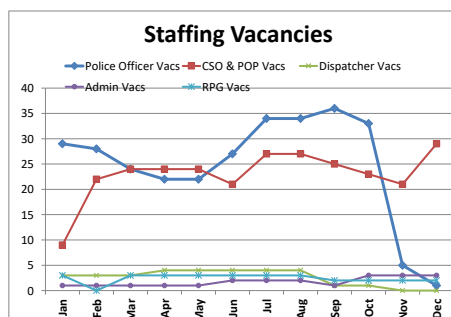
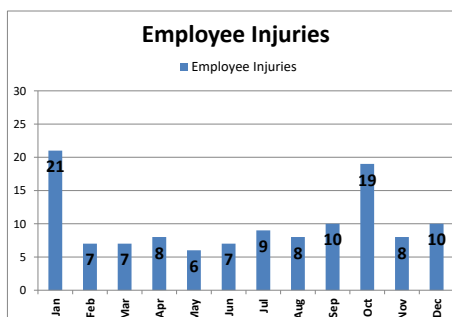
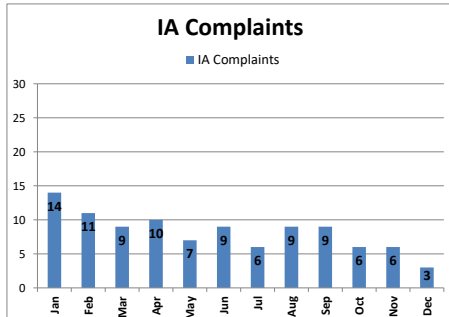
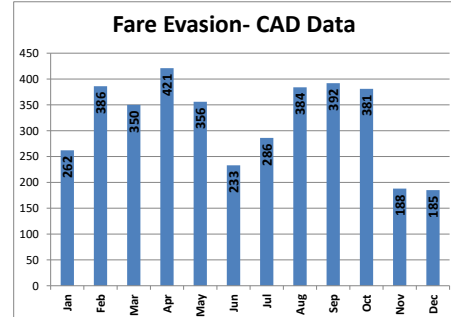
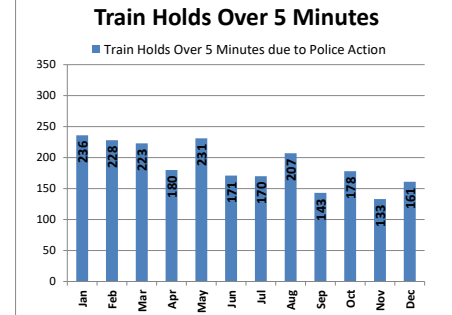
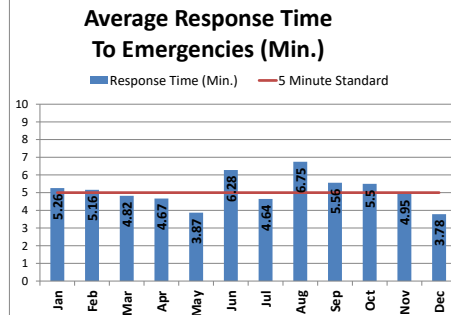
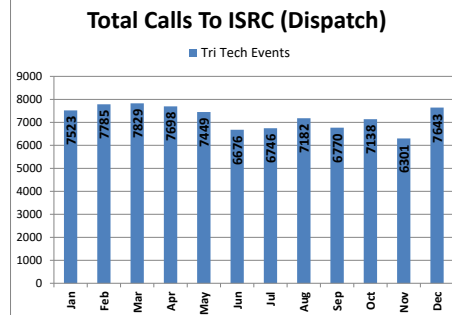
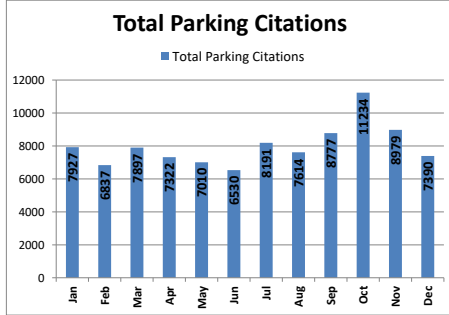
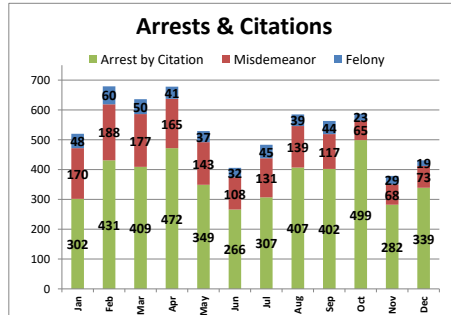
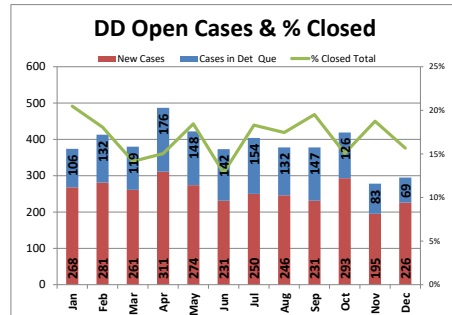
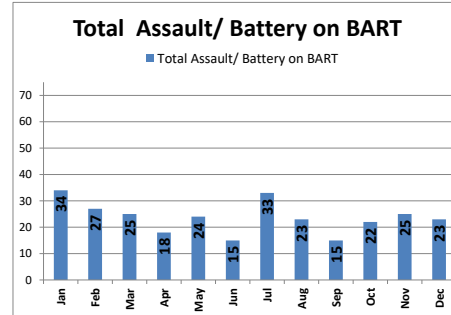
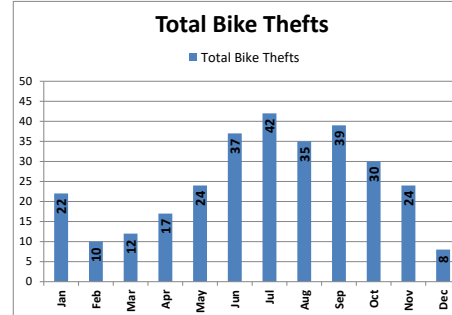
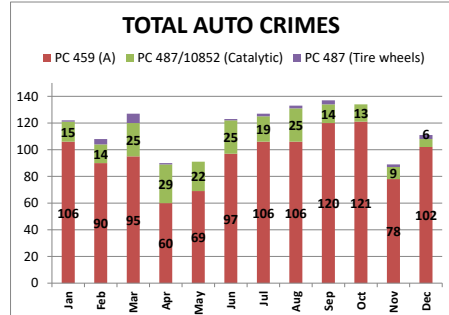
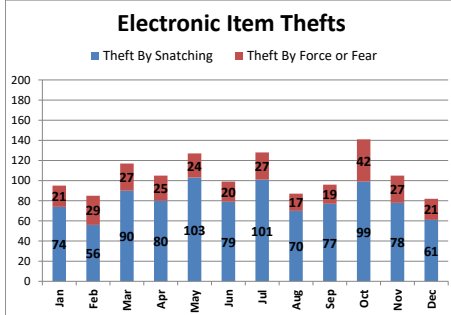
#### 2019 Current Month

Daly City  
Hayward  
Embarcadero  
Civic Center  
Coliseum

#### Most Frequent all of 2018 2018 YEAR

Coliseum  
West Oakland  
Hayward/ San Leandro  
Richmond  
Fruitvale

This list was obtained by adding the highest totals listed in the Part 1 crimes data.



PART 1 CRIMES	2017	2018	YTD December		% change from '18
			2018	2019	
Homicide	0	2	2	1	-50%
Rape	6	3	3	2	-33%
Robbery	191	211	211	229	+9%
Aggravated Assault	73	87	87	52	-40%
<b>Violent Crime Subtotal</b>	<b>270</b>	<b>303</b>	<b>303</b>	<b>284</b>	<b>-6%</b>
Burglary (Not Including Auto)	8	11	11	9	-18%
Larceny	1,471	1,262	1,262	1,639	+30%
Auto Theft	266	201	201	148	-26%
Arson	2	3	3	4	+33%
<b>Property Crime Subtotal</b>	<b>1,747</b>	<b>1,496</b>	<b>1,477</b>	<b>1,800</b>	<b>+22%</b>
<b>TOTAL</b>	<b>2,017</b>	<b>1,803</b>	<b>1,803</b>	<b>2,084</b>	<b>+16%</b>

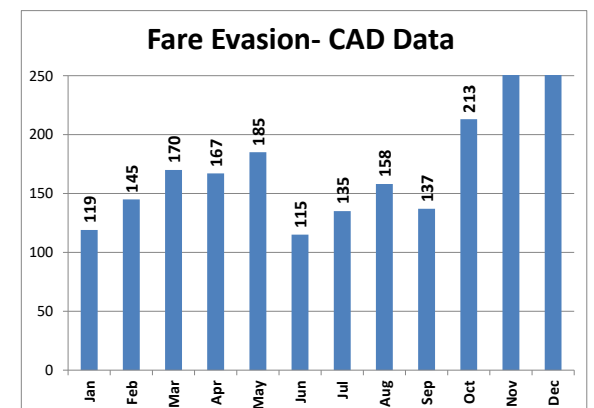
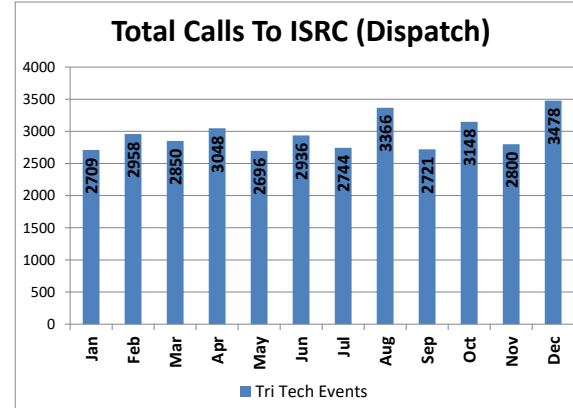
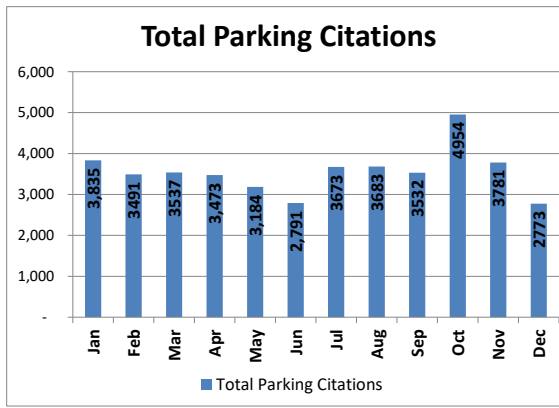
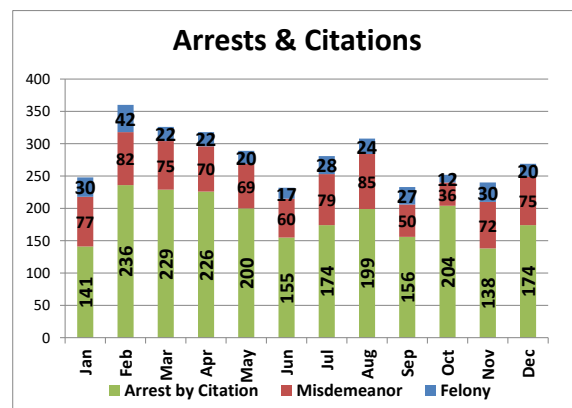
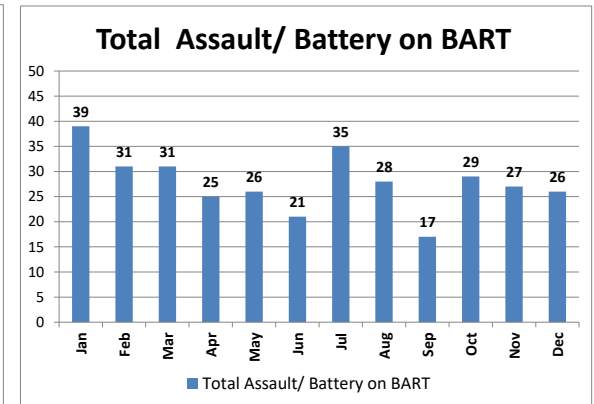
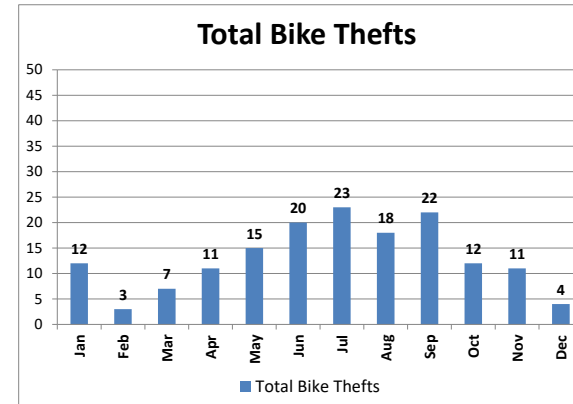
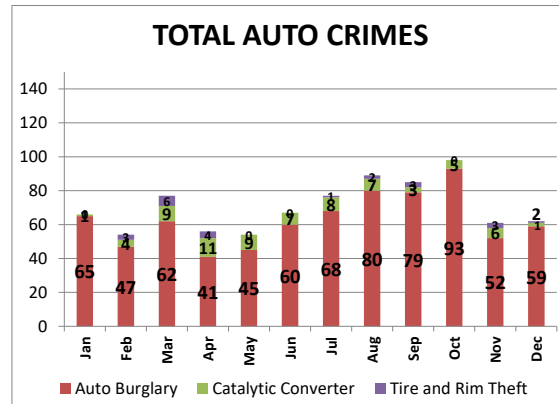
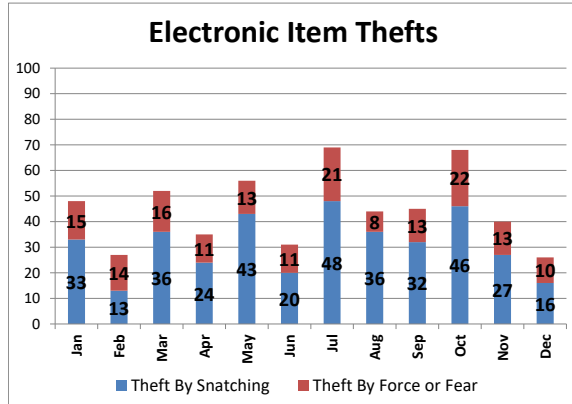


# BART Police Performance Measurements

## Alameda County Crime Statistics

### December 2019

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PART 1 CRIMES	2017	2018	YTD December		% change from '18
			2018	2019	
Homicide	0	1	1	0	-100%
Rape	1	0	0	2	-%
Robbery	35	29	29	34	+17%
Aggravated Assault	23	20	20	23	+15%
<b>Violent Crime Subtotal</b>	<b>59</b>	<b>50</b>	<b>50</b>	<b>59</b>	<b>+18%</b>
Burglary (Not Including Auto)	2	1	1	1	0%
Larceny	675	670	669	589	-12%
Auto Theft	134	135	124	83	-33%
Arson	3	1	1	0	-100%
<b>Property Crime Subtotal</b>	<b>814</b>	<b>807</b>	<b>795</b>	<b>673</b>	<b>-15%</b>
<b>TOTAL</b>	<b>873</b>	<b>857</b>	<b>845</b>	<b>732</b>	<b>-13%</b>

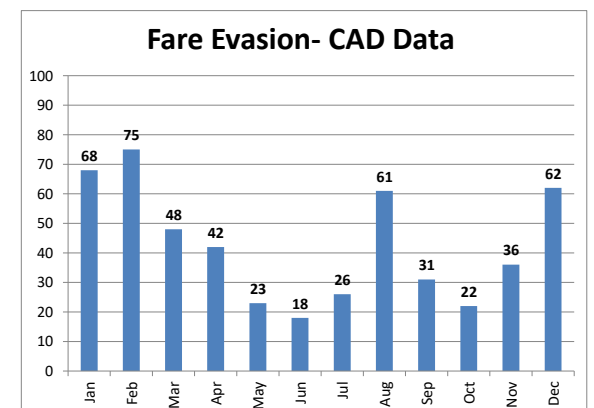
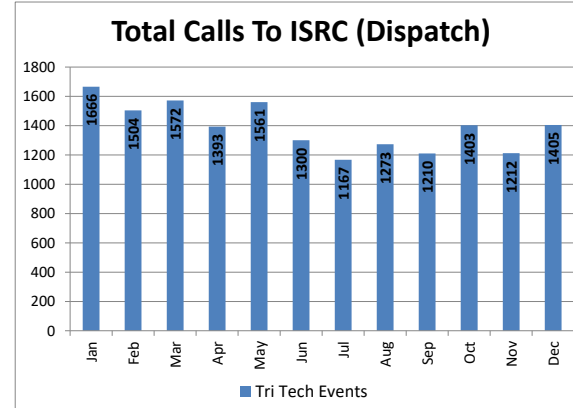
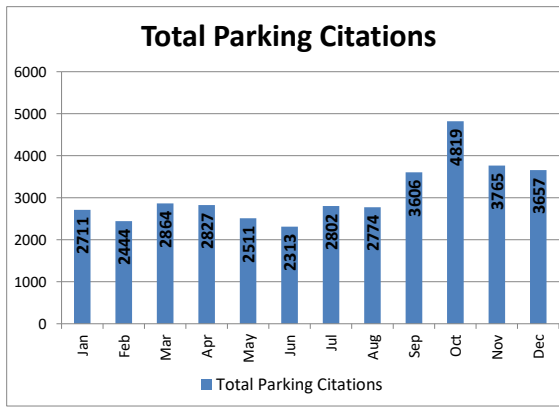
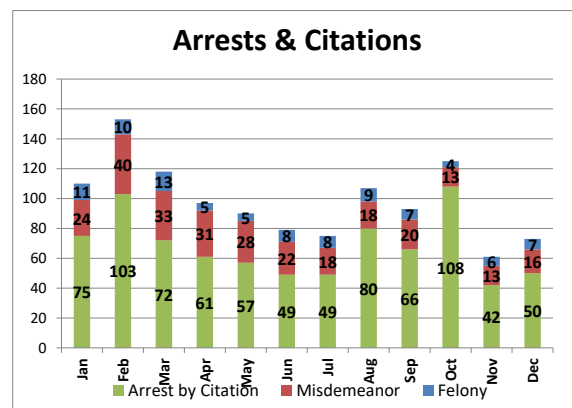
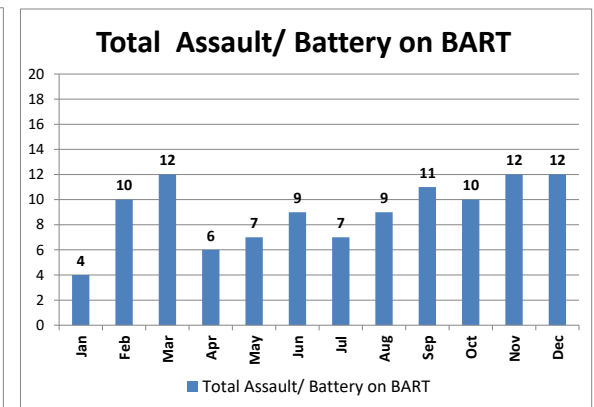
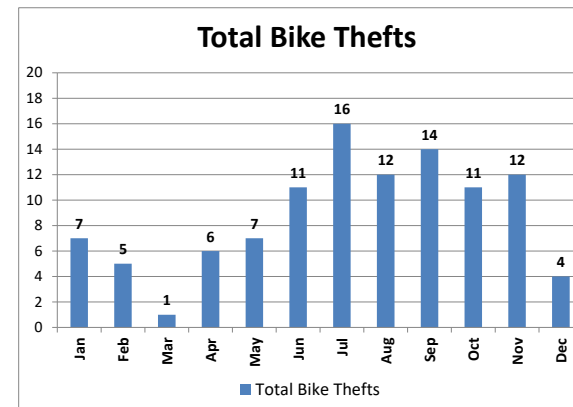
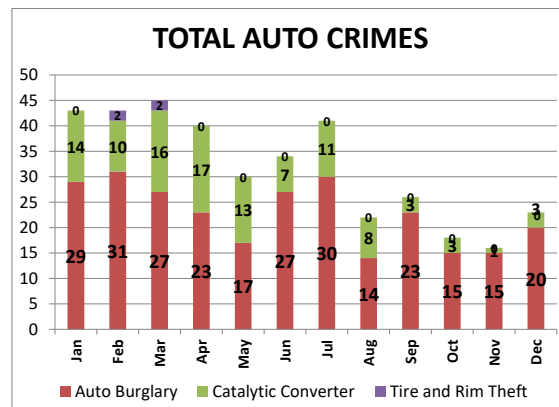
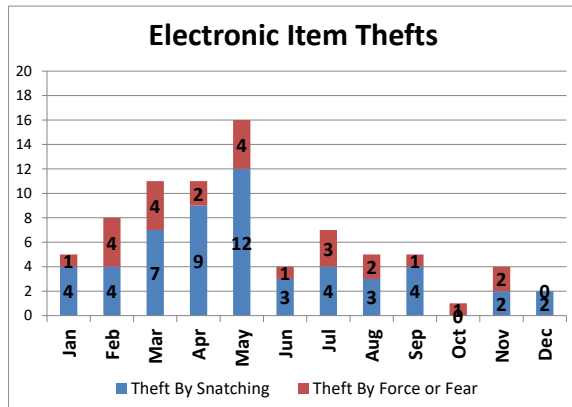


# BART Police Performance Measurements

## Contra Costa County Crime Statistics

### December 2019

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PART 1 CRIMES	2017	2018	YTD December		% change from '18
			2018	2019	
Homicide	0	0	0	0	0%
Rape	0	0	0	0	0%
Robbery	49	97	97	104	+7%
Aggravated Assault	23	18	18	28	+56%
<b>Violent Crime Subtotal</b>	<b>72</b>	<b>115</b>	<b>115</b>	<b>132</b>	<b>+15%</b>
Burglary (Not Including Auto)	5	6	6	4	-33%
Larceny	244	473	473	609	+29%
Auto Theft	2	1	1	1	0%
Arson	0	0	0	0	0%
<b>Property Crime Subtotal</b>	<b>251</b>	<b>480</b>	<b>480</b>	<b>614</b>	<b>+28%</b>
<b>TOTAL</b>	<b>323</b>	<b>595</b>	<b>595</b>	<b>746</b>	<b>+25%</b>

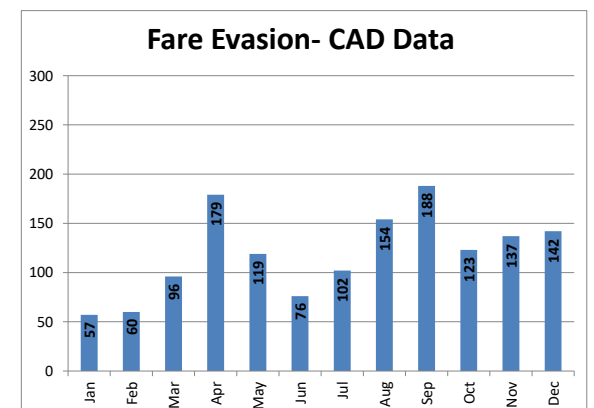
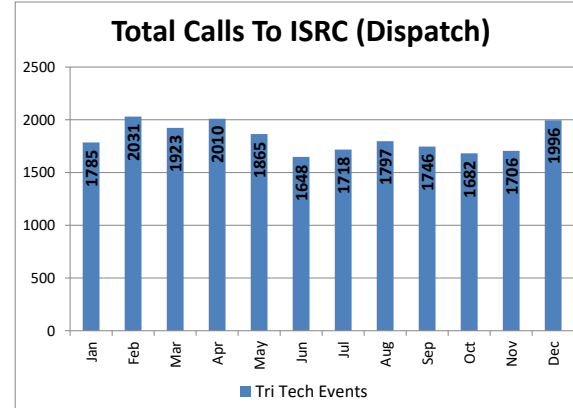
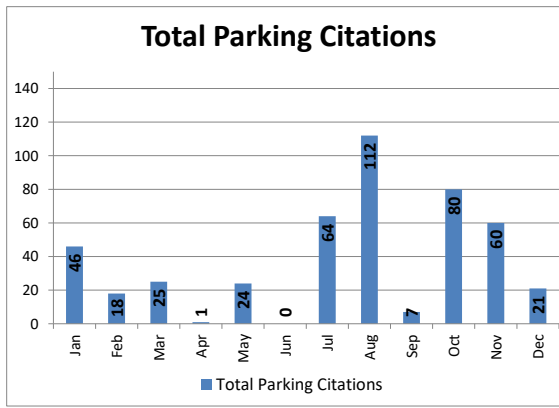
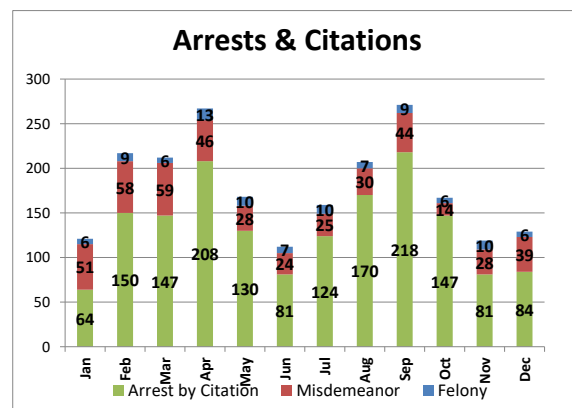
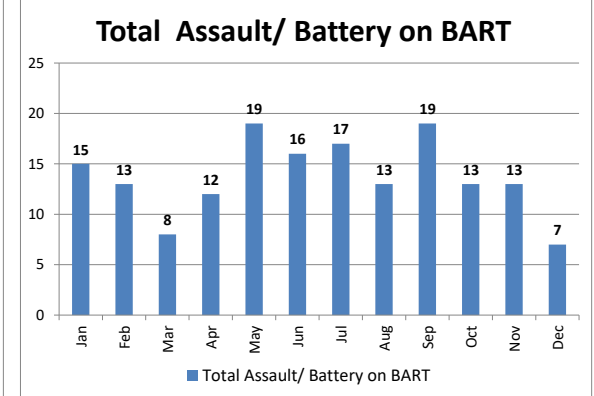
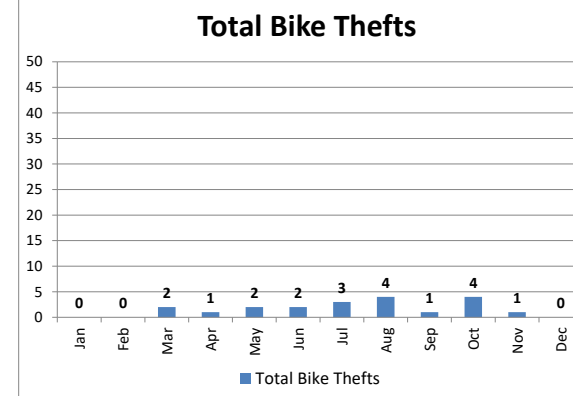
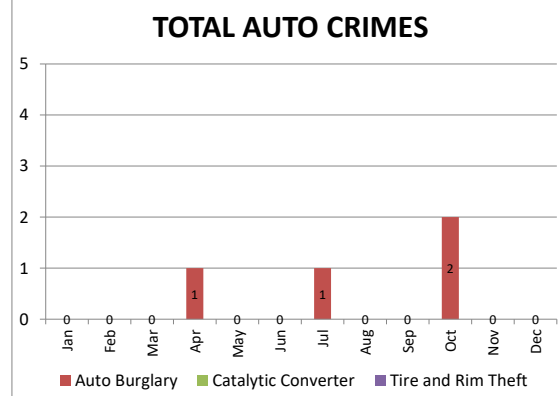
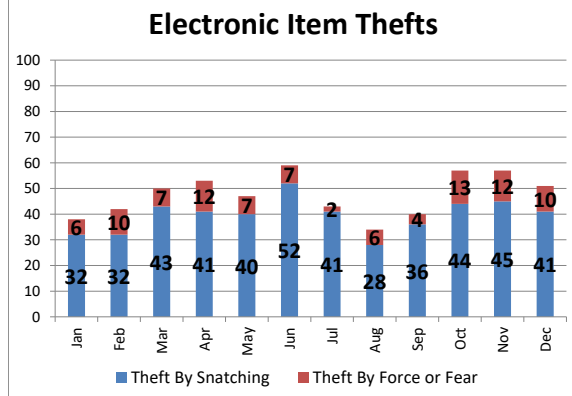


# BART Police Performance Measurements

## San Francisco County Crime Statistics

### December 2019

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PART 1 CRIMES	2017	2018	YTD December		% change from '18
			2018	2019	
Homicide	0	0	0	0	0%
Rape	1	0	0	1	0%
Robbery	15	8	8	13	+63%
Aggravated Assault	6	5	12	8	-33%
<b>Violent Crime Subtotal</b>	<b>22</b>	<b>13</b>	<b>20</b>	<b>22</b>	<b>+10%</b>
Burglary (Not Including Auto)	0	0	0	1	+100%
Larceny	208	161	161	329	+104%
Auto Theft	18	19	22	13	-41%
Arson	0	0	0	0	0%
<b>Property Crime Subtotal</b>	<b>226</b>	<b>180</b>	<b>183</b>	<b>343</b>	<b>+87%</b>
<b>TOTAL</b>	<b>248</b>	<b>193</b>	<b>203</b>	<b>365</b>	<b>+80%</b>

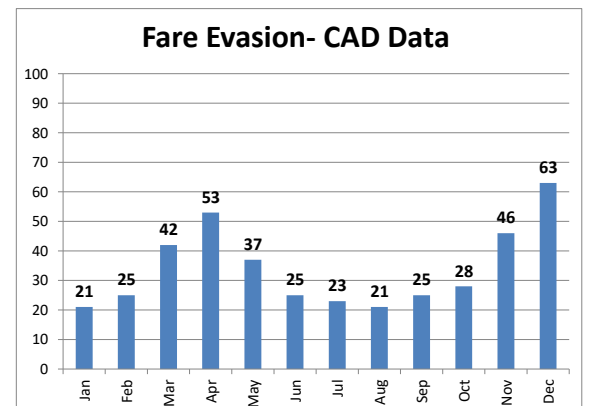
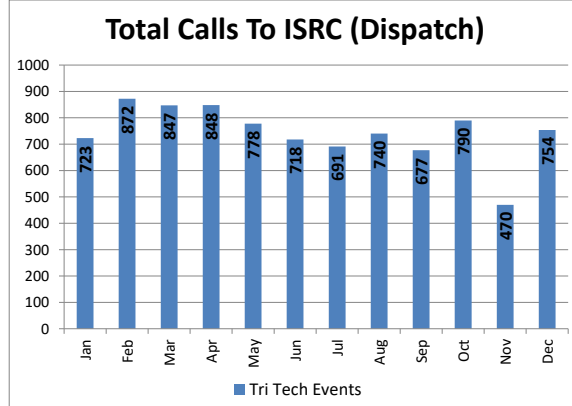
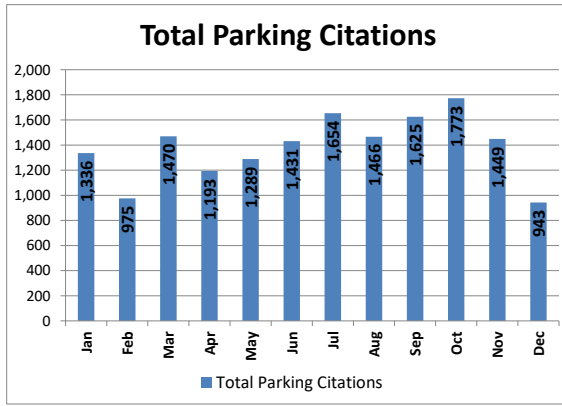
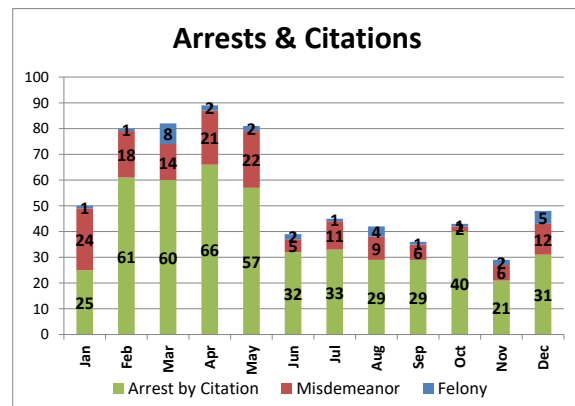
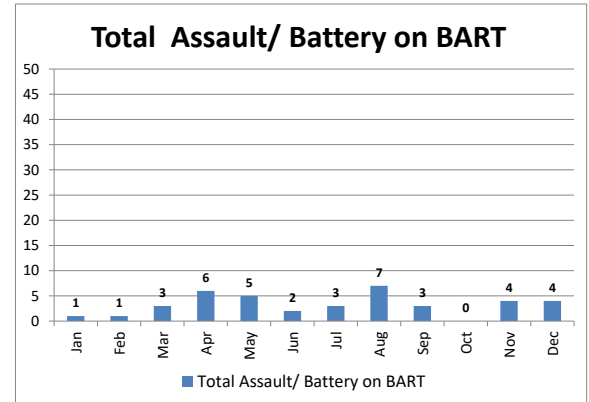
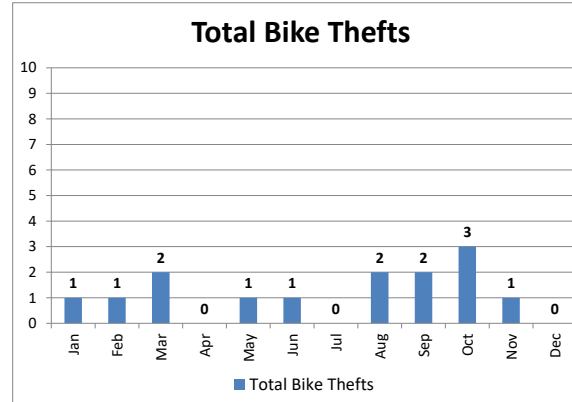
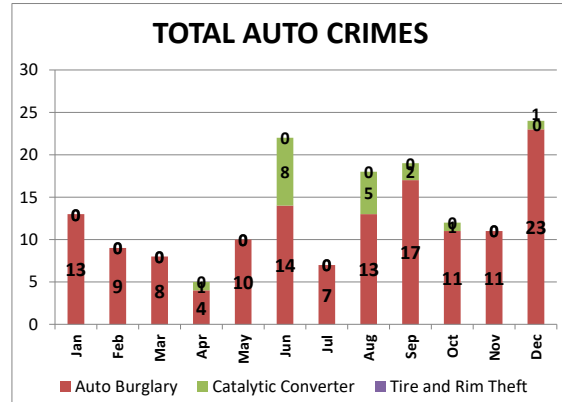
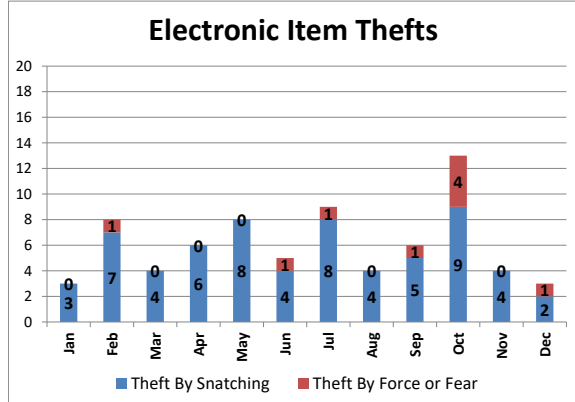


# BART Police Performance Measurements

## San Mateo County Crime Statistics

### December 2019

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## Enforcement Contacts - 2019

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Felony Arrest	48	60	50	41	37	32	45	39	44	23	29	19	467
YTD 2019	48	108	158	199	236	268	313	352	396	419	448	467	
Misd. Arrest	170	188	177	165	143	108	131	139	117	65	68	73	1,544
YTD 2019	170	358	535	700	843	951	1,082	1,221	1,338	1,403	1,471	1,544	
Cite & Release	302	431	409	472	349	266	307	407	402	499	282	339	4,465
YTD 2019	302	733	1,142	1,614	1,963	2,229	2,536	2,943	3,345	3,844	4,126	4,465	
Field Interview	809	967	835	907	735	558	584	701	670	842	581	728	8,917
YTD 2019	809	1,776	2,611	3,518	4,253	4,811	5,395	6,096	6,766	7,608	8,189	8,917	

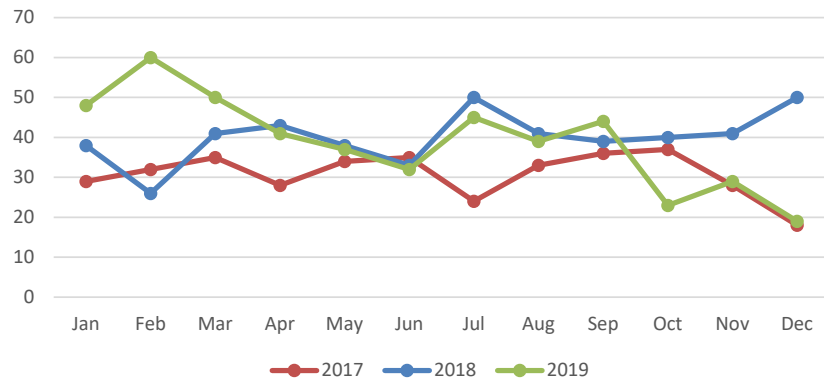
## Enforcement Contacts - 2018

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Felony Arrest	38	26	41	43	38	33	50	41	39	40	41	50	480
YTD 2018	38	64	105	148	186	219	269	310	349	389	430	480	
Misd. Arrest	88	109	123	90	117	142	108	127	119	160	144	129	1,456
YTD 2018	88	197	320	410	527	669	777	904	1,023	1,183	1,327	1,456	
Cite & Release	396	405	457	175	280	235	199	236	151	206	144	176	3,060
YTD 2018	396	801	1,258	1,433	1,713	1,948	2,147	2,383	2,534	2,740	2,884	3,060	
Field Interview	512	581	581	476	527	513	491	605	433	570	489	463	6,241
YTD 2018	512	1,093	1,674	2,150	2,677	3,190	3,681	4,286	4,719	5,289	5,778	6,241	

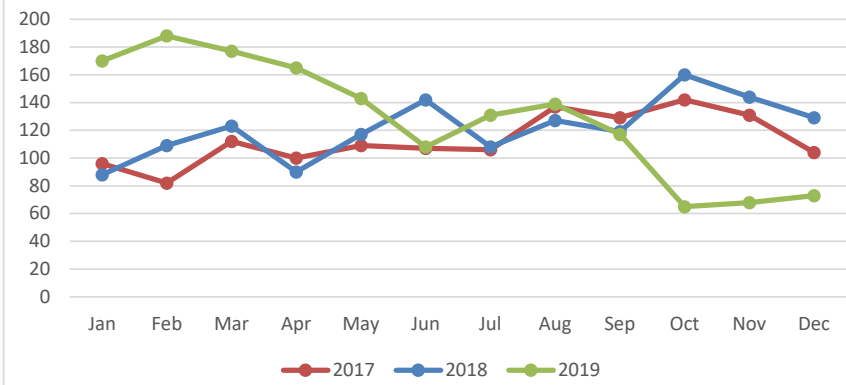
# Enforcement Contacts - 2017

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Felony Arrest	29	32	35	28	34	35	24	33	36	37	28	18	369
YTD 2017	29	61	96	124	158	193	217	250	286	323	351	369	
Misd. Arrest	96	82	112	100	109	107	106	137	129	142	131	104	1,355
YTD 2017	96	178	290	390	499	606	712	849	978	1,120	1,251	1,355	
Cite & Release	356	578	355	252	222	155	261	654	385	730	287	200	4,435
YTD 2017	356	934	1,289	1,541	1,763	1,918	2,179	2,833	3,218	3,948	4,235	4,435	
Field Interview	175	336	322	349	418	336	348	545	749	646	508	466	5,198
YTD 2017	175	511	833	1,182	1,600	1,936	2,284	2,829	3,578	4,224	4,732	5,198	

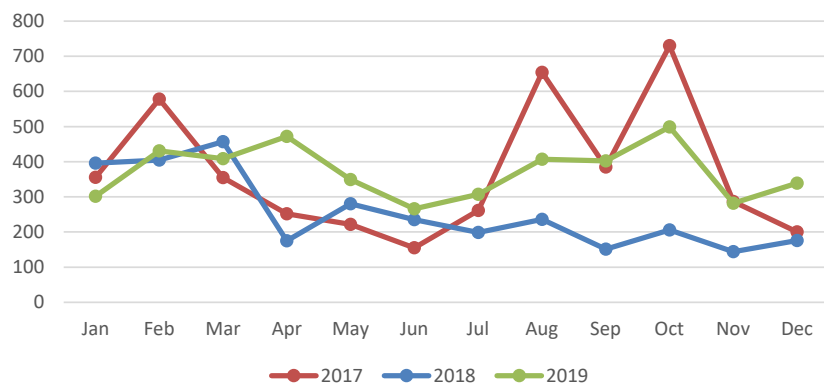
### Felony Arrests



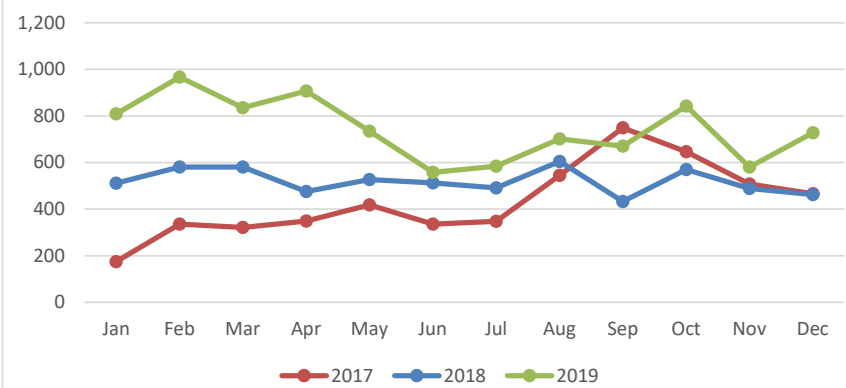
### Misdemeanor Arrests



### Cite & Release



### Field Interviews



# Parking Enforcement - 2019

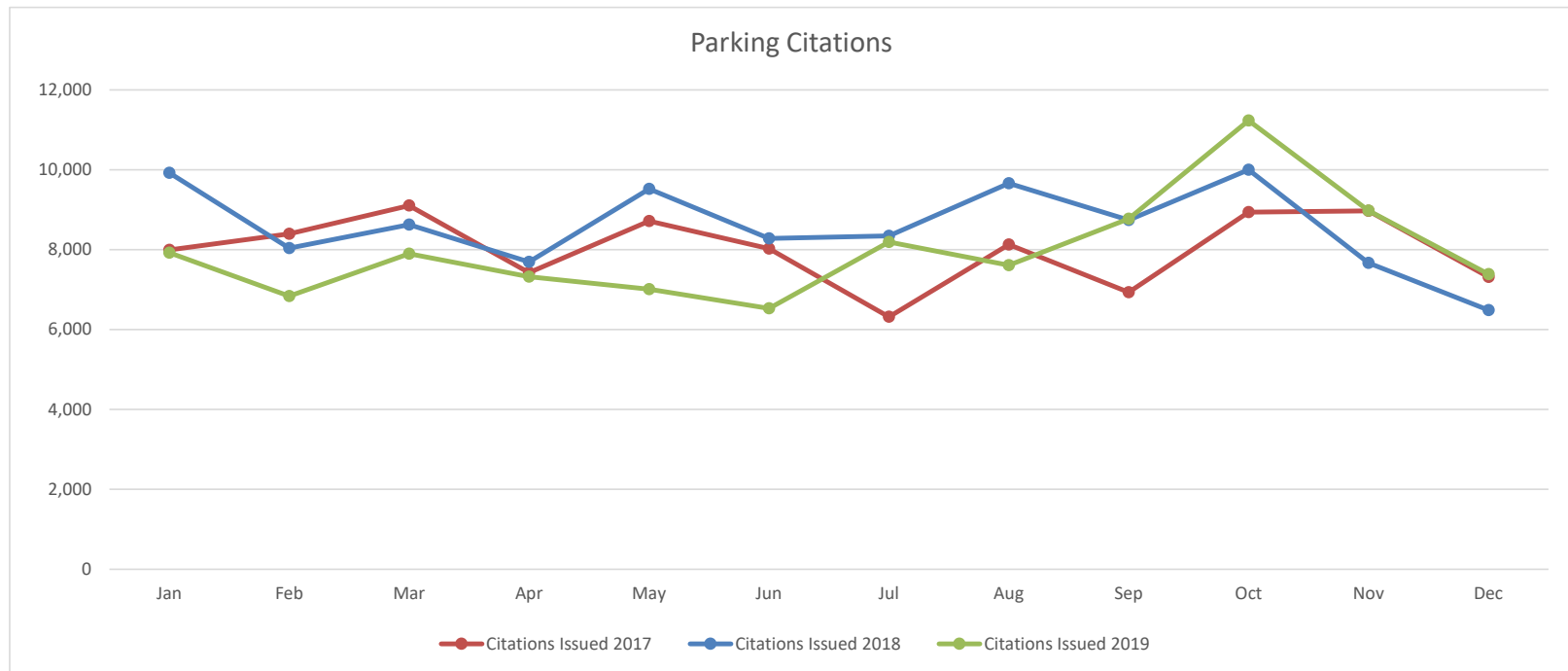
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Citations Issued	7,927	6,837	7,897	7,322	7,010	6,530	8,191	7,614	8,777	11,234	8,979	7,390	95,708
YTD 2019	7,927	14,764	22,661	29,983	36,993	43,523	51,714	59,328	68,105	79,339	88,318	95,708	
Contested	1,654	1,605	1,838	1,386	1,803	1,447	1,808	1,682	1,789	2,307	2,086	1,634	21,039
YTD 2019	1,654	3,259	5,097	6,483	8,286	9,733	11,541	13,223	15,012	17,319	19,405	21,039	
Dismissed	1,039	983	1,155	890	1,127	890	1,160	1,008	1,018	1,396	1,340	1,062	13,068
YTD 2019	1,039	2,022	3,177	4,067	5,194	6,084	7,244	8,252	9,270	10,666	12,006	13,068	

# Parking Enforcement - 2018

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Citations Issued	9,925	8,042	8,629	7,697	9,520	8,281	8,344	9,661	8,744	10,001	7,671	6,488	103,003
YTD 2018	9,925	17,967	26,596	34,293	43,813	52,094	60,438	70,099	78,843	88,844	96,515	103,003	
Contested	2,121	1,808	2,152	1,782	1,827	2,053	1,958	2,211	2,060	2,314	1,925	1,667	23,878
YTD 2018	2,121	3,929	6,081	7,863	9,690	11,743	13,701	15,912	17,972	20,286	22,211	23,878	
Dismissed	1,502	1,200	1,448	1,160	1,152	1,294	1,223	1,438	1,309	1,489	1,197	1,037	15,449
YTD 2018	1,502	2,702	4,150	5,310	6,462	7,756	8,979	10,417	11,726	13,215	14,412	15,449	

# Parking Enforcement - 2017

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Citations Issued	7,997	8,400	9,104	7,424	8,716	8,028	6,318	8,131	6,933	8,939	8,973	7,316	96,279
YTD 2017	7,997	16,397	25,501	32,925	41,641	49,669	55,987	64,118	71,051	79,990	88,963	96,279	
Contested	1,324	1,673	1,761	1,796	1,912	1,681	1,587	1,734	1,578	1,793	1,556	2,116	20,511
YTD 2017	1,324	2,997	4,758	6,554	8,466	10,147	11,734	13,468	15,046	16,839	18,395	20,511	
Dismissed	821	1,000	1,136	1,223	1,288	1,070	998	1,115	937	1,107	940	1,375	13,010
YTD 2017	821	1,821	2,957	4,180	5,468	6,538	7,536	8,651	9,588	10,695	11,635	13,010	



# Warrant Arrests

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<b>2019</b>												
BART Felony Warrants	3	2	1	2	0	1	0	0	0	3	0	0
BART Misdemeanor Warrants	2	13	3	5	0	3	7	10	2	2	3	7
O/S Felony Warrants	24	39	32	17	16	14	29	17	19	24	25	20
O/S Misdemeanor Warrants	81	73	82	101	61	42	64	57	65	71	86	64
<b>Monthly Total</b>	<b>110</b>	<b>127</b>	<b>118</b>	<b>125</b>	<b>77</b>	<b>60</b>	<b>100</b>	<b>84</b>	<b>86</b>	<b>100</b>	<b>114</b>	<b>91</b>
<b>YTD Total</b>	<b>110</b>	<b>237</b>	<b>355</b>	<b>480</b>	<b>557</b>	<b>617</b>	<b>717</b>	<b>801</b>	<b>887</b>	<b>987</b>	<b>1,101</b>	<b>1,192</b>
<b>2018</b>												
BART Felony Warrants	2	1	3	0	2	1	2	2	2	0	1	0
BART Misdemeanor Warrants	3	3	2	2	6	4	1	4	5	7	2	4
O/S Felony Warrants	12	10	16	29	29	8	16	14	10	21	17	23
O/S Misdemeanor Warrants	40	37	68	55	60	36	67	51	41	69	62	67
<b>Monthly Total</b>	<b>57</b>	<b>51</b>	<b>89</b>	<b>86</b>	<b>97</b>	<b>49</b>	<b>86</b>	<b>71</b>	<b>58</b>	<b>97</b>	<b>82</b>	<b>94</b>
<b>YTD Total</b>	<b>57</b>	<b>108</b>	<b>197</b>	<b>283</b>	<b>380</b>	<b>429</b>	<b>515</b>	<b>586</b>	<b>644</b>	<b>741</b>	<b>823</b>	<b>917</b>
<b>2017</b>												
BART Felony Warrants	1	2	1	1	2	3	1	5	1	1	1	0
BART Misdemeanor Warrants	6	4	3	5	9	2	6	17	10	3	8	3
O/S Felony Warrants	20	19	20	18	18	15	10	9	18	16	14	6
O/S Misdemeanor Warrants	39	40	53	53	54	44	52	53	48	74	60	36
<b>Monthly Total</b>	<b>66</b>	<b>65</b>	<b>77</b>	<b>77</b>	<b>83</b>	<b>64</b>	<b>69</b>	<b>84</b>	<b>77</b>	<b>94</b>	<b>83</b>	<b>45</b>
<b>YTD Total</b>	<b>66</b>	<b>131</b>	<b>208</b>	<b>285</b>	<b>368</b>	<b>432</b>	<b>501</b>	<b>585</b>	<b>662</b>	<b>756</b>	<b>839</b>	<b>884</b>



## San Francisco Bay Area Rapid Transit Police Department Criminal Investigations Division Monthly Summary Report Dec, 2019

### Detective Assignments

Total number of cases assigned to detectives during the month	Number of cases that are still being investigated by detectives	Number of cases that all current leads have been exhausted	Number of cases that were sent to the district attorney's offices for a review	Number of cases that the district attorney's offices has not made a final disposition	Number of cases that were charged/probation violation by the district attorney	Number of cases that were not charged by the district attorney's offices	Percentage of cases that the district attorney's offices filed charges	Total number of cases that are assigned to a detective as of January 1, 2020
<b>226</b>	<b>69</b>	<b>20</b>	<b>133</b>	<b>95</b>	<b>22</b>	<b>16</b>	<b>17%</b>	<b>308</b>

**Submitted By: Sgt. J. Guerra #S52**

**Date: 1/10/2020**

## San Francisco Bay Area Rapid Transit Police Department Criminal Investigations Division December 2019

### Detective Closure Rate

		Total number of cases assigned to detectives previous 12 months (January 2019 - December 2019)	Number of cases that are still being investigated by detectives	Number of cases that all current leads have been exhausted	Percentage of cases that all current leads have been exhausted	Number of cases closed by arrest or identification of suspect	Percentage of cases closed by arrest or identification of suspect	Percentage of Open Cases
		<b>3055</b>	<b>277</b>	<b>963</b>	<b>32%</b>	<b>1675</b>	<b>55%</b>	<b>9%</b>
Plumley	<b>D68</b>	385	63	118	<b>31%</b>	201	<b>52%</b>	<b>16%</b>
Medeiros	<b>D65</b>	371	63	137	<b>37%</b>	170	<b>46%</b>	<b>17%</b>
Krehbiel	<b>D72</b>	457	8	133	<b>29%</b>	306	<b>67%</b>	<b>2%</b>
Davis		385	4	136	<b>35%</b>	234	<b>61%</b>	<b>1%</b>
Rosenbaum	<b>D67</b>	347	16	71	<b>20%</b>	256	<b>74%</b>	<b>5%</b>
Ulep	<b>D74</b>	520	40	69	<b>13%</b>	402	<b>77%</b>	<b>8%</b>
Robbery	<b>Robbery</b>	213	1	202	<b>95%</b>	8	<b>4%</b>	<b>0%</b>
Jones	<b>D70</b>	280	82	97	<b>35%</b>	98	<b>35%</b>	<b>29%</b>

#### CASES IN DETECTIVE QUEUE

		Total	Past 60 days
Plumley	<b>D68</b>	63	50
Medeiros	<b>D65</b>	63	40
Krehbiel	<b>D72</b>	8	0
Davis		4	4
Rosenbaum	<b>D67</b>	16	14
Ulep	<b>D74</b>	40	24
Robbery	<b>Robbery</b>	1	1
Jones	<b>D70</b>	82	40

Submitted by: Sgt. J. Guerra #S52  
Date: January 10, 2020



## Assembly Bill 716 - 2019

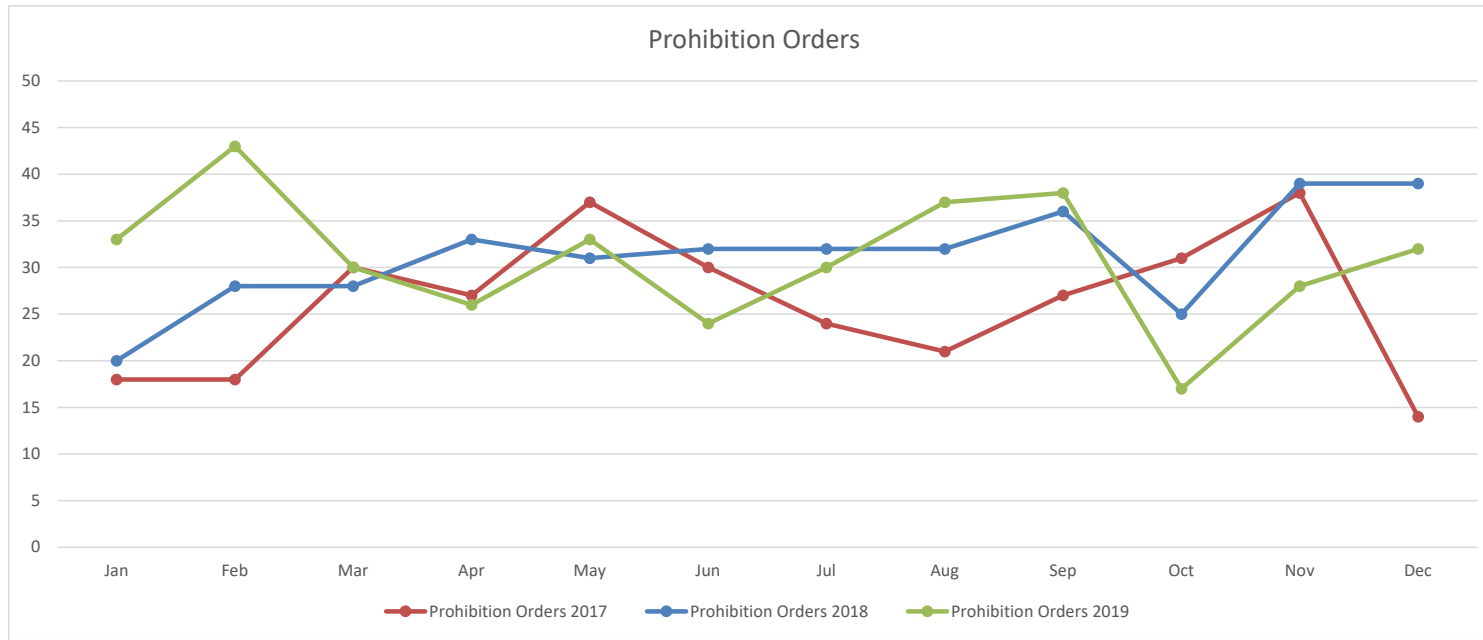
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Prohibition Orders Issued	33	43	30	26	33	24	30	37	38	17	28	32	371
YTD 2019	33	76	106	132	165	189	219	256	294	311	339	371	

## Assembly Bill 716 - 2018

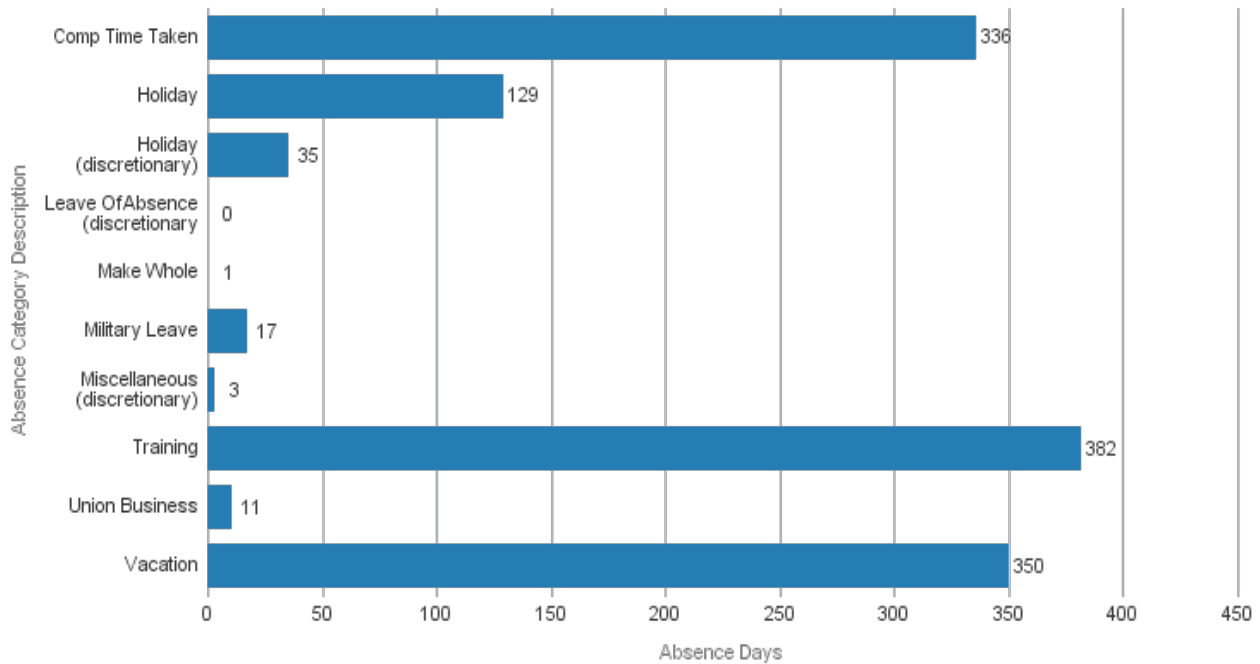
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Prohibition Orders Issued	20	28	28	33	31	32	32	32	36	25	39	39	375
YTD 2018	20	48	76	109	140	172	204	236	272	297	336	375	

## Assembly Bill 716 - 2017

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Prohibition Orders Issued	18	18	30	27	37	30	24	21	27	31	38	14	315
YTD 2017	18	36	66	93	130	160	184	205	232	263	300	315	

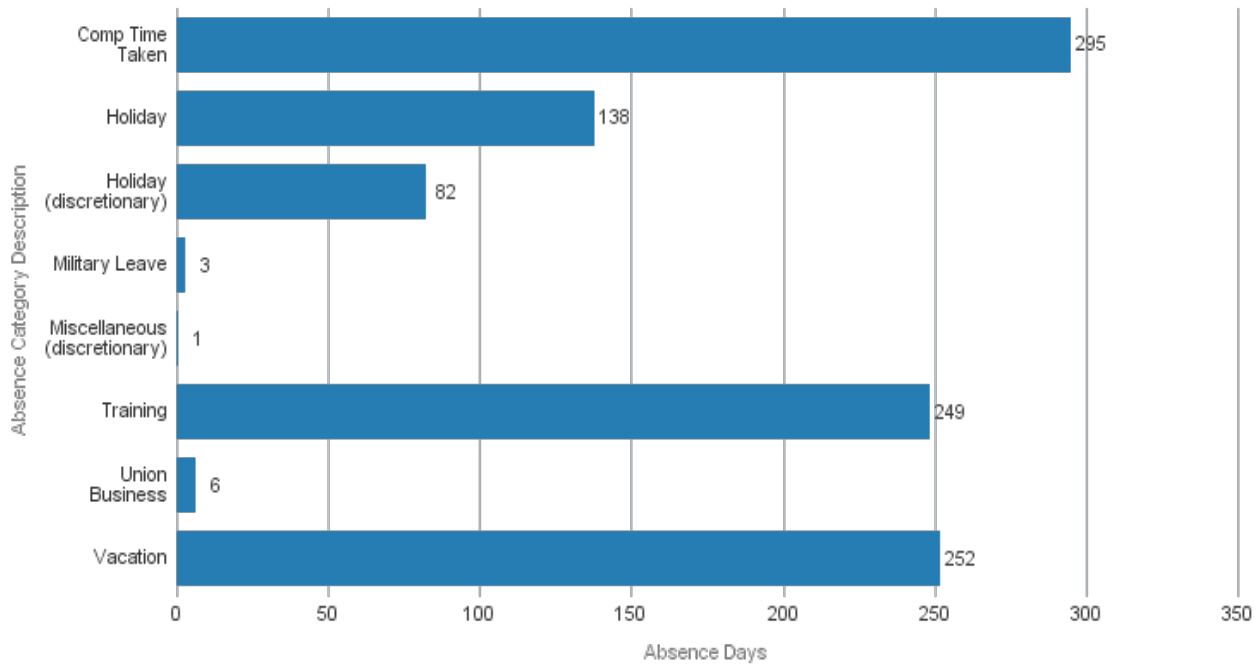


### Scheduled Absence Overview - December 2019



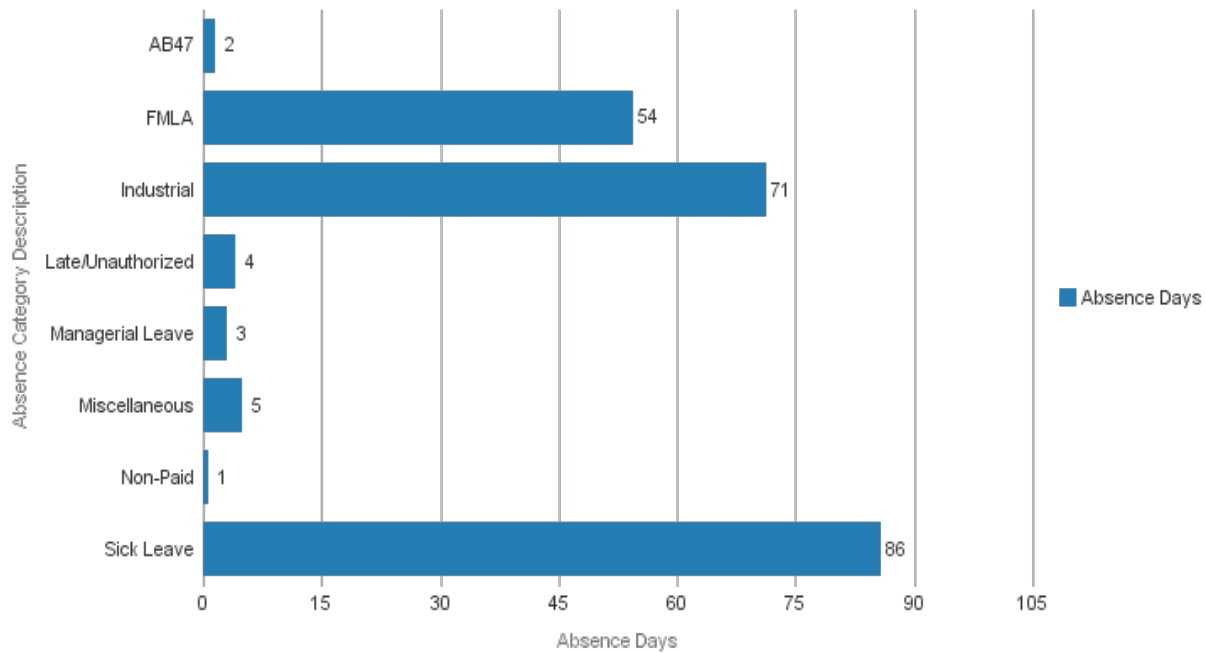
Absence Category Description	Absence Hours	Absence Days	% Total
Comp Time Taken	3,408	336	27%
Holiday	1,176	129	10%
Holiday (discretionary)	328	35	3%
Leave OfAbsence (discretionary)	0	0	0%
Make Whole	7	1	0%
Military Leave	170	17	1%
Miscellaneous (discretionary)	32	3	0%
Training	3,193	382	30%
Union Business	123	11	1%
Vacation	3,506	350	28%
<b>Grand Total</b>	<b>11,943</b>	<b>1,263</b>	<b>100%</b>

### Scheduled Absence Overview - December 2018



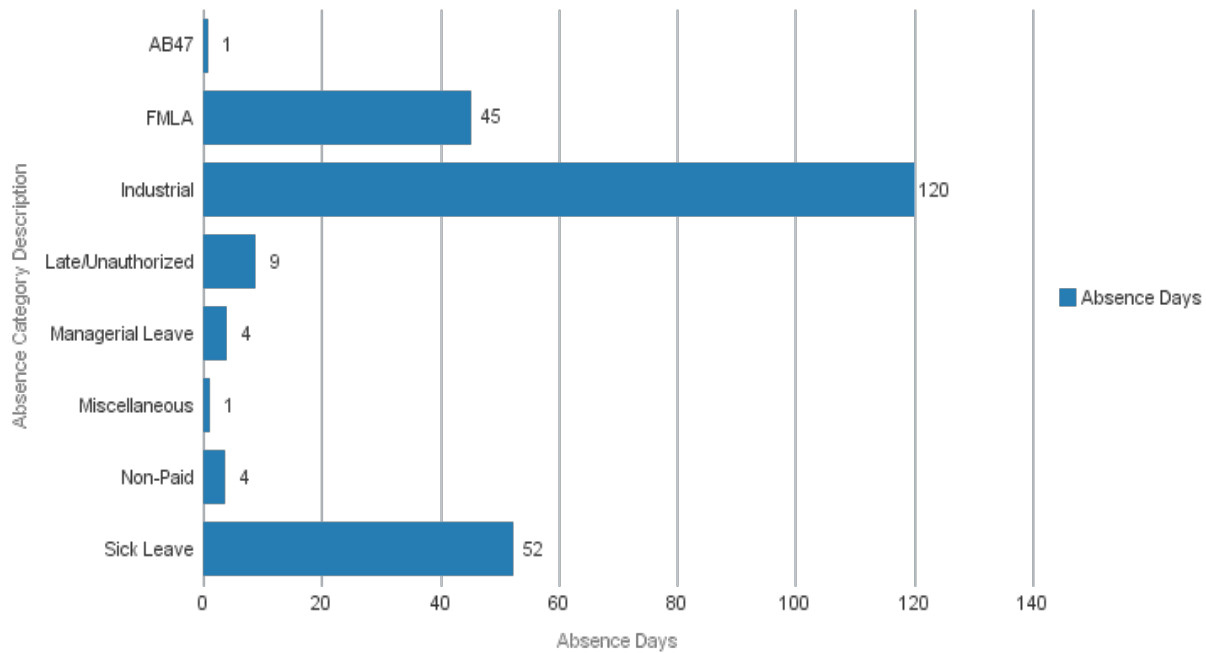
Absence Category Description	Absence Hours	Absence Days	% Total
Comp Time Taken	3,007	295	29%
Holiday	1,309	138	13%
Holiday (discretionary)	826	82	8%
Military Leave	36	3	0%
Miscellaneous (discretionary)	8	1	0%
Training	2,285	249	24%
Union Business	77	6	1%
Vacation	2,482	252	25%
<b>Grand Total</b>	<b>10,029</b>	<b>1,026</b>	<b>100%</b>

### Unscheduled Absence Overview - December 2019



Absence Category Description	Absence Hours	Absence Days	% Total
AB47	17	2	1%
FMLA	580	54	24%
Industrial	769	71	32%
Late/Unauthorized	42	4	2%
Managerial Leave	30	3	1%
Miscellaneous	50	5	2%
Non-Paid	6	1	0%
Sick Leave	895	86	38%
<b>Grand Total</b>	<b>2,389</b>	<b>226</b>	<b>100%</b>

### Unscheduled Absence Overview - December 2018



Absence Category Description	Absence Hours	Absence Days	% Total
AB47	8	1	0%
FMLA	477	45	19%
Industrial	1,161	120	51%
Late/Unauthorized	91	9	4%
Managerial Leave	38	4	2%
Miscellaneous	12	1	0%
Non-Paid	38	4	2%
Sick Leave	501	52	22%
<b>Grand Total</b>	<b>2,325</b>	<b>236</b>	<b>100%</b>

**BART PD OVERTIME MONTHLY****December 2019**

Activity Name	Activity ID	2018			2019		
		Overtime10	Overtime15	Overtime20	Overtime10	Overtime15	Overtime20
Active Shooter Video	ASVID	0	0	0	0	2,732	6,654
Admin	ADMIN	0	576	960	0	1,296	0
Admin Pool CapRR	ADMIN	0	576	960	0	1,296	0
AdminSuppor to be allocated	ADMIN	0	576	960	0	1,296	0
Administration	ADMIN	0	576	960	0	1,296	0
Adv Officer Training	ADVOF	169	11,759	12,054	211	2,180	3,935
BART Labor	BLABR	0	605	518	0	1,103	1,807
BF OT Discr Day BPD	BFDCS	0	4,244	4,499	0	0	1,055
BF OT Industrial Leave BPD	BFILV	0	0	3,077	1,318	4,956	9,520
BF OT Patrol TRN	BFTRN	0	2,951	1,233	0	768	1,152
BF OT Recovery Day	BFRCV	0	5,908	20,592	1,303	0	12,509
BF OT Training BPD	BFTRN	0	2,951	1,233	0	768	1,152
BF OT Vacancy BPD	BFVCN	305	20,274	38,823	902	18,670	41,766
BF OT Vacation BPD	BFVAC	1,476	41,048	63,763	5,026	68,077	88,408
BF Sick/FMLA/Brvment	BFSLV	0	9,426	18,559	0	15,401	21,728
Boardroom Security	BRDRM	0	441	696	213	246	1,093
COPPS Project/Event	COPPS	0	1,718	1,429	91	5,632	0
Calendar Year 2018	CY2018	0	0	0	0	492	0
Capital Pool CapRR	ADMIN	0	576	960	0	1,296	0
Coliseum Events	CEOPS	434	12,494	13,626	0	1,822	18,195
Court Appearance	COURT	0	424	0	0	116	0
Def Tac Instructor TRN	DEFTR	0	0	0	0	1,629	0
Detectives Unit OT	INVST	0	8,388	5,385	1,516	12,994	14,426
EMS/OWS Pltfrm Detail	PLTFM	243	7,189	4,496	213	5,062	5,392
Evidence Collection	EVIDN	0	1,322	0	0	1,440	0
Explorer Advisors	EXPLR	0	533	0	0	726	0
Final Design	FDSGN	0	3,274	6,072	467	4,747	5,887
Held Over/Late Case	HLDV	0	15,053	1,445	0	15,036	1,855
Honor Guard Detail	HONOR	0	375	0	0	0	614
IA Unit Overtime	IAUNT	0	6,675	873	0	2,953	0
MTC SECURITY	MTCS	0	412	0	0	0	0
Meeting Attendance	MTNGS	0	2,728	898	0	1,220	1,060

Mgr of Sec Programs	SECPR	0	436	0	0	0	0
New Year's Eve SVC 2	NYEVE	1,019	30,079	0	13,591	10,956	4,161
Operating	OPER	0	14,138	25,962	3,445	125,108	166,870
	OPRTN	77	22,130	8,287	1,056	23,809	8,805
P&T Unit Overtime	PTUNT	0	6,180	803	0	11,675	7,483
Police Admin OT	PADMN	0	12,242	4,853	0	8,828	4,593
Pre Revenue	PRERV	0	0	0	0	58	0
Ptrl Special Enforcement	SPECL	1,182	32,621	34,069	2,082	23,009	37,066
Raiders - Walkway	RAIDR	410	1,193	4,902	0	0	0
Raiders Game Cleanup	RAIDR	410	1,193	4,902	0	0	0
Range Staff Training	RANGE	0	0	0	0	748	0
Rev Protection Unit OT	RVPRT	0	123	0	0	2,334	0
SF STA CLN SEC	DSFCS	0	4,233	12,189	0	2,328	10,397
SWAT Team Expenses	SWATT	0	0	814	0	515	614
SWAT Team Training	SWATT	0	0	814	0	515	614
Soil Borings SHS	R50JP	0	0	0	0	245	0
Special Events	SPEVN	0	334	0	0	713	0
Training	TRNNG	0	1,212	0	0	0	633
Training Other	TRNOT	0	5,698	1,049	0	2,786	5,107
Trma Resp Team TRN	TRTRR	0	0	0	0	505	0
Union Business	UNBUS	603	3,541	5,308	0	3,795	4,375
<b>Total</b>		<b>6,328</b>	<b>298,427</b>	<b>308,024</b>	<b>31,435</b>	<b>393,179</b>	<b>488,926</b>

**Dec-19****612,778****913,540**



## Communications Center - 2019

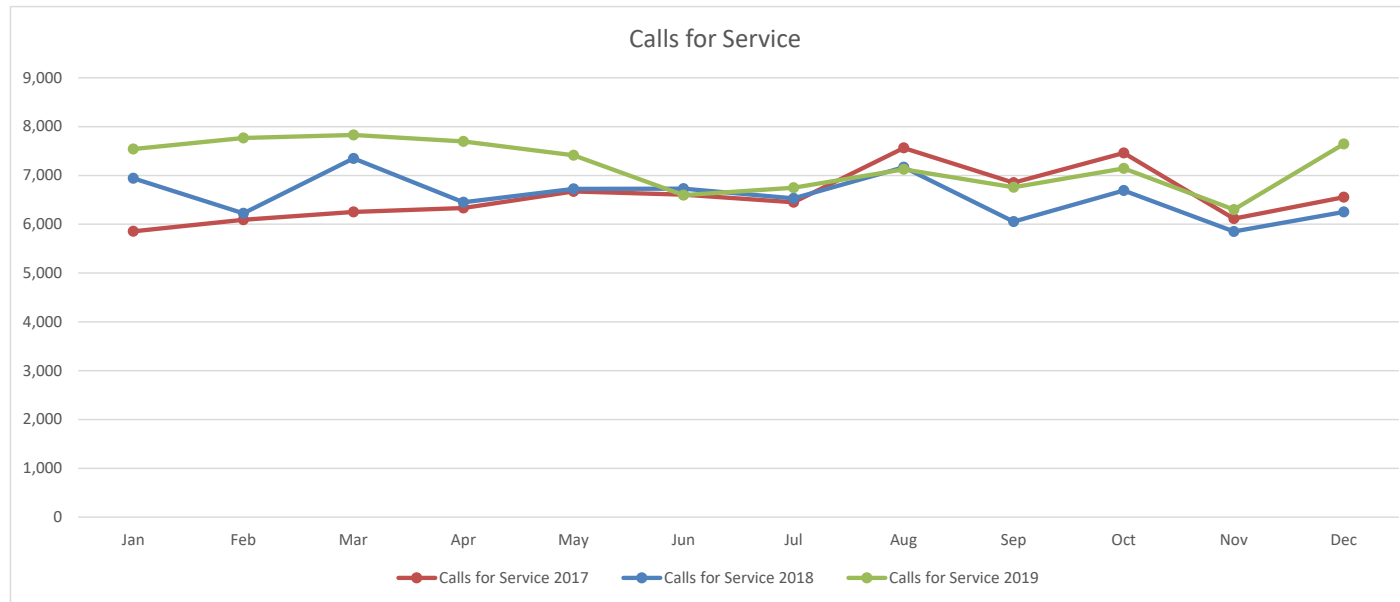
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Calls for Service	7,540	7,765	7,829	7,698	7,415	6,598	6,746	7,126	6,758	7,142	6,301	7,643	86,561
YTD 2019	7,540	15,305	23,134	30,832	38,247	44,845	51,591	58,717	65,475	72,617	78,918	86,561	
Priority 1 Calls	203	181	202	204	202	213	205	199	222	205	192	194	2,422
YTD 2019	203	384	586	790	992	1,205	1,410	1,609	1,831	2,036	2,228	2,422	
Medical Emergencies	361	310	370	321	396	360	318	323	339	329	329	381	4,137
YTD 2019	361	671	1,041	1,362	1,758	2,118	2,436	2,759	3,098	3,427	3,756	4,137	

## Communications Center - 2018

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Calls for Service	6,941	6,222	7,349	6,452	6,724	6,729	6,529	7,168	6,055	6,690	5,852	6,252	78,963
YTD 2018	6,941	13,163	20,512	26,964	33,688	40,417	46,946	54,114	60,169	66,859	72,711	78,963	
Priority 1 Calls	192	180	183	214	214	216	223	202	190	209	200	199	2,422
YTD 2018	192	372	555	769	983	1,199	1,422	1,624	1,814	2,023	2,223	2,422	
Medical Emergencies	414	310	344	373	386	375	341	405	342	361	321	362	4,334
YTD 2018	414	724	1,068	1,441	1,827	2,202	2,543	2,948	3,290	3,651	3,972	4,334	

## Communications Center - 2017

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Calls for Service	5,855	6,093	6,250	6,331	6,670	6,605	6,448	7,562	6,850	7,460	6,117	6,553	78,794
YTD 2017	5,855	11,948	18,198	24,529	31,199	37,804	44,252	51,814	58,664	66,124	72,241	78,794	
Priority 1 Calls	214	192	194	182	209	234	210	185	174	204	154	176	2,328
YTD 2017	214	406	600	782	991	1,225	1,435	1,620	1,794	1,998	2,152	2,328	
Medical Emergencies	425	327	357	344	367	385	376	344	356	387	387	463	4,518
YTD 2017	425	752	1,109	1,453	1,820	2,205	2,581	2,925	3,281	3,668	4,055	4,518	



# BART Watch - 2019

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Crime in Progress	160	124	129	119	121	139	133	89	53	74	48	42	1,231
Disruptive Behavior	1760	1539	1703	1419	1527	1377	1405	1594	597	627	573	549	14,670
Drug Use	676	636	616	505	576	623	576	599	239	243	273	260	5,822
Human Trafficking	15	5	12	5	8	1	5	1	2	1	4	2	61
Illegally Parked Vehicle	27	25	19	32	20	15	18	22	8	11	7	8	212
Aggressive Panhandling	203	178	119	124	134	116	151	114	66	69	39	36	1,349
Report a Crime Tip	31	47	47	35	22	40	26	33	27	22	19	20	369
Robbery/Theft	91	38	50	53	40	49	39	33	20	26	19	29	487
Sexual Assault/Lewd Behavior	79	44	48	62	88	51	83	33	20	27	15	16	566
Suspicious Activity	248	204	186	212	209	211	211	172	100	91	99	80	2,023
Unattended Bag or Package	48	72	73	55	66	38	66	60	32	39	35	24	608
Unsecure Door	5	11	12	17	16	22	20	20	8	15	10	3	159
Vandalism	116	109	107	78	104	103	61	114	56	69	75	61	1,053
Welfare Check	299	385	403	425	385	283	316	292	155	149	153	148	3,393
<b>Total</b>	<b>3758</b>	<b>3417</b>	<b>3524</b>	<b>3141</b>	<b>3316</b>	<b>3068</b>	<b>3110</b>	<b>3176</b>	<b>1383</b>	<b>1463</b>	<b>1369</b>	<b>1278</b>	<b>32,003</b>

Total Downloads: 83,452

## Total Reports Made

Anonymous: 40.50%

Non-Anonymous: 59.50%

## Statistics

Statistics	Six Week Average	01/27-02/02	01/20-01/26	01/13-01/19	01/06-01/12	12/30-01/05	12/23-12/29
Alerts Sent	0.00	0	0	0	0	0	0
Description	<i>The total number of alerts sent.</i>						
Incoming Reports	344.67	381	396	416	383	286	206
Description	<i>The number of reports sent from users.</i>						
Replies to Reports	465.67	511	557	538	518	386	284
Description	<i>The number of replies sent to users from ELERTS EPICenter console.</i>						

Report Type	# of Reports (all time)	
Disruptive Behavior (A)	31348	41.27%
[none selected]	9018	11.87%
Suspicious Activity (A)	5864	7.72%
Panhandling (D)	5456	7.18%
Crime in Progress (A)	3915	5.15%
Drug Use (A)	3652	4.81%
Other (D)	3082	4.06%
Vandalism (A)	2569	3.38%
Welfare Check (A)	2245	2.96%
Panhandling or Disruptive Behavior (D)	1967	2.59%
Unattended Bag or Package (A)	1741	2.29%
Report a Crime Tip (A)	1331	1.75%
Sexual Assault / Lewd Behavior (A)	1145	1.51%
Illegally Parked Vehicle (A)	1054	1.39%
Robbery / Theft (A)	904	1.19%
Unsecure Door (A)	450	0.59%
Aggressive Panhandling (A)	124	0.16%
Human Trafficking (A)	89	0.12%
Text-a-Tip (A)	13	0.02%
Total	75967	100 %
(A) Active   Disabled (D)		

Identification	Total
Anonymous	40.55 %
Description	<i>Reports sent anonymously.</i>
Non-Anonymous	59.45 %
Description	<i>Reports sent non-anonymously.</i>

App Statistics (including tests)	
Total Messages (iOS)	111283
Description	<i>Reports and replies via iOS devices.</i>
Total Messages (Android)	47149
Description	<i>Reports and replies via Android devices.</i>
Total Messages (SMS)	13
Description	<i>Reports and replies via SMS.</i>

TEST-THIS IS ONLY A TEST	# of Reports (all time)
TEST Report Total	8806

Top SMS Users	
Phone Number	Number of Reports
7817383461	6
7029071486	1
4849860547	1
5103685574	1
6312137467	1
5109789702	1
5108215151	1
9178090953	1



Office of the  
**INDEPENDENT  
POLICE AUDITOR**

BAY AREA RAPID TRANSIT DISTRICT

# MONTHLY REPORT

December 2019

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Issue date: January 13, 2020

This report is filed pursuant to the BART Citizen Oversight Model, Chapter 1-05 (B), which requires the Office of the Independent Police Auditor (OIPA) to submit reports to the BART Police Citizen Review Board (BPCRB). This report provides information for the period **December 1, 2019 through December 31, 2019.**<sup>1</sup>

**The Quantitative Report includes all complaints received and administrative investigations initiated by both OIPA and the BART Police Department (BPD) Internal Affairs Bureau.**

## QUANTITATIVE REPORT

	Cases Filed <sup>2</sup>	Open Cases <sup>3</sup>	IAB Investigations Resolved*	OIPA Investigations Concluded <sup>4</sup>	Cases Appealed to OIPA <sup>5</sup>	Cases Appealed by BPCRB <sup>6</sup>
December 2018	5	62		0	0	0
January 2019	15	64		1	0	0
February 2019	12	60		1	0	0
March 2019	14	57		1	0	0
April 2019	14	57		0	0	0
May 2019	10	56		2	0	0
June 2019	9	61		1	0	0
July 2019	11	61		0	0	0
August 2019	9	62		1	0	0
September 2019	13	53		1	0	0
October 2019	6	53	6	1	0	0
November 2019	10	59	2	1	0	0
December 2019	6	58	6	1	0	0

### TYPES OF CASES FILED

Citizen Complaints (Formal)	1
Informal Complaints <sup>7</sup>	3
Administrative Investigations	2
Inquiries <sup>8</sup>	0
<b>TOTAL</b>	<b>6</b>

### CITIZEN COMPLAINTS RECEIVED PER DEPARTMENT<sup>9</sup>

OIPA	1
BART Police Department	0
<b>TOTAL</b>	<b>1</b>

<sup>1</sup>OIPA added a new data column to the October 2019 Monthly Report which will be populated going forward.

## COMPLAINTS/INVESTIGATIONS INITIATED DURING REPORTING PERIOD

During December 2019, **1 Citizen Complaint** was received by OIPA:

Complaint # (IA Case #)	Nature of Complaint	Action Taken	Days Elapsed Since Complaint Filed
1 (OIPA #19-54) (IA2019-128)	Officers #1-2: <ul style="list-style-type: none"> <li>• Performance of Duty</li> <li>• Conduct Unbecoming an Officer</li> </ul> Officer #2: <ul style="list-style-type: none"> <li>• Arrest or Detention</li> </ul>	OIPA notified BPD which initiated an investigation.	40

During December 2019, **2 Informal Complaints** were received by BPD:

Complaint # (IA Case #)	Nature of Complaint	Action Taken	Days Elapsed Since Investigation Initiated
1 (IA2019-127)	Officers #1-2: <ul style="list-style-type: none"> <li>• Policy/Procedure</li> </ul>	BPD initiated a Supervisor Referral. <sup>10</sup>	40
2 (IA2019-131)	Officer #1: <ul style="list-style-type: none"> <li>• Conduct Unbecoming an Officer</li> </ul>	BPD initiated a Supervisor Referral.	30

During December 2019, **2 Administrative Investigations** were initiated by BPD:

Complaint # (IA Case #)	Nature of Complaint	Action Taken	Days Elapsed Since Investigation Initiated
1 (IA2019-132)	Officer #1: <ul style="list-style-type: none"> <li>• Conduct Unbecoming an Officer</li> </ul>	BPD initiated an investigation.	13
2 (IA2019-129)	Employee #1: <ul style="list-style-type: none"> <li>• Policy/Procedure</li> </ul>	BPD initiated an investigation.	31

## COMPLAINTS/INVESTIGATIONS INITIATED DURING A PRIOR REPORTING PERIOD

During October 2019, **1 Informal Complaint** was received by BPD:

Complaint # (IA Case #)	Nature of Complaint	Action Taken	Days Elapsed Since Complaint Filed
1 (IA2019-130)	Employee #1: <ul style="list-style-type: none"> <li>• Courtesy</li> </ul>	BPD initiated an investigation.	74

## COMPLAINTS/INVESTIGATIONS CONCLUDED DURING REPORTING PERIOD

During December 2019, **1 Citizen Complaint** was concluded by OIPA:

Complaint # (OIPA Case #)	Nature of Complaint	Disposition	Days Elapsed Since Complaint Filed	Days Taken to Complete Investigation
1 (OIPA #19-11) (IA2019-036) <sup>†</sup>	Officer improperly detained complainant, used excessive force during the contact, improperly handled complainant's property, and failed to properly document a law enforcement contact.	Officer #1: <ul style="list-style-type: none"> <li>• Force – Exonerated</li> <li>• Arrest or Detention – Exonerated</li> <li>• Performance of Duty – Sustained</li> <li>• Policy/Procedure (AXON Camera) – Exonerated</li> <li>• Policy/Procedure (Property) – Exonerated</li> </ul>	301	254

During December 2019, **3 Citizen Complaints (Formal)** were concluded by BPD:

Complaint # (IA Case #)	Nature of Complaint	Disposition	Days Elapsed Since Complaint Filed	Days Taken to Complete Investigation
1 (IA2017-040)	Officer used unnecessary or excessive force during a contact.	Officers #1-2: <ul style="list-style-type: none"> <li>• Force – Exonerated</li> </ul>	970	937 <sup>‡</sup>
2 (IA2019-024)	Officer harassed complainant and engaged in improper sexual relations.	Officer #1: <ul style="list-style-type: none"> <li>• Conduct Unbecoming an Officer (Count 1) – Sustained</li> <li>• Conduct Unbecoming an Officer (Counts 2-3) – Not Sustained</li> </ul>	330	290
3 (IA2019-062)	Officers used unnecessary or excessive force during a contact.	Officers #1-2: <ul style="list-style-type: none"> <li>• Force – Exonerated</li> </ul>	242	217

<sup>†</sup> This complaint remains on the list of open investigations in the IAB database pending presentation of the OIPA investigative report to the BPCRB in closed session. OIPA's investigative findings and disciplinary recommendations were delivered to the BPCRB in closed session at their regular meeting in November 2019, but the report was required to be presented again in December 2019 due to a lack of quorum during the closed session. In the intervening period, OIPA determined that the sustained allegation was more appropriately defined as Performance of Duty than Conduct Unbecoming an Officer, and the report was revised to reflect that determination.

<sup>‡</sup> This case was tolled pending civil litigation and was completed within the statutory time limit imposed by Government Code §3304.



During December 2019, **3 Informal Complaints** were addressed by BPD:

Complaint # (IA Case #)	Nature of Complaint	Disposition	Days Elapsed Since Complaint Filed	Days Taken to Complete Investigation
1 (IA2019-105)	Officer was rude to complainant.	Officer #1: • Courtesy – Supervisor Referral	129	115
2 (IA2019-127)	Officers improperly parked patrol vehicle.	Unknown Officers #1-2: • Policy/Procedure – Supervisor Referral	40	1
3 (IA2019-118)	Officers were rude and confrontational when communicating with complainant.	Officers #1-2: • Conduct Unbecoming an Officer – Supervisor Referral	70	26

#### DISCIPLINE ISSUED DURING REPORTING PERIOD

No discipline was issued by BPD during December 2019.

#### ADDITIONAL NOTES

In accordance with the BART Citizen Oversight Model (Model), OIPA investigates certain complaints, conducts complainant-initiated appeals, and also monitors and/or reviews complaint investigations conducted by BPD. Though potentially work-intensive, some complaint investigation reviews are completed informally, with any concerns being addressed through a conference with BPD’s Internal Affairs investigators. Noting the various kinds of work that OIPA undertakes with regard to complaints and investigations, the following chart includes some of the pending cases in which OIPA is involved as of the end of this reporting period.

Investigations Being Conducted	9
Complainant-Initiated Appeals	0
BPD-Initiated Appeals	0
Investigations Being Monitored	41
Investigations Reviewed During Current Month	10†

†This number does not include all OIPA reviews, as OIPA commonly looks at a variety of cases in the Internal Affairs database to obtain updates on both pending and completed investigations.

The Model provides that OIPA shall have authority to require follow-up investigation into any citizen complaint or allegation that is handled by BPD. The OIPA Monthly Report will reflect information regarding monitored cases with detail not to exceed that which is allowable under state law. The investigations reviewed by OIPA during the period did not generate any notable recommendations for revisions or additional investigation.<sup>11</sup>

<sup>1</sup> In addition to reporting on complaints received by the BART Police Department, the Citizen Oversight Model requires reporting on all complaints received by the “Citizen Board, Office of the District Secretary, and other District departments.” As complaints received by the BART Police Citizen Review Board are customarily directed to OIPA for further action, such complaints are included in the Quantitative Report above; OIPA is also made aware of additional complaints about the BART Police Department by the Office of the District Secretary or other District departments.

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<sup>2</sup> This number includes all Citizen Complaints filed against members of the BART Police Department, as well as Administrative Investigations generated internally by BART Police Department members (as opposed to being filed by a citizen). This number also includes previously completed cases that have been re-opened during the current reporting period.

<sup>3</sup> This number indicates all investigations that are open as of the end of the reporting period. It includes Citizen Complaints (regardless of whether the investigation is being conducted by OIPA, the BART Police Department, or both) and Administrative Investigations.

<sup>4</sup> This number includes all cases completed by OIPA during the reporting period for which OIPA's findings are required by the BART Citizen Oversight Model to be submitted to the BART Police Citizen Review Board. It therefore includes independent investigations, as well as reviews of completed BART Police Department investigations initiated via appeal from a complainant. Unless otherwise noted, it does not include reviews of BART Police Department investigations initiated at the discretion of OIPA, which happen commonly and do not always generate a formal report; it also does not include reviews conducted by OIPA of complaint investigations where the complaint was filed with OIPA but did not fall under OIPA's investigative jurisdiction.

<sup>5</sup> This number refers to appeals filed with OIPA by complainants who have been issued the findings of the BART Police Department's internal investigation into their complaint regarding on-duty incidents. OIPA has a responsibility to review such appeals pursuant to the BART Citizen Oversight Model, Chapter 1-04 (E).

<sup>6</sup> This number refers to all appeals initiated by the BART Police Citizen Review Board after receiving and reviewing the findings issued by OIPA in a given case. The routes of all such appeals are described in detail in the BART Citizen Oversight Model, Chapter 1-04 (B) (iv-v).

<sup>7</sup> The BART Police Department defines an Informal Complaint as, "A comment on the actions of a Department employee, where the reporting party expressly states that he or she does not feel that the matter should be formally investigated with the understanding that an Informal Complaint does not hold the potential to result in disciplinary action against the employee." (BART Police Department Policy Manual, Policy 1020.1.1(d)).

<sup>8</sup> BPD policy provides that if a person alleges or raises an issue that does not constitute a violation of Department policy, procedure, rules, regulations, or the law, the Department will classify the issue as an inquiry.

<sup>9</sup> It is important to note that OIPA does not separate citizen complaints it receives into "Formal" and "Informal" classifications. This chart reflects all citizen complaints received by OIPA and all Formal Complaints received by the BART Police Department.

<sup>10</sup> A Supervisor Referral refers to an instance involving an Inquiry or an Informal Complaint. An assigned supervisor addresses the issue informally with the involved employee and documents the content of the conversation with a memorandum to IA.

<sup>11</sup> OIPA may submit recommendations to IA regarding minor clerical or record-keeping adjustments which are intended to maintain the integrity of the data collection and record-keeping processes at BPD. These are not considered by OIPA to be substantive recommendations requiring reporting herein.



Office of the  
**INDEPENDENT  
POLICE AUDITOR**

BAY AREA RAPID TRANSIT DISTRICT

# MONTHLY REPORT

January 2020

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Issue date: February 10, 2020

This report is filed pursuant to the BART Citizen Oversight Model, Chapter 1-05 (B), which requires the Office of the Independent Police Auditor (OIPA) to submit reports to the BART Police Citizen Review Board (BPCRB). This report provides information for the period **January 1, 2020 through January 31, 2020**.<sup>1</sup>

**The Quantitative Report includes all complaints received and administrative investigations initiated by both OIPA and the BART Police Department (BPD) Internal Affairs Bureau.**

## QUANTITATIVE REPORT

	Cases Filed <sup>2</sup>	Open Cases <sup>3</sup>	IAB Investigations Resolved*	OIPA Investigations Concluded <sup>4</sup>	Cases Appealed to OIPA <sup>5</sup>	Cases Appealed by BPCRB <sup>6</sup>
January 2019	15	64		1	0	0
February 2019	12	60		1	0	0
March 2019	14	57		1	0	0
April 2019	14	57		0	0	0
May 2019	10	56		2	0	0
June 2019	9	61		1	0	0
July 2019	11	61		0	0	0
August 2019	9	62		1	0	0
September 2019	13	53		1	0	0
October 2019	6	53	6	1	0	0
November 2019	10	59	2	1	0	0
December 2019	6	58	6	1	0	0
January 2020	8	53	13	2	0	0

### TYPES OF CASES FILED

Citizen Complaints (Formal)	2
Informal Complaints <sup>7</sup>	3
Administrative Investigations	3
Inquiries <sup>8</sup>	0
<b>TOTAL</b>	<b>8</b>

### CITIZEN COMPLAINTS RECEIVED PER DEPARTMENT<sup>9</sup>

OIPA	1
BART Police Department	1
<b>TOTAL</b>	<b>2</b>

<sup>1</sup>OIPA added a new data column to the October 2019 Monthly Report which will be populated going forward.

## COMPLAINTS/INVESTIGATIONS INITIATED DURING REPORTING PERIOD

During January 2020, **1 Citizen Complaint** was received by OIPA:

Complaint # (IA Case #)	Nature of Complaint	Action Taken	Days Elapsed Since Complaint Filed
1 (OIPA #20-02) (IA2020-003)	Officer #1: <ul style="list-style-type: none"> <li>• Criminal (Fraud)</li> <li>• Conduct Unbecoming an Officer</li> </ul>	OIPA notified BPD which initiated an investigation.	31

During January 2020, **1 Citizen Complaint (Formal)** was received by BPD:

Complaint # (IA Case #)	Nature of Complaint	Action Taken	Days Elapsed Since Complaint Filed
1 (IA2020-002)	Officer #1: <ul style="list-style-type: none"> <li>• Bias-Based Policing</li> </ul>	BPD initiated an investigation.	31

During January 2020, **3 Informal Complaints** were received by BPD:

Complaint # (IA Case #)	Nature of Complaint	Action Taken	Days Elapsed Since Investigation Initiated
1 (IA2020-001)	Officer #1: <ul style="list-style-type: none"> <li>• Performance of Duty</li> </ul>	Administratively Closed <sup>10</sup>	40
2 (IA2020-005)	Officers #1-2: <ul style="list-style-type: none"> <li>• Conduct Unbecoming an Officer</li> </ul>	BPD initiated a Supervisor Referral. <sup>11</sup>	19
3 (IA2020-007)	Officer #1: <ul style="list-style-type: none"> <li>• Courtesy</li> </ul>	BPD initiated a Supervisor Referral.	13

During January 2020, **2 Administrative Investigations** were initiated by BPD:

Complaint # (IA Case #)	Nature of Complaint	Action Taken	Days Elapsed Since Investigation Initiated
1 (IA2020-006)	Officers #1-2: <ul style="list-style-type: none"> <li>• Force</li> <li>• Force (Reporting)</li> <li>• Force (Report Preparation)</li> <li>• Policy/Procedure (AXON Camera)</li> </ul> Officer #1: <ul style="list-style-type: none"> <li>• Conduct Unbecoming an Officer</li> </ul> Officer #2: <ul style="list-style-type: none"> <li>• Force (Duty to Intercede and Report)</li> <li>• Performance of Duty</li> </ul>	BPD initiated an investigation.	14
2 (IA2020-008)	Officer #1: <ul style="list-style-type: none"> <li>• Criminal</li> <li>• Conduct Unbecoming an Officer</li> </ul>	BPD initiated an investigation.	38

**COMPLAINTS/INVESTIGATIONS INITIATED DURING A PRIOR REPORTING PERIOD**

During December 2019, **1 Administrative Investigation** was initiated by BPD:

Complaint # (IA Case #)	Nature of Complaint	Action Taken	Days Elapsed Since Complaint Filed
1 (IA2020-004)	Officer #1: <ul style="list-style-type: none"> <li>• Force</li> <li>• Arrest/Detention</li> <li>• Policy/Procedure</li> </ul>	BPD initiated an investigation.	69

## COMPLAINTS/INVESTIGATIONS CONCLUDED DURING REPORTING PERIOD

During January 2020, **2 Citizen Complaints** were concluded by OIPA:

Complaint # (OIPA Case #)	Nature of Complaint	Disposition	Days Elapsed Since Complaint Filed	Days Taken to Complete Investigation
1 (OIPA #19-15) (IA2019-054) †	Officers improperly detained complainant on the basis of race and sexual orientation, used excessive force during the contact, failed to summon mental health providers, made rude comments, and failed to provide identification to complainant upon request.	Officers #1-2: <ul style="list-style-type: none"> <li>• Bias-Based Policing – Unfounded</li> <li>• Force – Exonerated</li> <li>• Policy/Procedure (General Conduct) – Unfounded</li> </ul> Officer #2: <ul style="list-style-type: none"> <li>• Courtesy – Exonerated</li> <li>• Policy/Procedure (Mental Health Support) – Unfounded</li> </ul>	299	289
2 (OIPA #19-13) (IA2019-041) ‡	Officer improperly detained subject and used excessive force during the contact. Officer failed to properly document a law enforcement contact.	Officer #1: <ul style="list-style-type: none"> <li>• Arrest/detention – Exonerated</li> <li>• Force – Exonerated</li> <li>• Policy/Procedure (AXON Camera) – Sustained</li> </ul>	321	286

During January 2020, **6 Citizen Complaints (Formal)** were concluded by BPD:

Complaint # (IA Case #)	Nature of Complaint	Disposition	Days Elapsed Since Complaint Filed	Days Taken to Complete Investigation
1 (IA2019-025)	Officer used unnecessary or excessive force during a contact.	Officer #1: <ul style="list-style-type: none"> <li>• Force – Exonerated</li> </ul>	354	330

† This complaint remains on the list of open investigations in the IAB database pending presentation of the OIPA investigative report to the BPCRB in closed session.

‡ This complaint remains on the list of open investigations in the IAB database pending presentation of the OIPA investigative report to the BPCRB in closed session.

2 (IA2019-037)	Officer improperly investigated a meritless complaint of criminal activity.	Officer #1: • Policy/Procedure – Administratively Closed	329	304
3 (IA2019-065)	Employee treated complainant differently based on economic class.	Employee #1: • Bias-Based Policing – Administratively Closed	263	246
4 (IA2019-069)	Employee was rude and disrespectful and snatched complainant's property from hand.	Employee #1: • Conduct Unbecoming – Administratively Closed	251	234
5 (IA2019-074)	Officers used unnecessary or excessive force during a contact.	Officers #1-2: • Force – Exonerated	230	218
6 (IA2019-081)	Officers did not respond to a call for service.	Unknown Officers: • Performance of Duty – Administratively Closed	230	218

During January 2020, **2 Informal Complaints** were addressed by BPD:

Complaint # (IA Case #)	Nature of Complaint	Disposition	Days Elapsed Since Complaint Filed	Days Taken to Complete Investigation
1 (IA2019-056)	Officer was disrespectful and dismissive toward complainant and did not take appropriate action in response to a report of criminal activity.	Officer #1: • Performance of Duty – Supervisor Referral	286	268
2 (IA2020-001)	Officer did not take appropriate action upon request from complainant.	Officer #1: • Performance of Duty – Reclassified as an Inquiry by BPD and administratively closed the complaint	40	1
3 (IA2019-118)	Officers were rude and confrontational when communicating with complainant.	Officers #1-2: • Conduct Unbecoming an Officer – Supervisor Referral	70	26



During January 2020, **3 Administrative Investigations** were concluded by BPD:

Investigation # (IA Case #)	Nature of Allegations	Disposition	Days Elapsed Since Investigation Initiated	Days Taken to Address Allegation
1 (IA2019-050)	Officers and employees did not respond appropriately to a call for service.	Officer #1: • Performance of Duty – Reclassified as a Service Review <sup>12</sup> by BPD	67	20
2 (IA2019-067)	Officer used excessive or unnecessary force during an arrest and failed to accurately document the use of force.	Officer #1: • Force – Sustained • Force (Reporting) – Sustained	270	253
3 (IA2019-077)	Officer failed to properly document a law enforcement contact.	Officer #1: • Policy/procedure (AXON Camera) – Sustained	270	253

Also, during the month of January 2020, BPD classified each of the following complaints as an **Inquiry** and administratively closed the complaints: #IA2019-116 (after the complainant abandoned the complaint process), and #IA2019-123 (after determining that no allegation of officer misconduct was articulated).

#### DISCIPLINE ISSUED DURING REPORTING PERIOD

During January 2020, BPD took the following actions in cases where one or more allegations of misconduct were sustained:

Case #	Nature of Sustained Allegation(s)	Classification of Sustained Allegation(s)	Action Taken
1	Officer did not properly document a law enforcement contact.	Officer #1: • Policy/Procedure (AXON Camera)	Officer #1: • Oral Counseling
2	Officer did not properly document a law enforcement contact.	Officer #1: • Policy/Procedure (AXON Camera)	Officer #1: • Letter of Discussion
3	Officer did not properly document a law enforcement contact.	Officer #1: • Policy/Procedure (AXON Camera)	Officer #1: • Letter of Discussion

## ADDITIONAL NOTES

In accordance with the BART Citizen Oversight Model (Model), OIPA investigates certain complaints, conducts complainant-initiated appeals, and also monitors and/or reviews complaint investigations conducted by BPD. Though potentially work-intensive, some complaint investigation reviews are completed informally, with any concerns being addressed through a conference with BPD's Internal Affairs investigators. Noting the various kinds of work that OIPA undertakes with regard to complaints and investigations, the following chart includes some of the pending cases in which OIPA is involved as of the end of this reporting period.

Investigations Being Conducted	8
Complainant-Initiated Appeals	0
BPD-Initiated Appeals	0
Investigations Being Monitored	42
Investigations Reviewed During Current Month	14†

†This number does not include all OIPA reviews, as OIPA commonly looks at a variety of cases in the Internal Affairs database to obtain updates on both pending and completed investigations.

The Model provides that OIPA shall have authority to require follow-up investigation into any citizen complaint or allegation that is handled by BPD. The OIPA Monthly Report will reflect information regarding monitored cases with detail not to exceed that which is allowable under state law. The investigations reviewed by OIPA during the period did not generate any notable recommendations for revisions or additional investigation.<sup>13</sup>

<sup>1</sup> In addition to reporting on complaints received by the BART Police Department, the Citizen Oversight Model requires reporting on all complaints received by the "Citizen Board, Office of the District Secretary, and other District departments." As complaints received by the BART Police Citizen Review Board are customarily directed to OIPA for further action, such complaints are included in the Quantitative Report above; OIPA is also made aware of additional complaints about the BART Police Department by the Office of the District Secretary or other District departments.

<sup>2</sup> This number includes all Citizen Complaints filed against members of the BART Police Department, as well as Administrative Investigations generated internally by BART Police Department members (as opposed to being filed by a citizen). This number also includes OIPA previously completed cases that have been re-opened during the current reporting period.

<sup>3</sup> This number indicates all investigations that are open as of the end of the reporting period. It includes Citizen Complaints (regardless of whether the investigation is being conducted by OIPA, the BART Police Department, or both) and Administrative Investigations.

<sup>4</sup> This number includes all cases completed by OIPA during the reporting period for which OIPA's findings are required by the BART Citizen Oversight Model to be submitted to the BART Police Citizen Review Board. It therefore includes independent investigations, as well as reviews of completed BART Police Department investigations initiated via appeal from a complainant. Unless otherwise noted, it does not include reviews of BART Police Department investigations initiated at the discretion of OIPA, which happen commonly and do not always generate a formal report; it also does not include reviews conducted by OIPA of complaint investigations where the complaint was filed with OIPA but did not fall under OIPA's investigative jurisdiction.

<sup>5</sup> This number refers to appeals filed with OIPA by complainants who have been issued the findings of the BART Police Department's internal investigation into their complaint regarding on-duty incidents. OIPA has a responsibility to review such appeals pursuant to the BART Citizen Oversight Model, Chapter 1-04 (E).

<sup>6</sup> This number refers to all appeals initiated by the BART Police Citizen Review Board after receiving and reviewing the findings issued by OIPA in a given case. The routes of all such appeals are described in detail in the BART Citizen Oversight Model, Chapter 1-04 (B) (iv-v).

<sup>7</sup> The BART Police Department defines an Informal Complaint as, "A comment on the actions of a Department employee, where the reporting party expressly states that he or she does not feel that the matter should be formally investigated with the understanding that an Informal Complaint does not hold the potential to result in disciplinary action against the employee." (BART Police Department Policy Manual, Policy 1020.1.1(d)).

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<sup>8</sup> BPD policy provides that if a person alleges or raises an issue that does not constitute a violation of Department policy, procedure, rules, regulations, or the law, the Department will classify the issue as an inquiry.

<sup>9</sup> It is important to note that OIPA does not separate citizen complaints it receives into "Formal" and "Informal" classifications. This chart reflects all citizen complaints received by OIPA and all Formal Complaints received by the BART Police Department.

<sup>10</sup> Administrative Closure is defined as follows in the BPD Policy Manual: Allegations that are received and documented; however, the Chief of Police or his/her designee determines, based on a preliminary investigation, that further investigation is not warranted. Under these circumstances, the complaint will be Administratively Closed and documented in a summary memorandum to the case file. Employees will be documented as witnesses only, not as subjects to the complaint. Internal Affairs will send a letter to the complainant notifying them that the case was closed following a preliminary investigation.

<sup>11</sup> A Supervisor Referral refers to an instance involving an Inquiry or an Informal Complaint. An assigned supervisor addresses the issue informally with the involved employee and documents the content of the conversation with a memorandum to IA.

<sup>12</sup> Service Review: When a citizen/customer raises a concern pertaining to a global practice throughout the Department such as Department policy, procedure and/or tactics. Depending on the circumstances, the concern may be evaluated and addressed through a Service Review conducted by Internal Affairs, a designated review committee, or a member of Command Staff. When appropriate, a Service Review could result in a change to Department policy, training and/or tactics.

<sup>13</sup> OIPA may submit recommendations to IA regarding minor clerical or record-keeping adjustments which are intended to maintain the integrity of the data collection and record-keeping processes at BPD. These are not considered by OIPA to be substantive recommendations requiring reporting herein.

Summary  
2/3/2020 12:17:26

Differences exist between documents.

**New Document:**

[Lexipol 451 - Body Worn Camera](#)

6 pages (26 KB)

2/3/2020 12:17:25

Used to display results.

**Old Document:**

[Body\\_Worn\\_Camera](#)

7 pages (25 KB)

2/3/2020 12:17:25


[Get started: first change is on page 1.](#)


No pages were deleted

**How to read this report**

**Highlight** indicates a change.

**Deleted** indicates deleted content.

 indicates pages were changed.

 indicates pages were moved.

## Body Worn Camera

### 451.1 PURPOSE AND SCOPE

The San Francisco Bay Area Rapid Transit District Police Department (BART) is providing each of its sergeants, officers, and fare inspectors with a body worn camera for use while on-duty. **Lieutenants will be issued body worn cameras and are required to wear them when they are expecting to take enforcement action while in uniform.** The body worn camera is designed to record both video and audio activity of members during the course of their official police duties. The body worn camera is intended to assist officers in the performance of their duties by providing an objective, unbiased video and audio record of a contact and/or incident.

The use of the body worn camera provides documentary evidence for criminal investigations, civil litigation, and allegations of officer misconduct. Such evidence shall be maintained by the Police Department as an investigatory record if it supports a criminal investigation based on reason to believe the subject of the investigation is or may be involved in criminal conduct, or for purposes of an administrative investigation on the conduct of a member(s) of the Police Department.

Officers shall utilize the body worn camera in accordance with the provision of this Policy in order to maximize the effectiveness of the device, enhance transparency, and ensure the integrity of evidence.

### 451.2 DEFINITIONS

- (a) "AXON camera" This refers to the camera system that captures audio and video signals that is individually worn by officers and that includes at a minimum a recorder, microphone, and paired monitoring device.
- (b) "Audio Recording" is the electronic recording of sound. "Evidence.com" is the online web-based digital media storage facility. The virtual warehouse stores digitally-encrypted data (photographs, audio and video recordings) in a highly secure environment. The digital recordings are accessible to authorized personnel based upon a security clearance and maintain an audit trail of user activity.
- (c) "Evidence Transfer Manager" (ETM) is a docking station that simultaneously recharges the AXON camera and uploads all data captured from the camera's point of view during officer's shift to bartpd.evidence.com. The ETM ensures that evidence handling is secured and cannot be altered.
- (d) The AXON camera manages the video compression and storage and is capable of playback via a Bluetooth paired smart device. The AXON camera ensures that evidence handling is secured and cannot be altered. Once plugged into the docking station, the AXON camera will upload digitally-encrypted data through the Evidence Transfer Manager to bartpd.evidence.com.
- (e) "AXON Technician" An employee of the department assigned by the system administrator that will assign, oversees, and tracks Department equipment. The AXON Technician shall oversee needed repairs or replacement of the AXON cameras and Evidence Transfer Manager equipment through AXON representatives.

## Body Worn Camera

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- (f) "System Administrator" The Administrative Services Supervisor will be the bartpd.evidence.com system administrator with full access to user rights who controls passwords, coordinates with the AXON Technician, and acts as liaison with AXON representatives.
- (g) "Video Recording" is the electronic recording of visual images with or without audio component.
- (h) "Impound" is the process by which video and audio files are uploaded to Evidence.com by docking the AXON camera to the Evidence Transfer Manager thereby ensuring files are secure and unable to be altered.

### 451.2.1 CATEGORIES AND RETENTION PERIODS

The BART Police Department has categories to tag and retain our videos in Evidence.com, which can be updated at any time by BPD. The retention period for each category will be determined by the records retention schedule. It should be noted that retention times can be extended at any time by a Supervisor, Internal Affairs, Evidence Specialist, BPD System Administrator for evidence.com, or by the Chief of Police or his/her designee.

### 451.3 UNIFORMED OFFICER RESPONSIBILITIES

Prior to going into service, each uniformed patrol officer equipped with a Department issued AXON camera will be responsible for making sure that the AXON camera is in good working order. The AXON camera shall be conspicuously placed on the officer's person and worn in such a way as to provide an unobstructed camera view of officer/citizen contacts. The camera shall be considered mounted correctly if it is mounted using an AXON approved mounting accessory.

Members of the Department that are assigned an AXON camera shall receive mobile video training prior to deployment of the device in an operational setting. At this training, each officer will be provided a standard checklist of steps they are required to complete in order to ensure their AXON camera and mounting systems are in good working order.

### 451.4 NON-UNIFORMED OFFICER RESPONSIBILITIES

Any officer assigned to a non-uniformed position may carry a Department-issued AXON camera at any time the officer believes that such a device may be utilized in order to assist the officer in the performance of their duties by providing an objective, unbiased video and audio record of a contact and/or incident. However, whenever a non-uniformed officer is working a uniformed patrol assignment he/she shall wear a Department - issued AXON camera in accordance with this policy.

### 451.5 ACTIVATION OF THE VIDEO/AUDIO RECORDER

Penal Code Section 632 prohibits any individual from surreptitiously recording any conversation (confidential communication) in which any party to the conversation has a reasonable belief that the conversation is private or confidential. This excludes a communication made in a public gathering or in any legislative, judicial, executive or administrative proceeding open to the public, or in any other circumstance in which the parties to the communication may reasonably expect that the communication may be overheard or recorded. However Penal Code Section 633 expressly

## Body Worn Camera

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exempts law enforcement from this prohibition during the course of a criminal investigation as follows:

- (a) No member of the Department may surreptitiously record a contact with or conversation of any other member of this Department without the expressed knowledge and consent of all parties present, including the member whose acts or conversation are being recorded. Nothing in this Section is intended to interfere with an officer's right to openly record any interrogation pursuant to Government Code Section 3303(g).
- (b) Any member of the Department may surreptitiously record any conversation during the course of a criminal investigation in which the officer reasonably believes that such a recording will be beneficial to the investigation:
  1. For the purpose of this Policy, any officer contacting an individual suspected of violating any law or during the course of any official, law enforcement-related activity shall be presumed to be engaged in a criminal investigation. This presumption shall not apply to contacts with other employees conducted solely for administrative purposes.
  2. For the purpose of this Policy, it shall further be presumed that any individual contacted by a uniformed officer wearing a conspicuously mounted body worn camera will have knowledge that such a contact is being recorded. This subsection shall not apply to contact between a member of the Department wearing a conspicuously mounted body worn camera and other member(s) of the Department or employees of the BART Office of the Independent Police Auditor. For purposes of this policy, contact between members of this Department is governed by section 451.5(a), and 451.5(b) (1).
- (c) All on-scene officers (inclusive of all initiating and witness officers) equipped with a body worn camera shall activate their cameras prior to making contact with individuals in any of the following circumstances:
  1. **Any law enforcement contact including:**
    - (a) detentions (as outlined in Policy Section 322.3.1),
    - (b) vehicle stops
    - (c) walking stops
    - (d) ejection of a subject from a BART station or train (no immediate voluntary compliance)
    - (e) probation and parole searches
    - (f) service of a search or arrest warrant
    - (g) any contact with a subject suspected for criminal behavior
    - (h) processing, transporting, and booking of all prisoners
  2. Any contact with a subject for a suspicious person

## Body Worn Camera

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3. Officers are encouraged to activate their body worn camera on consensual contacts (as outlined in Policy section 322.3) and officers are required to activate their body worn camera anytime a consensual contact becomes a detention.
- (d) Members of the Department are expected to activate their body worn camera any time they reasonably believe that a recording of an on-duty contact with a member of the public may be of future benefit to the Department.
1. At no time should an officer jeopardize his/her safety or the safety of another in order to activate their body worn camera.
  2. Members of the Department are expressly prohibited from utilizing Department recorders and recorded media for personal use.
  3. Members of the Department will not make copies of any recordings for their personal use and are prohibited from using a recording device (such as a phone camera or secondary video camera) to record media from bartpd.evidence.com or the AXON camera unit. Nothing in this policy shall be construed as limiting an officer's right to carry and use a personal device such as a smart-phone, however officers shall not carry or use another mobile video recorder in addition to the District issued body worn camera without express approval of the Chief of Police.
  4. When an equipment malfunction is identified as a reason for a non-activation or late activation, a supervisor must confirm whether the member performed the required equipment test prior to deployment.

### 451.6 AXON CAMERA OPERATING PROCEDURES

Prior to going into service each officer shall perform an inspection and record a test video, to ensure that his/her AXON camera is operational. If problems are encountered with any component of the system, the AXON camera equipment will not be used. The officer to whom the problematic equipment is assigned shall report the problem to their immediate supervisor upon becoming aware of it. A spare AXON camera shall be issued to that officer through a supervisor prior to the officer going into service. The officer and supervisor shall inform the AXON Technician via email of problems that are occurring with the problem unit as well as what spare AXON camera was assigned to the officer (number of AXON camera unit). The problematic AXON camera shall be routed to the AXON Technician to diagnose and shall reassign a new unit to the affected employee.

- (a) The officers shall report the loss or theft of an AXON camera to their immediate supervisor. The officer shall prepare a memo to be routed via the chain of command to their Bureau Deputy Chief documenting the circumstances surrounding the loss or theft of the device. The AXON technician should be informed via email from the immediate supervisor of the loss. A spare AXON camera shall be issued to the officer through a supervisor prior to going back into service. The officer and supervisor shall inform the AXON Technician via email of what spare was issued (number of AXON camera unit). The AXON Technician shall assign a new unit to the officer as soon as possible after receiving notification of the loss or theft of the camera.



# Bay Area Rapid Transit Police Department

## BART PD Policy Manual

### Body Worn Camera

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- (b) Once the AXON camera is activated pursuant to Section 451.5 of this policy, it shall remain on until the event giving rise to the activation has reached a conclusion and/or the officer leaves the scene of the event, whichever occurs first. Officers shall record further interaction with suspects, including searching, processing, transporting, and booking. Any exceptions will be documented in the police report and reported to a supervisor. When the officer reasonably believes the event giving rise to the activation is over, he/she may deactivate the AXON camera from the recording mode. If the event giving rise to the activation resumes following the officer's termination of the AXON camera recording the officer shall reactivate their AXON camera.
- (c) When the AXON camera is used in any incident, investigation, or during a traffic stop, this fact will be documented on any relevant citation and/or report prepared regarding the incident. Conversely, when the AXON camera is not used in any incident, investigation, or during a traffic stop, the reason for non-use will be documented on any relevant citation and/or report prepared regarding the incident. Conversely, whenever the AXON camera is not activated as required by Section 451.5 of this policy, the reason for the lack of activation will be documented on the relevant citation and/or police report prepared regarding the event that otherwise would have given rise to activation. For the purposes of capturing the recording or lack of recording in the police report it should be mentioned at the beginning of the narrative summary.
- (d) Department personnel shall not intentionally erase, alter, reuse, modify or tamper with audio-video recordings, nor shall they attempt to erase, alter, reuse, modify or tamper with audio-video recordings.
- (e) If the AXON camera is accidentally activated, the officer shall inform his or her immediate supervisor requesting the recording be deleted. The request shall be sent via email and routed to the AXON Administrator. Once the video has been reviewed by the supervisor and administrator and deemed to have no evidentiary value the video will be categorized as "ACCIDENTAL" and retained for thirty (30) days prior to deletion. Officers should note accidental recordings by labeling them using their Department issued device prior to download.
- (f) Once an officer has completed a recordable encounter he or she shall label the recording using their Department issued device. The officers shall provide the event number, category, and title of the video. This information will be uploaded along with the video once docked into the ETM at the end of shift. Supervisory personnel shall conduct regular audits to determine whether recordings are labeled in compliance with this section.
- (g) Officers working overtime assignments outside of their direct report locations will ensure they bring their issued AXON camera to the location of their overtime assignment.
- (h) When an officer discovers that his/her AXON camera battery is becoming depleted (as evidenced by a yellow indicator light and/or a sounding tone when recording), the officer shall immediately exchange the camera for a spare located in the Integrated Security Response Center (ISRC). If the officer will be delayed in exchanging the camera, or if the officer is unable to locate a charged spare Axon camera, the officer shall notify a supervisor and the supervisor will locate a charged spare Axon camera for the officer's use as soon as possible.

# Bay Area Rapid Transit Police Department

## BART PD Policy Manual

### Body Worn Camera

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#### 451.7 AXON CAMERA IMPOUNDING PROCEDURE

To download the videos from their AXON cameras, officers shall place the AXON camera into an assigned open slot on the Evidence Transfer Manager (docking station). This will allow the data to be transferred from the AXON camera, via the docking station, to bartpd.evidence.com. The data is considered impounded at this point and the AXON camera is cleared of existing data.

Officers will ensure all videos capturing arrests, uses of force, and/or any incident deemed necessary by a supervisor, have been downloaded when not leaving their AXON camera in an ETM at the completion of a work shift. Any exceptions to this requirement will only be made in unusual circumstance and with supervisory approval.

#### 451.8 REVIEW OF RECORDED MEDIA

Recorded files may be reviewed in any of the following situations:

- (a) Officers are given access to review his/her recordings when preparing written reports and/or statements relevant to any incident, to help ensure consistency of accounts. Officers must wait for authorization from the Chief of Police, or his or her designee, prior to reviewing video of critical incidents (e.g. Officer Involved Shootings, In-custody Deaths).
- (b) By a supervisor investigating a specific incident, issue, and/or act of officer conduct.
- (c) By any member of the Department who is authorized to participate in an official investigation in the following type of cases only: personnel complaints, administrative investigations, or criminal investigations.
- (d) Pursuant to a lawful process or by members of the District Attorney's office or court personnel otherwise authorized to review evidence in a related case.
- (e) By the BART Independent Police Auditor and/or his/her authorized personnel..
- (f) With the expressed permission of the Chief of Police or authorized designee.
- (g) By the "System Administrators" for the purpose of managing the video evidence, quality assurance, and to categorize, label, provide case numbers to videos when needed.

#### 451.9 MOBILE VIDEO RECORDERS

The Department assigned AXON camera shall be the only mobile video recorder allowed for Department employees while on-duty. Any other mobile video recorder shall only be used with the expressed permission of the Chief of Police.



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## About ICAT

**Integrating Communications, Assessment, and Tactics, or ICAT**, is a use-of-force Training Guide designed to fill a critical gap in training police officers in how to respond to volatile situations in which subjects are behaving erratically and often dangerously but do not possess a firearm. The Training Guide includes model lesson plans and support materials (including Power Point presentations, videos, and other resources) in the key areas of decision-making, crisis recognition and response, tactical communications and negotiations, and operational safety tactics. ICAT then integrates these skills and provides opportunities to practice them through video case studies and scenario-based training exercises.

[Read the ICAT Mission Statement and Training Goals](#)

### Four Areas of Focus

The ICAT Training Guide focuses on four key areas:

- Patrol officer response.** In almost every situation where a subject is behaving erratically (often because of mental illness or behavioral crisis), it is a patrol officer—a “beat cop”—who is the first to respond. ICAT provides these officers with the skills and options needed to safely and effectively manage these encounters, especially in the critical first few moments after officers arrive. In many instances, the goal is for the first responding officers to buy enough time so that additional, specialized resources can get to the scene to support a safe and peaceful resolution.
- Non-firearms incidents.** ICAT focuses on those critical incidents in which the subject is unarmed or armed with a weapon other than a firearm (such as a knife, baseball bat, rocks, or other blunt instrument). Unlike situations in which the subject has a firearm and officers have few options besides lethal force, these non-firearms incidents often present officers with time and opportunity to consider a range of responses. Helping officers safely and effectively manage these types of encounters is the focus of ICAT.
- Integration of crisis recognition/intervention, communications, and tactics.** In recent years, a growing number of police agencies have been providing their officers with specialized training on how to interact with persons who are in crisis because of mental health issues or other factors. ICAT builds on those efforts by integrating communications and tactical skills with crisis intervention approaches. This integrated approach is presented in the context of a Critical Decision-Making Model that helps patrol officers develop and think through their options in these challenging non-firearms incidents.
- Officer safety and wellness.** ICAT is centered on PERF’s Guiding Principle #1: “The sanctity of human life should be at the heart of everything an agency does.” The Training Guide focuses on protecting officers from both physical threats and emotional harm. This is accomplished by equipping officers with the tools, techniques and skills needed to slow down some situations and pursue options for



Camden County (NJ) trainers teaching operational safety tactics during ICAT pilot testing

### Announcements

[New issue of \*Subject to Debate\* summarizes PERF’s work in 2019](#)

[Video: Highlights from the PERF Town Hall Meeting in Chicago](#)

[PERF’s \*Subject to Debate\* newsletter includes Town Hall discussions and introduces new members of PERF’s Board of Directors](#)

[PERF/RAND Corporation report: “Identifying Law Enforcement Needs for Conducting Criminal Investigations Involving Evidence on the Dark Web”](#)

safely resolving them. The goal is to help officers avoid reaching the point where their lives or the lives of others become endangered and the officers have no choice but to use lethal force.

### [Read How the ICAT Training Guide Was Created](#)

#### **Flexible and Adaptable**

PERF encourages police agencies and academies to be creative in how they choose to use the ICAT Training Guide.

- Some may decide to present ICAT as a stand-alone training program, for recruit or in-service training, or both.
- Other agencies may choose to incorporate the ICAT training modules into existing programs on de-escalation, tactical communications or crisis intervention.
- Still other agencies may want to take elements of individual modules and create their own lesson plans that are tailored for their agencies and communities.
- And because many skills (such as tactical communications) are perishable and need to be reinforced and practiced on a regular basis, some agencies may choose to include elements of ICAT in their roll call or team training exercises.

ICAT is designed to be flexible enough to accommodate these and other approaches. However, it is critical that whatever approach is used, the agency or academy focus on the *integration* of skills, and not present the material in training “silos.” This focus on integration is what makes ICAT unique.

### [ICAT Home Page](#)

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## **Evaluation of Police Use of Force De-escalation Training:**

### **Assessing the Impact of the *Integrating Communications, Assessment, and Tactics (ICAT)* Training Program for the University of Cincinnati, OH Police Division (UCPD)**

**December 2019**

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University of Cincinnati

This research was supported through a grant provided by the Laura and John Arnold Foundation (LJAF) to the *International Association of Chief of Police (IACP) / University of Cincinnati (UC) Center for Police Research and Policy*. The findings and recommendations presented within this report are from the authors and do not necessarily reflect the official positions or opinions of the LJAF, IACP, or UCPD. The authors wish to thank Director James Whalen, Chief Maris Herold, and all of the officers and staff from the UCPD for their assistance in conducting this research. Please direct all correspondence regarding this report to Dr. Robin Engel, Director, IACP/UC Center for Police Research and Policy, University of Cincinnati, 600 Teachers-Dyer Complex, 2610 McMicken Circle, Cincinnati, OH 45221-0632; 513.556.5849; [robin.engel@uc.edu](mailto:robin.engel@uc.edu)

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## EXECUTIVE SUMMARY

This report summarizes findings from a systematic evaluation of a recently developed police de-escalation training program conducted with the University of Cincinnati Police Division (UCPD). The Police Executive Research Forum's (PERF) *Integrating Communications, Assessment, and Tactics* (ICAT) training program – delivered to UCPD officers by the UCPD training staff – was evaluated by the *International Association of Chiefs of Police/University of Cincinnati (IACP/UC) Center for Police Research and Policy* (the “Center”). Although the implementation of use of force de-escalation training has been emphasized across the field of law enforcement, the effects of de-escalation training have not been systematically assessed. To help fill this void, Center researchers have conducted the first known evaluation analyzing the impact of the ICAT training implemented within the UCPD on officers' reported beliefs, confidence, and attitudes as they relate to use of force and managing incidents involving persons in crisis.

The UCPD is a fully-sworn, medium-sized campus police department located in Cincinnati, Ohio. At the time of the training, the UCPD had 62 sworn officers. Two trainers from the UCPD administered the ICAT training over seven sessions between May 2018 and September 2018, after attending two separate train-the-trainer sessions conducted by the PERF staff. The UCPD training staff internally surveyed UCPD sworn officers, security officers, and dispatchers on their immediate reactions to the training, separate from the research conducted for this study. These initial findings demonstrate that officers trained in ICAT held a positive view of the training, with 74% reported they enjoyed the training and 72% would recommend the course to others.

The following report documents findings from a separate, independent pilot-test evaluation of the ICAT training program, which includes analyses of officer survey data collected at three times: (1) prior to training delivery (pre-training); (2) immediately after training delivery (post-training); and (3) four months after training delivery (follow-up). Administration of the training surveys at these three time periods resulted in a total of 60 completed pre-training surveys (96.8% response rate), 59 completed post-training surveys (95.2% response rate), and 58 completed follow-up training surveys (93.5% response rate). The training surveys were designed to measure officers' attitudes, perceptions, and confidence across eleven key areas, including: (1) Priorities During Citizen Interactions; (2) Views on Citizen Interactions (3) Attitudes Toward Use of Force; (4) Perspectives on Policing; (5) Perceptions of Agency; (6) Perceptions of Training; (7) Interactions with Persons in Crisis; (8) Attitudes Toward Persons in Crisis; (9) Confidence in Handling Critical Incidents; (10) Critical Decision-Making Model (CDM); and (11) Demographic Information.

Statistical comparisons of UCPD officers' pre-training, post-training, and follow-up training survey responses are examined. The primary method of analysis used in this report includes Paired Samples T-Test comparisons. This type of analytic approach determines whether the mean (average) difference of two sets of observations is zero. In other words, this statistical technique allows the comparison of officer pre-training scores to post-training scores. Where

appropriate, mean index scores were calculated using multiple survey items designed to measure sub-sections of the survey. Statistical analyses were conducted to determine if these items were internally consistent with one another, ensuring the reliability of the scales and indices created. The main findings from these statistical analyses are summarized below.

- Survey indices and scales developed to measure officers' priorities in citizen interactions, and more specifically, attitudes regarding officers' interactions with persons in crisis demonstrated statistically significant positive changes after the ICAT training. That is, UCPD officers' reported changes in their perceptions and attitudes that were consistent with the training objectives regarding the de-escalation principles.
- Survey questions regarding officers' *views on citizen interactions more generally, attitudes toward persons in crisis, and confidence in handling encounters with person in crisis* also demonstrated positive changes in officers' attitudes consistent with the training objectives. These differences, however, were smaller in magnitude and did not reach the level of statistical significance, possibly due to the small sample size.
- Regarding officers' attitudes toward the use of force, six of the eleven survey items demonstrated statistically significant differences in attitudes toward use of force in the expected direction between the pre-training and post-training periods. This suggests that officers reported changes in attitudes which indicated a lower preference for the use of force, consistent with the principles of de-escalation.
- Importantly, officers reported statistically significant increases in their reported confidence in handling situations involving persons in crisis when comparing the pre-training scores to the 4-month follow-up scores. In other words, officers reported increased levels of confidence in handling situations with persons in crisis directly after the ICAT training, and their reported confidence continued to increase over the follow-up four-month period.
- With one exception, officers' reported increased confidence in handling situations with person in crisis post-training, but at the four-month follow-up, officers' responses on most scales were more likely to resemble their pre-training scores. That is, the majority of survey responses indicated a moderate level of training decay at four months.
- Examinations of the utility of the Critical Decision-Making Model (CDM) demonstrated the only findings from this study that were inconsistent with the training objectives. Nearly all survey items examining the CDM demonstrated a statistically significant change in the *opposite* direction than expected, indicating that officers found the CDM to be less useful at the four-month follow-up period compared to the post-training period. While there may be various reasons as to this counter-intuitive finding, potential explanations include that the CDM may need to be reinforced more frequently than other components of the ICAT training, officers may not agree with or fully understand the



CDM, the training regarding these concepts was less clear, or perhaps officers' find the model difficult to use in high stress situations.

While this study presents several important findings, it is not without limitations. This study is based on a non-experimental design, and did not include a randomized selection of officers to participate in the training. The lack of a rigorous research design (including the lack of a control group for comparison) limits the internal validity of the study because the influence of other confounding factors cannot be determined. However, the larger purpose of the UCPD pilot-test was to contribute to the evidence-base on de-escalation training through the development and testing of reliable survey instruments for future use.

Based on these findings, the survey instruments will be refined and employed with other, larger police agencies to conduct more rigorous research using randomized control trial designs that will examine the impact of ICAT training on officer attitudes and behavior (Engel et al., 2019). Therefore, this research provides an important opportunity to better understand the potential impact of ICAT de-escalation training on officers, and to develop and pilot-test survey items that measure officers' attitudes, perceptions, and confidence. Previous studies have demonstrated that if training creates significant changes in attitudes, there is a greater likelihood that it will also result in changes in behavior (Kirkpatrick, 1989).

The findings also resulted in the following specific recommendations for the UCPD, further articulated at the conclusion of this report:

1. Continue to assess training decay, and identify appropriate levels of training dosage
2. Re-examine the CDM portion of the ICAT curriculum
3. Analyze self-reported use of ICAT skills
4. Review body-worn camera footage to examine use of ICAT skills
5. Conduct focus groups with UCPD officers
6. Continue to build the evidence-base for ICAT and other UCPD police training

In conclusion, this research significantly contributes to the limited evidence available regarding the impact of de-escalation training for police. The findings show early promising evidence for the effectiveness of the ICAT training program to change attitudes and perceptions, making officers more amenable to the principles and practices of de-escalation. This is critical, as there is a growing recognition in the policing field that even when officers can legally use force, it does not necessarily mean they *should* use force. Further, it is believed that the routine use of de-escalation skills can reduce injuries of both citizens and police. Ultimately, police trainings that seek to reduce police use of force, such as the ICAT training program, may be an effective method to resolve police and citizen encounters in a safer way. As with all police trainings, however, additional rigorous research is needed to better understand their impact and effectiveness.

## INTRODUCTION

In May 2018, the University of Cincinnati Police Division (UCPD) began delivering in-service de-escalation training to its officers. Specifically, the UCPD introduced the Police Executive Research Forum's (PERF) *Integrating Communications, Assessment, and Tactics* (ICAT) training program to instruct officers in de-escalation tactics and critical thinking skills for the management of potentially volatile police-citizen encounters. Although the implementation of use of force de-escalation training has been emphasized across the field of law enforcement, the effects of de-escalation training have not been systematically evaluated. Neither the agencies themselves, nor the larger law enforcement field fully understand the impact of this training. To address this gap in knowledge, researchers at the *IACP/UC Center for Police Research and Policy* have conducted the first known evaluation analyzing the impact of the ICAT training implemented within the UCPD on officers' beliefs, confidence, and attitudes as they relate to use of force and managing incidents involving persons in crisis. This evaluation includes analysis of a series of surveys administered to the UCPD between May 2018 and February 2019. This report provides an overview of the evaluation and summarizes the findings. Beginning with an introductory discussion on the fundamental elements of de-escalation training for law enforcement, along with a thorough description of the ICAT training program itself. Next, the methodology of the evaluation of the ICAT training program is discussed, followed by a discussion of the study sample and findings. This report closes with a summary of the findings, and the resulting policy implications.

## DE-ESCALATION: A PRIMER

Recent developments in policing, and specifically the use of force, have primarily moved toward the adoption and implementation of de-escalation principles. Although there is no uniform definition of de-escalation in law enforcement, police de-escalation has been identified as “taking action or communicating verbally or non-verbally during a potential force encounter in an attempt to stabilize the situation and reduce the immediacy of the threat so that more time, options, and resources can be called upon to resolve the situation without the use of force or with a reduction in the force necessary” (*National Consensus Policy and Discussion Paper on Use of Force*, 2017, p. 2). Notably, police use of de-escalation has been embraced and promoted by the *President's 21<sup>st</sup> Century Task Force on Police, Final Report* (2015), that recommended de-escalation techniques should be embedded in use of force policies and police training.

In the United States, the adoption of de-escalation training within law enforcement agencies has been widespread. For example, in a national survey of police agencies (N = 150), a majority of medium to large police agencies in the United States report currently providing de-escalation training in some form to their officers (CBS News, 2019). It should be noted, however, that the exact approaches and tactics associated with de-escalation can vary substantially across training curricula (Engel, McManus, & Herold, forthcoming). Indeed, a variety of de-escalation training programs exist. Currently, officers may be trained in specific programs such as *ICAT*, *Verbal Judo*, or *T3 (Tact, Tactics, and Trust)*, among dozens of others. It is also common for law enforcement agencies to develop and implement their own de-escalation training in-house.

Collectively, these training programs vary in some of their core messages, curriculum topics, operational skills, delivery methods, and dosage.

Yet despite the promotion and adoption of de-escalation, little is known about the effects of this training on officer behavior or the outcomes of police-citizen encounters. Additionally, it is unknown how these trainings impact officers' attitudes and perceptions, along with both officer and citizen safety. A recent multidisciplinary systematic review of de-escalation trainings found only 64 evaluation studies that had been conducted – with none in the field of policing (Engel et al., forthcoming). These studies were primarily conducted in the fields of nursing and psychiatrics, and the methodological rigor of these studies was quite low. The author(s) concluded that while de-escalation was a promising practice, it was not evidence-based, and a determination regarding the training impact on officer and citizen injuries could not be determined (Engel et al., forthcoming).

Proponents of de-escalation training argue it will reduce police use of force by providing officers with better skills to resolve conflict (Olivia et al., 2010). Alternatively, it is possible that the trainings have no effect or, even worse, make potential encounters between citizens and officers less safe (Fyfe, 2000). Considering that police and citizen encounters have the potential to escalate to the use of deadly force and loss of life, understanding what trainings can be used to increase safety is imperative to the policing profession. Further, given the extensive adoption and promotion of de-escalation, along with the significant costs of this form of police training, the lack of research on the effects of de-escalation training for police is troublesome. This evaluation is an important step to unpacking the impact of use of force de-escalation training for police.

### **INTEGRATING COMMUNICATIONS, ASSESSMENT, AND TACTICS (ICAT) TRAINING**

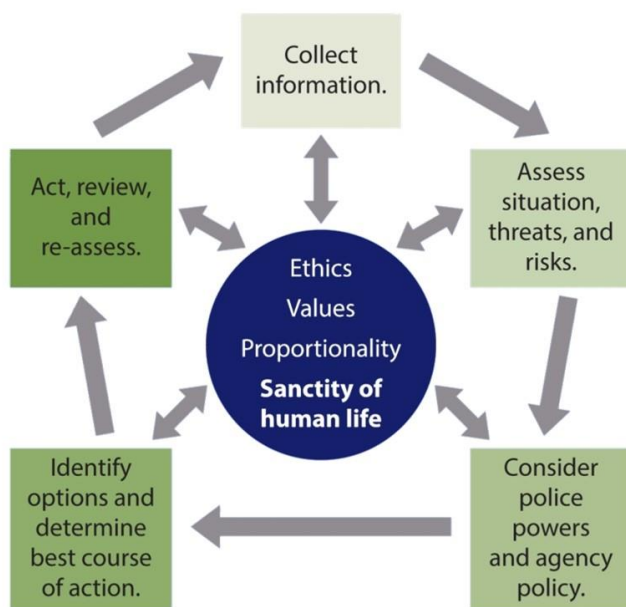
The *Integrating Communications, Assessment, and Tactics* (ICAT) training was developed in April 2016 by the Police Executive Research Forum (PERF). Designed to enhance both officer safety and the safety of the individuals they encounter, this training relies on tactics and skills to de-escalate potentially volatile officer-citizen interactions. Specifically, this training is designed for patrol officers responding to circumstances where a person is behaving erratically, and is either unarmed or armed with anything less than a firearm (PERF, 2016b). It is these types of encounters, PERF contends, that have received the most criticism on police training and use of force. By training officers in a wider array of options to handle and “slow down” these situations, officers may have better alternatives to the use of deadly force and potentially avoid the use of force altogether.

The ICAT curriculum is an integration of crisis recognition and intervention, communication skills, and operational tactics. While Crisis Intervention Team (CIT) training has become a model in dealing with persons in crisis, PERF contends that CIT is largely focused on communication and when situations are evolving, officers may forget or downplay their CIT training and instead resort to defensive tactics such as the use of force. Specifically, ICAT is

designed to help officers handling *persons in crisis*, which refers to an individual that may be behaving erratically due to things such as mental disorders, substance abuse, situational stress, and/or intellectual/developmental disabilities. An important component of the ICAT curriculum is providing officers with the skills to recognize these types of individuals and approach them in a safe and effective manner.

An integral component of the ICAT training program is the use of Critical Decision-Making Model (CDM). Developed in the United Kingdom and historically used by SWAT teams in the United States, the CDM focuses on a different style of thinking than the traditionally taught use of force continuum. The CDM (see Figure 1) is based on a circular thought process as opposed to the traditional linear process and is designed to help officers develop and think through their options in a situation. This five-step critical thinking process is centered on an agency's core values, ethics, and sanctity of human life. Every action that an officer takes should reflect a consideration of these central themes and should not go against those ideals. While the CDM is particularly useful in critical situations, its application is meant to be much broader and can be used in everyday situations as well.

**Figure 1. The Critical Decision-Making Model (PERF, 2016)**



Although not yet systematically evaluated, the ICAT training program is being implemented in numerous police agencies across the United States (for a list, see <https://www.policeforum.org/icat-agencies>). PERF staff indicate that to date, over 500 individual agencies have participated in some form of ICAT training, including training officers by PERF staff, or train-the-trainer sessions (A. Kass, personal communication, January 6, 2020).

Likewise, multiple UCPD officers received train-the-trainer instruction from PERF staff. Specifically, University of Cincinnati administrators, UCPD commanders, and UCPD training staff traveled to Camden, New Jersey to attend a day-and-a-half training session in July 2017 that included a thorough overview of the ICAT program and how to implement the program within an agency. In March 2018, a lead trainer from PERF traveled to Cincinnati and provided a second train-the-trainer session with nine UCPD training staff and supervisors.

The UCPD training staff made slight modifications to the original ICAT curriculum prior to department-wide delivery. These modifications included: 1) adjusting the CDM to make it specific to the UCPD, 2) adding videos to further illustrate learning objectives; 3) structuring the classroom discussions to apply the universal ICAT principles directly to campus policing; 4) changing the setting of scenario training (e.g., incident in a dorm room rather than a private home). Seven training sessions were conducted by two UCPD trainers between May and September 2018. All UCPD officers received ICAT training conducted over two eight-hour days at the UCPD training facility. The first day, officers focused on learning the curriculum and skills. During the second day, the first-day curriculum was reviewed and officers practiced the skills they had learned with live action scenario training. The officers participated in a series of scenario-based, role-playing training exercises involving a person who is going through some form of crisis and who may or may not be armed. After each scenario, the trainers reviewed what occurred to describe what officers did well and where they could improve in the future.

As with all training programs, the UCPD collected information regarding officers' receptivity and general satisfaction with the ICAT training program. These data were shared with the IACP/UC research team. Previous studies have demonstrated that when training participants have a positive view of that training, it is more likely to effectively impact changes in attitudes and behavior (Kirkpatrick, 1989). The data collected by the UCPD included responses from 74 individuals, including sworn officers, security officers, and dispatchers within the UCPD. The information was collected immediately following the training to gauge individuals' perceptions of training timing, content, and relevance. A few highlights from this internal assessment of training satisfaction include:

- 74.3% of respondents reported that they enjoyed the training
- 71.6% of respondents would recommend this course to others
- 63.5% of respondents were interested in a follow-up course
- Fewer than 10% of respondents reported any negative view of the training

Overall, this internal assessment of the training supports the proposition that individuals trained in ICAT held positive views of the training, which suggests the ICAT training could positively impact officers' attitudes and ultimately their behavior.

## **Research Questions**

Beyond how the training was received by UCPD Officers, this research study was designed to address the following five research questions:

- 1) Does ICAT training impact officers' attitudes toward use of force?
- 2) Does ICAT training impact officers' attitudes toward citizens?
- 3) Does ICAT training change officers' knowledge and attitudes about persons in crisis specifically?
- 4) Does ICAT training improve officers' confidence in handling critical incidents?
- 5) Does any observed impact from the training change over time?

## **METHODOLOGY**

To address these research questions, a series of officer surveys were developed and administered. These data were initially gathered as part of internal improvement study conducted by the University of Cincinnati's Office of Safety and Reform to document changes as part of a larger reform effort by the UCPD. The analyses of these data were performed by a research team from the *IACP/UC Center for Police Research and Policy*.

### **Study Population**

The UCPD is a medium-sized, fully-sworn university police department, with a complement of over 70 sworn police officers and 25 security (non-sworn) officers. It is housed within the larger Department of Public Safety at the University of Cincinnati. The UCPD provides all public safety services for the UC community (over 70,000 students and employees) and has primary jurisdiction on all university owned and operated properties. Furthermore, for several years the UCPD has operated under a signed Memorandum of Understanding with the City of Cincinnati, allowing the UCPD to patrol and conduct police services in the approximate one-mile, off-campus radius surrounding the main, uptown campus. The activity of the UCPD is relatively low—they engage in very few uses of force and record fewer than five hundred Part I crimes<sup>1</sup> per year (Exiger, 2019; Isaza et al., 2017). Prior to the implementation of ICAT training at the UCPD, the agency was in the midst of a three-year voluntary monitorship as a result of an officer-involved shooting from 2015. As part of this monitorship, the agency was required to update their use-of-force policies, procedures, and training, which ultimately lead to their adoption of de-escalation training and tactics in 2018 (Engel et al., 2019).

### **Sample**

The study sample includes sworn line officers, sergeants, lieutenants, and captains. There were a total of 62 officers eligible for the training when the research began in May of 2018. All surveys were administered on paper and in-person. Our independent evaluation of the ICAT training program involved the collection and analyses of officer survey data from three distinct time

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<sup>1</sup> The Uniform Crime Report (UCR) produced by the FBI identifies Part I crime incidents to include eight types of offenses: criminal homicide, rape, robbery, aggravated assault, burglary, larceny-theft, motor vehicle theft, and arson

periods: (1) prior to UCPD officers' participation in training (pre-training), (2) immediately following participation in training (post-training), and (3) four months after participation in training (follow-up).

The pre-training survey was administered in May 2018, and included a total of 60 officers (96.8% response rate – 2 officers were pulled into the training early, and therefore unable to respond to the pre-training survey). The ICAT training was taught during two sequential 8-hour days. Delivery of the ICAT training occurred across seven sessions, beginning in May 2018 and concluding in September 2018. The post-training survey, given on day two after the ICAT training was completed, included responses by 59 officers (95.2% response rate) from May 2018 to September 2018. Finally, the follow-up survey was given to officers approximately four months after their training date. These surveys were collected between September 2018 and February 2019, resulting in 58 officers surveyed (93.5% response rate). Research examining response rates indicate that the average response rate in surveys distributed to a police officer population is 64%, though there is a great deal of variation (Nix, Pickett, Baek & Alpert, 2017). As such, the response rates in this sample are robust and commensurate with other samples in the field. All three waves of surveys were administered in paper format, and later entered into a database by research staff. While the total population for this research study is 62 officers, there is variance in how many individual survey items were answered by officers within each survey. However, there were no survey items with more than 10% missing data.

Table 1 below contains a breakdown of the demographics of the police agency sample. There were a total of 62 officers eligible for the training when the research began in May of 2018. The sample in this study is primarily White (90.3%), Male (87.1%) with a majority serving as a patrol officer (72.2%). Roughly half (51.6%) are below the age of 42 years. Approximately 48.4% of the sample hold a Bachelor's degree or higher educational attainment. There are approximately equivalent sizes of less-experienced officers (38.7% with four or fewer years at the UCPD) and more-experienced officers (38.8% with 15 or more years at the UCPD). In addition to these demographics, officers were asked about prior experience with critical incidents during their law enforcement career and trainings (use of force, handling the mentally ill, and officer discretion) they have received in the past three years.

<b>Table 1. Sample Demographics (N = 62)</b>	<b>% (n)</b>
<b>Gender</b>	
Male	87.1 (54)
Female	12.9 (8)
<b>Age</b>	
18 to 25 years old	1.6 (1)
26 to 33 years old	37.1 (23)
34 to 41 years old	12.9 (8)
42 to 49 years old	29.0 (18)
50 + years old	19.4 (12)
<b>UCPD Tenure</b>	
Less than 1 year	4.8 (3)
1 – 4 years	33.9 (21)
5 – 9 years	3.2 (2)
10 – 14 years	19.4 (12)
15 – 19 years	32.3 (20)
20 or more years	6.5 (4)
<b>Race</b>	
Caucasian/White	90.3 (56)
African American/Black	6.5 (4)
Latino/Hispanic	3.2 (2)
<b>Rank</b>	
Patrol Officer	74.2 (46)
Supervisor	21.0 (13)
Command Staff (Captain and above)	4.8 (3)
<b>Law Enforcement Tenure</b>	
1 – 4 years	29.0 (18)
5 – 9 years	11.3 (7)
10 – 14 years	12.9 (8)
15 – 19 years	16.1 (10)
20 or more years	25.8 (16)
NA/Refused	4.8 (3)
<b>Educational Attainment</b>	
High School	6.5 (4)
Less than two years of college	25.8 (16)
Associate’s Degree	12.9 (8)
Bachelor’s Degree	38.7 (24)
Graduate Degree	9.7 (6)
NA/Refused	6.5 (4)
<b>Military Experience</b>	
Yes	9.7 (6)
No	85.5 (53)
NA/Refused	4.8 (3)



## Survey Items

Three survey instruments serve as the foundation for this research study, and are largely similar in content. As noted above, the surveys include (1) pre-training (2) post-training, and (3) four-month follow-up. These survey instruments were created by the *IACP/UC Center for Police Research and Policy* research team, but where possible, rely on items used in previous research to measure relevant self-reported attitudes and perceptions regarding citizen interactions, use of force, policing, training, and agency-specific perceptions. Additionally, the survey contains items developed specifically for the evaluation of ICAT training, including measures regarding persons in crisis and the Critical Decision-Making Model (CDM). Questions were phrased in way to generate variance on officers' responses. Different questions within the same section were often worded both positively and negatively, to encourage the officers to be alert to the content of the survey. Where appropriate, certain items were reverse coded and included with other items in additive scales.

There were seven sections of the survey which measured different attitudes and perceptions that may be impacted by a use of force training program. There were also four sections that served as "control" measures, which contain items measuring attitudes that should not be expected to change as a result of the ICAT training. The eleven survey sections are as follows:

- (1) *Priorities During Citizen Interactions*. This section contained 18 survey items related to a short scenario involving a police-citizen interaction. These items were designed to determine whether officers prioritize actions that align with the tenets of the ICAT training program (e.g., remaining calm, establishing rapport with subject). Specifically, officers were asked to place themselves in the following scenario:

"While on patrol you receive a call regarding a suspicious person. You arrive at the scene and make contact with a male who fits the description you were given. Though it does not appear that he will be physically combative at this point, he is being loud and using profanity. The suspect continues to slowly walk backwards away from you despite your order to stop moving."

Using a five-point Likert scale (1 = Very Unimportant; 5 = Very Important), officers were asked to indicate how important they believed specific actions to be when applied to the interaction described in the scenario. After the appropriate reverse coding, higher scores on the 18 survey items presenting the actions indicate greater alignment of officers' priorities to the principles of the ICAT training program. The first 17 items were adopted from a previous survey evaluation of police training, with the final 18<sup>th</sup> item ("resolving incidents quickly") being added to supplement the other items. This item was added to underscore the importance of "slowing down" situations in accordance with the principles of de-escalation.

- (2) *Views on Citizen Interactions*. Officers' views on citizen interactions were measured using seven survey items related to officers' general views of citizen encounters, including issues of officer safety and de-escalation. These items were adopted from a previous evaluation of

police training to assess the extent to which the ICAT training curriculum affects officers' perceptions of their ability to impact the outcomes of police-citizen encounters and their belief that training can be effective in improving those outcomes. Officers were asked to indicate their level of agreement to each of the seven survey items on a 5-point Likert scale (1 = Strongly Disagree; 5 = Strongly Agree). After the appropriate reverse coding, higher scores indicate a greater agreement to the tenets taught during the ICAT training program.

- (3) *Attitudes Toward Use of Force.* This section contains 11 items on officers' general attitudes toward using force, including their preference for force, preference for using communication skills, and situations which require force. Respondents were asked to indicate their level of agreement to each item on a 5-point Likert scale (1 = Strongly Disagree; 5 = Strongly Agree). These items were adopted from a previously developed police training survey evaluation. After the appropriate reverse coding, higher scores on these items indicate a greater preference for force.
- (4) *Perspectives on Policing.* This section contains 12 items designed to assess officers' view of the role of police, including the different duties that officers undertake such as working with communities, fighting crime, solving problems, and enforcing the law. Respondents were asked to indicate their level of agreement to each item on a 5-point Likert scale (1 = Strongly Disagree; 5 = Strongly Agree). These items were adopted from a previously developed police training survey evaluation, and serve as control measures and are not expected to change as a result of the ICAT training program.
- (5) *Perceptions of Agency.* This section contains eight items related specifically to the officers' satisfaction with their agency, colleagues, and perceptions of agency culture. Respondents were asked to indicate their level of agreement to each item on a 5-point Likert scale which ranged from very uncertain to very certain (first four items) strongly disagree to strongly agree (last four items). These items were adopted from a previously developed police training survey evaluation, and serve as control measures and are not expected to change as a result of the ICAT training program.
- (6) *Perceptions of Training.* This section contains seven items related to officers' openness to training and the general utility of police training. Respondents were asked to indicate their level of agreement to each item on a 5-point Likert scale (1 = Strongly Disagree; 5 = Strongly Agree). These items were adapted from a previously developed police training evaluation as well as a study on employees' "openness toward change" study conducted by Miller, Johnson and Grau (1994). These items serve as control measures and are not expected to change as a result of the ICAT training program.
- (7) *Interactions with Persons in Crisis.* Twelve survey items were used to measure officers' attitudes toward interactions with persons in crisis. As described in the literature review, a person in crisis refers to an individual that may be behaving erratically due to factors such as mental disorders, substance abuse, situational stress, and/or intellectual/developmental

disabilities. These items were developed by researchers from the IACP/UC Center for Police Research based on materials provided online by PERF for the ICAT training guide. For each survey item, officers were asked to indicate their level of agreement on a 5-point Likert scale (1 = Strongly Disagree; 5 = Strongly Agree). Higher scores indicate a greater agreement to the tenets taught during the ICAT course.

- (8) *Attitudes Toward Persons in Crisis*. Ten survey items were used to measure officers' attitudes toward persons with mental illness or intellectual/developmental disabilities, persons who abuse substances, and/or persons experiencing situational stress (all identified as reasons why a person may experience crisis in the ICAT curriculum). Officers were asked to indicate their level of agreement on a 5-point Likert scale (1 = Strongly Disagree; 5 = Strongly Agree). These items were adapted from the *Community Attitudes Toward Mental Illness* (CAMI) scale (Taylor and Dear, 1981). Although only a handful of CAMI items were used in this survey, additional items were added that target the other contributing sources to crisis that are taught in the ICAT training program (such as substance abuse, situational stress, developmental disabilities, etc.). Higher scores indicate a lesser acceptance of persons in crisis along with lessened agreement to the tenets taught during the ICAT course.
- (9) *Confidence in Handling Critical Incidents*. To better understand officers' confidence in handling critical incidents, a one-page dialogue scenario between a person going through a crisis and a police officer was used. The person, "David," is on private property (CIA: Carter Industrial Associates) and is rummaging through a trashcan while having delusions about the CIA. David is unarmed but acting and speaking aggressively to the officer. Officers were asked to indicate their level of confidence (1 = Not Confident at All; 4 = Very Confident) to a series of actions related to this one-page dialogue. This section of the survey contained 13 items related to a respondent's self-efficacy, or confidence, in handling the described scenario. This self-efficacy scale was developed by Broussard and colleagues (2011) and includes a response range of "confidence" scores, with a higher score indicating a higher level of officers' confidence in interacting with subjects in crisis. Self-efficacy, as defined by Bandura (1977) is a person's belief in their own ability to perform tasks related to a particular circumstance. These items were summed to create a "Total Self-Efficacy" scale for each wave of data, with a possible range of 13 to 52.
- (10) *Critical Decision-Making Model (CDM)*. This section contains 11 items that were used to measure the utility of the Critical Decision-Making Model (CDM). These items were developed by researchers from the IACP/UC Center for Police Research based on materials provided online by PERF for the ICAT training guide and presented to officers in the post- and follow-up waves of the training survey only<sup>2</sup>. Respondents were asked to indicate their level of agreement on a 5-point Likert scale (1 = Strongly Disagree; 5 = Strongly Agree). Higher scores indicate officers' greater agreement regarding the utility of the CDM.

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<sup>2</sup> As officers would be unfamiliar with the Critical Decision-Making Model prior to the ICAT training, these items were not measured during the pre-training survey.

(11) Demographics. This section contained 10 items pertaining to the demographic characteristics of the survey respondents. These items prompted respondents to provide information regarding their age, gender, race/ethnicity, highest level of education, prior military experience, current rank, and years of experience in law enforcement (i.e., in law enforcement generally and within their respective agencies). Respondents were also asked about previous experiences with persons in crisis during their law enforcement career. Finally, respondents were asked about specific trainings (use of force, mentally ill populations, officer discretion) during the last three years.

### **Data Analyses**

Data were analyzed by the research team using SPSS, a social science statistical software program. Analyses were conducted during the summer and fall of 2019. The primary method of analysis used in this report includes Paired Samples T-Test comparisons. As officers were given a randomly assigned four-digit unique identifier, surveys were able to be matched across waves, allowing for paired sample comparisons while still maintaining officers' anonymity.

This type of analytic approach determines whether the mean (average) difference of two sets of observations is zero. If the resulting t-test statistic rejects the null hypotheses of zero mean difference, then there is a statistically meaningful difference between the two observations. In this report, we consider tests with p-values lower than .05 to be statistically meaningful, indicating that we are 95% confident that there is a difference in that item between the two observations, which is likely an impact from the ICAT training. These differences are denoted in all tables with an asterisk (\*).

For items where a mean index was created, the Cronbach's alpha ( $\alpha$ ) is reported within the table for each wave of the data. Cronbach's alpha is a measure of internal consistency between survey items. Groups of items with a high Cronbach's alpha (above ~ 0.7 based on post-training scores) were grouped to create index values from individual survey items by assigning numerical scores to the responses and calculating the average response score across multiple items.

## **FINDINGS**

This section describes the findings of the ICAT training evaluation for the UCPD. Statistical comparisons of the pre-training, post-training, and follow-up training survey responses of UCPD officers are discussed in detail to identify meaningful changes in officers' attitudes, perceptions, and beliefs as they relate to citizens, use of force, and responding to critical incidents. Most survey items are measured using a five-point Likert scale, ranging from strongly disagree to strongly agree in alignment with past survey research data. This type of scale captures both the nature – agreement or disagreement – and the intensity of each belief or attitude. Several indices and scales were created from individual survey items by assigning numerical scores to the responses and calculating the average response score across multiple items. Overall, these

results add to the currently limited body of knowledge regarding the impact of de-escalation training for police.

## Comparisons of Survey Results

This section of the report contains statistical comparisons of the results from different sub-sections of the pre-training, post-training, and follow-up training surveys provided to UCPD officers (N = 62). These survey sub-sections tap into specific attitudinal changes which are hypothesized to be impacted by ICAT training, including:

- Citizen Interactions
  - Priorities during citizen interactions
  - Views on citizen interactions
- Use of Force
- Persons in Crisis
  - Interactions with persons in crisis
  - Views on persons in crisis
- Officer Confidence in Handling Critical Incidents
- Utility of the Critical Decision-Making Model (CDM)

This section is designed to assess the effects of the ICAT training program. There are seven sub-sections of the survey results presented below, each with a varied number of survey items. Descriptions of the number of items and where the items were derived is described for each sub-section. Tables present the mean (average) score for all the officers who completed the survey in each wave. Items listed in bold are those that either had a post-training or follow-up score that was significantly different from the pre-training score. An asterisk (\*) is shown in the table to demonstrate which wave (post-training or 4-month follow-up) is statistically significant in their difference to the pre-training survey scores.

### a. Priorities During Citizen Interactions

To assess officers' priorities during citizen interactions, the training surveys (pre, post, and follow-up) contained 18 survey items related to rating the importance (1 = Very Unimportant to 5 = Very Important) of specific actions when applied to the interaction described in a specific scenario. Higher scores on the 18 survey items indicate greater alignment of officers' priorities to the principles of the ICAT training program.

Table 2 displays the results of the pre-test, post-test, and follow-up average (mean) scores from the UCPD officers. Items listed in bold are those that experienced a statistically significant change from the pre-test to post-test scores, or pre-test to follow-up scores—the asterisk (\*) indicates which score was statistically different. As shown in Table 2, only two survey items, (Q16 and Q18), were meaningfully different from the pre-training scores. Notably, both are

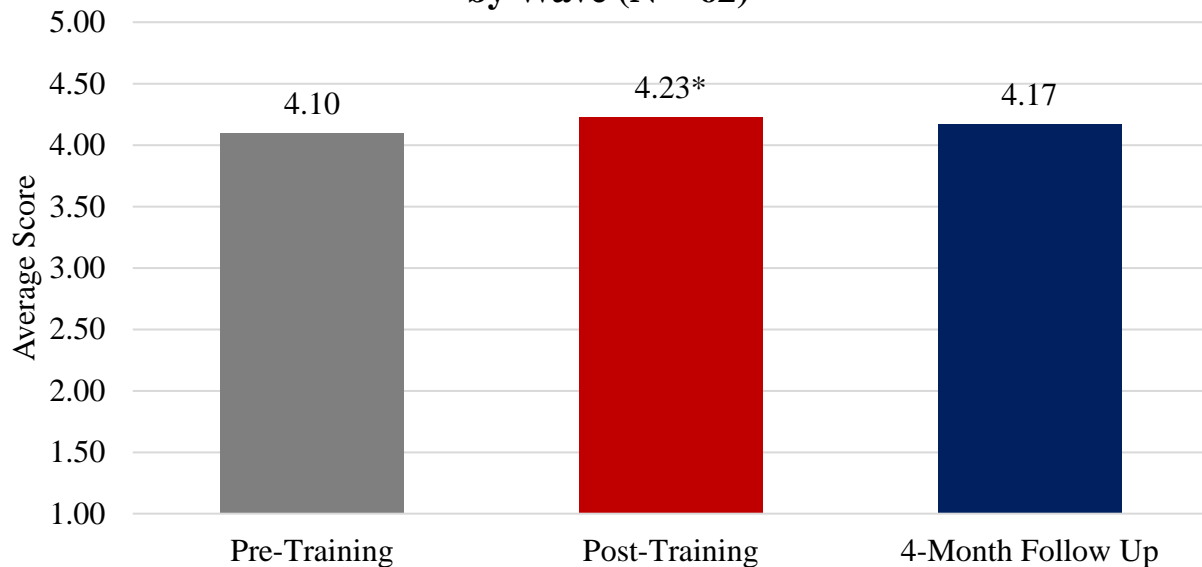
significant in the expected direction, as a higher score indicates a greater agreement to the tenets taught during ICAT training.

**Table 2. UCPD Officer Priorities During Citizen Interactions Survey Results (N = 62)**

	<b>Pre-Test Mean</b>	<b>Post-Test Mean</b>	<b>Follow-Up Mean</b>
1. Being respectful toward the subject	4.32	4.49	4.40
2. Establishing rapport with the subject	4.38	4.49	4.41
3. Remaining calm	4.65	4.66	4.67
4. Explaining the reason you've made contact with the subject	4.49	4.41	4.55
5. Maintaining self-restraint	4.67	4.66	4.67
6. Being polite to the subject	4.02	4.32	4.33
7. Allowing the subject to explain his side of the story	4.22	4.46	4.40
8. Considering the subject's side of the story	4.10	4.24	4.33
9. Thinking about how my actions may impact people other than the subject	4.13	4.24	4.28
10. Getting the subject to cooperate without using force	4.63	4.56	4.55
11. Thinking through possible alternatives before I act	4.44	4.54	4.52
12. Not making a decision about what to do until you've gathered all necessary information	4.25	4.24	4.41
13. Explaining to the subject the reasons for your decisions	3.85	3.97	4.26
14. Going with your gut feeling when deciding how to act	3.38	3.41	3.31
15. Trying to talk the subject into complying	4.53	4.63	4.45
<b>16. Earning the subject's trust</b>	<b>4.07</b>	<b>4.51*</b>	<b>4.22</b>
17. Establishing physical control over the subject [Reverse Coded]	2.43	2.59	2.53
<b>18. Resolving the incident quickly [Reverse Coded]</b>	<b>3.13</b>	<b>3.95*</b>	<b>3.19</b>
<b><i>Priorities in Citizen Interactions Index</i></b>	<b>4.10</b>	<b>4.23*</b>	<b>4.17</b>
<i>Cronbach's α</i>	0.911	0.920	0.908

In terms of comparisons for the *Priorities in Citizen Interactions Index* (shown in the bottom row of Table 2), Figure 2 displays these mean scores by each wave of the survey. There are statistically significant differences in the pre-training and post-training period in the expected direction. However, while the score for the 4-month follow-up (mean = 4.17) is higher than the post-training value (mean = 4.23), it is still lower than the initial pre-training score (mean = 4.10) but it does not reach statistical significance. This indicates a lessened but somewhat sustained training effect on officers' prioritization of actions during citizen interactions.

**Figure 2. UCPD Priorities During Citizen Interactions Index, by Wave (N = 62)**



b. Views on Citizen Interactions

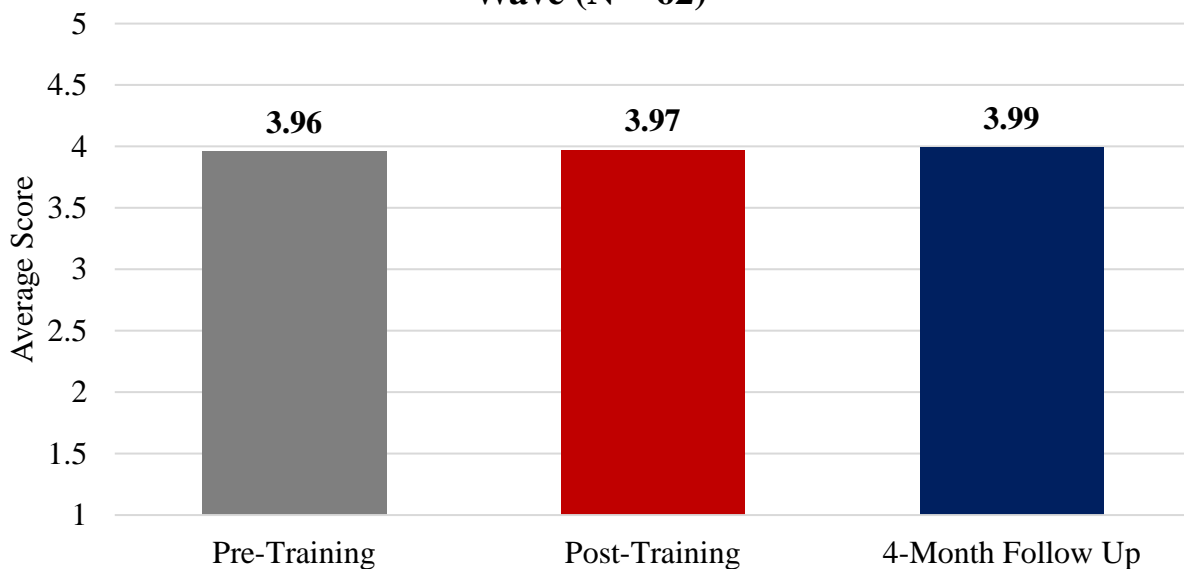
Officers' views on citizen interactions were measured using seven survey items related to officers' general views of citizen encounters, including issues of officer safety and de-escalation. Officers were asked to indicate their level of agreement to each of the seven survey items on a 5-point Likert scale (1 = Strongly Disagree; 5 = Strongly Agree). Higher scores indicate a greater agreement to the tenets taught during the ICAT training program. Table 3 displays the results of the pre-test, post-test, and follow-up average (mean) scores from the UCPD officers. Items listed in bold are those which are statistically significantly different in the pre-test to post-test scores, or pre-test to follow-up scores—the asterisk indicates which score was statistically different. As shown in Table 3, only one of the seven survey items (Q4) was meaningfully different from the pre-training scores, and this difference is in the expected direction, as a higher score indicates a greater agreement to the tenets taught during ICAT training.

**Table 3. UCPD Officer Views on Citizen Interactions Survey Results (N = 62)**

	Pre-Test Mean	Post-Test Mean	Follow-Up Mean
1. I have considerable ability to control the nature of citizen interactions to create positive outcomes.	3.95	4.15	4.09
2. I am good at identifying officer safety risks in citizen encounters.	4.27	4.20	4.42
3. I am good at de-escalating encounters with citizens.	4.27	4.29	4.32
<b>4. In tense citizen encounters, the most important thing is that I get home safely. [Reverse Coded]</b>	<b>1.73</b>	<b>2.10*</b>	<b>1.89</b>
5. Officers can be trained to increase the likelihood of positive encounters with citizens.	4.43	4.34	4.33
6. Officers can be trained to improve their ability to identify officer safety risks in citizen encounters.	4.55	4.37	4.40
7. Officers can be trained to improve their ability to de-escalate citizen encounters.	4.52	4.42	4.39
<i>Citizen Interactions Index</i>	3.96	3.97	3.99
<i>Cronbach's α</i>	0.523	0.759	0.695

In terms of comparisons of the *Citizen Interactions Index* (shown in the bottom row of Table 4), Figure 3 displays these mean scores by each wave of the survey. Notably, there were no statistical differences across the waves of the survey for this subsection, which is not surprising given there was only one statistical difference demonstrated in Table 3.

**Figure 3. UCPD Views on Citizen Interactions Index, by Wave (N = 62)**





c. Attitudes Toward Use of Force

Officers' attitudes toward use of force were measured using 11 survey items. Each of the items are shown in Table 4 below, along with the officers' average pre-training, post-training, and follow-up training score. Officers were asked to indicate their level of agreement to each item on a 5-point Likert scale (1 = Strongly Disagree; 5 = Strongly Agree). Higher scores on these items indicate a greater preference for force. Therefore, post-training and follow-up scores that are lower than pre-training scores indicate a training effect in the expected direction. As shown in Table 4, six of the 11 items show statistically significant differences in attitudes toward use of force in the expected direction between the pre-training and post-training periods. In addition, one of the 11 items (Q4) was statistically different between the pre-training and follow-up period. Unlike other sub-sections of the survey, these 11-items suffered from low reliability scores (Cronbach's alpha of 0.630 or below for each wave) when grouped together, indicating that these items may not be measuring the same concept within this sample. Due to the incongruent nature of these correlations, these items are left as stand-alone analysis.

**Table 4. UCPD Officer Attitudes Toward Use of Force Survey Results (N = 62)**

	Pre-Test Mean	Post-Test Mean	Follow-Up Mean
1. Officers are <i>NOT</i> allowed to use as much force as is necessary to make suspects comply. [Reverse Coded]	3.83	4.07	3.70
<b>2. It is sometimes necessary to use more force than is technically allowable.</b>	<b>2.24</b>	<b>1.79*</b>	<b>2.09</b>
<b>3. Verbally disrespectful subjects sometimes deserve physical force.</b>	<b>1.65</b>	<b>1.41*</b>	<b>1.63</b>
<b>4. Refraining from using force when you are legally able to puts yourself and other officers at risk.</b>	<b>3.05</b>	<b>2.46*</b>	<b>2.72*</b>
<b>5. It is important to have a reputation that you are an officer willing to use force.</b>	<b>2.20</b>	<b>1.86*</b>	<b>2.23</b>
<b>6. Not using force when you could have makes suspects more likely to resist in future interactions.</b>	<b>2.31</b>	<b>1.97*</b>	<b>2.21</b>
7. It is important that my fellow officers trust me to handle myself in a fight.	4.08	3.92	3.89
8. Trying to talk my way out of a situation is always safer than using force. [Reverse Coded]	2.08	2.03	2.18
9. It is important that my fellow officers trust my communication skills. [Reverse Coded]	1.52	1.49	1.56
10. I respect officers' ability to talk suspects down rather than using force to make them comply. [Reverse Coded]	1.62	1.46	1.54
<b>11. Generally speaking, if force has to be used, it is better to do so earlier in an interaction with a suspect, as opposed to later.</b>	<b>2.38</b>	<b>2.00*</b>	<b>2.39</b>
<i>Cronbach's α</i>	0.500	0.573	0.631

d. Interactions with Persons in Crisis

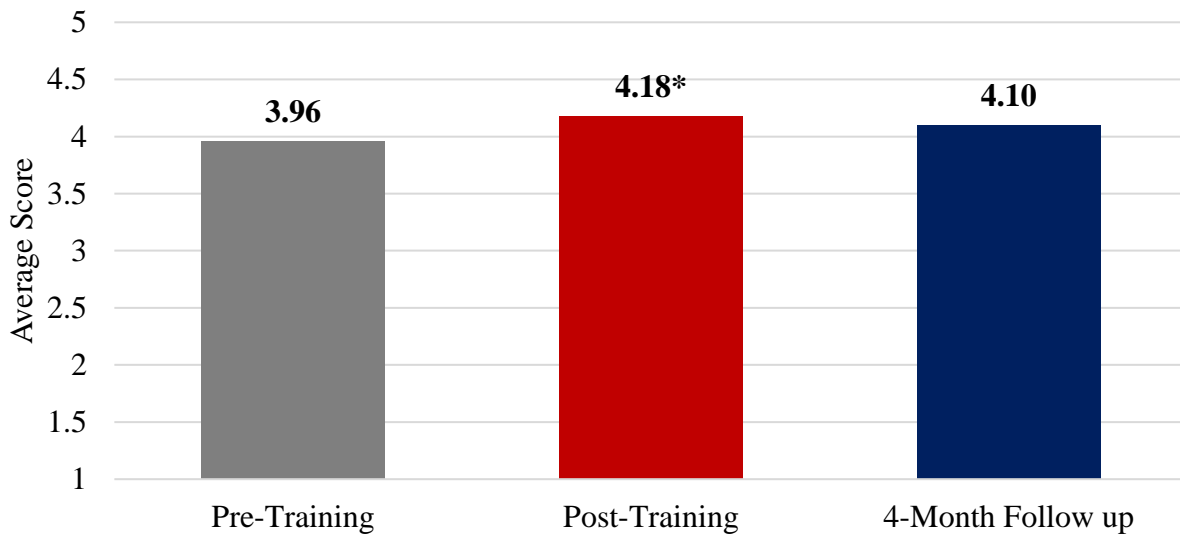
Twelve survey items were used to measure officers' attitudes toward interactions with persons in crisis. As described previously, a person in crisis refers to an individual that may be behaving erratically due to factors such as mental disorders, substance abuse, situational stress, and/or intellectual/developmental disabilities. For each survey item, officers were asked to indicate their level of agreement on a 5-point Likert scale (1 = Strongly Disagree; 5 = Strongly Agree). Higher scores indicate a greater agreement to the tenets taught during the ICAT course. Table 5 below demonstrates that six of the 12 items show statistically significant differences in reported attitudes in the expected direction between the pre-training and post-training periods. In addition, two of the 12 items show statistically significant differences in reported attitudes in the expected direction between the pre-training and follow-up periods.

**Table 5. UCPD Attitudes During Interactions with Persons in Crisis Survey Results (N = 62)**

	<b>Pre-Test Mean</b>	<b>Post-Test Mean</b>	<b>Follow-Up Mean</b>
1. Recognizing the signs that a person is in crisis can improve the outcome of an interaction with that individual.	4.52	4.53	4.51
2. There is no explaining why a person in crisis acts the way they do. [Reverse Coded]	3.50	3.46	3.44
<b>3. Noncompliance should be viewed as a threat. [Reverse Coded]</b>	<b>3.24</b>	<b>3.83*</b>	<b>3.50*</b>
4. Unnecessary risks should be avoided in encounters.	4.13	4.12	4.05
5. The most important role of an officer responding to a crisis is to stabilize the situation.	4.17	4.14	4.09
6. In crisis situations, it is beneficial to keep a subject talking.	3.92	4.08	3.88
<b>7. In many cases, the use of force against a person in crisis can be avoided.</b>	<b>3.57</b>	<b>3.80*</b>	<b>3.73</b>
<b>8. As a person's emotions rise, their rational thinking declines.</b>	<b>4.23</b>	<b>4.54*</b>	<b>4.33</b>
<b>9. When responding as a team, it's important to designate roles in the crisis intervention.</b>	<b>4.12</b>	<b>4.39*</b>	<b>4.28</b>
<b>10. The majority of time spent communicating with a subject should be spent listening.</b>	<b>3.77</b>	<b>4.27*</b>	<b>4.04*</b>
11. An officer's nonverbal communication, such as body language, influences how a subject reacts.	4.25	4.39	4.33
<b>12. I know how to slow down an encounter with a person in crisis.</b>	<b>4.12</b>	<b>4.32*</b>	<b>4.18</b>
<b><i>Interactions with Persons in Crisis Index</i></b>	<b>3.96</b>	<b>4.18*</b>	<b>4.10</b>
<i>Cronbach's α</i>	0.626	0.727	0.801

Figure 4 displays the *Interactions with Persons in Crisis Index* scores by wave of each survey, which is also shown in the bottom row of Table 5. Using this average index score, there are statistically significant differences in the pre-training and post-training periods in the expected direction. Although the follow-up index score is not statistically significantly different from the pre-training value, it is still higher than the pre-training score, indicating a lessened but sustained training effect in the expected direction.

**Figure 4. UCPD *Interactions with Persons in Crisis Index*, by Wave (N = 62)**



e. Attitudes Toward Persons in Crisis

Ten survey items were used to measure officers’ attitudes toward persons with mental illness or intellectual/developmental disabilities, persons who abuse substances, and/or persons experiencing situational stress (all identified as reasons why a person may experience crisis in the ICAT curriculum). Officers were asked to indicate their level of agreement on a 5-point Likert scale (1 = Strongly Disagree; 5 = Strongly Agree). Higher scores indicate a lesser acceptance of persons in crisis along with lessened agreement to the tenets taught during the ICAT course. Therefore, we would expect training effects to correspond with a lower score in the post-training and follow-up waves.

As demonstrated in Table 6, three of the 10 items show statistically significant differences in reported attitudes between pre-training and post-training periods. In addition, two of the 10 items show statistically significant differences in reported attitudes in the expected direction between pre-training and follow-up periods. Interestingly, the direction of these changes is not consistent across items, with some moving in the expected direction and some moving in the opposite direction. Of particular note is the meaningful increase for Q10, “Responding to a person in crisis should not be a role of the police,” in both the post-training and follow-up

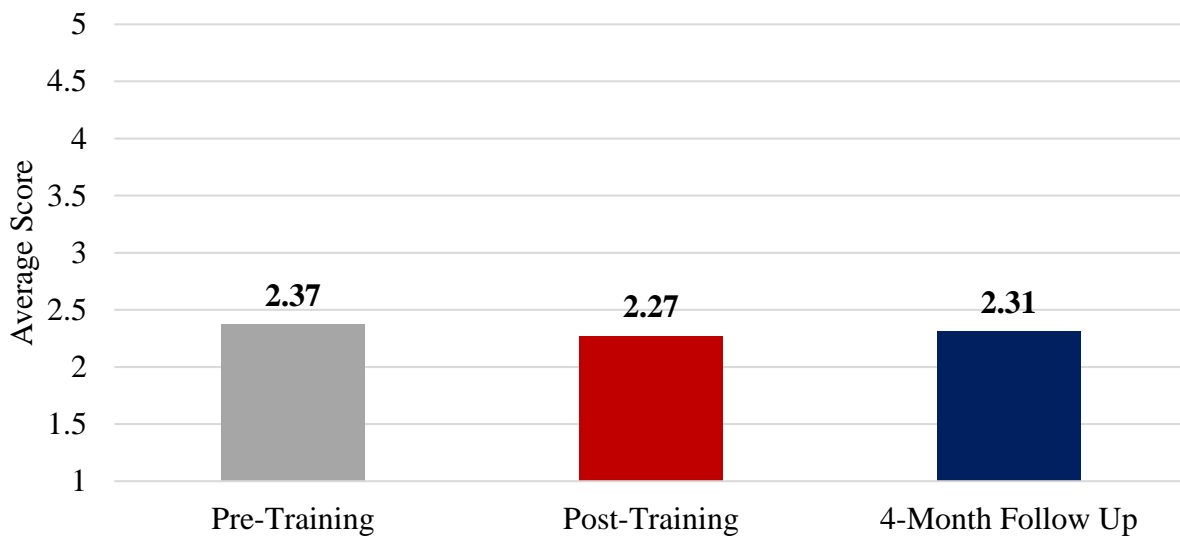
periods. Officers indicate greater agreement with this statement over time, contradicting the expected change in officer perceptions regarding their role in managing incidents involving persons in crisis following their participation in the ICAT training program.

**Table 6. UCPD Officer Attitudes Toward Persons in Crisis Survey Results (N = 62)**

	<b>Pre-Test Mean</b>	<b>Post-Test Mean</b>	<b>Follow-Up Mean</b>
1. The mentally ill have been the subject of ridicule for too long. [Reverse Coded]	2.43	2.20	2.26
2. As soon as a person shows signs of mental disturbance, they should be hospitalized.	2.40	2.51	2.39
<b>3. The mentally ill are far less a danger than most people think.[Reverse Coded]</b>	<b>2.92</b>	<b>2.52*</b>	<b>2.52*</b>
4. The mentally ill are a burden on society.	1.93	1.92	1.89
5. Mental illness is an illness like any other. [Reverse Coded]	2.63	2.54	2.47
6. We need to adopt a more tolerant attitude to persons with developmental disabilities. [Reverse Coded]	2.05	1.92	1.95
7. Substance abuse is caused by a lack of self-discipline and will power.	2.78	2.58	2.66
<b>8. Persons who “self-medicate” by abusing substances are a burden on society.</b>	<b>2.72</b>	<b>2.44*</b>	<b>2.66</b>
9. Situational stress is no excuse for a person to act irrational.	2.37	2.36	2.48
<b>10. Responding to a person in crisis should not be a role of the police.</b>	<b>1.68</b>	<b>1.86*</b>	<b>1.95*</b>
<i>Attitudes Toward Persons in Crisis Index</i>	2.37	2.27	2.31
<i>Cronbach’s a</i>	0.603	0.710	0.788

Figure 5 displays the mean scores for *Attitude Toward Persons in Crisis Index* across survey waves, which are also shown in the bottom row of Table 6. There were no meaningful differences found across survey waves, but notably the overall scores in the post-training and follow-up period are slightly lower than the pre-training period, corresponding with the expected directional change.

**Figure 5. UCPD Attitudes Toward Persons in Crisis Index, by Wave (N = 62)**



f. Officer Confidence Scale

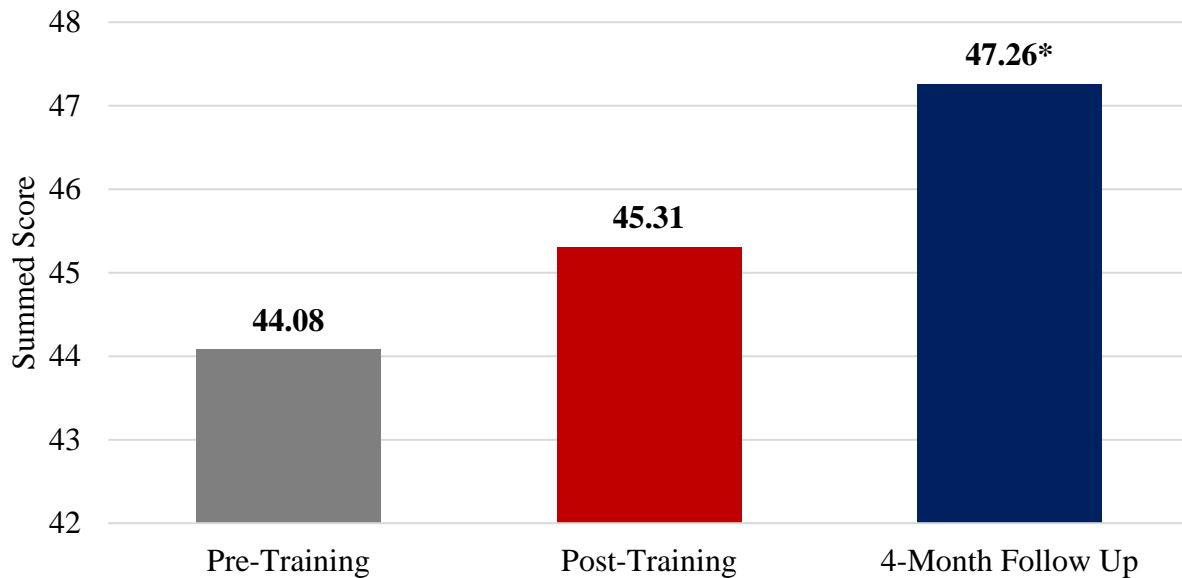
To better understand officers' confidence in handling critical incidents, a one-page dialogue scenario between a person going through a crisis and a police officer was used. Officers were asked to indicate their level of confidence (1 = Not at All Confident; 4 = Very Confident) to 13 actions related to this dialogue. Each of the actions are shown in Table 7, along with the officers' average score for pre-training, post-training, and the 4-month follow-up. These items were summed to create a "Total Self-Efficacy" scale for each wave of data, with a possible range of 13 to 52. As shown in Table 7, officers grow more confident in their perceived response to the scenario over each wave of the survey. While only one of the 13 items (Q2) is statistically significant comparing pre-training to post-training, 11 of the 13 items are statistically significant when comparing 4-month follow-up to pre-training scores. Overall, the majority of officers report being somewhat to very confident in dealing with the crisis situation presented.

**Table 7. UCPD Officer Confidence Scale Survey Results (N = 62)**

<i>How confident would you feel...</i>	<b>Pre-Test Mean</b>	<b>Post-Test Mean</b>	<b>Follow-Up Mean</b>
<b>1. ... interacting with someone like David?</b>	<b>3.38</b>	<b>3.54</b>	<b>3.65*</b>
<b>2. ... in your ability to effectively communicate with someone like David?</b>	<b>3.32</b>	<b>3.53*</b>	<b>3.56*</b>
3. ... taking someone like David to a social service agency?	3.38	3.53	3.60
<b>4. ... asking someone like David open-ended questions to gather information about what is going on?</b>	<b>3.45</b>	<b>3.58</b>	<b>3.67*</b>
5. ... interacting with family members of someone like David?	3.55	3.54	3.72
<b>6. ... in your ability to summarize/paraphrase statements made by David in your own words?</b>	<b>3.35</b>	<b>3.46</b>	<b>3.68*</b>
<b>7. ... calming down someone like David?</b>	<b>3.30</b>	<b>3.44</b>	<b>3.61*</b>
<b>8. ... helping someone like David call a social services agency?</b>	<b>3.33</b>	<b>3.44</b>	<b>3.60*</b>
<b>9. ... de-escalating a crisis involving someone like David?</b>	<b>3.37</b>	<b>3.51</b>	<b>3.65*</b>
<b>10. ... talking to someone like David about his medications?</b>	<b>3.33</b>	<b>3.37</b>	<b>3.58*</b>
<b>11. ... expressing understanding toward someone like David?</b>	<b>3.53</b>	<b>3.47</b>	<b>3.72*</b>
<b>12. ... getting someone like David to talk to you rather than acting out?</b>	<b>3.38</b>	<b>3.44</b>	<b>3.60*</b>
<b>13. ... talking to someone like David about whether or not he uses alcohol or drugs?</b>	<b>3.40</b>	<b>3.46</b>	<b>3.70*</b>
<i>Officer Confidence Scale</i>	<b>44.08</b>	<b>45.31</b>	<b>47.26*</b>
<i>Cronbach's α</i>	0.959	0.944	0.946

Figure 6 displays the summed *Officer Confidence Scale* scores across waves of the survey, which is also shown at the bottom of Table 7 above. The 4-month follow-up score is significantly higher than the pre-training score, indicating a meaningful change in confidence in the expected direction. In contrast to other sub-sections of the survey, there appears to be no training decay in this topic area. Scores indicative of officer self-confidence in handling critical incidents continue to rise 4-months after the ICAT training is received by officers.

**Figure 6. UCPD Officer Confidence Scale, by Wave (N = 62)**



g. Utility of the Critical Decision-Making Model (CDM)

Eleven survey items were used to assess officers' perceptions of the utility of the Critical Decision-Making Model (CDM). These items were presented to officers in the post-training and follow-up waves of the survey only. As described earlier in the report, the CDM is a critical component of the ICAT training program. For each item related to the CDM, officers were asked to indicate their level of agreement on a 5-point Likert scale (1 = Strongly Disagree; 5 = Strongly Agree). Higher scores indicate officers' greater agreement regarding the utility of the CDM.

Results in Table 8 indicate a statistically significant change in the mean score for nine of 11 items from the post-training to the follow-up survey, in the *opposite direction*. Four months after participating in the ICAT training program, officers were less likely to indicate the utility of the CDM in their law enforcement work.

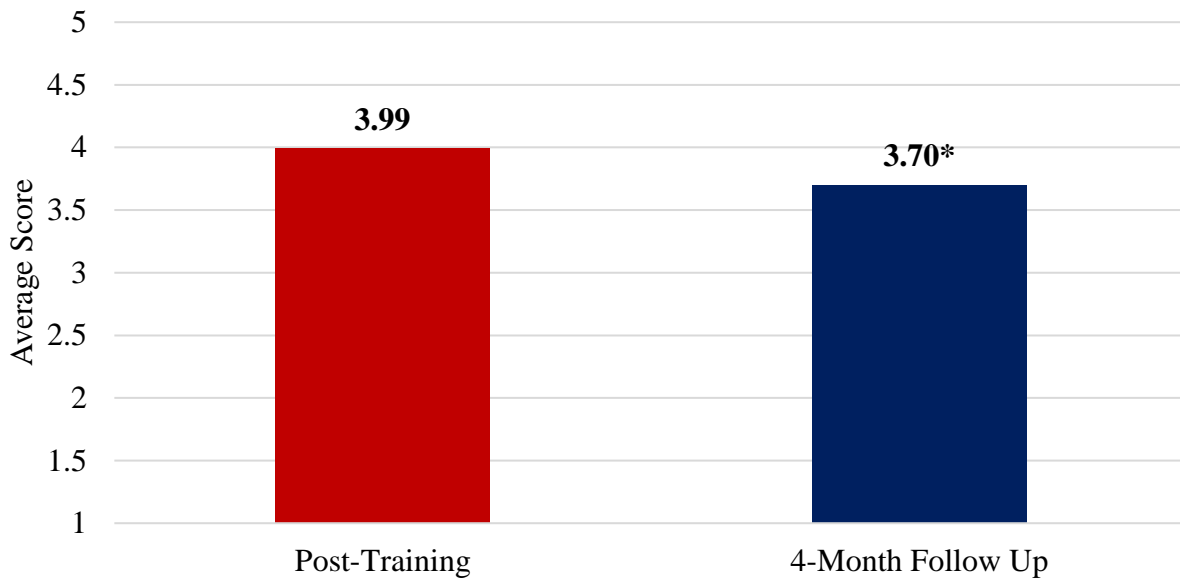
**Table 8. UCPD Officer Perceptions of CDM Utility Survey Results (N = 62)**

<i>The CDM...</i>	<b>Post-Test Mean</b>	<b>Follow-Up Mean</b>
1. ... increases my decision-making skills during everyday situations.	3.93	3.72*
2. ... often takes too much time to use in encounters with a person in crisis. [Reverse Coded]	4.10	3.62*
3. ... may make officers hesitate to take action when needed. [Reverse Coded]	3.41	3.00*
4. ... helps me to assess the risks in a situation.	4.12	3.78
5. ... helps me identify my options for action in a situation.	4.07	3.83*
6. ... helps me select an option to resolve a situation.	4.00	3.76*
7. ... reminds me to continuously gather information during a situation.	4.15	3.89*
8. ... is too complicated. [Reverse Coded]	4.00	3.72*
9. ... helps me review the action I took during a situation.	3.97	3.79
10. ... helps me to explain my decision-making after I act in a situation.	4.05	3.76*
11. I am confident using the CDM during an encounter with a person in crisis.	4.05	3.74*
	<i>CDM Utility Scale</i>	<b>3.99</b> <b>3.70*</b>
	<i>Cronbach's α</i>	0.947    0.954

Figure 7 displays the mean scores for the *CDM Utility Index* for the post-training and follow-up surveys, which is also shown at the bottom of Table 8 above. There is a statistically significant difference between the post-training and 4-month follow-up scores in the *opposite direction*, similar to the individual survey items which make up this scale.



**Figure 7. UCPD CDM *Utility Index*, by Wave (N = 62)**



### **Impact of Officers' Characteristics**

Additional analyses were conducted to consider attitudinal differences according to two demographic categories: (1) educational attainment (officers with Bachelor's Degree and higher compared to officers with less than a Bachelor's Degree) and (2) UCPD experience (officers with 9 or fewer years compared to officers with 10 or more years). For both the education and experience categories, the agency had a nearly equal sample within each group. However, T-test comparisons did not find any statistically significant differences between the two groups for both variables, and across each of the six indexes and scales identified in the findings above. In other words, both novice and experienced officers – as well as lesser-educated and higher-educated officers – held similar views of citizen interactions, use of force, persons in crisis, confidence in handling critical incidents and views of the utility of the CDM across survey waves. Note that statistical analyses examining the differences across other officer demographics (e.g., sex, race, rank, assignment, etc.) could not be conducted due to the homogenous nature of the UCPD officers, and the agency size.

## CONCLUSION

### Findings Summary

This report summarized the initial findings from the first, pilot-test evaluation of the Integrating Communications, Assessment, and Tactics (ICAT) training program. We analyzed survey responses from the pre-training, post-training, and 4-month follow-up surveys, which measured a number of attitudes, perceptions, and beliefs related to the training content. The UCPD also reported their officers' general satisfaction with the ICAT training. Overall, the findings from the internally (UCPD) administered survey demonstrate that officers trained in ICAT held a positive view of the training, indicating initial promising results that ICAT training could be an effective curriculum.

The additional findings from the externally administered surveys are largely consistent with the hypothesized impacts of the training on officers' attitudes and perceptions. Some comparisons of survey sub-section indexes and scales indicate statistically significant changes in the predicted direction when comparing pre-training scores to post-training scores. This was found for the *Priorities in Citizen Interactions Index* and the *Interactions with Persons in Crisis Index*. In summary, officers reported statistically significant positive changes in their perceptions regarding their priorities in interactions with citizens and more specifically, with persons in crisis. Three additional sub-section scales (*Views on Citizen Interactions Index*, *Attitudes Toward Persons in Crisis Index*, and *Officer Confidence Scale*) demonstrated changes in officers' attitudes in the expected directions consistent with the training, however these differences were small in magnitude and did not reflect statistically significant changes. Importantly, officers reported statistically significant increases in the *Officer Confidence Scale* when comparing the pre-training scores to the 4-month follow-up scores. In other words, officers reported increased levels of confidence in handling situations with persons in crisis directly after the ICAT training, and their reported confidence continued to increase over time the next 4-month period.

It is also important to note that the majority of survey responses indicated a moderate level of training decay, given that most follow-up scores move closer to the pre-training scores over time and were not statistically different from the pre-training scores. Importantly as noted above, officers' reported confidence is the only area that did not exhibit indicators of training decay. Scores indicative of officer self-confidence in handling critical incidents continued to rise 4-months after the ICAT training is received by officers.

Examinations of the utility of the Critical Decision-Making Model (CDM) demonstrated findings that were inconsistent with the training. Nearly all survey items examining the CDM demonstrated a statistically significant change in the *opposite* direction than expected, indicating that officers found the CDM to be less useful at the 4-month follow-up period compared to the post-training period. While there may be various reasons as to this counter-intuitive finding, a potential explanation is that the CDM may need to be reinforced more frequently than other

components of the ICAT training. It is also possible that officers may not agree with or fully understand the CDM, or perhaps they find the model difficult to use in high stress situations. In short, the training curriculum that includes the CDM needs to be reconsidered for more effective impact.

## **Limitations**

As with all research, there are several limitations that should be noted. First, one concern about using survey research to assess programmatic impact is the possibility that respondents may choose responses that they perceive as socially desirable, rather than responses that reflect their own personal beliefs. Although we cannot dismiss this possibility, the likelihood of a social desirability response is minimized by our use of an anonymous survey, where the identities of respondents remain unknown.

Randomized control trials (RCT) are considered the “gold standard” in research, due to their ability to maximize internal validity, which increases the confidence that findings did not occur by chance. During an RCT, study subjects are randomly assigned to either the treatment or control group. The “treatment group” receives the intervention being studied and the “control group” does not. The control group is often described as just “doing business as usual.” This approach allows the researcher to control the delivery of the intervention and assume the only difference between the subjects in each group is whether or not they experienced the intervention. However, the research design used in this study was non-experimental, and did not include a randomized selection of officers to participate in the training. The lack of a rigorous design (including the lack of a control group for comparison) severely limits the internal validity of the study by the study’s inability to rule out the influence of other confounding factors.

Examining changes in officers’ attitudes pre/post training can still incorporate rigorous statistical analyses despite the limitations of the research design. Although the UCPD is considered a mid-size agency and therefore represents the majority of police agencies in this country, a sample size of 62 officers also places constraints on the statistical analyses that can be conducted. In addition, the use of force by UCPD officers is an infrequent event, and therefore the study is limited to assessing changes in officers’ attitudes, knowledge, and reported confidence rather than actual behavioral changes. Nevertheless, this research provides an opportunity to develop and pilot-test survey items to measure officers’ attitudes, perceptions, and confidence as a method to gauge the initial effects of de-escalation training.

## **Recommendations**

Based on these research findings, the following recommendations are provided to the UCPD:

- 1) **Continue to assess training decay, and identify appropriate levels of training dosage.** Initial findings suggest that the positive attitudinal changes reported by officers after the ICAT training dissipated somewhat by the 4-month follow-up time period. The UCPD

may consider holding additional refresher trainings, either during roll call or during a separate occasion to reinforce different aspects of the ICAT curriculum. The UCPD should actively monitor the use of these skills through analysis of body-worn camera footage or contact cards (see Recommendation #4).

2) **Re-examine the CDM portion of the ICAT curriculum.**

Findings from this research suggest that officers did not respond favorably to the CMD in particular, compared to other training components. This may represent a misunderstanding of the model, an inability to apply it in the field, or perhaps a failure in the training curriculum. Given the importance of the CDM to both the ICAT training, and the changes in the UCPD's use of force policy, a better understanding and use of the CDM by officers is warranted. This may be done through the use of focus groups with officers to better understand their perceptions regarding the CDM.

3) **Analyze self-reported use of ICAT skills.**

After all UCPD Officers were trained in ICAT (October 2018), the UCPD added a new section to their Form 10A ("Contact Card") which are filled out by officers for all citizens that are non-consensually stopped. There is a list of six tactical skills and four communication skills which officers are instructed to check off on the cards, should officers use the skill during their interaction with the citizen. These data should be analyzed to determine any changes in the self-reported use of these skills over time. In addition, the contact cards should be analyzed to determine which skills are used most often, and under what types of situations or conditions. This information would be beneficial to guide both refresher trainings and understand any barriers that may hinder officers from effectively using ICAT skills.

4) **Review BWC footage to examine use of ICAT skills.**

During certain interactions with citizens (e.g., responding to a call for service or while detaining an individual), UCPD Officers are instructed to turn on their body-worn cameras (BWC) to record the encounter. Supervisors should review footage of these officer-citizen encounters to examine the use of tactical and verbal ICAT skills. This may be particularly beneficial as a method to review encounters that may have escalated to the use of force by an officer. This examination could provide specific examples where officers used skills successfully or where the officer missed an opportunity to use skills, and can be shown to UCPD Officers during their monthly supervisory reviews.

5) **Conduct focus groups with UCPD officers.**

This research study provides important quantitative information as to the attitudinal changes associated with the ICAT training program. However, qualitative research would provide an additional layer of understanding for training impacts. We recommend conducting focus groups with UCPD officers to understand the utility of the training, as well as the potential barriers to the training. This allows for the capturing of information

that was not included in the survey research, and may provide useful explanations and context for the current research findings.

6) **Continue to build the evidence-base for ICAT and other UCPD training.**

It is now widely recognized that strategies based on scientifically-grounded research, or evidence, are more likely to be effective in achieving the goal of reducing problems in a cost-effective manner. For a police agency to be evidence-based, it should use and generate research to guide strategic and tactical decision-making. Strategies that are found to be beneficial should be adopted, while strategies found to have minimum or adverse effects should be avoided. Much of the work in Evidence Based Policing (EBP) has been focused around the concepts of: (1) targeting, (2) testing, and (3) tracking (Sherman, 2013; Engel and Meisenholder, 2020). To implement Evidence Based Policing (EBP), agencies need to: (1) **target** resources on problems that are prioritized through a combination of data analysis and stakeholder feedback; (2) **test** the policing methods selected to determine their impact; and (3) **track** mechanisms internally to ensure accountability.

The UCPD has embraced EBP and has begun the use of targeting, testing, and tracking to enhance their policing efforts. It is recommended that the UCPD continue to use these principals to further develop and improve their ICAT training. In addition, it is recommended that similar targeting, testing, and tracking approaches be implemented across all UCPD trainings. It is widely recognized in the law enforcement field that the impact of police training is rarely evaluated.

## **Policy Implications**

Previous literature reviews have demonstrated promising evidence to support the notion that if training creates significant changes in attitudes, there is a greater likelihood it will also result in measurable behavioral changes. Indeed, researchers who study how best to conduct training evaluations argue that in order to create behavioral change, learning must first occur—and learning includes measuring participants' changes in attitudes, knowledge, and skills as a consequence of training (Kirkpatrick, 1989). Therefore, despite the limitations noted above, this study significantly contributes to the very limited knowledge currently available regarding the impact of de-escalation training for police.

Although de-escalation training has been widely promoted in the policing field in the past several years, there is no systematic evidence regarding its effectiveness (Engel et al., forthcoming). Therefore, this initial pilot-test with the UCPD represents *the first reported findings regarding the impact of de-escalation training on police* of which we are aware. Further, this research represents an important first step to provide police executives from other jurisdictions with survey tools and examples to build their own evidence-base within their agencies. Results from

this research will be used to further refine and validate the survey instruments for use in future research studies with larger agencies where behavioral impacts can be assessed.

For the UCPD specifically, the findings demonstrate that the ICAT training significantly increased officers' reported confidence when handling situations involving individuals in crisis, and that officers' confidence continues to increase at the 4-month follow-up period. This, in conjunction with the other positive findings reported from this study signify early promising effects for the ICAT training program on changing attitudes and perceptions, making officers more amenable to the principles and practices of de-escalation. This is critical because the use of effective de-escalation techniques is designed to save the lives and reduce injuries of both citizens and police officers. Furthermore, the use of de-escalation skills as trained is believed to reduce the likelihood of officers using excessive force—thereby saving agencies and officers from the many negative consequences that result from excessive force, including community distrust, complaints, and even civil/criminal litigation. Currently, there is a growing recognition in the policing field that even if force *could* legally be used, that does not mean it *should* be used. Ultimately, police trainings which reduce the need and severity of police use of force are most necessary in policing today—the ICAT training program may be one such way to resolve police and citizen encounters in a safer way.

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