

City Council Work Session Handouts

June 22, 2020

- I. Review and Discuss Richardson Police Department's Status of Critical Policies and Practices

Richardson Police Department

Status of Policy and Practice



Richardson Police Department Statement

June 9, 2020

- **As an organization and as individuals we are disturbed and deeply saddened by the death of George Floyd. The conduct of the officers that day is contrary to the Mission and Values of the Richardson Police Department. We are dedicated to the preservation of life and individual liberties, carried out with integrity and professionalism. We emphatically oppose the actions taken by the officers in Minneapolis.**
- **We would like to say thank you to those who peacefully participated in several community gatherings held in Richardson over the past week. Our Department has worked hard to earn support and the trust of our citizens. We are committed to the continued development of a strong community-police partnership and we are proud of the fact that in Richardson, Texas our community can come together to express our frustrations and anger in a peaceful and orderly manner.**

- ❑ Policies

- ❑ Recruitment, Hiring, Training

- ❑ Community Engagement & Communication

- ❑ Transparency

Policy Development

A Dynamic Process

- ❖ Best Practices
- ❖ Legislation
- ❖ Case Law
- ❖ Technology

Mission Values and Purpose of the Richardson Police Department

OUR MISSION:

We will serve as *partners* with our citizens to maintain a safe and peaceful community, *committing ourselves to the preservation of life, protection of property, and safeguarding individual liberties*. We are dedicated to accomplishing this with integrity and professionalism.

STANDARD OF PURPOSE:

The Richardson Police Department exists to *prevent* physical, economic, and emotional harm to our community of citizens because of unlawful or negligent conduct on the part of anyone.



POLICIES

Use of Force Policy Overview

Under no circumstances will the level of force utilized be greater than necessary to accomplish a lawful conclusion to a police incident.

Current Use of Force Concerns

Chokeholds, Strangleholds, Lateral Vascular Neck Restraint

Employees of the Department are prohibited from using neck restraints, chokeholds, or strangleholds (including the Lateral Vascular Neck Restraint), unless the use of deadly force is justified by Department policy.

Current Use of Force Concerns

De-Escalation

De-escalation techniques will be utilized unless an officer believes it would be unsafe, unrealistic or impractical to do so. Any justification for not doing so because it was unsafe, unrealistic or impractical is based on whether a reasonable officer under the same or similar circumstances would have made the same decision.

Current Use of Force Concerns

Warning Before Shooting

Officers shall give a verbal command or warning, when possible, before discharging a firearm.

Current Use of Force Concerns

Exhaust All Alternatives Before Shooting

Under no circumstances will the level of force utilized be greater than necessary to accomplish a lawful conclusion to a police incident.

Deadly force is only allowed and lawful, when there is an immediate threat of death or serious bodily injury to any person.

Officers will be trained to assess each individual situation based on what they know or perceive at the time of the incident and respond with the appropriate de-escalation and/or use of force.

The determination that the necessity for using force and the level of force used is based upon the officer's evaluation of the situation in light of the totality of the circumstances known to the officer at the time the force is used and upon what a reasonably prudent officer would use under the same or similar situations.

The level of control must be based on the current level of resistance when the control is applied.

Current Use of Force Concerns

Duty to Intervene

All employees have a duty to intervene to prevent or stop the use of excessive force by another employee when it is safe and reasonable to do so. Employees shall immediately report their observations to a supervisor.

Current Use of Force Concerns

Shooting at Moving Vehicles

Officers shall not discharge their weapons at or from a moving vehicle unless deadly force is authorized. Under no circumstances is a firearm to be used to disable or attempt to disable a vehicle. Officers will not deliberately place themselves in the path of a moving vehicle. When possible, an officer will move from the path of an oncoming motor vehicle instead of discharging a firearm at it or any of its occupants.

Current Use of Force Concerns

Use of Force Continuum

The Use of Force Continuum is not designed to be a step by step progression. Therefore, the response by the officer is not necessarily sequential.

Under normal circumstances, only the methods, instruments or force options listed below may be utilized to apply force. The level of control must be based on the current level of resistance when the control is applied. The following is only a representation of how to apply force and is not meant to be adhered to in any specific order.

- Professional Presence/Verbal Commands
- Physical strength and skill
- Approved Less-Lethal Weapons
- Approved firearms



Current Use of Force Concerns

Comprehensive Reporting

The Report of Resistance form will be completed by officer(s) involved in a non-deadly or less-lethal use of force incident prior to completing their shift unless extenuating circumstances exist.

- The Report of Resistance will be reviewed by the officer's supervision, and an inspection regarding policy, training, and equipment will be completed.

In Deadly Force situations a complete criminal investigation and an Internal Affairs investigation will be conducted. The circumstances, of the use of deadly force are required to be reported to the Texas Attorney General and to the FBI's Uniformed Crime Reporting Program's National Use-of-Force Data Collection.

Texas Police Chiefs Association (TPCA)

Best Practices Recognition Program

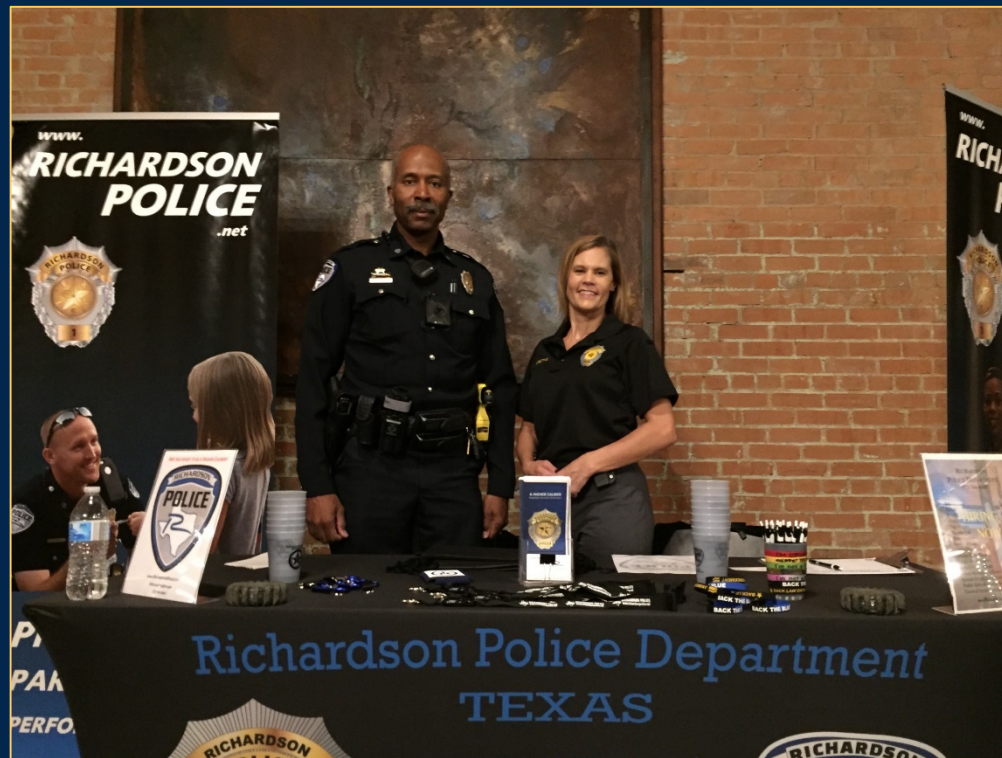
The TPCA Law Enforcement Recognition Program is a voluntary process where participating police agencies in Texas prove their compliance with 166 Texas Law Enforcement Best Practices.

- Richardson Police Department achieved our third Best Practices Recognition
- 167 agencies recognized out of 2,739 agencies

Recruitment
Hiring
Training

Recruitment

Recruiting takes on a variety of methods, mostly centered around our RPD website and law enforcement related social media outlets, where we get literally thousands of applications. We also focus recruiting at locations most likely to produce a great candidate and where we can emphasize diversity, such as Universities supporting the best Criminal Justice Programs, those with historically high minority enrollment, Military Veterans and Internships.



Hiring Ideal Candidate

- ✓ Be psychologically and physically fit to face the rigors of policing
- ✓ Possess a strong work ethic with a sound moral compass
- ✓ Uphold a level of honesty and integrity beyond reproach
- ✓ Serve a diverse community with empathy and compassion
- ✓ Embrace wisdom through education and life experience
- ✓ Display courage in the face of adversity or danger
- ✓ Reflect the values and police service expectations of the community

Hiring

- Continuous Testing – offer an ongoing test option for police officer applicants. Applicants can apply for the position of APO and Lateral Entry Police Officer and take the civil service exam when it is convenient for them, no more waiting for the next scheduled test date
- Board Interviews that challenge information obtained in the preliminary interviews
- Intensive Background Investigations – including social media, all aspects of the candidate's life



Training

Selected BPOC Courses

- ✓ Professionalism & Ethics
- ✓ Professional Policing
- ✓ Multiculturalism & Human Relations
- ✓ Racial Profiling
- ✓ US & Texas Constitution Rights
- ✓ Penal Codes 1, 2, & 3
- ✓ Code of Criminal Procedure
- ✓ Arrest, Search, and Seizure
- ✓ Verbal Communication/Public Interaction
- ✓ De-Escalation Strategies
- ✓ Force Options
- ✓ Arrest Control
- ✓ Civilian Interaction Training
- ✓ Cultural Diversity

TCOLE Standard: 696 hours

RPD Standard: 918 hours

Incumbent Training

The State of Texas requires peace officers to obtain **forty hours** of continuing education every **two years**. In Richardson we provide **forty hours of training every year**. This continuing education, or In-Service training, encompasses many state mandated topics, but also reinforces the de-escalation/use of force training received in the basic academy.

Texas Commission of Law Enforcement (TCOLE) offers proficiency certification for peace officers. To qualify a peace officer must successfully complete a series of training classes which include such topics as Use of Force, Racial Profiling, De-Escalation, Cultural Diversity, Crisis Intervention, and other topics to further the principles of Procedural Justice.

Training: Future Goals

- **Better use of technology**
- **Enhance video-based roll call training**
- **Better simulation training related to use of force situations**

Community Engagement

Community Engagements

- The Counseling Place – Victim’s Assistance
- Network of Community Ministries
- Neighborhood Crime Watch
- Video Crime Watch
- HOA/Crime Watch Patrol
- Dog Walker Watch
- Unidos
- Volunteers in Police Service
- Explorer Post
- Rape Aggression Defense (RAD)
- Citizen Police Academy
- Youth Citizen Police Academy
- Summer Safety Camp
- Public Safety Expo
- National Night Out
- ...



Communication

Communication

❖ Social Media

- Facebook – 28,493 followers
- Twitter – 7,187 followers
- Nextdoor – 38,162 followers
- Instagram – 3,207 followers
- YouTube – 384 subscribers

❖ Community Messaging

- Neighborhood Crime Watch Email
- Business Crime Watch Email
- Corporate Security Director Email
- Weekly Neighborhood Crime Report Email
- Ask Richardson Police Email
- Faith-Based Email
- Multi-Family/Apartments Email Group

❖ Police Department Website

- City Protect – interactive crime map (formerly CrimeReports)
- Monthly Crime Statistics Summary Report
- Citizen Crime Alerts & Bulletins
- Press Releases

Transparency

Transparency

A new, comprehensive webpage to provide the public with easy and transparent access to relevant information about the Department

<https://www.richardsonpolice.net/about/police-transparency>

Police Transparency

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The Richardson Police Department believes transparency is vital to a successful community-police relationship. The resources on this page are available so that citizens will be able to learn more about our police activities, policies, training, and agency practices.

Use of Force

[Use of Force Policy](#) - Guidelines for deadly force, non-deadly force, de-escalation practices and duty to intervene to unreasonable force by another officer.

[Bias-based and Racial Profiling Policy](#) - Guidelines for treatment of people and biased-based profiling.

[Pursuit Policy](#) - Guidelines for conducting vehicular pursuits.

Accountability

[Body Worn Cameras Policy](#) - Guidelines for the use, maintenance, and management of Body Worn Cameras (BWCs) and the retention/storage of the related recorded media.

[Open Records Requests Policy](#) - Guidelines relating to the documentation and processing of open records requests.

[Internal Discipline Policy](#) - Provides guidance in maintaining integrity consistent with the high level of public trust extended to the Richardson Police Department.

Summary Reports

[Use of Force](#) - Annual report of incidents involving use of force.

[Pursuit Report](#) - Annual report of officers that engaged in vehicular pursuits.

[Bias-based and Racial Profiling Report](#) - Annual report of complaints related bias/racial profiling.

[Crash Reports](#) - Annual report of Department employee involved vehicle accidents.

Community Engagement

[Neighborhood Crime Watch](#)

[Video Crime Watch](#)

[Crime Watch Patrol](#)

[Dog Walker Watch](#)

[Unidos](#)

[Volunteers in Police Service](#)

[Explorer Post](#)

[Rape Aggression Defense \(RAD\)](#)

[Citizen Police Academy](#)

[Youth Citizen Police Academy](#)

[Summer Safety Camp](#)

[Public Safety Expo](#)

[National Night Out](#)

Accreditations

[Texas Police Chiefs Association - Best Practices Recognition Program - Since 2009](#) - The Law Enforcement Recognition Program is a voluntary process where police agencies in Texas prove their compliance with 166 Texas Law Enforcement Best Practice standards. These Best Practices were carefully developed by Texas Law Enforcement professionals to assist agencies in the efficient and effective delivery of service, the reduction of risk, and the protection of individual's rights.

Academy Advisory Board

RPD currently supports a TCOLE required Academy Advisory Board. This Advisory Board reviews and makes recommendations regarding training curriculum.

We intend to enhance the scope of this Board by redefining its purpose to include not only review and recommendations regarding training issues but also review and recommendations regarding policy matters. We intend to increase the number of members to include broader representation of the community and require the board to meet more frequently.

