

EXCELLENCE IN LAW ENFORCEMENT POLICY



POLICY & TRAINING – CHALLENGES

- Keep policies up to date with changing legislation
- Meet DOJ and national best practice standards
- Ensure officer accountability to policy
- Train personnel on policies and policy changes
- Keep community members informed about policy
- Do it all on a budget!

WHO IS LEXIPOL?



**POLICIES &
UPDATES**



**ONLINE
TRAINING**



**WELLNESS
RESOURCES**



**GRANT
SERVICES**



**INDUSTRY NEWS
(POLICE1)**

LEXIPOL - A TRUSTED PARTNER

10,000+ agencies

Serving public safety agencies since 2003

420+ employees with experience in constitutional law, civil rights, ADA, discrimination, Internal Affairs, use of force & more



KEY CONTRIBUTORS TO POLICY - INTERNAL

- Current and former sworn and civilian law enforcement
- Prosecutors for local, county and state agencies
- Subject matter experts serving as agency trainers and college and university adjunct professors
- In-house and retained legal advisors

EXPERIENCE IN:

Policy development and implementation
Defense of disciplinary and policy-related litigation and grievances
Civil rights, ADA and discrimination claims
Unfair labor practice charges; labor negotiations
Public records
Criminal prosecution
Constitutional law and civil rights
Employment law
Ethics
Use of force

KEY CONTRIBUTORS TO POLICY - EXTERNAL

#1 priority - preservation of life and minimization of harm

Applicable laws and standards

Case law

Research and input from industry and advocacy
groups

Evolving best practices

Customer inquiries and feedback

CUSTOMIZED POLICIES

- Based on federal and state law
- Kept up to date
- Reviewed and customized to reflect your agency practices & community priorities

Policy
327

Tacoma Police Department
Policy Manual

Major Incident Notification

327.1 PURPOSE AND SCOPE
The purpose of this policy is to provide guidance to members of this department in determining when, how and to whom notification of major incidents should be made.

327.2 POLICY
The Tacoma Police Department recognizes that certain incidents should be brought to the attention of supervisors or other specified personnel of this department to facilitate the coordination of activities and ensure that inquiries from the media and the public may be properly addressed. Other incidents that do not require immediate notification may be included in the shift recap.

327.3 MANDATORY NOTIFICATION
Notification of the Chief of Police, through the chain of command, is required for the following incident types:

- Death or serious injury to a department member.
- Death or serious injury of any person by the actions of a department member in the performance of their duties.
- Death or serious injury to an elected official.
- Any situation involving an armed barricaded subject, the taking of a hostage, a bombing, or sniping.
- Disaster (natural or human-caused) or civil disorder of substantial proportion.
- Incidents of heightened community interest (e.g., homicides, serious assaults on juveniles).
- Incidents that are likely to garner media attention.
- Incidents involving immediate questions as to the agency's liability.
- Any other circumstances or situations deemed advisable for notification by the Shift Commander.

327.4 SHIFT COMMANDER RESPONSIBILITY
The Shift Commander is responsible for making the appropriate notifications. The Shift Commander shall make reasonable attempts to obtain as much information on the incident as possible before notification. The Shift Commander shall attempt to make the notifications as soon as practical. Personal contact should be made. Leaving voicemail messages or unanswered text messages is typically not sufficient.

ALIGNED WITH DOJ STANDARDS

- Applies to Use of Force, Bias-Based Policing, Warrant Service, Custodial Searches, Recruitment and Selection, Records Bureau, Performance History Audits, Evaluation of Employees, and Special Assignments and Promotions policies
- All align with May 2022 Presidential Executive Order and subsequent May 2023 accreditation standards issued by the United States Department of Justice (DOJ)
- Lexipol's policies already complied with the majority of the mandatory standards. But we made some adjustments to place agencies in the best position possible if and when they elect to seek accreditation.

USE OF FORCE POLICIES

Although our policies allow for some exceptions based on real-world experience and practical analysis, Lexipol use of force policies generally:

- Require de-escalation, duty to intervene, warning before deadly force, providing medical aid and reporting of force
- Prohibit shooting at moving vehicles
- Provide for periodic audits of every officer to flag potential training and behavioral issues
- Direct the command staff to prepare an annual analysis on use of force incidents to determine whether various uses of force were proper and effective and whether improvements can be made

LEGISLATIVE UPDATES

LEXIPOL
Home
Manuals
DTBs
Reports
Accreditation
Help
Hello D ▾
Admin ▾
Logout

Filters ▾
SC LE Policy Manual

You began editing on 08/06/2020 at 9:27am

Status: Draft ▾ Included PDF ▾ Add Section Accept All Updates Hide Updates (13)

409 Crisis Intervention Incidents
! Not Issued Draft

410 Emergency Admissions
Issued: 01/02/2020 Draft

411 Releases
! Not Issued Draft

412 Foreign Diplomatic and Consular Repre...
! Not Issued Draft

413 Rapid Response and Deployment
! Not Issued Draft

414 Immigration Violations
Issued: 04/04/2017 Locked

415 Utility Service Emergencies
! Not Issued Draft

416 Aircraft Accidents
! Not Issued Draft

417 Field Training
! Not Issued Draft

418 Air Support
! Not Issued Draft

419 Contacts and Temporary Detentions
! Not Issued Draft

420 Criminal Organizations
! Not Issued Draft

421 Watch Commanders
! Not Issued Draft

422 In-Car Camera
! Not Issued Draft

414.4 ENFORCEMENT

Federal

[An officer-deputy] may detain an individual when there are facts supporting a reasonable suspicion that the individual entered into the United States in violation of a federal criminal law. Federal authorities shall be notified as soon as possible and the detained individual shall be immediately released if the federal authorities do not want the person held. [An officer-deputy] should not detain any individual, for any length of time, for a civil violation of federal immigration laws or a related civil warrant.

Compare Content

Accept Update

Reject Update

ENFORCEMENT DETENTIONS

Federal

A deputy may detain an individual when there are facts supporting a reasonable suspicion that the individual entered into the United States in violation of a federal criminal law. Federal authorities shall be notified as soon as possible and the detained individual shall be immediately released if the federal authorities do not want the person held. A deputy should not detain any individual, for any length of time, for a civil violation of federal immigration laws or a related civil warrant:

A deputy should not detain any individual, for any length of time, for a civil violation of federal immigration laws or a related civil warrant.

A deputy who has a reasonable suspicion that an individual already lawfully contacted or detained has committed a criminal violation of federal immigration law may detain the person for a reasonable period of time in order to contact federal immigration officials to verify whether an immigration violation is a federal civil violation or a criminal violation. If the violation is a criminal violation, the deputy may continue to detain the person for a reasonable period of time if requested by federal immigration officials (8 USC § 1357(g)(10)). No individual who is otherwise ready to be released should continue to be detained only because questions about the individual's status are unresolved.

If the deputy has facts that establish probable cause to believe that a person already lawfully detained has committed a criminal immigration offense, he/she may continue the detention and may request a federal immigration official to respond to the location to take custody of the detained person.(8 USC § 1357(g)(10)).

A deputy is encouraged to forgo detentions made solely on the basis of a misdemeanor offense when time limitations, availability of personnel, issues of officer safety, communication capabilities, or the potential to obstruct a separate investigation outweigh the need for the detention.

A deputy should notify a supervisor as soon as practicable whenever an individual is being detained for a criminal immigration violation.

Release Notes
Workflow
Collaboration
Guide Sheets

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KEY POLICY UPDATES – 2023

- Asset Forfeiture Policy - SB 5606
- Personnel Complaints Policy - new Criminal Justice Training Commission reporting requirement
- Line-of-Duty Deaths Policy and Wellness Program Policy - US HR 6943
- Control Devices and Techniques Policy - Washington Supreme Court decision that RCW 10.116.030(3) is unconstitutional
- Public Alerts Policy - HB 1125
- Domestic Violence, Extreme Risk Protection Orders, and Property and Evidence policies - HB 1715 and HB 5231
- Child Abuse Policy - SB 5453
- Medical Cannabis Policy - HB 1563
- Traffic Collision Reporting Policy - HB 1319
- Sexual Assault Investigations Policy - HB 1028
- Animal Control Policy - HB 1234
- Vehicle Pursuits Policy - SB 5352
- Contacts and Temporary Detentions Policy - HB 1140

WITH LEXIPOL, TACOMA PD...

- Implements and maintains policies that reflect industry standards of excellence
- Holds officers accountable for knowing and following policy
- Maintains ownership of policies
- Equips officers with the tools they need to make decisions that protect community members

QUESTIONS?



WHAT HAS LEXIPOL DONE TO SUPPORT POLICE REFORM?

- Worked to quickly update our policies in 2020, both federal and state
- 10 webinars since 2020 on reform issues – all available for free to anyone
 - [Duty to Intervene webinar](#) in July 2020 (29,000 views)
 - Three-part [webinar series on police reform](#) in 2021
- [Use of Force Policy website](#) to enhance transparency
- Numerous [articles on aspects of reform](#)
- [Guide to help community members](#) get involved with reviewing police policy

DAILY TRAINING BULLETINS

← Anytown PD

DTB

Conducted Energy Device - Verbal Warning

November 12, 2017

Scenario

You and Officer Clay Regan respond to a disturbance call at an auto parts store. You determine that one of the people involved, James Edwards, has several outstanding felony warrants, and you attempt to arrest him. Mr. Edwards has a history of violence and weapons offenses and he is not cooperating. Based on all of the facts of the situation, you determine that it may be necessary to use the TASER® device to control Mr. Edwards. You are about 15 feet away from him and there are several obstacles, including the counter, between you.

ISSUE: Should you give a warning before deploying the TASER device?

Manual Reference

204.4 VERBAL AND VISUAL WARNINGS

LEXIPOL






























































Home Manuals DTBs Reports Accreditation Help

Hello D Admin Logout

Manage DTB Packages Manage All DTBs Please review DTBs to ensure accuracy and relevancy to your organization before issuing them.

Package: DTB-SC-LE-2020-07

Accept Selected Track Changes Clear Selected Flags Set to InApproval Set to Approved Remove Selected Add DTBs

	DTB Day	Title	Topic	Product/Manual	Stat...	Manual Links	Created	Package Names	Actions
<input type="checkbox"/>	07/01/2020	Control Devices - Oleoresin Capsicum	Equipment	Law Enforcement Ser...	Draft	303.8 POST-AP...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/02/2020	Temporary Custody of Adults	Custody and Detention	Law Enforcement Ser...	Draft	900.5.5 TELEP...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/03/2020	Mobile Digital Terminal Use		Law Enforcement Ser...	Draft	423.4 RESTRIC...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/04/2020	Bicycle Patrol		Law Enforcement Ser...	Draft	426.2 POLICY, ...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/05/2020	Officer-Involved Shootings and Deaths		Law Enforcement Ser...	Draft	305.11 MEDIA ...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/06/2020	Electronic Mail		Law Enforcement Ser...	Draft	204.4 RESTRIC...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/07/2020	Victim and Witness Assistance		Law Enforcement Ser...	Draft	318.6 WITNES...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/08/2020	Protected Information		Law Enforcement Ser...	Draft	805.1.1 DEFINI...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/09/2020	Firearms		Law Enforcement Ser...	Draft	306.3.4 PERSO...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/10/2020	Domestic Violence		Law Enforcement Ser...	Draft	311.5 VICTIM ...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/11/2020	Safety Restraints		Law Enforcement Ser...	Draft	1011.3 WEARL...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/12/2020	Foot Pursuits		Law Enforcement Ser...	Draft	308.5.1 INITIA...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/13/2020	Control Devices - Oleoresin Capsicum		Law Enforcement Ser...	Draft	303.7.3 TREAT...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/14/2020	Standards of Conduct		Law Enforcement Ser...	Draft	320.5 CAUSES ...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/15/2020	Body Armor		Law Enforcement Ser...	Draft	1012.2 POLICY...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/16/2020	Hazardous Materials Response		Law Enforcement Ser...	Draft	406.4 CONSID...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/17/2020	Use of Social Media		Law Enforcement Ser...	Draft	322.4 AUTHOR...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/18/2020	Standards of Conduct - Efficiency		Law Enforcement Ser...	Draft	801.6 RADIO C...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/19/2020	Patrol		Law Enforcement Ser...	Draft	400.3 FUNCTI...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/20/2020	Conducted Energy Device		Law Enforcement Ser...	Draft	304.6 DOCUM...	06/15/2...	DTB-SC-LE-2020-07	  
<input type="checkbox"/>	07/21/2020	Response to Calls	Vehicle Operations	Law Enforcement Ser...	Draft	309.5 SAFETY ...	06/15/2...	DTB-SC-LE-2020-07	
<input type="checkbox"/>	07/22/2020	Fitness for Duty	Personnel	Law Enforcement Ser...	Draft	1016.3 MEMB...	06/15/2...	DTB-SC-LE-2020-07	
<input type="checkbox"/>	07/23/2020	Communicable Diseases	Personnel	Law Enforcement Ser...	Draft	1008.4.1 GENE...	06/15/2...	DTB-SC-LE-2020-07	
<input type="checkbox"/>	07/24/2020	Crisis Intervention Incidents	Investigations and Enforcement	Law Enforcement Ser...	Draft	409.7 INCIDENT...	06/15/2...	DTB-SC-LE-2020-07	
<input type="checkbox"/>	07/25/2020	Death Investigation	Investigations and Enforcement	Law Enforcement Ser...	Draft	331.3.4 SUSPE...	06/15/2...	DTB-SC-LE-2020-07	
<input type="checkbox"/>	07/26/2020	Smoking and Tobacco Use	Personnel	Law Enforcement Ser...	Draft	1009.3 SMOKI...	06/15/2...	DTB-SC-LE-2020-07	

Daily Training Bulletin

Foot Pursuits

Topic: Officer Safety and Tactics

Accreditation Standard:

DTB Date: 07/12/2020

Question:

What information should a deputy provide as soon as practicable after engaging in a foot pursuit?

☐ Location and direction of travel

☐ Call sign identifier

☐ Reason for the foot pursuit, such as the crime classification

☐ All of the above

Close Back

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OFFICER ACKNOWLEDGMENT

← Anytown PD

Policy 300 Patrol Function

A college or university in this jurisdiction should designate a liaison between our department and students exercising rights guaranteed by the First Amendment to the United States Constitution, a similar provision of the California Constitution or both (Education Code § 66303). The designated department staff member will work with this liaison regarding relevant issues, scheduled events, training and crowd control.

I understand that it is my responsibility to review, become familiar with and comply with all the provisions of this new or updated policy. I further understand that, if I have questions about or do not fully understand any portion of this policy, it is my responsibility to seek clarification from my supervisor. I hereby acknowledge that I have received, read and understand this policy.

ACKNOWLEDGE

Policy 319 Hate Crimes

319.4 INVESTIGATIONS

Whenever any member of this department receives a report of a suspected hate crime or other activity that reasonably appears to involve a potential hate crime, the following should occur:

a. Assigned deputies should promptly contact the victim, witness or reporting party to investigate the matter further, as circumstances may dictate.

b. A supervisor should be notified of the circumstances as soon as practicable.

c. Once the in-progress aspect of any such situation has been stabilized (e.g., treatment of victims or arrest of suspects at the scene), the assigned deputies should take reasonable steps to preserve evidence that establishes a possible hate crime.

d. Based upon available information, deputies should take appropriate action to mitigate further injury or damage to potential victims or the community.

e. Depending on the situation, the assigned deputies or supervisor may request assistance from investigators or other resources.

f. The assigned deputies should interview available witnesses, victims and others to determine what circumstances, if any, indicate that the situation may involve a hate crime.

g. The assigned deputies should make reasonable efforts to assist the victim by providing available information on local assistance programs and organizations as required by the Victim and Witness Assistance Policy.

h. The assigned deputies should include all available evidence indicating the likelihood of a hate crime in the relevant reports. All related reports should be clearly marked "Hate Crime."

i. The assigned deputies and supervisor should take reasonable steps to ensure that any such situation does not escalate further and should provide information to the victim regarding legal aid, (e.g., Family Violence Protective Order), through the courts or County Counsel.

319.4.1 INVESTIGATION DIVISION RESPONSIBILITIES

If a hate crime case is assigned to the Investigation Division, the assigned investigator will be responsible for:

a. Coordinating further investigation with the County Counsel and other appropriate law enforcement agencies.

b. Maintaining contact with the victim and other involved individuals, as needed.

c. Maintaining statistical data and tracking of suspected hate crimes, as indicated or required by state law.

319.5 TRAINING

All members of this department should receive training on hate crime recognition and investigation.

I understand that it is my responsibility to review, become familiar with and comply with all the provisions of this new or updated policy. I further understand that, if I have questions about or do not fully understand any portion of this policy, it is my responsibility to seek clarification from my supervisor. I hereby acknowledge that I have received, read and understand this policy.

Acknowledge

ELECTRONIC TRACKING

As of:
4/12/2021

Lexipol

Total Policies
21

Total Users
7

Legend

NR = Not Received

AD = Acknowledged Deletion

✓ = Acknowledged

✗ = Not Acknowledged

Users	Email	Current Version Acknowledged	Active Policies Still to Acknowledge	[comCenter]	Animal Control	Biological Samples	Brady Information	Canines	Communications with Persons with Disabilities	Electronic Mail	Firearms	Handcuffing and Restraints	Impaired Driving	Meal Periods and Breaks	Occupational Disease, Work-Related Injury and Outside Agency Assistance	Personal Protective Equipment	Report Preparation	Response to Bomb Calls	Ride-Alongs	Seat Belts	Standards of Conduct	Training	Use of Force
Alston, Roy	drroyalston@gmail.com	0	21	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗
Cowan, Tom	tcowan1948@gmail.com	0	21	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗
Gibson, Jeff	jeff.gibson@ci.gunter.tx.us	0	15	✗	✗	✗	✗	✗	NR	NR	NR	NR	✗	✗	✗	NR	✗	✗	NR	✗	✗	✗	✗
Hopper, Jeff	jhopper@txdemo.com	0	7	✗	✗	✗	NR	✗	NR	✗	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	✗	✗	NR
Larson, Jamie	friscochief@txdemo.com	0	21	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗
Mirarchi, Michael	mike@resetclock.com	14	7	✗	✗	✗	✓	✗	AD	✗	AD	AD	✓	✓	✓	AD	✓	✓	AD	✓	✓	✗	✓
Schlackman, Stu	stu@competitive-excellence.com	0	21	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗