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



(POLICE1)

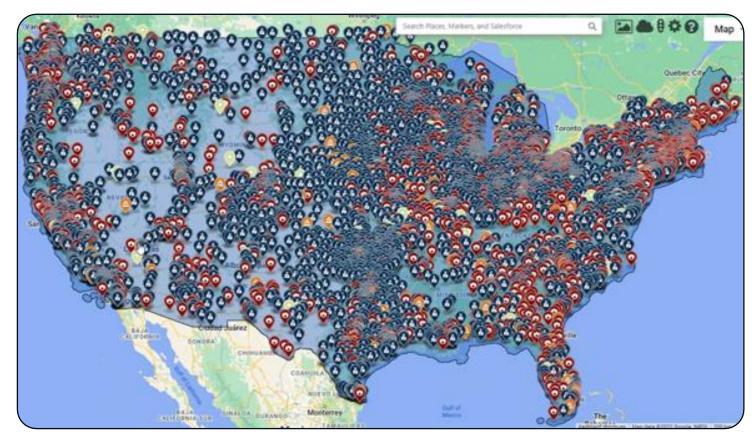


LEXIPOL - A TRUSTED PARTNER

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

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 to juveniles).
- Incidents that are likely to gamer 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

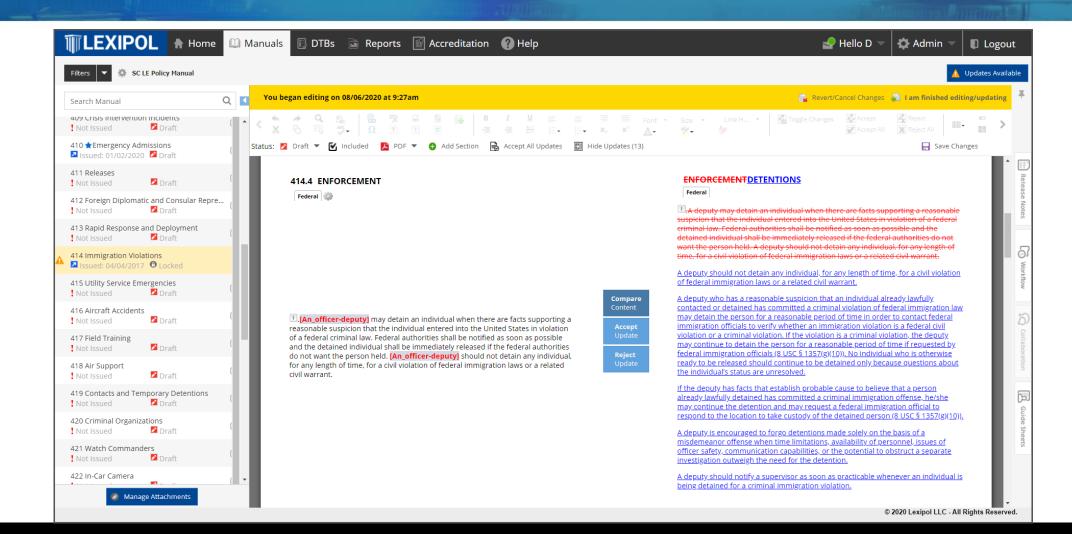
- Applies to Use of Force, Bias-Based Policing, Warrant Service, Custodial Searches, Recruitment and Selection, Records Bureau, Performance History Audits, Evaluation of Employees, and Special Assignments and Promotions policies
- All align with May 2022 Presidential Executive Order and subsequent May 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



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?

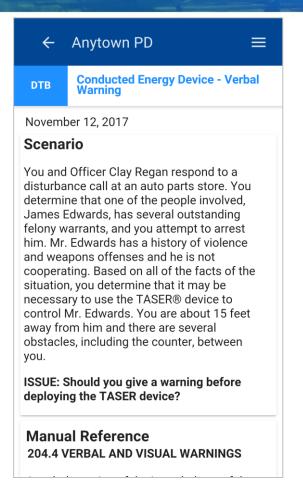


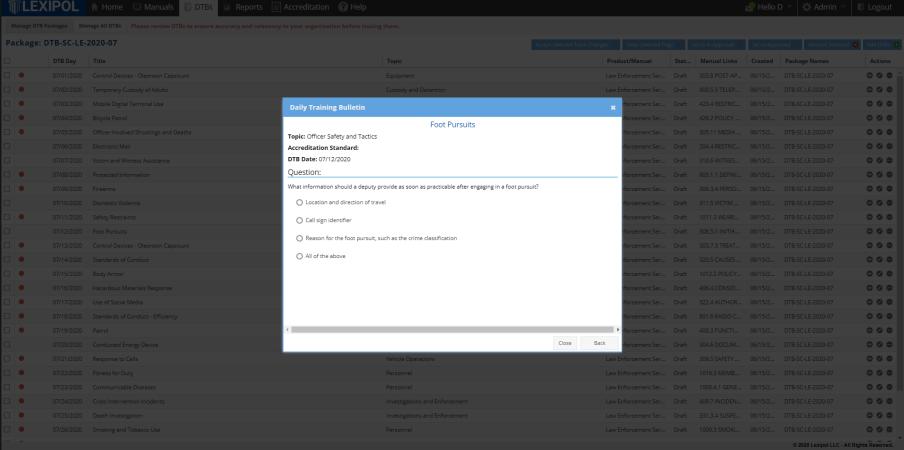


WHAT HAS LEXIPOL DONE TO SUPPORT POLICE REFORM?

- 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
 - <u>Duty to Intervene webinar</u> in July 2020 (29,000 views)
 - Three-part <u>webinar series on police reform</u> in 2021
- <u>Use of Force Policy website</u> to enhance transparency
- Numerous <u>articles on aspects of reform</u>
- Guide to help community members get involved with reviewing police policy

DAILY TRAINING BULLETINS





OFFICER ACKNOWLEDGMENT



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



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

1. 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 responsibility to seek clarification from my supervisor. I hereby acknowledge that I have received, read and understand this policy.

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Acknowledge

ELECTRONIC TRACKING

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Legend NR = Not Received AD = Acknowledged Deletion ✓ = Acknowledged × = Not Acknowledged	Users	Email	Current Version Acknowledge d	Active Policies Sti to Acknowled e	nter	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	
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