



**Office of Professional Standards**

MEMORANDUM

**TO:** Chief Timothy Sheehan  
**FM:** Lt. Todd Bernard  
**DT:** April 8, 2021  
**RE:** Office of Professional Standards - Annual Report

---

Please accept this as the Office of Professional Standard's 2020 Annual Report, providing a broad overview of department activities, followed by reviews and / or analyses of our command and administrative review, internal affairs, bias-based policing and early intervention system processes, as well as department staffing and recruitment functions.

Please let me know if there are any questions or should you need additional information or clarification.

## Table of Contents

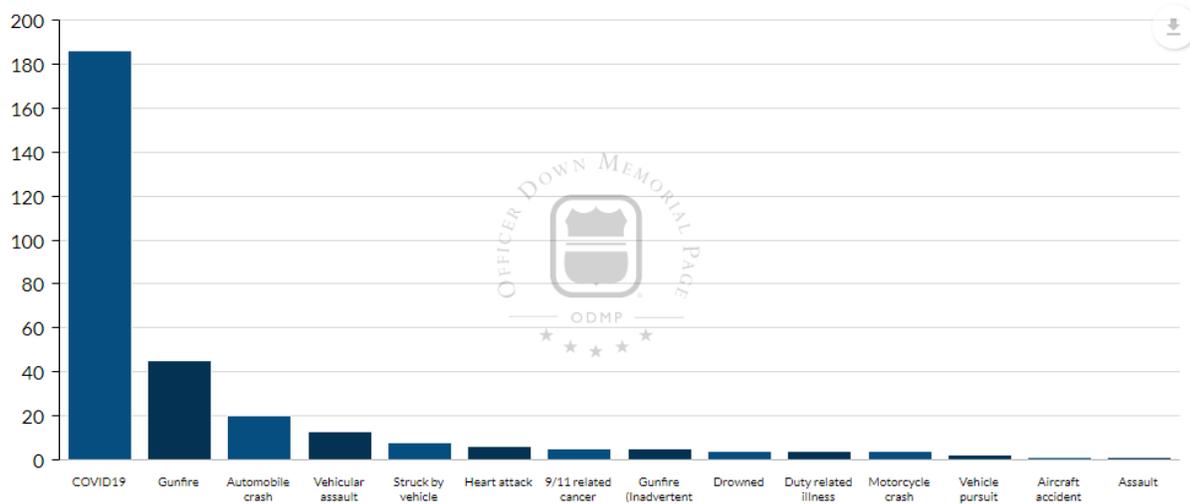
Overview.....	3
Trends .....	5
Opioid Crisis .....	5
The National Community Survey .....	6
Reports & Analyses .....	7
Training Report.....	7
Command / Administrative Review Analyses .....	7
Pursuit / FT Stop Analysis & Review (41.2.2) .....	12
Collisions Report .....	13
Internal Affairs Report & Analysis.....	14
Bias-Based Policing (1.2.9) .....	15
Early Intervention System (EIS) Evaluation (35.1.9).....	18
Recruitment / Staffing Analysis.....	18
APPENDIX A: Georgetown University Law ABLÉ Standards.....	22
APPENDIX B: National Community Service Survey™.....	24
APPENDIX C: Use of Force – Team & Rank.....	27
APPENDIX D: 2020 Use of Force – Analysis Data.....	28
APPENDIX E: Use of Force Response Options.....	35
APPENDIX F: Pursuit / FT Stop Analysis & Review.....	35

## Overview

During 2020, the department responded to approximately 29,951 calls for service; a reduction of 17% from 2019. Officers investigated 4,673 formal crime, incident and crash reports, with 227 of those being filed online; this is a slight decrease in overall reports (4,814 in 2019), and is a notable increase (+112%) in online reporting. The pandemic most definitely contributed to this decline in calls for service. The public was encouraged to use online assets during 2020. Officers were also encouraged to limit contact with the public as much as they could. Updated practices also encouraged officers to summons, if able, instead of making physical arrests. Officers arrested or summonsed 801 people (-22.9% over 2019). They conducted 5,230 traffic stops, a decrease of 44%, and issued 1,124 traffic citations (-18% over 2019).

Law enforcement continues to be an unpredictable and dangerous profession. During 2020, 304 officers died in the line of duty. This represents a 105% increase from 2019. The leading cause of 2020 line of duty deaths was, not surprisingly, COVID-19 with 212 officers perishing of this virus as of January 1, 2021. There were more than 100 deaths that also are likely to be as a result of COVID-19 but have not been confirmed. Traffic related deaths killed 47 officers and firearms accounted for 45 officers killed. Officers killed by firearms made a 6% decrease compared to 2019. Nationally, 6 officers died of a job-related heart attack. Ninety-two percent of the officers that died were male; 7% were female. The average age was 49, and average years of service was 17 years, with the shortest being 180 days and the longest being 60 years. Finally, about one fifth of all police officer deaths in 2020 were due to felonious causes. COVID-19 completely skewed the line of duty death numbers for 2020. Maine did not have any line of duty deaths in 2020. The graph below shows the dramatic rise in line of duty deaths due to COVID-19. FMI: [www.odmp.org](http://www.odmp.org)

All Causes of Death



Source: [www.odmp.org](http://www.odmp.org), 1/4/2021.

While 2020 proved to be a very challenging year for everyone, one encouraging statistic was a substantial decrease in officer suicides. This halts a 4 year gain for these deaths. A 27% decrease, from 239 in 2019 to 173 in 2020, was reported. Researchers and others responsible for tracking police suicides are at a loss to explain the decrease, despite additional pressures and demands on police. "We don't know why the numbers are going the way they are going," said Karen Solomon, president and co-founder of Blue H.E.L.P. Blue Help Organization collects this data and it is reviewed and verified with other organizations to confirm the statistics. Due to the stigma and the fact that there is no mandated reporting of police suicides, this is likely an underreported statistic. The suicide fatalities included the following demographic data: 90% male, 10% female with an average length of service of 15 years. It is veteran officers who are more prone to suicide. FMI: [www.bluehelp.org](http://www.bluehelp.org)

While there was a decrease in police suicides nationally in 2020, they are still tragic. Police officers remain in a profession with one of the highest suicide rates. These statistics substantiate the department's efforts in both providing and mandating the use of soft body armor, specialized ballistic doors in the patrol vehicles, specialized (e.g., armored) vehicles, equipment, teams and training, firearms training, restrictive response and pursuit guidelines, and high visibility vehicles and equipment. Additionally, the department requires the administrative review of high liability incidents and has the annual physical fitness program – inclusive of facilities and incentives. Also the department benefits from an early intervention system, employee assistance program, peer support, and critical incident stress protocols overseen or coordinated by our internal behavioral health liaison.

The department applied for and was accepted into the ABLE Program. The Active Bystandership for Law Enforcement (ABLE) Project, Georgetown University Law Center's national training and support initiative for U.S. law enforcement agencies committed to building a culture of peer intervention that prevents harm. By demonstrating agency commitment to transformational reform with support from local community groups and elected leaders, SPPD joins a select group of 30 other law enforcement agencies and statewide and regional training academies chosen to participate in the ABLE Project's national rollout. To date, hundreds of agencies across the United States and Canada have expressed interest in participating. Backed by prominent civil rights and law enforcement leaders, the evidence-based, field-tested ABLE Project was developed by Georgetown Law's Innovative Policing Program in collaboration with global law firm Sheppard Mullin LLP to provide practical active bystandership strategies and tactics to law enforcement officers to prevent misconduct, reduce officer mistakes, and promote health and wellness. ABLE gives officers the tools they need to overcome the innate and powerful inhibitors individuals face when called upon to intervene in actions taken by their peers. ABLE provided instruction for one instructor who was certified in November to teach ABLE and will be certifying two others in 2021. The entire department will be ABLE trained in 2021. For a list of ABLE standards see Appendix A.

Our behavioral health liaison continues to monitor officers' wellbeing and resilience. Due to COVID-19 in-person and group gatherings were suspended, however outreach was done via Zoom, email or phone for any support needed.

The threats officers face every day were magnified in 2020 with pressures and new demands due to COVID-19 and the nationwide social justice protests. Our agency continues to be held in high esteem in the South Portland community and among the Maine law enforcement community. Our officers continue to balance the department's mission of working cooperatively with all citizens to protect life and property, preserve the peace, enforce the law and maintain civil rights through proper and responsive community based service, while ensuring both the public's and their own safety. New challenges due to COVID-19 were met. The department adapted to a new way to police in 2020 which included adhering to the Governor's executive orders while enforcing them.

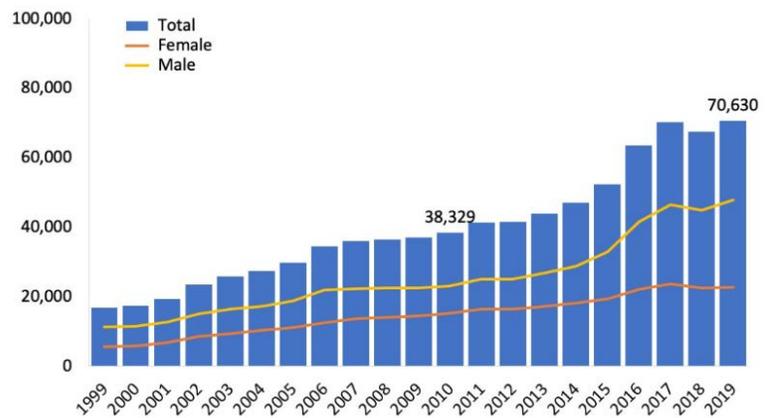
The department continues its CALEA certification process. The South Portland Police Department is one of five Maine agencies awarded this certification. Approximately 5% of police departments nationally hold this elite certification. We remain committed to ensuring our agency possesses the highest level of professionalism and service delivery through the CALEA review. This process ensures our policies, procedures, equipment and training are the most contemporary and best practices. In light of the significant number of contacts our officers have with the public, often during stressful, tense and chaotic situations, I hope you will agree that the data, reviews and analyses contained herein indicate that our officers continue to conduct themselves not only with the restraint and professionalism that is both expected of and regularly demonstrated by them, but with the spirit and intent of our *Mission Statement* and our *Guiding Values*.

## Trends

### Opioid Crisis

Maine continues to see terrible problems with opioid issues. The opioid epidemic has been declared a national public health emergency. 2020 is on par to be a record setting year for overdose deaths. Maine's Office of the Attorney General released its report for the first three quarters of 2020. Sadly, Maine has seen 380 fatal overdose deaths through the first three quarters of 2020. This is the same number for all overdose deaths in 2019. This pace would put the State over 500 deaths caused by overdose by December 31, 2020 and would break the grim record of 418 in 2017.

The COVID-19 pandemic contributed to this spike in deaths. The reduction in services and treatment due to closed support facilities and the isolation of the afflicted has worsened this problem. Also, reports of avoidance of treatment due to pandemic mitigation efforts reduced the ability to get help. The Attorney General Office's report states that Maine mirrors the nation in the increased death trend.



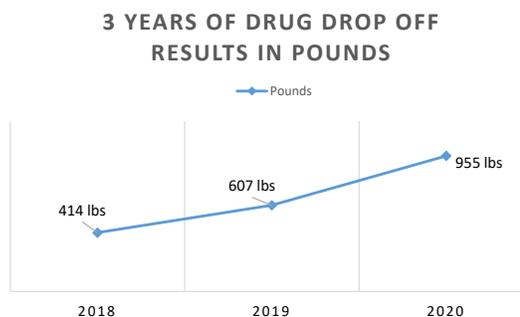
\*Includes deaths with underlying causes of unintentional drug poisoning (X40-X44), suicide drug poisoning (X60-X64), homicide drug poisoning (X85), or drug poisoning of undetermined intent (Y10-Y14), as coded in the International Classification of Diseases, 10th Revision. Source: Centers for Disease Control and Prevention, National Center for Health Statistics. Multiple Cause of Death 1999-2019 on CDC WONDER Online Database, released 12/2020.

**Figure 1: National Drug-Involved Drug Overdose Deaths\* Number among all ages, by gender, 1999-2019**

Source: <https://www.drugabuse.gov/drug-topics/trends-statistics/overdose-death-rates>

South Portland works with drug issues daily. Tracking overdose calls is complex due to the simple fact that overdoses are often a component of different calls for service. Notwithstanding, there has been a clear increase in overdose calls over the past 36 months. In 2019 there were 68 reported overdose calls with 11 fatalities (2 confirmed and 9 probable) and this year saw an increase of OD calls to 79 overdose calls and 9 deaths (2 confirmed and 7 probable). There has been a significant increase in the availability of Narcan possibly accounting for the slight decrease in fatalities amid the rise in total OD calls. Due to the continued drug overdose problems and drug related calls the South Portland Police Department has identified and secured grant monies to aid in this crisis. Additionally, the department has expanded the behavioral health liaison's duties to work with individuals specifically involved in drug related calls to both connect them to proper available resources and to follow up with them. Finally, the department has trained a cadre of officers, and the behavioral health liaison, in the recognition of substance abuse disorders. Other efforts to combat this crisis includes our Drug Drop Off initiatives. The Department hosts an annual drug drop off event in conjunction with the United States Drug Enforcement Administration. Unused or expired prescription medications are a public safety issue. They can lead to accidental poisoning, misuse and overdose. Disposing of drugs properly saves lives and protects the environment.

The graph, right, illustrates the increasing popularity of this program. Adding the year to date total of 580 pounds collected by the South Portland Police Department to the amount collected on Drug Drop Off Day, the total pounds of prescription drugs collected this calendar year is an extraordinary 1,535 pounds. In addition, 12 bags of recyclables (plastic, paper and cardboard) were generated thereby ensuring not just the unused and unwanted prescription drugs but the packaging be properly recycled.



The amount of drugs collected has steadily increased over the past three years as word of the program grows. Since 2018 close to 2,000 pounds of prescription drugs have been safely disposed of – almost a ton.

This year, the SPPD was chosen to partner with the Police Assisted Addiction and Recovery Initiative (P.A.A.R.I.). Twenty-nine law enforcement host sites were chosen, three of them in Maine. The program embeds AmeriCorps VISTA (Volunteers in Service to America) members in police departments and law enforcement agencies to address the opioid epidemic with the goal of building, strengthening and sustaining police-led programs to reduce and prevent overdose deaths and help more people with opioid use disorder get into treatment and recovery. Thanks to grant money received through the program, we were able to hire one full time position to build, strengthen and sustain police-led programs to reduce and prevent overdose deaths and help more people with opioid use disorder get into treatment and recovery. One of the first priorities for this position is to build a database of local and regional resources for officers and community partners. In addition, a database with accurate, timely, comprehensive crisis interventions with opioids and overdoses is being built.

### *The National Community Survey*

In 2020, the City of South Portland contracted with The National Community Survey to assess the “livability” of South Portland. The survey looked at ten aspects of the community:

- Economy
- Mobility
- Community Design
- Utilities
- Safety
- Natural Environment
- Parks and Recreation
- Health and Wellness
- Education, Arts, and Culture
- Inclusivity and Engagement

The survey went out to 4,000 South Portland households and received just under 800 responses. It included custom questions specifically related to the police department. The poll rated the police department in several areas such as:

	Excellent %	Good %	Fair %	Poor %
<i>Treating all residents fairly</i>	43	38	14	5
<i>Being trustworthy</i>	44	44	10	3
<i>Acting in the best interest of the community</i>	43	42	11	4
<i>Caring about the well-being of the people they deal with</i>	44	43	10	4
<i>Holding police accountable for their actions</i>	44	34	17	7
<i>Protecting individual civil rights</i>	43	40	12	5
<i>Being a positive influence in the community</i>	40	42	14	4

<i>Acting within the law</i>	46	40	10	4
<i>Using the appropriate amount of force</i>	46	34	15	5

The results confirm that the department enjoys widespread support and trust in the community. For all survey results pertaining to the police department see Appendix B.

## **Reports & Analyses**

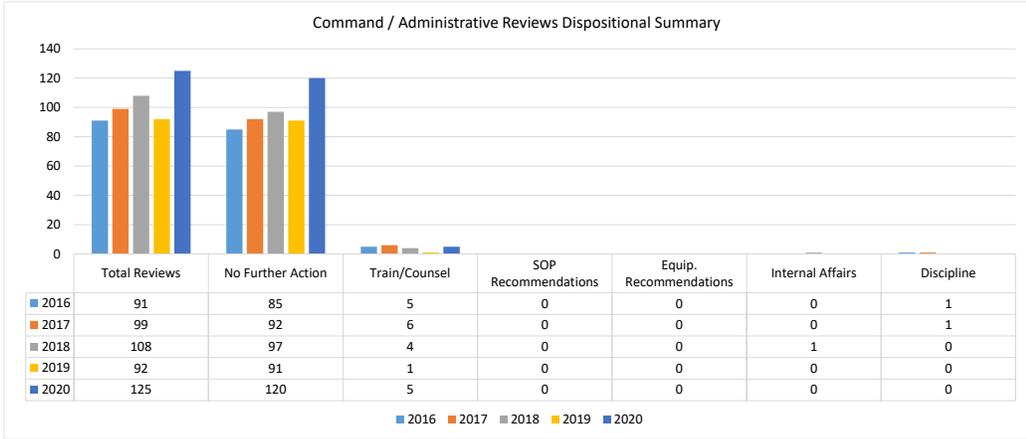
---

### ***Training Report***

The coronavirus pandemic in 2020 made training more challenging. We moved from an in person training model for most trainings to online or virtual training. We also began using PowerDMS to document all PD training. The training included MCJA mandated training (e.g., firearms, new law updates, law enforcement stress and critical incidents, officer wellness and bias awareness training), as well as a variety of elective and specialty trainings (e.g., SWAT, CNT, dive team, K-9 patrol and drug detector, and officer safety related training). In 2020 we partnered with Dirigo Safety to manage all of our MCJA and State mandated trainings. These online courses provided a convenient way for officers to complete these trainings. Officers also received training related to new weapon platforms including the transition to the Taser 7 and new Glock 9 mm firearms from the 40 caliber. Both the SWAT team and CNT continued training but at a reduced tempo due to COVID-19 restrictions. We also received training in pandemic mitigation, e.g. proper PPE and response to calls during a pandemic. The department continued to provide training via internal and external classroom opportunities (compliant with COVID-19 protocols) and online via Dirigo and PowerDMS. Personnel consistently display an interest and commitment to seeking, attending and providing training relevant to their assignments and professional development. Officers and supervisors continue to pursue training in areas of interest and relevant to career development. Active threat training within the community was also conducted, including a full-scale active threat drill with the Maine Mall.

### ***Command / Administrative Review Analyses***

During 2020, 125 reviews of high liability incidents were conducted, specifically including all uses of force, all pursuit and failure to stop incidents, and all cruiser collisions. This is a slight increase from 2019 that saw 108 reviews. Twelve of these incidents involved only the pointing of their service weapon, no physical force was used in these incidents. All were subject to preliminary review and recommendations by a minimum of two members of the command staff. Twenty reviews, up from 15 the previous year, were additionally referred to the standing Administrative Review Board, consisting of Lt. Gerrish, Lt. Simonds, and Sgt. Sutton. Per the department’s SOP criteria, the Administrative Review Board reviews incidents involving any use of deadly force or certain non-deadly force response options. Incidents resulting in officer or subject injuries or complaints of injuries, or when force is used at the termination of a foot or vehicle pursuit; and any pursuit, failure to stop, or police vehicle collision incident resulting in death, bodily injury or property damage exceeding \$5,000.



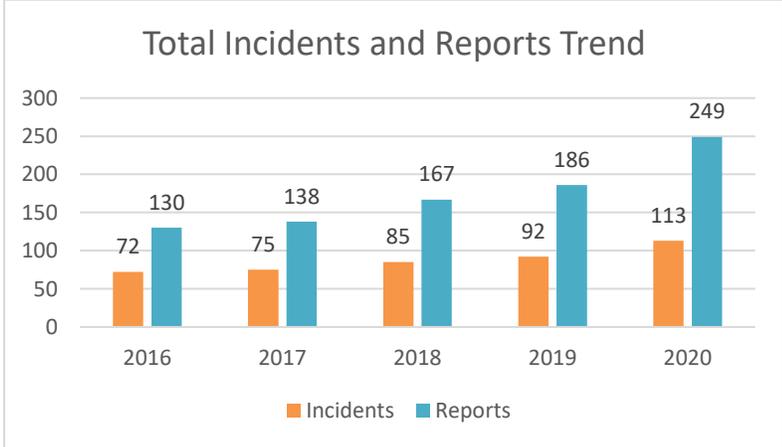
Recommendations from and actions taken during the command and administrative reviews are compiled and all are referred to the Chief of Police for final review. The chart on the left notes the dispositions and 5-year historical trend of these reviews. The vast

majority of reviews that comply with policy, procedure and training and require no further action has trended upwards from 2016 when 93% required no further action to 2020 when 96% required no further action.

The following reviews and analyses are additionally offered in the separate functional areas reviewed.

**Use of Force and Control Analysis (4.2.4):**

The department maintains a high standard and low threshold for force reporting. Officers are required to report any use of deadly, non-deadly and physical force (greater than un-resisted handcuffing), in writing, before the end of the tour of duty in which the force is applied. Supervisory response and on scene investigation remains mandatory for certain instances, as dictated by SOP, and is encouraged for all use of force incidents.

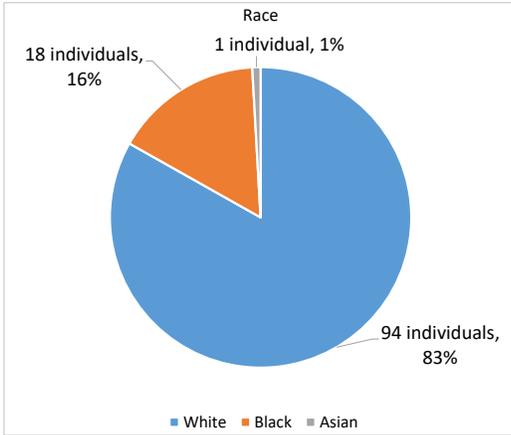


During 2020, South Portland police officers filed 249 separate use of force and control reports, up from 186 in 2019, with 113 recorded use of force and control incidents. This continues an upward trend. The 5-year trend of these statistics is contained in the adjacent chart.

The department’s system of accounting for and reporting use of force incidents appears to be appropriate and functional. As noted in the dispositional summary chart on the previous page, across the 5-year time period captured, the majority of

reviews in these cases resulted in the need for no further action, with training, counseling, further investigation or review and discipline being administered, as necessary, but with low frequency.

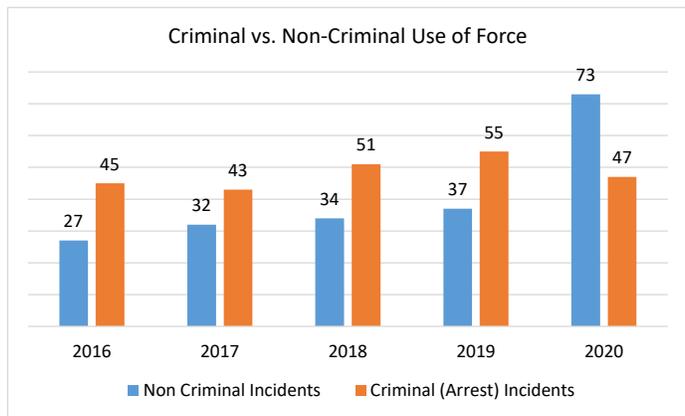
In terms of the age of those involved in use of force incidents, upwards of 90% of all incidents involved adults. The ages ranged from 72 years old to 8 years old. Of the 17 incidents involving juveniles, 10 were for non-criminal interactions, mostly for mental health calls. During the pandemic both Portland and South Portland were housing some homeless population in hotels in South Portland. This accounted for an uptick in responses to these areas for calls for service and ultimately a rise in use of force incidents. More than half of our use of force incidents involved people who were not residents of South Portland. Some incidents involved people who work in South Portland or were staying at hotels or shopping. In 2019, the City was able to dedicate an SRO for both middle schools. The City now has two SROs, one is at the high school and the second covers both middle schools. This arrangement continues in 2020.



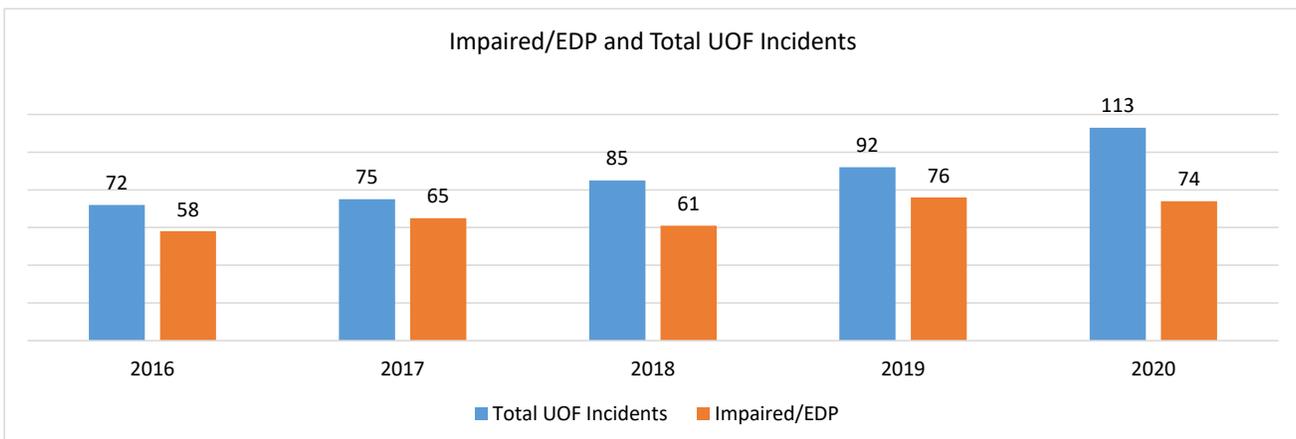
In terms of race, approximately 83% of all incidents involved a person who was white. This is up from 78% last year. Two involved a firearm display and not an actual use of force. Six of the 18 also involved non-criminal related interactions, to include crisis interventions and a drug overdose where no charges were brought. Five of these 18 incidents involved juveniles, three of those involved CIT incidents, including restraining a 10 year old to prevent him from harming himself.

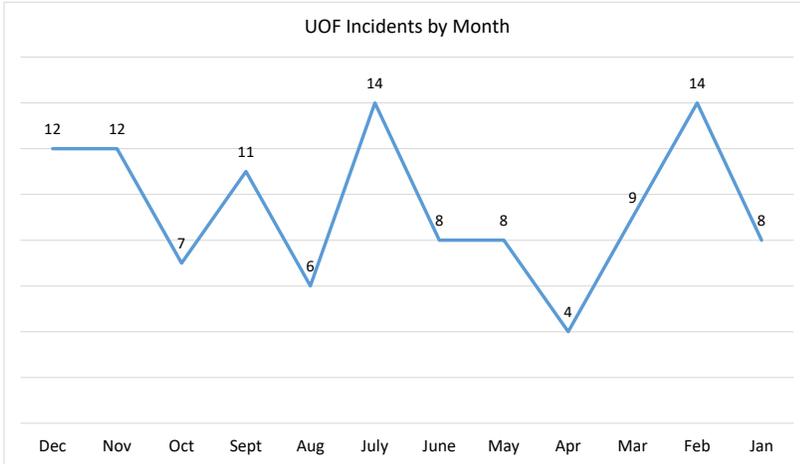
Males continue to be the subjects involved in the majority of use of force incidents, with 75% of all incidents involving men, down 1% from 2019.

Approximately 61% of all use of force incidents stemmed from criminal / arrest situations, while the remaining 39% involved non-criminal (i.e., primarily protective custody and behavioral health) situations. The chart at right depicts the upward trend in the need for and use of non-criminal use of force applications.

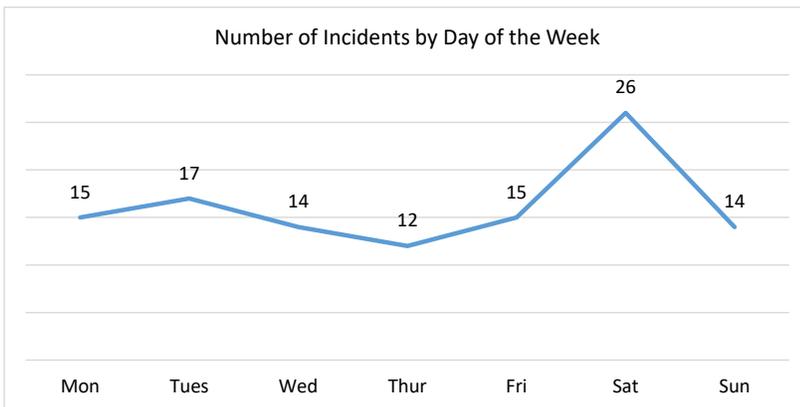


2020 saw a slight decline to 80% from 83% of the number of subjects involved in use of force incidents whom officers reported to be emotionally disturbed and / or using alcohol and / or drugs. In 2020 there were 43 uses of force on an individual listing the reason for the interaction was CIT (Crisis intervention) this is up from 36 the prior year.



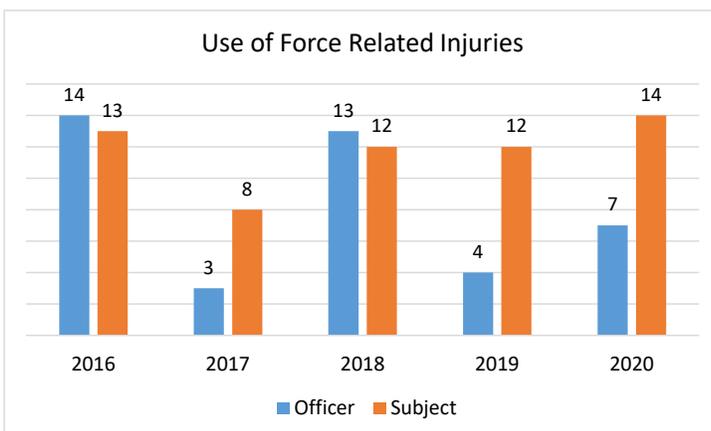


Additional data points related to 2020's use of force incidents include frequency of incidents by month, day of week, and time of day. The highest number of incidents occurred during the months of February (14) and July (14). The two next most active months with 12 each were November and December. The month with the least was April with 4.



The day with the greatest frequency of incidents was Saturday with 26 total uses of force. The other days of the week vacillated between 12-15 each.

Use of force frequency by all personnel, both individually and grouped by team or rank, along with a breakdown and trend of overall officer response options, is contained in APPENDICES C and D, respectively. In comparing those statistics with those from 2019, the use of force reports filed by the command 11 in 2019 and 12 in 2020, Sergeants 31 in 2019 and 39 in 2020, C Team 46 in 2019 and 57 in 2020, E Team 20 in 2019 and 40 in 2020 and D Team 46 in 2019 and 37 in 2020; CID / CRU 4 in 2019 and 11 in 2020; A / B 28 in 2019 and 19 in 2020.



In comparison to 2019, both officer and subject injuries increased slightly. The subject injuries (14 in 2020 up from 12 in 2019) consisted of abrasions, lacerations, cuts, bloody lip, and CEW probe marks; the officer injuries (7 in 2020 up from 4 in 2019) similarly consisted of abrasions, lacerations, sprains, back pain and knee pain.

While there was a slight increase in injuries to both officer and subject, all injuries were minor in nature and did not affect any staffing.

We continue to work on better officer safety tactics and the professionalism, training, and preparation of

agency personnel. One indicator of better preparation is the increase in the number of use of force reports versus the number of incidents. This indicates that there were more officers present at these incidents and as a result of that the rise in reports as required by SOP.

Beyond the internal administrative reviews all officer injuries are additionally reviewed by the department and city safety committees. Those reviews tend to find such injuries as a potential outcome and a non-preventable component of the particular use of force. Command staff strive to assess injuries during each administrative review, addressing any potential concerns or training needs with an overall goal of reducing both subject and officer injuries. In 2020 there were no training or discipline issues associated with any of the incidents involving injuries.

SOP #1-1-A, Use of Force & Control, was reviewed and revised during June of 2020. The revisions included adding specific language related to duty to intervene. Clarifying language was also updated related to shooting at or from a moving vehicle. Finally, there was additional language that updated the SOP regarding providing medical care for people who may have been injured during a police interaction. These three edits came as a result of policy requirements after the George Floyd incident and mandatory language that was changed at the MCJA level as well as the Maine Chief's of Police model policies. These changes bring the department in line with best practices and training recommendations. The Safe Policing for Safe Communities Executive order signed by the President in June required police agencies to conform to key use of force requirements. These requirements had to be met to be eligible to receive any federal funding. This order named several credentialing entities whose approval met the requirements. CALEA is one of these boards and our department already had met the requirements of this executive order.

The policy was disseminated via PowerDMS, with all sworn personnel tested on its content.

All personnel also received requisite firearms, less lethal, constitutional policing, and crisis intervention team (CIT) training. CIT training is required for all department officers. It promotes community collaboration and assists people living with mental illness and/or addiction who are in crisis. Additionally, all officers received training in managing encounters with people suffering from mentally illness and/or substance use disorder (co-occurring disorders) and the use of de-escalation tactics, situational use of force and law enforcement approach to substance use disorders.

Based on last year's recommendation, the department increased the MARC training. Due to the pandemic MARC training was not conducted in person. All officers attended a 4-hour block of training that covered the transition to the new Taser 7 that was deployed over the summer. All officers also received training in the new firearm platform from the Glock 40 Caliber to the Glock 9mm. Also covered in 2020 related to use of force was training in less lethal, e.g. pepperball. There was a recommendation that the firearms training team incorporate more simunitions training into firearms training sessions, including force on force training. This also was not able to be accomplished due to pandemic safety concerns. This will occur when restrictions are lifted and it is safe to do so. They have also provided officers with up to date officer safety and awareness training through PowerDMS and range training.

Based upon the above information, actions taken and analysis there are no further recommendations for policy, practice, or equipment at this time.

There was a recommendation last year to create a training unit or team to include members from different disciplines of the department to better determine training needs. This was accomplished this year. The three member team includes Lt. Bernard, Sgt. Hall and Officer Gray. Their mandate is to look at department training needs and recommend training as required or necessary.

In terms of training, based upon the frequency of hand (compliance technique) usage, the following are recommended:

1. Continued increase in annual MARC training hours in order to ensure competency and confidence in this area;
2. Training in de-escalation with the goal of reducing the need or level of particularly the non-criminal (e.g., mental health related) force applications, whenever possible;
3. An increased frequency of force on force or scenario-based training to ensure the ability to review and critique proficiency and decision making in this critical area. This was initiated in 2019 with a goal to incorporate force on force training during all range days and during defensive tactics and less lethal training (again paused due to the pandemic)

The review that was conducted by CALEA staff to certify the department to be in compliance with the Safe Policing for Safe Communities Executive order signed by the President in June would indicate that our SOP and practices are up to date and are the best practices. We should still remain vigilant in regards to contacts and interactions with persons with domestic violence histories, as well as our provision of mental health related training and collaboration between sworn staff, the behavioral health liaison and PRCC personnel.

### ***Pursuit / FT Stop Analysis & Review (41.2.2)***

Department SOP remains restrictive in this area. Incidents involving a *pursuit*, as defined by SOP, are generally prohibited barring the commission of a “violent felony” prior to the initiation of a pursuit. Current SOP substantially defines a *pursuit* as emergency vehicle operations in order to attempt to stop a violator who flees and operates a vehicle in a *reckless manner or in excess of ten (10) miles per hour over the speed limit*. Additional discretion is offered for those instances that fall under the SOP definition of a *failure to stop* incident. This SOP generally involves emergency vehicle operations in order to attempt to stop a violator who flees but does not operate a vehicle in a *reckless manner or in excess of ten (10) miles per hour over the speed limit*. Officers are required to report all pursuit and failure to stop incidents, in writing.

During 2020, marking the fifth year in a row, officers did not engage in any *pursuits* but did engage in six (6) *failure to stop* incidents, down from nine (9) in 2019. There has not been a vehicle pursuit since 2014. Considering how many citizen encounters we have this is not out of line or in any way unreasonable when evaluated in light of the overall disciplined actions during these incidents by department personnel.

In terms of analysis:

- All incidents involved *marked* South Portland police vehicles;
- All of the incidents occurred during either the second or the third shift;
- All but one incident was initiated based upon a traffic infraction, which does not provide a basis to engage in a pursuit but may allow for continuation of a failure to stop incident;  
The one non-infraction incident was a reported suspicious vehicle that fled when officers attempted to stop it.
- There were no injuries or damage to department personnel or property during these incidents;
- There were no injuries or damage to other involved or uninvolved persons during these incidents;
- There were no Stinger Spike attempts or deployments, or contact between any police and suspect vehicle during any of these events.

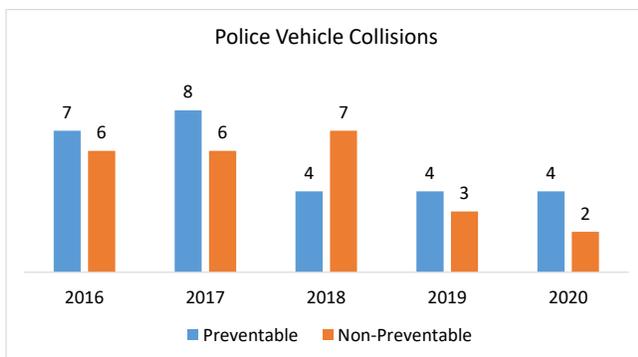
Additional information and an overview of data regarding these incidents, to include date, time, officers and shift commanders involved, as well as initiating and terminating events, and charges, if any, are contained in **APPENDIX F** of this report.

With the overriding goal of officer and public safety, SOP directives in this area appear to be effectively limiting these types of incidents and their potentially disastrous outcomes. Based upon the individual reviews

and this analysis, these directives appear to be understood and followed by personnel. Officers appropriately reported each failure to stop incident; and reviews by command staff up through to the Chief of Police were conducted consistent with SOP. These reviews found the majority of the officers' actions during these events to be within policy and law. All of these failure to stop incidents are reviewed with the officers to ensure good decision making is used with remedial training provided when needed. One officer was counseled during 2020 for a minor policy violation during a failure to stop incident.

In January 2020, SOP #4-41, Operation of Police Vehicles, which includes pursuit policies and reporting procedures, was reviewed and revised with input from all personnel. The revisions did not impact the threshold for the reporting, investigation and review of *pursuit* and *failure to stop* incidents. A review on the SOP for all impacted personnel was administered via PowerDMS. No additional recommendations for revision are offered at this time.

### ***Collisions Report***



Department personnel reported involvement in a total of 6 police vehicle involved collisions during 2020 down from 7 in 2019; this marks a 2-year decrease trend. The Command / Administrative review process deemed only four (4) of those collisions to be preventable, resulting in three drivers that will be assigned to defensive driver training when this training resumes after COVID-19 restrictions are lifted.

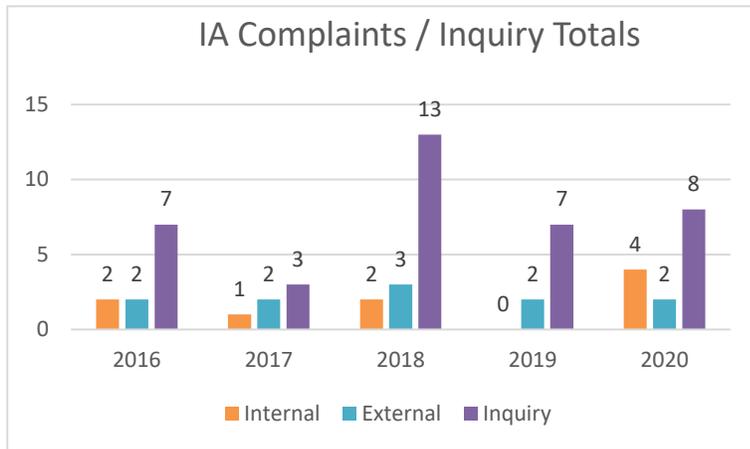
Given the number of hours spent driving under routine and non-routine situations, and adverse weather and circumstances, this data would seem to indicate that officers are driving with due regard for safety, and that collisions and cruiser damage, regardless of extent, are being consistently reported, as per SOP.

A 2020 review of SOP #4-41, Operation of Police Vehicles was conducted with the only revision being a change in signature for the Chief. There are no other revisions offered for this policy at this time.

## Internal Affairs Report & Analysis

During 2020, the department conducted six Internal Affairs investigations up from two in 2019; two of these were based upon external complaints.

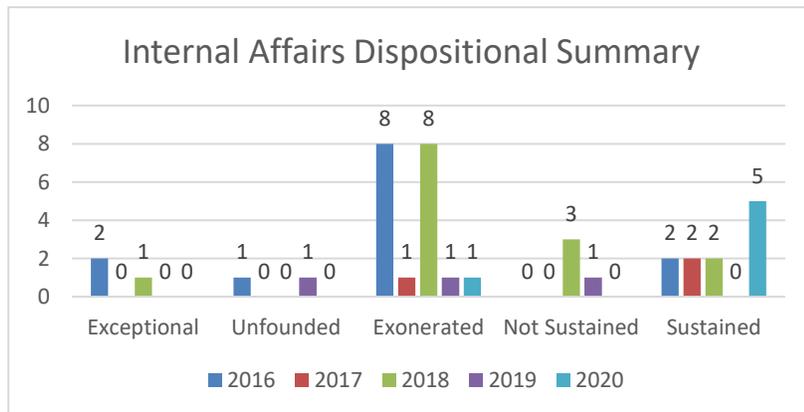
Of the received complaints, there were two separate allegations involving two separate sworn personnel, both line officers. The complaints involved a violation of professional conduct and were sustained with a letter of reprimand issued. Another incident involved an officer accused of not conducting a thorough and complete investigation. The administrative investigation exonerated the officer involved.



The other 4 were internal complaints. The complaints were as a result of supervisors conducting administrative investigations into the conduct of officers. These complaints were investigated and proper procedures were followed regarding discipline. The discipline ranged from counseling, to letters of reprimand to one non-sworn employee being suspended.

Department supervisors also documented and resolved a total of eight (8) inquiries, which involved any issues, concerns or allegations brought forward that, even if

true, would not rise to the level of a complaint, in that the allegations themselves would not be a violation of any law, rule or SOP. This is up one from 2019. This seemingly indicates that all concerns brought forward by the public should and appear to have been appropriately documented, investigated and reviewed by the chain of command through the agency's complaint / inquiry process.



Given the nature of our profession, the national climate, and the high standards to which we hold ourselves accountable, complaints and internal affairs investigations are a predictable component of law enforcement activities. That said, the number of complaints received and / or initiated by the agency remains extremely low, especially in comparison to the agency's historical data. Complaints, however, are simply allegations; notwithstanding internal complaints, generated by

personnel who are familiar with our policies and procedures, the number of sustained complaints continues to remain extremely low. This has proven consistent in recent years.

Given the thousands of interactions that our officers have with the public, the investigative results and findings this past year and related to the vast majority of complaints continue to demonstrate that our officers are professionally interacting with the public in accordance with the law, their training and the department's policies, procedures and expectations. Additionally, the data received from the Polco survey would also indicate that we enjoy a good relationship with the community. 78% held that we are either great or good at holding ourselves accountable for our actions. 81% indicating we were either great or good at treating the public fairly.

SOP #5-52, Administrative Complaint / Internal Affairs, recently went through the internal review process via PowerDMS, with minor revisions recommended. As such, I offer no further recommendations for revisions at this time.

### ***Bias-Based Policing (1.2.9)***

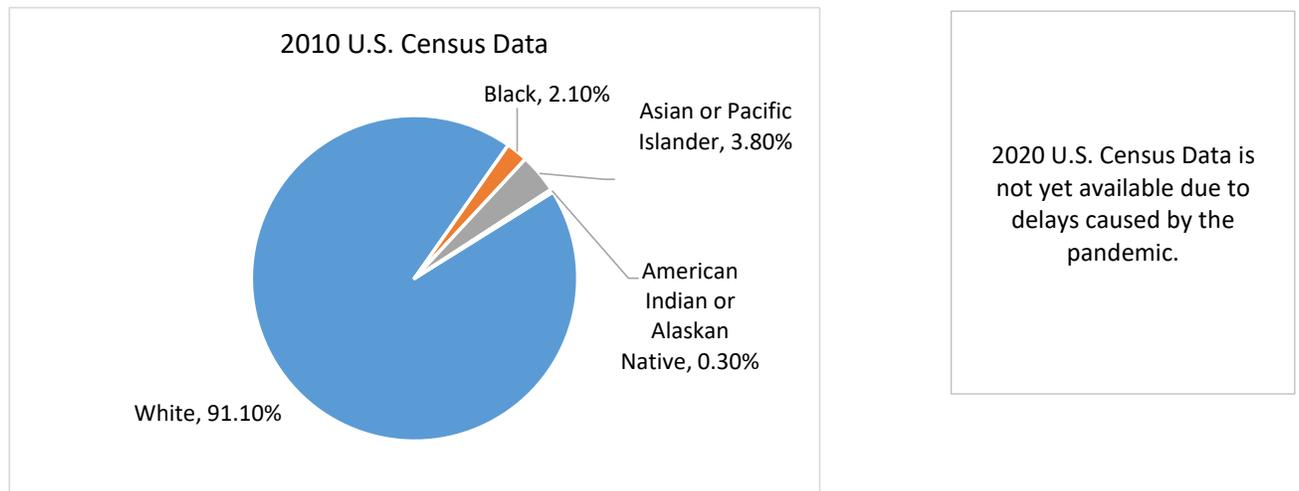
Pursuant to SOP #1-4, *Bias-Based Policing / Profiling*, the following review was conducted to assess the likelihood of illegal or bias-based policing occurring during the operation and enforcement activities of this department.

Bias-based policing generally includes the targeting, detention, interdiction or other enforcement or disparate treatment of any person based solely on the basis of characteristics or traits common to a group, including but not limited to race, ethnic background, age, gender, economic status, cultural group, national origin, religion, sexual orientation or other group identifier.

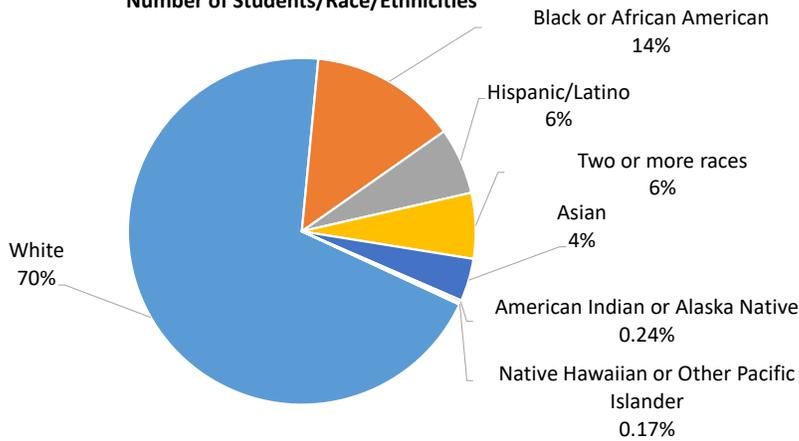
First, there were no external or internal complaints, inquiries or investigations during 2020 involving allegations of bias-based policing or profiling by department personnel.

In terms of analysis, datasets related to the department’s law enforcement activities, specifically including adult and juvenile arrests and criminal summonses and traffic citations (“VSACs”), were reviewed in relation to available information on race. Data related to use of force application, by race, is included in the use of force analysis. The department does not currently collect or track such individual characteristics or traits in regards to stops, detentions or other contacts that do not result in an enforcement action (e.g., traffic warnings or field interviews).

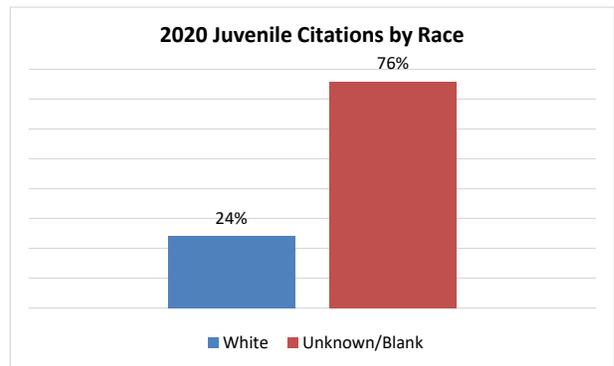
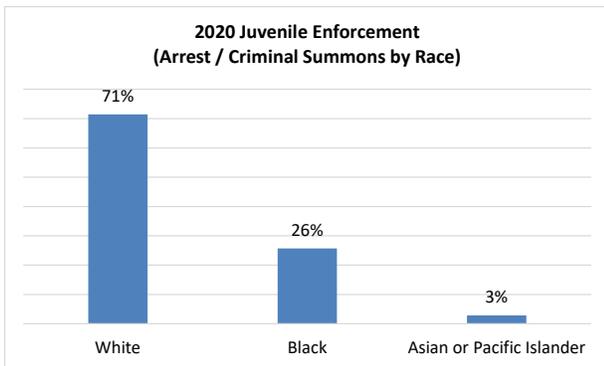
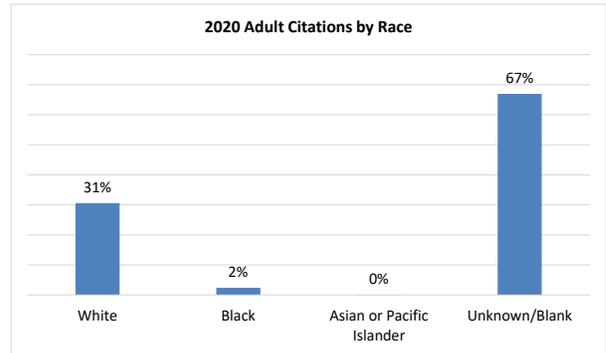
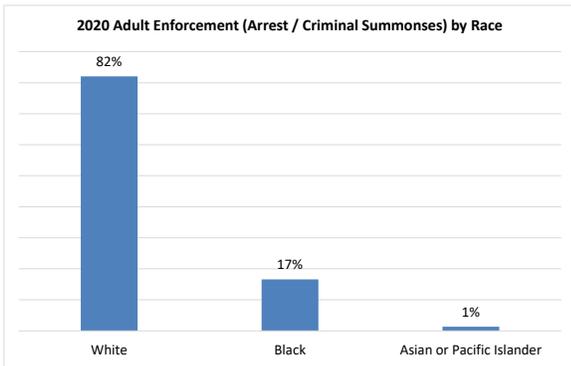
The data from these enforcement activities was then compared against relevant city demographic levels. The demographic data is taken from the 2010 U.S. Census. The 2020 U.S. Census results have been delayed due to the coronavirus pandemic. Available below are the South Portland Department of Education’s statistics for 2020 to provide a sense of current demographics that may be reflected in the 2020 U.S. Census.



**2020 South Portland School Department District Student Enrollment Summary Report**  
**Number of Students/Race/Ethnicities**



The South Portland School Department tracks number of students/race/ethnicities. Their 2020 report is to the left.



When viewed on its face, the raw data, as outlined in the above charts, would reflect that enforcement actions were not directly proportional to the black demographic in the city. Black adult enforcement arrests and summonses evidenced a slight uptick to 17% from 16.14% in 2019. These same numbers for juveniles who are black dropped from 25% in 2019 to 24% in 2020. With reference to citations, as noted above the department does not currently collect or track such individual characteristics or traits in regards to stops, detentions or other contacts that do not result in an enforcement action (e.g., traffic warnings or field interviews), therefore the graphs above reflect “Unknown/blank”.

To add perspective, the City of South Portland is the fourth largest municipality in the State of Maine and, bordered by the City of Portland, the state’s largest municipality (pop. 67,000), is part of the state’s largest urban service center. The black population of our neighbor, the City of Portland, is approximately 7.1% of the

community's demographics. South Portland is home to the Maine Mall, the region's largest retail shopping district, and has significant technical, industrial and post-secondary education facilities. It also has a working waterfront and is considered the second largest oil port on the eastern seaboard. There are several major thoroughfares running through the city, including portions of US Route 1, Interstate 95 (Maine Turnpike), Interstate 295, and Maine Routes 9 and 77. The city also houses one of the largest concentrations of hotel rooms in Southern Maine. Although home to a residential population of approximately 25,577 the city's daytime population expands significantly due to an increasingly large transient population, represented primarily by the business, industrial, retail, and educational sectors of our community, all of which require varying levels of police service. Prior studies have indicated that there are approximately 55,500 employees in the area of the Maine Mall alone. Visitors to just the west end of the city are estimated to range from 46,000 to 102,000 per day, resulting in the additional daily-traffic flow of between 65,000 and 71,000 vehicles.

In comparison to 2019, the department's relevant enforcement activities involving the black demographic increased for adult arrests and summonses and juvenile citations, but decreased relative to adult citations and juvenile arrests and summonses.

While considering the apparent disproportionality in the department's contacts with the black population, with the highest disproportionate rate appearing to be related to juvenile crimes, the crime types in that category were reviewed in order to determine whether the resultant charges appeared to be based upon officer-*initiated* versus officer-*responsive* calls and contacts. Not surprisingly, the largest single charge type was made up of theft / shoplifting offenses, the majority of which occurred at or around the Maine Mall. This is significant in that SOP and current practice leave the discretion in these types of cases up to the individual stores (victims), not the officers. Our officers simply respond to the store's call for service and then facilitate the process by issuing the requisite court paperwork. Beyond that, 2020 South Portland School Department records indicate that approximately 30% of the student population in the city's schools are non-white. The same data indicates that approximately 14% of the student population is black. The 2010 census data has the black population at 2.1% but the school's 2020 black student population of 14%. These facts help clarify the data and bring what could have been perceived as the largest disproportionality with census data into better perspective.

Although the percentages outlined above allow for a comparative overview, the actual number of enforcement actions add additional context. The Department responds to calls as they are received and appropriate law enforcement actions are taken. When viewed in their totality, the department's law enforcement actions offer no patterns or trends that would indicate bias-based policing exists within the department. The cities of Portland and South Portland have embarked on a comprehensive and historical analysis of their respective police departments' arrests, summonses, citations and uses of force to ascertain whether either of the departments have engaged in disproportionate enforcement activities. The cities are contracting with the University of Southern Maine's Cutler Institute and Northeastern University's Institute on Race and Justice in the School of Criminology and Criminal Justice. The project will be funded by the two cities and Northeastern University's Roux Institute based in Portland.

The Training Officer and Field Training Supervisor are reminded that SOP and CALEA standards require "*initial and annual training* in proactive enforcement tactics and biased - based policing concepts, including conducting lawful field contacts, traffic stops, search, seizure and forfeiture issues, courtesy, diversity, discrimination, interviewing and interpersonal communications skills, community support and the need to respect the rights of all citizens." This requirement was most recently addressed in October via a 2 hour training conducted by Mandy Levine attended by all sworn personnel. Mandy Levine is the owner of Mandy Levine Consulting ([mandylevineconsulting.com](http://mandylevineconsulting.com)), facilitating interactive trainings on diversity- and inclusion-related topics and conducting workplace investigations into allegations of harassment and discrimination as a licensed Professional Investigator. Mandy last worked for the City of Portland, spearheading all diversity and inclusion initiatives for the City of Portland's staff.

No revisions are recommended to SOP #1-4, *Bias-Based Policing / Profiling*, at this time.

### ***Early Intervention System (EIS) Evaluation (35.1.9)***

I reviewed the EIS reporting criteria outlined in SOP #3-35-B, *Early Intervention System*, and have identified two officers who triggered early intervention protocols for 2019.

Seven officers had ten (10) or more use of force incidents, excluding the mere pointing or threatened use of a firearm or less lethal weapon.

Per SOP, this information has been provided to you under separate cover for referral to the appropriate command officer for review and follow up.

In its sixth year, the EIS is mostly meeting our needs. The new Pro-Phoenix software has an early intervention module that will alert supervisors to officers who may be nearing the triggering criteria, so earlier intervention may be employed. In August an officer was identified as meeting the EIS criteria and his supervisor was notified and the additional review occurred with no need for further action. Beyond the triggering criteria, and associated reviews and follow up, the EIS has not yielded the need for additional action beyond the proactive conversation between command staff and the involved member. Training recommendations were also made to the supervisors of the involved officers if they thought it warranted it.

In terms of SOP recommendations: Further review of this policy will need to be re-visited after deployment of the Pro-Phoenix software.

### ***Recruitment / Staffing Analysis***

Pursuant to SOP #3-31, *Recruitment and Selection*, the following is the annual analysis of staffing and the department's recruitment plan.

Nationally, the shortage of full-time sworn officers has increased over the past five years.<sup>1</sup> Figures report that 86% of police departments across the United States are facing an officer shortage.<sup>2</sup> This shortage is due to challenges in recruitment and retention as well as officers exercising their retirement options at the earliest possible time, many due to the increased scrutiny and negative portrayal of law enforcement.<sup>3</sup> The COVID-19 pandemic has only aggravated this shortage with the suspension of police academy training programs, social distancing and the suspension of tests such as the MCJA ALERT test for a period of time. These combined factors resulted in a new way of recruiting at the South Portland Police Department. Technology took center stage and with it safety protocols. Applicants were encouraged to apply on-line and interviews for out-of-state candidates were conducted over Zoom due to travel restrictions.

In terms of staffing, one patrol officer retired during 2020. One of the first female officers in the South Portland Police Department, the officer retired with 39 years of outstanding service.

Three new officers were hired following both remote and in-person vetting. As the Maine Criminal Justice Academy was closed, the new hires began their training at the South Portland Police Department with Law Enforcement Pre-Training Service (LEPS), levels 1, 2, and 3. Following successful completion of the three course levels, each of the officers became LEPS certified and was then assigned to a field training officer.

---

<sup>1</sup> <https://www.policeforum.org/assets/WorkforceCrisis.pdf>

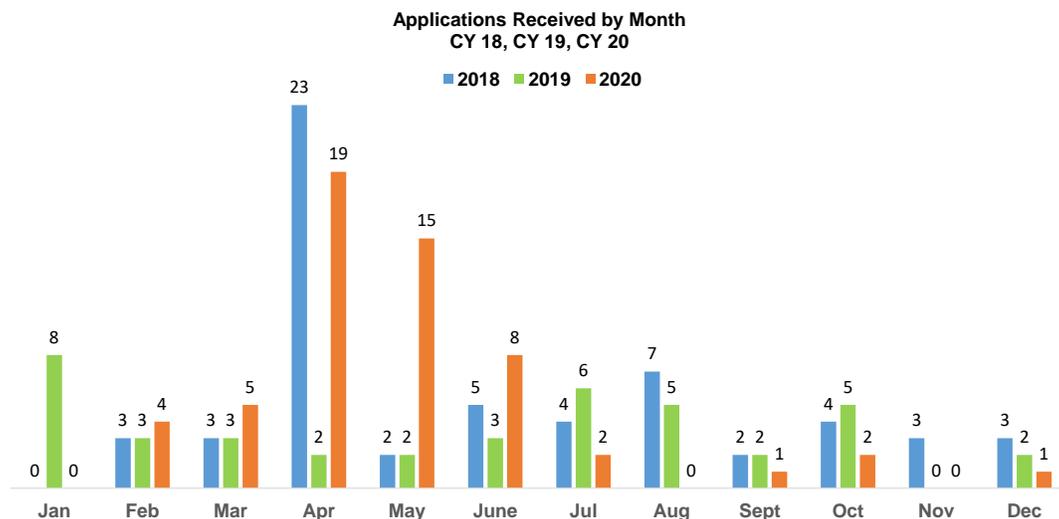
<sup>2</sup> <https://www.thedenverchannel.com/news/national-politics/the-race-2020/police-departments-across-the-u-s-are-battling-an-officer-shortage>

<sup>3</sup> <https://www.policechiefmagazine.org/a-crisis-facing-law-enforcement-recruiting-in-the-21st-century/>

In terms of process, the department’s hiring of sworn personnel is dictated, in large part, by the Civil Service Commission pursuant to City of South Portland Code of Ordinances, Ch. 19, Article II. The interview panel, referred to as the Oral Board, included the Police Chief, the Police Deputy Chief, the Police Detective Sergeant, and two members of the Civil Service Commission. The ability to conflate both members of the Department and members of the Civil Service Commission to form one Oral Board has proven to be a successful format. Not only is it more efficient and responsive, it permits individuals from each entity to gain a better understanding of their roles, responsibilities, and context for their candidate evaluations. Due to COVID-19 travel restrictions, interviews with out-of-state candidates were conducted via Zoom meeting.

In calendar year 2020, the department received 57 applications for the position of police officer. This is an increase of one application over last year. The Police Department contracted for on-line application completion and tracking software. This increased the number and geographic diversity of applicants. Its viability as a long-term recruiting tool is offset by its cost and return on investment. Since, the Human Resources Department of the City of South Portland has made the application available on line through their resources on the City website.

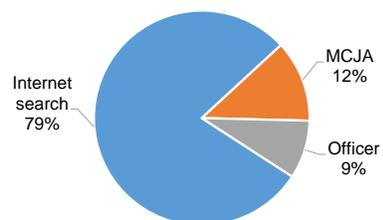
Eleven of the applicants were certified officers; eight were not hired, two remain in process. The percentage of female applicants has held steady at 25%. Per human resources and legal guidance, the department does not track or allow for the identification of applicants by race.



The numbers above reflect the busiest months of April, May and June. This distribution is in step with college seniors who are thinking about a job after graduation and has been a historical trend.

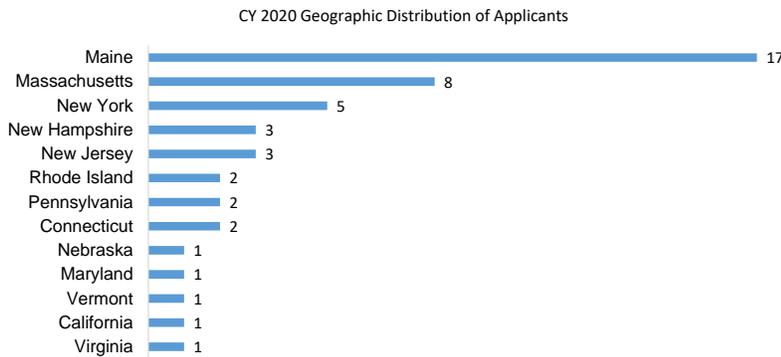
As noted above, 3 applicants were hired and 2 remain in process. Within the balance of 52 applicants, fully 27 chose not to return the background booklet required to begin an in-depth look at a candidate’s background and skills. This represents more than half the applicants. The next largest tranche of applicants, 7, did not pass the background check. The remainder of applicants did not make it through the hiring process for various reasons. For example, one applicant, a member of the Army National Guard, was deployed and her application has been held should she be interested in reactivating it upon her return from deployment and should there be an active recruitment initiative in place. One applicant accepted a job with another police department in Maine. He had already begun the process and was well along in it when he applied to the South Portland Police Department. Two applicants did not pass the final

"How did you learn about the position?"



background check following a successful interview and two more chose to resign conditional offers for personal reasons.

Each applicant responded to the question, “How did you learn about the position?” Their answers overwhelmingly were the internet. As in past years, the MCJA website’s job page was a go-to resource for applicants. Internet searches and the MCJA website combined accounted for over 90% of answers. The remaining answers identified a police officer whom they knew or with whom they spoke.



Highlights of this year include beginning to transition the application process to a web-based one. The teamwork of the interview panel revealed the cross-education between Civil Service and Police Department. The geographic distribution of applicants though weighted heavily from New England, reached as far south as Virginia and as far west as California. Perhaps the greatest accomplishment this calendar year was the ability of the

department to adapt and pivot to ensure a group of viable candidates was vetted and hired. These officers are in high demand across all agencies. Competition to hire quality police candidates is important especially during COVID-19. Other departments are able to hire them and allow them to work as Reserve Officers until they attend the MCJA. We did not have this process in place, but through some creative organization this process was established and we were able to hire the officers and make them productive until they are able to attend the academy.

On-going recruitment efforts as outlined in last year’s annual report:

- To continue to work towards an easier and streamlined online application process, as opposed to the current paper process. At this juncture, we are paying applicants who apply on line through a third party vendor. Moving forward, as human resources has made a web-based application, we may wish to work with the human resources application.
- To continue to look for ways to streamline the recruitment and hiring process. For example, as data indicates the background booklet is the largest hurdle for applicants to overcome in the process, we will consider reviewing the density of this application, reformatting it, and making it available as an on-line form.
- To seek qualified minority personnel in approximate proportion to the makeup of the available work force in the community.
- The department’s current sworn staff demographics are: Forty-four (44) white, male 81.5%, (10) female officers (18.5%), 0 African American officers, 0 Hispanic officers (0%) and 1 officer (1.8%) of Asian descent.
- Part of the revisions to the Civil Service ordinance include recognition and consideration for applicants demonstrating fluency in a foreign language.
- The department revised its application forms based upon input of items that may generate confusion or unintended barriers to minority applicants.

- The department communicated these efforts using social media and local media coverage.
- Based upon anti-discrimination laws, the department does not collect applicant data or base employment decisions directly or related solely on gender, race, ethnicity or other protected classes.
- The department should retain its high hiring standards and continue taking steps to attract female and minority applicants who will successfully make it through the rigorous hiring and training process.
- The department continues to have the goal of mirroring community demographics, and will continue to seek and hire excellent and well-qualified officers without regard to gender, race or ethnic background.
- Collaborating with the IACP to solicit qualified candidates throughout the nation.
- To ensure that all individuals be given equal opportunity to apply for and obtain employment regardless of race, creed, color, age, gender, sex, sexual orientation, gender expression, gender identity, national origin or ancestry, religion, genetic information, physical or mental disability (except where such disability manifestly disqualifies an individual for the particular position), workers' compensation history, whistleblower status, veteran status, use of tobacco products outside the course of employment, previous or present union activities, union membership, or any other legally protected category.
- Consistent with the Civil Service ordinance, all job announcements use the phrase "Equal Opportunity Employer."
- Collaborating with the IACP to solicit qualified applicants throughout the nation.

With much being accomplished in this arena over the past two years, I would recommend that the recruitment plan be revised and updated to reflect and incorporate the work currently being conducted by the recruitment team.

## APPENDIX A: Georgetown University Law ABLE Standards

---

Source: <https://www.law.georgetown.edu/innovative-policing-program/active-bystandership-for-law-enforcement/able-program-standards/>, 3/10/2021.

### Law Enforcement Agency Standards

1. **Community Support.** The agency will submit FOUR letters in connection with its registration. Two letters must be from community organizations (e.g., local group advocating for changes in policing, NAACP chapter, faith organization, etc.) vouching for the sincerity of the agency's interest in self-improvement in general and in ABLE in particular. Additionally, the agency will submit a third letter from the leader of the agency (chief, commissioner, sheriff, etc.) and a fourth letter from the leader of the jurisdiction in which the agency is based (mayor, city manager, city manager, county executive, governor, etc.).
2. **Meaningful Training.** Officers (including agency leaders) and recruits will receive at least 8 hours of initial dedicated ABLE training and at least 2 hours of annual refresher training. (Training materials and facilitator guides will be provided by ABLE.) The training will cover the relevant social science, the inhibitors to active bystandership, and the strategies and tactics of giving and receiving an intervention. The principles of active bystandership also will be incorporated into relevant Academy (recruit and in-service) courses, including, among others, Use of Force, Stop/Search/Arrest, Report Writing, Traffic Stops, and Vehicle Pursuits.
3. **Dedicated Coordination.** The implementation of active bystandership will be spearheaded by a designated program coordinator, who will roll out, promote, and reinforce the program. The coordinator will be available to provide guidance and assistance to officers as necessary. The position does not need to be full-time, but should be someone who is respected as a natural leader in the agency.
4. **Program Awareness.** The agency will institute an active bystandership awareness program. The principles and benefits of peer intervention shall be promoted through regular internal and external communications, including clear messaging from the public safety executive. All officers who complete the active bystander training shall be presented with a visual representation, such as a pin, which they may choose to wear.
5. **Accountability.** The agency will have a strong written anti-retaliation policy to ensure interveners are not punished, targeted, or otherwise ostracized, and the agency will promptly and fully investigate all instances of apparent retaliation and hold officers accountable for retaliation. The agency's misconduct policy will require the investigation of all apparent instances of a failure to intervene, whether discovered during the course of any use of force or other misconduct investigation, or otherwise. The agency's discipline policy will recognize a successful intervention that prevents misconduct from escalating as a potential mitigating factor in any consequent discipline proceeding.
6. **Officer Wellness.** The agency will have a meaningful officer wellness program, including access to professional counselors and/or social workers available to provide guidance and support to officers in need.
7. **Reporting.** An active bystandership program is not intended to alter the agency's reporting policies. In other words, an intervention does not change the reporting obligation of any officer. If an incident is reportable per agency policy, it remains so after the implementation of the active bystandership program. If an incident is not reportable, it does not become so after the implementation of the program. Intervention is a tool to prevent problems before they arise, or to keep problems from

escalating after they arise. An active bystandership program reduces or eliminates unnecessary harmful behavior and, thus, reduces or eliminates the need for reporting. It is not a means of increasing or lessening an officer's reporting obligations.

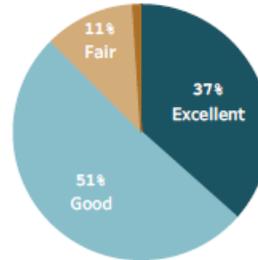
8. **Measuring Officer Perceptions.** The agency will conduct a pre-implementation and post-implementation perception survey among all personnel who will receive the ABLE training. The surveys will be made available through the ABLE website. The survey data will be shared with Georgetown University. Unless agreed otherwise with the jurisdiction, the data will be held in confidence by the ABLE Project, and will be shared publicly only through aggregate reporting without reference to any specific agency.
9. **Follow-Through.** The active bystandership program will be implemented department-wide, with the full and vocal support of agency leadership and command-level staff. The agency will do its best to cooperate with reasonable requests from the ABLE Project to evaluate the meaningful implementation of the program by sharing policies, training curriculum, and internal communications; and providing access to leadership and officers for interviews.
10. **Paying It Forward.** Agencies employing ABLE-certified instructors will make reasonable efforts to make ABLE training (by those certified instructors) available to surrounding law enforcement agencies. Such training will be provided at no charge (other than necessary travel expenses).

# APPENDIX B: National Community Service Survey™

## Safety

Public safety is often the most important task facing local governments. All residents should feel safe and secure in their neighborhoods and in the greater community, and providing robust safety-related services is essential to residents' quality of life.

Overall feeling of safety in South Portland



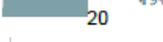
		% positive *	vs. benchmark **
<b>Please rate each of the following characteristics as they relate to South Portland..</b>			
	Overall feeling of safety in South Portland	87%	Similar
<b>Please rate how safe or unsafe you feel:</b>			
	In your neighborhood during the day	98%	Similar
	In South Portland's downtown/commercial area during the day	97%	Similar
	From violent crime	92%	Similar
	From fire, flood or other natural disaster	91%	Similar
	From property crime	87%	Similar
<b>Please rate the quality of each of the following services in South Portland.</b>			
	Ambulance or emergency medical services	92%	Similar
	Fire services	90%	Similar
	Police services	85%	Similar
	Fire prevention and education	84%	Similar
	Crime prevention	83%	Similar
	Animal control	77%	Similar
	Emergency preparedness	68%	Similar

\* The percentage of positive responses is shown. Positive responses may differ by question (e.g. "excellent" or "good", "very likely" or "somewhat likely").

\*\* Comparison to the national benchmark is shown. If no comparison is available, this is left blank.

## Custom questions

Below are the results of each custom question on the survey. When appropriate, the percentage of positive responses is shown. For questions where there was no applicable percentage of positive responses, the complete set of responses is shown. By default, "don't know" responses are excluded, but may be added to the table using the response filter below.

<b>Please rate the South Portland Police Department on the following.</b>	Being trustworthy	Excellent & Good		87%
	Acting in the best interest of the community	Excellent & Good		85%
	Treating all residents fairly	Excellent & Good		81%
	Caring about the well-being of the people they deal with	Excellent & Good		86%
	Holding police officers accountable for their actions	Excellent & Good		78%
	Protecting individual civil rights	Excellent & Good		83%
	Being a positive influence in the community	Excellent & Good		82%
	Acting within the law	Excellent & Good		86%
	Using the appropriate amount of force	Excellent & Good		80%
<b>Police reform has come up as a topic at the national and local levels in recent months. How much do you support or oppose each of the following changes to the South Portland Police Department's (SPPD's) budget:</b>	Increase the City's budget (but not by reducing SPPD's budget) to hire social workers	Somewhat support & Strongly support		86%
	Increase the City's budget (but not by reducing SPPD's budget) to fund social programs	Somewhat support & Strongly support		85%
	Reduce SPPD's budget to hire social workers to respond to certain nonviolent calls	Somewhat support & Strongly support		50%
	Reduce SPPD's budget to fund social programs	Somewhat support & Strongly support		49%
<b>The City of South Portland offers a government access channel (SPC-TV) that airs various public meetings such as the City..</b>	Spectrum (cable box or app)	1-5 times a year, 6-11 times a year, At least once a month and 1 more		18%
	Live stream (via City website)	1-5 times a year, 6-11 times a year, At least once a month and 1 more		18%
<b>How much of a source, if at all, are each of the following for you for getting information about the City government and its activities, events, and services?</b>	Community newsletter	Major source & Minor source		63%
	Government access channel SPC-TV	Major source & Minor source		22%
	Neighborhood associations (e.g., Ferry Village Neighborhood Association)	Major source & Minor source		27%
	"Nextdoor" app or website	Major source & Minor source		35%
	Facebook	Major source & Minor source		59%
	Other social media platforms	Major source & Minor source		39%
	Portland Press Herald	Major source & Minor source		80%
	South Portland Sentry	Major source & Minor source		79%
	Radio	Major source & Minor source		53%
	TV news	Major source & Minor source		61%
	Faith-based groups	Major source & Minor source		13%
	Other local organizations (e.g., American Legion, Opportunity Alliance)	Major source & Minor source		17%

<p>If you have had contact with the South Portland Police Department (SPPD) over the last 12 months, please rate each of the following aspects of the last employee with whom you had contact.</p>	Fairness	Excellent & Good	85%
	Responsiveness to requests and/or needs	Excellent & Good	81%
	Treating all people involved in a respectful manner	Excellent & Good	85%
	Knowledge	Excellent & Good	82%
	Timeliness of handling the situation	Excellent & Good	82%
	Resolution of concerns	Excellent & Good	79%
	Overall impression of the SSPD staff member	Excellent & Good	82%
<p>If the City Council were to ask voters to approve a bond that would allow the City to purchase various parcels of open space across our community, as outlined in an adopted Open Space Plan, what is the largest amount, if any, you would be willing to approve?</p>	> \$10 Million		22%
	\$2.5 Million		17%
	\$5 Million		18%
	\$7.5 Million		10%
	\$10 Million		15%
	None/\$0		17%

APPENDIX C: Use of Force – Team & Rank

<u>Admin/Command</u>	<u># Reports</u>	<u>A/B Team</u>	<u># Reports</u>	<u>D Team</u>	<u># Reports</u>
	0		4		0
	0		3		5
	6		0		2
	1		1		11
	1		1		8
	4		2		2
<b>TOTAL:</b>	<b>12</b>		2		9
<u>Sgt's</u>			3		
	1		1	<b>D TOTAL:</b>	<b>37</b>
	4		0	<u>E Team</u>	
	6		0		5
	0		2		3
	20				12
	1				4
	7				3
<b>TOTAL:</b>	<b>39</b>	<b>A/B TOTAL:</b>	<b>19</b>		11
<u>CID / CRU:</u>		<u>C Team</u>			4
	0		18	<b>E TOTAL:</b>	<b>40</b>
	0		14		
	0		1		
	0		0		
	0		1		
	0		6	<b>Total Incidents:</b>	<b>113</b>
	1		12		<b>+13.3%</b>
	9		5	<b>Total Reports:</b>	<b>249</b>
	0				<b>+18.1%</b>
	0				
	1				
	0				
<b>TOTAL:</b>	<b>11</b>	<b>C TOTAL:</b>	<b>57</b>		

APPENDIX D: 2020 Use of Force – Analysis Data

---

Control #	Type	Date	Day	Time	Officers(s)	Officer Injury	Subject(s)	Subject Injury	Sex	Age	Race	Force Type	Encounter Type	Criminal / Non	EDP / Alcohol / Drugs
2020-1	Force	1/7/2020	Tues	2219		N/A N/A		N/A	M	29	W	Hands Hands	Disorderly Conduct/ RTS	Crim	Drugs or Alcohol
2020-3	Force	1/14/2020	Tues	930		N/A		N/A	M	16	W	Hands	Disorderly Conduct/ Fight	Crim	No
2020-4	Force	1/14/2020	Tues	1603		N/A N/A		N/A	M	31	W	Hands Hands	OWL FTS	Crim	No
2020-5	Force	1/21/2020	Tues	1029		N/A minor bruise on leg		N/A	M	10	B	Hands Hands	CIT	Non-Crim	EDP
2020-6	Force	1/25/2020	Sat	2153		N/A		N/A	M	48		Hands	OUI Arrest	Crim	Alcohol
2020-8	Force	1/30/2020	Thurs	0126		Knee pain N/A N/A		N/A	F	32	W	Hands Hands Hands	Poss of drug arrest	Crim	Drugs and alcohol
2020-9	Force	1/29/2020	Wed	1331		N/A		N/A	M	17	W	Hands	Fight at the High School	Crim	No
2020-10	Force	1/30/2020	Thurs	1738		N/A N/A N/A		Taser probe mark	M	45	W	Taser/ hands Hands Hands	OUI Arrest	Crim	Alcohol
2020-11	Force	2/2/2020	Sun	0619		N/A		Abrasions	M	45	W	Taser/ hands Hands Hands	Terrorising/VBC	Crim	Drugs or Alcohol
2020-12	Force	2/4/2020	Tues	2208		N/A N/A		N/A	F	19	W	Hands Hands	Possession drugs	Crim	Drugs or Alcohol
2020-13	Force	2/7/2020	Fri	1946		N/A N/A N/A		N/A	M	25	W	Hands Hands Hands	Assault	Crim	Drugs or Alcohol
2020-14	Force	2/11/2020	Tues	0753		N/A N/A		ankle injury taser marks	F	34	W	Taser/ hands Hands	CIT	Non-Crim	No
2020-15	Force	2/11/2020	Tues	2131		N/A N/A N/A		N/A	M	57	W	Hands Hands Hands	CIT	Non-Crim	Drugs or Alcohol
2020-16	Force	2/12/2020	Wed	1232		N/A N/A N/A N/A		N/A	M	21	W	Hands Hands Hands Hands	Warrant	Crim	Drugs or Alcohol
2020-17	Force	2/14/2020	Fri	0934		N/A		N/A	F	60	W	Hands	CIT	Non-Crim	No
2020-18	Force	2/16/2020	Sun	0420		N/A N/A N/A N/A		Scrapes on face and i	M	24	W	Hands Hands Hands Hands	CIT/ assaulting officer	Crim	Drugs or Alcohol
2020-19	Force	2/17/2020	Mon	1219		N/A		N/A	M	36	W	Hands	Poss drugs	Crim	No
2020-20	Force	2/19/2020	Wed	1345		N/A		N/A	M	33	W	Hands	Refusing to submit H&R	Crim	Drugs or Alcohol
2020-21	Force	2/22/2020	Sat	0127		N/A		N/A	F	47	W	Hands	Refusing to exit cruiser	Non-Crim	Drugs or Alcohol

Control #	Type	Date	Day	Time	Officers(s)	Officer Injury	Subject(s)	Subject Injury	Sex	Age	Race	Force Type	Encounter Type	Criminal / Non	EDP / Alcohol / Drugs
2020-22	Force	2/22/2020	Sat	0810		N/A N/A		N/A	F	31	W	Hands Hands	CIT	Non-Crim	no
2020-23	Force	2/26/2020	Wed	0120		N/A N/A		N/A	M	55	W	Hands / strikes Hands	Crim Tres RTS	Crim	Drugs or Alcohol
2020-24	Force	2/29/2020	Sat	1325		N/A N/A		N/A	F	32	W	Hands Hands	CIT	Non-Crim	Drugs or Alcohol
2025-25	Force	3/12/2020	Thurs	1011		N/A N/A		N/A	M	32	B	Hands / Firearm Di Hands	Robbery	Crim	Drugs or Alcohol
2020-26	Force	3/14/2020	Sat	2250		N/A		N/A	M	19	B	Hands	RTS VCB	Crim	Drugs or Alcohol
								N/A	M	24	B	Hands	RTS VCB	Crim	Drugs or Alcohol
2020-27	Force	3/14/2020	Sat	2319		N/A N/A		N/A	F	15	B	Hands Hands	RTS VCB	Crim	Drugs or Alcohol
2020-29	Force	3/15/2020	Sun	0024		Minor scrape on arm		Minor scrape on arm	M	16	W	Hands	RTS	Crim	Drugs or Alcohol
2020-30	Force	3/18/2020	Wed	1432		N/A		N/A	M	14	W	Hands	CIT	Non-Crim	Drugs or Alcohol
2020-31	Force	3/22/2020	Fri	2150		N/A		N/A	M	67	W	Hands	DV Assault	Crim	No
2020-32	Force	3/25/2020	Wed	1533		N/A		N/A	M	40	W	Hands	RTS	Crim	Drugs or Alcohol
2020-33	Force	3/25/2020	Wed	1836		N/A N/A N/A		Minor abrasion on fe	M	35	W	Hands / Strikes Hands / strikes Hands / strikes	CIT	Non-Crim	No
2020-34	Force	3/28/2020	Sat	2158		N/A		N/A	M	19	W	Firearm Display / t	Arson	Crim	Drugs or Alcohol
						N/A		N/A	M	16	W	Firearm Display / t	Passenger not charged	Non-Crim	Drugs or Alcohol
						N/A		N/A	M	18	W	Firearm Display / t	OUI Arrest	Crim	Drugs or Alcohol
2020-35	Force	4/3/2020	Fri	0833		Back pain N/A N/A N/A		Bleeding from mouth	M	54	W	Hands Hands Hands	CIT	Non-Crim	Drugs or Alcohol
2020-36	Force	4/6/2020	Mon	1708		N/A N/A		N/A	M	50	W	Hands Hands	CIT	Non-Crim	Drugs or Alcohol
2020-37	Force	4/9/2020	Thurs	2323		N/A N/A N/A N/A		N/A	M	38	W	Hands Hands Hands Hands	CIT	Non-Crim	No
2020-38	Force	4/21/2020	Tues	1847		N/A		N/A	M	39	W	Hands	Burg to M/V arrest	Crim	Drugs or Alcohol
2020-39	Force	5/8/2020	Fri	0148		Abrasion to elbow		N/A	M	17	W	Hands	Intox JV RTS	Crim	Drugs or Alcohol

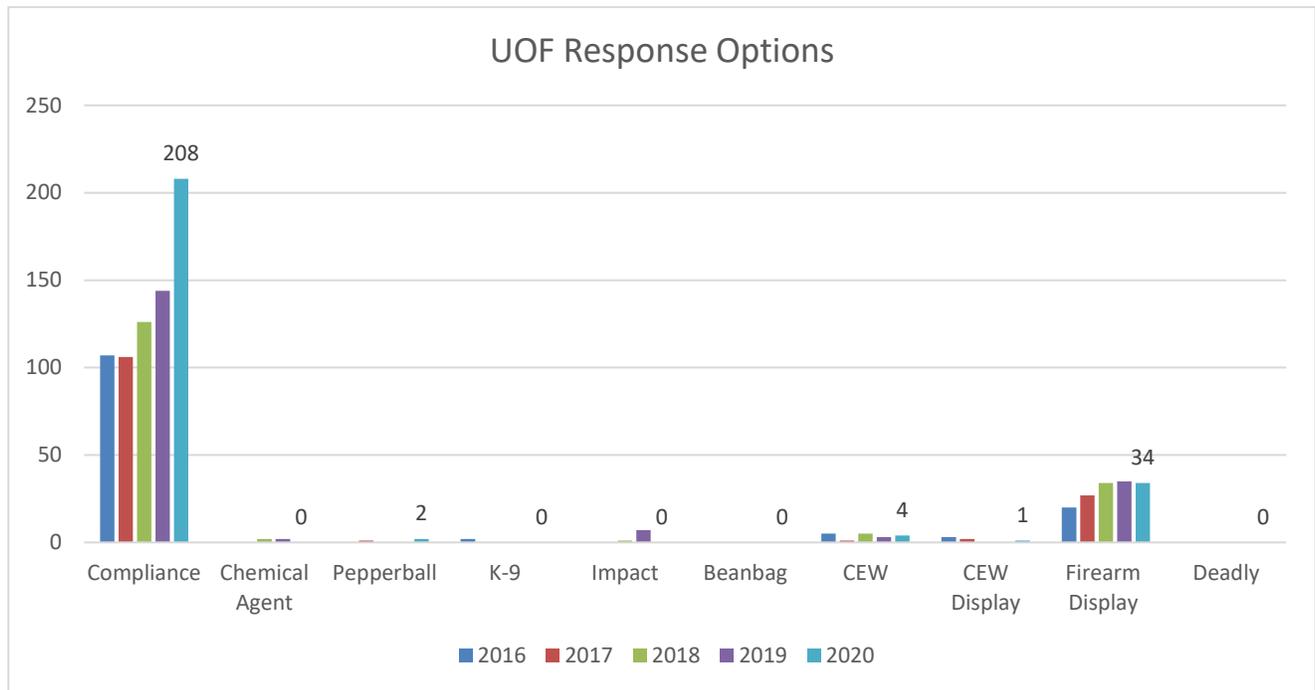
Control #	Type	Date	Day	Time	Officers(s)	Officer Injury	Subject(s)	Subject Injury	Sex	Age	Race	Force Type	Encounter Type	Criminal / Non	EDP / Alcohol / Drugs
2020-40	Force	5/10/2020	Sun	1719		N/A N/A N/A		N/A	M	30	W	Hands Hands Hands	OUI/RTS	Crim	Drugs or Alcohol
2020-41	Force	5/11/2020	Mon	1111		N/A N/A		N/A	M	43	W	Hands Hands	CIT	Non-Crim	Drugs or Alcohol
2020-42	Force	5/13/2020	Wed	2031		N/A N/A N/A		N/A	M	16	W	Hands Hands Hands	CIT	Non-Crim	Drugs or Alcohol
2020-43	Force	5/23/2020	Sat	0146		N/A N/A		N/A	M	43	W	Hands Hands	CIT	Non-Crim	Drugs or Alcohol
2020-44	Force	5/23/2020	Sat	1924		N/A N/A		N/A	F	20	W	Hands Hands	CIT	Non-Crim	No
2020-46	Force	5/28/2020	Thurs	0857		N/A		N/A	M	27	B	Hands	CIT/ Criminal threat w/ knife	Crim	No
2020-47	Force	6/2/2020	Tues	2245		N/A N/A						Pepperball deployn Pepperball deployment	Riot in Portland	Crim	UNK
2020-50	Force	6/20/2020	Sat	1826		N/A N/A		N/A	M	25	W	Hands Hands	CIT	Non-Crim	Drugs or Alcohol
2020-51	Force	6/20/2020	Sat	2018		N/A N/A		N/A	M	30	W	Hands Hands	CIT	Non-Crim	Drugs or Alcohol
2020-52	Force	6/21/2020	Sun	0348		N/A N/A		N/A	M	33	B	Hands Hands	CIT	Non-Crim	Drugs or Alcohol
2020-54	Force	6/26/2020	Fri	1906		N/A N/A		N/A	F	37	W	Hands Hands	VBC	Crim	No
2020-55	Force	6/26/2020	Fri	2305		N/A N/A N/A		N/A	M	17	W	Hands Hands Hands	CIT	Non-Crim	No
2020-58	Force	7/4/2020	Saturday	1009		N/A		N/A	F	35	W	Hands	Burglary (CEPD assist)	Crim	No
2020-59	Force	7/6/2020	Mon	2111		N/A		N/A	M	56	W	Hands	Theft	Crim	Drugs or Alcohol
2020-60	Force	7/8/2020	Wed	1642		N/A N/A		N/A	F	20	W	Hands Hands	CIT	Non-Crim	No
2020-61	Force	7/9/2020	Thurs	0140		Scratches to arm and neck		N/A	F	20	W	Hands	Assault	Crim	No
2020-62	Force	7/11/2020	Sat	1929		N/A N/A Arm bruise		N/A	F	20	W	Hands Hands Hands	Assault	Crim	No
2020-63	Force	7/12/2020	Sun	1853		N/A N/A N/A		N/A	F	29	W	Hands Hands Hands	Criminal Trespass	Crim	Drugs or Alcohol
2020-64	Force	7/13/2020	Mon	2248		N/A N/A N/A		N/A	M	51	W	Hands Hands Hands	Criminal Trespass	Crim	

Control #	Type	Date	Day	Time	Officers(s)	Officer Injury	Subject(s)	Subject Injury	Sex	Age	Race	Force Type	Encounter Type	Criminal / Non	EDP / Alcohol / Drugs
2020-65	Force	7/18/2020	Sat	2130		N/A		N/A	M	12	B	Hands	CIT	Non-Crim	No
2020-66	Force	7/19/2020	Sun	1938		N/A		N/A	M	24	W	Hands	CIT	Non-Crim	Drugs or Alcohol
						N/A						Hands			
						N/A						Hands			
2020-68	Force	7/25/2020	Tues	0542		N/A		N/A	M	27	B	Hands	Car theft theft \$6000	Crim	Drugs or Alcohol
2020-69	Force	7/27/2020	Thurs	2010		N/A		scratch on cheek	M	22	W	Hands	CTN	Crim	Drugs or Alcohol
						N/A						Hands			
2020-70	Force	7/31/2020	Mon	0210		N/A		N/A	M	34	W	Hands	Agg DV Assault	Crim	Drugs or Alcohol
2020-71	Force	7/31/2020	Mon	2135		N/A		N/A	M	41	B	Hands	crim trespass RTS	Crim	No
						N/A						Hands			
						N/A						Hands			
2020-72	Force	8/8/2020	Sat	0000		N/A		N/A	F	21	W	Hands	Protective custody ETOH	Non-Crim	Drugs or Alcohol
						N/A						Hands			
2020-73	Force	8/13/2020	Thurs	2229		N/A		N/A	M	33	W	Hands	Burg suspect (wrong person)	Non-Crim	No
						N/A						Hands			
						N/A						Hands			
2020-75	Force	8/16/2020	Sun	0313		N/A		N/A	F	60	W	Hands	CIT	Non-Crim	No
2020-78	Force	9/5/2020	Sat	1524		N/A		N/A	M	33	W	Hands	CIT Fighting FTS	Crim	Drugs or Alcohol
						N/A						Hands/	Compliance with ASP		
						N/A						Hands			
						N/A						Hands			
2020-80	Force	9/8/2020	Tues	2112		N/A		Minor abrasion on wrist	M	72	W	Hands	CIT	Non-Crim	Drugs or Alcohol
						N/A						Hands			
2020-81	Force	9/10/2020	Thurs	2037		N/A		Abrasion on elbow	F	27	W	Hands	Burglary to MV	Crim	No
						N/A						Hands			
2020-82	Force	9/12/2020	Sat	1715		N/A		N/A	M	8	W	Hands	CIT	Non-Crim	No
						N/A						Hands			
2020-83-	Force	9/12/2020	Sat	1725		N/A		N/A	F	30	W	Hands	CIT	Non-Crim	No
						N/A						Hands			
2020-84	Force	9/16/2020	Wed	1524		N/A		Probe marks	F	27	W	Taser/ hands	Robbery	Crim	Drugs or Alcohol
						N/A						Hands			
2020-86	Force	9/22/2020	Tues	2129		N/A		Cut on nose	M	53	W	Hands	RTL	Crim	Drugs or Alcohol
						N/A						Hands			
2020-87	Force	9/22/2020		2346		N/A		N/A	M	24	W	Hands	OUI	Crim	Drugs or Alcohol
2020-88	Force	9/28/2020	Wed	1608		N/A		N/A	F	69	W	Hands	OUI	Crim	Drugs or Alcohol
2020-89	Force	10/3/2020	Tue	1345		N/A		N/A	M	29	W	Hands	Crim Trespass	Crim	Drugs or Alcohol
						N/A						Hands			
						N/A						Hands			
						N/A						Hands			

Control #	Type	Date	Day	Time	Officers(s)	Officer Injury	Subject(s)	Subject Injury	Sex	Age	Race	Force Type	Encounter Type	Criminal / Non	EDP / Alcohol / Drugs
2020-91	Force	10/6/2020	Fri	0447		N/A		N/A	F	19	W	Hands	DV Assault	Crim	Drugs or Alcohol
2020-93	Force	10/8/2020	Sun	2135		N/A		N/A	M	14	B	Hands Hands Hands	CIT / DV Assault	Non-Crim	No
2020-94	Force	10/8/2020	Sun	2245		N/A		N/A	M	29	W	Hands Hands Hands	Crim Trespass	Crim	No
2020-95	Force	10/16/2020	Fri	1931		N/A		N/A	M	27	B	Hands Hands Hands	CIT	Non-Crim	Drugs or Alcohol
2020-96	Force	10/19/2020	Mon	0646		N/A		N/A	F	35	W	Hands Hands	Poss drugs, OUI, HO	Crim	Drugs or Alcohol
2020-98	Force	10/30/2020	Fri	0210		N/A		N/A	M	27	B	Hands Hands Hands	CIT	Non-Crim	Drugs or Alcohol
2020-99	Force	11/2/2020	Mon	2051		N/A		N/A	M	49	A	Hands	DV Investigation	Non-Crim	Drugs or Alcohol
2020-100	Force	11/7/2020	Sat	1536		N/A		N/A	M	27	B	Hands Hands	Reckless conduct	Crim	Drugs or Alcohol
2020-101	Force	11/9/2020	Mon	1908		N/A		N/A	M	30	W	Hands Hands Hands	CIT	Non-Crim	No
2020-104	Force	11/18/2020	Wed	1010		N/A		N/A	M	12	W	Hands	CIT	Non-Crim	No
2020-105	Force	11/20/2020	Fri	0238		N/A		N/A	F	25	W	Hands Hands Hands Hands	Assault	Crim	Drugs or Alcohol
2020-106	Force	11/20/2020	Fri	0245		N/A		N/A				Hands	Hindering	Crim	unkown
2020-107	Force	11/20/2020	Fri	0307		N/A		N/A	F	27	W	Hands	Disorderly conduct	Crim	Drugs or Alcohol
2020-108	Force	11/25/2020	Wed	1315		N/A		N/A	M	27	W	Hands	Theft	Crim	No
2020-109	Force	11/27/2020	Fri	0416		N/A		N/A	F	38	W	Hands Hands Hands	Crim Tres / CIT	Crim	Drugs or Alcohol
2020-110	Force	11/28/2020	Sat	1604		N/A		N/A	M	18	W	Hands	CIT	Non-Crim	Drugs or Alcohol
						N/A		Taser Probe	M	16	W	Hands	Obstructing Govt admin	Crim	Drugs or Alcohol
						N/A		N/A				Hands	Obstructing Govt admin	Crim	Drugs or Alcohol
						N/A		N/A				Hands			
2020-112	Force	12/3/2020	Thurs	1942		N/A		N/A	F	33	W	Hands / Strike	CIT Poss of drugs	Crim	Drugs or Alcohol
						N/A		N/A				Hands			
						N/A		N/A				Hands			
2020-113	Force	12/3/2020	Thurs	1558		N/A		N/A	F	54	W	Hands	CIT	Non-Crim	Drugs or Alcohol
						N/A		N/A				Hands			
						N/A		N/A				Hands			

Control #	Type	Date	Day	Time	Officers(s)	Officer Injury	Subject(s)	Subject Injury	Sex	Age	Race	Force Type	Encounter Type	Criminal / Non	EDP / Alcohol / Drugs
2020-114	Force	12/6/2020	Sun	1231		N/A N/A N/A N/A		N/A	M	40	W	Hands Hands Hands Hands	CIT	Non-Crim	Drugs or Alcohol
2020-118	Force	12/14/2020	Mon	1850		N/A N/A		N/A	M	30	B	Hands Hands	Obstrucy Govt Admin/CIT	Crim	Drugs or Alcohol
2020-119	Force	12/18/2020	Fri	2243		N/A N/A N/A		N/A	F	54	W	Hands Hands Hands	CIT	Non-Crim	Drugs or Alcohol
2020-120	Force	12/19/2020	Sat	0234		N/A N/A N/A N/A		Bruises on wrist	M	40	W	Hands Hands Hands Hands	CIT	Non-Crim	Drugs or Alcohol
2020-121	Force	12/19/2020	Sat	1607		N/A N/A		N/A	M	53	W	Hands Hands	Assault VBC	Crim	Drugs or Alcohol
2020-122	Force	12/21/2020	Mon	0506		N/A		N/A	F	20	W	Hands	Obstruct. Govt Not charged	Crim	Drugs or Alcohol
2020-123	Force	12/26/2020	Sat	1600		N/A N/A		N/A	M	42	B	Hands Hands	Crim Trespass	Crim	No
2020-124	Force	12/28/2020	Mon	2027		N/A N/A N/A N/A		N/A	M	62	W	Hands Hands Hands Hands	Terrorizing	Crim	No
2020-125	Force	12/30/2020	Wed	1911		N/A N/A N/A		N/A	M	25	W	Hands Hands Hands	CIT	Non-Crim	No

APPENDIX E: Use of Force Response Options



APPENDIX F: Pursuit / FT Stop Analysis & Review

Date	Time	Primary Officer	Initiating Event	Terminating Event	Suspect Charged / Crime
1/28/20	0000		Suspicious car	Supervisor Discontinued	Located later (OUI)
3/14/20	2250		Traffic Infraction	Officer Discontinued	None (Evaded)
10/25/20	1709		Traffic Infraction	Officer Discontinued	None
11/17/20	0400		Traffic Infraction	Officer Discontinued	Located Later (Eluding an Officer)
12/7/20	1931		Traffic Infraction	Officer Discontinued	None
12/14/20	0142		Crim Speed	Officer Discontinued	None