



Office of Professional Standards

MEMORANDUM

TO: Chief Daniel Ahern
FM: Lt. Todd Bernard
DT: April 7, 2022
RE: Office of Professional Standards - Annual Report

Please accept this as the Office of Professional Standard's 2021 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.

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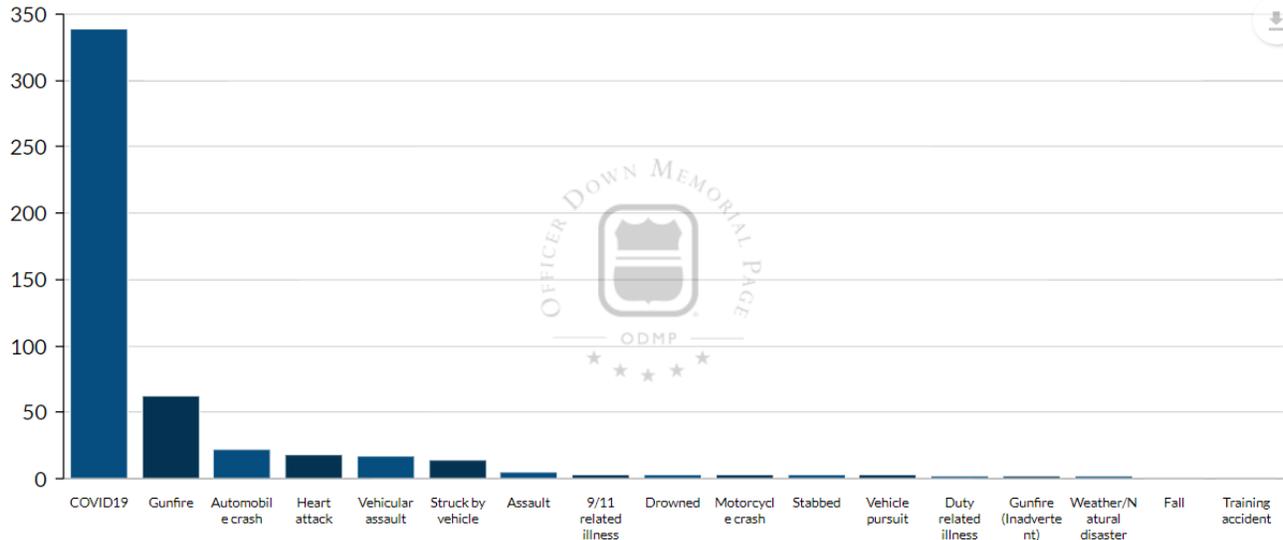
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Overview

During 2021, the department responded to approximately 30,681 calls for service; a slight increase of 2.44% from 2020. Officers investigated 4,500 formal crime, incident and crash reports, with 90 of those being filed online. This is a decrease in overall reports (4,673 in 2020), and is a notable decrease (-60%) in online reporting. Officers arrested or summonsed 874 people (+9.11% over 2020). They conducted 4,977 traffic stops, a decrease of 4.84%, and issued 1,274 traffic citations (+13.34% over 2020).

Law enforcement continues to be an unpredictable and dangerous profession. In 2021 line of duty deaths were up 55%. During 2021, 458 officers died in the line of duty up from 295 the previous year. The leading cause of 2021 line of duty deaths was, not surprisingly, COVID-19 with 301 officers perishing of this virus as of January 1, 2022. Traffic related deaths killed 59 officers and firearms accounted for 62 (up from 45) officers killed. Felonious deaths were up 38 percent in 2021. Nationally, 18 officers died of a job-related heart attack. Ninety percent of the officers that died were male; 10% were female. COVID-19 completely skewed the line of duty death numbers for 2021. Maine had one line of duty deaths in 2021, a Deputy Sheriff was struck and killed by a car in Somerset County. The graph below shows the dramatic rise in line of duty deaths due to COVID-19. FMI: www.odmp.org

All Causes of Death



Source: www.odmp.org, 1/4/2022.

While 2021 was a chaotic year with COVID-19 related issues, one encouraging statistic was a continued decrease in officer suicides nationally. This represents 9% decrease, from 143 in 2020 to 131 in 2021. Unfortunately, South Portland lost one officer to suicide in 2021. A Veteran South Portland Officer took his own life in November. He had suffered from PTSD for years after being shot 4 times in 2006. The department is taking steps to bring this tragic event to the forefront to try to reduce the stigma of suicide and more importantly coming forward to ask for help. Dr. Kevin Gilmartin, a nationally recognized expert on Police wellness, has been booked for March of 22 as a tribute to the fallen officer and to bring this critical element of wellness to the Maine Police family. FMI: www.bluehelp.org

While there was a continued decrease in police suicides nationally in 2021, 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 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 liaisons.

The Active Bystandership for Law Enforcement (ABLE) Project, Georgetown University Law Center's national training and support initiative for U.S. law enforcement agencies is 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 other law enforcement agencies and statewide and regional training academies chosen to participate in the ABLE Project's national rollout. 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. The department has two trained ABLE instructors and the department is still committed to adopting this valuable program for the department. Unfortunately, due to staffing issues this was not completed during 2021. Implementing ABLE is a goal of 2022.

Our behavioral health liaisons continue to monitor officers' wellbeing and resilience in cooperation with the Peer Support team. The Peer support team was busy in 2021. They conducted two critical incident stress debriefings after two separate critical incidents. The Peer Support Team is available anytime and officers are encouraged to use this confidential service via in person, email, or phone for any support needed.

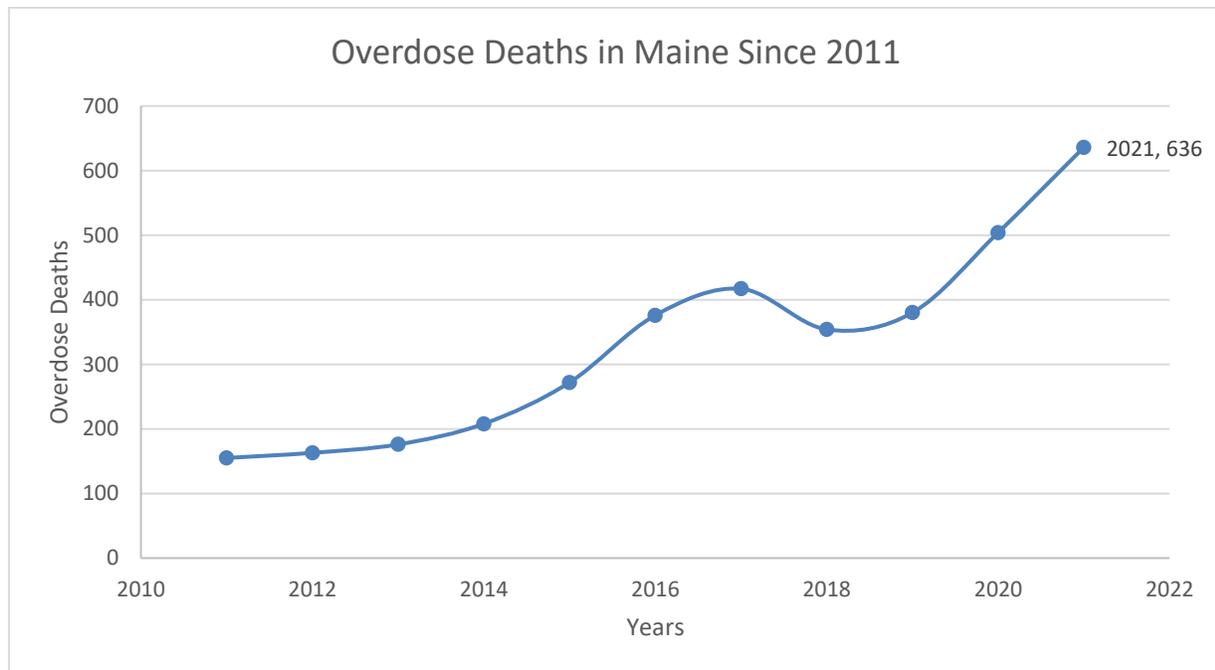
The threats officers face every day were magnified in 2021 with pressures and new demands due to COVID-19. Our agency continues to be held in high esteem in the South Portland community and among the Maine law enforcement community. Our officers continue to balance the department's mission of working 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 has adapted to a new way to police in the 2020s.

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 that 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*. 2021 is our Year 4 in the CALEA process. It entailed two online assessments and an onsite assessment. The on site assessment was a two day virtual event where all of our standards were looked at and we had to submit 6 areas of focus that we wanted them to look at. Our six were: our Domestic Violence program, Use of Force training, Our Community Response Unit, Traffic Calming, Recruitment Team and our evidence and property procedures. The assessors had interviews with more than 20 people including officers in the department, city leaders and business people in our community, and citizens who all gave their input about the department. During the exit interview with the two assessors, they both commented on what a professional department we are and were impressed with all of our areas of focus.

Trends

Opioid Crisis

On November 17, 2021, the U.S. Center for Disease Control and Prevention (CDC) announced that for the 12 month period ending in April of 2021, over 100,000 Americans died from drug overdose. This number is up a shocking 28.5% from the same time period a year prior. Unfortunately, Maine is one of the states hardest hit by the opioid crisis. Data released on 1/19/2022 from the University of Maine's Rural Drug & Alcohol Research Program estimates that 636 people died in Maine from drug overdoses in 2021. While that figure is an estimate due to a backlog in lab processing, 636 overdose deaths would shatter the previous record of 504 set in 2020 (a 23% increase). 636 deaths is nearly twice the number recorded in 2019 (380). In 2000, Maine recorded just 60 overdose deaths.



While these numbers might be appalling, they surely do not come as a surprise to the South Portland Police Department. The realities of the opioid crisis are witnessed by our officers on a daily basis. All South Portland Police Officers carry naloxone (often referred to as “NARCAN”) and are proficient in its use. All South Portland Police Cruisers are equipped with automated external defibrillators (AEDs) and other lifesaving equipment. Due to the now wide availability of naloxone, tracking overdose calls is difficult and in all likelihood they are dramatically underreported. To put it simply, the South Portland Police are often not called when narcan is administered to someone. The data that we do have, however, shows the following:

In 2019, SPPD officers responded to 68 overdoses. Of these, 11 calls resulted in fatalities.

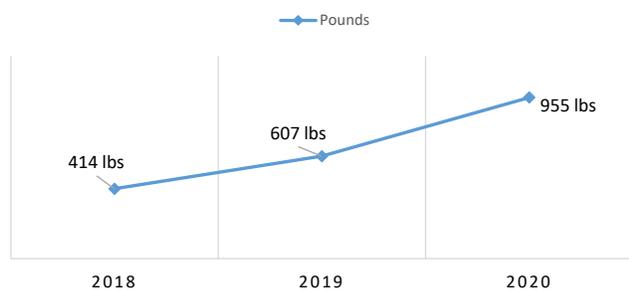
In 2020, SPPD officers responded to 79 overdoses. Of these, 9 were fatal.

In 2021, SPPD officers responded to 91 overdoses. Of these, 14 were fatal.

To combat the fear of calling 911 in overdose situations, in 2019 Gov. Mills signed a bill commonly referred to as the “Good Samaritan Law” to prevent prosecution of those who report drug related emergencies. Due to the high number of overdoses and drug related calls, the South Portland Police has identified and secured grant monies to aid our department in combating this crisis. Additionally, the department has expanded our behavioral health liaisons’ (BHL) duties to work with individuals specifically involved in drug related incidents. Our BHLs connect these individuals to proper available resources and follow up with them regularly. Finally, the department has trained a cadre of officers in addition to our BHLs in the recognition of substance use disorders. Other efforts to combat this crisis include our Drug Drop Off initiatives. The

department hosts an annual drug drop off in conjunction with the US Drug Enforcement Agency. Unused or expired prescriptions pose a public safety risk. They can lead to accidental poisoning, misuse and overdoses. Disposing of drugs properly saves lives and protects our environment.

3 YEARS OF DRUG DROP OFF RESULTS IN POUNDS



This graph shows the increasing popularity of our drug takeback program. Adding in our totals for 2021, the SPPD has properly disposed of nearly 2500 pounds of turned in prescription medications in the past 4 years.

SPPD was selected again for 2022 to partner with the Police Assisted Addiction and Recovery Initiative (P.A.A.R.I.). 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. The PAARI employee has built a database of local and regional resources for officers and community partners. She works with our Behavioral Health Liaisons to compile statistics for calls for service dealing with drug use and overdoses, mental health related calls and co-occurring disorders. In addition, a database with accurate, timely, comprehensive crisis interventions with opioids and overdoses is being built. She also works with NAMI to provide them the required information needed. In 2021 we also received a grant from PAARI. This was used to develop bags to give to those who need help or are seeking treatment. The bags contain information on resources, bus passes so they can get to resources and a gift card to Goodwill.

Reports & Analyses

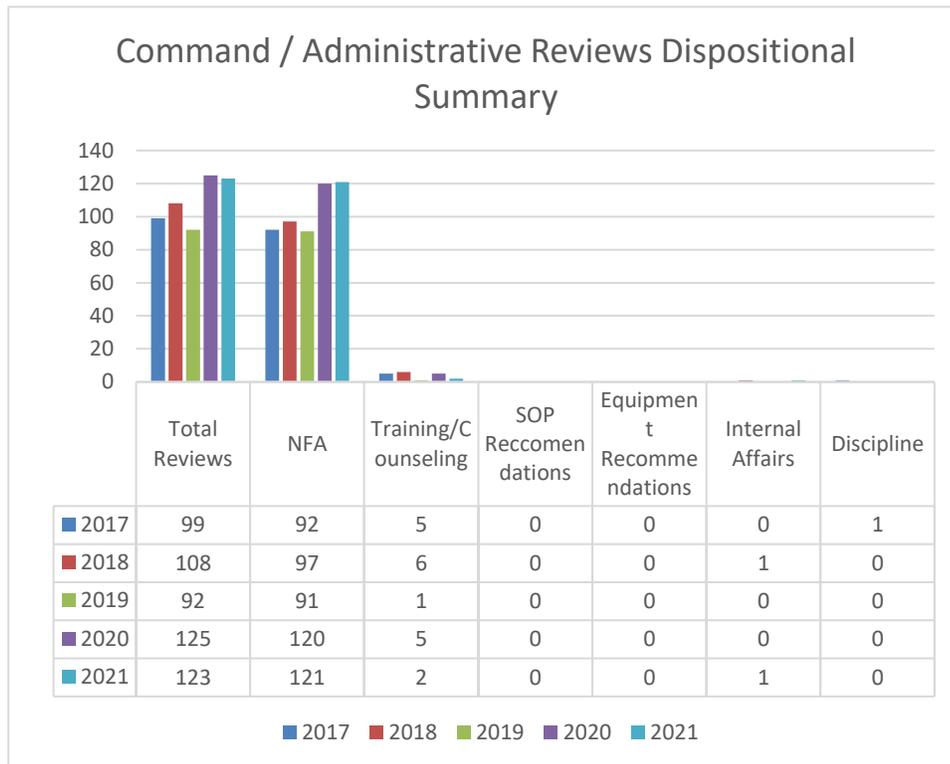
Training Report

The coronavirus pandemic in 2021 continues to make training more challenging. We moved to in person training for some trainings and also used online or virtual training platforms. The training included MCJA mandated training (e.g., firearms, new law updates, Biased based policing, managing encounters with the mentally ill. Implicit bias and other 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. Both the SWAT team and CNT continued training and the SWAT team was able to get their hours in to re-certify at the MCJA. 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. Longer training has been curtailed until staffing at the PD improves. Officers were sent to some classes that were required for their jobs. Detectives received Evidence and crime scene training and the new Evidence Technician also received training in evidence collection and crime scene photography. The department logged more than 3400 hours of combined training in 2021.

Command / Administrative Review Analyses

During 2021, 123 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 decrease from 2020 that saw 125 reviews. Twenty-three 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. Fifteen reviews, down from 20 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. Additionally there were 2 incidents that were investigated as administrative investigations (IA). Both Incident investigations exonerated the officers.



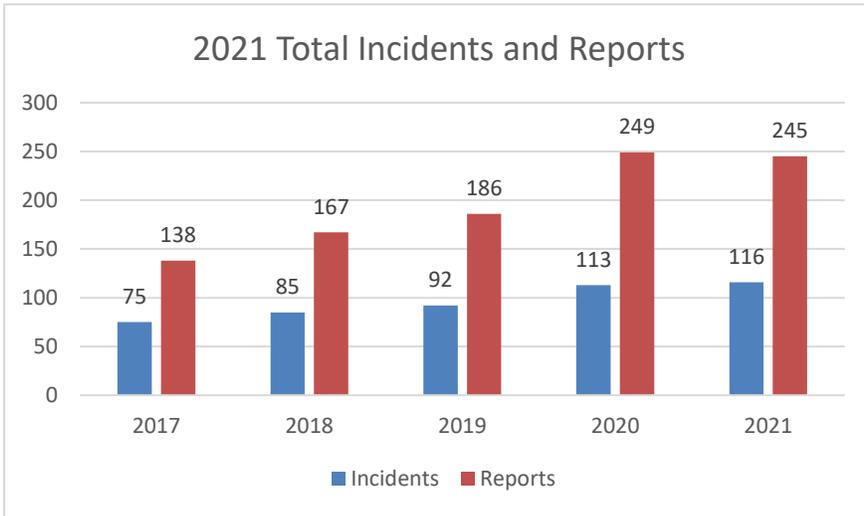
Recommendations from and actions taken during the command and administrative reviews are compiled and all are referred to the Chief of Police for final review. The chart on the left notes the dispositions and 5-year historical trend of these reviews. The vast majority of reviews that comply with policy, 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. In 2021 98 percent required no further action. Only 2 officers involved in preventable minor crashes were counselled.

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

Use of Force and Control Analysis (4.2.4):

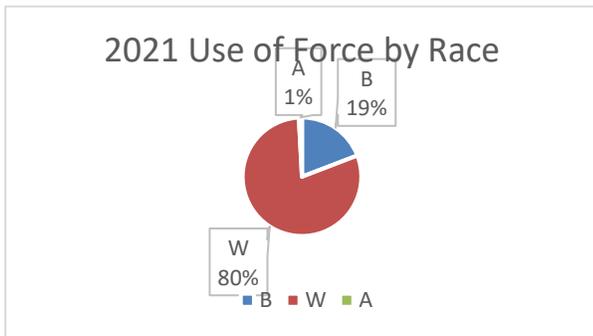
The department maintains a high standard and low threshold for force reporting. Officers are required to report any use of deadly, non-deadly and physical force (greater than un-resisted handcuffing), in writing, before the end of the tour of duty in which the force is applied. Supervisory response and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

During 2021, South Portland police officers filed 245 separate use of force and control reports, down from 249 in 2020, with 116 recorded use of force and control incidents. This continues a slight upward trend from the previous two years. This also includes 23 incidents of the mere display of a firearm and no other force was used. The 5-year trend of these statistics is contained in the chart that follows.



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.

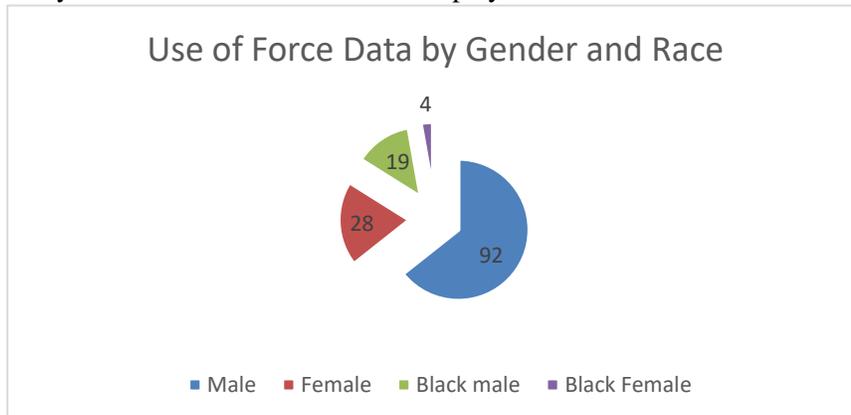
In terms of the age of those involved in use of force incidents, upwards of 90% of all incidents involved adults.



The ages ranged from 62 years old to 5 years old. Of the 7 incidents involving juveniles, 6 were for non-criminal interactions, all for mental health calls where the officers only restrained the juveniles to prevent them from harming themselves. During the pandemic both Portland and South Portland continue housing some homeless population in hotels in South Portland. The calls for service in these establishments have soared and have become a strain on the department and its resources. One hotel housing this population went from 33 calls for service per year to 536 in the first 10 months of 2021, a staggering 1524 percent increase.

Other hotels had triple digit increases in percentage for calls for service. The city did begin working with the hotels to bring change to this and lessen the strain on resources. Hotels hired security and strengthened rules for guests of the occupants. This accounted for a rise in use of force incidents. More than three quarters 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. More detailed information about all of our Use of Force incidents can be found in APPENDIX C.

In terms of race, approximately 82% of all incidents involved a person who was white. This is down from 83% last year. Five involved a firearm display and not an actual use of force.



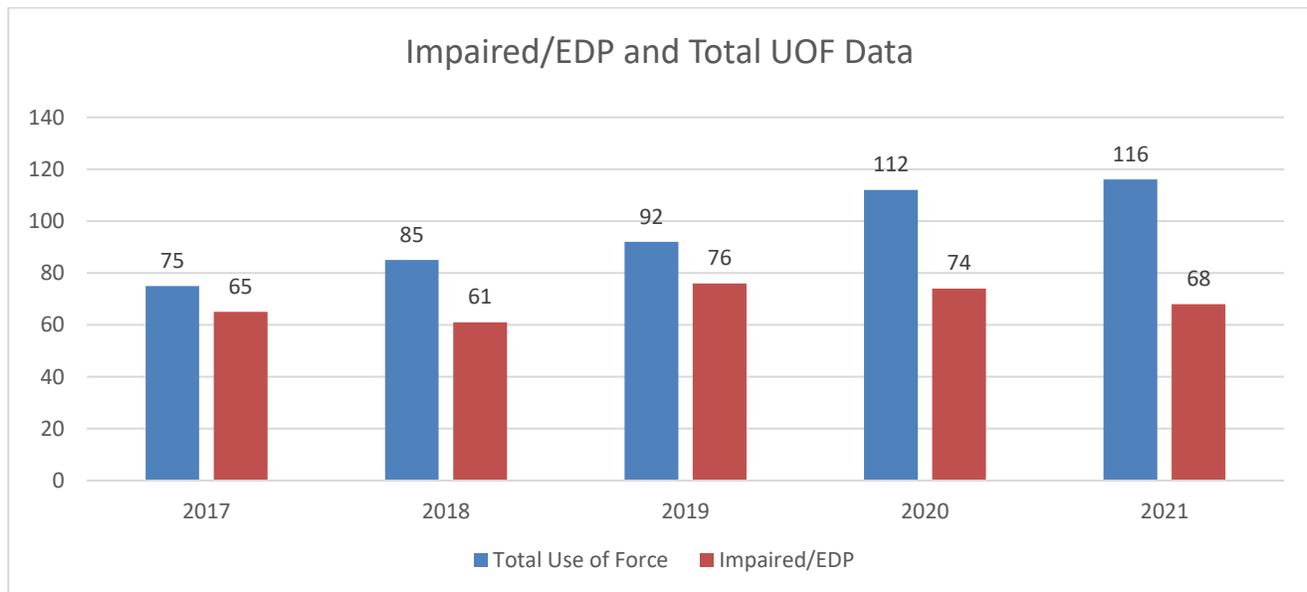
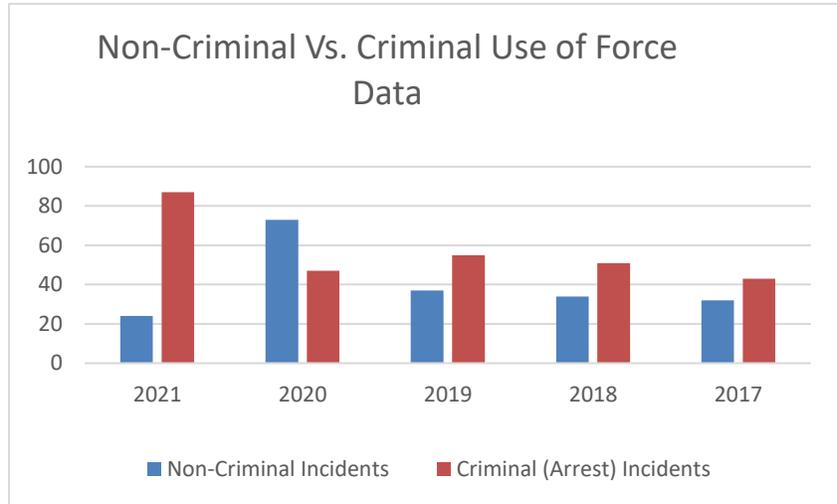
Four of the 23 also involved non-criminal related interactions, to include crisis interventions where no charges were brought. Two of these 23 incidents involved juveniles, including restraining a 5 year old to prevent him from harming himself.

Males continue to be the subjects involved in the majority of use of force incidents, with almost 80% of all incidents involving men, 92 were males and 28 were females.

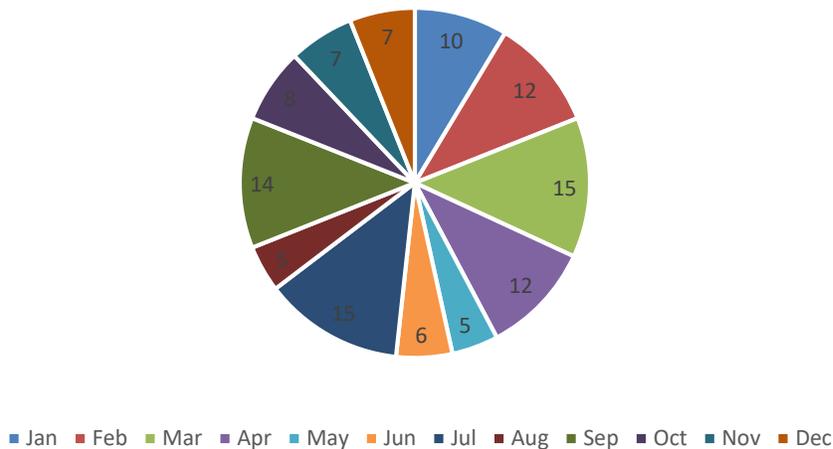
Approximately 75percent (up from 61% last year) of all use of force incidents stemmed from criminal / arrest situations, while the remaining 25% involved non-criminal (i.e., primarily protective custody and behavioral

health) situations. The chart at right depicts the upward trend in the need for and use of non-criminal use of force applications.

2021 saw a slight decline to 58% from 80% 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 2021 there were 29 uses of force on an individual listing the reason for the interaction was CIT (Crisis intervention). This is down from 43 the prior year.

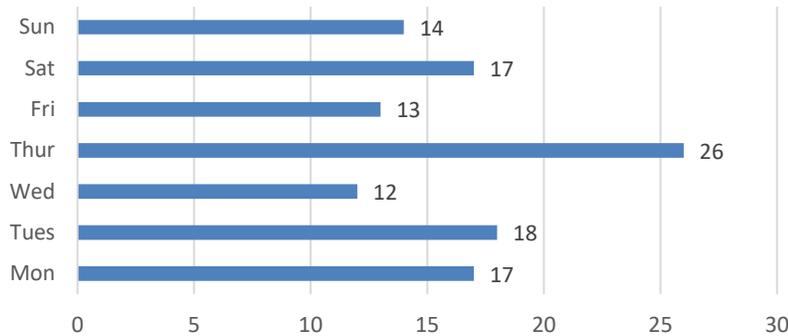


2021 Use of Force by Month



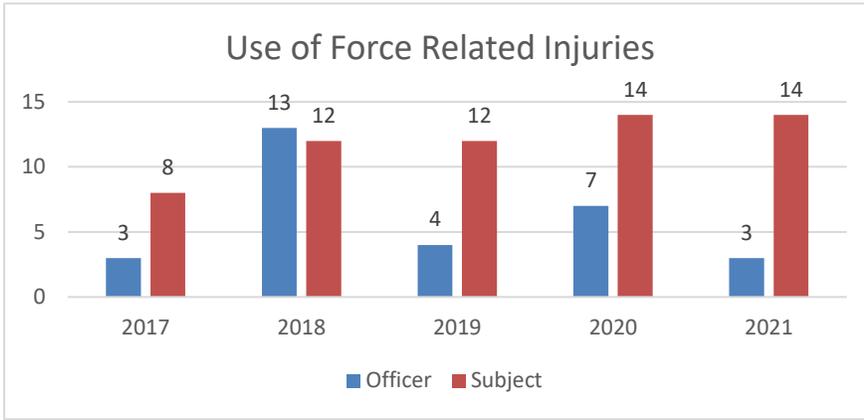
Additional data points related to 2021's use of force incidents include frequency of incidents by month, day of week, and time of day. The highest number of incidents occurred during the months of March (15) and July (15). The next most active month with (14) each was September. The months with the least were May and June with (5) and (6) respectively.

2021 Use of Force by Day



The day with the greatest frequency of incidents was Thursday with 26 total uses of force. The other days of the week ranged from 12-18 each. Times of the uses of force were spread across all shifts. The shift that had the most was C Team or the 3PM to 11PM shift. This coincides with the department statistics from our calls for service which show this is our most active times for calls.

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 these statistics with those from 2020, the use of force reports filed by the command are 12 in 2020 and 6 in 2021, Sergeants 39 in 2020 and 14 in 2021, C Team 57 in 2019 and 59 in 2021, E Team 40 in 2020 and 43 in 2021 and D Team 37 in 2020 and 40 in 2021; CID / CRU 11 in 2020 and 6 in 2021; A / B 19 in 2020 and 36 in 2021. More information about this is contained in APPENDIX B.



In comparison to 2020, officer injuries were down and subject injuries remained the same. The subject injuries (14) in 2021. They consisted of abrasions, lacerations, cuts, bloody lip, and one K-9 bite and CEW probe marks; the officer injuries (3 in 2021 down from 7 in 2020) similarly consisted of abrasions, sprains, and knee pain. When considered how many interactions we have with the

public and 245 reports of force our injury frequency is extremely low.

There was a decrease in injuries to officer and subject injuries remained static, 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 2021 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 September of 2021. The revision included adding specific language related to duty to intervene. Clarifying language was added to who the SOP included. Added was any employee or public safety associate instead of officer. 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 remains in effect and requires police agencies to conform to key use of force requirements.

The policy was disseminated via PowerDMS, to all sworn personnel.

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 mental 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. Officers also received training in implicit bias.

1. Based on last year's recommendation, the department increased MARC training. All officers attended training that covered Taser usage. Also covered in 2021 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 was done in our summer firearms training. The training unit have also provided officers with up to date officer safety and awareness training through PowerDMS and range training. In 2021 we did force on force training with simunitions equipment which focused on good tactics, good decision making, accuracy and de-escalation. This force on force training also adds an element of officers questioned and critiqued after each scenario where they must justify their actions and then recommendations are made so our response is improved.

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

The training unit's 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.

The review that was conducted by CALEA staff to during our three assessments indicated that we exceeded training in the area of use of force. We should still remain vigilant in regards to our 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 liaisons, 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 2021, marking the sixth year in a row, officers did not engage in any *pursuits* but did engage in three (3) *failure to stop* incidents, down from nine (9) in 2020. 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:

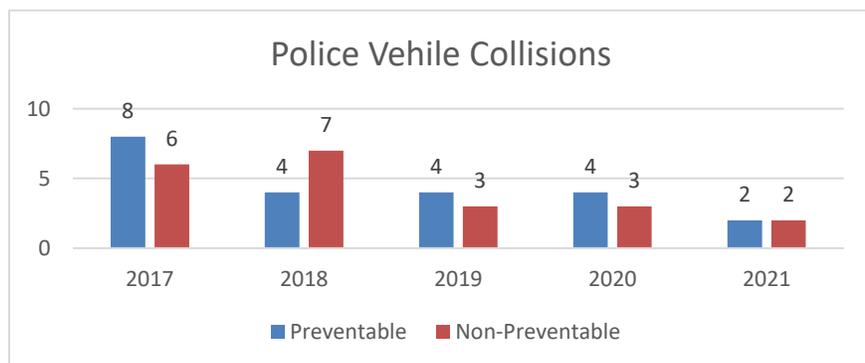
- All incidents involved *marked* South Portland police vehicles;
- All incidents were initiated based upon a traffic infraction, which does not provide a basis to engage in a pursuit but may allow for continuation of a failure to stop incident;
- There were no injuries or damage to department personnel 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. All incidents were handled within SOP and counseling or discipline was dispensed.

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 E** 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 all 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.

In January 2021, SOP #4-41, Operation of Police Vehicles, which includes pursuit policies and reporting procedures, were reviewed. A review of 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 4 police vehicle involved collisions during 2021, down from 6 in 2020. This marks a 3-year decrease trend. The Command / Administrative review process deemed only two (2) of those collisions to be preventable, resulting in two drivers that were counselled about their driving as the incidents were

minor with little damage.

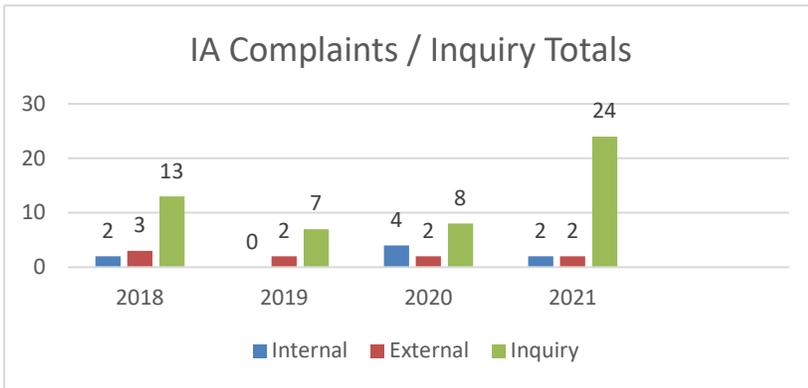
Given the number of hours spent driving under routine and non-routine situations, and adverse weather and circumstances, this data would seem to indicate that officers are driving with due regard for safety, and that collisions and cruiser damage, regardless of extent, are being consistently reported,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

A 2021 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 2021, the department conducted four Internal Affairs investigations down from six in 2020; two of these were based upon external complaints.

Of the received complaints, there were two separate allegations of excessive force one involving one officer and another allegation was against three officers. Both incidents were investigated and the actions of the officers were determined to be proper and within policy. The officers were exonerated of any misconduct. There were two other investigations conducted after internal complaints were made. The complaints involved a violation of the professional conduct policy and were sustained with letters of reprimand issued.



Department supervisors also documented and resolved a total of 24 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 from 8 in 2020. This 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.

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

Bias-Based Policing (1.2.9)

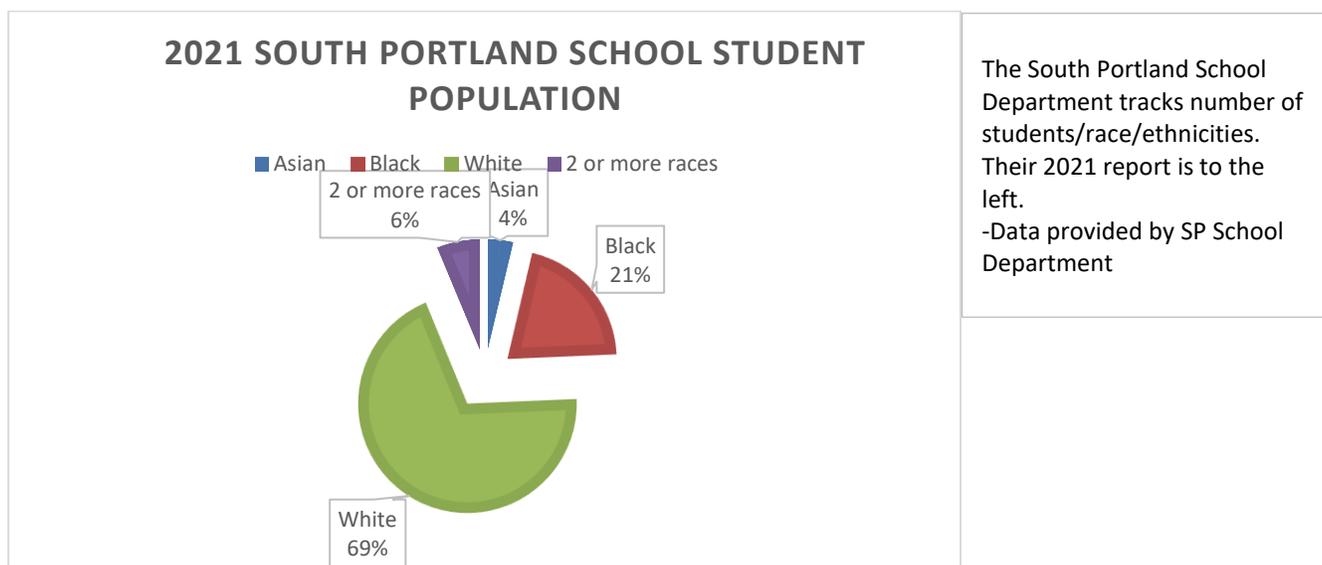
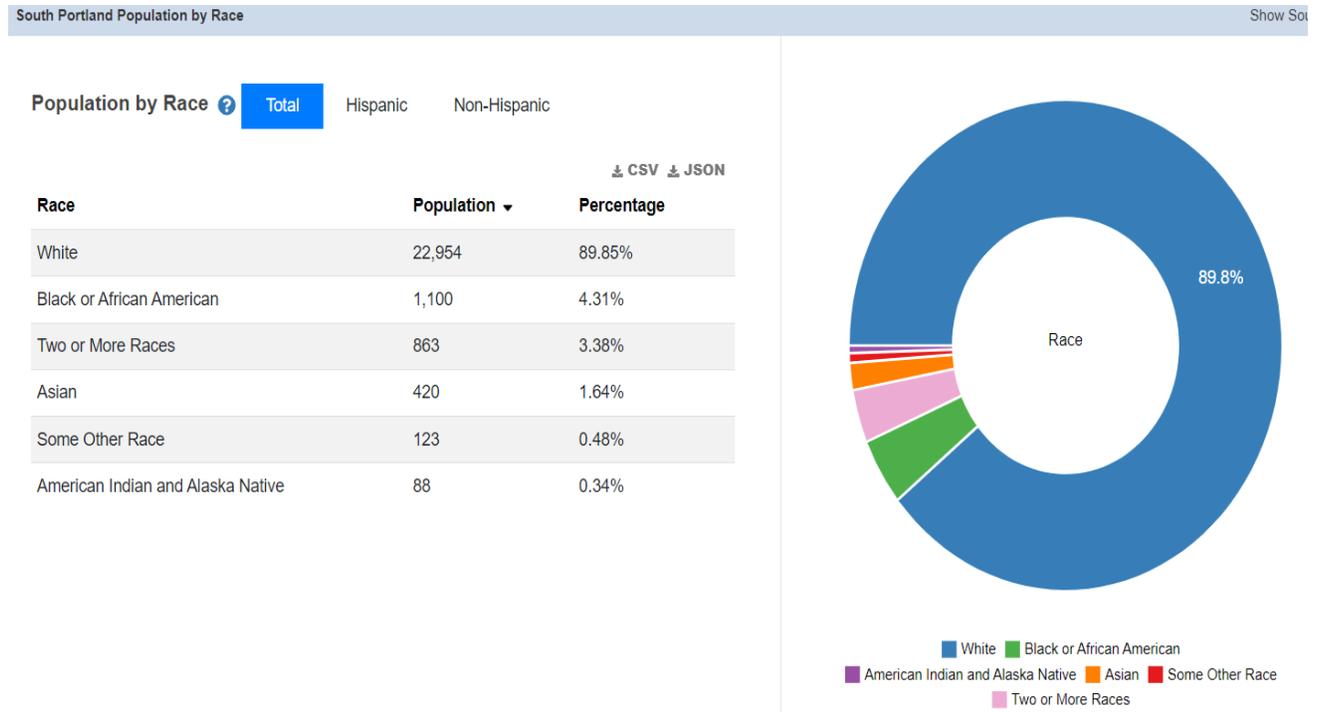
Pursuant to SOP #1-4, *Bias-Based Policing / Profiling*, the following review was conducted to assess the likelihood of illegal or bias-based policing occurring during the operation and enforcement activities of this department.

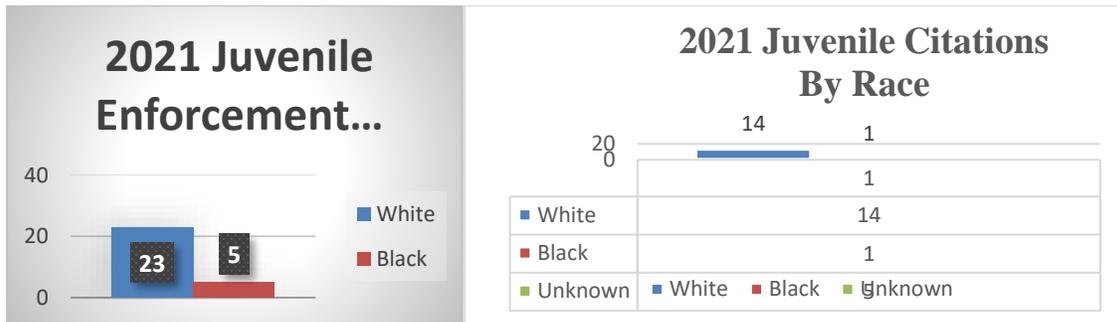
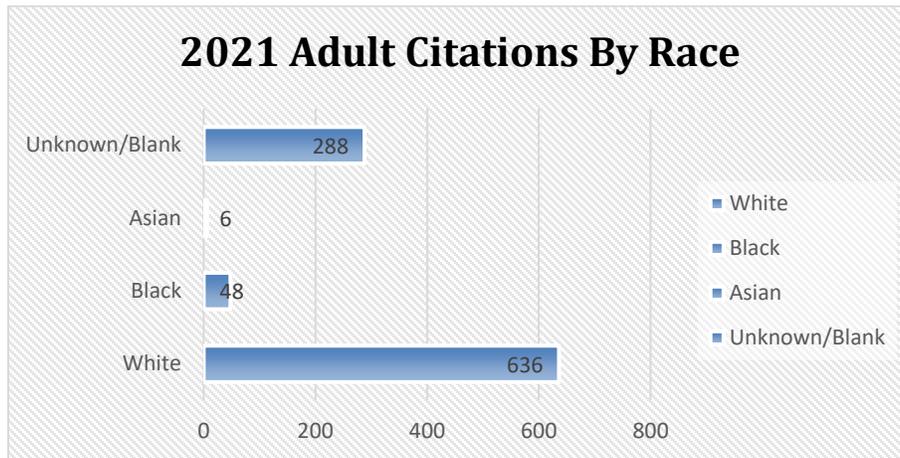
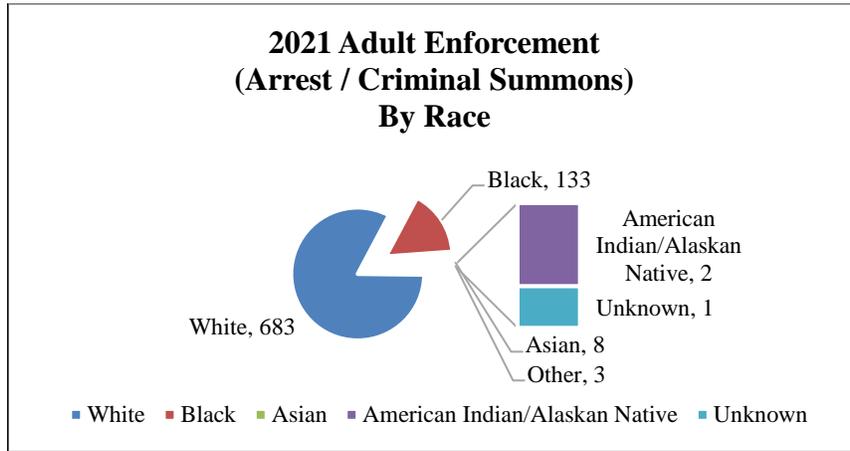
Bias-based policing generally includes the targeting, detention, interdiction or other enforcement or disparate treatment of any person based solely on the basis of characteristics or traits common to a group, including, but not limited to, race, ethnic background, age, gender, economic status, cultural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

First, there were no external or internal complaints, inquiries or investigations during 2021 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 2020 U.S. Census. Available below are the South Portland Department of Education’s statistics for 2021 to provide a sense of current demographics that may be reflected in the 2020 U.S. Census.





Black adult enforcement arrests and summonses evidenced a slight decrease to 16% from 17% in 2020. These same numbers for juveniles who are black dropped from 24% in 2020 to 17% in 2021. 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. 68,408) is part of the state’s largest urban service center. The Black population of our neighbor, the City of Portland, is approximately 8.4% 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. The Maine Mall attracts approximately 500,000 visitors per month. 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 2020, the department's relevant enforcement activities involving the black demographic decreased for adult arrests and summonses and juvenile citations, and decreased relative to adult citations and juvenile arrests and summonses.

The department's contacts with the black population decreased as a percentage in 2021. In 2020 the percentage of adult criminal summonses/arrest was 82 percent white and 17 percent black in 1108 total summonses or arrests. This decreased to 82 percent white and 16 percent black with other and Asian making up the small difference for a total of 827 summonses or arrests. The same data for juvenile criminal summonses/arrests saw a more dramatic decrease to 82 percent white and 17 percent black down from 26 percent last year. In 2021 there were 28 summonses or arrests, down from 70 the year before. Most of our enforcement actions as a department are related to 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, 2021 South Portland School Department records indicate that approximately 21% of the student population in the city's schools identify as black and 6 percent are of 2 or more races. The 2020 census data has the black population at 4.3 up from the 2010 Census of 2.1%. The school department also report a large population of students that are from refugee countries that are here temporarily in our community and schools that make these numbers fluctuate. These facts help clarify the data and bring what could have been perceived as disproportionality in enforcement with census data into better perspective. The department also is eagerly awaiting the data that will come from the collaborative efforts of the Portland and South Portland Police Departments Law Enforcement Activities Data Analysis Project.

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 is funded by the two cities and Northeastern University's Roux Institute based in Portland. We are currently approaching phase 3 of 3 of the project. Phase 3 is:

“For the final project phase, the research team will focus on transitioning the work over to the respective police departments and building the capacity of both departments to conduct the work going forward. This phase will primarily be supported by the Roux Institute and consist of documentation, developing visuals and templates, and providing training and assistance to SPPD and PPD staffs.”



We look forward to the results of this project and what we can do to improve our departments. More about the project can be found in appendix B.

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 by Dirigo Safety via an online two hour training.

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 2021.

Six 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 seventh 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 I have been looking at EIS numbers and giving the information to supervisors for their information. In 2020, one 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.

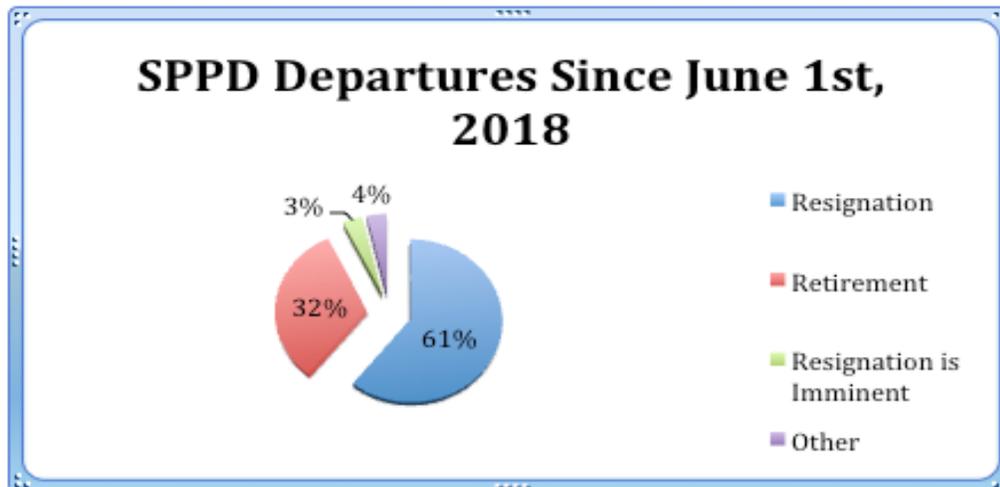
In terms of SOP recommendations: Further review of this policy will need to be re-visited after deployment of the Pro-Phoenix software.

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.

It’s no secret the last few years have been challenging in terms of officer recruitment and officer retention. Nationally, police resignations have far outpaced hiring. According to the New York Times, for the 12 month period ending in April 2021, police retirements were up 45% over the previous 12 month period and resignations

were up 18%. While Maine's 2021 hiring/resignation numbers have not been made available by the Maine Criminal Justice Academy, the shortage of officers in Maine has been well-documented by Maine news outlets.



In an effort to hire academy certified officers, some Maine municipalities have begun offering substantial sign-on bonuses for both new and academy certified officers. Brewer (\$20,000), Pittsfield (\$15,000), Gardiner (\$15,000) and Westbrook (\$14,000) are just a few of the agencies that have adopted this strategy.

The COVID-19 pandemic has continued to aggravate this shortage, but fortunately the academy has opened up and begun services again including LEPS, Alert tests, physical agility tests and the in person recruit training. In terms of process,

The South Portland Police Department has unfortunately not fared well in attracting new hires or retaining officers in recent years. Since June 1, 2018, 26 officers have left the South Portland Police Department for a variety of reasons. Additionally, one officer is on long-term medical leave and another officer, at the time of this writing, has accepted an offer from another agency and his departure is imminent. From January 2021 to January 2022, the department had 12 officer departures due to resignation (9) retirement (2) and the unexpected death of an officer.

Due to the department's low level of staffing, we have had to pull officers from special services (Criminal Investigative Division and the Community Response Unit) in order to fill the gaps. Our traffic specialist was sent back to patrol in the latter half of 2021 in order to more adequately respond to our calls for service. Specialty positions in both CID and the CRU have gone unfilled, as have positions in our K-9 unit. These staffing challenges, along with the increase in calls in our west-end patrol beats and the operational dysfunction currently plaguing the Cumberland County jail, have inevitably led to low morale among members of the department.

A brighter 2022 and beyond:

A brighter 2022 and beyond:

In addition to our staffing challenges at the patrol level, the department dealt with instability at the executive level as well. In April 2021, Chief Timothy Sheehan resigned from the department after leading it for 15 months. In August 2021, Deputy Chief Amy Berry resigned from the department after 44 years of service. With openings at both the Chief level and the Deputy Chief level, the City of South Portland hired retired Middleton, MA Chief James DiGianvittorio as interim chief. In December of 2021, Lt. Kevin Gerrish was promoted to Deputy Chief and in January of 2022, the City selected Daniel Ahearn, the Deputy Chief of the Chelmsford Massachusetts Police Department, to be the department's next Chief.

In December of 2021, the department was successful in hiring 3 new officers (2 female and 1 male). Unfortunately, these officers will not be able to attend the Maine Criminal Justice Academy until August of 2022, meaning they will not be "on the road" working unassisted until they pass field training sometime in spring of 2023.

In January of 2022, the department hired two lateral transfers from out of state agencies (the New York City Police Department and Chicago Police Department). Because these officers have already been certified by their

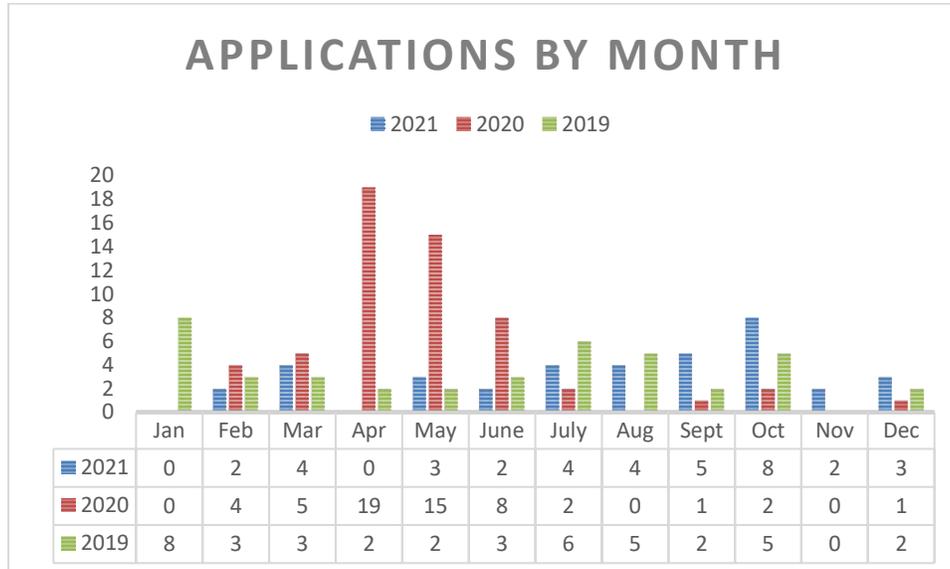
respective states, it is the department’s hope and expectation the Maine Criminal Justice Academy will grant each officer a waiver. This waiver will allow both officers to work the road unassisted immediately (meaning they will not need to attend the academy) once they have demonstrated their proficiency in field training.

While these new officers offer reason for optimism, staffing will continue to be among the department’s biggest challenges in 2022 and beyond. With many officers at or nearing retirement eligibility, officers actively seeking employment at other agencies, and stiff competition for a limited number of slots at the Maine Criminal Justice Academy, it is unclear how this issue will be resolved in the near future. These challenges have taxed our leadership to evolve our processes and make us more efficient. The city has recognized the hardships and is currently working with the new police leadership to alleviate these issues.

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, includes 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.

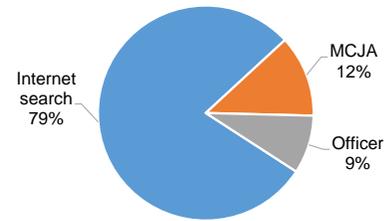
The Police Department continues its use of an on-line application completion and tracking software. This increased the number and geographic diversity of applicants. Its viability as a long-term recruiting tool is offset by its cost and return on investment. Since, the Human Resources Department of the City of South Portland has made the application available on line through their resources on the City website.

Per human resources and legal guidance, the department does not track or allow for the identification of applicants by race.

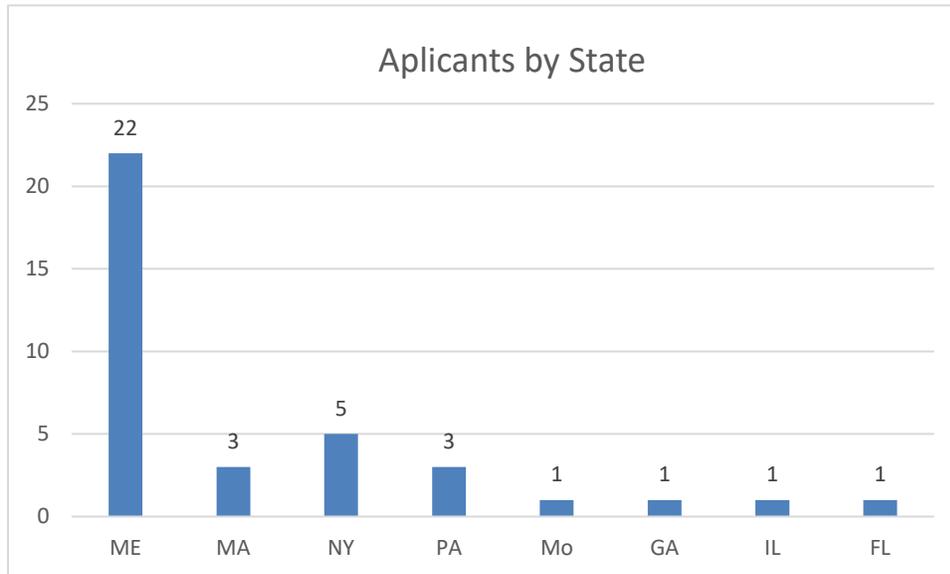


Each applicant responded to the question, “How did you learn about the position?” Their answers overwhelmingly were the internet. As in past years, the MCJA website’s job page was a go-to resource for applicants. Internet searches and the MCJA website combined accounted for over 90% of answers. The remaining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

"How did you learn about the position?"



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 Florida and as far



west as Missouri. Officers are in high demand across all agencies. Competition to hire quality police candidates is important especially during these times of decreased interest in people becoming law enforcement officers. Other departments are able to hire applicants and allow them to work as Reserve Officers until they attend the MCJA. We have continued 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.
- The department has purchased and uses PoliceAPP, an online app that is used nationally to recruit potential officers. The app allows us to highlight our department and people can apply from the app.
- 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 are 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. The recruitment plan is currently being edited to include new strategies for 2022.

Portland and South Portland Police Departments Law Enforcement Activities Data Analysis Project

About the Project:

The cities of Portland and South Portland are embarking on a comprehensive and historical analysis of their respective police departments' arrests, summons, citations and uses of force to ascertain whether either of the departments has 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.

Approach:

The project will be implemented in three phases.

1. The first phase will consist of exploring the quality and availability of existing data, and working with key stakeholders.
2. The second phase will develop and deploy a research methodology for understanding trends and demographic breakdowns and appropriate geographic boundaries for the city of Portland and city of South Portland. The team will focus first on arrests over a three-year period (2018-20).
3. The demographics of interest will be race, ethnicity, age, gender, geography (location of arrest or crime report and residency of the arrestee), as well as the available demographics of the arresting officer. With the support of the Roux Institute, the research team will complete the remaining analysis accordingly, to include: traffic citations and uses of force.
4. For the final project phase, the research team will focus on transitioning the work over to the respective police departments and building the capacity of both departments to conduct the work going forward. This phase will primarily be supported by the Roux Institute and consist of documentation, developing visuals and templates, and providing training and assistance to SPPD and PPD staffs.



USE OF FORCE & CONTROL

<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
TOTAL:	12	█	2	█	9
Sgt's		█	3	D TOTAL:	37
█	1	█	1	E Team	
█	4	█	0	█	5
█	6	█	0	█	3
█	0	█	2	█	10
█	20			█	4
█	1	A/B		█	3
█	7	TOTAL:	19	█	11
TOTAL:	39	C Team		█	4
CID / CRU:		█	18	E TOTAL:	40
█	0	█	14	Total Incidents:	113
█	0	█	1	+13.3%	
█	0	█	0	Total Reports:	249
█	0	█	1	+18.1%	
█	0	█	6		
█	0	█	12		
█	1	█	5		
█	9				
█	0	C TOTAL:	57		
█	0				
█	0				
█	1				
█	0				
TOTAL:	11				

APPENDIX C: 2021 Use of Force – Analysis Data

Control #	Type	Date	Time	Officers(s)	Officer Inju	Subject(s)	ject In	Sex	Age	Race	Force Type	side	Encount	Crimin	EDP / Alcd	Finding/Ac
2021-1	Force	1/1/2021	1846		N/A		N/A	F	28	W	Hands	N	CIT OD	Non-C	Alcohol or	NFA
					N/A						Hands	N				
					N/A						Hands	N				
2021-2	Force	1/3/2021	2104		N/A		N/A	M	25	W	Hands	Y	RT Subm	Crim	Alcohol or	NFA
					N/A						Hands	N				
2021-3	Force	1/7/2021	1627		N/A		N/A	M	25	W	Hands	Y	RT Subm	Crim	Alcohol or	NFA
					N/A						Hands	N				
2021-4	Force	1/8/2021	1355		N/A		N/A	F	51	W	Taser / Har	N	Crim thre	Crim	Alcohol or	Board Tase
					N/A						Hands	N				
2021-5	Force	1/10/2021	0054		N/A		N/A	M	31	W	Firearm Dis	N	OUI	Crim	Alcohol or	NFA
					N/A						Firearm Dis	N				
					N/A						Firearm Dis	N				
2021-6	Force	1/13/2021	1519		N/A		N/A	M	59	W	Hands	Y	Robbery	Crim	Alcohol or	NFA
2021-7	Force	1/14/2021	1723		N/A		N/A	M	25	W	Firearm Dis	N	Drug Wa	Crim	No	NFA
					N/A		N/A	M	24	W	Firearm Dis	N	Passenge	Non-C	No	NFA
2021-8	Force	1/16/2021	1646		N/A		N/A	F	24	B	Hands	N	CIT PC	Non-C	Alcohol or	NFA
					N/A						Hands	N				
					N/A						Hands	N				
2021-9	Force	1/19/2021	1842		N/A		N/A	M	24	W	Hands	Y	VCR The	Crim	Alcohol or	NFA
2021-10	Force	1/25/2021	1218		N/A		ee scre	M	36	W	Hands	N	Warrant	Crim	No	Board Injur
2021-11	Force	2/4/2021	0325		N/A		ser pro	M	21	B	Taser / Har	N	CIT	Non-C	No	Board Tase
2021-12	Force	2/4/2021	1714		N/A		N/A	F	29	W	Hands	N	RTL Crim	Crim	No	Board
					N/A						Hands	N				
					N/A						Hands	N				
					N/A						Hands	N				
2021-13	Force	2/9/2021	1805		N/A		N/A	M	21	W	Hands	N	CIT	Non-C	Alcohol or	NFA
					N/A						Hands	N				
2021-14	Force	2/9/2021	2020		N/A		N/A	F	36	W	Hands	Y	M/V Thef	Crim	Alcohol or	NFA
					N/A						Hands	N				
2021-15	Force	2/10/2021	1804		N/A		N/A	M	44	W	Hands	N	Theft	Crim	Alcohol or	NFA
					N/A						Hands	N				
2021-16	Force	2/11/2021	2215		N/A		N/A	M	24	W	Hands	Y	M/V Thef	Crim	Alcohol or	NFA
2021-17	Force	2/13/2021	0306		N/A		N/A	M	29	W	Hands	N	OUI	Crim	Alcohol or	NFA

				N/A					Hands	N					
2021-18	Force	2/15/2021	1125	N/A					Hands	N	CIT OD	Non-C	Alcohol or		NFA
				N/A					Hands	N					
2021-19	Force	2/15/2021	2155	N/A					Hands	Y	Assault	Crim	Alcohol or		NFA
				N/A					Hands	N					
				N/A					Hands	Y	Assault	Crim	Alcohol or		NFA
				N/A					Hands	N					
2021-20	Force	2/18/2021	0119	N/A					Hands	N	OUI	Crim	Alcohol or		NFA
				N/A					Hands	N					
				N/A					Hands	N					
2021-21	Force	2/18/2021	2340	N/A					Hands	Y	Oui inves	Crim	Alcohol or		NFA
				N/A					Hands	N					
2021-22	Force	2/19/2021	1552	N/A					Firearm Dis	N	Terrorizin	Crim	No		NFA
2021-23	FT Stop	2/22/2021	0928												NFA
2021-24	Collisior	2/28/2021	0235	N/A						N					Preventable
2021-25	Force	3/1/2021	0655	N/A					Hands	N	CIT PI Cr	Non-C	No		NFA
				N/A					Hands	N					
2021-26	Force	3/1/2021	0905	N/A					ser pro	Y	Agg reck	Crim	EDP		Board Tase
				N/A					Hands	N					
				N/A					Firearm Dis	N					
2021-27	Force	3/1/2021	1927	N/A					Hands	N	RTS	Crim	Alcohol or		NFA
				N/A					Hands	N					
				N/A					Hands	N					
2021-28	Force	3/4/2021	1248	N/A					Hands	N	FT Reg a	Crim	No		NFA
				N/A					Hands	N					
2021-29	Force	3/6/2021	2139	N/A					Hands	N	Crim Tres	Crim	Alcohol or		NFA
				N/A					Hands	N					
				N/A					Hands	N					
				N/A					Hands	N					
2021-30	Force	3/8/2021	1050	N/A				blood	Hands	N	CIT	Non-C	No		NFA
				N/A					Hands	N					
				N/A					Hands	N					
2021-31	Force	3/8/2021	2330	N/A					Hands	N	Theft VC	Crim	Alcohol or		NFA
				N/A					Hands	N					

2021-32	Force	3/9/2021	0032		N/A		son to	M	36	W	Hands	N	Agg DV A	Crim		Board- Inju
					N/A						Hands	N				
					N/A						Hands	N				
2021-33	Force	3/9/2021	1324		N/A		N/A	M	38	W	Firearm Dis	N	Dv Assau	Crim	no	NFA
					N/A						Firearm Dis	N				
2021-34	Force	3/11/2021	1358		N/A		N/A	M	30	W	Hands	N	Warrant A	Crim	no	NFA
					N/A						Firearm Display					
2021-35	Force	3/15/2021	1249		N/A		N/A	M	20	B	Firearm Dis	Y	Traffickin	Crim	No	NFA
2021-36	Force	3/16/2021	0624		N/A		N/A	M	49	B	Hands	N	Crim Tres	Crim	Alcohol or	NFA
					N/A						Hands					
					N/A						Hands					
					N/A						Hands					
2021-37	Force	3/17/2021	1839		N/A		N/A	M	38	B	Hands	N	Crim Tres	Crim	Alcohol or	NFA
					N/A						Hands					
2021-38	Force	3/23/2021	0125		N/A		N/A	M	26	W	Hands	N	Crim Tres	Crim	Alcohol or	NFA
					N/A						Hands					
					N/A						Hands					
					N/A						Hands					
2021-39	Force	3/27/2021	1352		N/A		N/A	M	36	W	Hands	N	Robbery	Crim	Alcohol or	NFA
					N/A						Hands					
2021-40	Force	4/1/2021	1437		N/A		N/A	M	52	W	Hands	N	Traffickin	Crim	No	NFA
					N/A						Hands					
					N/A						Hands					
2021-41	Force	4/1/2021	1501		N/A		N/A	M	37	W	Hands	N	Warrant (Non-C	No	NFA
2021-42	Force	4/1/2021	2000		N/A		N/A	M	43	W	Hands	N	CIT misu	Crim	No	NFA
					N/A						Hands					
					N/A						Hands					
2021-43	Force	4/8/2021	2353		N/A		N/A	F	28	W	Hands	N	CIT	Non-C	no	NFA
					N/A						Hands					
					N/A						Hands					
					N/A						Impact (knee)					
					N/A						Hands					
2021-44	Force	4/13/2021	1252		N/A		N/A	M	28	W	Hands	N	Crim Tres	Crim	No	NFA
2021-45	Force	4/13/2021	1437		N/A		N/A	M	45	W	Hands	N	Crim Tres	Crim	Alcohol or	NFA

				N/A					Hands					
2021-46	Force	4/15/2021	0145	N/A					Hands	N	RTS	Crim	Alcohol or	NFA
				N/A					Hands					
2021-47	Force	4/15/2021	1424	N/A					Hands	N	Theft Pos	Crim	Alcohol or	NFA
				N/A					Hands					
2021-48	Force	4/17/2021	1624	N/A					Hands	N	CIT	Non-C	Alcohol or	Board Injur
2021-49	Force	4/18/2021	1411	N/A					Hands	N	Poss con	Non-C	No	NFA
2021-50	Force	4/18/2021	1935	N/A					Hands	N	Assault	Crim	Alcohol or	NFA
				N/A					Hands					
2021-51	Force	4/27/2021	1358	N/A					Hands	Y	OUI	Crim	Alcohol or	NFA
2021-52	Force	5/6/2021	2130	N/A					Hands	N	RFT	Crim	Alcohol or	NFA
				N/A					Hands					
2021-53	Force	5/13/2021	2115	N/A					Hands	N	OUI RFT	Crim	Alcohol or	NFA
				N/A					Hands					
2021-54	Force	5/18/2021	0306	N/A					Hands	N	VCR Crim	Crim	Alcohol or	to Board inj
				N/A					Hands					
2021-55	Force	5/21/2021	2119	N/A					Hands	N	CIT Com	Non-C	unkown	NFA
				N/A					Firearm Display					
				N/A					Firearm Display					
				N/A					Firearm Display					
				N/A					Firearm Display					
2021-56	Force	5/22/2021	2040	N/A					Hands	N	RTS	Crim	No	NFA
				N/A					Hands					
2021-57	Force	6/5/2021	0812	N/A					Hands	N	Burglary	Crim	unkown	NFA
				N/A					Hands					
				N/A					Hands					
2021-58	Force	6/6/2021	1731	N/A					Hands	N	Crim Tres	Crim	Alcohol or	NFA
				N/A					Hands					
2021-59	Force	6/13/2021	2102	N/A					Hands	N	Obstructi	Crim	unkown	NFA
				F					Hands	N	CIT Missi	Non-C	unkown	NFA
2021-60	Force	6/19/2021	1509	N/A					Hands	N	crim threa	Crim	Alcohol or	NFA
				N/A					Firearm Display					
2021-61	Force	6/20/2021	2218	N/A					Hands	N	VBC	Crim	Alcohol or	NFA
2021-62	Force	6/25/2021	0237	N/A					Hands	N	Poss Dru	Crim	Alcohol or	NFA

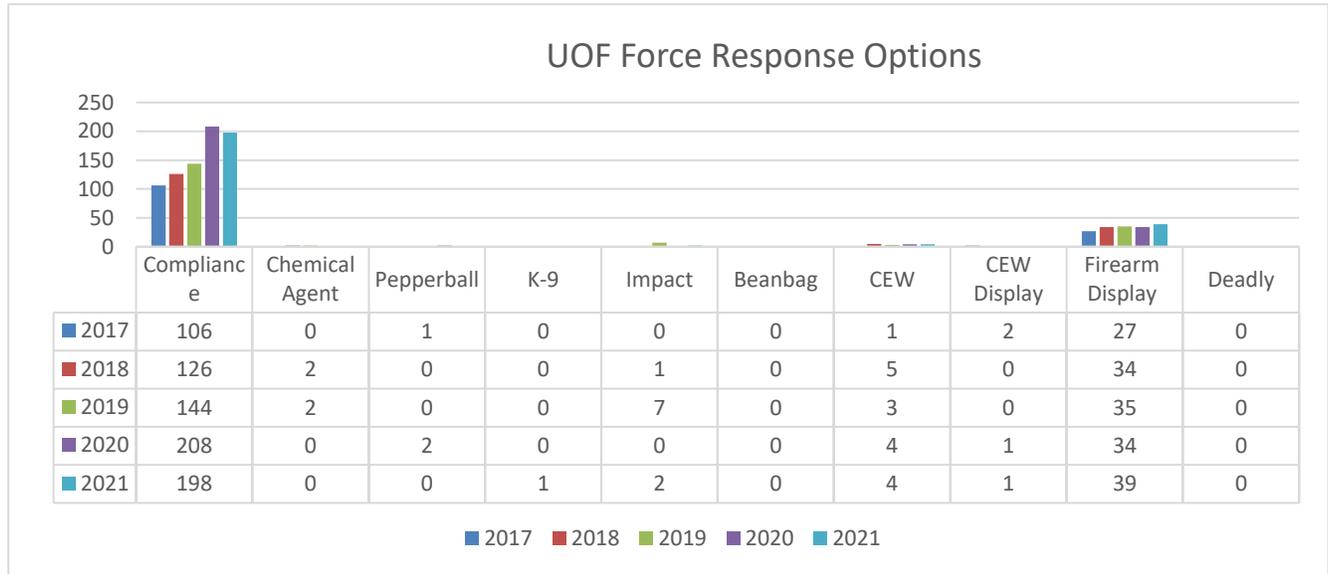
2021-63	Force	7/3/2021	0240	N/A	N/A	F	21	B	Hands	N	Obstruct	Crim	Alcohol or	NFA
				N/A					Hands					
				N/A					Hands					
				N/A					Hands					
				N/A	N/A	M	25	B	Hands					
				N/A					Hands					
2021-64	Force	7/5/2021	1615	N/A	N/A	M	37	W	Hands	N	Theft	Crim	No	NFA
2021-65	Force	7/8/2021	1557	N/A	N/A	M	43	W	Hands	N	Dv Assau	Crim	Alcohol or	NFA
				N/A					Hands					
				N/A					Hands					
				N/A					Hands					
2021-66	Force	7/10/2021	0713	N/A	N/A	M	40	W	Hands	N	CIT OD	Non-C	Alcohol or Drugs	
				N/A					Hands					
				N/A					Hands					
2021-67	Force	7/10/2021	1727	N/A	on fore	M	25	W	Hands	N	Att Burg v	Crim	Alcohol or	NFA
				N/A					Hands					
2021-68	Force	7/17/2021	1648	N/A	N/A	M	29	W	Hands	N	Theft	Crim	unkown	NFA
				N/A					Hands					
2021-69	Force	7/19/2021	1658	N/A	N/A	M	28	W	Hands	N	Crim Tres	Crim	unkown	NFA
				N/A					Hands					
2021-70	Force	7/20/2021	0000	N/A	sion fo	F	33	A	Hands	N	Crim Tres	Crim	No	SPPD 2021
				N/A					Hands					
2021-71	Force	7/22/2021	1554	N/A	N/A	M	19	W	Hands	N	Dv Assau	Crim	No	NFA
2021-72	Force	7/22/2021	1740	N/A	nt of h	F	29	W	Hands	N	OUI	Crim	Alcohol or	Board Injun
2021-73	Force	7/23/2021	2136	N/A	N/A	M	50	W	Hands	N	Crim Tres	Crim	No	NFA
				N/A					Hands					
				N/A					Hands					
2021-74	Force	7/28/2021	2318	N/A	N/A	M	26	W	Firearm Dis	N	OUI	Crim	Alcohol or	NFA
2021-75	Force	7/29/2021	0210	N/A	N/A	M	34	W	Hands	N	FT ID	Crim	Alcohol or	NFA
2021-76	Crash	7/13/2021	0730	N/A										Non-Prever
2021-77	Force	7/31/2021	0431	N/A	N/A	M	49	W	Firearm Dis	N	DV Agg A	Crim	no	NFA
2021-78	Force	7/31/2021	2057	N/A	N/A	M	51	W	Firearm Dis	N	DV Assau	Crim	no	NFA
				N/A					Firearm Display					
				N/A					Firearm Display					

2021-79	FT Stop	8/3/2021	0319		N/A		N/A	M	40	W		N	Erratic O	Crim	unkown	NFA
2021-80	Crash	8/3/2021	0450		N/A		N/A	F	22	W		Y	10-59 Ca	Crim	Alcohol or	Non-Prever
2021-81	Force	8/4/2021	2026		N/A		N/A	F	13	W	Hands	Y	CIT	Non-C	no	Board - inju
					N/A						Hands					
					N/A						Hands					
					N/A						Hands					
					N/A						Hands					
2021-82	Force	8/8/2021	1738		N/A		N/A	M	37	B	Hands	N	Terrorizin	Crim	No	NFA
					N/A						Hands					
2021-83	Force	8/14/2021	1429		N/A		N/A	M	35	W	Hands	Y	CIT 63 at	Non-C	Alcohol or	Drugs
2021-84	Force	8/26/2021	2236		N/A		N/A	F	55	W	Hands	Y	CIT 63 at	Non-C	No	NFA
					N/A						Hands					
					N/A						Hands					
2021-85	Force	8/31/2021	1144		N/A		N/A	M	43	W	Firearm Dis	N	Bail Ched	Non-C	No	NFA
					N/A						Firearm Display					
2021-86	Force	9/2/2021	1740		N/A		N/A	M	33	W	Hands	Y	RTS OW	Crim	No	NFA
					N/A						Hands					
2021-87	Force	9/3/2021	0241		N/A		N/A	M	41	W	Firearm Dis	N	Burglary	not ch	No	NFA
2021-88	Force	9/3/2021	1829		N/A		N/A	M	24	B	Hands	N	Theft RT	Crim	No	NFA
2021-89	Force	9/6/2021	2352		N/A		N/A	M	28	B	Hands	N	OUI VCR	Crim	Alcohol or	Board
2021-90	Force	8/7/2021	2030		N/A		N/A	M	42	B	Hands	N	CIT	Non-C	Alcohol or	NFA
2021-91	FT Stop	9/9/2021	0039		N/A		N/A	M	22	B		N	Traffic St	Crim	No	NFA
2021-92	Force	9/10/2021	0735		N/A		N/A	F	30	W	Hands	N	CIT/ Burg	Crim	Alcohol or	Board
					N/A						Hands					
2021-93	Force	9/16/2021	0909		N/A		N/A	M	5	B	Hands	N	CIT	Non-C	no	NFA
2021-94	Force	9/19/2021	0452		N/A		N/A	F	29	W	Hands	N	CIT	Non-C	no	NFA
2021-95	Force	9/19/2021	2145		N/A		N/A	F	31	W	Hands	N	Poss drug	Crim	Alcohol or	NFA
					N/A						Hands					
2021-96	Force	9/24/2021	0304		N/A		N/A	M	34	B	Firearm Dis	N	Search w	Crim	No	NFA
					N/A						Firearm Display					
2021-97	Force	9/24/2021	1734		N/A		N/A	M	45	W	Hands	N	CIT OD	Non-C	Alcohol or	NFA
					N/A						Hands					
2021-98	Force	9/25/2021	1806		N/A		N/A	F	28	B	Hands	N	RTS VBC	Crim	Alcohol or	NFA
					N/A						Hands					

2021-99	Force	9/26/2021	1233	N/A	N/A	F	33	B	Hands	Y	Crim Tres	Crim	Unkwon	NFA
				N/A					Hands					
2021-100	Force	9/28/2021	1442	N/A	N/A	F	30	W	Hands	N	Crim Tres	Crim	Alcohol or	NFA
				N/A					Hands					
				N/A					Hands					
				N/A					Hands					
				N/A					Hands					
2021-101	Force	10/3/2021	1947	N/A	N/A	M	45	B	Hands	N	Crim Tres	Crim	Alcohol or	NFA
				N/A					Hands					
2021-102	Force	10/4/2021	0121	N/A	N/A	M	42	W	Hands	Y	Agg Assa	Crim	Alcohol or	NFA
				N/A					Hands					
				N/A					Hands					
2021-103	Force	10/9/2021	2255	N/A	N/A	M	26	W	Hands		CIT	Non-C	Alcohol or	NFA
				N/A					Hands					
2021-104	Force	12/12/2021	0104	N/A	N/A	M	37	B	Firearm Dis	N	Disorderl	Crim	Alcohol or	NFA
2021-105	Force	10/17/2021	0136	N/A	swellit	F	62	W	Impact (Ba	Y	CIT	Non-C	No	Board
2021-106	Force	10/21/2021	0505	N/A	ut on head	M	23	W	Taser Drive	N	CIT	Non-C	Alcohol or	Board
				N/A					Hands					
				N/A					Hands					
				N/A					Hands					
2021-107	Force	10/26/2021	2237	N/A	N/A	M	32	W	Firearm Dis	N	CIT	Non-C	Alcohol or	NFA
2021-108	Force	10/31/2021	0259	N/A	N/A	F	63	W	Hands	N	Thefft	Crim	No	NFA
				N/A					Hands					
2021-109	Force	11/1/2021	1343	N/A	N/A	M	42	W	Firearm Dis	Y	Dv Assau	Crim	Alcohol or	NFA
				N/A					Firearm Display					
2021-110	Force	11/3/2021	1657	N/A	N/A	M	34	W	Firearm Dis	N	Theft	Crim	No	NFA
				N/A					Firearm Display					
2021-111	Force	11/3/2021	1835	N/A	N/A	M	35	W	Hands	N	Dv Assau	Crim	Alcohol or	NFA
				N/A					Hands					
				N/A					Taser (Miss) Firearm display					
2021-112	Force	11/3/2021	2241	N/A	N/A	M	27	W	Firearm Dis	Y	Assault	Crim	Alcohol or	NFA
2021-113	Force	11/10/2021	0102	N/A	N/A	M	24	B	Firearm Dis	N	Poss of F	Crim	Alcohol or	NFA
2021-114	Force	11/15/2021	2139	N/A	N/A	M	30	W	K-9 deploy	N	Burglary	Crim	Alcohol or	Board
				N/A					Firearm Display					

					N/A					Firearm Display					
2021-115	Force	11/19/2021	1644		N/A	N/A	M	54	W	Hands	N	FT Subm	Crim	Alcohol or	NFA
2021-116	Force	12/1/2021	0012		N/A	N/A	F	36	W	Hands	N	Warrant	Crim	Alcohol or	NFA
					N/A					Hands					
2021-117	Force	12/15/2021	0254		N/A	N/A	F	23	W	Hands	Y	CIT	Non-cr	Alcohol or	NFA
					N/A					Hands					
					N/A					Hands					
2021-118	Force	12/20/2021	1750		N/A	N/A	M	8	W	Hands	Y	CIT	Non-cr	No	NFA
					N/A					Hands					
2021-119	Force	12/20/2021	1834		N/A	N/A	M	38	B	Hands	N	Assault	Crim	Alcohol or	NFA
2021-120	Force	12/22/2021	2112		N/A	N/A	F	13	B	Hands	Y	CIT	Non-cr	No	NFA
2021-121	Force	12/23/2021	1439		N/A	N/A	M	31	W	Hands	N	Agg Assa	Crim	No	NFA
					N/A					Hands					
2021-122	Collisior	12/31/2021	0023		N/A										Preventable
2021-123	Force	12/31/2021	0845		N/A	N/A	M	8	W	Hands	Y	CIT	Non-cr	No	NFA
					N/A					Hands					

APPENDIX D: Use of Force Response Options



APPENDIX E: Pursuit / FT Stop Analysis & Review

Date	Time	Primary Officer	Initiating Event	Terminating Event	Suspect Charged / Crime
2/22/2021	0928	██████████	Traffic Infraction	Officer Discontinued	None (evaded)
8/3/2021	0339	██████████	Suspicious Activity	Supervisor Discontinued	None (Evaded)
9/9/2021	0039	██████	Traffic Infraction	Suspect Stopped	OAS VCR