



Bryan Police Department

# Professional Standards Division

## 2012 End of Year Report

01/01/12 – 12/31/12

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Prepared by Colleen Vranish, PSD Clerk

# INTRODUCTION

In accordance with the Professional Standards Division Standard Operating Procedures, this report has been generated for the administration and personnel assigned to the Professional Standards Division of the Bryan Police Department. The figures were generated from numbers calculated by the Professional Standards database and aid in the Department's use of the Early Identification System (EIS) to determine trends in officer behavior.

The information found in this database and stated in this report is statistical in nature, and includes data on commendations, complaints/internal investigations, disciplinary actions, sick leave, grievances, arrests, firearm discharges, uses of force, and vehicular pursuits involving the Bryan Police Department. The purpose of the database is to find trends in officer activity that can be analyzed by the administration. All of the information contained in this report should be looked at objectively by those with the experience and knowledge necessary to make an educated analysis.

The material in this report was compiled from Bryan Police Department records from January 1, 2012 through December 31, 2012. All police officers employed during this period are included in this report regardless of their employment status at the time of printing.

## A NOTE ON METHODS OF CALCULATION

The Professional Standards database is capable of generating many different types of reports using the input data. In most of the reports and tables, the calculations should be obvious based on the information collected. In others, the data may appear to be "inaccurate" because the numbers will not add up to the totals. This is because data counts can be run using many different criteria found within each entry. For example, reports can be generated based on number of incident entries, number of subjects involved in all entries, and actions against/by all subjects in all entries. An example of the possible differences in numbers generated is shown below.

- **Count based on record number** – the number of incident reports for an officer.

Example: Officer Steve Rogers: 3 uses of force

12-UF030  
12-UF041  
12-UF072

- **Count based on involved subjects** – the number of people involved in an incident.

Example: Officer Steve Rogers: 5 uses of force

12-UF030 Aleksander Lukin  
12-UF041 George Maxon  
Johann Schmidt  
12-UF072 Karl Morgenthau  
Jordan Stryke

- **Count based on actions** – depending on the incident, the number of actions either by or against a subject.

Example: Officer Steve Rogers: 7 uses of force

12-UF030	Aleksander Lukin	Handcuffed subject without arrest
12-UF041	George Maxon	Firearm pointed at subject
	Johann Schmidt	Handcuffed subject without arrest
	Johann Schmidt	Firearm pointed at subject
12-UF072	Karl Morgenthau	Empty hand control
		Impact Weapon
	Jordan Stryke	Empty hand control

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## FORMAL COMMENDATIONS

Record	Award Date	Employee(s)	Formal Type	Nominating Party
12-CM001	2/23/2012	Supak, Krissa	2011 Employees of the Year	Multiple
12-CM002		Hooge, William		
12-CM003		Ruebush, Bryan		
12-CM004		Miller, Matthew		
12-CM005		Swartzlander, Dean		
12-CM006		Kneese, Michael		
12-CM007	7/17/2012	Johnson, Christopher	Police Commendation	Arms, Aaron (BPD Officer)
12-CM008	7/17/2012	Arms, Aaron	Police Commendation	Johnson, Christopher (BPD Officer)
12-CM009	12/20/2012	Hovey, Rod	Life Saving Citation	James, Jason (BPD Supervisor)
		Waller, Seth		
12-CM-010	12/20/2012	Davis, Stephen	Life Saving Citation	Thane, Dennis Peters, Jeff (BPD Supervisors)
		Fikes, Darrel		
		Suehs, Brandon		
		Wallace, Franklin		

## INFORMAL COMMENDATIONS

Award Date	Employee	Informal Type	Nominating Party
1/11/2012	Alvarez, Gabriel	Achievement Coin	Alvarez, Gabriel (BPD Supervisor) Rawls, Wayland (BPD Administration)
	Bravo, Joel		
	Maynard, Jackie		
	Stearns, Audra		
1/12/2012	Alford, Reggie	Achievement Coin	James, Jason (BPD Supervisor) Rawls, Wayland (BPD Administration)
	James, Jason		
	Kimbrough, Brian		
1/20/2012	James, Jason	Informal	Healy, Timothy (Other Agency)
2/15/2012	Alvarez, Gabriel	2011 Employee of the Year Nominees	Multiple
	Arms, Aaron		
	Avila, Margot		
	Badgett, Jason		
	Baker, Brandon		
	Barber, Curtis		
	Boswell, Brett		
	Canales, Nancy		
	Cox, Christopher		
	Hanks, Chad		
	Hodson, Ryan		
	Hooge, William		
	Johnson, Christopher		
	Johnson, Kristen		
	Johnson, Robert		
	Kneese, Michael		
	Krc, Penny		
	Mahoney, Paul		
	Mathews, Lance		
	Miller, Matthew		
	Montoya, Lezli		
	Murphy, James		
	Peters, Jeff		
	Ramirez, Alex		
	Ruebush, Bryan		
	Slanker, David		
Spillars, Steven			
Supak, Krissa			
Swartzlander, Dean			
Sylvester, Allen			
Watson, Michael			
Williams, Bobby			
Wright, Jennifer			

<b>Award Date</b>	<b>Employee</b>	<b>Informal Type</b>	<b>Nominating Party</b>
2/16/2012	Lundell, Michael	Achievement Coin	Bona, Ryan (BPD Supervisor)
	Johnson, Christopher		
2/24/2012	Challis, William	Informal	Buske, Eric (BPD Administration)
	Lund, David		
2/24/2012	Davis, Stephen	Achievement Coin	Kneese, Michael (BPD Officer)
3/26/2012	Hanks, Chad	Informal	Capps, Jeff (Other Agency)
3/30/2012	Ingram, JP	Informal	White, Sam (Business)
4/9/2012	Nunn, Terrence	Informal	Kirk, Christopher (Other Agency)
	Wendt, Rebecca		
4/15/2012	Berndt, Jim	Informal	Barton, Cassidy (Business)
	Stewart, Jim		
4/16/2012	Griffin, Marcus	Informal	Whittlesey, Randel (Business)
	Hooge, William		
	Mallard, Kenny		
	Schultz, Ronnie		
4/23/2012	Terry, Nicholas	Achievement Coin	Boswell, Brett (BPD Supervisor)
6/9/2012	Baker, Brandon	Informal	Powell, Paul (Citizen)
	Bravo, Joel		
6/28/2012	Rogers, Buck	Informal	Madison, Paul (Citizen)
7/10/2012	Nunn, Terrence	Achievement Coin	French, Steven (BPD Supervisor)
7/13/2012	Hayes, Melinda	Informal	Mid-Towne Apts. (Civilian Neighborhood Watch)
7/24/2012	Power, Ryan	Achievement Coin	Thane, Dennis (BPD Supervisor)
7/30/2012	Arms, Aaron	Achievement Coin	Kneese, Michael (BPD Officer) Spillars, Steven (BPD Supervisor)
	Barber, Curtis		
	Davis, Stephen		
	Guzman, Jean		
	Kneese, Michael		
	McConnell, Chase		
	Supak, Krissa		
Wallace, Beau			
8/20/2012	Albarado, Christopher	Informal	Oliphant, Gina (Civilian)
9/6/2012	Agnew, Jon	Informal	Harrington, Andy and Brook (Civilians)
	Blankenship, Gregory		
	Fleming, William		
	O'Rear, Crystal		
	Rawls, Wayland		

<b>Award Date</b>	<b>Employee</b>	<b>Informal Type</b>	<b>Nominating Party</b>
9/13/2012	Terry, Nicholas	Informal	Holmes, Josh (Other Agency)
9/26/2012	Avila, Margot	Informal	Braur, Tiffany (Business)
10/2/2012	Lund, David	Informal	Felder, Lee (Informal)
10/3/2012	Hubbard, Michael	Informal	Healy, Timothy (Other Agency)
10/5/2012	Boyd, Ellis	Achievement Coin	Thane, Dennis (BPD Supervisor)
10/9/2012	Buske, Eric	Informal	Upper Burton Creek (Civilian Neighborhood Assn.)
	Rawls, Wayland		
10/9/2012	Davis, Shawn	Informal	Stroman, Brent E. (Other Agency)
	Davis, Stephen		
	Johnson, Shae		
	Mathews, Lance		
	Moutray, Christopher		
	O'Rear, Crystal		
	Peters, Jeff		
	Taylor, Kole		
Wendt, Rebecca			
10/10/2012	Loup, Christopher	Informal	Bob Wyatt Award (Business)
10/11/2012	Bailey, Broddrick	Achievement Coin	Johnson, Robert (BPD Supervisor)
10/22/2012	Amaya, Candido	Informal	Learned, Don (Civilian)
11/19/2012	Olivarez, Andrew	Informal	Cahill, Terry (Other Agency)
11/21/2012	Hovey, Bryan	Achievement Coin	Kneese, Michael (BPD Officer)
	Terry, Nicholas		
11/27/2012	Bailey, Broddrick	Informal	DeLuca, Angela (Other Agency)
12/7/2012	Blankenship, Gregory	Informal	Bates, Angie (Other Agency)
	Waller, Seth		
12/11/2012	Sylvester, Allen	Achievement Coin	French, Steven (BPD Supervisor)
12/13/2012	Hubbard, Valerie	Informal	Gordon, Gene (Business)
12/16/2012	Miller, Matthew	Informal	Slater, Ryan (Civilian)
12/18/2012	Bell, Blakely	Informal	Capps, Jeff (Other Agency)
	Kneese, Michael		
	Schooler, AC		
12/19/2012	Johnson, Kristen	Informal	Wemyss, Robert (Other Agency)
	Miller, Matthew		

## CLASS I COMPLAINTS

Record	Date	Source of Complaint	Complaint	Investigator	Chief of Police Finding	Disciplinary Action
12-CI-001	1/4/2012	BPD Supervisor	G.O. 03-18.3 III.B.1.d	Gideon	Sustained	Written Reprimand
			G.O. 03-18.3 III.D.3		Sustained	
12-CI-002	1/9/2012	Civilian	G.O. 01-05.6 V.B.5	Gideon	Exonerated	-
			G.O. 01-05.6 III		Exonerated	
12-CI-003	4/9/2012	Civilian	G.O. 01-05.6 V.A.1.b	Gideon	Unfounded	-
12-CI-004	6/19/2012	Civilian	G.O. 01-05.7 III	Gideon	Exonerated	Informal Training
			G.O. 01-05.7 V.B.3.g.1		Sustained	
12-CI-005	7/30/2012	Civilian	G.O. 01-05.7 III	Gideon	Exonerated	-
12-CI-006	9/6/2012	BPD Supervisor	G.O. 04-04.2 IV.C	Gideon	Sustained	Written Reprimand
			G.O. 04-04.2 IV.D		Sustained	
			G.O. 04-04.2 V.A		Sustained	
			G.O. 04-04.2 V.B.1		Sustained	
			G.O. 04-04.2 V.B.5.a		Not Sustained	
			G.O. 04-04.2 V.I.2		Sustained	
			G.O. 03-18.3 III.G.8		Sustained	
			G.O. 03-18.3 III.G.30		Not Sustained	
			G.O. 03-18.3 III.G.53		Not Sustained	
			G.O. 04-04.2 IV.C		Sustained	IPR Entry
			G.O. 04-04.2 IV.D		Sustained	
			G.O. 04-04.2 V.A		Sustained	
			G.O. 04-04.2 V.B.1		Sustained	
			G.O. 04-04.2 V.B.5.a		Not Sustained	
			G.O. 04-04.2 V.I.2		Sustained	
			G.O. 03-18.3 III.G.8		Sustained	
			G.O. 03-18.3 III.G.30		Exonerated	
			G.O. 03-18.3 III.G.53		Unfounded	
12-CI-007	11/1/2012	BPD Admin.	G.O. 03-01.1 IV.B.3	Gideon	Sustained	Suspension (24 hours)
			G.O. 03-18.3 III.C.1.b		Sustained	
			G.O. 03-18.3 III.G.8		Sustained	
			G.O. 03-01.1 IV.B.3		Sustained	Written Reprimand
			G.O. 03-18.3 III.C.1.b		Sustained	
			G.O. 03-18.3 III.G.8		Sustained	
12-CI-008	11/15/2012	BPD Supervisor	G.O. 03-18.3 III.G.8	Gideon	Sustained	Suspension (60 hours)
			G.O. 03-18.3 III.G.10		Sustained	
			G.O. 03-18.3 III.G.24		Not Sustained	
12-CI-009	11/26/2012	BPD Admin.	G.O. 03-18.3 III.G.9	Gideon	Sustained	Written Reprimand

## 2012 CLASS I COMPLAINTS SUMMARY

Alleged Violation (Class I Complaints)	Investigation Results				Complaint Source		Total Allegations
	Unf.	N.S.	Ex.	Sus.	Int.	Ext.	
Competent Discharge of Duties				5	5		5
Conduct Unbecoming				1	1		1
False Statements/Reports		1			1		1
Insubordination		1	1		2		2
Laws, Rules, and Policies				1	1		1
Personal Conduct				1	1		1
Possession/Use of Drugs				1	1		1
Supervisory Responsibility				4	4		4
Untruthfulness	1	1			2		2
Use of Force	1		4	1		6	6
Vehicular Pursuit		2		10	12		12
<b>Total</b>	<b>2</b>	<b>5</b>	<b>5</b>	<b>24</b>	<b>30</b>	<b>6</b>	<b>36</b>

Unf. = Unfounded; N.S. = Not Sustained; Ex. = Exonerated; Sus. = Sustained; Int. = Internal; Ext. = External

## CLASS II COMPLAINTS

Record	Date	Source of Complaint	Complaint	Investigator	Chief of Police Finding	Disciplinary Action
12-CII-001	1/12/2012	Civilian	G.O. 03-18.3 III.G.15	Oliver	Sustained	Written Reprimand
12-CII-002	1/25/2012	Civilian	G.O. 01-07.1 IV.C.2	Alvarez	Not Sustained	Oral Reprimand
			G.O. 01-07.1 IV.C.4		Not Sustained	
		BPD Supervisor	G.O. 01-07.1 IV.C.6		Sustained	
			G.O. 01-07.1 IV.C.8		Sustained	
12-CII-003	2/1/2012	Civilian	G.O. 03-18.3 III.G.10	Bona	Exonerated	IPR Entry
			G.O. 03-18.3 III.G.32		Sustained	
12-CII-004	1/6/2012	BPD Supervisor	G.O. 03-18.3 III.G.10	Gideon	Not Sustained	-
			G.O. 03-18.3 III.G.53		Not Sustained	
12-CII-005	3/26/2012	Civilian	G.O. 03-18.3 III.G.10	Gideon	Exonerated	-
12-UF040	4/26/2012	BPD Supervisor	G.O. 01-05.5	Patterson	Sustained	IPR Entry
12-CII-006	5/17/2012	Civilian	G.O. 03-18.3 III.G.15	Gideon	Sustained	IPR Entry
12-CII-007	6/27/2012	Civilian	G.O. 03-18.3 III.G.15	Gideon	Sustained	Written Reprimand
			G.O. 03-22.5 III.K		Sustained	
12-CII-009	7/6/2012	BPD Supervisor	G.O. 03-18.3 III.G.8	Rogers	Sustained	Oral Reprimand
12-CII-010	6/2/2012	Civilian	G.O. 03-18.3 III.F.5	Bona	Exonerated	-
12-CII-011	7/22/2012	BPD Supervisor	G.O. 08-07.2 V.B	Kilgore	Sustained	Written Reprimand
			G.O. 04-14.2 IV.A.2.d		Sustained	
			G.O. 04-14.2 IV.A.2.m		Sustained	
			G.O. 03-18.3 III.F.7		Sustained	
12-CII-012	9/6/2012	BPD Officer	G.O. 03-18.3 III.G.8	Gideon	Sustained	Written Reprimand
			G.O. 04-14.2 IV.A.2.m		Sustained	
12-CII-013	* To 12-CIII-020 *					
12-CII-014	11/16/2012	BPD Supervisor	G.O. 03-18.3 III.G.8	Gideon	Sustained	Suspension (60 hours)
			G.O. 04-24.2 IV.B-D		Sustained	
12-CII-015	11/17/2012	BPD Supervisor	G.O. 03-18.3 III.F.7	Gideon	Sustained	Suspension (60 hours)
			G.O. 03-18.3 III.G.8		Sustained	
12-UF094	11/8/2012	BPD Supervisor	G.O. 01-05.7	Thane	Sustained	Remedial Training

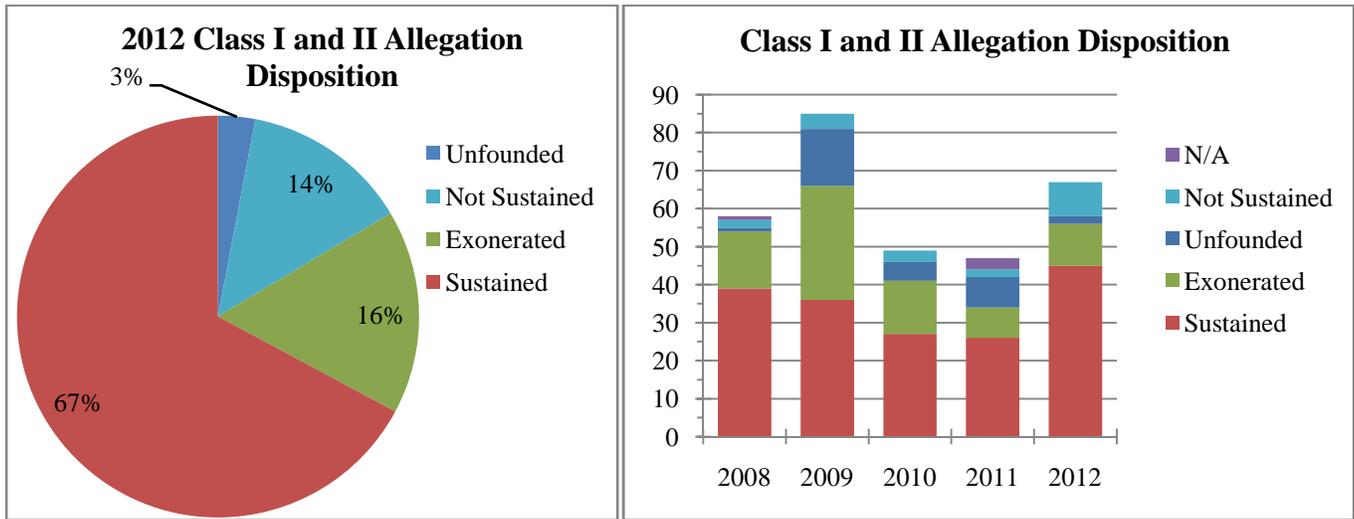
## 2012 CLASS II COMPLAINTS SUMMARY

Alleged Violation (Class II Complaints)	Investigation Results				Complaint Source		Total Allegations
	Unf.	N.S.	Ex	Sus.	Int.	Ext.	
Attention to Duty				2	2		2
Competent Discharge of Duties				4	4		4
Conduct Unbecoming		1	2		1	2	3
Courtesy			2	3		5	5
Evidence/Property				2	1	1	2
Law Enforcement Identification				2		2	2
Preliminary Investigations				3	3		3
Reports			2	1	1	2	3
Search Procedures		2		2	2	2	4
Untruthfulness		1			1		1
Use of Force				2	2		2
<b>Total</b>	<b>0</b>	<b>4</b>	<b>6</b>	<b>21</b>	<b>17</b>	<b>14</b>	<b>31</b>

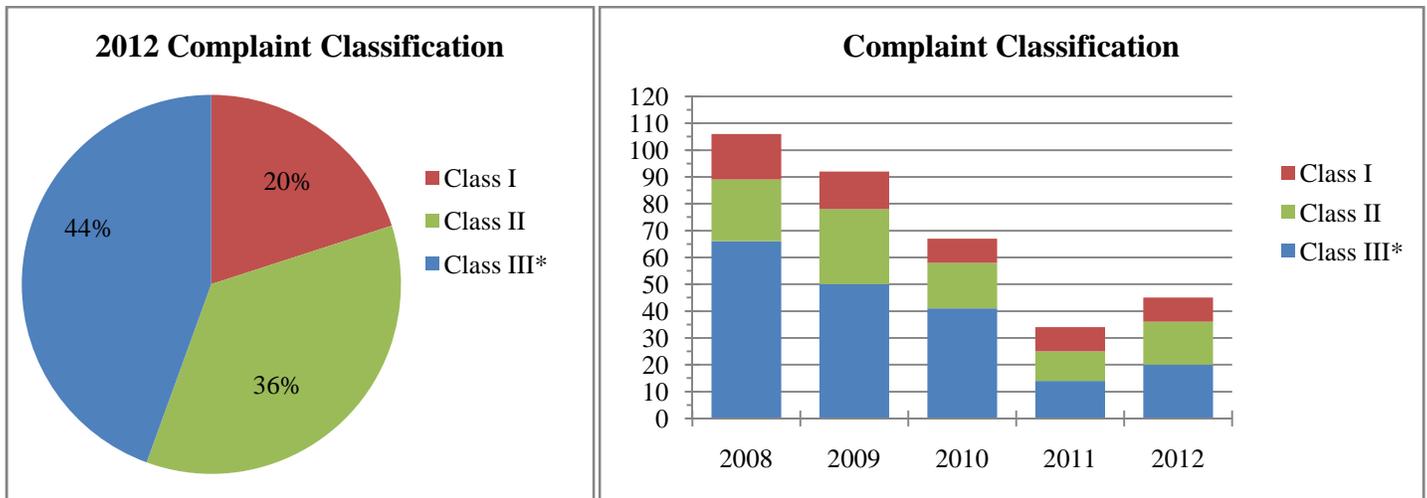
Unf. = Unfounded; N.S. = Not Sustained; Ex. = Exonerated; Sus. = Sustained; Int. = Internal; Ext. = External

# INTERNAL INVESTIGATIONS SUMMARY

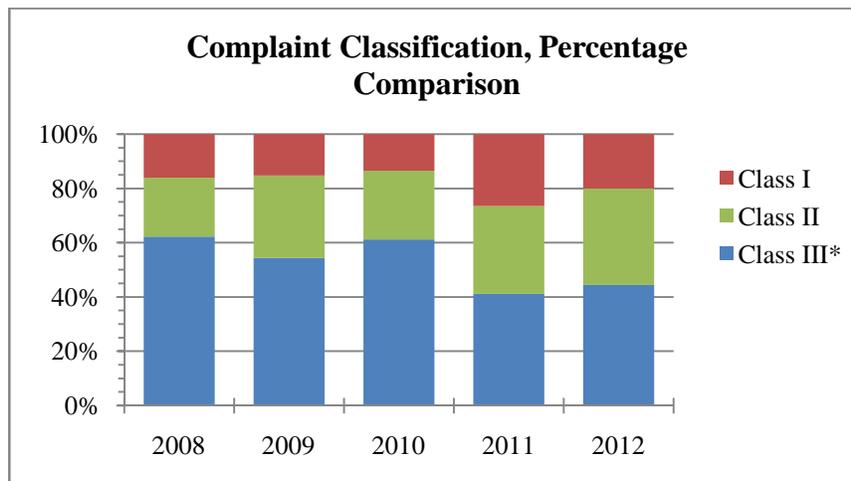
## ALLEGATION DISPOSITION



## COMPLAINT CLASSIFICATION



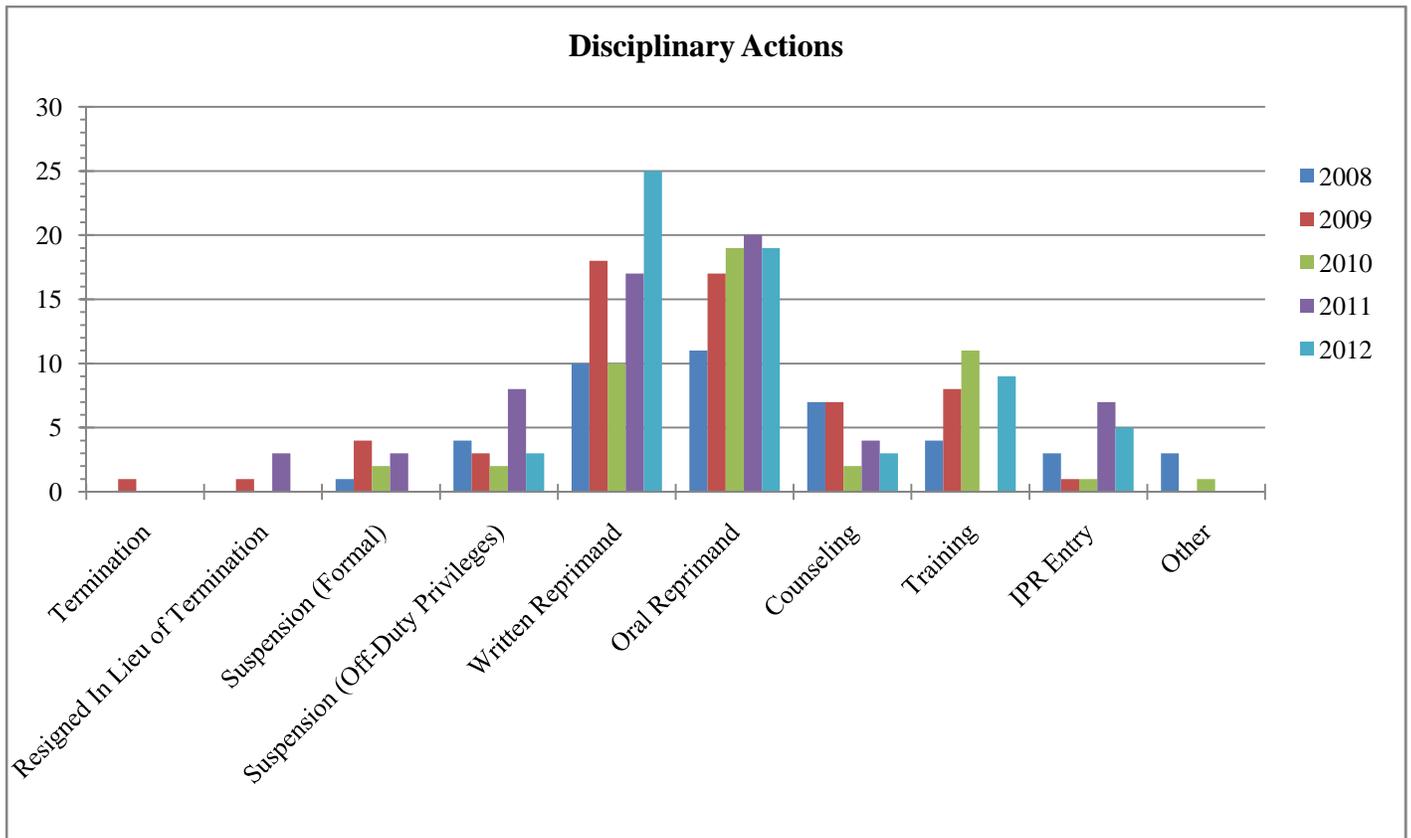
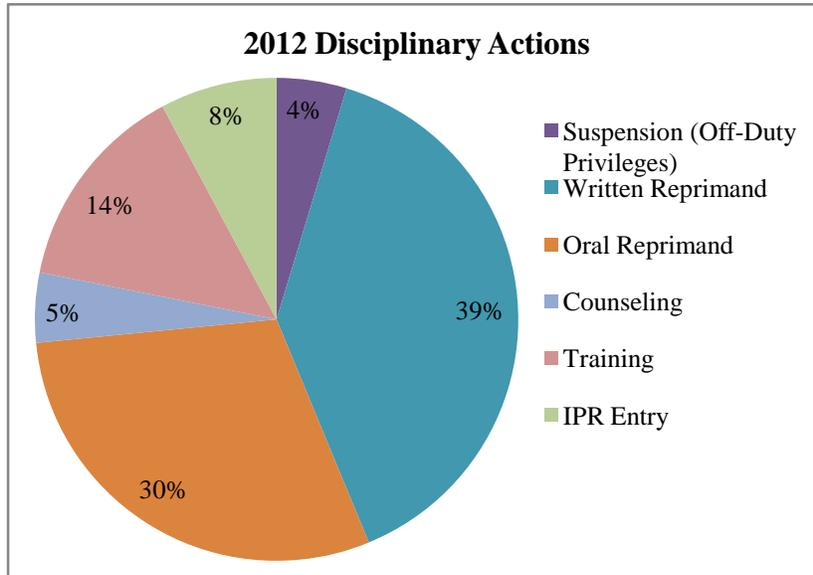
\* Class III allegations are resolved prior to initiation of an internal investigation, and are therefore not detailed in this report



\* Class III allegations are resolved prior to initiation of an internal investigation, and are therefore not detailed in this report

# DISCIPLINARY ACTIONS

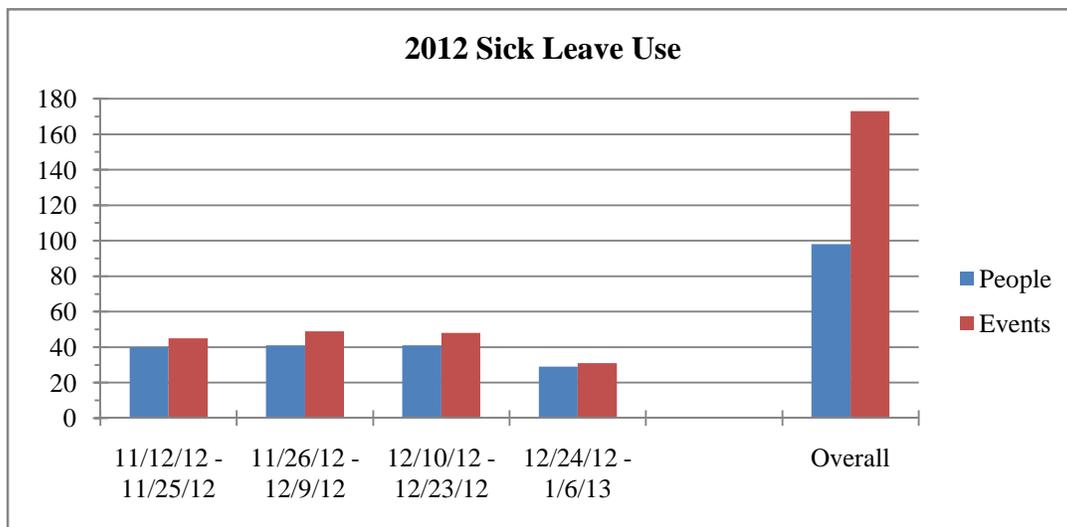
In 2012, 42 employees received 57 disciplinary entries from 52 different events, resulting in 64 disciplinary actions tracked by PSD. The most common form of discipline received in 2012 was a written reprimand, followed by an oral reprimand. The Department did not administer any formal discipline in 2012. It is important to note that some forms of discipline are not required to be documented by PSD, such as informal training/counseling and/or IPR entries. However, they are tracked by the database if such actions were determined to be the appropriate consequence after Chain of Command review of Use of Force reports, Vehicular Pursuit reports, Internal Investigations, etc. The database also does not distinguish between informal and formal counseling, or between informal and remedial training.



## SICK LEAVE

The Bryan Police Department recently began tracking employee use of sick leave as part of the Early Identification System (EIS) database. Data collection began on November 12, 2012. As such, the minimal amount of data does not provide the basis for a statistical analysis of sick leave use for 2012. However, as data collection continues, this section will have a more complete analysis in future years.

Sick leave data is gathered via a report created from employee time cards on a bi-weekly basis, coinciding with each pay period. All efforts are made to enter in sick leave per “event”. An event may be a one-hour doctor’s appointment, or a two-day bout of the flu. It is important to note that due to the data collection method, a long-lasting “event” (such as FMLA leave using sick time) may be entered more than once if it spans multiple pay periods. The final pay period included in the 2012 data actually extended into the first week of January 2013. To remain consistent with entering events from the whole pay period, all sick leave taken in that pay period is included in this report. This pay period will also be included in the 2013 report as well. Ninety-eight employees used sick leave for 173 events from November 12, 2012 through the pay period ending January 6, 2013.



## **GRIEVANCES**

The City of Bryan and the Bryan Police Department define a grievance as “unequal and/or unlawful treatment, interpretation and/or application of City or departmental policies, procedures, practices; and retaliation.” As such, no formal employee grievances were filed by BPD employees in 2012. The most recent formal grievance was filed and resolved in 2007.

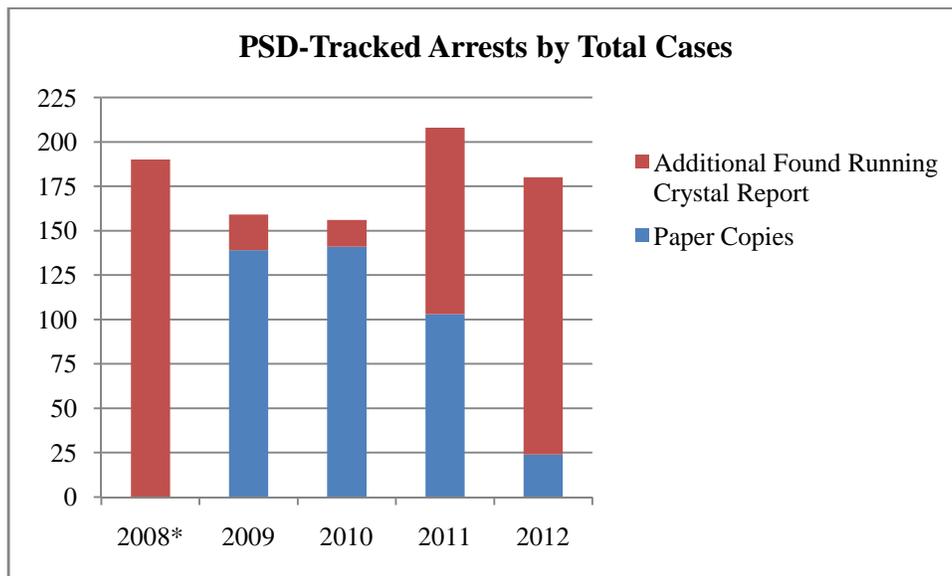
There may be several factors contributing to the virtual non-existence of employee grievances within the Bryan Police Department. First, since the BPD is a Civil Service Department, there are already separate rules and procedures in place for sworn officers regarding formal disciplinary appeals that other cities may define as grievances, but which are not counted as such by the City of Bryan. Those same Civil Service Rules also provide clear guidelines for promotions and discipline within the Department, ensuring a sense of fairness in Departmental operations. In addition, the Bryan Police Department is accredited by CALEA; therefore, the Department’s General Orders comply with nationally recognized standards for police department excellence. This gives employees the knowledge that the organization is constantly striving for improvement and best practices. On the whole, it seems the Bryan Police Department consistently and fairly enacts its policies, procedures, and practices. It is presumed that any issues that might have come up were resolved to the satisfaction of all persons involved through internal processes (discussions, internal investigations, mutual agreements, etc.), without needing to resort to the formal grievance process.

## PSD-TRACKED ARRESTS

The Professional Standards Division tracks and reviews arrests involving six specific charges: Assault on a Peace Officer, Fleeing a Police Officer, Evading Arrest, Hindering Arrest, Interfering with Arrest, and Resisting Arrest. In 2012, there were 180 cases involving arrests for these charges, out of 4291 total agency arrests and 13368 total case numbers.

In previous years, the Professional Standards Division relied on the “pink” copies of the paper arrest reports – forwarded through several divisions of the Department before finally reaching PSD – to enter the tracked arrest data. In early 2012, it was noted that far fewer pink copies were being received than normal. Upon investigation, it was determined that not all arrest reports were being manually documented and forwarded, but were rather completed and stored electronically. It was then necessary to create and utilize an electronic report to gather the PSD-tracked arrest information directly from the records system. In running this electronic report, the PSD is now able to confidently report comprehensive arrest data for 2012.

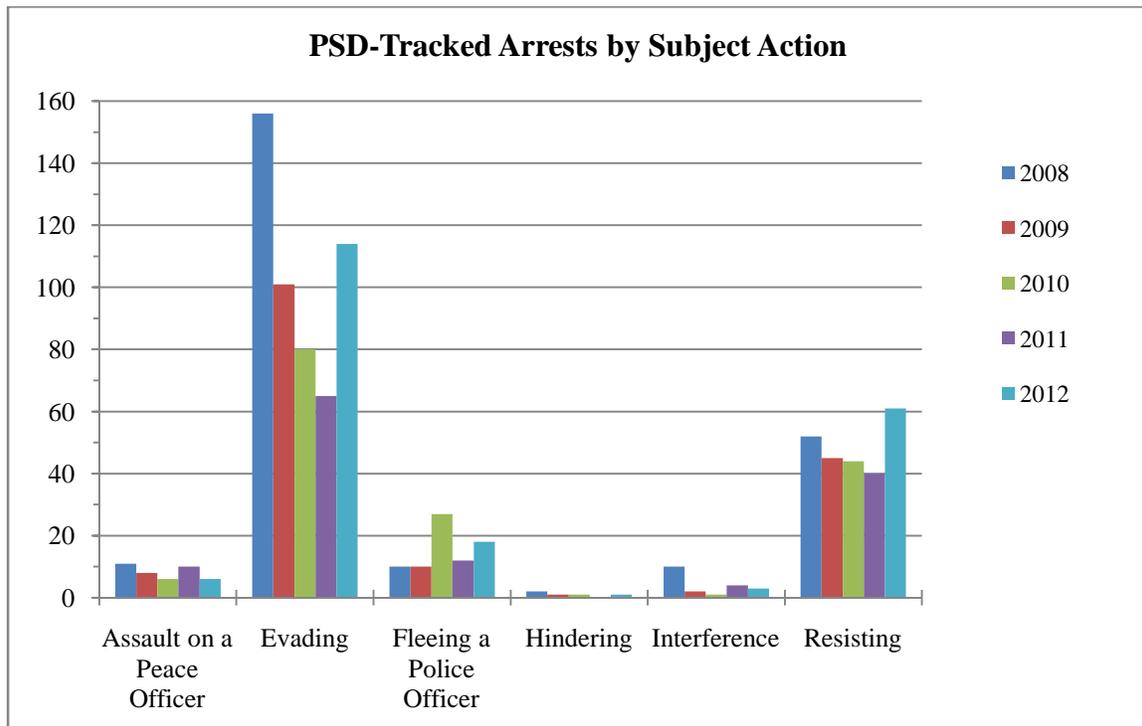
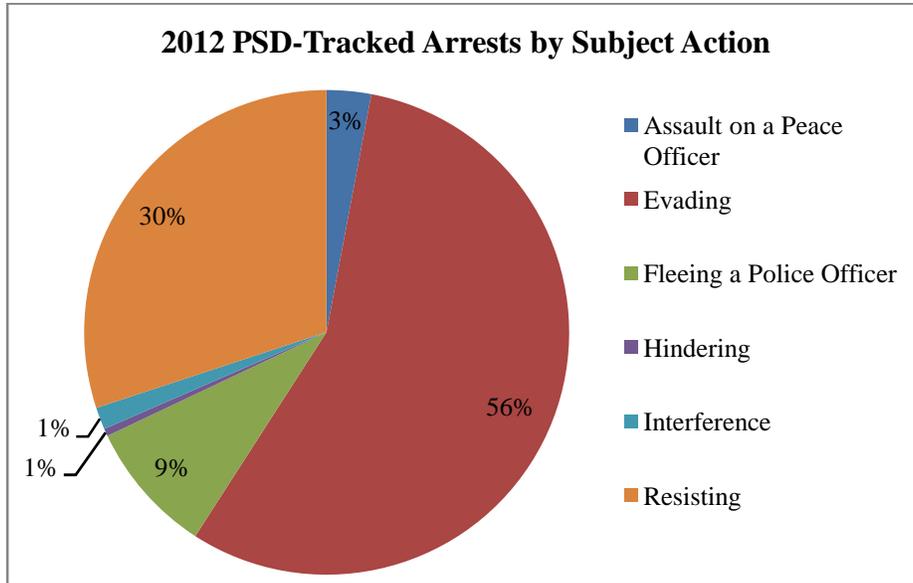
The chart below shows the incidents involving tracked arrests for each calendar year, broken up by paper copies received and the updated total based upon the electronic report developed in 2012. (In 2012, only the electronic report was used to enter information into the database; paper copies are only shown for 2012 to document the dramatic decline in paper reports received). This is to show a more accurate trend of PSD-tracked arrests. However, due to the nature and limitations of the electronic report, it is impractical to recalculate and enter all data for 2008-2011 as broken into categories (subject action, beat, and race/sex). Therefore, the other comparative charts on the following pages of this section will use the data for 2008-2011 based on the paper copies and as documented in the previous End-of-Year/Annual Reports.



\* Historical data for 2008 paper copies could not be found, and the total is therefore completely derived from Crystal Reports. It is unknown how many (if any) paper reports in 2008 were not received by PSD.

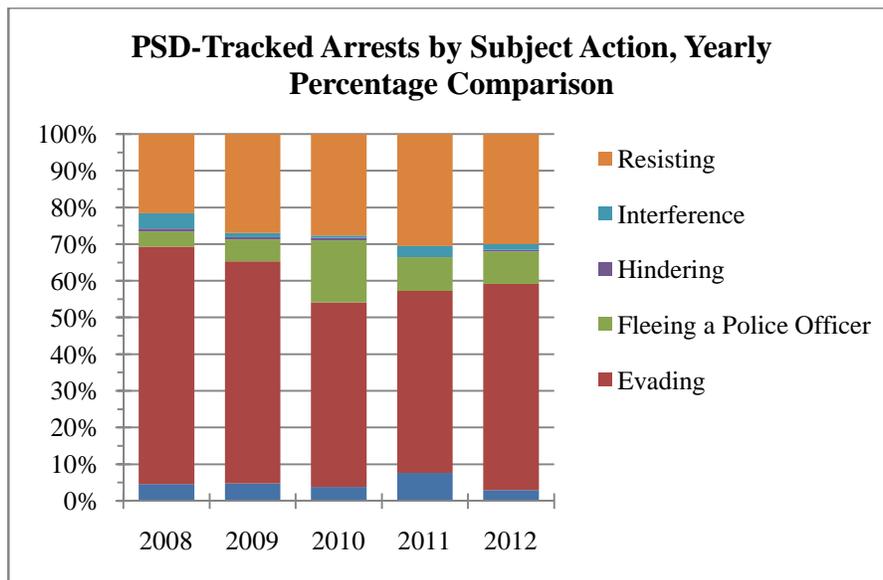
## PSD-TRACKED ARRESTS BY SUBJECT ACTION

2012	Charge						Total
	Assault on a Peace Officer	Evading	Fleeing a Police Officer	Hindering	Interference	Resisting	
Arrest Subjects	6	114	18	1	3	61	203



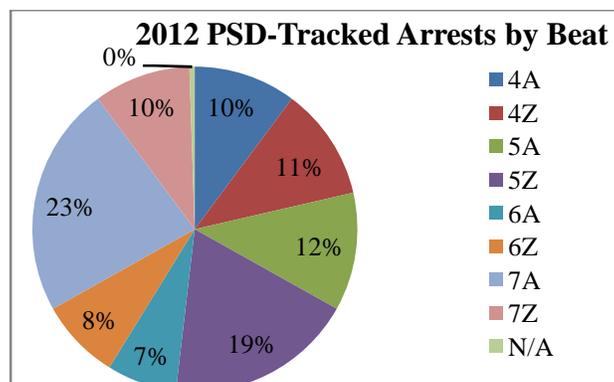
## ARRESTS BY SUBJECT ACTION, cont.

As mentioned earlier, it was discovered that PSD did not receive all copies of arrest reports in previous years, and therefore not all PSD-tracked arrests from those years (of which 2008-2011 are significant to this report) were able to be entered into the database used to track officer activity. Therefore, any comparison of simple numerical changes in arrest charges between 2012 and previous years would be statistically unsound, and the chart above is provided for consistency with previous reports only. In an effort to provide some understanding of trends in officer behavior, the chart below shows the percentage of each type of charge out of the total arrests entered by PSD. It is presumed that within each year the ratio would remain consistent even if the additional reports had been entered. As can be seen below, the most common charge of the six tracked by PSD is Evading, followed by Resisting, Fleeing, Assault on a Peace Officer, Interference, and then Hindering. This has remained constant over the years.



## PSD-TRACKED ARRESTS BY BEAT

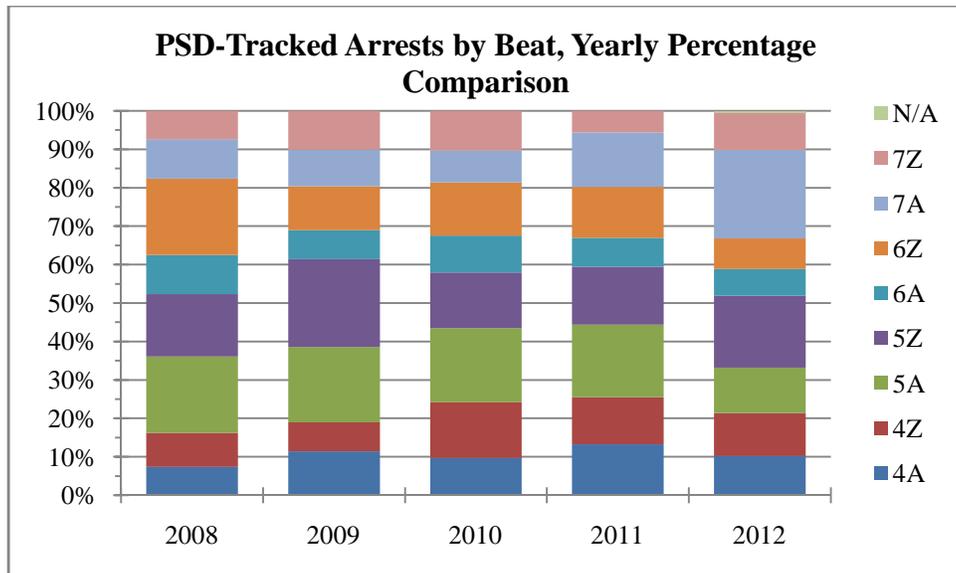
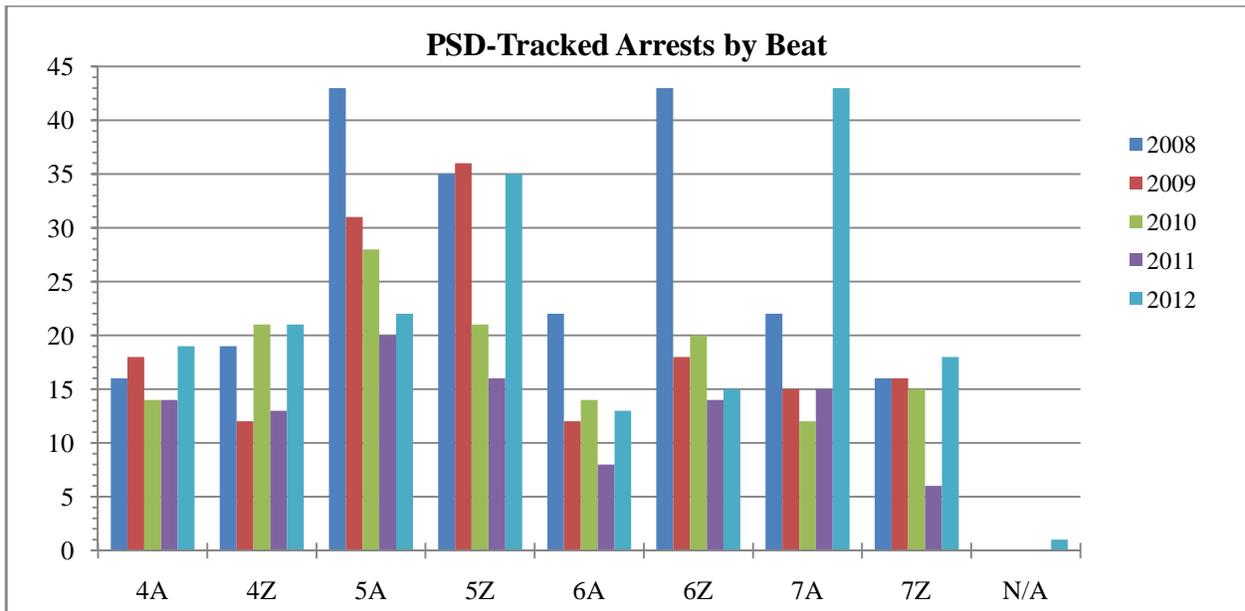
2012	Beat									Total
	4A	4Z	5A	5Z	6A	6Z	7A	7Z	N/A	
Arrest Subjects	19	21	22	35	13	15	43	18	1	187



### ARRESTS BY BEAT, cont.

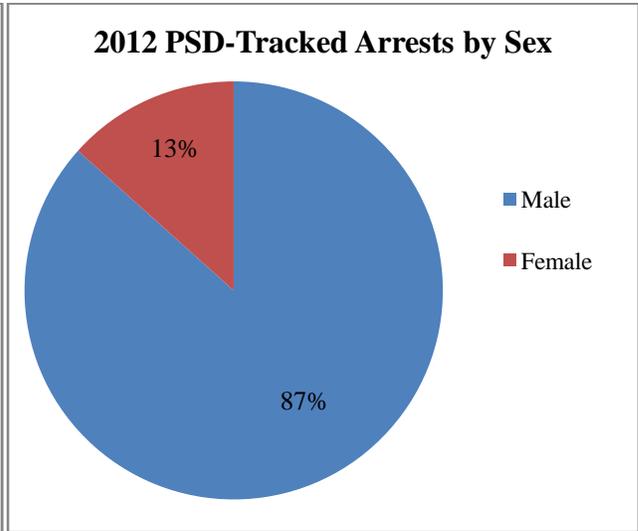
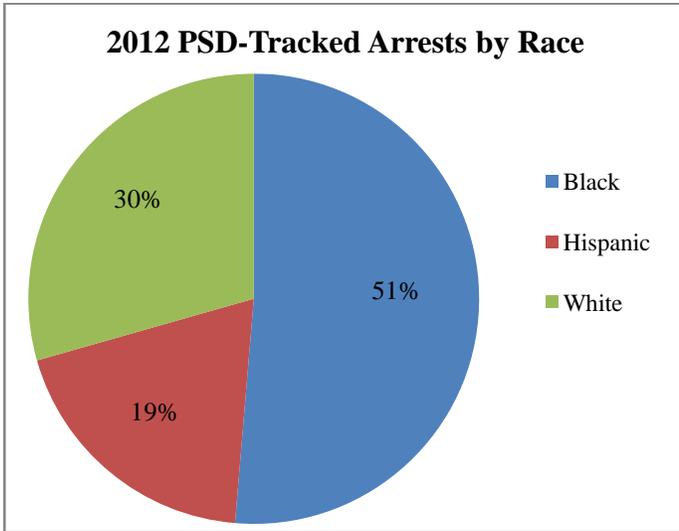
In 2012, 7 Zone had 33% of all PSD-tracked arrests, followed by 5 Zone with 31%. 4 Zone had 21% of the arrests, and 5 Zone only accounted for 15%. The single “N/A” arrest occurred during a warrant service in College Station participated in by BPD, in which the suspect hindered the apprehension of the wanted suspect.

All beats show to have an increase in the number of arrests in 2012; however, as discussed above, this cannot be verified due to the missing reports from previous years. It is interesting to note that the increases from 2011 were not distributed evenly across all beats. 7A showed the highest numerical increase (from 15 to 43, 187%), and 7Z showed the highest percentage increase (200%, from 6 to 18), while the increase in 5Z was also significant (from 16 to 35, 119%). As seen on the percentage comparison chart, 7 Zone now makes up a substantial amount of PSD-tracked arrests as compared to previous years, while 6 Zone’s percentage has decreased significantly.

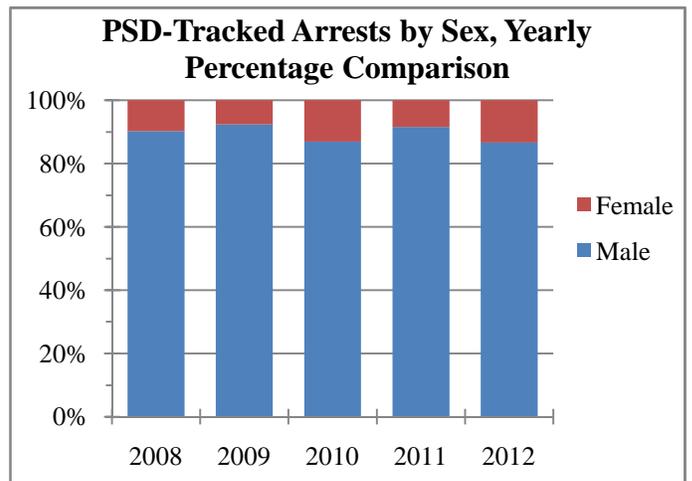
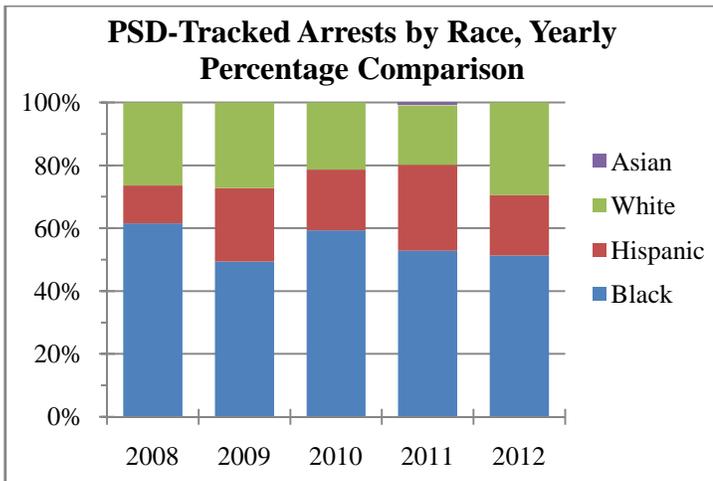


## PSD-TRACKED ARRESTS BY RACE AND SEX

2012	Race / Sex						Total
	Black		Hispanic		White		
	F	M	F	M	F	M	
Arrest Subjects	13	83	3	33	9	46	187

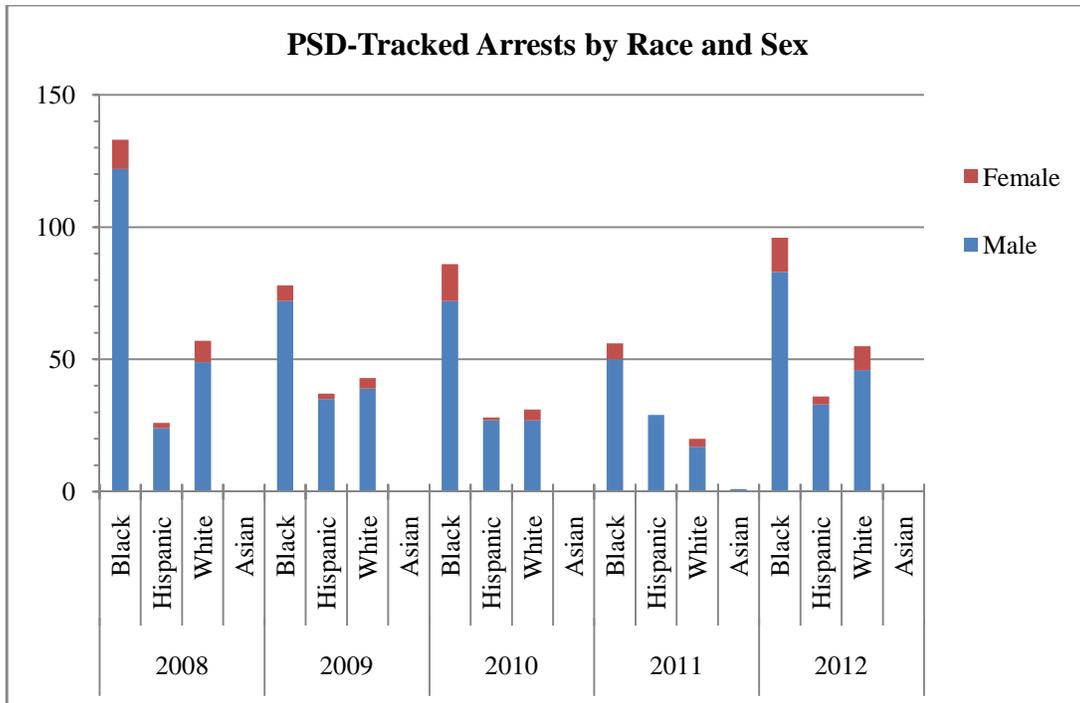
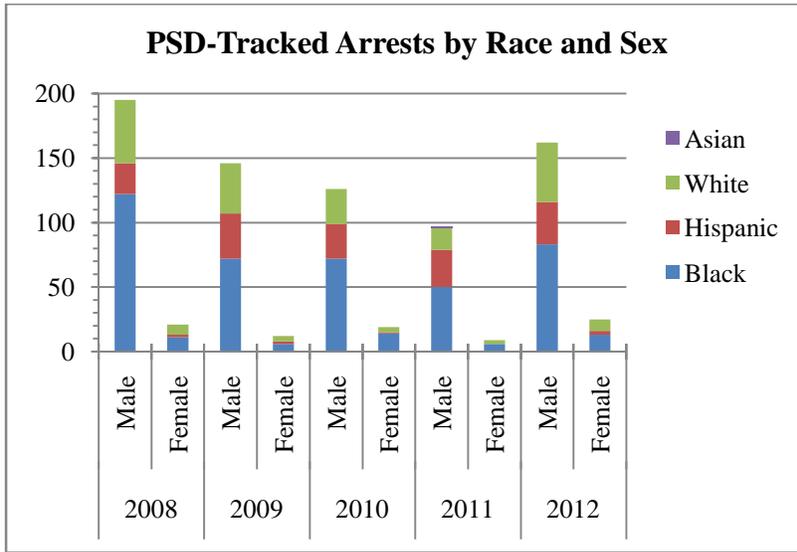


2012 arrest numbers show more than half of subjects in PSD-tracked arrests were Black. White subjects made up almost a third of those arrested, while Hispanics totaled 19% of PSD-tracked arrests. Males accounted for almost 9 out of every 10 PSD-tracked arrests. These percentages for 2012 are consistent with past PSD-tracked data, despite the missing reports from previous years mentioned above.



### ARRESTS BY RACE AND SEX, cont.

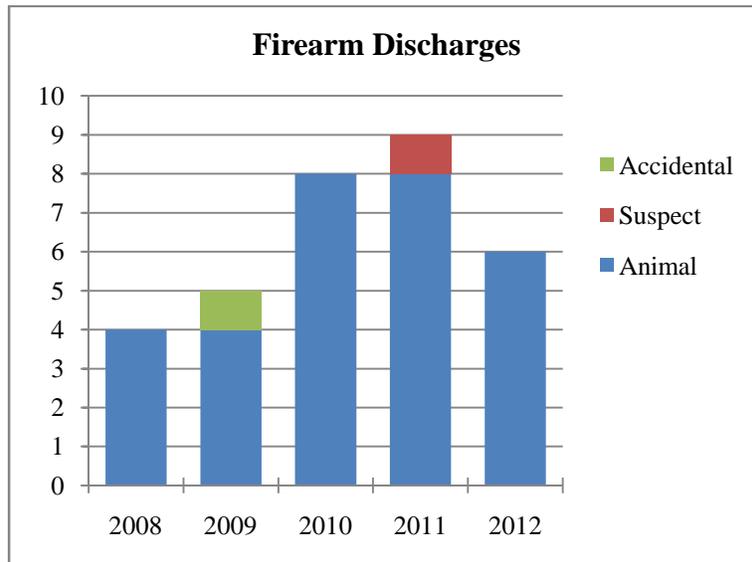
There may be a slight increase in the percentage of White subjects arrested in conjunction with the percentage of Hispanic subjects decreasing. This may be due to the fact that “Hispanic” is used as both a race and an ethnicity, and some subjects may have been labeled as Hispanic racially when they were in fact White Hispanics. However, the possibility also exists that the unreceived arrest reports from previous years would balance out the 2012 numbers, as 2012 arrests increased numerically in all categories of race and sex except that of Asian subjects (there was one Asian male arrested in 2011, and none in 2012).



## FIREARM DISCHARGES

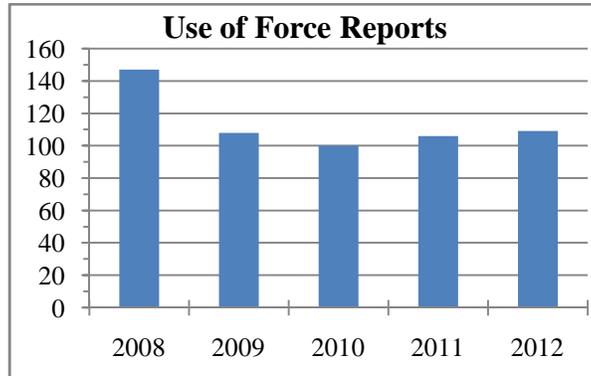
There were six firearm discharges in 2012, all on animal subjects and in the latter half of the year. One incident involved an aggressive dog charging an officer. The gunshot struck the dog and it ran away with non-fatal injuries. The remaining five incidents were in response to injured deer on or near the roadway, hit by motorists. All firearm discharges in 2012 complied with Bryan Police Department policies.

Record	Case	Shots Fired	Reason for Shots	Results
Date				
12-FA001	12-1000268	1	Barking/growling/snapping/charging canine	Minor injuries to dog
10/7/2012				
12-FA002	12-1000727	5	Injured deer by roadway - previous injuries from gunshot and collision with car	Fatal
10/19/2012				
12-FA003	-	2	Injured deer by road - broken back leg, laceration to abdomen	Fatal
10/12/2012				
12-FA004	12-1100052	1	Injured deer by road, paralyzed and suffering	Fatal
11/2/2012				
12-FA005	-	2	Deer with broken back by road	Fatal
11/3/2012				
12-FA006	SEQ# 123530042	1	Deer struck by car, with broken legs	Fatal
12/18/2012				



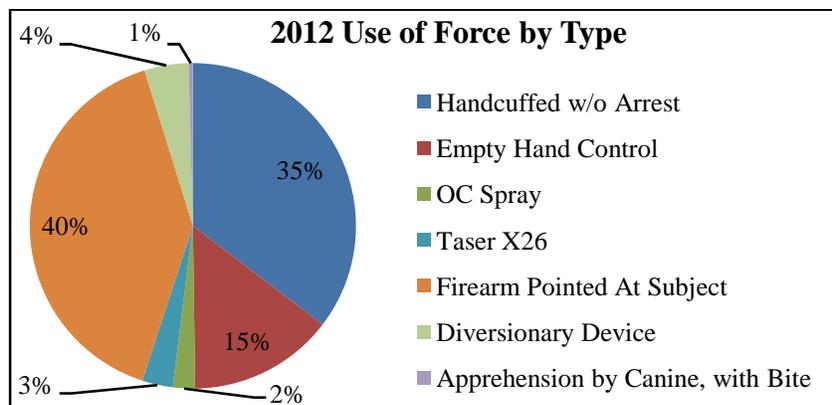
## USES OF FORCE

All Use of Force reports generated by officers are forwarded to the Professional Standards Division via the Chain of Command. All reports are reviewed to ensure compliance with Department policies and standards. In 2012, 67824 calls for service resulted in 109 Use of Force Reports, two of which violated BPD policy. In addition, all outside complaints of excessive or improper force are thoroughly investigated by the PSD, all of which resulted in findings of exonerated or unfounded in 2012 (one sustained allegation falls under the Use of Force policy but did not actually relate to the administration of force but to procedural issues after the fact). The following pages contain the 2012 Use of Force data broken down by type of force used, beat of occurrence, race and sex of the subject, reason for contacting the subject, shift of the officers involved, and policy compliance.



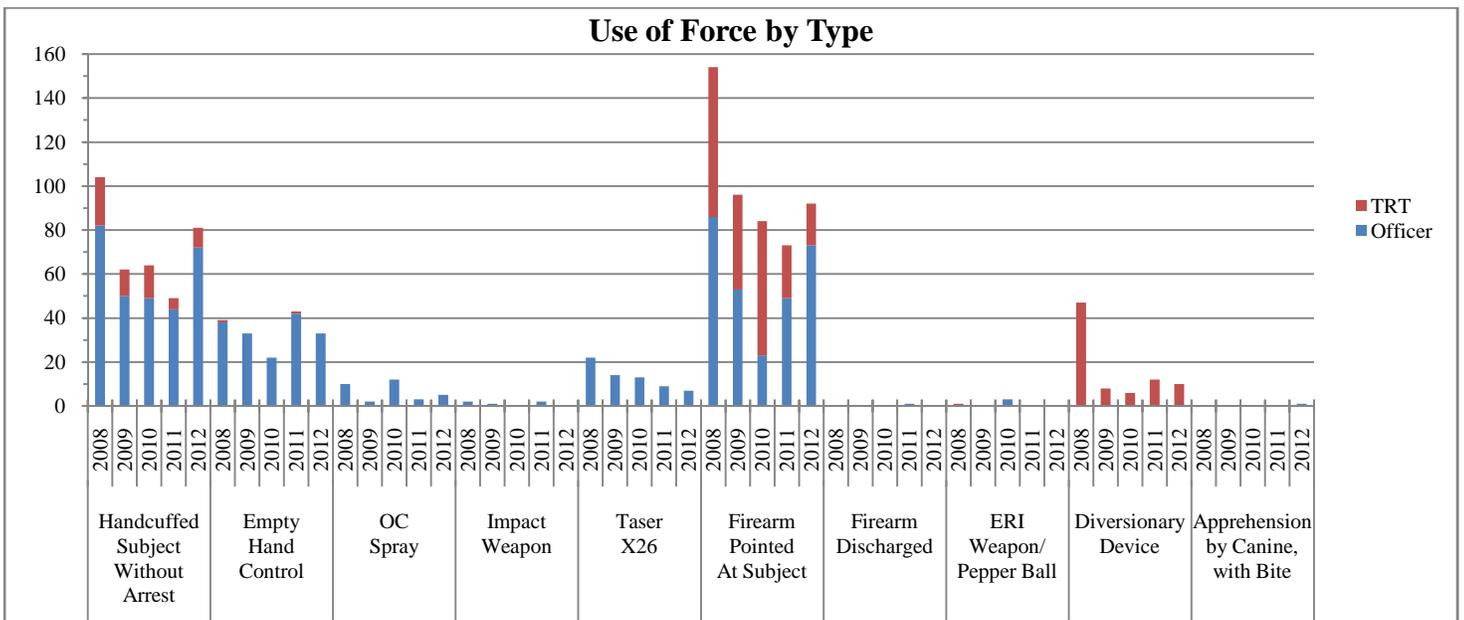
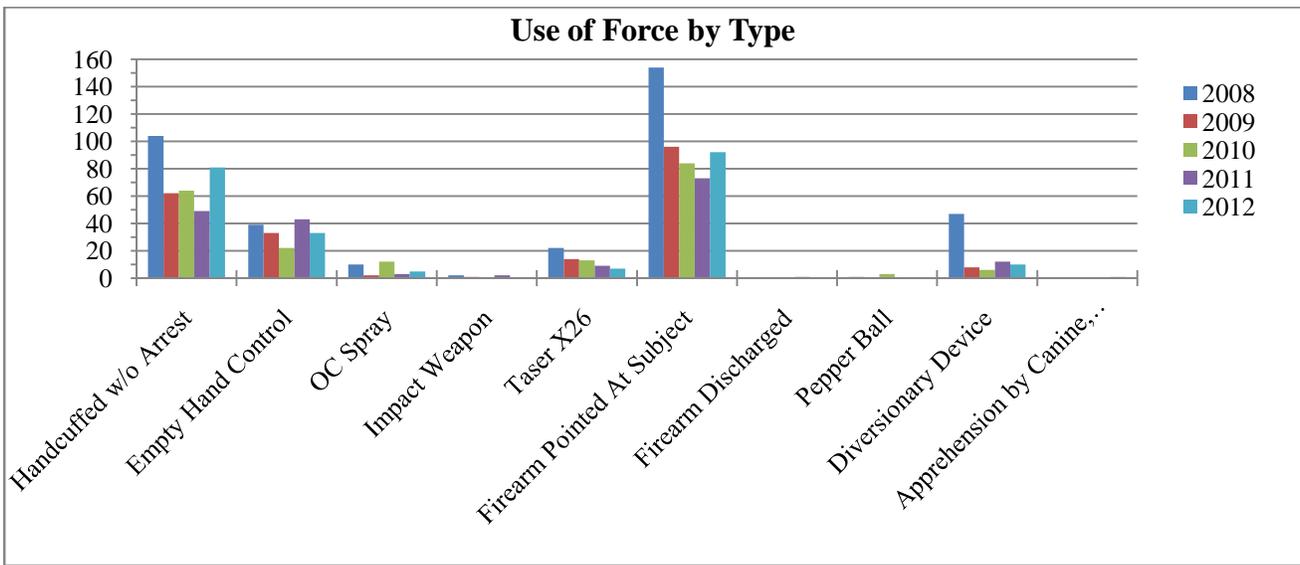
### TYPE OF FORCE

Officer	Force Type (NPC - Not Policy Compliant; PC = Policy Compliant)								Total Incidents
	Handcuffed Subject Without Arrest	Empty Hand Control	OC Spray	Taser X26	Firearm Pointed at Subject		Apprehension by Canine, With Bite	Diversionsary Device	
	PC	PC	PC	PC	NPC	PC	PC	PC	
Tactical Response Team	9	0	0	0	0	19	0	10	<b>38</b>
Non-TRT Officers	72	33	5	7	3	70	1	0	<b>191</b>
<b>Total</b>	<b>81</b>	<b>33</b>	<b>5</b>	<b>7</b>	<b>3</b>	<b>89</b>	<b>1</b>	<b>10</b>	<b>229</b>



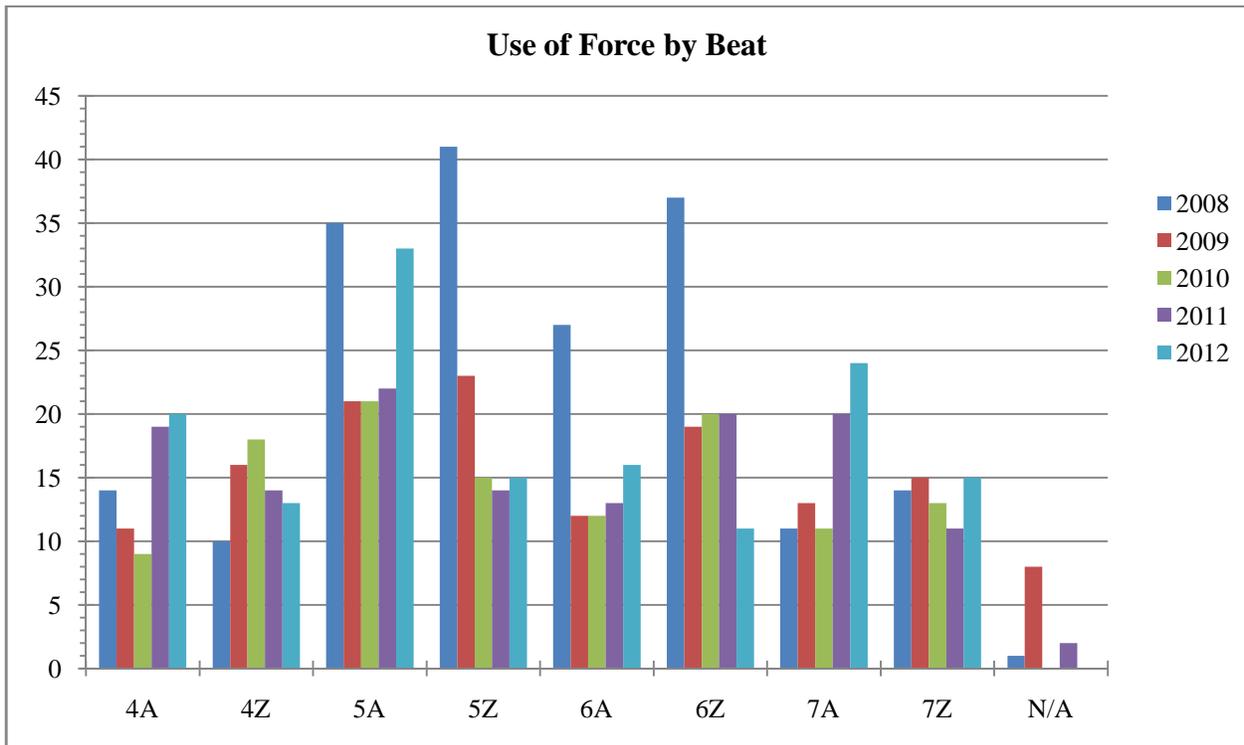
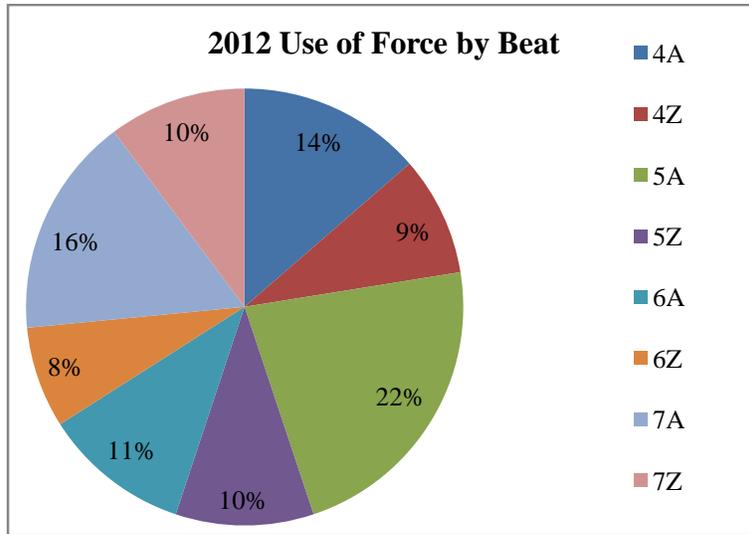
## USE OF FORCE BY TYPE, cont.

While the total number of Use of Force reports only increased slightly, from 106 reports in 2011 to 109 in 2012, the overall types of force used experienced a significant increase, from 192 to 229. This indicates more incidents involving multiple subjects and/or multiple uses of force, usually occurring during high-risk or felony traffic stops. This is supported through the types of force that experienced significant increases in 2012 – “Firearm Pointed at Subject” and “Handcuffed Subject Without Arrest”, both often elements of a high-risk stop. The only other categories that saw any increases in frequency were “OC Spray” (3 in 2011 to 5 in 2012), and “Apprehension by Canine, With Bite”, which had not been used within the past several years. All other categories experienced slight decreases, with “Empty Hand Control” having the most significant decrease from 43 in 2011 to 33 in 2012. The most common use of force in 2012 – including that used by the Tactical Response Team (TRT) was “Firearm Pointed at Subject”, accounting for 40% of all uses of force, followed by “Handcuffed Subject Without Arrest” at 35%. Taking out TRT, “Firearm Pointed at Subject” and “Handcuffed Subject Without Arrest” each make up 38% of uses of force by individual officers. Though the overall number of “Firearm Pointed at Subject” increased, that type of force actually decreased in terms of use by the TRT. Given the overall increase, this is further indication of the higher frequency of actions such as high-risk traffic stops by street-level officers.



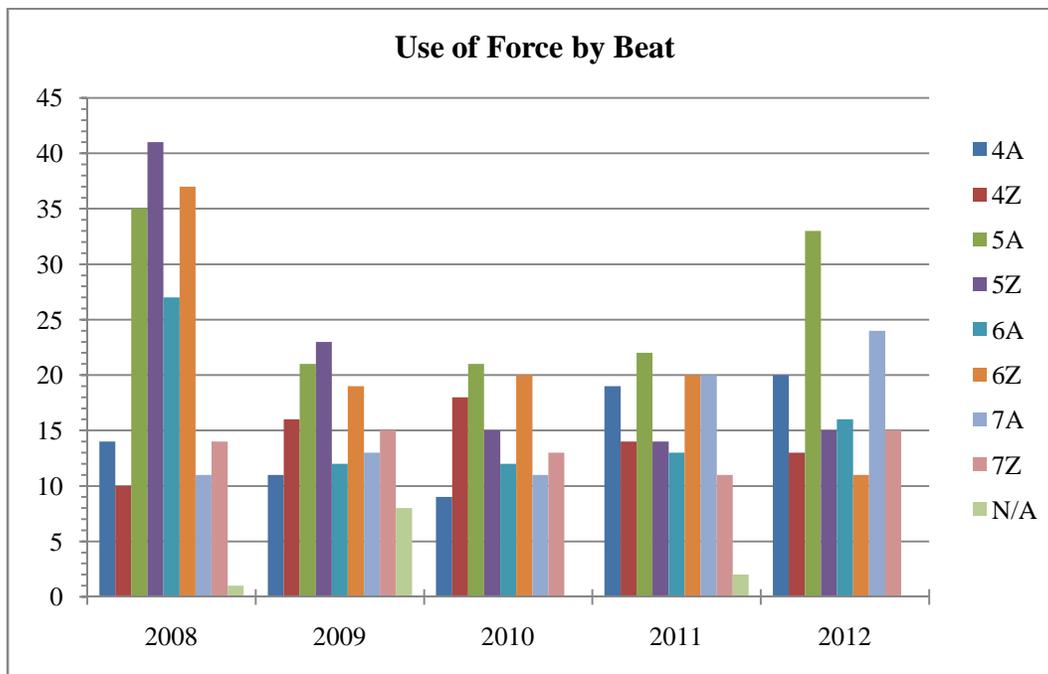
## USE OF FORCE BY BEAT

Use of Force	Beat								Total Incidents
	4A	4Z	5A	5Z	6A	6Z	7A	7Z	
Tactical Response Team	1	0	2	0	1	0	1	1	<b>6</b>
Non-TRT Officers	19	13	31	15	15	11	23	14	<b>141</b>
<b>Total</b>	<b>20</b>	<b>13</b>	<b>33</b>	<b>15</b>	<b>16</b>	<b>11</b>	<b>24</b>	<b>15</b>	<b>147</b>



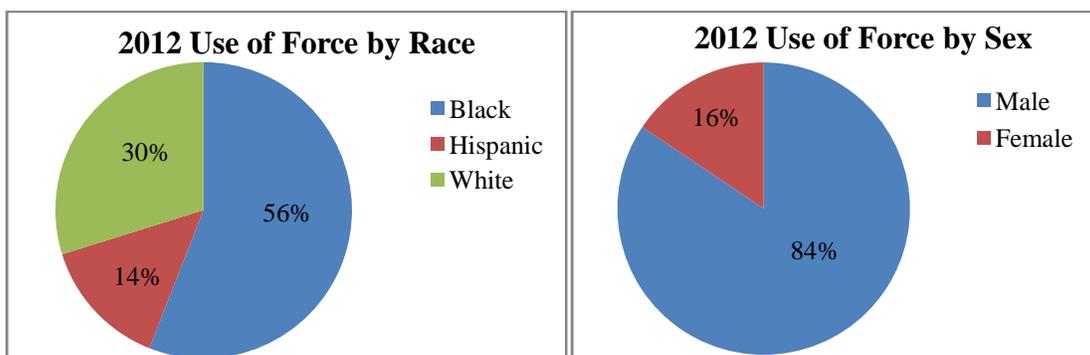
### USE OF FORCE BY BEAT, cont.

4 Zone had the same number of uses of force in 2012 as in 2011, with 4A gaining one and 4Z losing one. 6 Zone had an overall decrease, from 33 uses of force in 2011 to 27 in 2012, with a significant decrease in 6Z, as 6A actually had 3 more uses of force than in 2011. Both beats in 7 Zone increased from 2011, for an overall increase of 26%. However, 5 Zone saw the biggest increase (33%), with 5A having a 50% increase in uses of force since 2011.



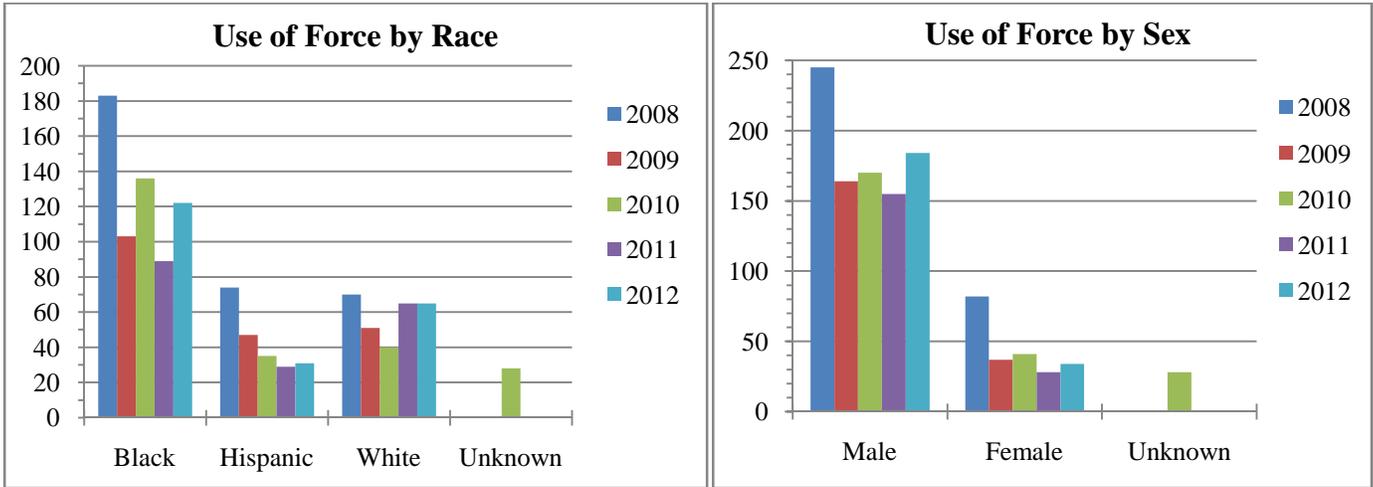
### USE OF FORCE BY RACE AND SEX

Use of Force	Race / Sex						Total Incidents
	Black		Hispanic		White		
	F	M	F	M	F	M	
Tactical Response Team	6	7	0	1	3	2	19
Non-TRT Officers	15	94	1	29	9	51	199
<b>Total</b>	<b>21</b>	<b>101</b>	<b>1</b>	<b>30</b>	<b>12</b>	<b>53</b>	<b>218</b>

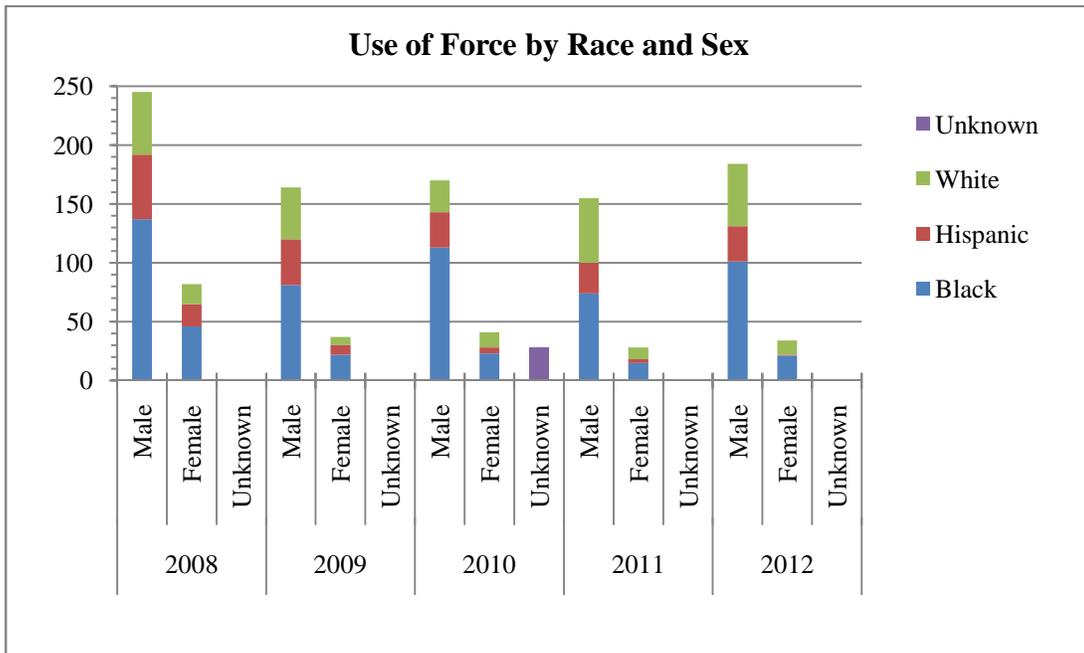


## USE OF FORCE BY RACE AND SEX, cont.

While overall 2012 Use of Force numbers increased, they did not do so consistently by race and sex. Overall, white subjects accounted for the same number of uses of force as in 2011, and there was only an increase of two uses of force against Hispanic subjects. Black subjects – and black males in particular – accounted for the largest increase of use of force in 2012. Once again, black subjects accounted for more than 50% of all uses of force, after a brief drop below 50% last year. However, despite the increase, the percentage of use of force across the races has remained fairly steady over the past five years.

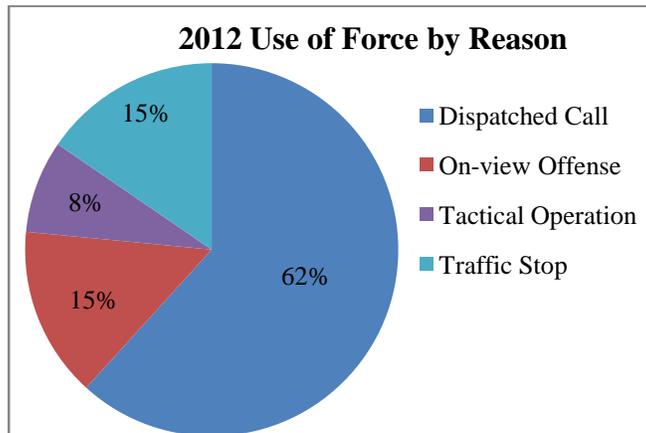


Males accounted for 84% of all uses of force in 2012, consistent with last year's number of 85%. As is consistent with overall numbers, black males and females accounted for the highest percentage of uses of force within their respective sexes, followed by white males and females and Hispanic males and females. Hispanic females continue to be the demographic against which the least amount of force is used, with only 1 incident in 2012.

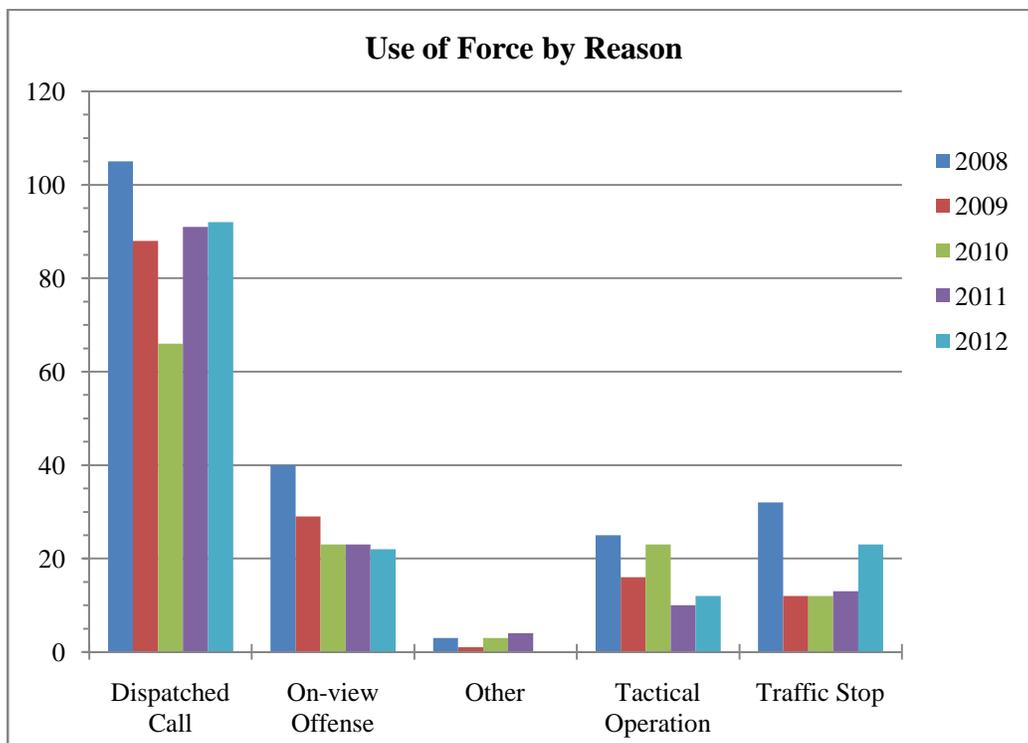


## USE OF FORCE BY REASON FOR CONTACT

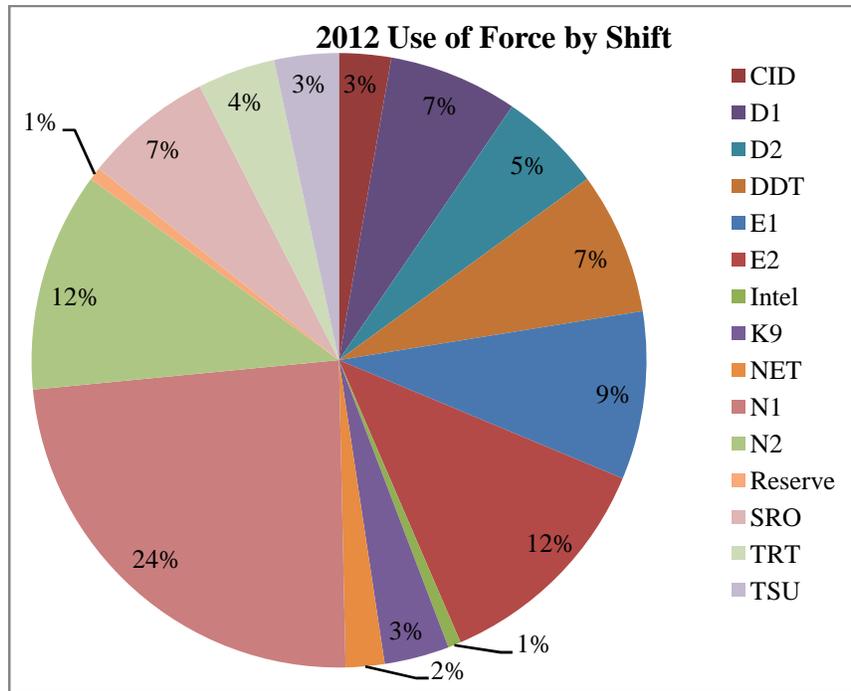
Use of Force	Reason for Contact				Total Incidents
	Dispatched Call	On-view Offense	Tactical Operation	Traffic Stop	
<b>Total</b>	<b>92</b>	<b>22</b>	<b>12</b>	<b>23</b>	<b>149</b>



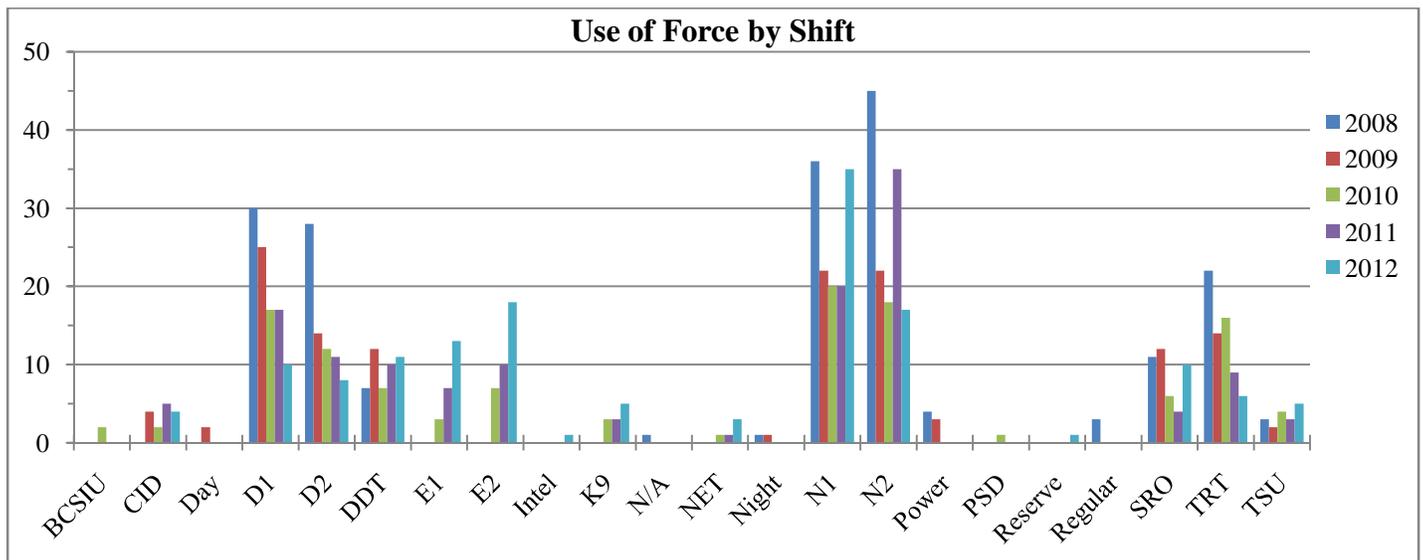
While dispatched calls remained the primary reason for an eventual use of force, there were significant increases in uses of force as a result of tactical operations and especially traffic stops. As mentioned previously, the higher number of high-risk traffic stops accounted for much of the use of force increase from 2011 to 2012. In 2012, traffic stops comprised 15% of the reasons for a use of force encounter, whereas in 2011 they accounted for only 9% of the reasons. Dispatched calls and on-view offenses both decreased in percentage from 2011 to 2012, though dispatched calls actually had one more incident in 2012 than 2011. Tactical Operations increased by 2. There were no “Other” reasons for uses of force in 2012.



## USE OF FORCE BY SHIFT

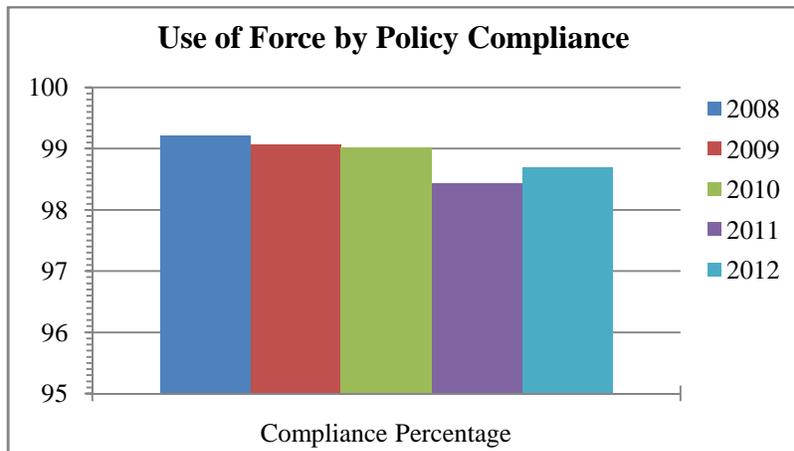
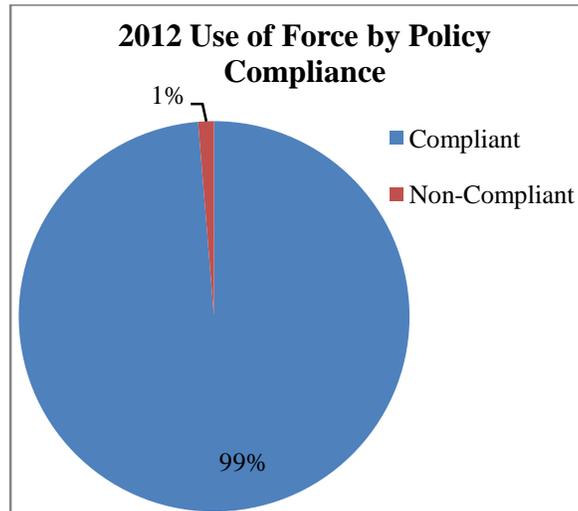


In 2012, the Night 1 shift accounted for almost ¼ uses of force. All in all, officers assigned to the Night Patrol Division (Evening 1 and 2, Night 1 and 2, and K9) were responsible for 60% of all uses of force in 2012. Officers assigned to the Day Patrol Division (Day 1 and 2, SRO, and TSU) comprised 22% of all who used force, and the remaining 18% of force was used by those in a specialty assignment (CID, DDT, Intel, NET, Reserve, and TRT). The high-risk traffic stops – mentioned previously as the reason for overall increase in uses of force – may be the reason for the significant share of uses of force by Night Patrol Division officers and those in Night 1 in particular, as several of those events occurred while those shifts were on duty. Night 1 and the Evening shifts are primarily responsible for the large increase for the Night Patrol Division, while Night 2 officers used less force in 2012 than in 2011. SROs used more force in 2012 than in the past two years, as did TSU officers.



## USE OF FORCE BY POLICY COMPLIANCE

There were three uses of force that were not compliant with Bryan Police Department policy in 2012. This is the same number as in 2011, but with the increase in overall uses of force, the 98.69% policy compliance rate for 2012 is a slight improvement over the 98.44% compliance rate in 2011, and a welcome reversal of the decline in policy compliance percentage-wise that had been occurring since 2007. The three non-compliance uses of force were from two different incidents, and all involved the act of “Pointing Firearm at Subject” during traffic stops. No one was injured during these incidents, nor were any external complaints filed as a result of the officers’ actions. Both were resolved during the chain of command review with supervisory intervention.



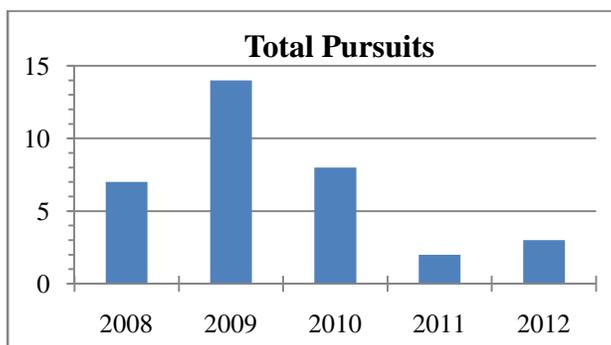
## OVERALL USE OF FORCE ANALYSIS

Overall numbers of use of force reports have remained steady over the past four years, while the applications of force (types of force count) decreased over that time frame until jumping to a 4-year high in 2012. As discussed previously, there were a high number of high-risk traffic stops performed in 2012. Rather than an increase in violent/felonious crimes, this increase is most likely due to heightened awareness and emphasis of training on the possibilities of attacks or ambushes on officers, especially when approaching suspect vehicles at night. The Bryan Police Department and its training unit continue to emphasize officer safety and quick resolutions to dangerous situations. The use of force statistics are shared with the training unit to stress those aspects of use of force training most relevant to current trends in officer activity. The high policy compliance rate for uses of force shows that officers are quick to learn proper techniques and apply them as necessary, ensuring that the minimum amount of force necessary is used to ensure the safety of all citizens.

# VEHICULAR PURSUITS

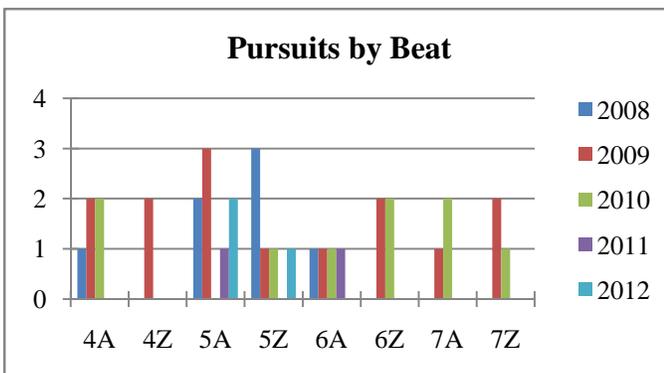
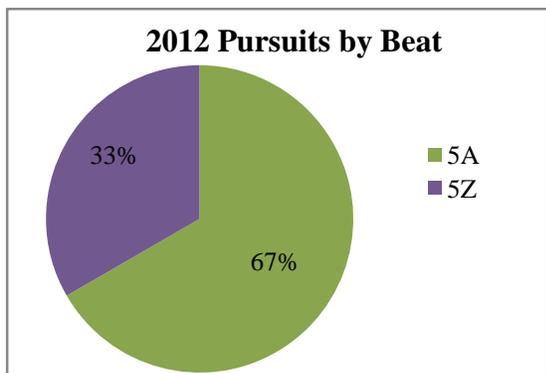
In 2012, there were three vehicular pursuits initiated by the Bryan Police Department, one more than in 2011. All were initiated to apprehend DWI suspects, and all took place in the late night/early morning hours. Two of the pursuits resulted in property damage by the suspect vehicle. On the following pages, all pursuits from 2012 have been broken down according to the beat in which they were initiated, shift of the primary officer, the day of the week, road and traffic conditions, length of pursuit, officer experience, and policy compliance.

Record	Case	Reason for Beginning	Reason for Ending	Injuries or Damage	Charges Against Subject	Policy Compliant
Date						
12-VP001	12-0600327	Suspected DWI	Suspect vehicle wrecked	2 gas meters; chain link fence	Subject Unknown	Yes
6/9/2012						
12-VP002	12-0800559	Unsafe driving	Vehicle stopped	-	DWI	Yes
8/16/2012					Evading	
					DWLI	
					Poss. CS/Marij/Paraph.	
UCW						
12-VP003	12-0900263	Driver fled initial DWI contact	Suspect abandoned vehicle	Mailbox post	Subject Unknown	Yes
9/8/2012						



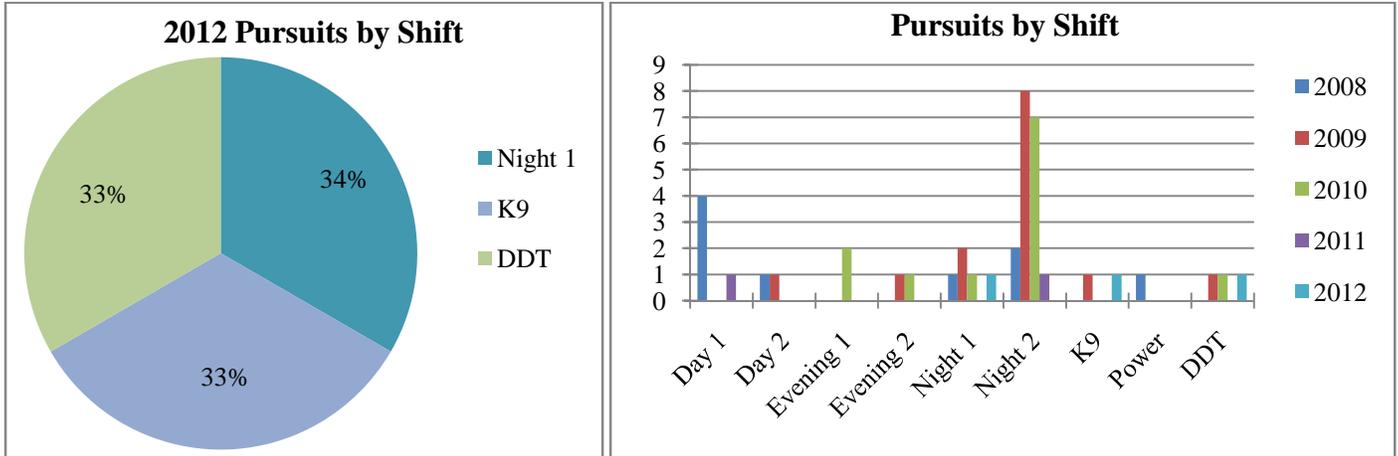
## PURSUITS BY BEAT

All three pursuits in 2012 occurred in 5 Zone. Over the past five years, beats 5A and 5Z have had more pursuits than any other beat.



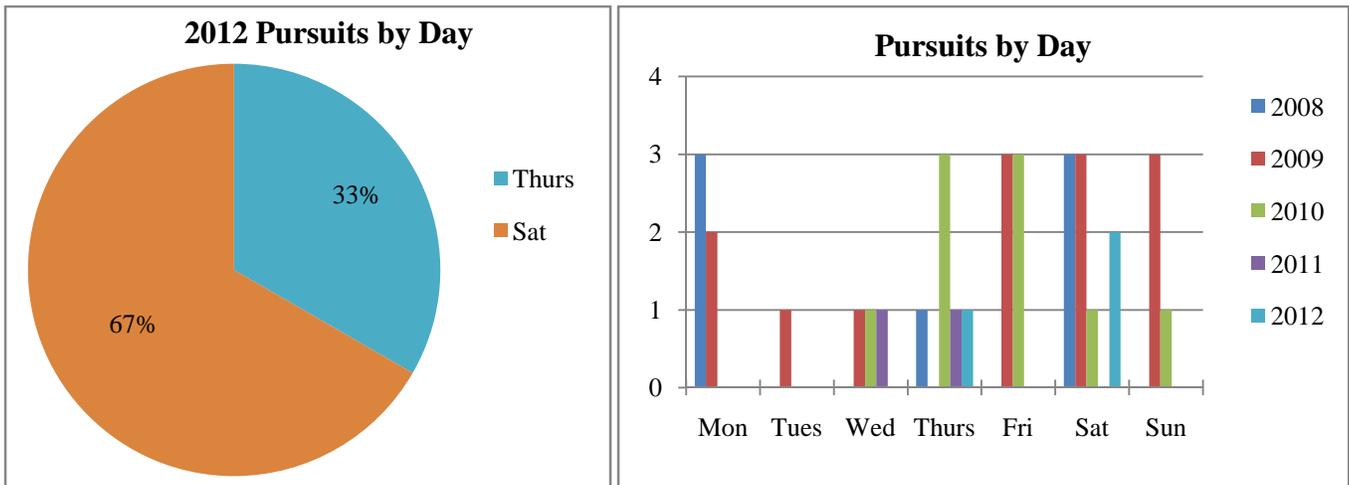
## PURSUITS BY OFFICER ASSIGNMENT

Officers from three different shifts were involved in the three pursuits of 2012. While the Night 1 and K9 shifts are specifically assigned to the Patrol Bureau, DDT officers regularly patrol the streets as well. Since all three pursuits were initiated in response to suspected DWI's – which occur most often in the evening or night time – it is unsurprising that officers who work late shifts were the ones involved, and that throughout the years officers in those positions have engaged in pursuits most often.



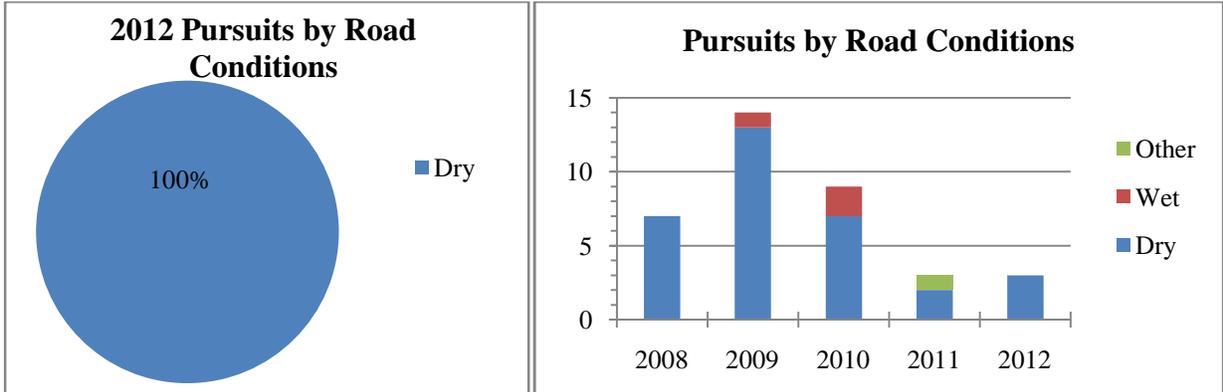
## PURSUITS BY DAY OF THE WEEK

In 2012, officers pursued twice on a Saturday and once on a Thursday. Again, this is consistent with expected times for an increase in DWI suspects, which was the primary reason for pursuit in all cases in 2012. This trend of high numbers of pursuits close to the weekend over the past five years reflects this as well.



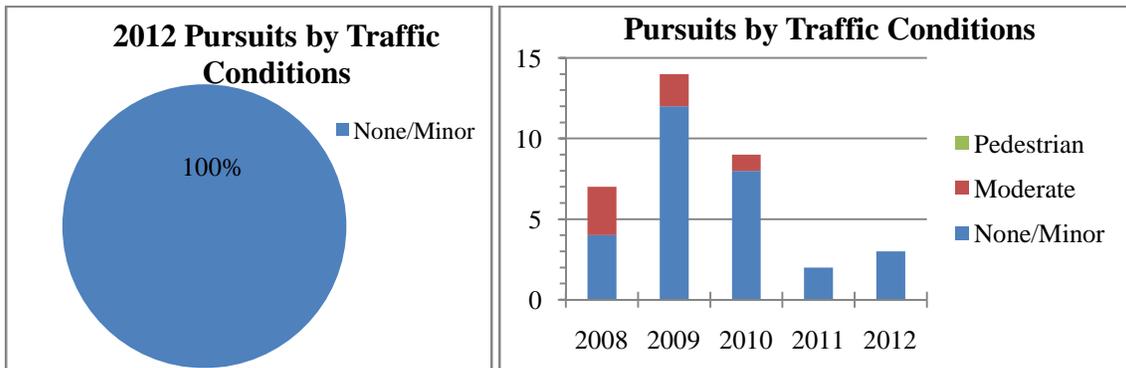
## PURSUIITS BY ROAD CONDITIONS

All pursuits in 2012 took place on dry roadways. This is consistent with both Texas weather and with the Bryan Police Department’s policy to take all safety factors in consideration prior to initiating a pursuit.



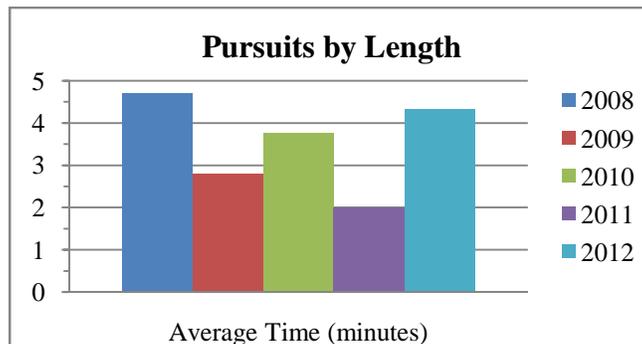
## PURSUIITS BY TRAFFIC CONDITIONS

Traffic conditions were reported as “none” or “minor” for all pursuits in 2012, as would be expected for the times at which the pursuits occurred.



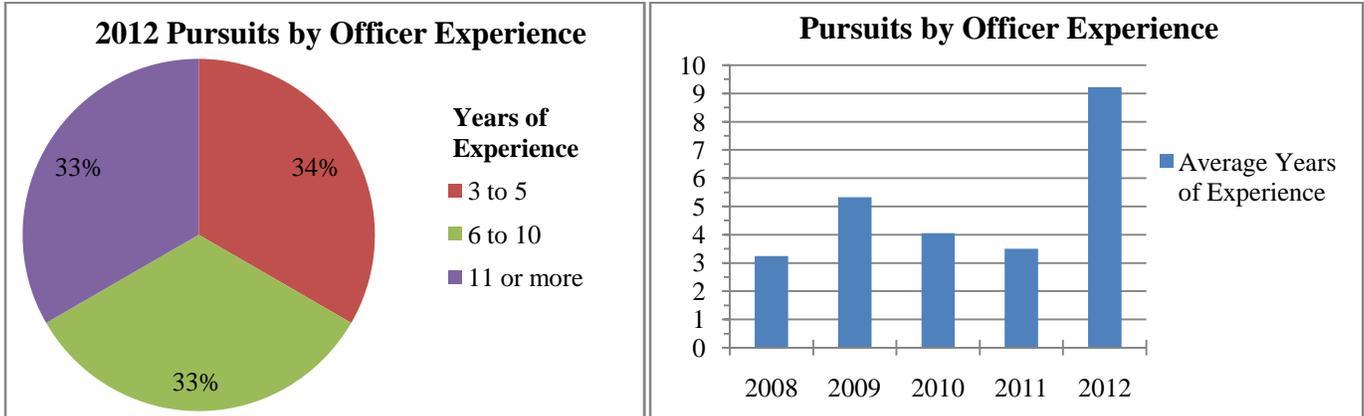
## PURSUIITS BY LENGTH

The average length of a pursuit in 2012 was 4 minutes, 20 seconds. However, two of the pursuits were only one minute each. Both of those pursuits ended after the suspects successfully fled from the pursuing officers. One pursuit lasted for 11 minutes. This was a low-speed pursuit in which the suspect vehicle drove for several miles before voluntarily stopping.



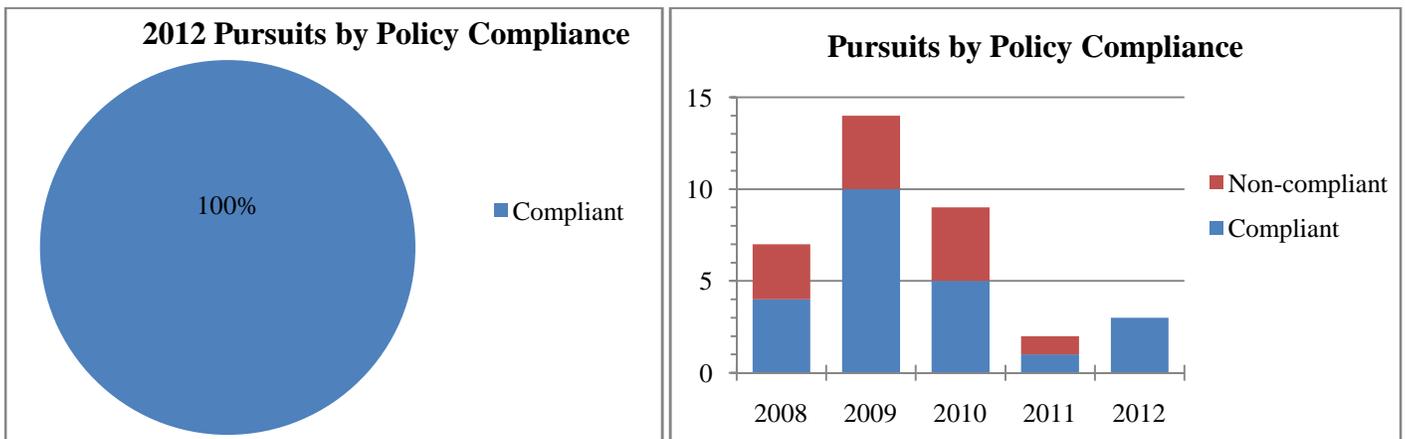
## PURSUITS BY OFFICER EXPERIENCE

The average years of experience with the Bryan Police Department of officers involved in pursuits in 2012 was just over 9 years, a significant increase from previous years. One officer had 3 years of experience with the Department, another had 8, and the other had 16 years of experience. Efforts have been made in recent years to discourage officers from pursuing unless absolutely necessary, and it is presumed that these more experienced officers are more aware of when there is need for a pursuit.



## PURSUITS BY POLICY COMPLIANCE

All three pursuits were initiated in compliance with Bryan Police Department policy. This marks the first time in the past 5 years that there has been a 100% pursuit compliance rate. Several factors may have influenced this dramatic improvement, such as the aforementioned emphasis on not engaging in pursuits unless absolutely necessary, as well as previous efforts by BPD administration and supervisors to support this policy through training, counseling, and disciplinary action when necessary.



## OVERALL PURSUIT ANALYSIS

The philosophy of the Bryan Police Department has shifted over the past few years to one that decreases the importance of vehicle pursuits in normal police operations. Policies limit the occasions on which a pursuit may be initiated and emphasize the importance of safety above all else. Regular training and communication with supervisors help sync the goals of the administration with the abilities and temperaments of the officers. The Bryan Police Department continues to strive to provide the highest quality service and to protect the citizens of Bryan with the utmost professionalism and respect.