



Bryan Police Department

# Professional Standards Division

## 2013 End of Year Report

01/01/13 – 12/31/13

\*\*\* Sterile \*\*\*



Prepared by Colleen Vranish, PSD Clerk



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## FORMAL COMMENDATIONS

Record	Award Date	Employee(s)	Formal Type	Nominating Party
13-CM001	1/30/2013	Wendt, Rebecca	Community Service Citation	McKethan, Kelley (BPD Officer)
13-CM002	2/27/2013	Peters, Caron	2012 Employees of the Year	Multiple
13-CM003		Boyd, Ellis		
13-CM004	8/29/2013	Bailey, Broddrick	Life Saving Citation	Matthews, Lance (BPD Supervisor)
		Laughlin, Steven		

## INFORMAL COMMENDATIONS

Award Date	Employee	Informal Type	Nominating Party
1/2/2013	Darby, Curtis	Informal	Parsons, Jarvis (Other Agency)
1/10/2013	Johnson, Robert	Achievement Coin	Johnson, Robert (BPD Supervisor)
	Martinez, Angel		
1/25/2013	Sylvester, Allen	Informal	Unknown (Civilian)
1/31/2013	Bona, Ryan	Achievement Coin	Terry, Nicholas (BPD Officer)
	Boswell, Brett		
	Lundell, Michael		
2/1/2013	Moutray, Christopher	Informal	Aziz, Shwan (Citizen)
2/9/2013	Houk, Michael	Achievement Coin	Boswell, Brett (BPD Supervisor)
2/14/2013	Patterson, David	Informal	Boyd, John (Civilian)
2/26/2013	Arms, Aaron	2012 Employee of the Year Nominees	Multiple
	Avila, Margot		
	Boyd, Ellis		
	Crouse, Marlin		
	Haisler, Peggy		
	James, Jason		
	McKethan, Derrick		
	Peters, Caron		
	Ramirez, Alex		
	Spillars, Steven		
	Sylvester, Allen		
Vranish, Colleen			
2/26/2013	Challis, William	Achievement Coin	Buske, Eric (BPD Administration)
	French, Steven		
	Lund, David		
	Nunn, Terrence		
	Sylvester, Allen		
3/8/2013	Tacey, Alexander	Informal	Blanton, Chris (Civilian)
3/12/2013	Halbert, Kyle	Informal	Locke, Sharon and Larry (Civilian)
	Hall, Randell		
3/26/2013	Reyes, Christopher	Informal	Reed, Amy D. (Business)
4/9/2013	McNair, John	Informal	Cannon, Bryan (Other Agency)
	Williams, Bobby		
4/22/2013	Nunn, Stacey	Informal	Brinkley, Douglas (Other Agency)
	Schooler, AC		
4/25/2013	Ingram, JP	Informal	Bashaw, Lester W. (Business)

<b>Award Date</b>	<b>Employee</b>	<b>Informal Type</b>	<b>Nominating Party</b>
4/25/2013	Davis, Stephen	Informal	Acre, Bernie (Civilian)
4/30/2013	Sennett, John	Informal	Sloan, Jim and Denise (Civilian)
5/1/2013	Gideon, Sharean	Informal	Capps, Jeff (Other Agency)
5/27/2013	Oliver, Demond	Informal	Figuroa, Katie (Civilian)
5/31/2013	Alford, Reggie	Informal	Capps, Jeff (Other Agency)
	Meadors, Kenneth		
	St. Clair, Johnny		
6/1/2013	Patterson, David	Informal	Connell, Etta (Civilian)
6/16/2013	Blankenship, Gregory	Informal	King, Leonard (Civilian)
6/25/2013	McKethan, Kelley	Informal	Wiley, John F. (Business)
7/1/2013	Agnew, Jon	Informal	Frye, Larry (Other Agency)
	Beason, Cary		
	Moutray, Christopher		
	Swartzlander, Donald		
7/2/2013	Halbert, Kyle	Informal	James, Jason (BPD Supervisor)
7/18/2013	Bona, Ryan	Informal	Capps, Jeff (Other Agency)
	Hanks, Chad		
	Henderson, Eric		
	Maynard, Jackie		
7/22/2013	Ingram, JP	Informal	Mason, Ms. (Civilian)
8/13/2013	Long, David	Informal	Buckley, Elizabeth (Civilian)
8/14/2013	Snyder, Brendt	Informal	Munson, Patsy (Civilian)
8/22/2013	Gray, Christopher	Informal	Petroski, Frank (Civilian)
	Laughlin, Steven		
	Snyder, Brendt		
9/5/2013	Hanks, Chad	Informal	Capps, Jeff (Other Agency)
10/4/2013	Amaya, Candido	Informal	Murphy, Ken and Tanya (Civilians)
10/9/2013	Amaya, Daniel	Achievement Coin	James, Jason (BPD Supervisor) Maynard, Jackie (BPD Supervisor)
	Barber, Curtis		
	Castelline, Daniel		
	Gray, Christopher		
	Hanks, Chad		
	Hodson, Ryan		
	(cont.)		

<b>Award Date</b>	<b>Employee</b>	<b>Informal Type</b>	<b>Nominating Party</b>
10/9/2013 (cont.)	James, Jason	Achievement Coin	James, Jason (BPD Supervisor) Maynard, Jackie (BPD Supervisor)
	Laughlin, Steven		
	Maldonado, Marcelo		
	Melnik, Walter		
	Waller, Seth		
	Wommack, John		
10/9/2013	Stearns, Audra	Informal	James, Jason (BPD Supervisor)
10/15/2013	Lopez, Koren	Informal	Parsons, Jarvis (Other Agency)
11/14/2013	Lund, David	Informal	McGuire, Charles (Civilian)
11/15/2013	Bona, Ryan	Informal	Blackburn, Laura (Other Agency)
12/12/2013	Lundell, Ryan	Informal	Dick, Charlotte (Civilian)

## CLASS I COMPLAINTS

Record	Date	Source of Complaint	Complaint	Investigator	Chief of Police Finding	Disciplinary Action
13-CI-001	2/22/2013	Civilian	G.O. 01-05.8 III	Gideon	Exonerated	-
			G.O. 01-05.8 III		Exonerated	
			G.O. 01-05.8 III		Exonerated	
13-CI-002	3/1/2013	Civilian	G.O. 01-05.8 III	Gideon	Exonerated	-
			G.O. 01-05.8 IV.C.		Exonerated	
			G.O. 01-05.7 IV.D		Exonerated	
			G.O. 01-05.8 III		Exonerated	
			G.O. 01-05.8 IV.C.		Exonerated	
			G.O. 01-05.8 IV.D		Exonerated	
			G.O. 03-18.3 III.G.8		Exonerated	
G.O. 03-18.3 III.G.15	Exonerated					
13-CI-003	6/6/2013	Civilian	G.O. 01-05.8 III	Gideon	Exonerated	-
			G.O. 01-06.3 IV.C.3		Exonerated	
			G.O. 01-05.8 III		Exonerated	
			G.O. 01-06.3 IV.C.3		Exonerated	
13-CI-004	10/31/2013	Civilian	G.O. 03-18.3 III.G.11	Gideon	Sustained	Written Reprimand
			G.O. 03-18.3 III.G.38		Unfounded	
13-CI-005	12/6/2013	Civilian	G.O. 01-05.8 III	Halbert	Exonerated	-
			G.O. 03-18.3 III.G.15		Unfounded	
			G.O. 01-05.8 III		Unfounded	
			G.O. 03-18.3 III.G.15		Unfounded	

### 2013 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			1			1	1
Confidential Information				1		1	1
Courtesy	2		1			3	3
Improper Arrest			2			2	2
Personal Involvement	1				1		1
Use of Force	1		12			13	13
<b>Total</b>	<b>4</b>	<b>0</b>	<b>16</b>	<b>1</b>	<b>1</b>	<b>20</b>	<b>21</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
13-CII-001	1/23/2013	BPD Supervisor	G.O. 04-04.2 IV.B.2	Kilgore	Sustained	Written Reprimand
			G.O. 04-04.2 V.A.1		Sustained	
13-CII-002	3/7/2013	BPD Supervisor	G.O. 03-18.3 III.G.8	Gideon	Sustained	Written Reprimand
			Report SOP 82.1.5		Sustained	
13-CII-003	3/7/2013	Civilian	G.O. 03-18.3 III.G.15	Gideon	Not Sustained	-
			G.O. 03-18.3 III.G.15		Exonerated	
13-VP002	7/20/2013	BPD Supervisor	G.O. 04-04.2 V.1	Melnyk	Sustained	Written Reprimand
13-VP004	8/27/2013	BPD Supervisor	G.O. 04-04.2 IV.E.3	Halbert	Sustained	Written Reprimand
13-CII-004	10/24/2013	BPD Administration	G.O. 03-18.3 III.G.9	Gideon	Sustained	Oral Reprimand
			G.O. 03-18.3 III.G.9		Sustained	Oral Reprimand
13-UF130	12/27/2013	BPD Administration	G.O. 01-05.8 III	Patterson	Sustained	Informal Counseling

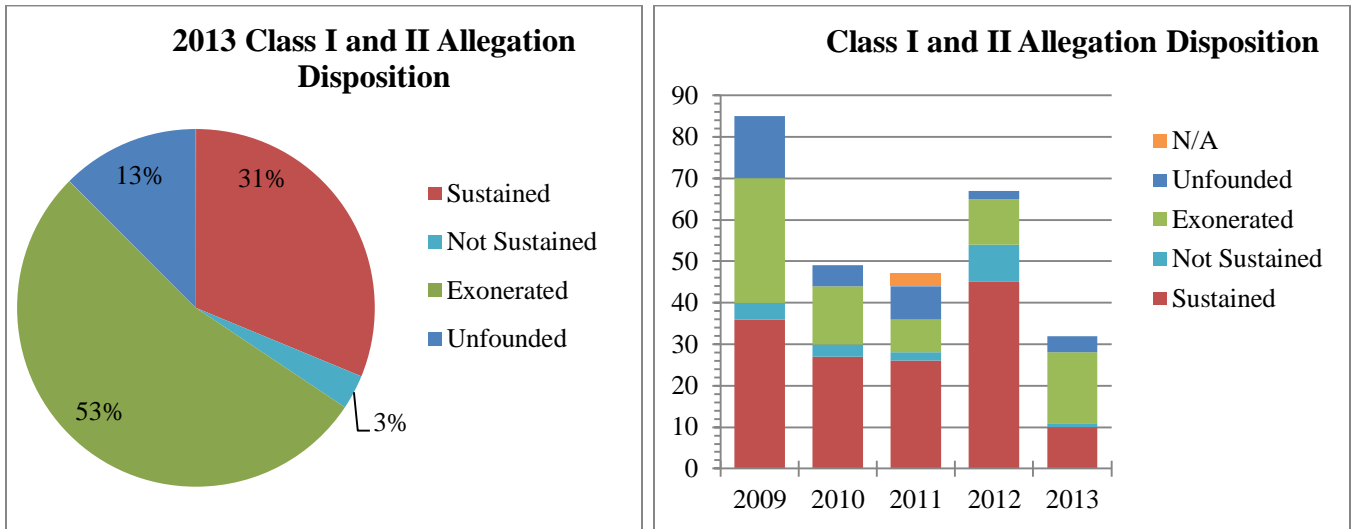
### 2013 CLASS II COMPLAINTS SUMMARY

Alleged Violation (Class II Complaints)	Investigation Results				Complaint Source		Total Allegations
	Unf.	N.S.	Ex	Sus.	Int.	Ext.	
Competent Discharge of Duties				1	1		1
Courtesy		1	1			2	2
Personal Conduct				2	2		2
Report Writing				1	1		1
Use of Force Procedures				1	1		1
Vehicle Pursuit/Emergency Response				4	4		4
<b>Total</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>9</b>	<b>2</b>	<b>11</b>

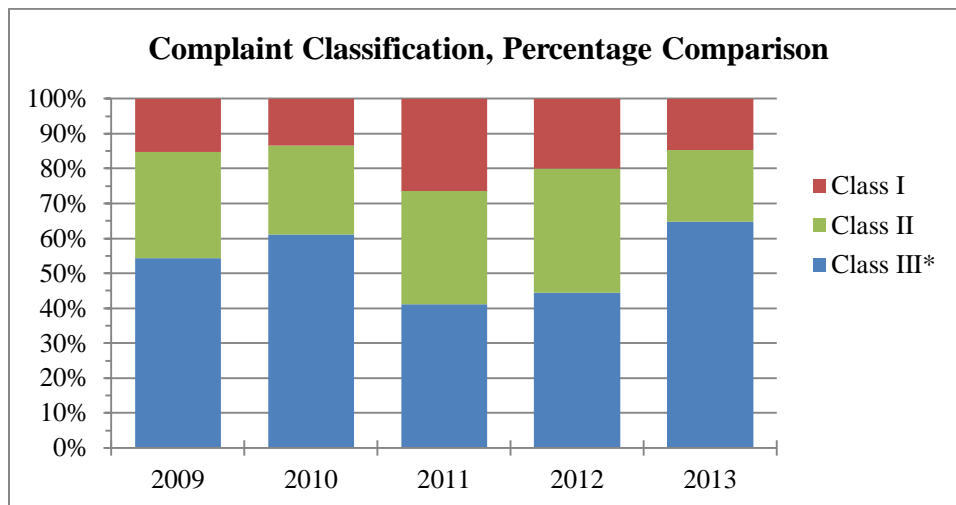
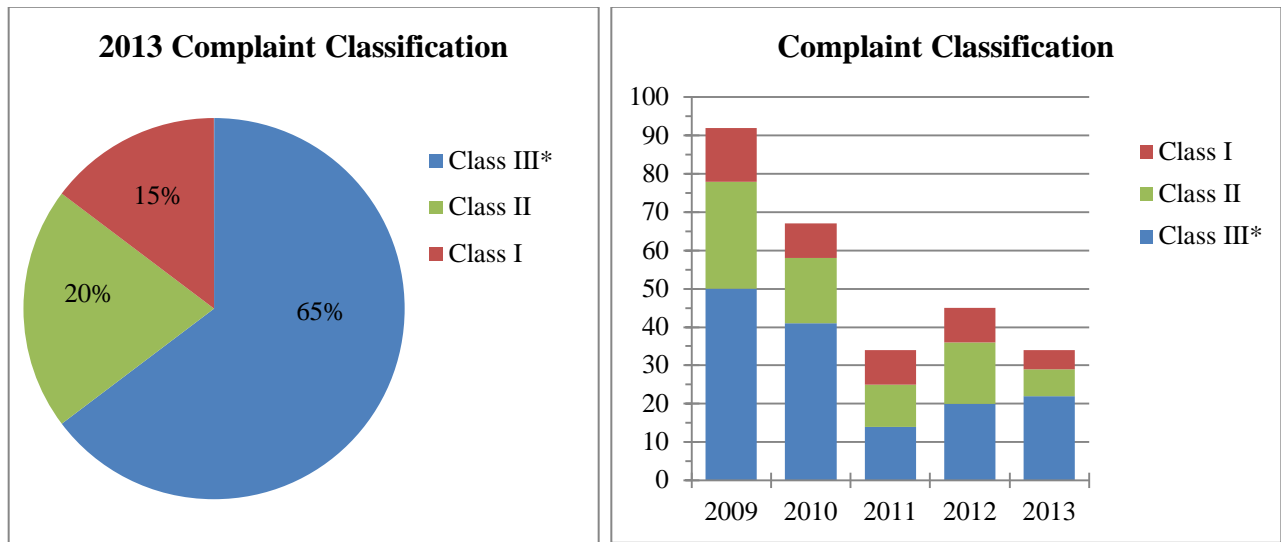
Unf. = Unfounded; N.S. = Not Sustained; Ex. = Exonerated; Sus. = Sustained; Int. = Internal; Ext. = External

# INTERNAL INVESTIGATIONS SUMMARY

## ALLEGATION DISPOSITION



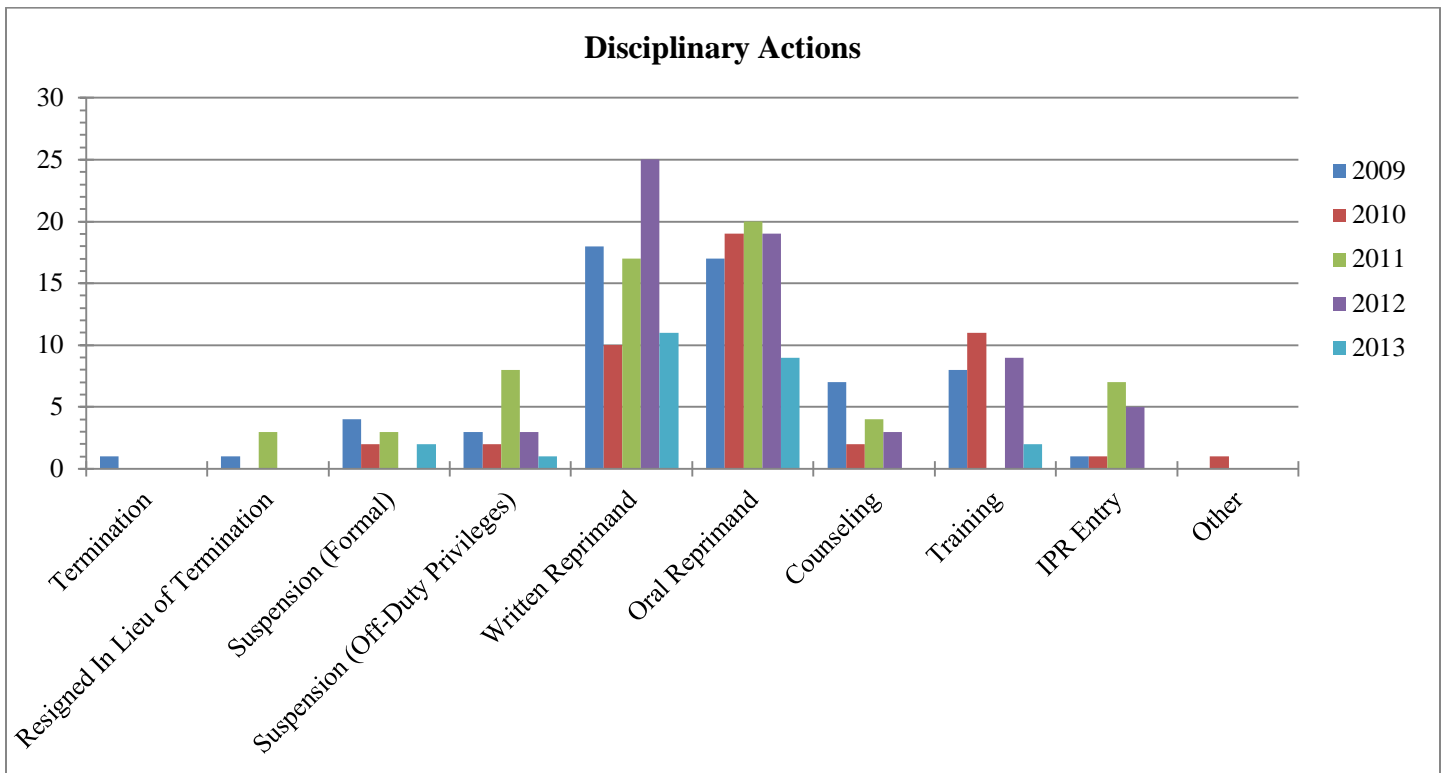
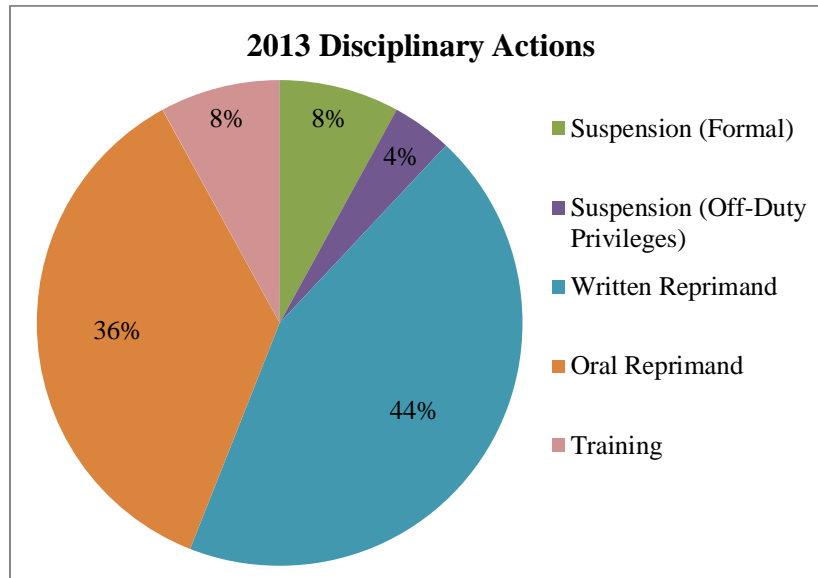
## COMPLAINT CLASSIFICATION



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

# DISCIPLINARY ACTIONS

In 2013, 19 employees received 23 disciplinary entries from 19 different events, resulting in 25 disciplinary actions tracked by PSD. Some disciplinary actions listed here (such as the formal suspensions) were the result of internal investigations begun in 2012 but not concluded until 2013; therefore, the corresponding complaint details may be found in the 2012 PSD End of Year Report rather than this one. It is also 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, these may be included in 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.

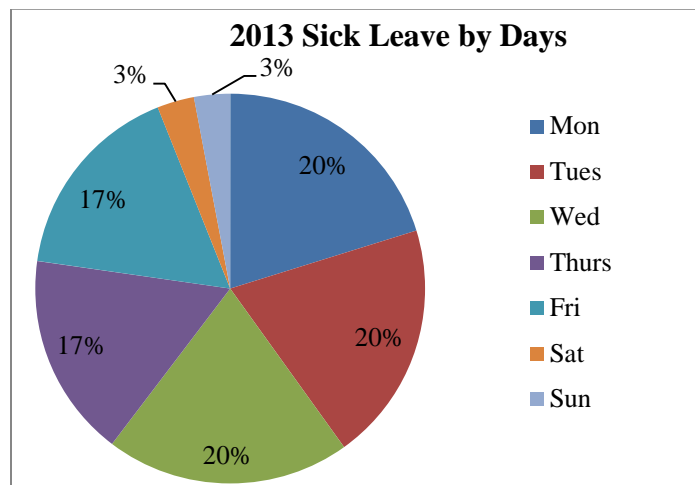
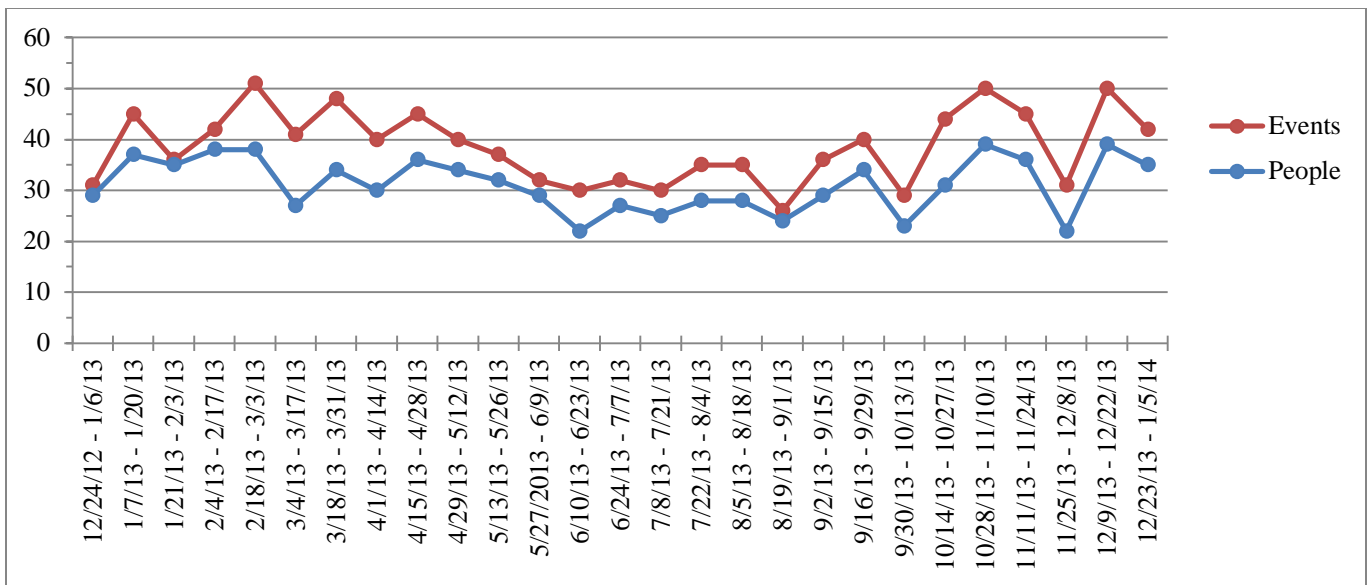


# SICK LEAVE

The Bryan Police Department began tracking sick leave use by full-time employees in November 2012. Sick leave data is gathered via a report created from employee time cards on a bi-weekly basis, coinciding with each pay period. The PSD makes all efforts to enter in sick leave per “event”. An event may range from 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. In addition, the first and final pay periods used for each year include data from the previous year and following year, respectively. To remain consistent with entering events from the whole pay period, all sick leave taken in that pay period is included in this report.

The data for 2013 is taken from the pay periods covering December 24, 2012 through January 5, 2014. This report will not contain a comparison chart since 2013 was the first full year of data collection; however, future comparison charts between years will use data points labeled “Pay Period 1”, “Pay Period 2”, etc., rather than by specific dates since those will change from year to year.

In the twenty-seven pay periods covering 2013, 158 employees used sick leave for 1044 events. Of those people, all but 33 had multiple sick leave events. There were also 22 employees (of those still employed by the Department at the time of this report) who did not use sick leave at all in the 2013 pay periods. Wednesday was the most popular day for sick leave use, followed closely by Monday and Tuesday.



## **GRIEVANCES**

Based on the current definition of “grievance” by the City of Bryan and the Bryan Police Department, no BPD employee filed a grievance in 2013. In fact, the most recent formal grievance was filed and resolved in 2007.

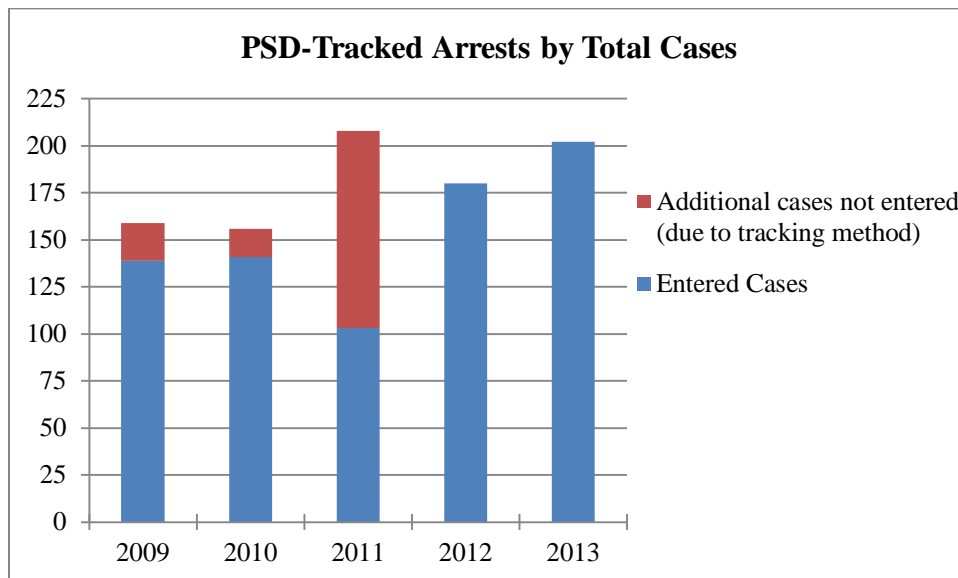
The City defines a grievance as “unequal and/or unlawful treatment, interpretation and/or application of City or departmental policies, procedures, practices; and retaliation” and sets out the specific procedures to file a grievance. These procedures mandate that other options be pursued prior to initiating the grievance process, such as working through the appropriate Chain of Command to resolve the issue of concern. In addition to this policy, there may be additional factors that have led 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 2013, there were 202 cases involving arrests for these charges, out of 5502 total agency arrests and 13815 total case numbers.

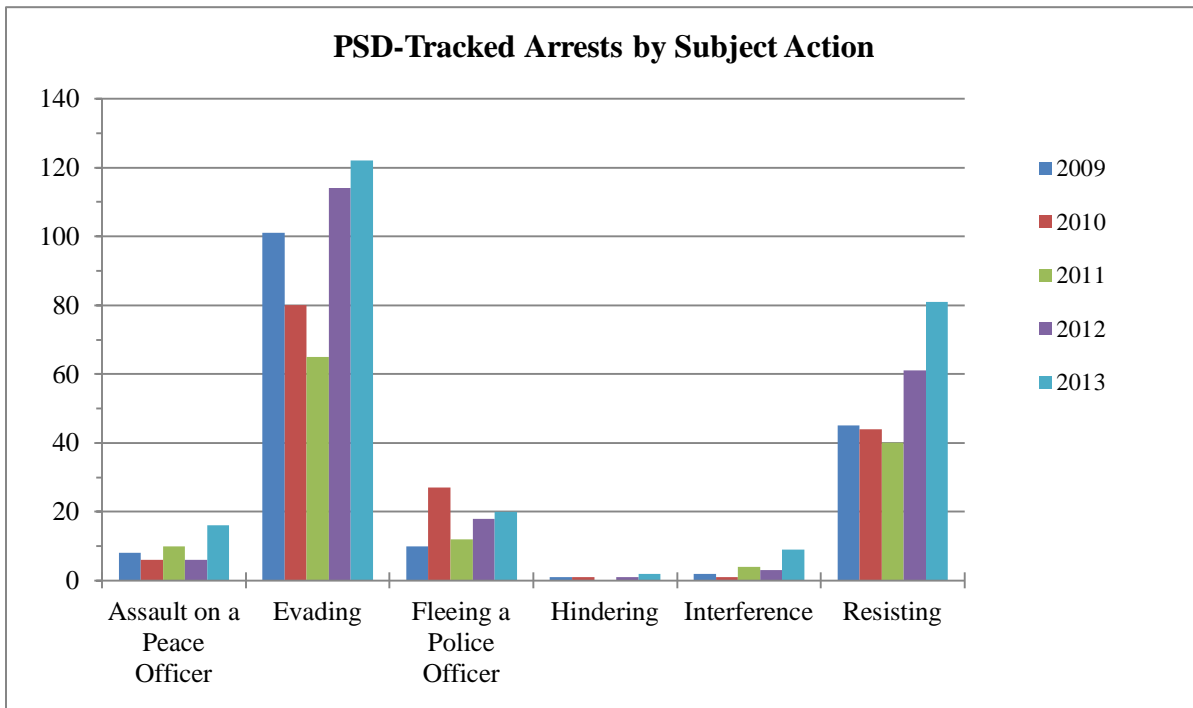
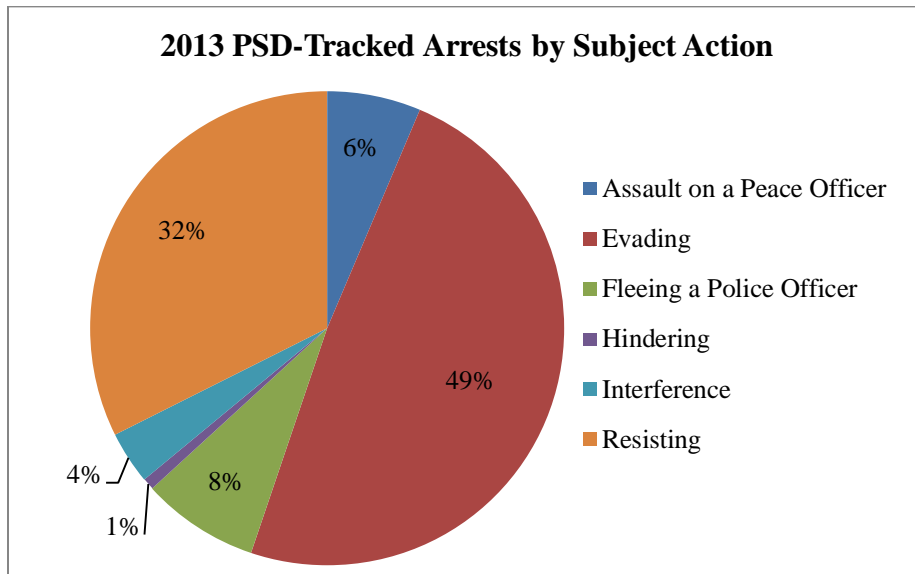
The chart below shows the number of cases involving PSD-tracked arrests over the past five years. It should be noted that prior to 2012, the Professional Standards Division relied on the “pink” copies of the paper arrest reports – forwarded through several divisions of the Department before finally reaching PSD – to enter the tracked arrest data. In early 2012, it was determined that this method had resulted in significant data loss due to the gradual implementation and use of digital arrest reports – some arrest reports were still handwritten and forwarded physically, but many were now completed electronically and not forwarded in the same manner. Thus, it was necessary to create and utilize a digital report to gather the PSD-tracked arrest information directly from the records system. The use of this report determined the major loss of data was in 2011 (signifying increased use of digital arrest reports) with smaller losses in 2009 and 2010, probably due to human error in the paper forwarding process. By now using the electronic report exclusively, the PSD is able to confidently report comprehensive arrest data for 2012-13 and beyond.



It is important to note that due to the nature and limitations of the electronic report now used by the PSD, it is impractical to recalculate and enter all data for 2009-2011 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 2009-2011 based on the paper copies and as documented in the previous End-of-Year/Annual Reports.

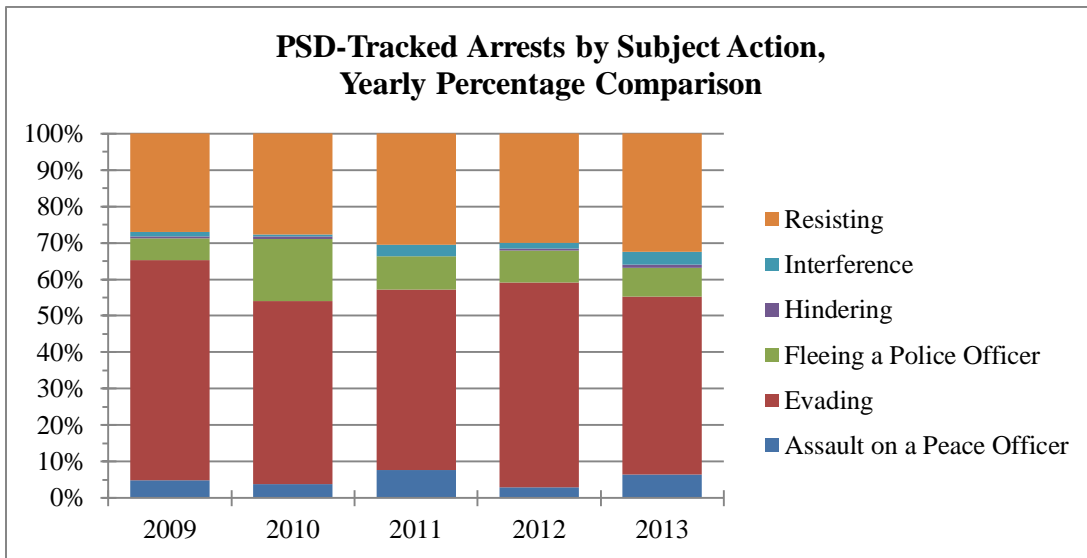
## PSD-TRACKED ARRESTS BY SUBJECT ACTION

2013	Charge						Total
	Assault on a Peace Officer	Evading	Fleeing a Police Officer	Hindering	Interference	Resisting	
Arrest Subjects	16	122	20	2	9	81	250



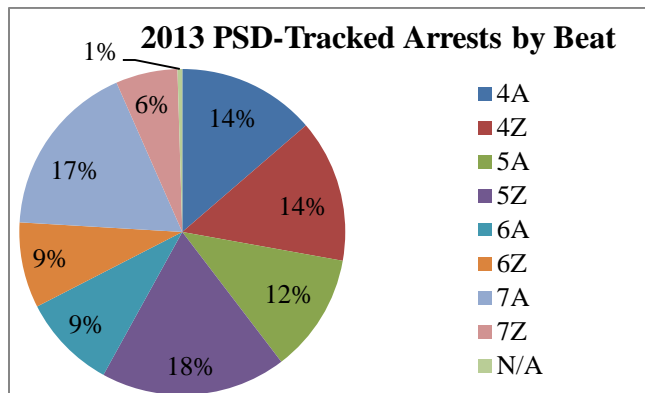
## ARRESTS BY SUBJECT ACTION, cont.

Overall arrest numbers increased dramatically from 2012 to 2013. In 2012, there were 203 PSD-tracked arrest charges whereas there were 250 arrest charges filed in 2013. Most of the increase came from the categories of Resisting arrest (20 more) and Assault on a Peace Officer (10 more). Since the data from 2009-2011 was determined to be incomplete, conclusions drawn from any comparison of raw arrest numbers including those years (such as in the chart above) would be statistically invalid. Therefore, the below chart has been provided as a more accurate indication of PSD-tracked arrest trends over the past five years, based on the percentage of each PSD-tracked arrest charge filed every year. It is presumed that within each year the ratio of arrest charges would remain relatively consistent even if the additional reports had been entered from 2009-2011. In 2013, the most common charge of the six arrest charges tracked by PSD was Evading, followed by Resisting Arrest. However, Evading comprised a smaller percentage of arrests than in previous years, with Resisting showing a slight increase from 2012 as well as Assault on a Peace Officer. Interference and Hindering remain as the least frequently entered charges, though both showed increases in 2013.



## PSD-TRACKED ARRESTS BY BEAT

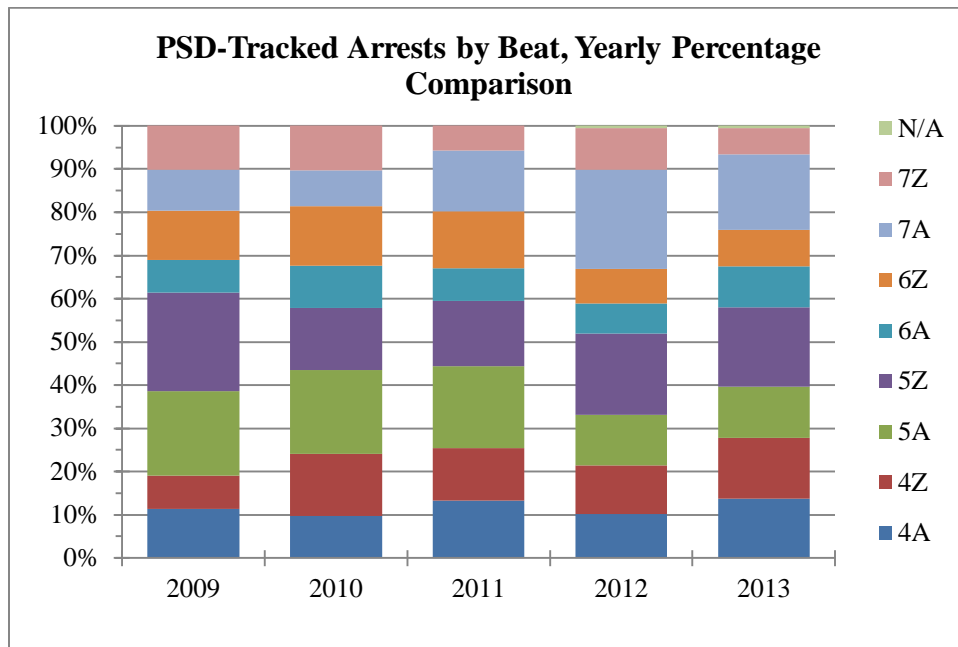
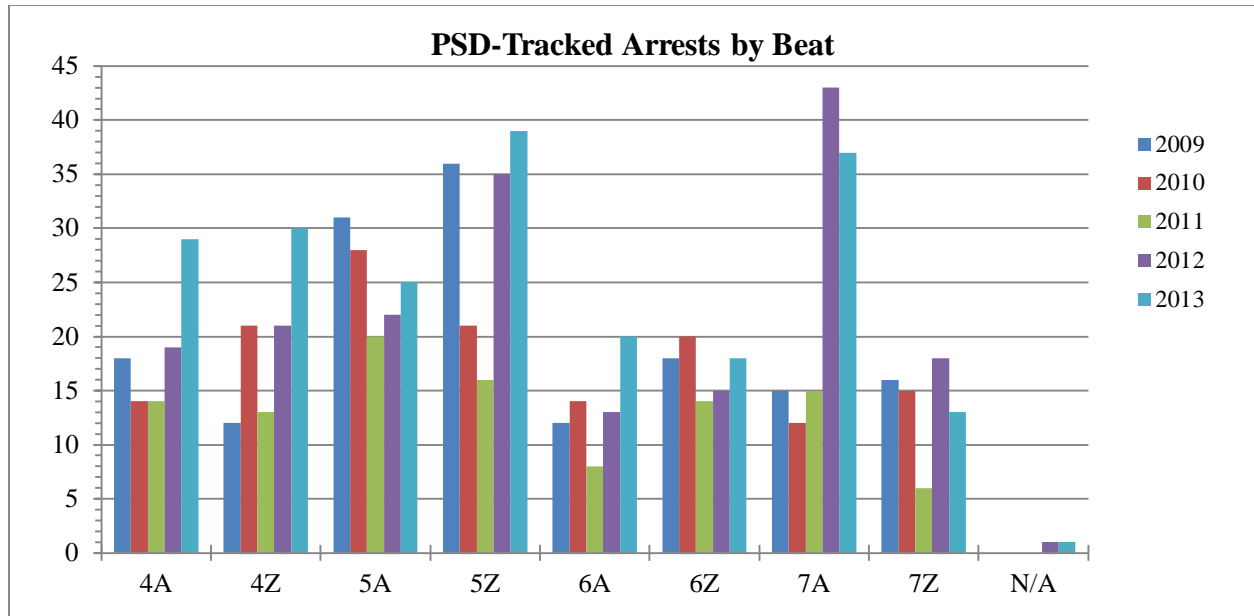
2013	Beat									Total
	4A	4Z	5A	5Z	6A	6Z	7A	7Z	N/A	
Arrest Subjects	29	30	25	39	20	18	37	13	1	212





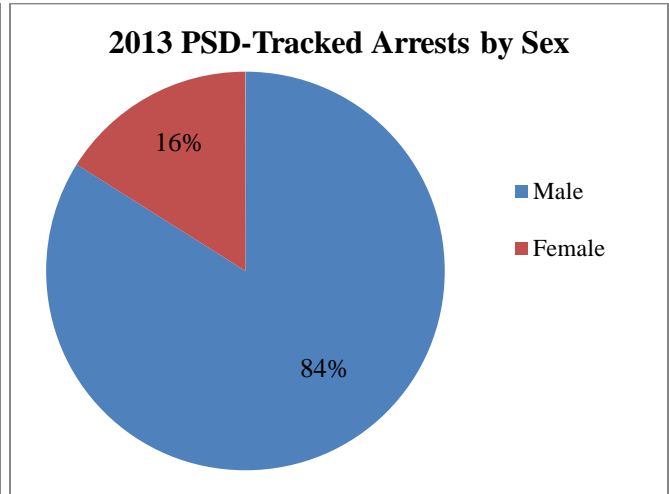
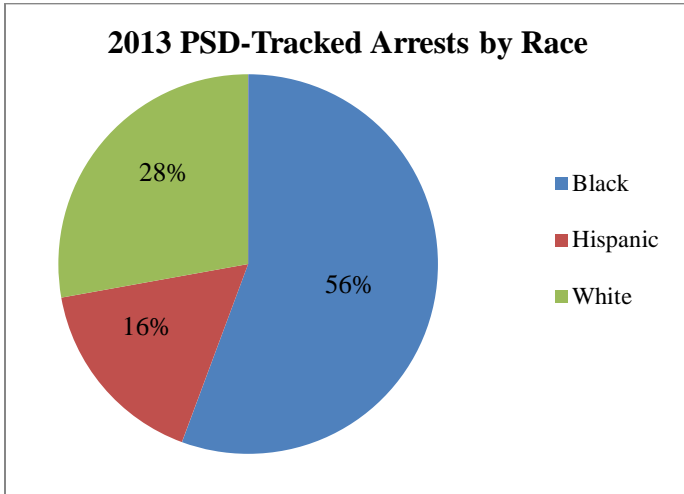
### ARRESTS BY BEAT, cont.

In 2013, 5 Zone had 30% of all PSD-tracked arrests, followed by 4 Zone with 28%. 7 Zone had 24% of the arrests, and 6 Zone only accounted for 18%. This is, however, the most balanced that PSD-tracked arrests have been across zones in recent years – previous distributions included extremes of 15% (6 Zone, 2012) to 42% (5 Zone, 2009). Despite the significant increase in arrest numbers from 2012 to 2013, the beats in 7 Zone both had lower arrest numbers in 2013. Beat 6A had the highest percentage increase (54%, from 13 to 20 arrests), while 4A showed the highest numerical increase (from 19 to 29, a 53% increase). The single “N/A” arrest occurred during a warrant service in College Station participated in by BPD, in which the suspect evaded arrest.

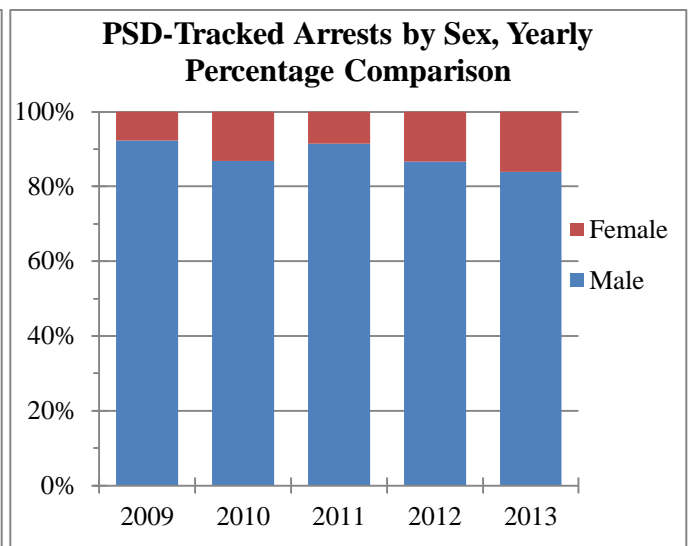
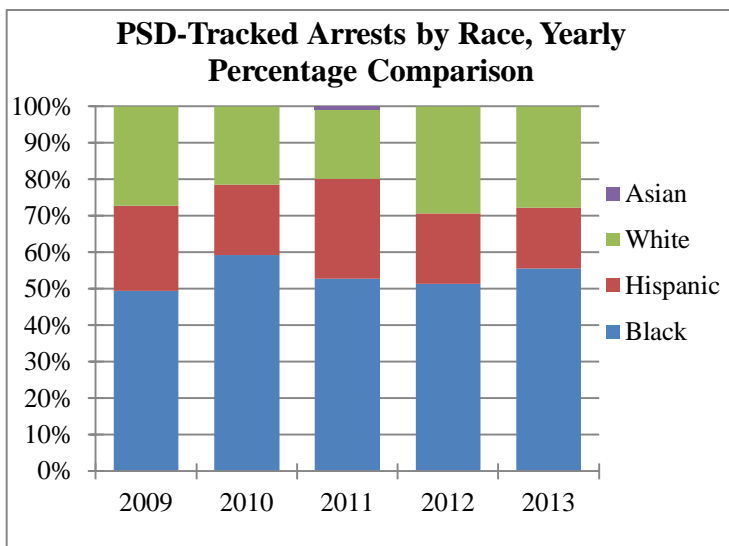


## PSD-TRACKED ARRESTS BY RACE AND SEX

	Race / Sex						
	Black		Hispanic		White		
	F	M	F	M	F	M	
2013							
Arrest Subjects	16	102	4	31	14	45	212

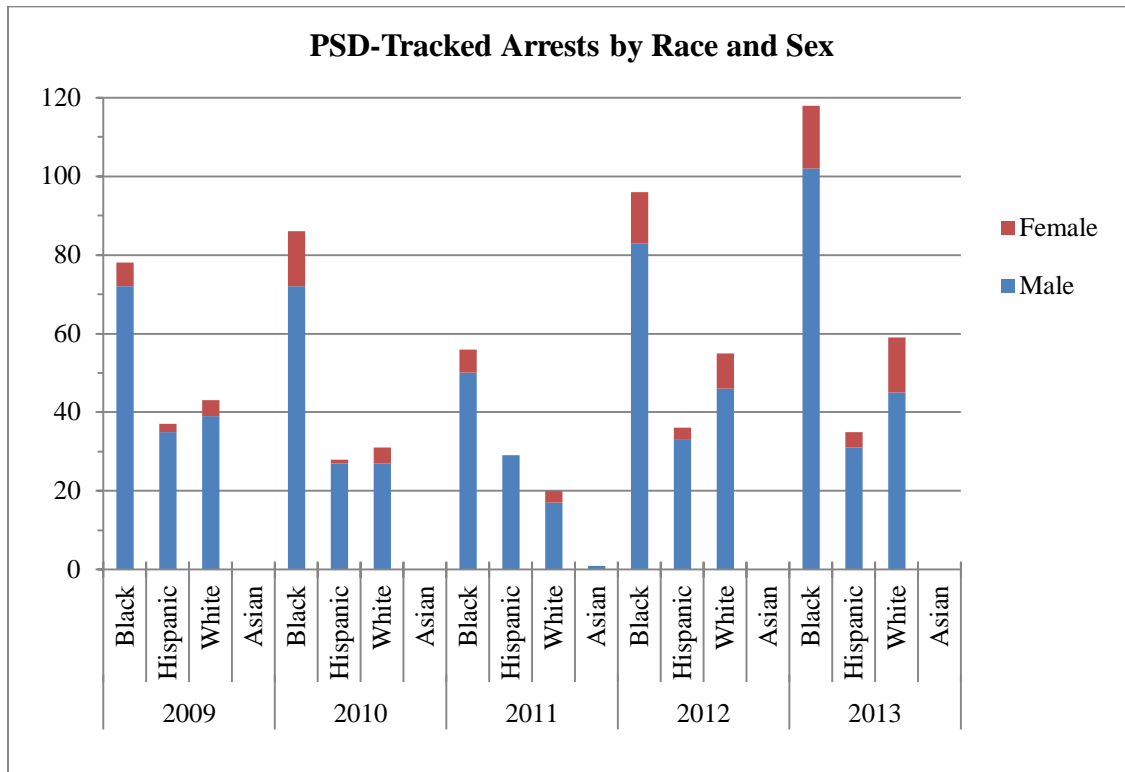
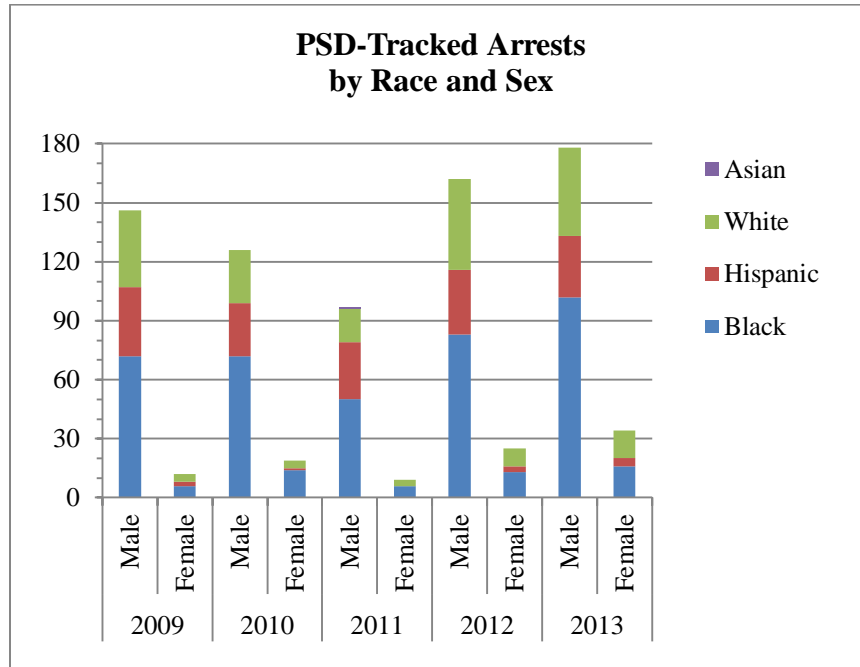


2013 arrest numbers show more than half of subjects in PSD-tracked arrests were Black. White subjects made up slightly more than a quarter of those arrested, while Hispanics totaled 16% of PSD-tracked arrests. Males accounted for 84% of every 10 PSD-tracked arrests. The distribution of arrests between races is roughly similar to previous years (though Hispanic arrests are at the lowest percentage in the past 5 years). The percentage of females arrested under PSD-tracked charges has increased slightly over the past 3 years and overall since 2009.



### ARRESTS BY RACE AND SEX, cont.

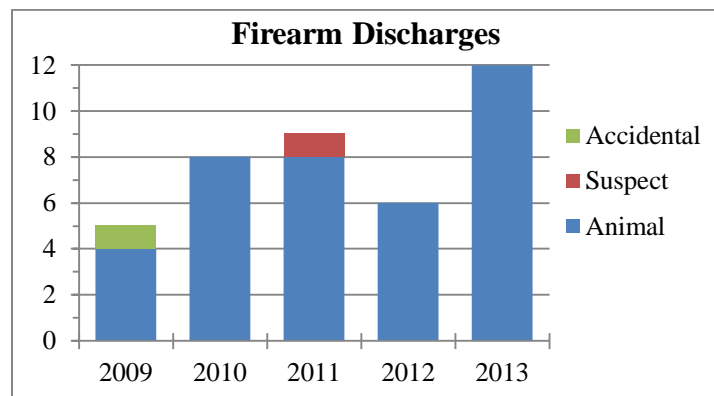
The biggest percentage increase (56%) from 2012 to 2013 occurred in white females, followed by Hispanic females with 33%. However, the largest numerical increase was in black males, from 83 arrests in 2012 to 102 in 2013. Both white males (-2%) and hispanic males (-6%) saw a slight decline in arrest charges. Black females saw a 23% increase.



# FIREARM DISCHARGES

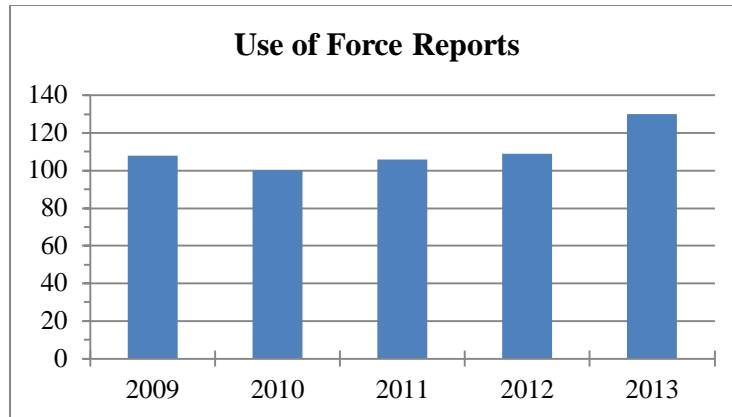
In 2013, there were 12 firearm discharges for 11 incidents, all on animal subjects: two for dangerous dogs, and nine for injured animals hit by cars or in the roadway (eight deer and one cow). All complied with Bryan Police Department policies.

Record	Case	Shots Fired	Reason for Shots	Results
Date				
13-FA001	13-0100478	1	Deer with broken legs struck by car	Fatal
1/15/2013				
13-FA002	13-0200065	2	Growling, barking pitbull not allowing residents to approach home	Fatal
2/2/2013				
13-FA003	13-0500820	3	Growling, barking pitbull preventing ACO from exiting vehicle, charged officer	Fatal
5/20/2013				
13-FA004	13-0600478	1	Deer struck by car, unable to move	Fatal
6/12/2013				
13-FA005	13-0901088	1	Deer hit by vehicle, unable to get up	Fatal
9/28/2013				
13-FA006	13-1000541	1	Deer could not use back legs	Fatal
10/12/2013				
13-FA007	13-1001063	1	Deer bleeding, unable to stand	Fatal
10/25/2013				
13-FA008	13-1001084	1	Deer lying in road with broken legs	Fatal
10/26/2013				
13-FA009	13-1100376	1	Deer, broken back leg, unable to walk	Fatal
11/10/2013				
13-FA010	13-1100349	1	Cow hit by car, eviscerated	Fatal
11/9/2013		7		
13-FA011	13-1200073	2	Deer, broken rear leg, bleeding from mouth, gasping for air	Fatal
12/2/2013				



## USES OF FORCE

All Use of Force reports generated by officers are forwarded to the Professional Standards Division via the Chain of Command, and are reviewed to ensure compliance with Department policies and standards. In 2013, 65556 calls for service resulted in 130 Use of Force Reports. The Chain of Command review found that only one of these violated BPD policy and procedures. In addition, the PSD thoroughly investigated all externally generated allegations of excessive or improper force, and determined those complaints to be unfounded or the officers' actions exonerated. The following pages contain the 2013 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.

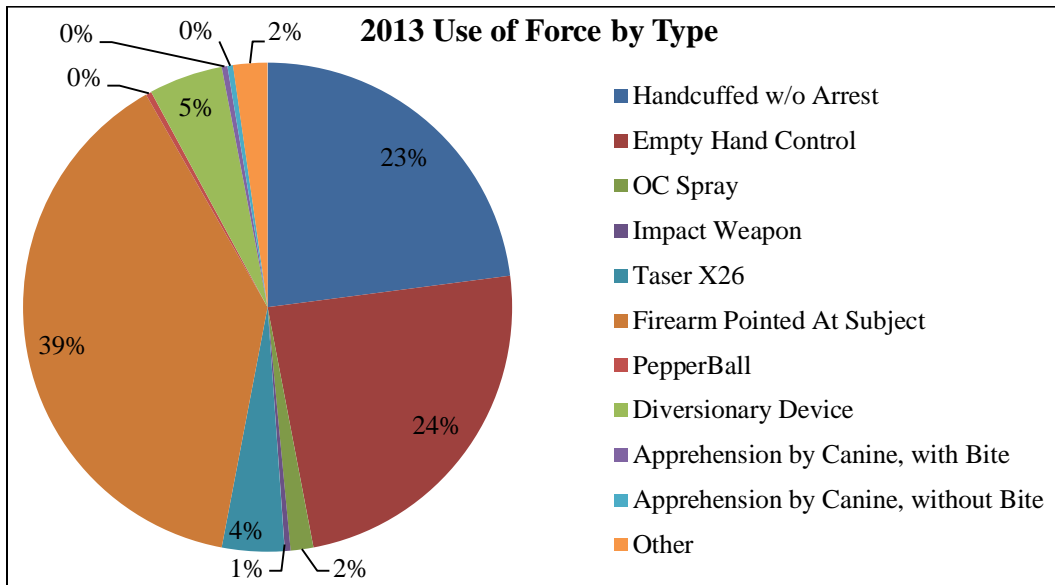


### TYPE OF FORCE

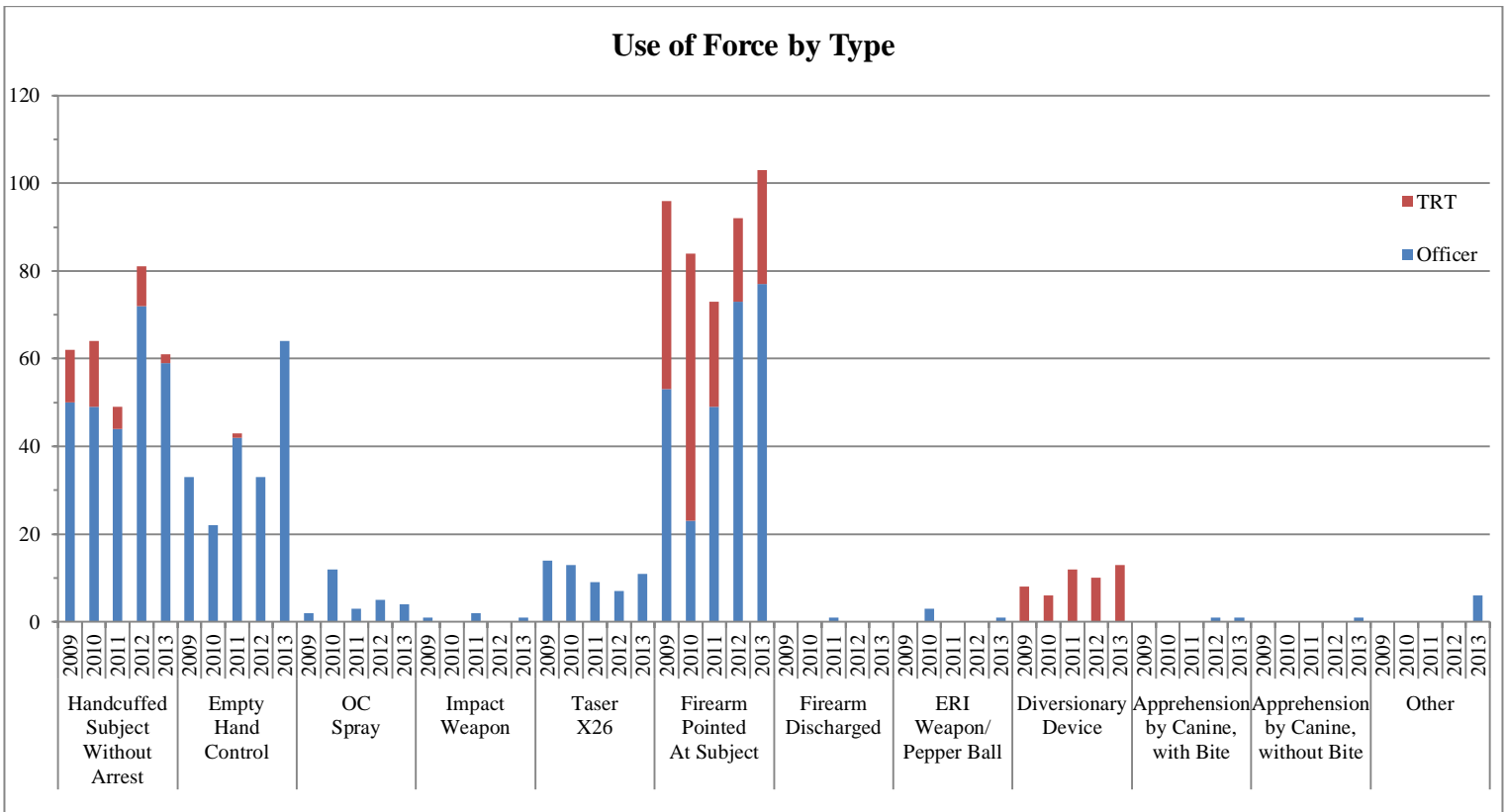
Officer	Force Type (NPC - Not Policy Compliant; PC = Policy Compliant)												Total Incidents
	Handcuffed Subject Without Arrest	Empty Hand Control	OC Spray	Impact Weapon	Taser X26		ERI Weapon / PepperBall	Firearm Pointed at Subject	Apprehension by Canine, Without Bite	Apprehension by Canine, With Bite	Other	Diversionary Device	
	PC	PC	PC	PC	NPC	PC	PC	PC	PC	PC	PC	PC	
Tactical Response Team	2	0	0	0	0	0	0	26	0	0	0	13	<b>41</b>
Non-TRT Officers	59	64	4	1	1	10	1	77	1	1	6	0	<b>225</b>
<b>Total</b>	<b>61</b>	<b>64</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>10</b>	<b>1</b>	<b>103</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>13</b>	<b>266</b>

The total number of Use of Force reports increased by approximately 19%, from 109 reports in 2012 to 130 in 2013, and the overall types of force used experienced a similar increase of 16%. The most extreme changes were in the uses of “Handcuffed Subject Without Arrest” and “Empty Hand Control”. Incidents involving handcuffing a subject without arrest actually decreased by 25%, whereas uses of empty hand controls nearly doubled from last year. Another significant difference was the number of reported “Other” uses of force. These indicate types of forceful actions not usually found on the force continuum, but employed and reported for a variety of reasons. One example was a suspect that attempted to flee from an officer over a fence but was subsequently pulled off and to the ground by the officer, sustaining an injury in the process. Policy mandates that a Use of Force report be completed in that situation. There were also two canine apprehensions in 2013, one with a bite and one without. In both incidents the same canine was involved.

### USE OF FORCE BY TYPE, cont.

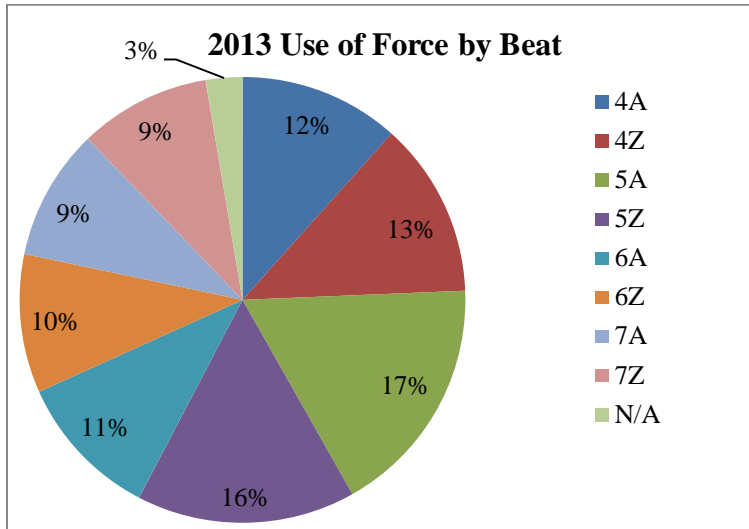


“Firearm Pointed at Subject” was again the most common type of force used, with 39% of overall uses of force and 34% of officer-only (without TRT) uses of force. However, with the significant increase of “Empty Hand Control” techniques used, 2013 was the first year in which that type of force exceeded that of “Handcuffed Subject Without Arrest.” The remaining types of force experienced some changes, but as can be seen by the chart below, still fell within predicted ranges as based on previous years.

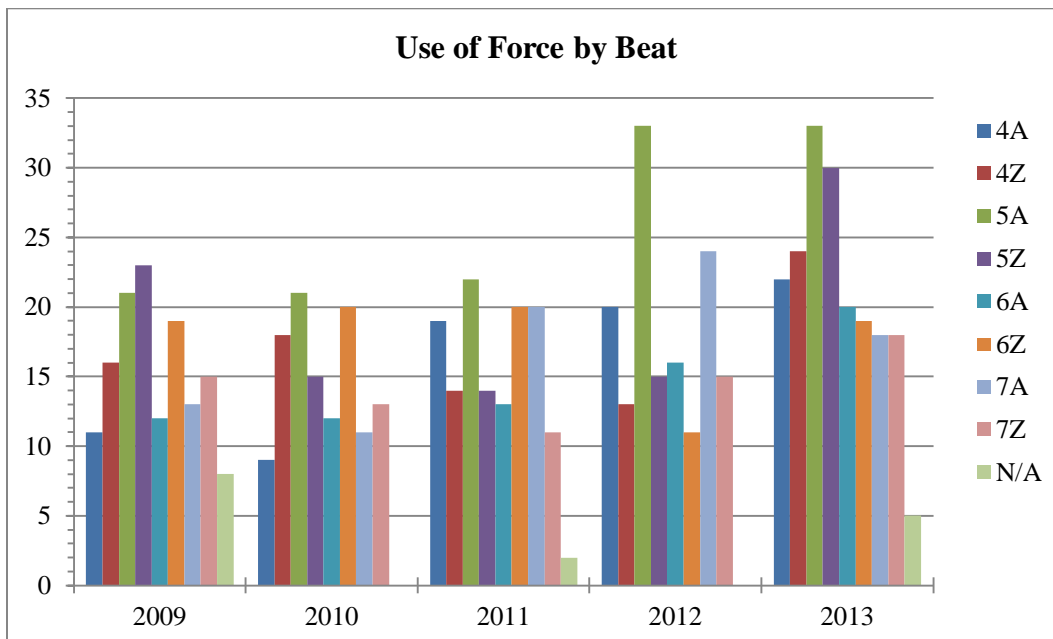


## USE OF FORCE BY BEAT

Use of Force	Beat									Total Incidents
	4A	4Z	5A	5Z	6A	6Z	7A	7Z	N/A	
Tactical Response Team (TRT)	1	0	2	1	2	1	0	2	1	<b>10</b>
Non-TRT Officers	21	24	31	29	18	18	18	16	4	<b>179</b>
<b>Total</b>	<b>22</b>	<b>24</b>	<b>33</b>	<b>30</b>	<b>20</b>	<b>19</b>	<b>18</b>	<b>18</b>	<b>5</b>	<b>189</b>

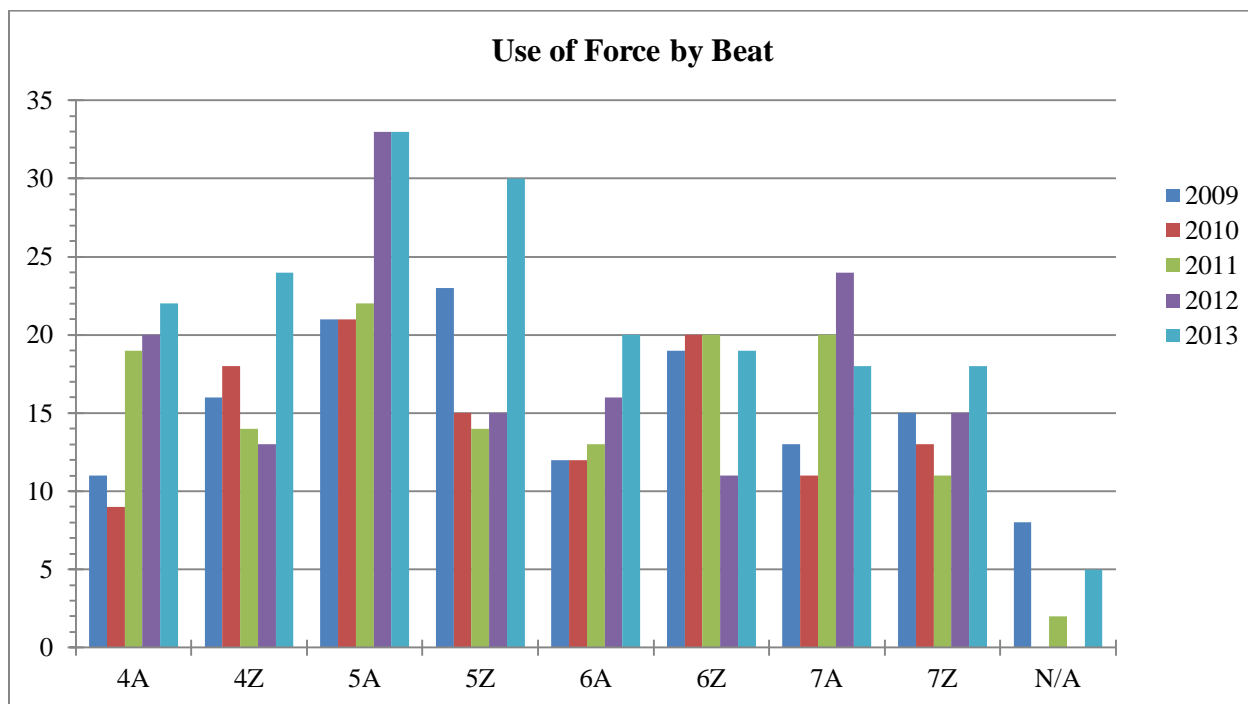


The five “N/A” beats shown above reflect instances in which Bryan Police Officers (including the Tactical Response Team) used force but were outside Bryan city limits. Despite being outside city limits, all instances were within the scope of official police duties, such as during an agency assist in College Station or with Brazos County, or during a warrant service/tactical operation outside the city. Within city limits, force was most frequently applied in 5 Zone (33% of all uses of force) and least frequently in 7 Zone (18% of all uses of force).



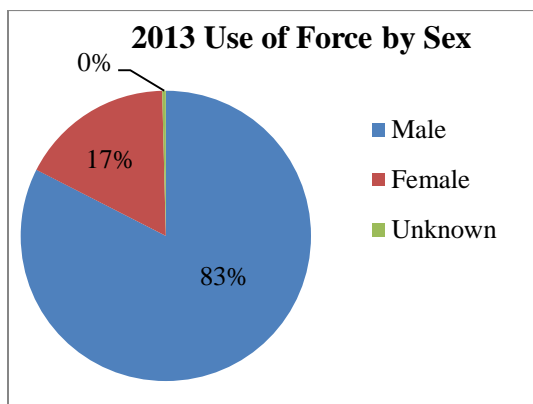
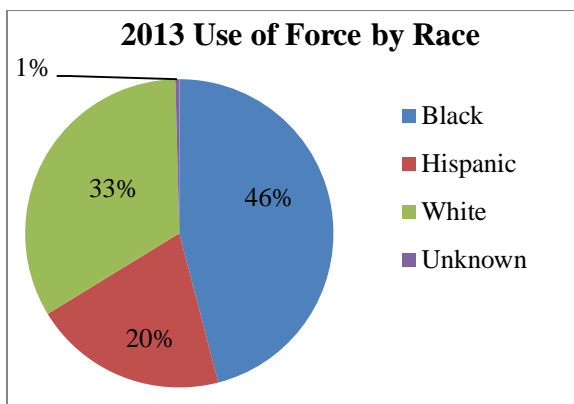
### USE OF FORCE BY BEAT, cont.

Uses of force in the 5Z beat doubled from 2012. Beat 4Z also saw a significant increase in uses of force of 83%, as did 6Z with 73%. 6A and 7Z reflected more moderate increases of 25% and 20%, respectively. Beat 5A showed the same number of uses of force as in 2012. The only beat to experience fewer uses of force in 2013 was 7A, which saw a 25% decrease.



### USE OF FORCE BY RACE AND SEX

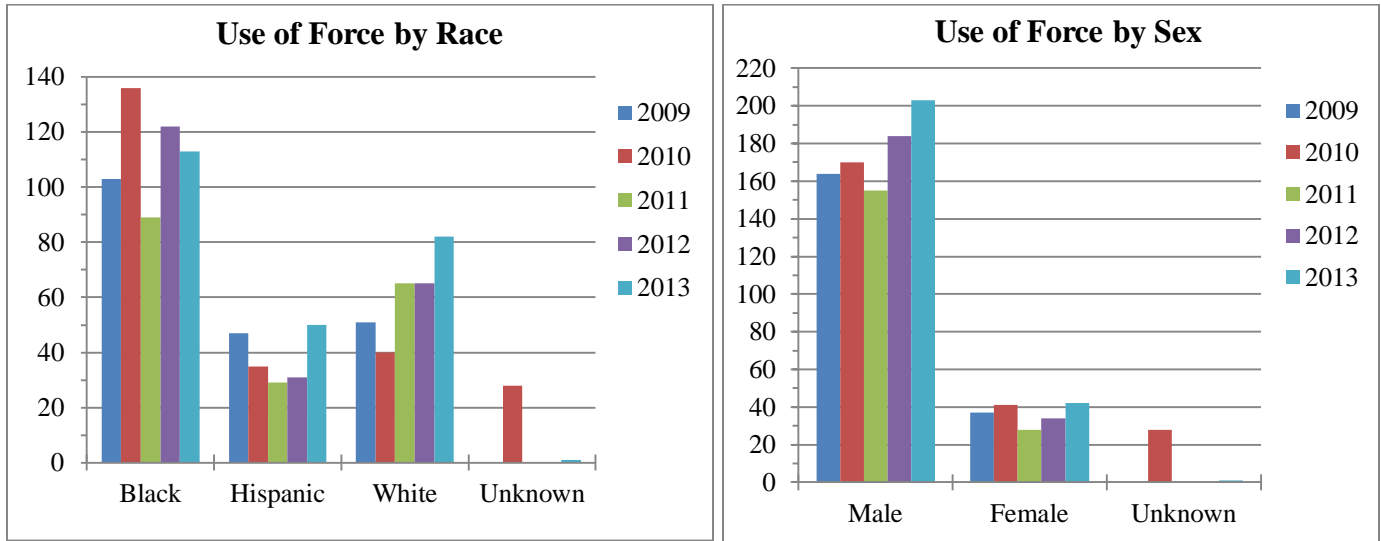
Use of Force	Race / Sex							Total Incidents
	Black		Hispanic		White		N/A	
	F	M	F	M	F	M	N/A	
Tactical Response Team	6	6	0	1	5	8	1	27
Non-TRT Officers	13	88	5	44	13	56	0	219
<b>Total</b>	<b>19</b>	<b>94</b>	<b>5</b>	<b>45</b>	<b>18</b>	<b>64</b>	<b>1</b>	<b>246</b>



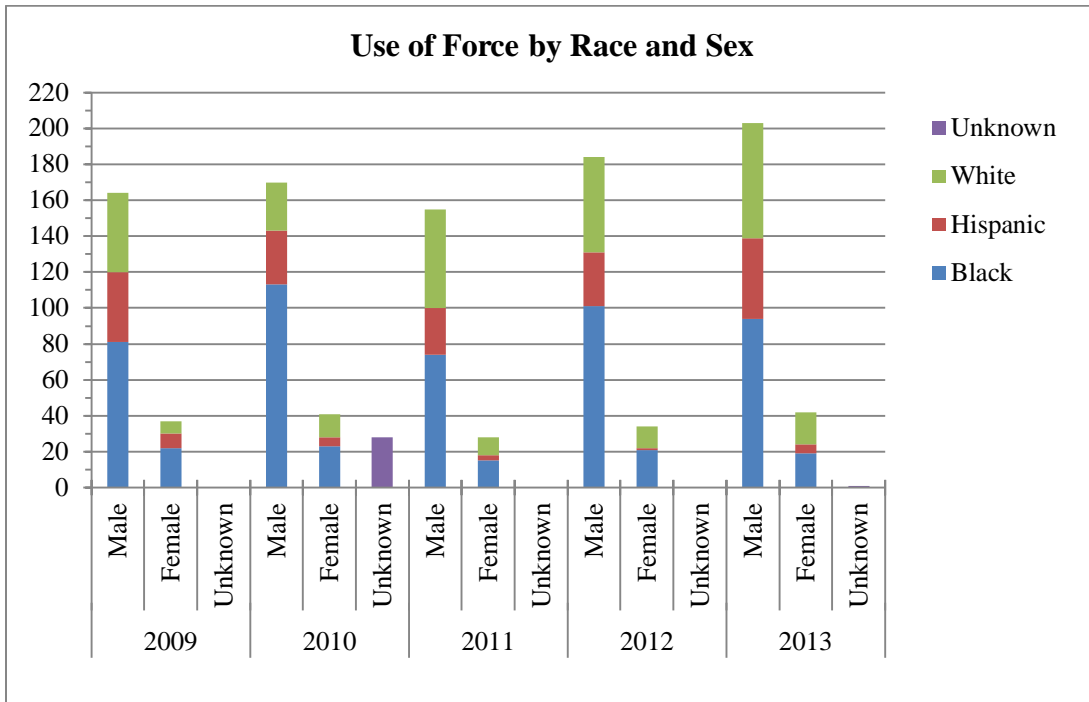


## USE OF FORCE BY RACE AND SEX, cont.

The one instance of force against a subject listed as unknown or N/A race and sex was a tactical operation in which diversionary device deployed by the TRT deployed a diversionary device prior to entry but then no subjects were discovered inside. However, it was still necessary to document the use of the diversionary device and therefore the subject was entered as “N/A” and is included here.

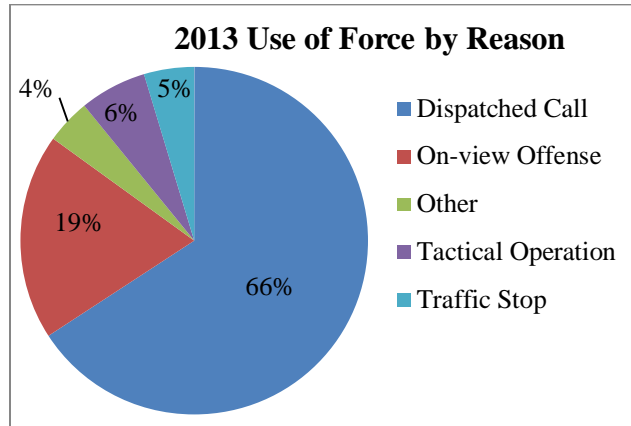


Though overall uses of force increased by 6% (when determined by race and sex), force against black subjects actually declined – 7% for black males, and 37% for black females. Overall, black subjects represented 46% of all uses of force, the lowest percentage in the past five years. Only 5 uses of force were against Hispanic females, though that represented a 400% increase from 2012. Hispanic males and white females each saw a 50% increase in uses of force against them, while white males experienced a 21% increase. Overall, the breakdown between sexes remained roughly the same, with 83% of all force used against males in 2013 as opposed to 84% in 2012.

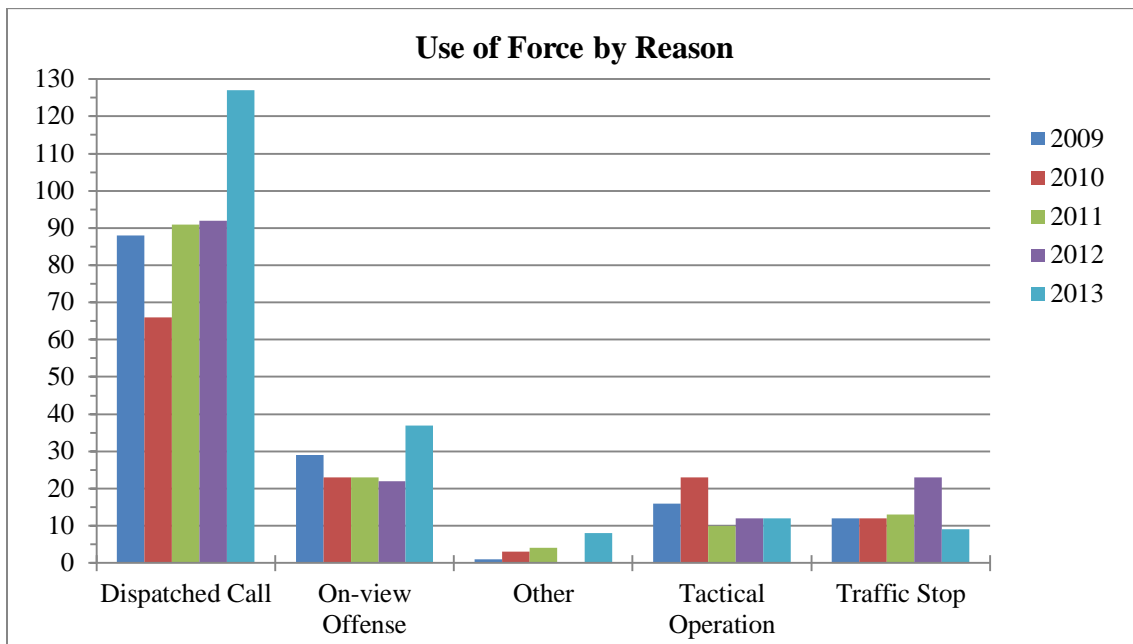


## USE OF FORCE BY REASON FOR CONTACT

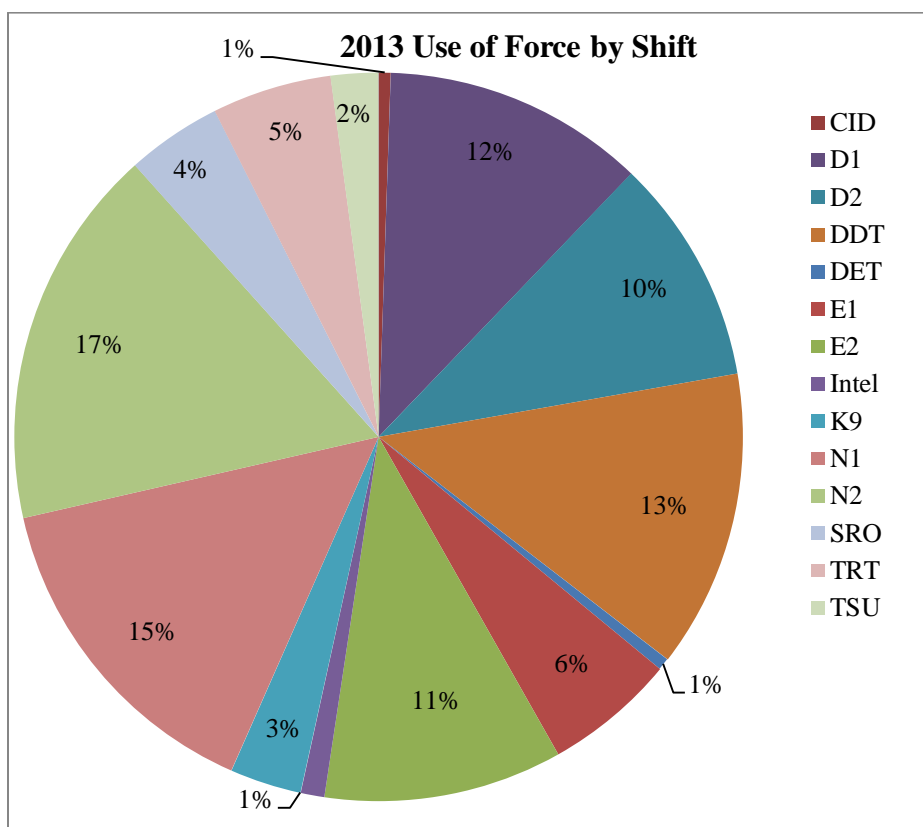
Use of Force	Reason for Contact					Total Incidents
	Dispatched Call	On-view Offense	Other	Tactical Operation	Traffic Stop	
<b>Total</b>	<b>127</b>	<b>37</b>	<b>8</b>	<b>12</b>	<b>9</b>	<b>193</b>



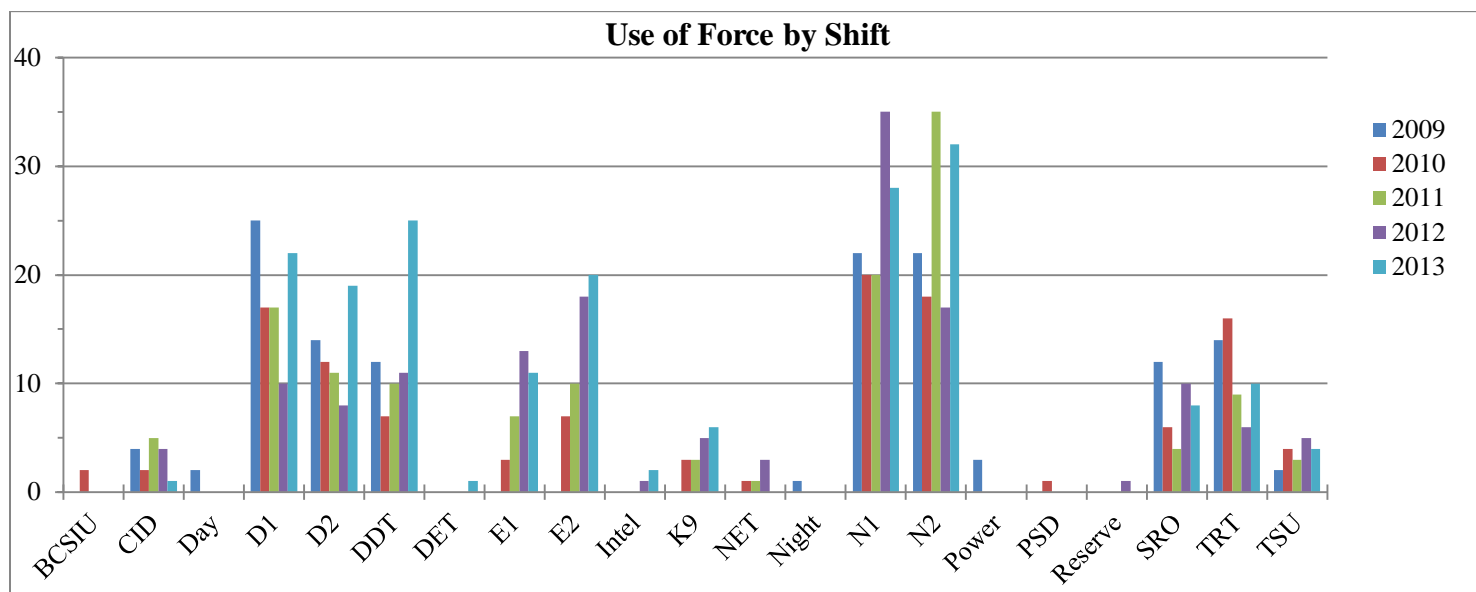
The primary reasons for contact with a use of force subject were dispatched calls (leading to approximately 2/3 of all uses of force), followed by on-view offenses (almost 1/5 of all force). On-view offenses that led to a use of force represented the largest percentage increase from 2012, with 68% more contacts in 2013. Dispatched calls increased by 38% (35 more incidents). Together, dispatched calls and on-view offenses made up 85% of all reasons for initial contact of a subject upon whom force was used. There were 8 uses of force in 2013 that had “other” listed as the primary reason for contact. These included agency assists and other similar responses. Traffic stops that led to force had a 61% decrease from 2012. The 9 stops in 2013 represented the fewest number of stops leading to force in the past 5 years. Tactical operations that used force showed no change from 2012.



## USE OF FORCE BY OFFICER ASSIGNMENT

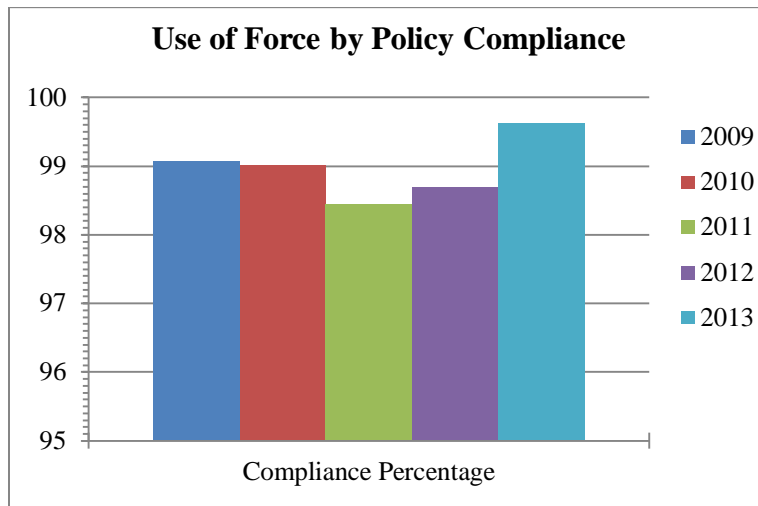
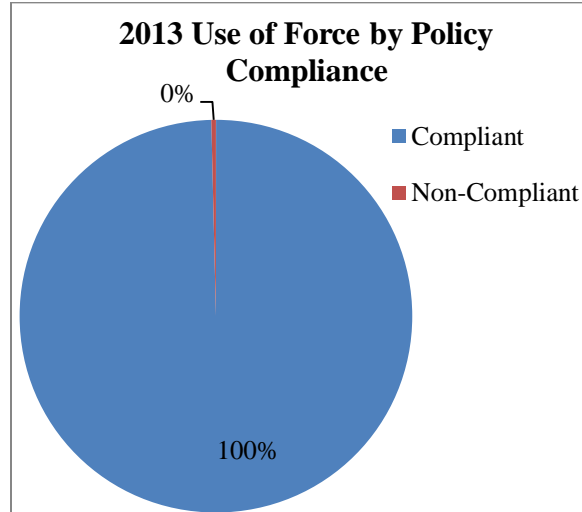


Officers assigned to the Night Patrol Division remained the primary users of force (51% of all uses of force); however, this was not to the same extent as in 2012 (60% of all uses of force). Night 1 officers actually used 20% less force than in 2012, and Evening 1 used 15% less force. Night 2 shift had an 88% increase in force used, but the regular day patrol shifts more than doubled the amount of force they used in 2013 from 2012. The Directed Deployment Team also increased the amount of force used significantly, by 127%.



## USE OF FORCE BY POLICY COMPLIANCE

Only one use of force was not compliant with Bryan Police Department policy in 2013, which gives an overall policy compliance rate of 99.6%. The non-compliant use of force was during a situation in which the officer used an outdated technique no longer sanctioned by the Department. The subject was not injured, nor were any external complaints filed as a result of the officer's actions. The chain of command review resolved the situation with supervisory intervention.



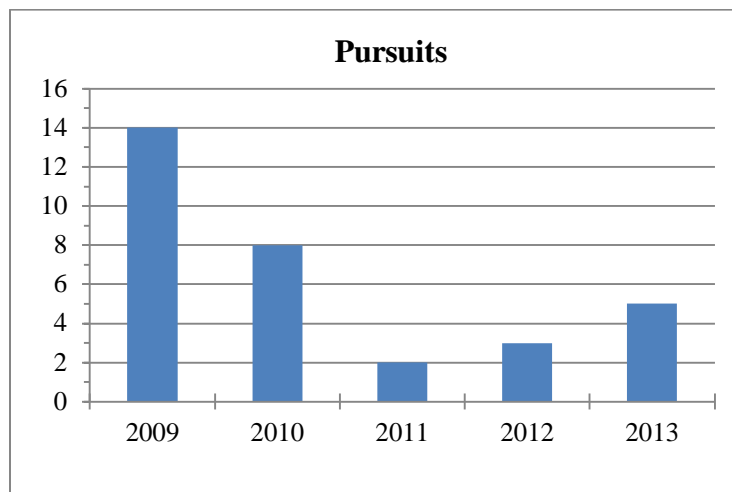
## OVERALL USE OF FORCE ANALYSIS

Compared to 2012, the Bryan Police Department was more active in terms of use of force, which may be related to the rise in PSD-tracked arrest numbers. Despite that upward shift, less than one-fifth of one percent of all calls for service (including traffic stops) resulted in force being used. Policy compliance for use of force has remained consistently high. This is also demonstrated in the lower number of complaints/allegations in 2013 than in prior years, as well as fewer disciplinary actions taken. The Bryan Police Department and its training unit continue to emphasize officer safety and quick resolutions to dangerous situations through not only policy review but through the application of realistic scenario training as well. 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

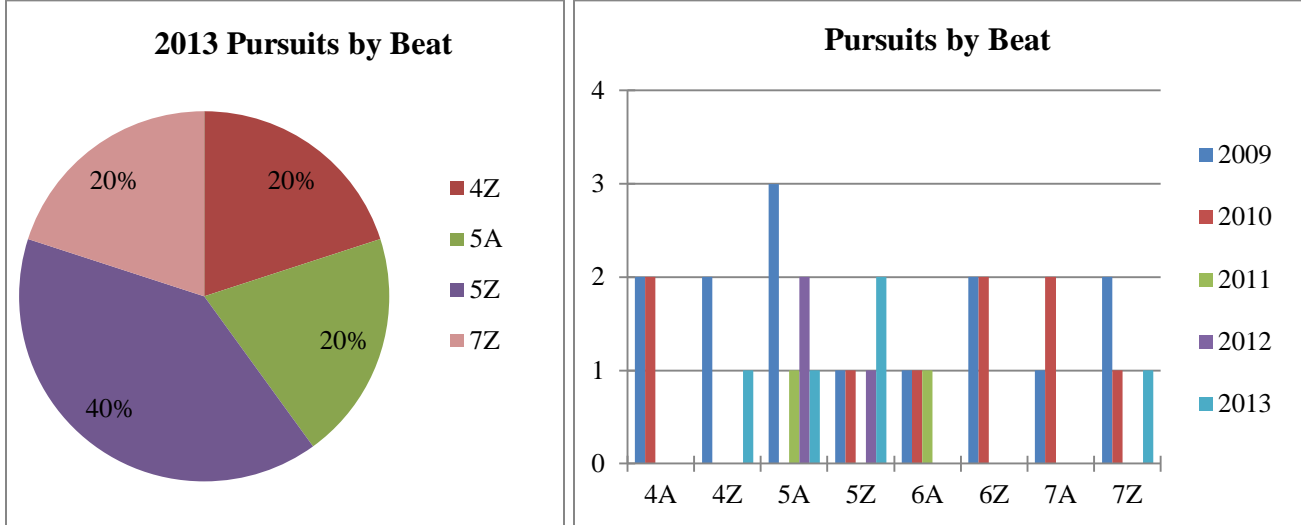
In 2013, there were five vehicular pursuits initiated by the Bryan Police Department, two more than in 2012. One was to assist another agency (DPS) with part of a pursuit of an intoxicated driver initiated by them, while it travelled through City limits. Three other pursuits were terminated prior to suspect apprehension due to the suspect vehicles' dangerous behavior and maneuvers while fleeing the pursuing officers. Another pursuit ended with the wreck of the suspect vehicle and its driver transported to the hospital for precautionary purposes. All pursuits occurred in the late night or early morning hours, specifically between 10:30pm and 2:00am. On the following pages, all pursuits from 2013 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						
13-VP001	13-0300340	In oncoming lane - possible DWI	Vehicle fled at high rate of speed	-	Suspect Unknown	Yes
3/9/2013						
13-VP002	13-0700816	Driver committed hit-and-run, possibly intoxicated	Driver wrecked vehicle	Suspect vehicle flipped; driver to hospital as precaution	DUI	Initiation - Yes Procedure - No
7/20/2013					FTLI	
					Evading	
					Reckless Driving	
13-VP003	13-0800513	Officer injured when subject fled traffic stop	Lost sight of suspect travelling at dangerous speeds	-	Assault on Officer	Yes
8/15/2013					Evading	
13-VP004	13-0801012	Expired Registration	Suspect vehicle became a danger to others and self	-	Suspect Unknown	No
8/27/2013						
13-VP005	13-1100081	Assist DPS in pursuit of suspected DWI	Pursuit entered county; BCSO took over	-	DUI	Yes
11/3/2013					Evading	



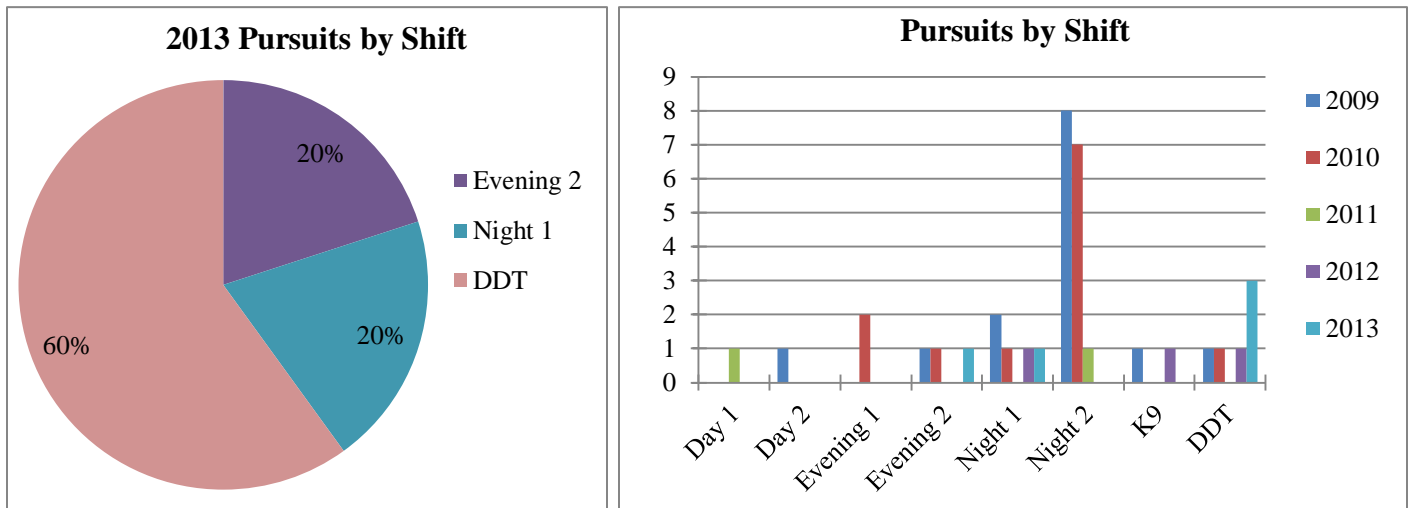
## PURSUIITS BY BEAT

In 2013, all five pursuits were connected with beat 5Z. Two pursuits began there, and the remaining three travelled through or terminated in 5Z. Over the past five years, beats 5A and 5Z have had more pursuits than any other beat. Several of the city's main arteries run through this zone, such as Highway 21 and William J Bryan Parkway, which may lend itself to being more prone to pursuits when coupled with the fact that 5 Zone covers the most densely populated area of the city.



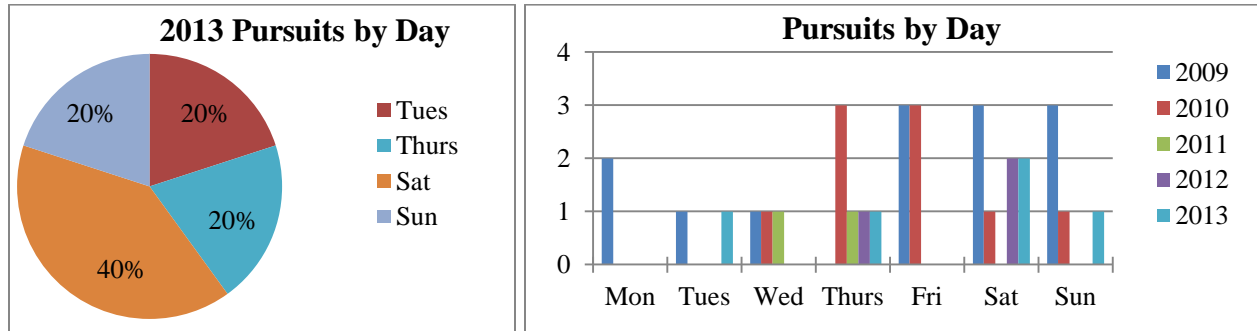
## PURSUIITS BY OFFICER ASSIGNMENT

Officers working three different shifts were involved in the three pursuits of 2012. While the Night 1 and Evening 2 shifts are specifically assigned to the Night Division of the Patrol Bureau, DDT officers regularly patrol the streets during the late hours as well. Since three of the five 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.



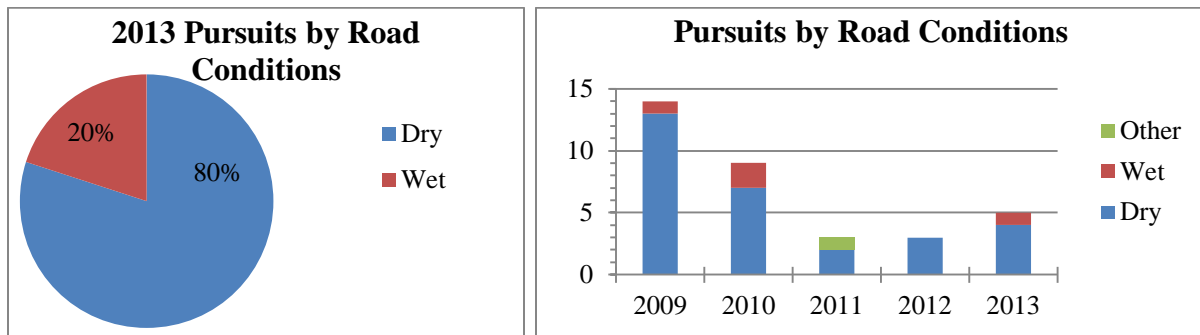
## PURSUIITS BY DAY OF THE WEEK

2013 pursuits primarily occurred on weekend days, coinciding with expectations that these times have more DWI incidents. Indeed, the three pursuits initiated for suspected intoxicated drivers occurred Saturday morning (1:03am), Saturday night (10:35pm) and Sunday morning (1:36am). This trend of high numbers of pursuits close to the weekend is reflected over the past five years as well.



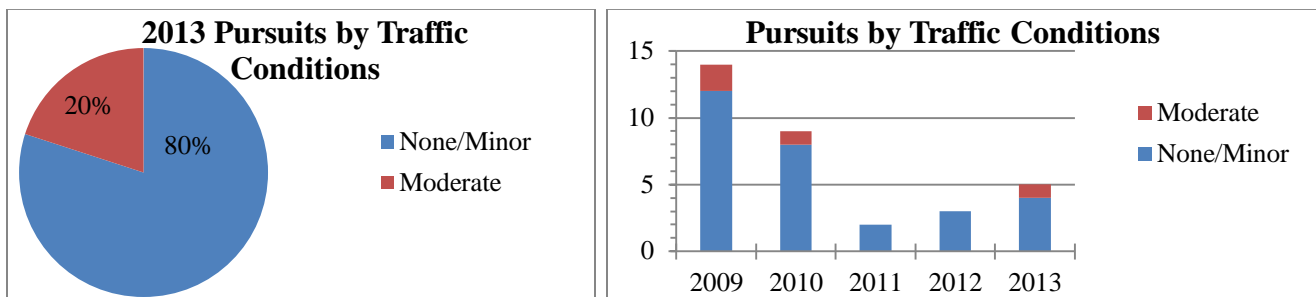
## PURSUIITS BY ROAD CONDITIONS

All but one pursuit in 2013 took place on dry roadways. While one pursuit took place on wet roads, the report indicated that the weather was only “cloudy” as opposed to actively raining at that time. 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.



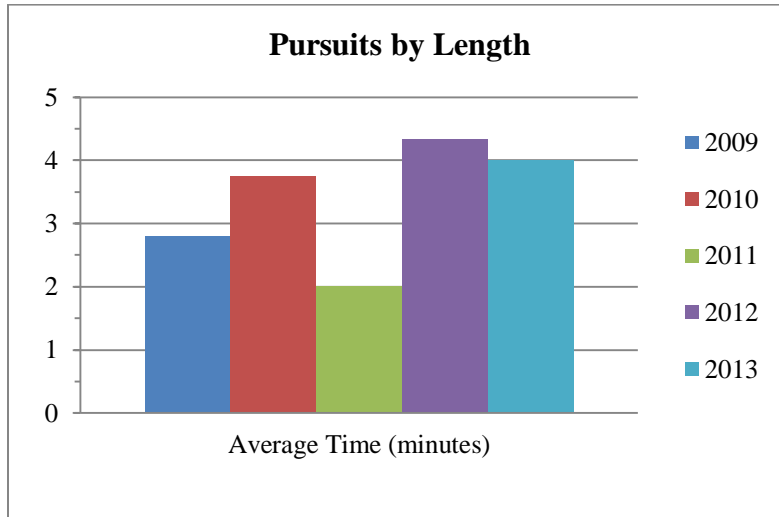
## PURSUIITS BY TRAFFIC CONDITIONS

Only one pursuit listed the traffic conditions as “moderate.” This is consistent with the time of day the pursuits occurred, in that late at night there is usually little to no traffic. Since the Bryan Police Department emphasizes the safety of all persons as a factor in determining to pursue or not, it is unsurprising that the vast majority of pursuits over the past five years were conducted in traffic conditions considered to be “none/minor.”



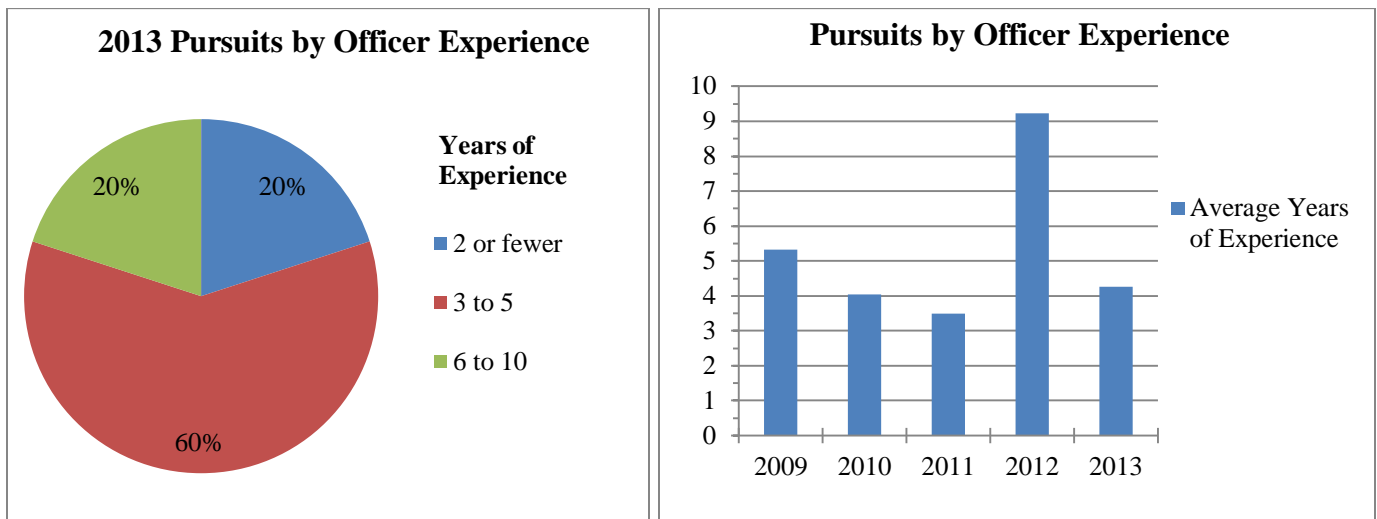
## PURSUITS BY LENGTH

The average length of all five pursuits in 2013 was four minutes. However, the pursuit that was initiated as an assist to DPS – which travelled along one road from one end of town to the other – lasted 12 minutes, skewing the average time. This is consistent with past years in that most pursuits last only one to two minutes, with an occasional longer pursuit skewing the average higher.



## PURSUITS BY OFFICER EXPERIENCE

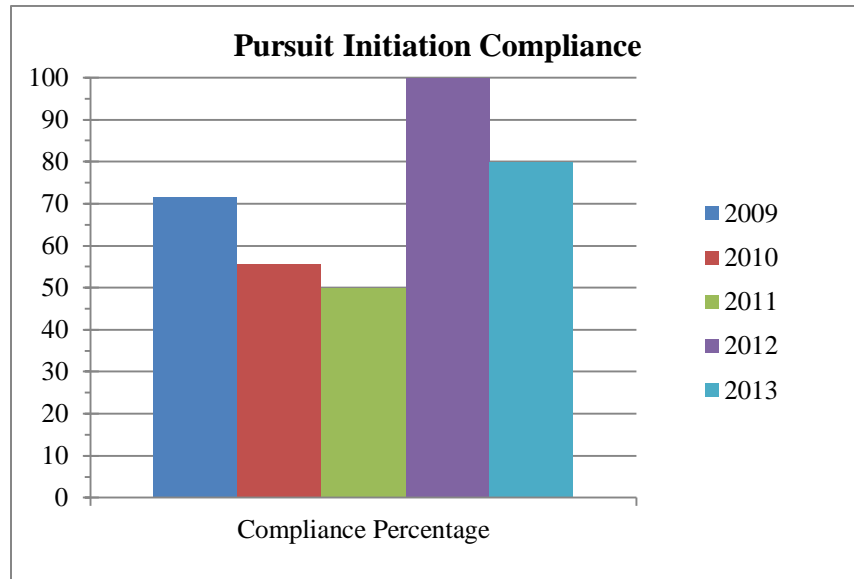
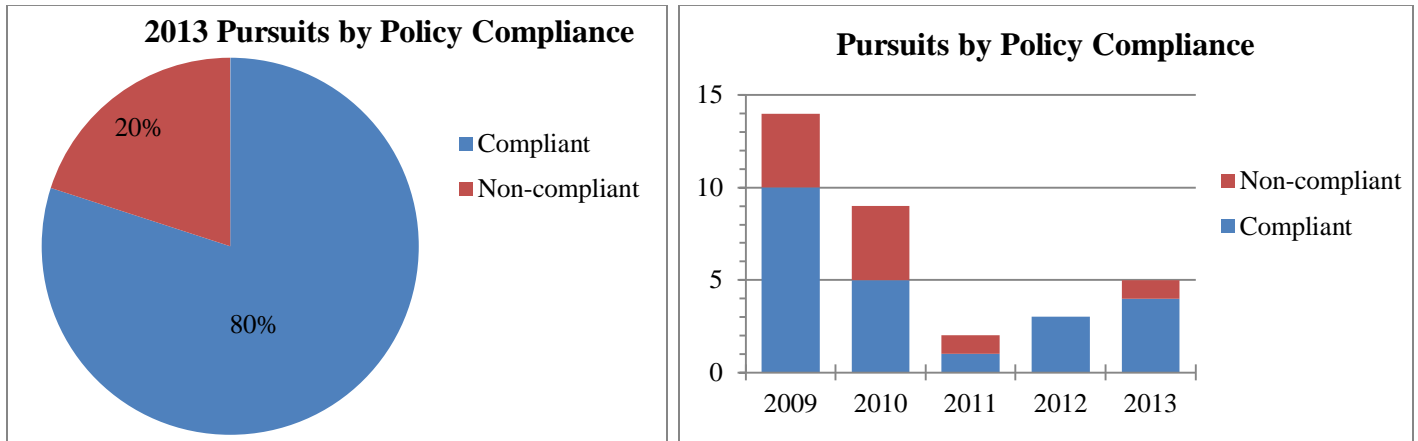
The average years of experience with the Bryan Police Department of officers involved in pursuits in 2013 was just over four years, a significant decrease from 2012 but consistent with previous years. One of the officers involved was a rookie with only nine months of experience in the Academy and at the Department, who was riding with a senior Field Training Officer – for the purposes of this report, the experience of the rookie driver was used rather than that of the FTO. The most experienced pursuit driver had been with the Department for almost nine years at the time of the pursuit, and the remaining three officers involved in pursuits fit the average of four years on the job.





## PURSUITS BY POLICY COMPLIANCE

Only one pursuit was initiated against Department policy in 2013, and only one pursuit had procedural violations occur during the pursuit. The strict pursuit policy of the Department only allows vehicle pursuits to be initiated in rare circumstances and even then the officer must take into account the myriad risk factors in engaging in a pursuit with a suspect who may often be reckless in their desire not to get caught. However, this 80% policy compliance rate is one of the highest of the past five years. This reflects the actions of BPD administration and supervisors in emphasizing the seriousness of engaging in a vehicle pursuit, and supporting this policy through training, counseling, and disciplinary action as necessary.



## OVERALL PURSUIT ANALYSIS

The Bryan Police Department continues to carefully scrutinize the occasions on which pursuits are initiated, to ensure both the safety of the officers involved as well as the public. While the policy compliance rate dropped from 2012, it is still higher than previous years and hopefully represents a trend towards increased awareness of appropriate procedures both during and prior to a pursuit. Given the intense nature of pursuits, the regular training provided by the Department in emergency vehicle operation is a key factor in the successful implementation of the Department’s vehicular pursuit policies and philosophy. 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.