



Bryan Police Department

Professional Standards Division

2014 End of Year Report

01/01/14 – 12/31/14

*** Sterile ***



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, 2014 through December 31, 2014. 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 may 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 incident entries** – the number of incident reports for an officer.
Example: Officer S. Clemens: 3 uses of force
14-UF018
14-UF076
14-UF085
- **Count based on involved subjects** – the number of people involved in an incident.
Example: Officer S. Clemens: 5 uses of force
14-UF018 J. Harper
14-UF076 H. Finn
T. Sawyer
14-UF085 B. Thatcher
I. Joe
- **Count based on actions** – depending on the incident, the number of actions either by or against a subject.
Example: Officer S. Clemens: 7 uses of force
14-UF018 J. Harper Apprehension by Canine, With Bite
14-UF076 H. Finn Empty Hand Control
Taser
T. Sawyer Empty Hand Control
14-UF085 B. Thatcher Firearm Pointed at Subject
Handcuffed Subject Without Arrest
I. Joe Firearm Pointed at Subject

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FORMAL COMMENDATIONS

Record	Award Date	Employee(s)	Formal Type	Nominating Party
14-CM001	2/2/2014	Baker, Brandon	Life Saving Citation	Melnyk, Walt (BPD Supervisor)
14-CM002	2/12/2014	Martinez, Angel	Police Commendation	Johnson, Robert (BPD Supervisor)
14-CM003	3/6/2014	Wendt, Rebecca	2013 Employees of the Year	Multiple
14-CM004		Barber, Curtis		
14-CM005	8/14/2014	Stubbs, John	Police Commendation	Bush, Shane (BPD Supervisor)
14-CM006	8/14/2014	Johnson, Kristen	Life Saving Citation	Bush, Shane (BPD Supervisor)
14-CM007	8/26/2014	Hopson, Kaleb	Meritorious Conduct	Ruebush, Bryan (BPD Officer)
		Ruebush, Bryan		
		Stearns, Austin		
14-CM008	8/27/2014	Alvarez, Gabriel	Police Commendation	Rogers, Buck (BPD Administration)
		Amaya, Daniel		
		Arms, Aaron		
		Doran, Andrew		
		Guzman, Jean		
		Halbert, Kyle		
		Maldonado, Marcelo		
		Owens, Corey		
		Ruebush, Bryan		
		Stearns, Austin		
14-CM009	12/15/2014	Cox, Christopher	Police Commendation	Melnyk, Walt (BPD Supervisor)
		Gray, Christopher		

INFORMAL COMMENDATIONS

Award Date	Employee	Informal Type	Nominating Party
1/17/2014	Davis, Stephen	Informal	Buske, Eric (BPD Administration)
	Doran, Andrew		
	Eyre, Jerry		
	Falcon, Gregorio		
	Hubbard, Michael		
2/4/2014	Hanks, Chad	Achievement Coin	Bona, Ryan (BPD Supervisor)
2/21/2014	Avila, Margot	2013 Employee of the Year Nominees	Multiple
	Barber, Curtis		
	Blackburn, David		
	Bush, Shane		
	Hanks, Chad		
	James, Jason		
	Martinez, Angel		
	Murphy, James		
	Ramirez, Alex		
	Spillars, Steven		
	Wendt, Rebecca		
2/28/2014	Blankenship, Gregory	Informal	Unknown (Civilian)
	Torres, Ruth		
3/5/2014	Boyd, Ellis	Informal	Blue, Trea'von (Civilian)
	Kimbrough, Brian		
3/7/2014	Albarado, Christopher	Informal	Burnette, Chad (Civilian)
3/24/2014	Lund, David	Informal	Patterson, David (BPD Supervisor)
	Sylvester, Allen		
3/28/2014	Arms, Aaron	Achievement Coin	Halbert, Kyle (BPD Supervisor)
5/6/2014	Nunn, Terrence	Informal	Buske, Eric (BPD Administration)
5/13/2014	James, Jason	Informal	Buske, Eric (BPD Administration)
5/19/2014	Bona, Ryan	Informal	Hanks, Chad (BPD Officer)
	Cottle, Kyle		
	Gray, Christopher		
	Hall, Randell		
	Hauke, James		
	Rockett, Brady		
	Waller, Seth		
	Wommack, Chris		
6/30/2014	Hodson, Ryan	Informal	LNU, Leslie (Civilian)
7/2/2014	French, Steven	Informal	Hill, Myrna (Civilian)

Award Date	Employee	Informal Type	Nominating Party
7/8/2014	Long, David	Informal	Tenney, Helen (Civilian)
8/4/2014	Bush, Shane	Informal	Marten, Jeff (Business)
8/9/2014	Bush, Shane	Informal	Lockhart, Jeff (Civilian)
	Mahoney, Paul		
8/20/2014	Stearns, Austin	Achievement Coin	Bush, Shane (BPD Supervisor)
	Stubbs, John		
	Wommack, Chris		
9/11/2014	Bravo, Joel	Informal	Blair, Jackie (Civilian)
9/19/2014	Williams, Jerrett	Achievement Coin	Boyd, Ellis (BPD Officer)
9/26/2014	Alford, Reggie	Informal	Blakelock, Bart (Civilian)
10/9/2014	Ingram, J.P.	Achievement Coin	James, Jason (BPD Supervisor)
10/14/2014	Aguilar, George	Informal	Wilchek-Tretiy, Natalya (Civilian)
	LeBlanc, Chase		
	Stearns, Austin		
11/18/2014	Stearns, Austin	Informal	MADD (Business)
12/2/2014	Dowling, Stacey	Achievement Coin	James, Jason (BPD Supervisor)
12/8/2014	Supak, Krissa	Achievement Coin	Johnson, Robert (BPD Supervisor)

CLASS I COMPLAINTS

Record	Date	Source of Complaint	Complaint	Investigator	Chief of Police Finding	Disciplinary Action
14-CI-001	1/30/2014	BPD Admin	G.O. 03-18.2 III.G.8	Gideon	N/A	Resigned prior to investigation end
			G.O. 01-06.3 IV.D.2.a		N/A	
14-CI-002	7/14/2014	Civilian	G.O. 01-05.8 III	Gideon	Exonerated	-
			G.O. 01-05.8 III		Exonerated	
14-CI-003	8/7/2014	Civilian	G.O. 03-18.3 III.B	Gideon	Not Sust.	-
			G.O. 03-18.3 III.G.8		Not Sust.	
			G.O. 03-18.3 III.G.10		Not Sust.	
			G.O. 03-18.3 III.G.18		Not Sust.	
			G.O. 04-20.3 V.C.13		Not Sust.	
			COB Ch.8 -14		Not Sust.	
14-CI-004	8/7/2014	BPD Admin	G.O. 04-20.3 V.E	Gideon	Not Sust.	-
			G.O. 03-18.3 B.1.d		Not Sust.	
			03-18.3 III.G.8		Not Sust.	
14-CI-005	8/24/2014	BPD Admin	G.O. 01-02.1 III.A.6	Gideon	Unfounded	-
			G.O. 01-02.1 III.A.9		Unfounded	
			G.O. 03-18.3 III.B.1.d		Unfounded	
			G.O. 03-18.3 III.B.1.e		Unfounded	
			G.O. 03-18.3 III.G.10		Unfounded	
14-CI-006	10/2/2014	Civilian	G.O. 01-05.8 III	Gideon	Unfounded	-
14-CI-007	11/25/2014	BPD Admin	G.O. 03-18.3 III.G.8	Gideon	Sustained	One-day (12-hour) suspension
			G.O. 04-37.1 IV.G.1		Sustained	
			BPD Report Writing p8		Sustained	
14-CI-008	12/5/2014	BPD Admin	G.O. 08-13.1	Gideon	N/A	Resigned prior to investigation end
			CJIS 5.3 - 4.24.2		N/A	
			CJIS 4.2.4		N/A	
			CJIS 4.2.5.2		N/A	
			CJIS 5.8		N/A	
			CJIS 5.8.2		N/A	
			G.O. 03-18.3 III.G.8		N/A	
			G.O. 03-18.3 III.G.10		N/A	
14-CI-009	12/24/2014	BPD Admin	G.O. 03-18.3 III.G.10	Gideon	Sustained	Resigned prior to discipline
			G.O. 03-18.3 III.G.53		Sustained	Resigned prior to discipline
			G.O. 03-18.3 III.G.10		Sustained	
			G.O. 03-18.3 III.G.53		Sustained	

2014 CLASS I COMPLAINTS SUMMARY

Alleged Violation (Class I Complaints)	Investigation Results					Complaint Source		Total Allegations
	Unf.	N.S.	Ex.	Sus.	N/A	Int.	Ext.	
Competent Discharge of Duties		2		1	2	4	1	5
Conduct Unbecoming	2	1		2	1	5	1	6
Discrimination		1					1	1
Ethics/Integrity	1	3				2	2	4
Improper Arrest					1	1		1
Private Life	1					1		1
Procedures/Reports		2		2		3	1	4
Security					6	6		6
State Laws	1					1		1
Untruthfulness				2		2		2
Use of Force	1		2				3	3
Total	6	9	2	7	10	25	9	34

Unf. = Unfounded; N.S. = Not Sustained; Ex. = Exonerated; Sus. = Sustained; N/A = Investigation not finished; Int. = Internal; Ext. = External

CLASS II COMPLAINTS

Record	Date	Source of Complaint	Complaint	Investigator	Chief of Police Finding	Disciplinary Action
14-CII-001	2/13/2014	BPD Supervisor	G.O. 03-18.3 III.G.15	Gideon	Sustained	Written Reprimand
			G.O. 06-01.1 IV.B.6		Sustained	
			G.O. 06-02.2 III.D		Sustained	
14-UF011	2/11/2014	BPD Admin	G.O. 01-05.8 III	Johnson, R.	Sustained	Informal Counseling
14-CII-002	2/19/2014	BPD Supervisor	G.O. 03-18.3 III.G.11	Gideon	Unfounded	Written Reprimand
			G.O. 03-18.3 III.G.44		Sustained	
			G.O. 08-13.1 III		Sustained	
			G.O. 03-18.3 III.G.11		Sustained	Written Reprimand
			G.O. 08-13.1 III		Sustained	
14-CII-003	3/10/2014	BPD Admin	G.O. 03-18.3 III.F.7	Gideon	Sustained	Written Reprimand
			G.O. 03-18.3 III.G.8		Sustained	
			G.O. 03-18.3 III.G.13		Sustained	
14-UF024	3/25/2014	BPD Supervisor	G.O. 01-05.8 V.C.4	Oliver	Sustained	Oral Reprimand
14-VP004	7/5/2014	BPD Supervisor	G.O. 04-04.2 IV.E.3	Kilgore	Sustained	Informal Counseling
14-CII-004	8/7/2014	Civilian	G.O. 03-18.3 III.B.1.a-c	Gideon	Sustained	Terminated for other prior to discipline
			G.O. 03-18.3 III.G.8		Sustained	
			COB Ethics 14		Not Sust.	
14-VP005	7/26/2014	BPD Supervisor	G.O. 04-04.2 IV.D	Mathews	Sustained	Informal Training
			G.O. 07-01.3 IV.E.1		Sustained	
14-FA004	7/31/2014	BPD Supervisor	G.O. 01-05.8 V.C.3.a	Agnew	Sustained	Informal Counseling
14-CII-005	7/29/2014	Civilian	G.O. 03-18.3 III.G.15	Gideon	Not Sust.	-
14-CII-006	9/23/2014	Civilian	G.O. 03-18.3 III.G.15	Thane	Not Sust.	-
14-CII-007	10/1/2014	Civilian	G.O. 03-18.3 III.G.15	Boswell	Exonerated	-
14-UF087	10/6/2014	BPD Supervisor	G.O. 01-05.8 III	Hanks	Sustained	Informal Counseling
14-CII-008	11/4/2014	BPD Supervisor	G.O. 04-43.2 III.E.3	Gideon	Exonerated	Resigned prior to discipline
			G.O. 04-20.3 V.C.9		Exonerated	
			G.O. 08-13.1 IV.D.1		Exonerated	
			COB Chapter 8		Sustained	
			COB Chapter 8		Exonerated	
			BPD Report Writing		Exonerated	
14-CII-009	11/4/2014	BPD Supervisor	G.O. 04-20.3 V.F.3	Gideon	Sustained	Resigned prior to discipline
			COB Chapter 8		Sustained	
			COB Chapter 8		Sustained	
			COB Chapter 8		Exonerated	

CLASS II COMPLAINTS, cont.

Record	Date	Source of Complaint	Complaint	Investigator	Chief of Police Finding	Disciplinary Action
14-CII-010	11/17/2014	Civilian	G.O. 03-18.3 III.G.15	Patterson	Exonerated	-
14-VP006	8/26/2014	BPD Supervisor	G.O. 04-04.2 V.J.2	Bush	Sustained	Oral Reprimand
			G.O. 04-04.2 V.B.1		Sustained	
			G.O. 04-04.2 V.B.3		Sustained	
			G.O. 04-04.2 V.D.1		Sustained	Oral Reprimand
			G.O. 04-04.2 V.B.5.a-b		Sustained	
			G.O. 04-04.2 V.D.1		Sustained	Written Reprimand
			G.O. 04-04.2 V.B.1		Sustained	
			G.O. 04-04.2 V.B.3		Sustained	
			G.O. 04-04.2 V.B.5.a		Sustained	Written Reprimand
			G.O. 04-04.2 V.B.5.a-b		Sustained	Oral Reprimand
14-VP007	11/2/2014	BPD Supervisor	G.O. 04-04.2 V.B.5.b	Mathews	Sustained	Training
			G.O. 04-04.2 V.B.5.b		Sustained	Training
14-UF121	12/31/2014	BPD Supervisor	G.O. 01-05.8 V.D.1.b.2	Agnew	Sustained	Counseling

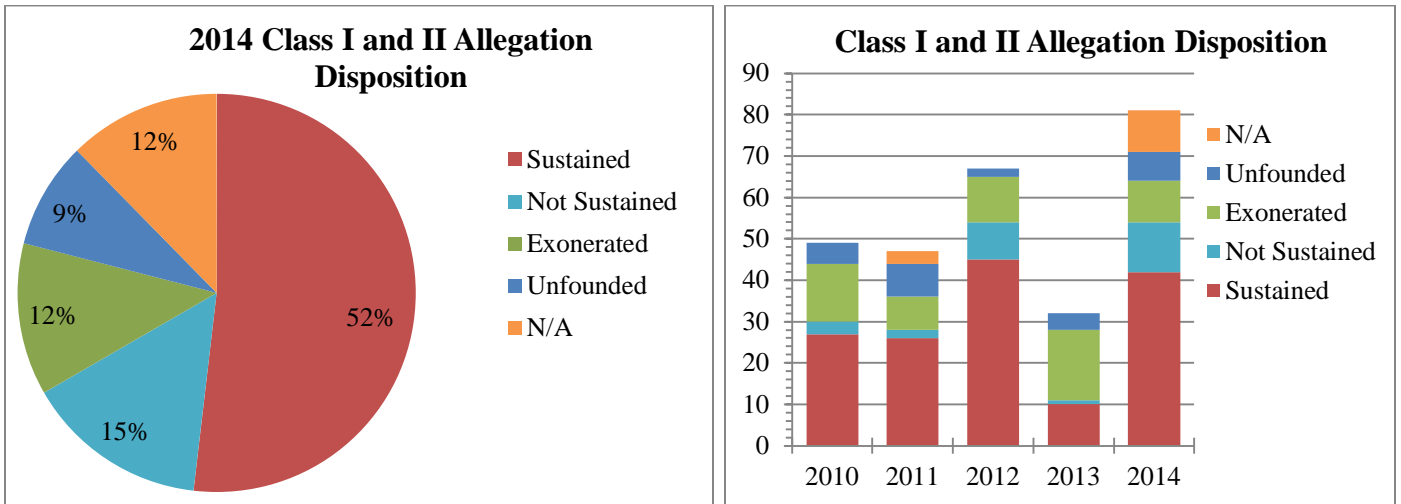
2013 CLASS II COMPLAINTS SUMMARY

Alleged Violation (Class II Complaints)	Investigation Results					Complaint Source		Total Allegations
	Unf.	N.S.	Ex	Sus.	N/A	Int.	Ext.	
Attention to Duty				1		1		1
Competent Discharge of Duties				2		1	1	2
Confidential Information	1			1		2		2
Court Appearance				1		1		1
Courtesy		2	2	1		1	4	5
Dereliction of Duty				2		2		2
Ethics		1	1	1		1	2	3
Insubordination			1	1		2		2
Mobile Video Recording				1		1		1
Procedures/Reports			4	4		8		8
Reporting Violations				1		1		1
Use of Force Procedures				5		5		5
Vehicle Pursuit/Emergency Response				15		15		15
Total	1	3	8	36	0	41	7	48

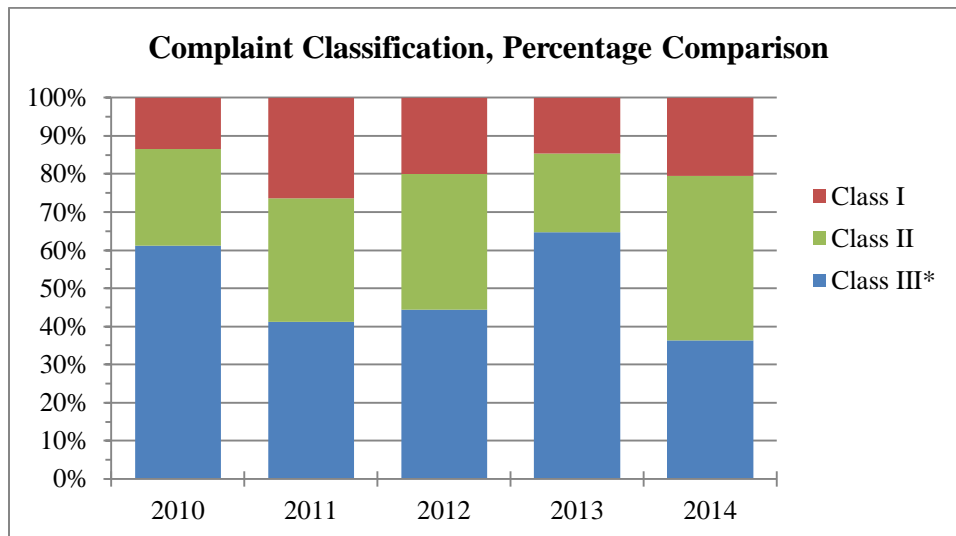
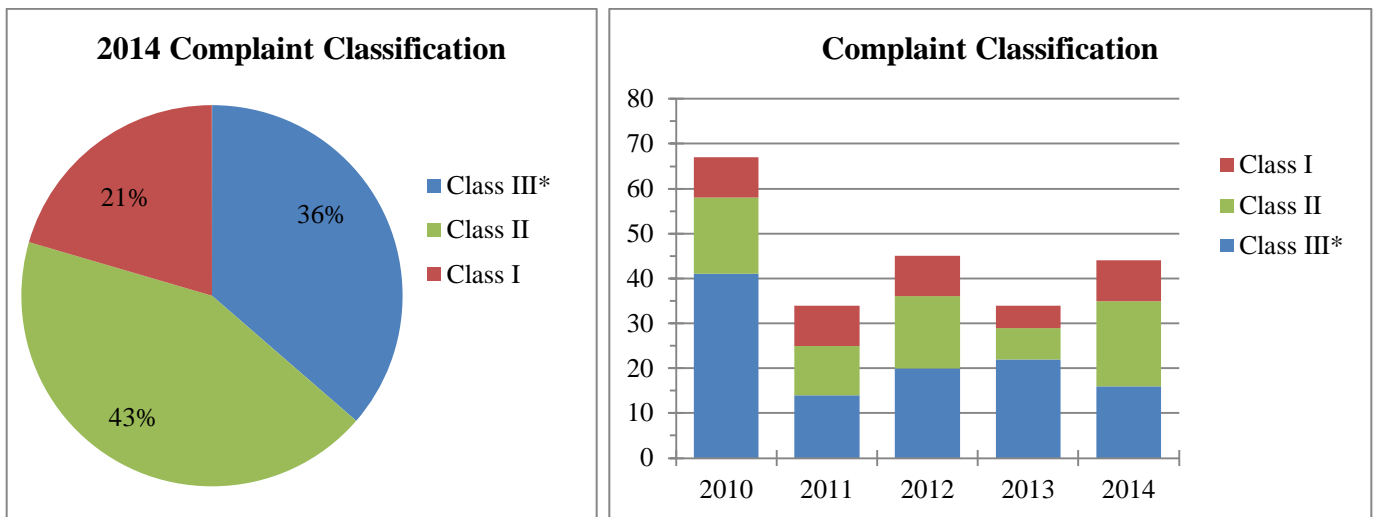
Unf. = Unfounded; N.S. = Not Sustained; Ex. = Exonerated; Sus. = Sustained; N/A = Investigation not finished; Int. = Internal; Ext. = External

INTERNAL INVESTIGATIONS SUMMARY

ALLEGATION DISPOSITION



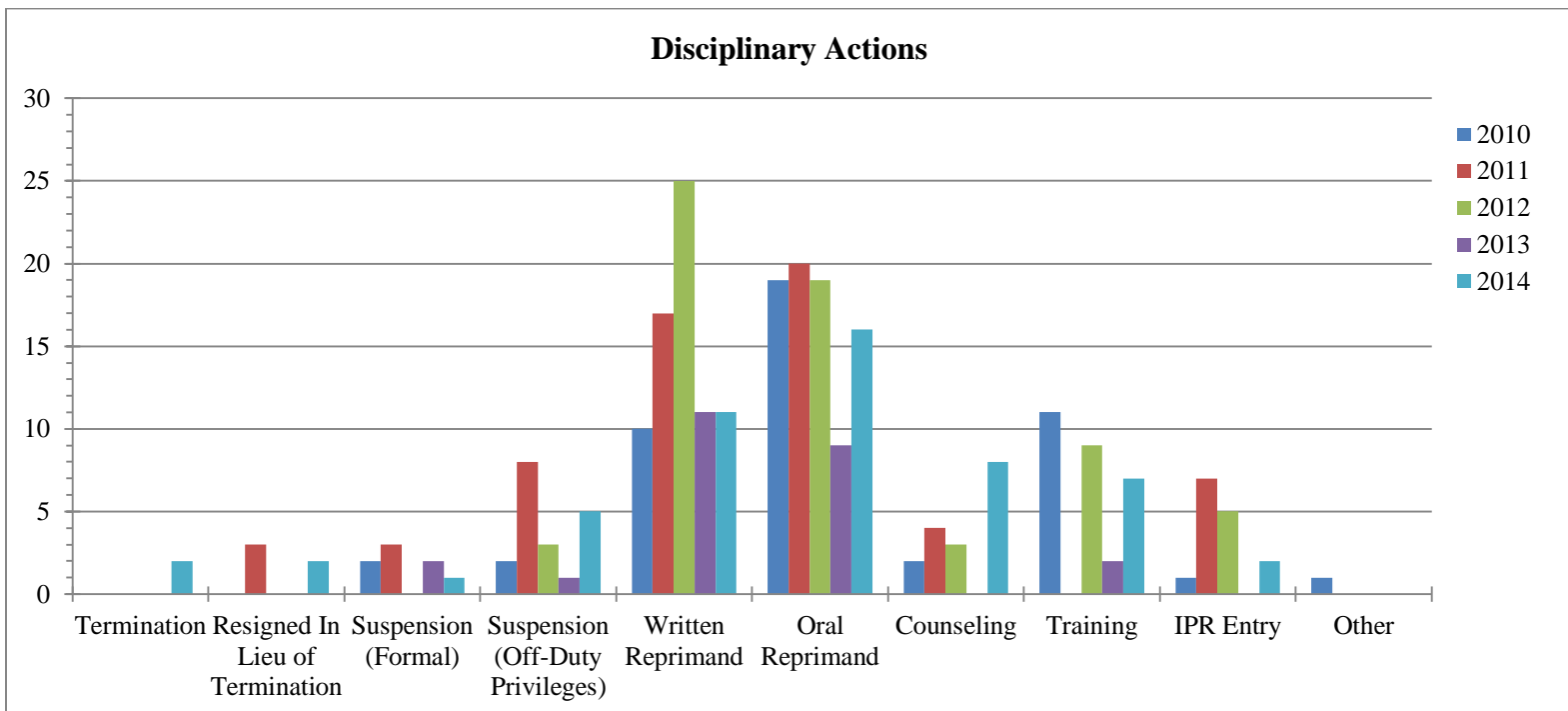
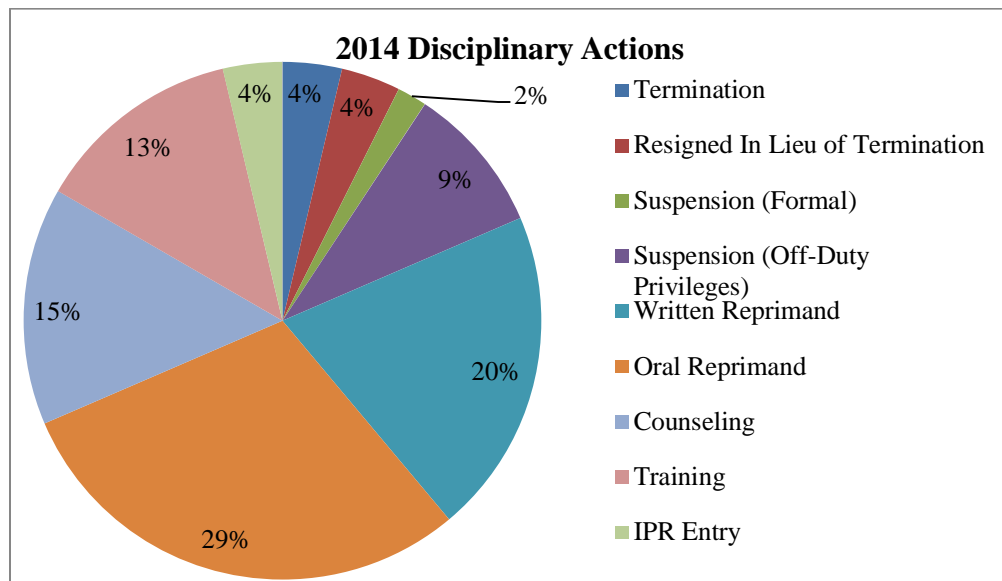
COMPLAINT CLASSIFICATION



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

DISCIPLINARY ACTIONS

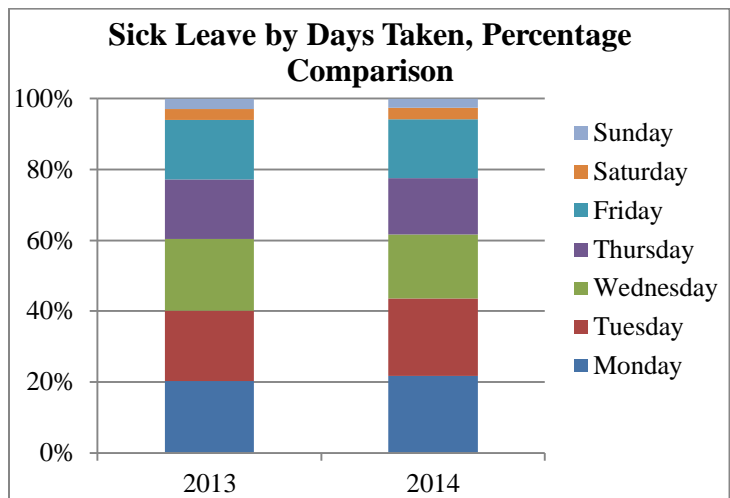
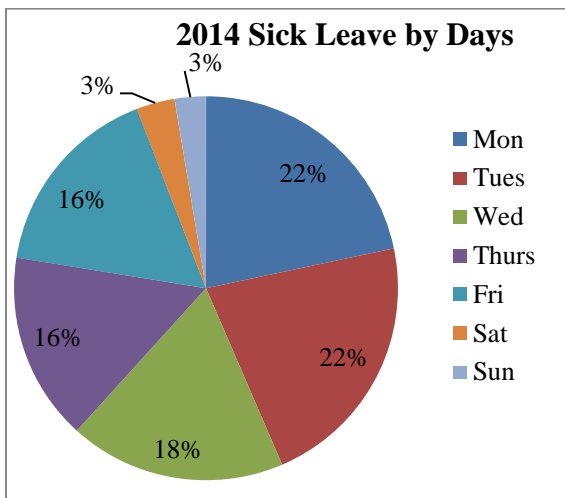
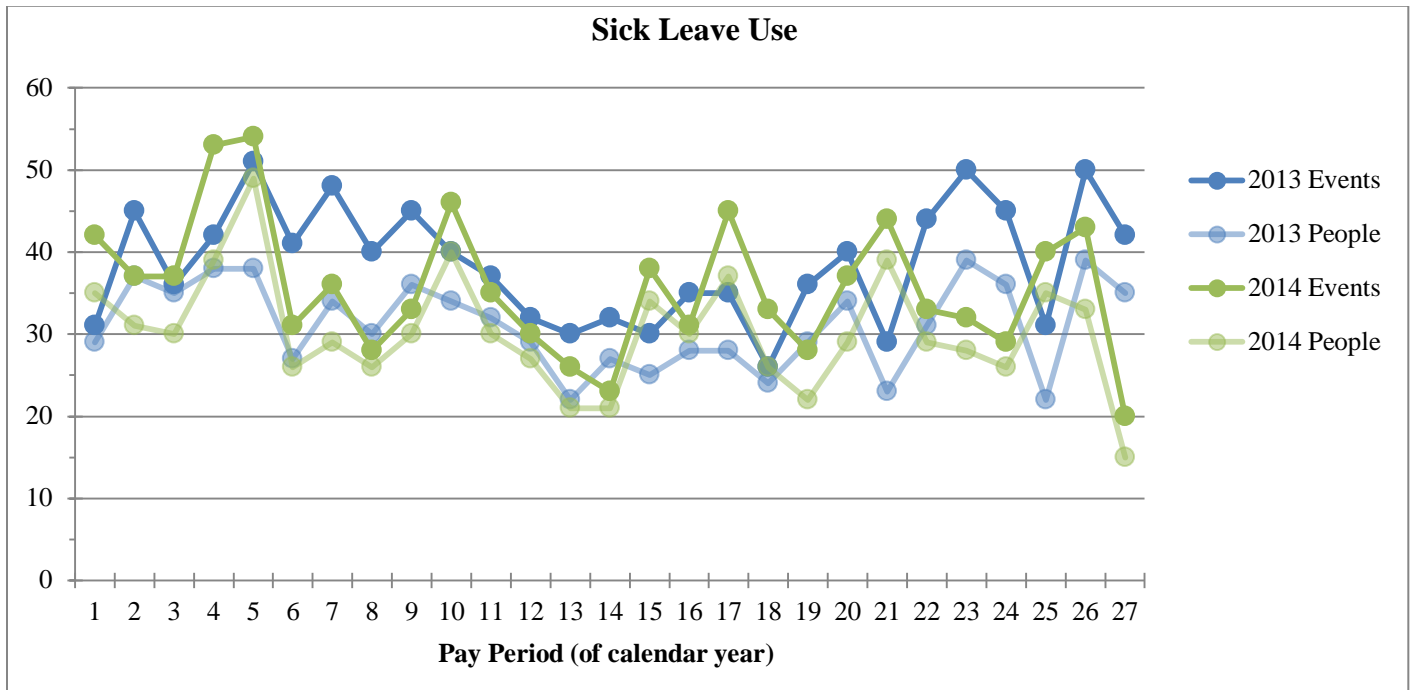
In 2014, 33 employees received 43 disciplinary entries from 38 different events, resulting in 54 disciplinary actions tracked by PSD. Some disciplinary actions listed here were the result of internal investigations begun in 2013 but not concluded until 2014; therefore, the corresponding complaint details may be found in the 2013 PSD End of Year Report rather than this one. At the same time, some discipline stemming from 2014 incidents and investigations has not been issued as of the writing of this report, and will be included in the 2015 PSD End of Year Report. 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 2014 is taken from the pay periods covering December 23, 2013 through January 4, 2015.

In the twenty-seven pay periods covering 2014, 154 employees used sick leave for 963 events. Of those people, 133 used sick leave two or more times. There were also 32 employees who did not record any sick leave in 2014 (these numbers include employees employed for any amount of time in 2014). Tuesday was the most popular day for sick leave use, followed by Monday and Wednesday.



GRIEVANCES

There have been no formal grievances filed by Bryan Police Department employees in 2014, or at all since 2007. The grievance process is set out in both Bryan Police Department General Orders as well as City Policy, and a grievance is defined therein as “unequal and/or unlawful treatment, interpretation and/or application of City or departmental policies, procedures, practices; and retaliation.”

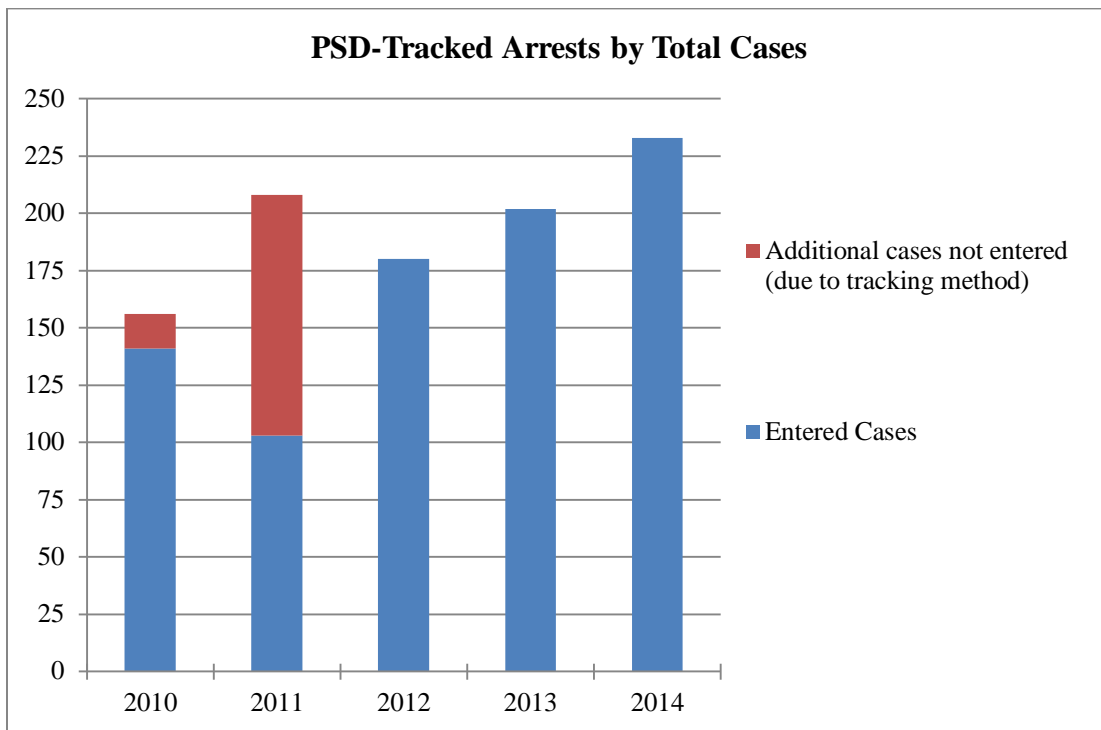
It the policy of both the Bryan Police Department and the City of Bryan to require that prior to filing a grievance, certain steps towards resolution are taken by the employee and his/her chain of command. This ensures that many issues are resolved without resorting to the formal grievance process. In addition, the sworn officers Bryan Police Department are protected by the Civil Service Rules and Regulations, which regulate such potentially contentious issues as hiring, promotions, and disciplinary actions. These additional policies serve to create an environment in which officers can be certain they are receiving equal treatment and opportunities as their peers, and thus reduce the need to file a grievance.

Finally, the Department’s long-standing accreditation status with CALEA shows the Department’s commitment to best practices and ensures the Department is complying with nationally recognized standards for excellence, especially in terms of serving both internal and external customers. These factors combine to produce the virtually grievance-free record of the Bryan Police Department.

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 2014, there were 233 cases involving arrests for these charges, out of 6085 total agency arrests and 14966 total case numbers.

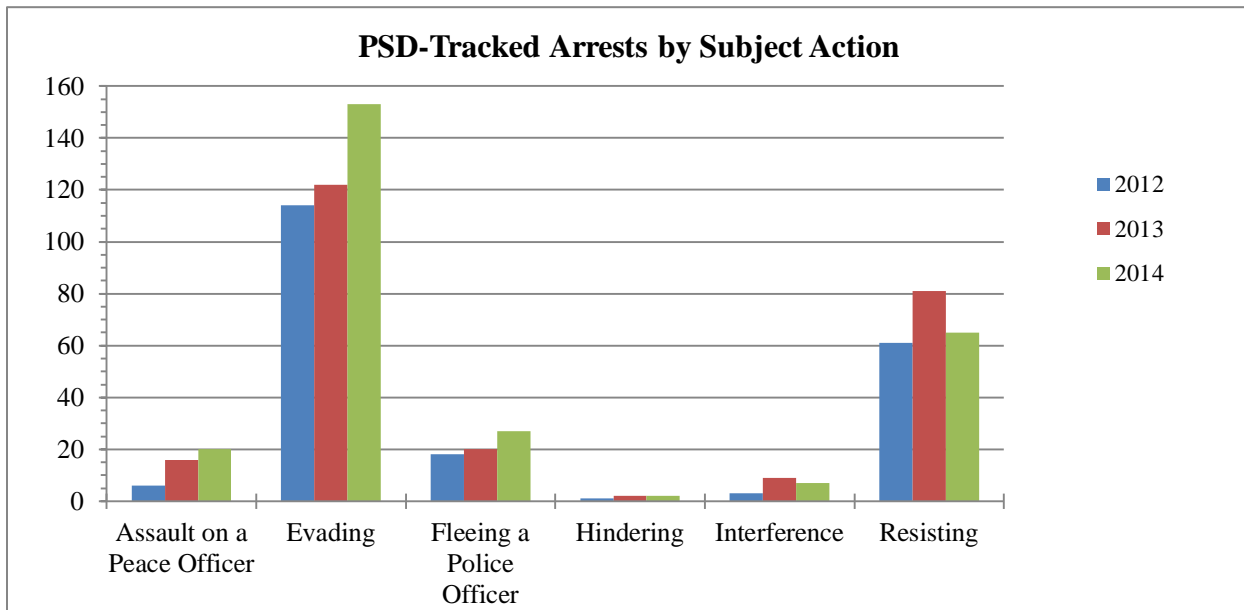
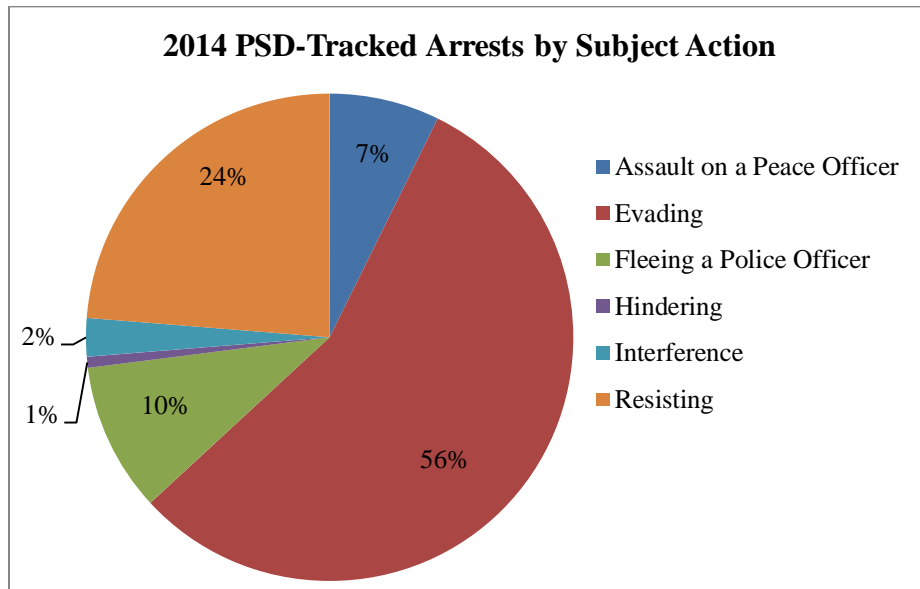
The chart below shows the number of cases involving PSD-tracked arrests over the past five years. It should be noted that prior to 2012, the Professional Standards Division relied on the “pink” copies of the paper arrest reports – forwarded through several divisions of the Department before finally reaching 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 a less significant loss in 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 2012-14 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 2010-2011 as broken into categories (subject action, beat, and race/sex). Therefore, the other comparative charts on the following pages of this section will use only the raw data from 2012-2014 (a three-year comparison), and will only provide five-year comparisons for percentage-based data.

PSD-TRACKED ARRESTS BY SUBJECT ACTION

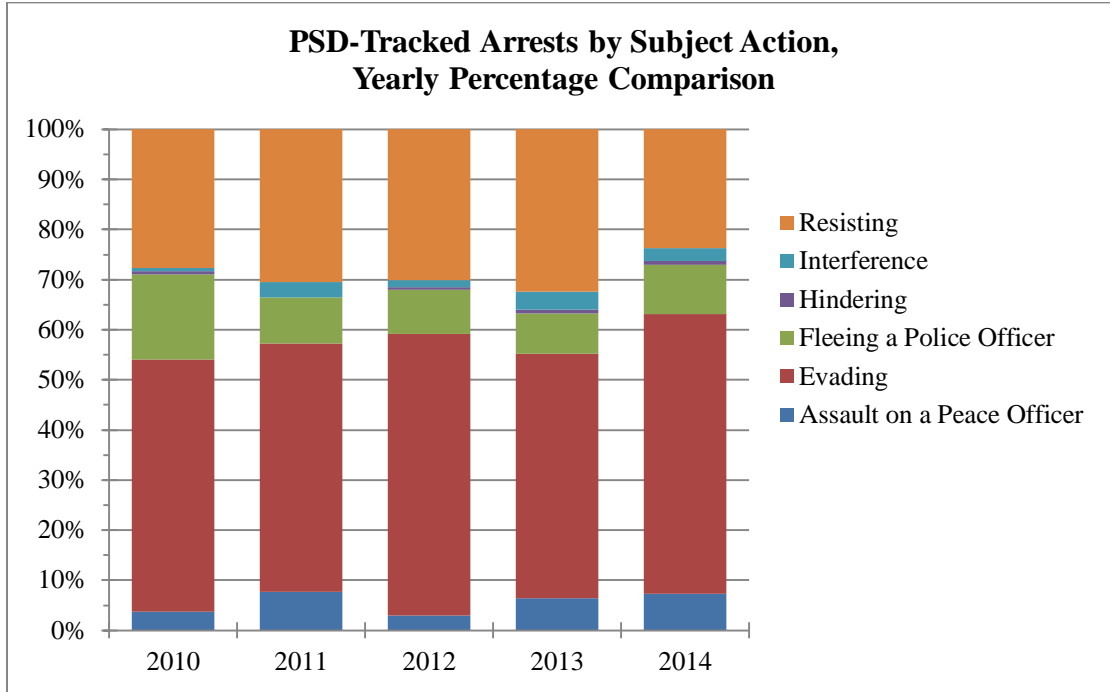
2014	Charge						Total
	Assault on a Peace Officer	Evading	Fleeing a Police Officer	Hindering	Interference	Resisting	
Arrest Subjects	20	153	27	2	7	65	274



Overall arrest numbers increased 11% from 2013 to 2014. In 2013, there were 250 PSD-tracked arrest charges whereas there were 274 arrest charges filed in 2014. All of the increase came from three categories of PSD-tracked arrests: Fleeing (7 more), Assault on a Peace Officer (4 more), and – most significantly – Evading (31 more). Interference saw two fewer arrests and Resisting decreased from 81 charges in 2013 to 65 in 2014. Charges for Hindering remained steady at two in both 2013 and 2014.

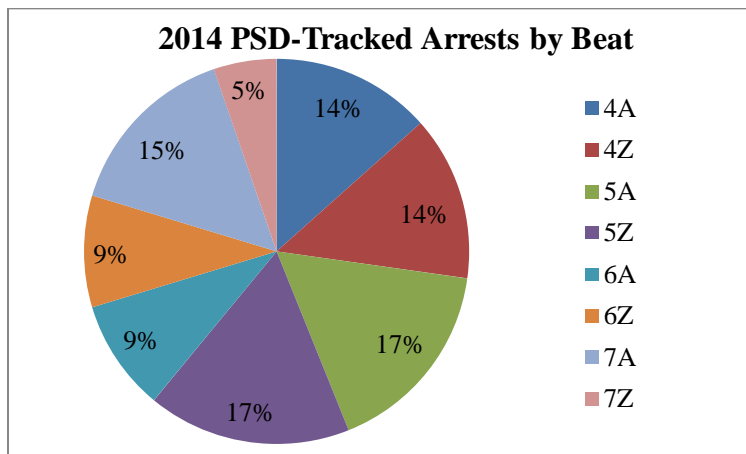
ARRESTS BY SUBJECT ACTION, cont.

Looking at overall trends, it can be seen that by far the most utilized charge tracked by PSD is Evading. The next most common charge, Resisting, is used at most 2/3 as often. There is another significant gap between Resisting and Fleeing, with Assault on a Peace Officer following closely behind. Interference and Hindering each average less than five charges per year. This shows consistency in Bryan Police Department tactics, training, and procedures.



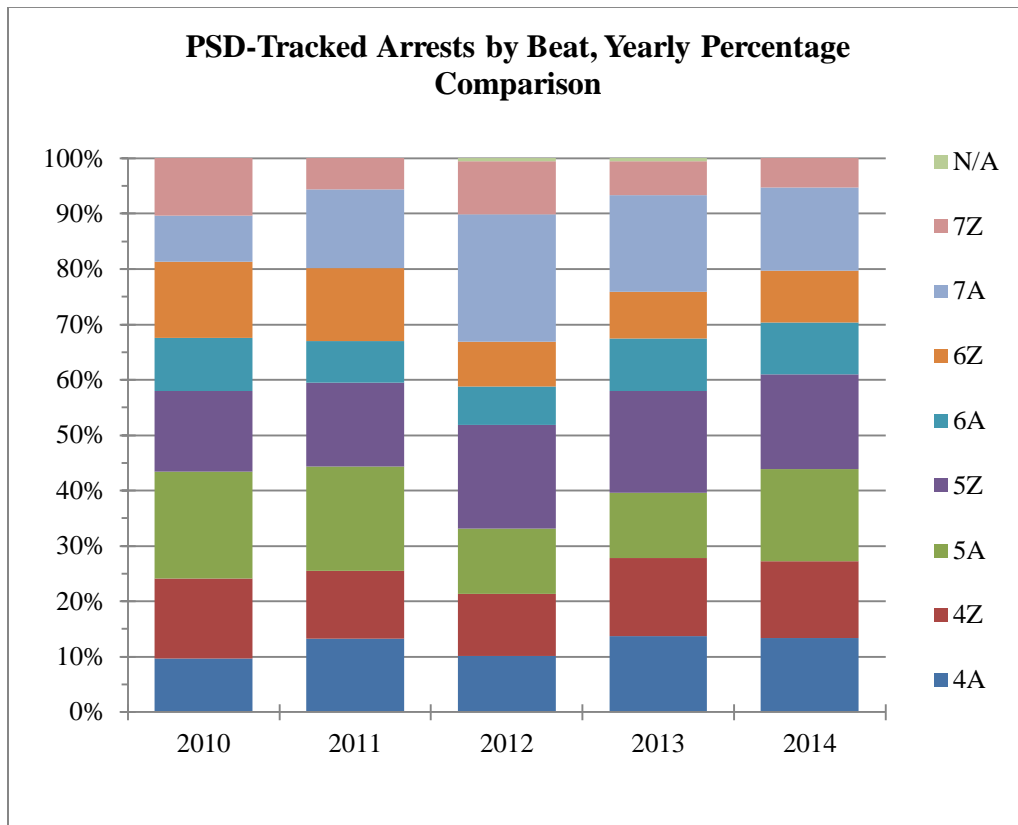
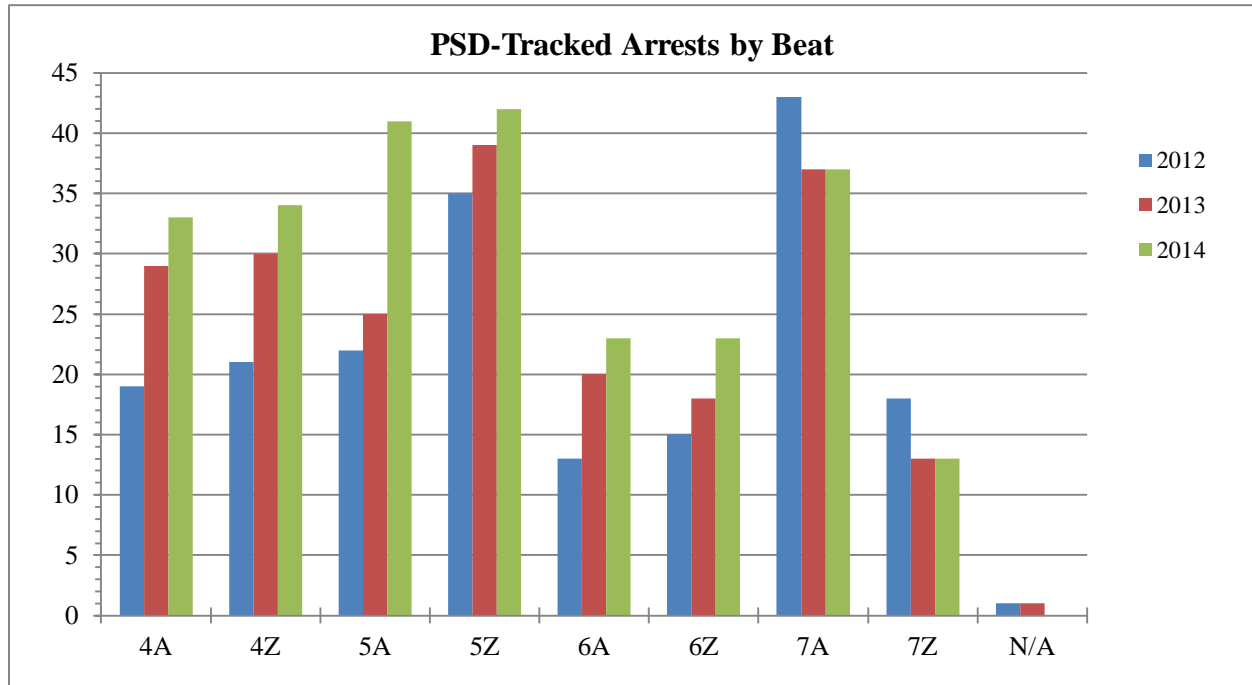
PSD-TRACKED ARRESTS BY BEAT

2014	Beat								Total
	4A	4Z	5A	5Z	6A	6Z	7A	7Z	
Arrest Subjects	33	34	41	42	23	23	37	13	246



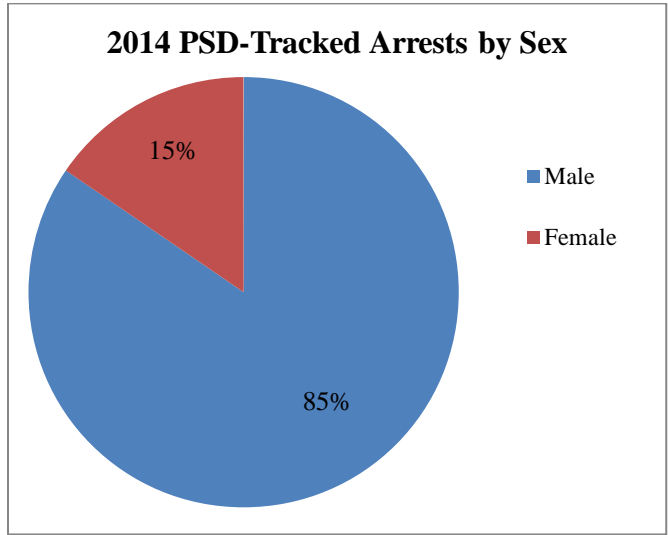
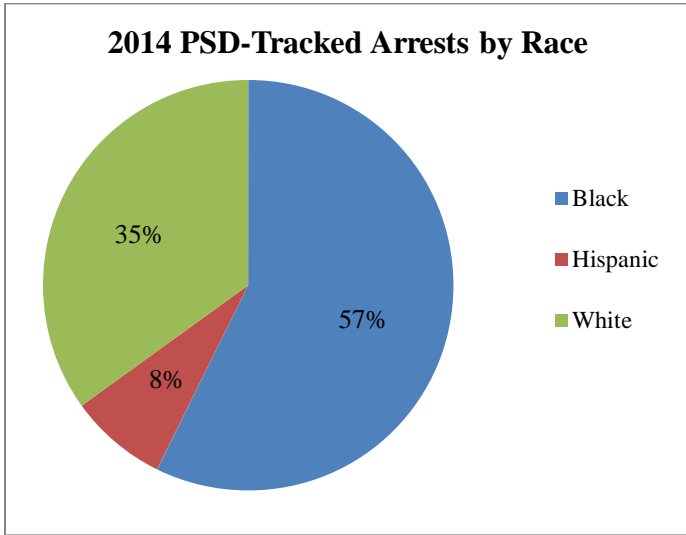
ARRESTS BY BEAT, cont.

In 2014, 5 Zone had 33% of all PSD-tracked arrests, followed by 4 Zone with 27%. 7 Zone had 20% of the arrests, and 6 Zone only accounted for 19%. All zones had increases in PSD-tracked arrests, with the exception of 7 Zone (both 7A and 7Z had the exact same number of tracked arrests in 2014 as in 2013). The most significant increase was in 5 Zone (by almost 30%), with 5A primarily responsible for the increase with 16 more arrests in the beat (a 64% jump). All other beats (4A, 4Z, 5Z, 6A, and 6Z) had only three to five more arrests in 2014 than in 2013.

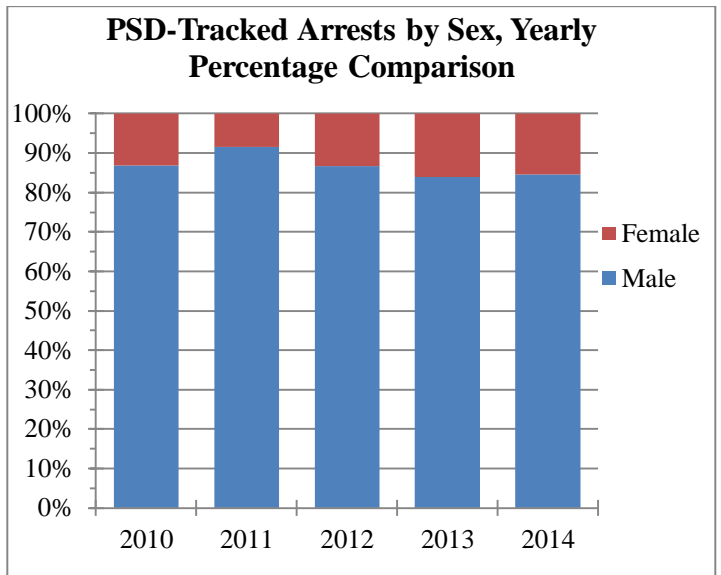
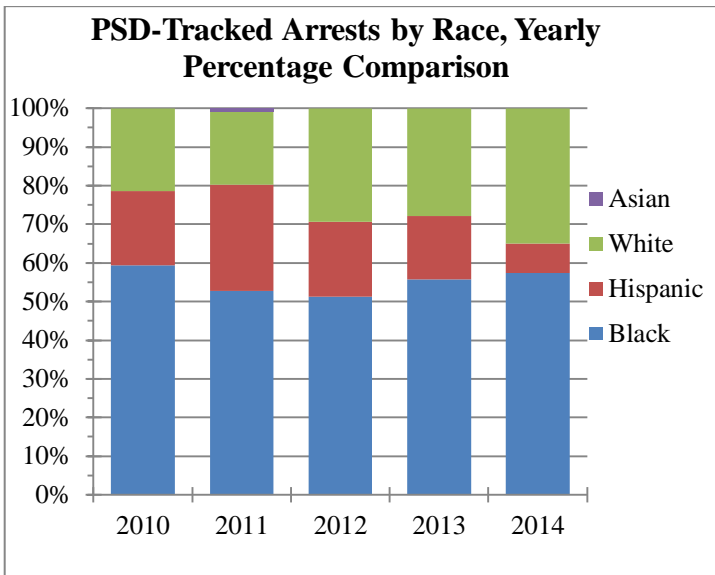


PSD-TRACKED ARRESTS BY RACE AND SEX

	Race / Sex						
	Black		Hispanic		White		
	F	M	F	M	F	M	
2014							
Arrest Subjects	19	122	3	16	16	70	246

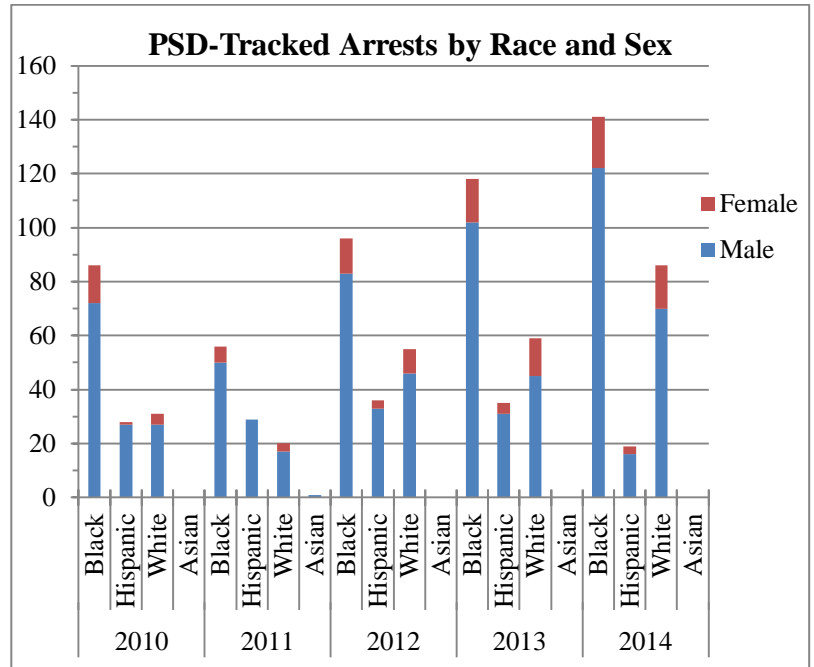
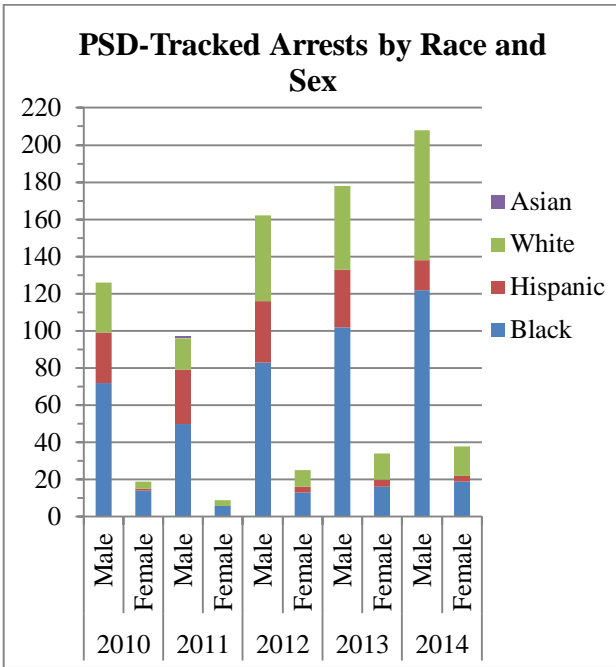


2014 arrest numbers show 57% of subjects in PSD-tracked arrests were black. White subjects made up slightly more than one-third of those arrested, while Hispanic arrests dropped for the second consecutive year and totaled only 8% of PSD-tracked arrests. Males accounted for 85% of the PSD-tracked arrests, a similar number to last year.



ARRESTS BY RACE AND SEX, cont.

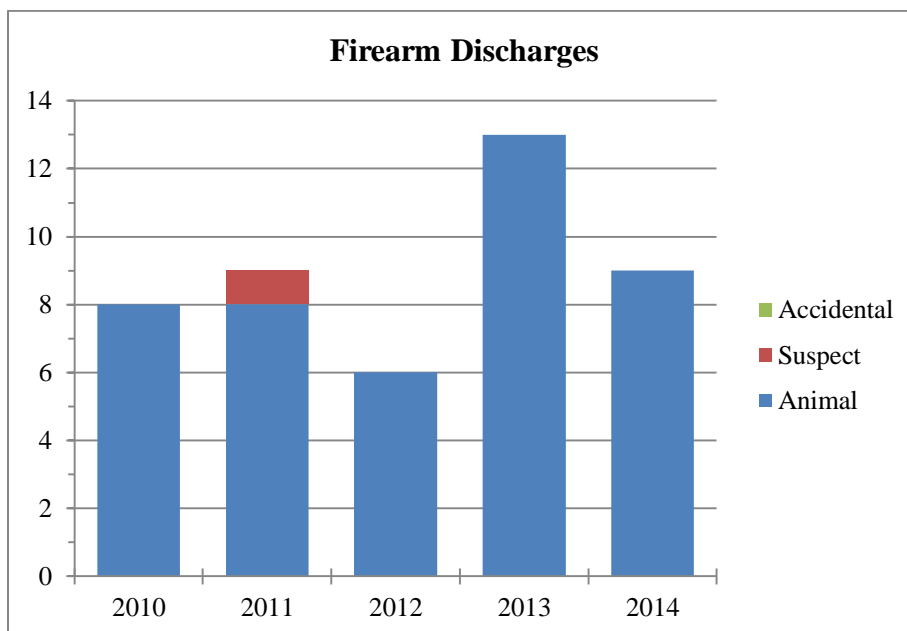
The biggest percentage increase (56%) from 2013 to 2014 occurred in white males, followed by black males with 20%. The largest numerical increase was also white males (25 more arrests), again followed by black males (20 more arrests). Black females and white females also had increased numbers, but only by three and two arrests, respectively. Hispanic women had a decline of one arrest, from four in 2013 to three in 2014. However, the most significant decrease was Hispanic males, with a 48% decline in arrest numbers (31 arrests in 2013 to only 16 in 2014). The drop in Hispanic arrests and corresponding rise in white arrests may simply be due to the nationwide issue of tracking and recording race versus ethnicity, or may reflect the actual demographics of persons arrested.



FIREARM DISCHARGES

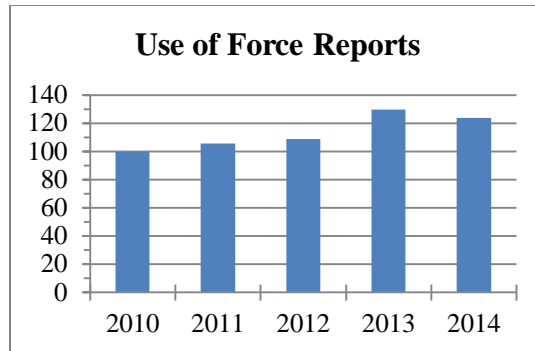
In 2014, there were 8 firearm discharge reports filed, against nine animal subjects. Seven incidents were from officers dispatched to the side of a road for a mortally injured deer in need of euthanasia. One incident involved two aggressive dogs, one of which was fatally shot with the other receiving minor injuries.

Record	Case	Shots Fired	Reason for Shots	Results
Date				
14-FA001	14-0300516	1	Deer hit by car, unable to walk	Fatal
3/13/2014				
14-FA002	14-0400706	1	Deer unable to use back legs, appeared to have been hit by vehicle	Fatal
4/18/2014				
14-FA003	14-0400764	1	Deer unable to use back legs, appeared to have been hit by vehicle	Fatal
4/19/2014				
14-FA004	14-0701317	3	Aggressive pit bulls (2)	Fatal (1) Minor (1)
7/31/2014				
14-FA005	14-0800401	3	Deer mortally wounded/suffering/blocking traffic	Fatal
8/9/2014				
14-FA006	14-101190	1	Deer unable to move or stand	Fatal
10/27/2014				
14-FA007	14-1000998	3	Deer bleeding on side of road	Fatal
10/22/2014				
14-FA008	14-1100446	1	Deer bleeding with body spasms	Fatal
11/11/2014				



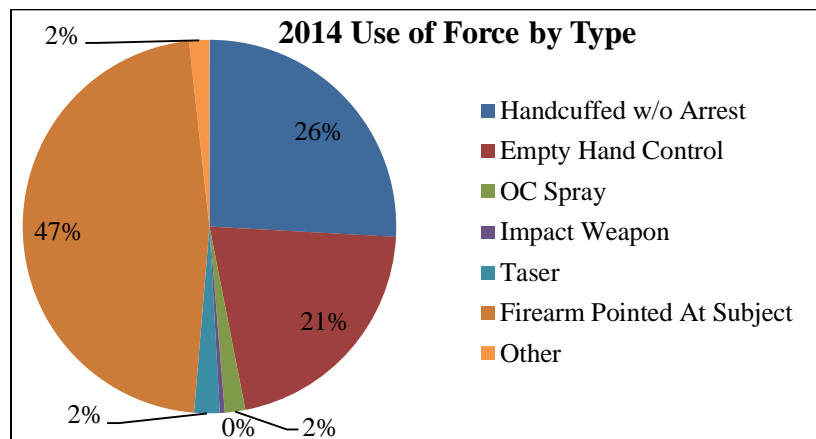
USES OF FORCE

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 2014, 66723 calls for service resulted in 124 Use of Force Reports. The Chain of Command review found that six uses of force from four of these incidents 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 2014 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.



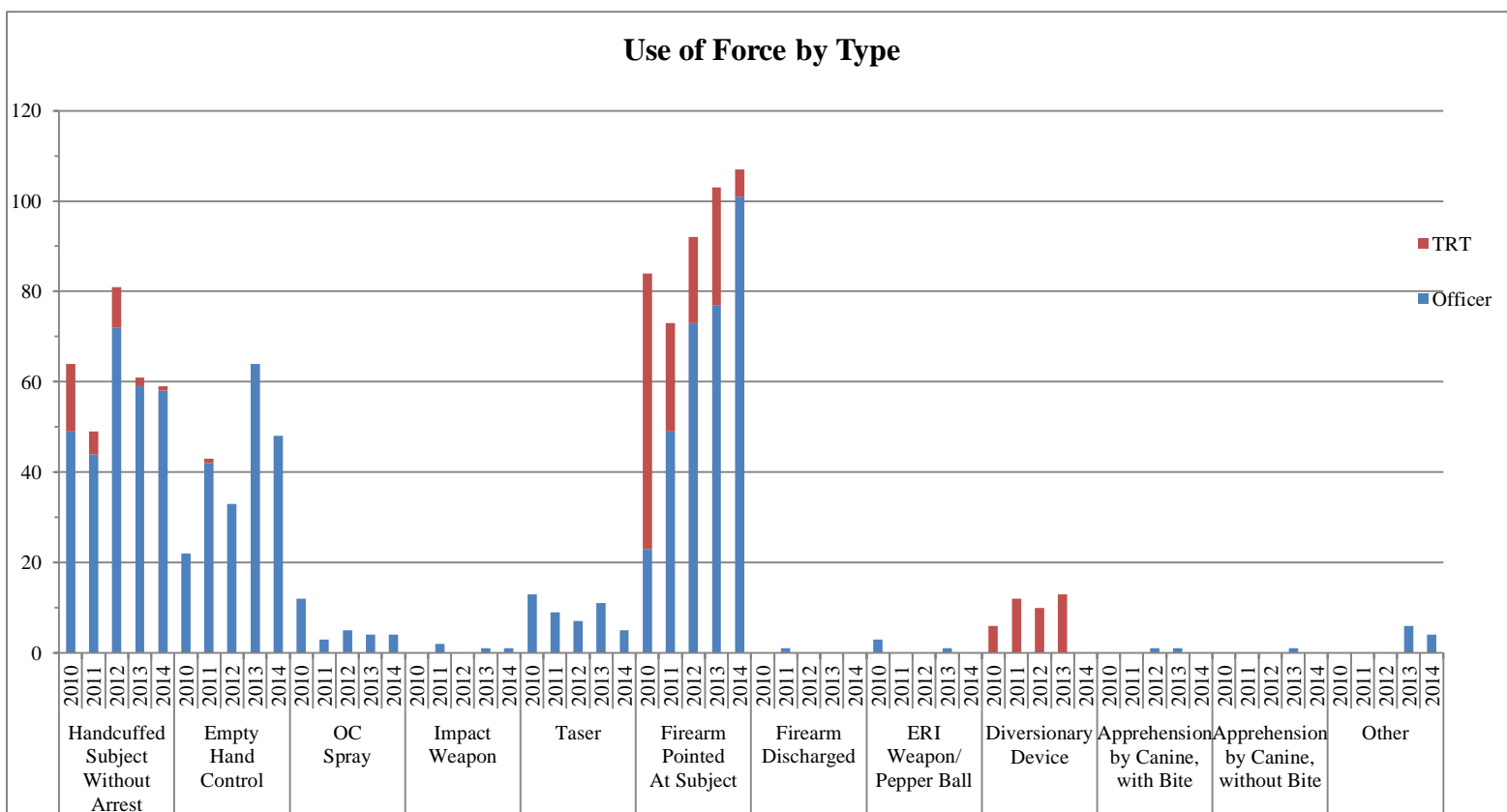
TYPE OF FORCE

Officer	Force Type (NPC - Not Policy Compliant; PC = Policy Compliant)									Total Incidents
	Handcuffed Subject Without Arrest		Empty Hand Control	OC Spray	Impact Weapon	Taser	Firearm Pointed at Subject		Other	
	NPC	PC	PC	PC	PC	PC	NPC	PC	PC	
Tactical Response Team		1						6		7
Non-TRT Officers	2	56	48	4	1	5	4	97	4	221
Total	2	57	48	4	1	5	4	103	4	228



USE OF FORCE BY TYPE, cont.

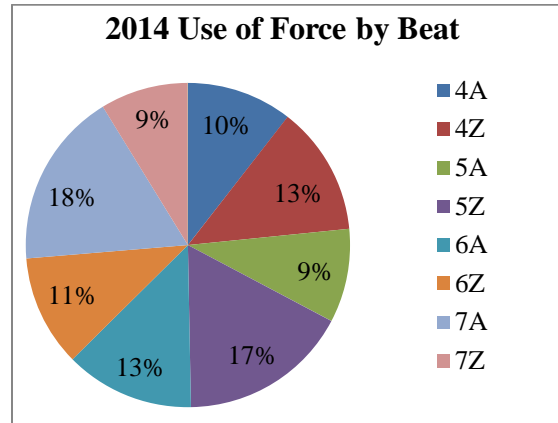
The frequency of types of force used in 2014 decreased or stayed the same from 2013, with the exception of “Firearm Pointed At Subject,” the total of which rose by 4 when including the non-compliant uses. However, it is interesting to note that this rise is due to a 30% increase in the use of this type of force by regular officers, while Tactical Response Team’s use of this type of force decreased by 77%. In 2010, 72.6% of “Firearm Pointed At Subject” incidents were performed by the TRT, whereas in 2014, that number dropped to 5.6%. This increase may be due to different factors. First, while the TRT has been set up in the PSD database as a separate “officer” to track its use of force activity, other units/teams within the Department have been increasingly involved in certain tactical operations, which frequently involve preemptively pointing firearms at the targeted subjects for safety reasons. Since these teams have not been set up as separate entities – like TRT has been - for tracking these numbers, the individual officers involved are each listed on the ensuing Use of Force Reports and the statistics are attributed to each of them rather than the team as a whole. If Departmental operations continue in this manner, it may be advisable to add the other potentially tactically-oriented units into the database so as not to skew the numbers. Another possible factor in the rise of “Firearm Pointed At Subject” may be the increased emphasis on officer safety and ambush awareness. There have been several high-risk traffic stops performed in which one officer may be counted with multiple “Firearm Pointed At Subject” occurrences due to the numbers of occupants of the vehicle.



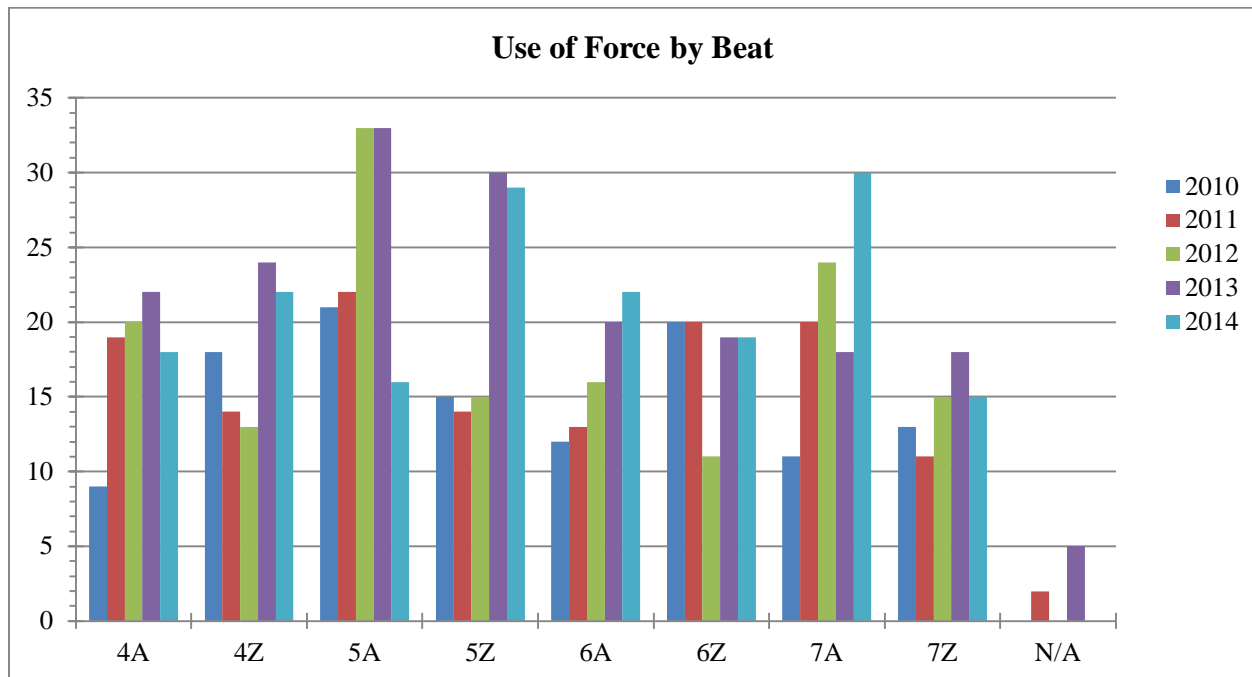
“Handcuffed Subject Without Arrest” regained its designation as second-most common use of force in 2014, after a brief switch with “Empty Hand Control” in 2013. No diversionary devices were used this year – again reflecting the diminished activity of the TRT – nor were the canine officers utilized to apprehend a suspect. The “Other” types of force category continued to be used as a designation for those types of physical actions not usually found on the use of force continuum, but which were employed by officers in the type of manner to necessitate a Use of Force Report according to BPD policy. These include actions which cause injury to a suspect (or lead to claim of injury), such as a takedown maneuver or tackle at the end of a foot chase.

USE OF FORCE BY BEAT

Use of Force	Beat								Total Incidents
	4A	4Z	5A	5Z	6A	6Z	7A	7Z	
Tactical Response Team (TRT)	1		1	1					3
Non-TRT Officers	17	22	15	28	22	19	30	15	168
Total	18	22	16	29	22	19	30	15	171

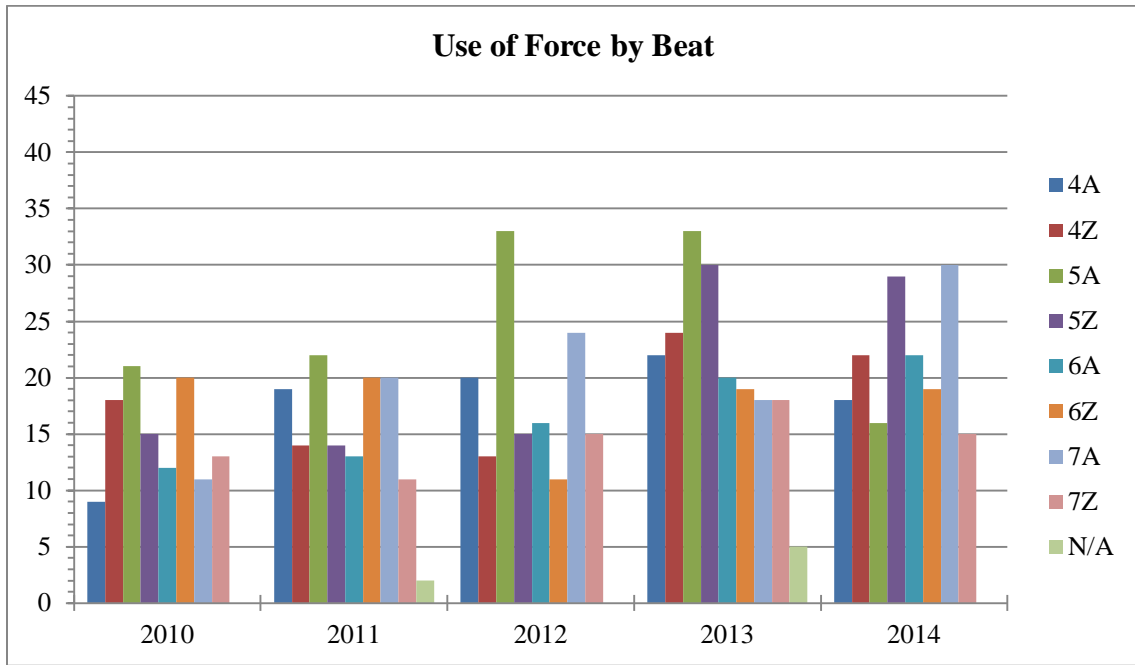


In 2014, beats 5A and 7Z had the least amount of use of force activity, whereas beats 5Z and 7A had the most (nearly twice as many). The most extreme changes were in beat 5A, with 52% fewer uses of force in 2014 than in 2013, and in beat 7A, which had a 67% increase in uses of force.



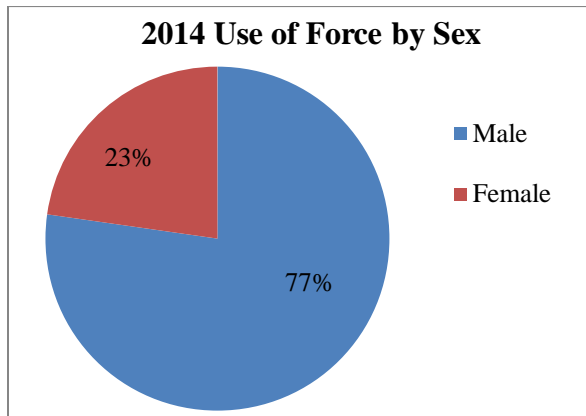
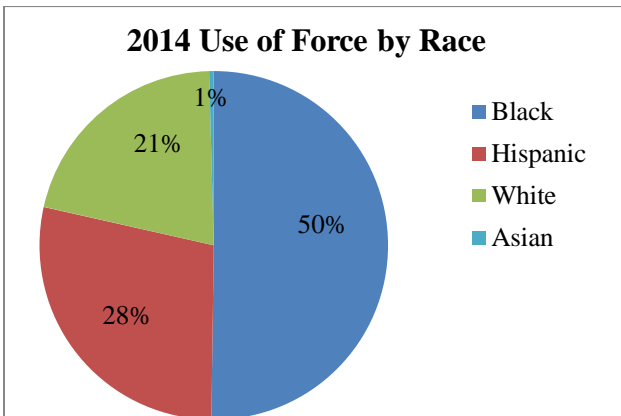
USE OF FORCE BY BEAT, cont.

However, the uses of force were very evenly distributed when looking at zones: 4 and 6 Zones each accounted for 24% of uses of force, and 5 and 7 Zones each accounted for 26% . There were no uses of force performed outside of Bryan city limits in 2014.



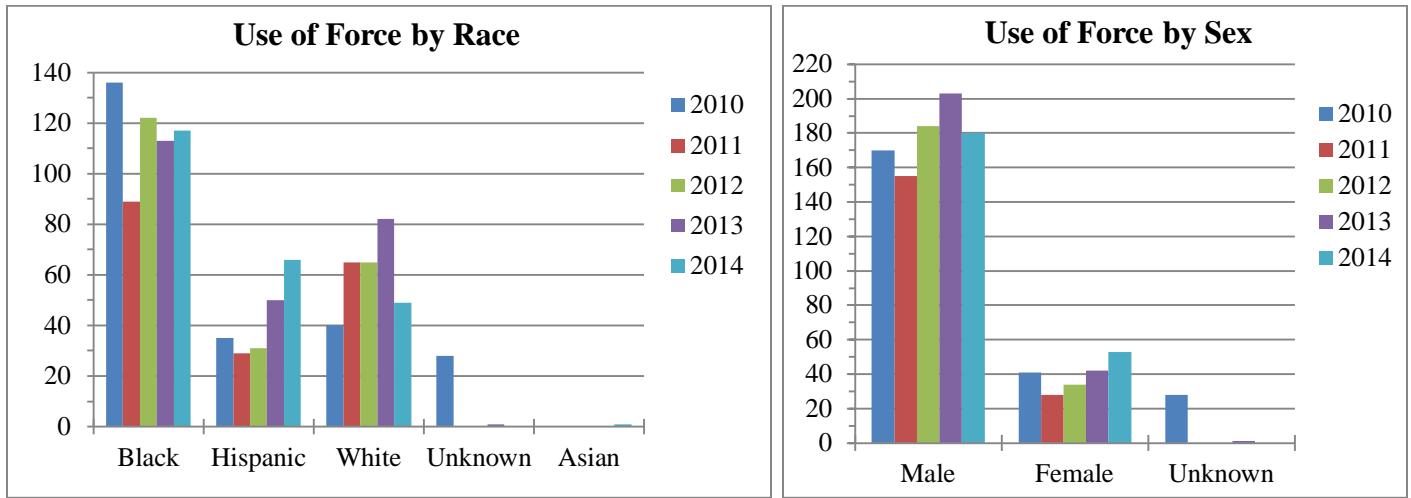
USE OF FORCE BY RACE AND SEX

Use of Force	Race / Sex							Total Incidents
	Black		Hispanic		White		Asian	
	F	M	F	M	F	M	M	
Tactical Response Team	1			4	1			6
Non-TRT Officers	33	83	10	52	8	40	1	227
Total	34	83	10	56	9	40	1	233

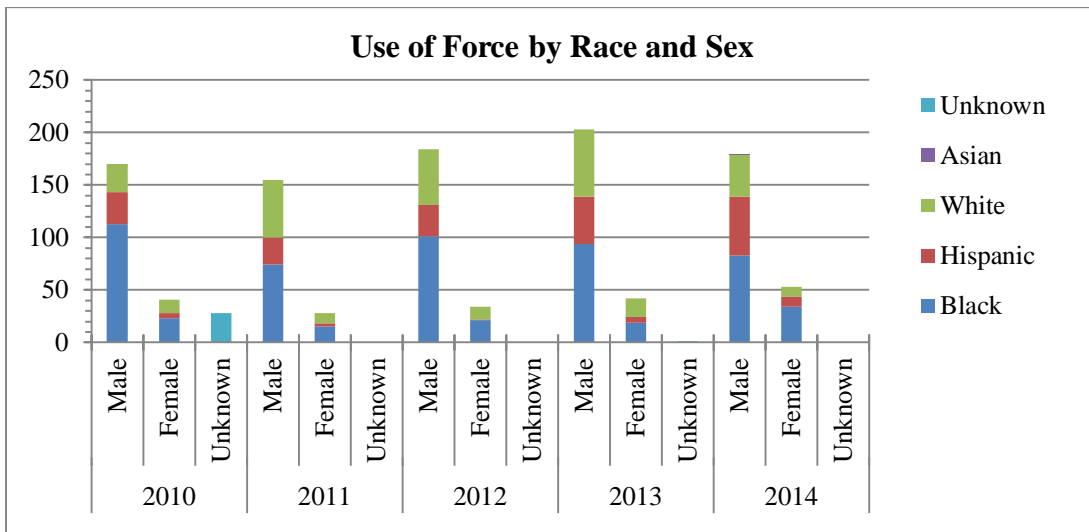


USE OF FORCE BY RACE AND SEX, cont.

2014 is the first year in which force was used against a person of Asian descent. Force against black subjects made up 50% of all use of force actions, and force against Hispanics accounted for 28% of actions. Females accounted for almost ¼ of all uses of force, an increase from 2013.

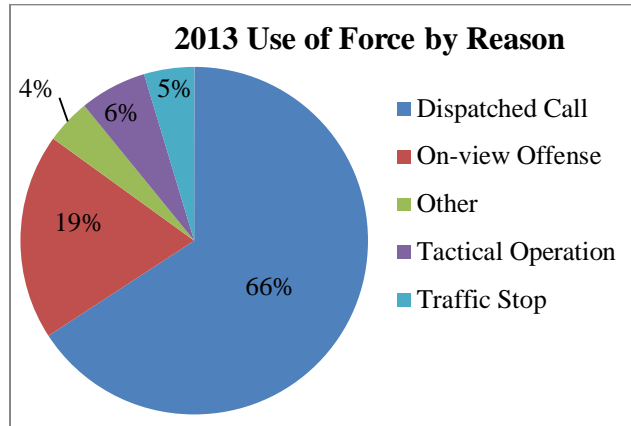


Force used against Hispanic females doubled in 2014, from 5 incidents in 2013 to 10 in 2014. Force against Hispanic males also increased by 24% overall, from 45 uses to 56. The only other demographic to show an increase – besides the single Asian male – was black females, with a 79% increase from 19 uses of force in 2013 to 34 in 2014. Force against white females decreased by 50%, and force against white males decreased by 38%. It is unknown if this is due to previously mentioned difficulties in methods used to define and track ethnic/racial data, or if these numbers represent a true breakdown of force by race.

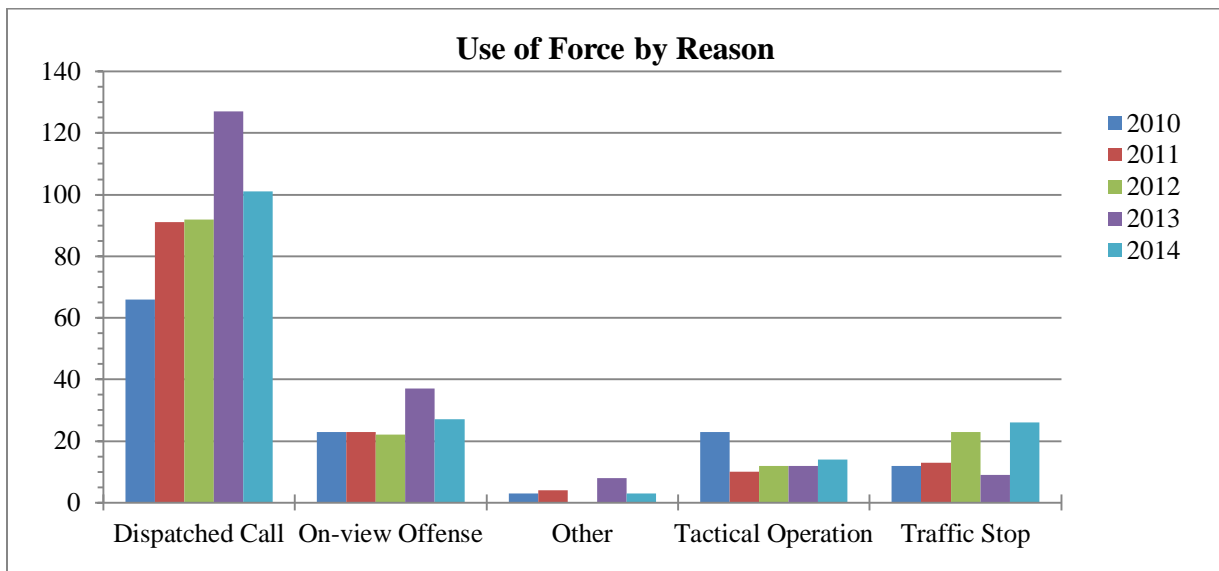


USE OF FORCE BY REASON FOR CONTACT

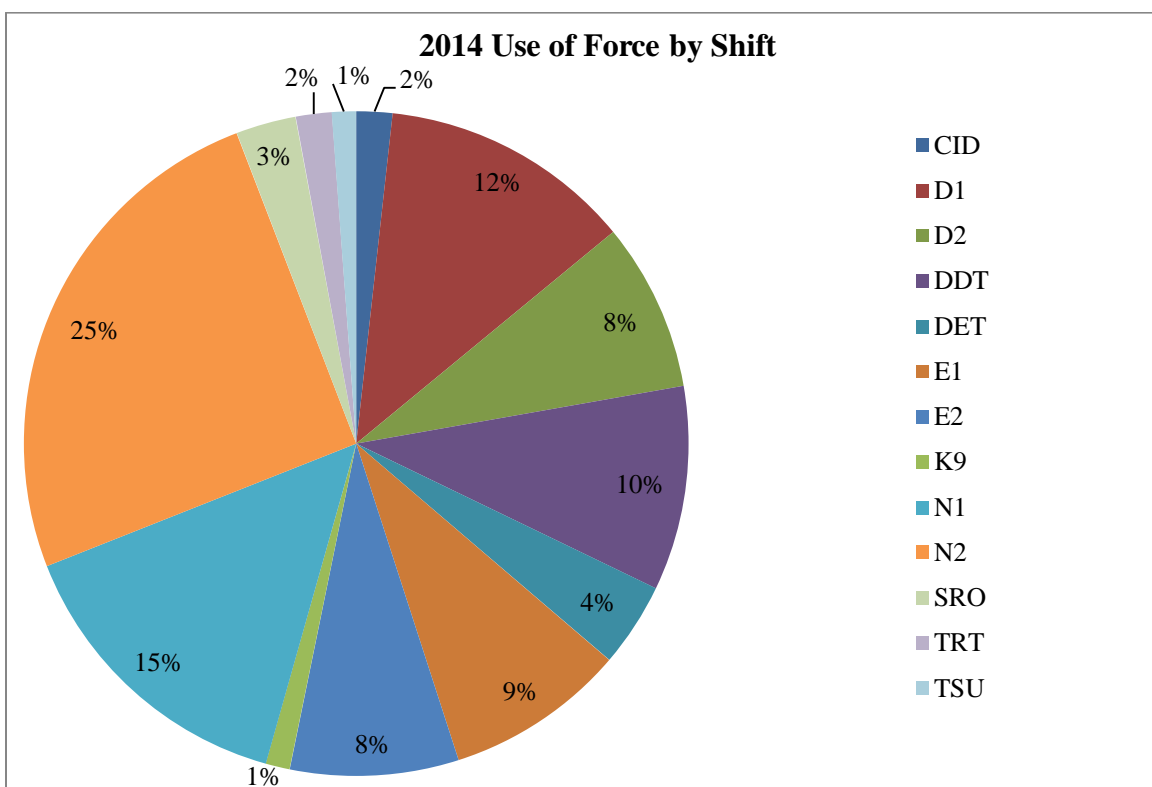
Use of Force	Reason for Contact					Total Incidents
	Dispatched Call	On-view Offense	Other	Tactical Operation	Traffic Stop	
Total	101	27	3	14	26	171



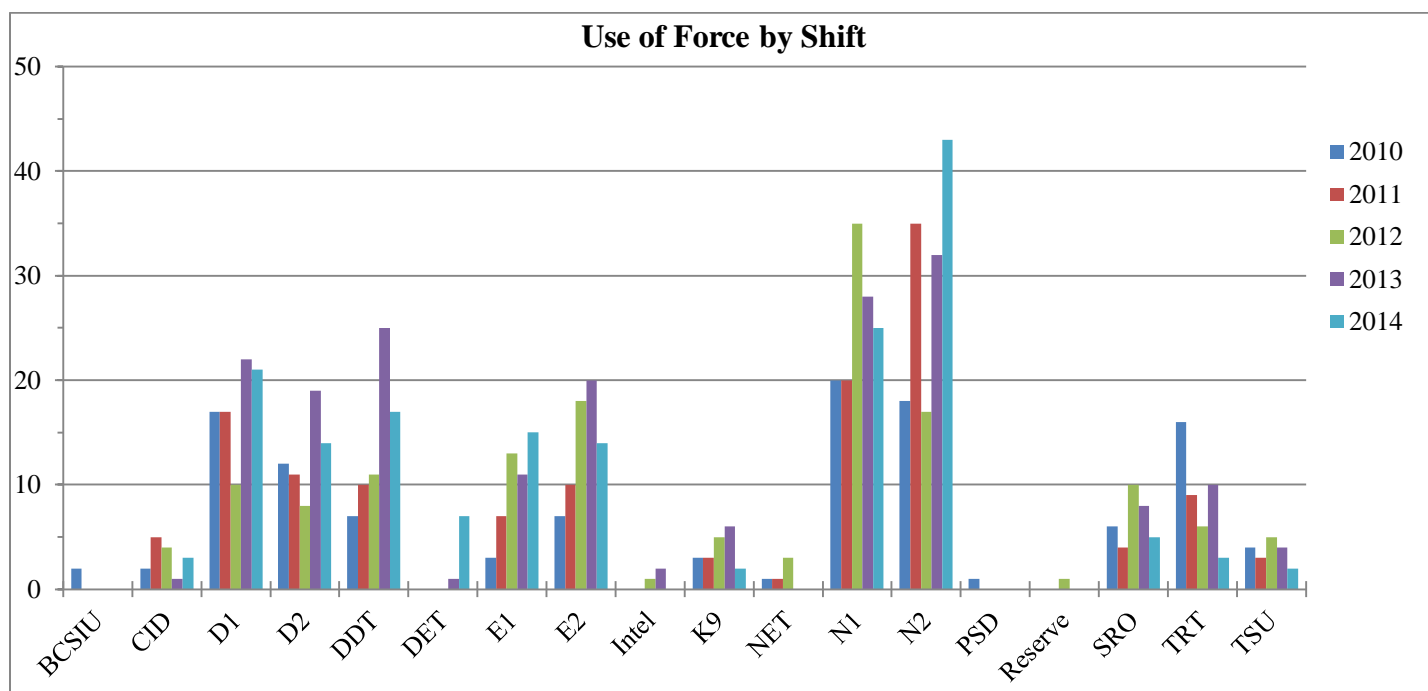
As mentioned in the “Types of Force” section, traffic stops that led to a use of force showed a significant increase from 2013 to 2014, from only 9 incidents to 26 (the highest number in the past five years). Tactical operations also increased, though as noted before, most were attributed to individual officers rather than the Tactical Response Team due to the assignment and operations engaged in. This does have the effect of skewing the numbers somewhat since each officer involved in one of those operations that uses force is credited with one use of force for that reason. For example, if three members of the TRT engage in a tactical operation that involves them using force, that is only counted as one “Tactical Operation” since they are recorded as the TRT rather than individually. However, if three members of the DET engage in a tactical operation that involves them using force, they are each listed individually and it is counted as three “Tactical Operations” in the final total. Dispatched calls were still the primary reason for contact with an eventual use of force subject, and made up 59% of all use of force contacts. The three use of force contacts with an “Other” reason for contact included agency assists and other similar responses.



USE OF FORCE BY OFFICER ASSIGNMENT

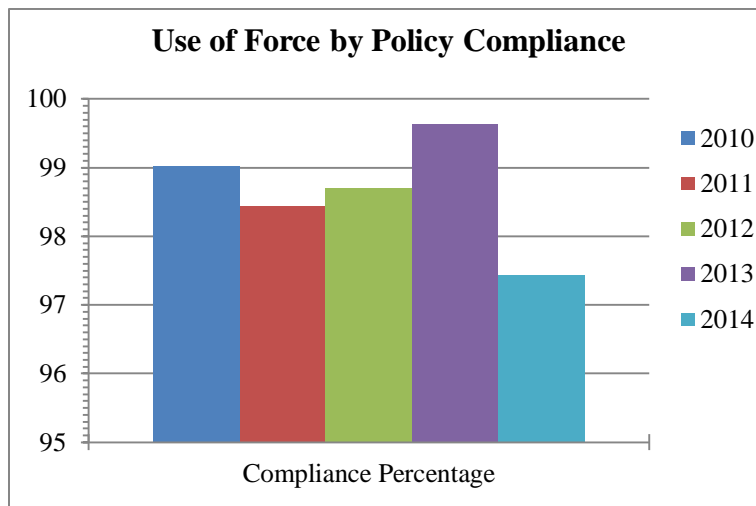
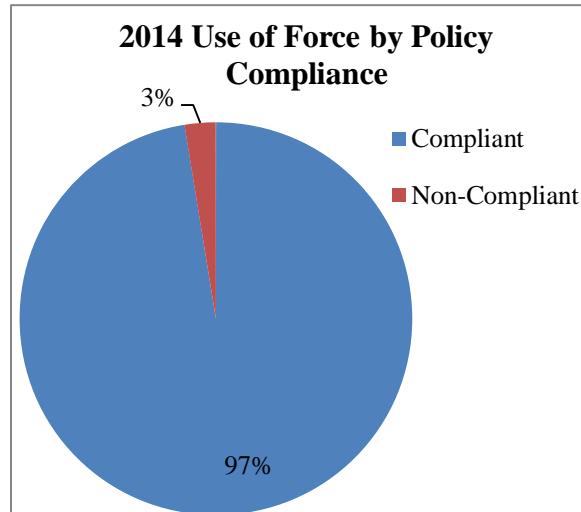


Officers assigned to the Night Patrol Division – both night shifts, both evening shifts, and K9 units – accounted for 58% of all uses of force. Night 2 by itself accounted for 25% of all uses of force, the same amount as all Day Patrol Division officers combined (both day shifts, the School Resource Unit, and the Traffic Safety Unit). Of the officers assigned to divisions and units within the Investigative Services Bureau, those assigned to the Drug Enforcement Team had the most significant increase in force used, from only one in 2013 to seven in 2014. Several officers were reassigned to different duties and teams in 2014, which may account for the change in numbers.



USE OF FORCE BY POLICY COMPLIANCE

There were six uses of force (from four incidents) that were determined to be not compliant with Bryan Police Department policy in 2014, which gives an overall policy compliance rate of 97.44%, the lowest in the past five years. However, when looking at all 66723 calls for service in 2014, the six non-compliant uses of force equal only .008% (less than one-hundredth of one percent) of all contacts. All six non-compliant uses of force were discovered during routine chain of command review of the use of force rather than through external complaints, and were dealt with through appropriate counseling, training, and discipline as necessary.



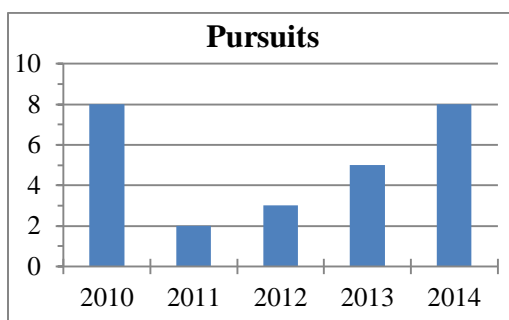
OVERALL USE OF FORCE ANALYSIS

Use of force by police officers has become a highly scrutinized subject within the past year. The Bryan Police Department is committed to ensuring that the minimum amount of force necessary is used to ensure the safety of all citizens and officers while upholding constitutional rights. This is shown that only .19% (less than 1/5 of one percent) of all calls for service (including traffic stops) required a Use of Force Report in 2014. The Training Division continues to emphasize this during annual in-service, with training that focuses on not only firearms, but PPCT defensive tactics and realistic scenario training in which officers must correctly demonstrate officer safety skills, knowledge of the proper amount of control to exert, and deescalation techniques. Continued policy review and supervisory oversight aids in this process as officers apply the learned skills in real-life situations on the street.

VEHICULAR PURSUITS

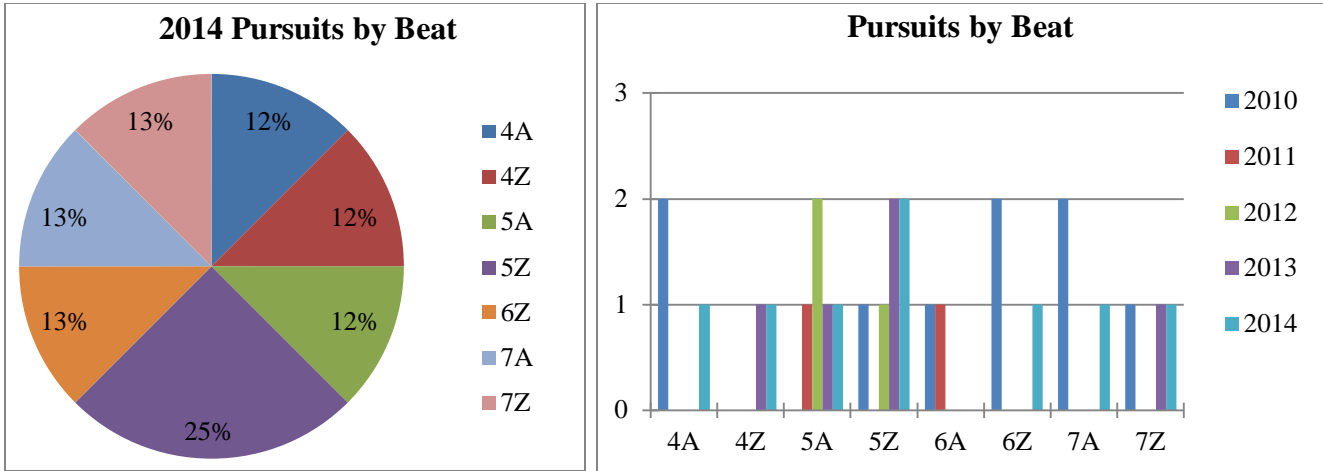
In 2014, there were eight vehicular pursuits initiated by the Bryan Police Department. Half of the pursuits also involved other agencies and/or travelled outside BPD jurisdiction. Two pursuits ended in Brazos County, one pursuit ended in Hearne, and another ended in College Station. All but one pursuit occurred at night – between 8:00pm and 1:00am - with the outlier occurring around 9:00am. On the following pages, all pursuits from 2014 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						
14-VP001	14-0400193	Reckless driver, suspected DWI	Driver wrecked	Motor vehicle collision CSPD #14-003965	Evading	Yes
	4/5/2014				DWI	
		Poss. Marijuana				
		Fail to ID				
14-VP002	14-0500796	Vehicle traveling in oncoming lane	DPS tire deflating device successful	Deflated tires on suspect vehicle	N/A - DPS jurisdiction	Yes
	5/20/2014					
14-VP003	14-0601122	Armed robbery suspects fleeing	BCSO spike strips successful	Deflated tires on suspect vehicle	Agg. Robbery	Yes
	6/26/2014				Evading (vehicle)	
		Evading (foot)				
14-VP004	14-0700191	Brake light not working (traffic stop)	Suspect vehicle stopped	-	Fleeing	No
	7/5/2014				DWLI	
14-VP005	14-0701125	Failed to maintain single lane	BCSO took over; continued transport	-	Fleeing	No
	7/26/2014					
14-VP006	14-0801135	Stolen vehicle; possible DWI	Unit accident	Mobile home; BTU pole; mailbox	UUMV	No
	8/26/2014				Evading	
		FTLI				
14-VP007	14-1100073	Possible DWI; assault suspect	Suspect accident	Suspect's head; suspect veh.; road sign	DWI	No
	11/2/2014				Evading	
		Assault				
14-VP008	14-1101114	Fled traffic stop w/ alcohol on breath	Suspect stopped, evaded on foot	-	Evading	Yes
	11/28/2014				DWI	
		No DL				



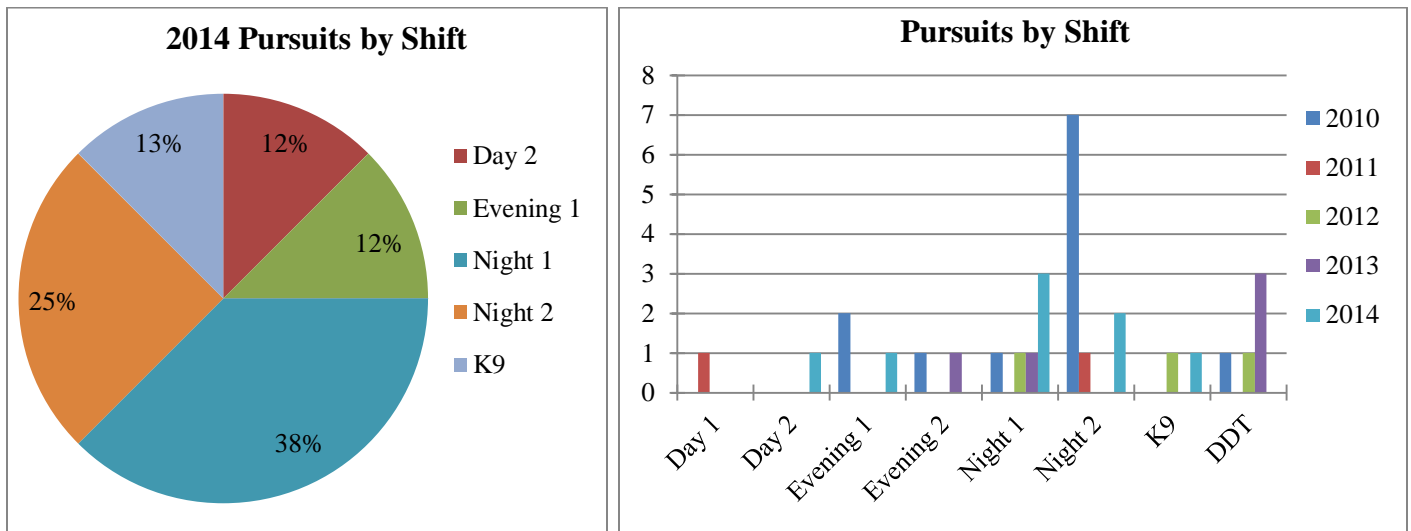
PURSUIITS BY BEAT

In 2014, five pursuits ended outside of the beat in which they were began (as mentioned above, four of those continued outside city limits). The charts below depict only the beat in which a pursuit was initiated. Over the past five years, beats 5A and 5Z have had more pursuits than any other beat. Together 5 Zone accounts for 11 pursuits total, whereas 4 and 6 Zones each have five pursuits and 7 Zone has six. Several of the city's main arteries run through 5 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.



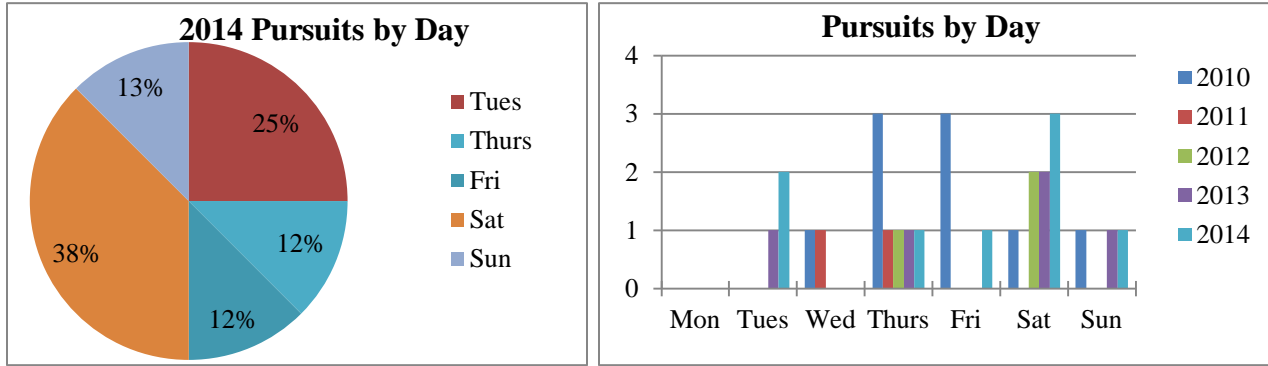
PURSUIITS BY OFFICER ASSIGNMENT

Officers working five different shifts were responsible for initiating the eight pursuits in 2014. All officers were within the Patrol Services Bureau, and all but one were assigned to the Night Patrol Division. The night patrol officers initiated pursuits in response to suspected DWI offenses or violent felonies. The lone day patrol officer pursued for a traffic violation. Since DWIs occur most often in the evening or night time, and are one of the few reasons to justify a pursuit, it is unsurprising that officers who work late shifts were the majority of the ones involved in pursuits in 2014, and that throughout the years officers in those positions have engaged in pursuits most often.



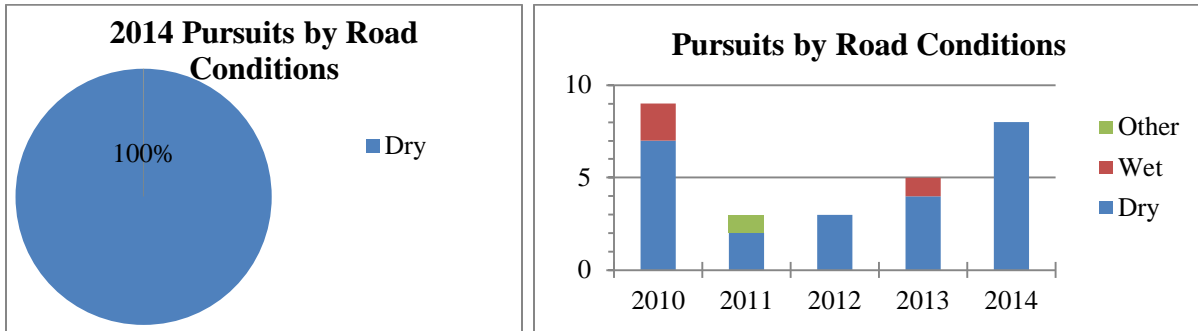
PURSUITS BY DAY OF THE WEEK

In 2014, pursuits were more spread out throughout the week than in previous years. Only three pursuits occurred during times more prone to DWI incidents (Thursday night through early Sunday morning), with two additional pursuits occurring on the weekend but on Saturday morning and Sunday night. Two pursuits were on a Tuesday night and another occurred early Thursday morning. The trend continues, however, of most pursuits within the past five years occurring during times in which DWI drivers are more likely to be on the road and therefore pursued by police. No pursuits have taken place on a Monday in the past five years.



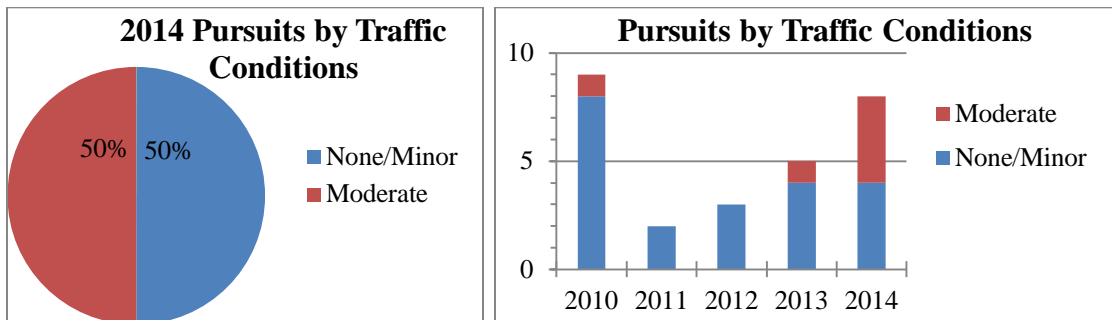
PURSUITS BY ROAD CONDITIONS

All pursuits in 2014 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.



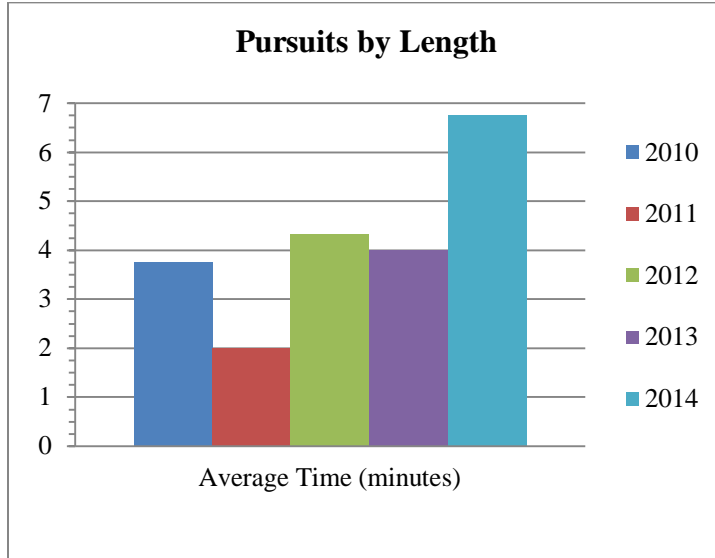
PURSUITS BY TRAFFIC CONDITIONS

Half of the pursuits in 2014 listed the traffic conditions as “moderate.” This is consistent with the length of several of the pursuits and the streets on which they occurred. The rest listed traffic conditions as “none/minor.”



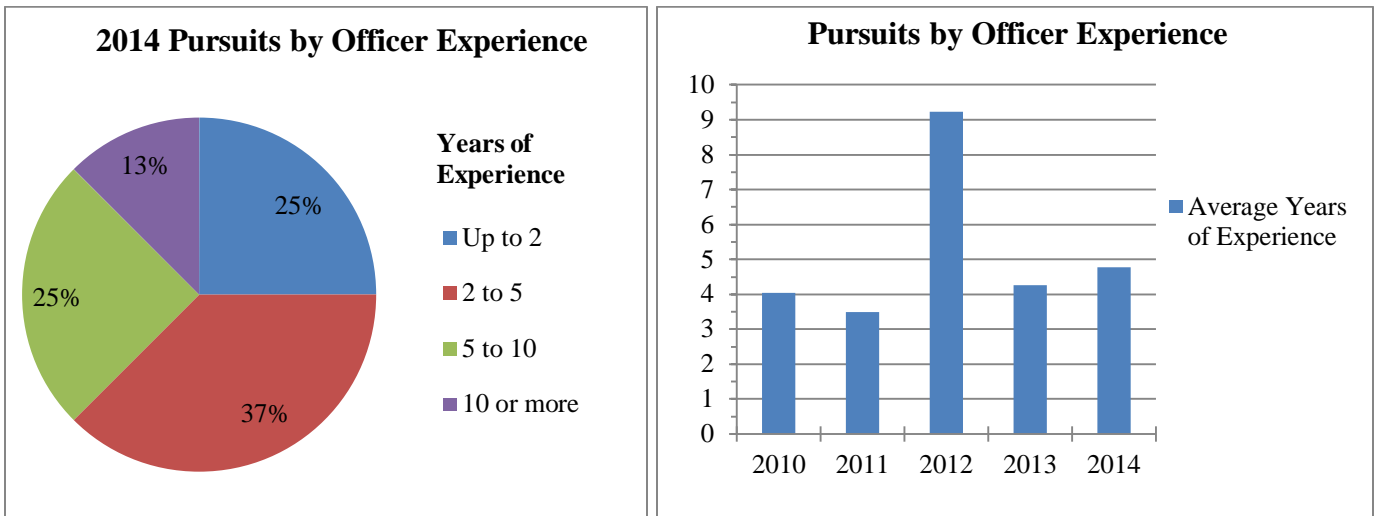
PURSUITS BY LENGTH

The average length of all eight pursuits in 2014 was six minutes, forty-five seconds. More than half the pursuits lasted for at least five minutes, with one pursuit that went into the county lasting 20 minutes. This average pursuit time is – by several minutes - the longest in the past five years. With the longest pursuit taken out, however, the average time for pursuits in 2014 drops to four minutes, fifty-one seconds. This is much more comparable to average pursuit length in previous years, though still the longest.



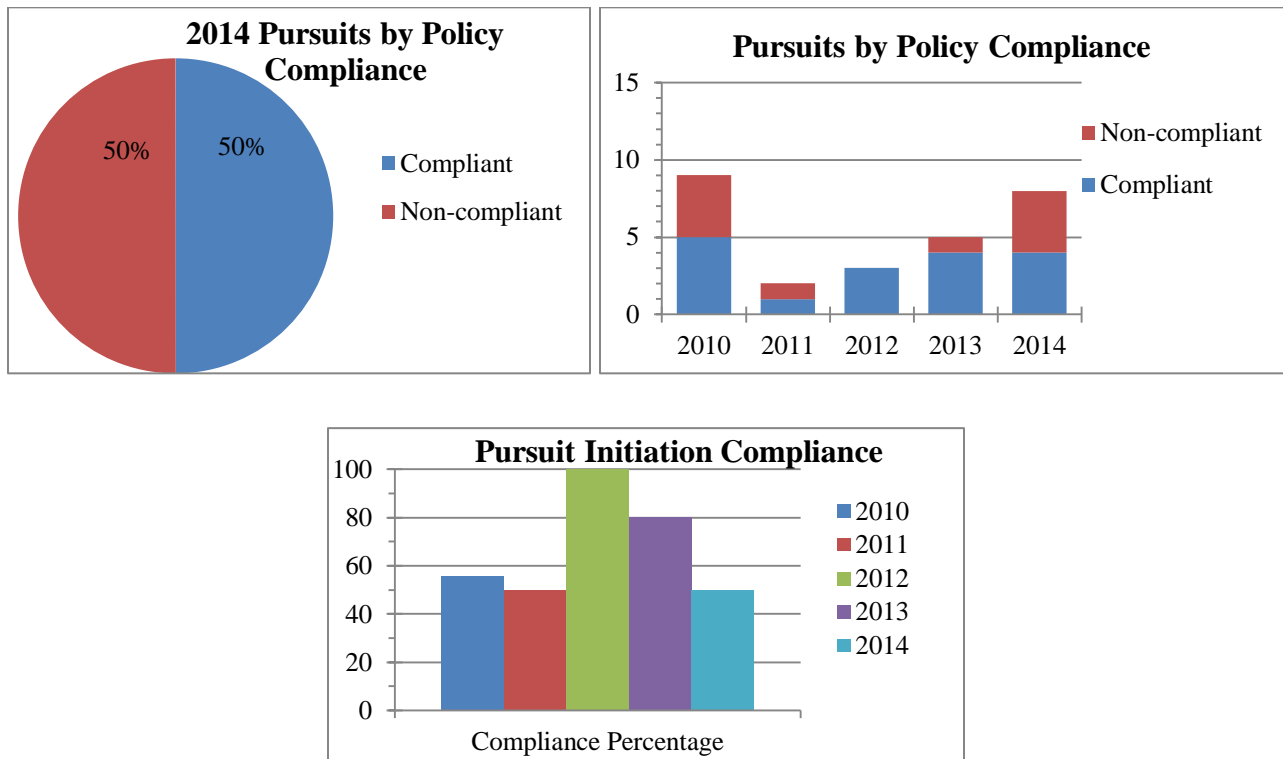
PURSUITS BY OFFICER EXPERIENCE

The officers who initiated pursuits in 2014 averaged 4.77 years of experience with the Bryan Police Department. This is consistent with most previous years. Individual experience ranged from 11 months to just over 14 years. Officer experience did not necessarily correlate to whether or not a pursuit was policy compliant.



PURSUITS BY POLICY COMPLIANCE

Half of all pursuits in 2014 were initiated in violation of Bryan Police Department policy. One was initiated for an assault suspect (and poorly articulated DWI) that failed to rise to the level necessary to justify a pursuit. Another was initiated on the basis of a misdemeanor traffic violation. One was initiated for a DWI suspect, but the officer was already engaged in transporting a subject. Another was initiated despite having a known subject who was engaging in unsafe actions when fleeing. Some of the non-compliant pursuits were also complicated by poor radio traffic. All involved officers received counseling, retraining, and/or discipline as appropriate. Because pursuits do not occur with great frequency, it is difficult to prepare officers for the stress and adrenaline encountered when evaluating whether or not to pursue. Generally, the data from past years shows that the more pursuits that occur, the more that are non-compliant. The numbers from 2014 closely resemble 2010. Due to the high numbers in 2010, the strict pursuit policy of the Department was reemphasized, leading to the sharp drop in non-compliant pursuits and pursuits overall in the following years. However, there have been many new officers since that time who did not witness the fallout from those non-compliant pursuits in 2010, and the passage of time in general has softened the emphasis on pursuits. Now that numbers are back up, it is expected there will be a reemphasis on evaluating the need to pursue, especially in conjunction with planned EVOC in-service training to be held in 2015.



OVERALL PURSUIT ANALYSIS

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 oversight provided by the mandatory chain of command and PSD reviews on each pursuit is essential to ensure officers involved in a pursuit – especially in the case of non-compliant pursuits - are able to reevaluate their decisions and techniques outside the heat of the moment and therefore be better prepared for future occurrences. This is a continual process in which the Bryan Police Department realizes its commitment to the safety and wellbeing of both officers and citizens. In all its practices, 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.