



Bryan Police Department

# Professional Standards Division

## 2015 End-Of-Year Report

01/01/15 – 12/31/15

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



Prepared by Viki Rosprim, PSD Clerk  
February 26, 2016

# TABLE OF CONTENTS

<b>Introduction</b> .....	<b>ii</b>
Methods of Calculation	
<b>Commendations</b> .....	<b>1</b>
Formal Details	
Informal Details	
<b>Complaints</b> .....	<b>4</b>
Class I Investigations	
Details	
Summary	
Class II Investigations	
Details	
Summary	
Internal Investigations Summary	
Allegation Disposition	
Complaint Classification	
<b>Disciplinary Actions</b> .....	<b>10</b>
<b>Sick Leave</b> .....	<b>11</b>
<b>Grievances</b> .....	<b>13</b>
<b>PSD-Tracked Arrests</b> .....	<b>14</b>
Subject Actions	
Geographic Beat	
Race and Sex	
<b>Firearm Discharges</b> .....	<b>21</b>
<b>Uses of Force</b> .....	<b>22</b>
Type of Force	
Geographic Beat	
Race and Sex	
Reason for Contact	
Officer Shift/Assignment	
Policy Compliance	
<b>Vehicular Pursuits</b> .....	<b>35</b>
Details	
Geographic Beat	
Officer Assignments	
Day of Occurrence	
Road Conditions	
Traffic Conditions	
Length of Pursuits	
Officer Experience	
Policy Compliance	

# 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, 2015 through December 31, 2015. All police officers employed during this period are included in this report regardless of their employment status at the time of printing.

## A NOTE ON METHODS OF CALCULATION

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

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

Example: Officer F. Eaton: 3 uses of force

15-UF002  
15-UF008  
15-UF066

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

Example: Officer F. Eaton: 5 uses of force

15-UF002	L. Langtry
	A. Oakley
15-UF008	C. Jane
15-UF066	B. Star
	C. Annie

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

Example: Officer F. Eaton: 7 uses of force

15-UF002	L. Langtry	Firearm Pointed at Subject
	A. Oakley	Firearm Pointed at Subject
		Handcuffed Subject Without Arrest
15-UF008	C. Jane	Empty Hand Control
15-UF066	B. Star	Taser
		Baton
	B. Annie	Handcuffed Subject Without Arrest

## FORMAL COMMENDATIONS

Record	Award Date	Employee(s)	Formal Type	Nominating Party
15-CM001	1/30/2015	Agnew, Jon	Police Commendation	James, Jason (BPD Supervisor)
		Reyes, Christopher		
15-CM002	2/19/2015	McKethan, Derrick	Life Saving Citation	Agnew, Jon (BPD Supervisor)
15-CM003	3/12/2015	Ramirez, Alex	Civilian of the Year	Multiple (BPD Employees)
15-CM004	3/12/2015	Aguilar, George	Officer of the Year	Multiple (BPD Employees)
15-CM005	2/26/2015	Contreras, Misty	Civilian Service Award	Pottinger, Mildred (BPD Supervisor)
15-CM006	2/27/2015	Jones, Michael	Police Commendation	Boswell, Brett (BPD Supervisor)
15-CM007	5/15/2015	Harvey, Jamie	Police Commendation	James, Jason (BPD Supervisor)
		Hayes, Melinda		
15-CM008	7/15/2015	Hodson, Ryan	Police Commendation	Jones, Michael (BPD Officer)
		Ruebush, Bryan		
15-CM009	7/16/2015	Hanks, Chad	Recognition for Exceptional Service	Hauke, James (BPD K-9 Unit)
15-CM-010	7/24/2015	Boswell, Brett	Police Commendation & Achievement Coin	Peters, Jeff Sgt.
		Challis, William		
		Dera, Nathan		
		Guzman, Jean		
		Hauke, James		
		Hodson, Ryan		
		Laughlin, Steven		
		Luecke, Amber		
		Oliver, Demond		
		Owens, Corey		
		Rogers, Billy		
		Ruebush, Bryan		
Stubbs, John				
15-CM-011	8/3/2015	Jones, Michael	Life Saving Citation	Mathews, Lance Sgt.
		Broecklemann, Daniel		
		Dera, Nathan		
		Mathews, Lance Sgt.		
15-CM-012	8/20/2015	Albarado, Chris	Police Commendation & Life Saving Citation	Hanks, Chad Sgt.
		Snyder, Brendt		
15-CM-013	9/9/2015	Gray, Christopher	Achievement Coin	Mathews, Lance Sgt.
		Cox, Christopher		
15-CM-014	9/29/2015	Badgett, Jason	Life Saving Citation	Mathews, Lance Sgt.

## FORMAL COMMENDATIONS (Cont.)

Record	Award Date	Employee(s)	Formal Type	Nominating Party
15-CM-015	10/14/2015	Harvey, Jamie	Police Commendation	Johnson, Rob Sgt.
15-CM-016	11/10/2015	Maldonado, Marcelo	Life Saving Citation	Halbert, Kyle Sgt.
		Laughlin, Steven		
15-CM-017	11/13/2015	LeBlanc, Chase	Police Service Coin	Slanker, David Sgt.
		Hauke, James		
15-CM-018	12/8/2015	Badgett, Jason	Police Service Coin	Boswell, Brett Sgt.
		Taylor, Kole		
		Dera, Nathan		
15-CM-019	12/14/2015	Dowling, Stacey	Life Saving Citation	Hanks, Chad Sgt.
		Hovey, Rod		
15-CM-020	12/2/2015	Barber, Curtis	Police Service Coin	Boswell, Brett Sgt.

## INFORMAL COMMENDATIONS

Award Date	Employee	Informal Type	Nominating Party
1/22/2015	Gunstanson, Derek	Informal	Wendt, Rebecca (BPD Civilian)
2/9/2015	Cottle, Kyle	Informal	Mahoney, Paul (BPD Supervisor)
	Doran, Andrew		
	Jones, Michael		
	Kneese, Michael		
	Spillars, Steven		
2/13/2015	McKethan, Derrick	Informal	Allen, H.E. (Other Agency)
3/14/2015	Wescoat, Albert	Informal	Woolum, Todd (Civilian)
3/20/2015	Bell, Blakely	Informal	Baker, Brian (Other Agency)
	Davis, Garland Shawn		
	Fry, Steven		
	Henderson, Eric		
	Mathews, Matthew Lance		
	Wendt, Rebecca		
3/25/2015	Boswell, Brett	Informal	Welch, Ben (Business)
3/27/2015	McNair, John	Informal	Osborne, Chris (Business)
4/3/2015	Amaya, Daniel	Achievement Coin	Agnew, Jon (BPD Supervisor)
	Boyd, Ellis		
	Dunford, William		
	Gunstanson, Derek		
4/25/2015	Amaya, Candido	Informal	Griesbach, Bryan (Business)
	Beason, Cary		
	Owens, Corey		
	Patterson, David		
	Reyes, Christopher		
	Williams, Bobby		
5/8/2015	Henderson, Eric	Informal	McCollum, Scott (Other Agency)
5/15/2015	James, Jason	Informal	Ward, William (Other Agency)
	Stearns, Austin		
	Taylor, Kole		
6/26/2015	Hauke, James	Informal	Unknown Citizen
8/11/2015	Gaston, Ken	Informal	Wendt, Rebecca, CSI
9/22/2015	Kneese, M	Informal	Farmer, Jeffery A.; TABC
9/22/2015	Alvarez, Gabriel	Informal	Embra, Patricia - Citizen
11/13/2015	LeBlanc, Chase Hauke, Al	Informal	Sgt. Slanker

## CLASS I COMPLAINTS

Record	Date	Source of Complaint	Complaint	Investigator	Chief of Police Finding	Disciplinary Action
15-CI-001	2/6/2015	BPD Supervisor	BPD G.O. 03-18.3 III.D.2	Gideon	Sustained	Resigned prior to discipline
			BPD G.O. 03-18.3 III.G.10		Sustained	
15-CI-002	9/3/2015	Civilian	G.O. 03-18.3 III.G.10. Conduct Unbecoming a Police Officer or Civilian Employee.G.O. 03-18.4 III.G.11. Confidential Information	Gideon	Exonerated	

## 2015 CLASS I COMPLAINTS SUMMARY

Alleged Violation (Class I Complaints)	Investigation Results					Complaint Source		Total Allegations
	Unf.	N.S.	Ex.	Sus.	N/A	Int.	Ext.	
Code of Conduct				2		2		2
Conduct Unbecoming a Police Officer or Civilian Employee			1				1	1
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>3</b>

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

## CLASS II COMPLAINTS

Record	Date	Source of Complaint	Complaint	Investigator	Chief of Police Finding	Disciplinary Action
15-CII-001	1/6/2015	Civilian	BPD G.O. 03-18.3 III.G.8	Patterson	Sustained	Informal Counseling
			BPD G.O. 03-18.3 III.G.15		Sustained	Informal Counseling
15-CII-002	4/3/2015	BPD Supervisor	BPD G.O. 03-18.3 III.G.8	Gideon	Sustained	One-day (10-hour) suspension
			BPD G.O. 04-03.7 IV.B.2		Sustained	
15-CII-003	4/2/2015	Civilian	BPD G.O. 01-07.1 IV.C.6	Mathews	Sustained	Oral Reprimand
			BPD G.O. 01-07.1 IV.C.8		Sustained	
			BPD G.O. 01-07.1 IV.C.6		Exonerated	
			BPD G.O. 01-07.1 IV.C.8		Exonerated	
15-CII004	5/27/2015	Civilian	BPD G.O. 03-18.3 III.G.15	Patterson	Exonerated	
			BPD G.O. 03-18.3 III.G.15		Exonerated	
			BPD G.O. 03-18.4 III.G.15		Unfounded	
			BPD G.O. 03-18.4 III.F.5		Unfounded	
			BPD G.O. 03-18.4 III G. 15		Unfounded	
			BPD G.O. 03-18.4 III F. 5		Unfounded	
15-CII-005	7/6/2015	BPD Supervisor	BPD G.O. 03-18.4.III.G.36	Hanks	Sustained	Oral Reprimand
15-CII-006	7/28/2015	BPD Supervisor	BPD G.O. 04-03.7B.0.	French	Sustained	Written Reprimand
15-CII-007	1/30/2015	BPD Supervisor	BPD GO 03-12.5,V,G,3,e	Kilgore	Sustained	Written Reprimand & 90-day suspension of off-duty jobs.
15-CII-008	7/9/2015	BPD Supervisor	G.O. 4-04.2, V, A-2	Halbert	Sustained	Oral Reprimand
15-CII-009	7/16/2015	BPD Supervisor	BPD G.O. 03-18.13, III, G, 8	Spillars	Sustained	Oral Reprimand
15-CII-010	8/3/2015	BPD Supervisor	COB Ch.8, Job performance/Competence; Dereliction of Duty; Ch. 11 Electronic Communications & System Use	Pottinger	Sustained	Oral Reprimand

## CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Investigator	Chief of Police Finding	Disciplinary Action
15-CII-011	8/19/2015	BPD Supervisor	G.O. 08-05.3,III,B; G.O. 04-03.8, IV, B, 7	Kilgore	Sustained	Written Reprimand
15-CII-012	8/20/2015	BPD Supervisor	G.O. 04-14.2, IV,A, 2, m; S.O.P. Report Writing Policy and Procedure Manual	Thane	Sustained	Oral Reprimand
15-CII-013	8/21/2015	Civilian	G.O. 1.03-18.4 III G 14 Courtesy	Hanks	Exonerated	
15-CII-014	8/28/2015	Civilian	G.O. 08-05.3 III. B. Property Collection G.O. 01-06.4 IV. B. 5. Arrest G.O. 03-18.4 III. G. 8 Competent Discharge of Duties	Oliver	Sustained	Temporary Suspension
15-CII-015	9/3/2015	BPD Supervisor	G.O. 04-14.2 IV 2 P Preliminary & Follow-Up Investigations	Kilgore	Sustained	Oral Reprimand
15-CII-016	9/20/2015	BPD Supervisor	COB 4-04 Attendance & Punctuality	Pottinger	Sustained	Oral Reprimand
15-CII-017	9/16/2015	BPD Supervisor	G.O. 03-18.4 III. G. 15 Courtesy	Pottinger	Exonerated	
15-CII-018	9/15/2015	BPD Employee	COB 8 Standards of Conduct; Job Performance/Competence; Failing to Respond & Follow Instructions/Orders; Dereliction of Duty	Pottinger	Sustained	Written Reprimand
15-CII-019	9/15/2015	BPD Employee	GO 03-18.3 Code of Conduct; GO 8-13.1 TLETS Operations III; GO 4-10.1 Building Security; Violations of City Policy; Job Performance/Competence; Dereliction of Duty	Pottinger	Sustained	Written Reprimand

## CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Investigator	Chief of Police Finding	Disciplinary Action
15-CII-020	9/20/2015	BPD Supervisor	Violations of DPS Policy Manual: Sect. 4, Criminal History Record Information; BPD G.O. 8-13.1 TLETS Operations III. Policy; Violations of City Policy - Job Performance/Competence; Failing to Respond and Follow Instructions/Orders (Insubordination); Dereliction of Duty.	Pottinger	Sustained	Written Reprimand
15-CII-021	9/20/2015	BPD Supervisor	Violations of G.O.: 8-13.1 TLETS Operations III. Policy. Violations of City Policy: Ch. 8 Standards of Conduct: Job Performance/Competence; Failing to Respond and Follow Instructions/Orders (Insubordination). Dereliction of Duty.	Pottinger	Sustained	Written Reprimand
15-CII-022	11/13/2015	Civilian	Violation of G.O. 03-18.4 III. G. 15. Courtesy	Patterson	Exonerated	
15-CII-023	11/23/2015	Civilian	Violation of G.O. 01-05.9 V. B. 6. Handcuffs	Gideon	Exonerated	
15-CII-024	12/9/2015	BPD Supervisor	Violation of G.O. 04-17.3 IV. A. 1. b. Interview and Interrogation	Peters	Sustained	Oral Reprimand
15-CII-025	12/18/2015	BPD Supervisor	Failure to follow policy/procedures and directions	Pottinger	Sustained	3-Shift Suspension

## 2015 CLASS II COMPLAINTS SUMMARY

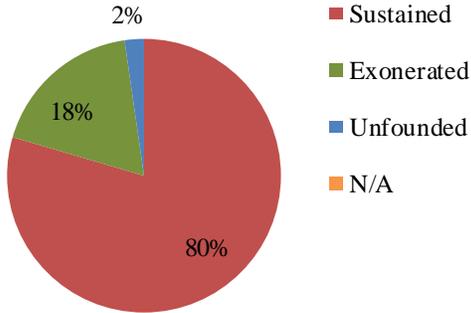
Alleged Violation (Class II Complaints)	Investigation Results					Complaint Source		Total Allegations
	Unf.	N.S.	Ex	Sus.	N/A	Int.	Ext.	
Administrative Review of Pursuit				2		2		2
Competent Discharge of Duties				10		7	3	10
Courtesy/Rudeness	1		4	2			7	7
Documenting Consent to Search			1	1			2	2
Failure to follow policy/procedures/directions				1		1		1
Failure to make Report Documenting Search			1	1			2	2
Punctuality				2		2		2
Electronic Communications & System Use				1		1		1
Evidence Collection & Preservation				1		1		1
Handcuffs			1				1	1
Interview and Interrogation				1		1		1
Report Writing Policy & Procedure				1		1		1
Property Collection				2		2		2
Preliminary & Follow up of Investigation				1		1		1
TLETS Operations				2		2		2
Vehicle Operations				5		5		5
<b>Total</b>	<b>1</b>	<b>0</b>	<b>7</b>	<b>33</b>	<b>0</b>	<b>26</b>	<b>15</b>	<b>41</b>

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

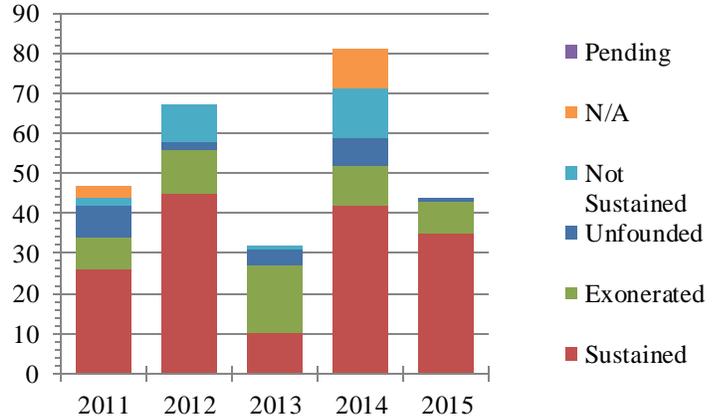
# INTERNAL INVESTIGATIONS SUMMARY

## ALLEGATION DISPOSITION

**Class I and II Allegation Disposition, End-Year 2015**

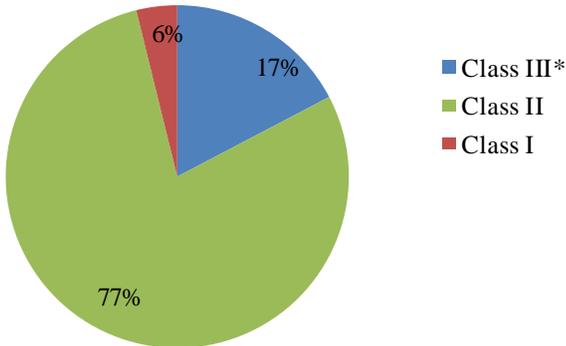


**Class I and II Allegation Disposition, End-Year Comparison 2015**

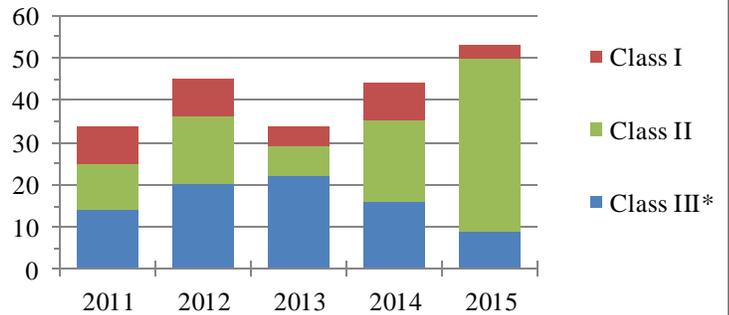


## COMPLAINT CLASSIFICATION

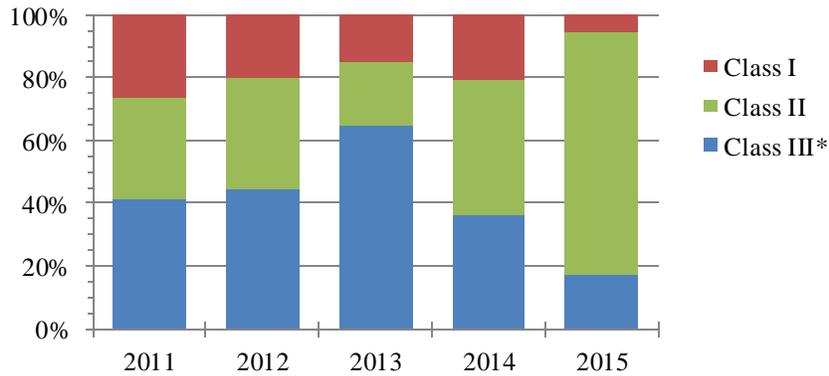
**Complaint Classification, End-Year 2015**



**Complaint Classification, End-Year Comparison 2015**



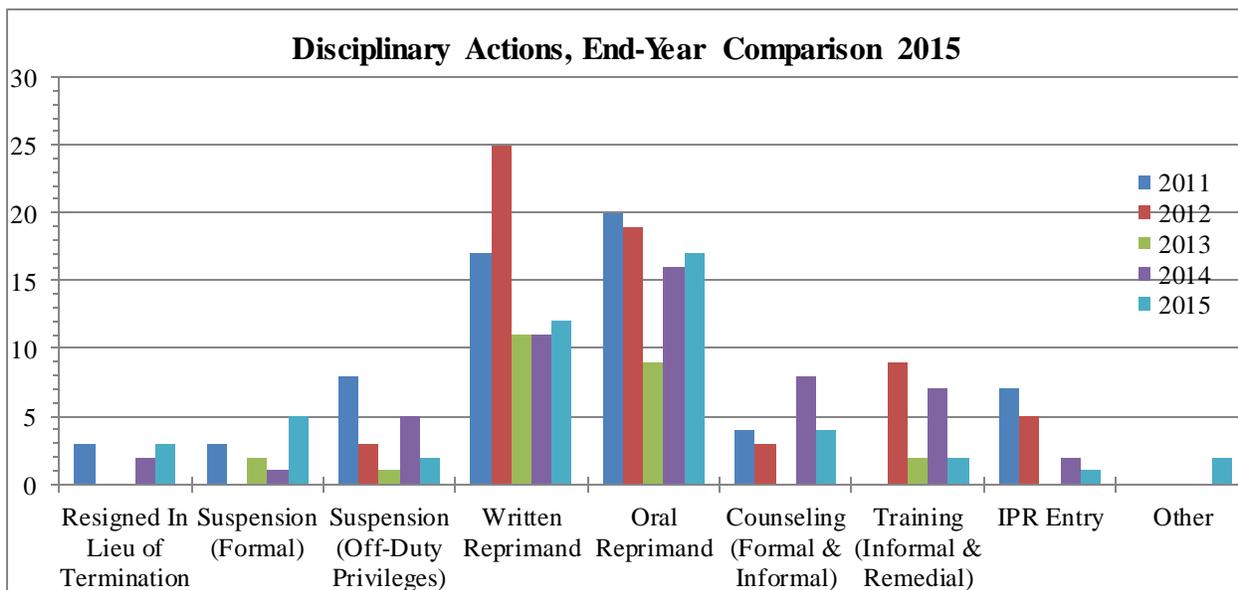
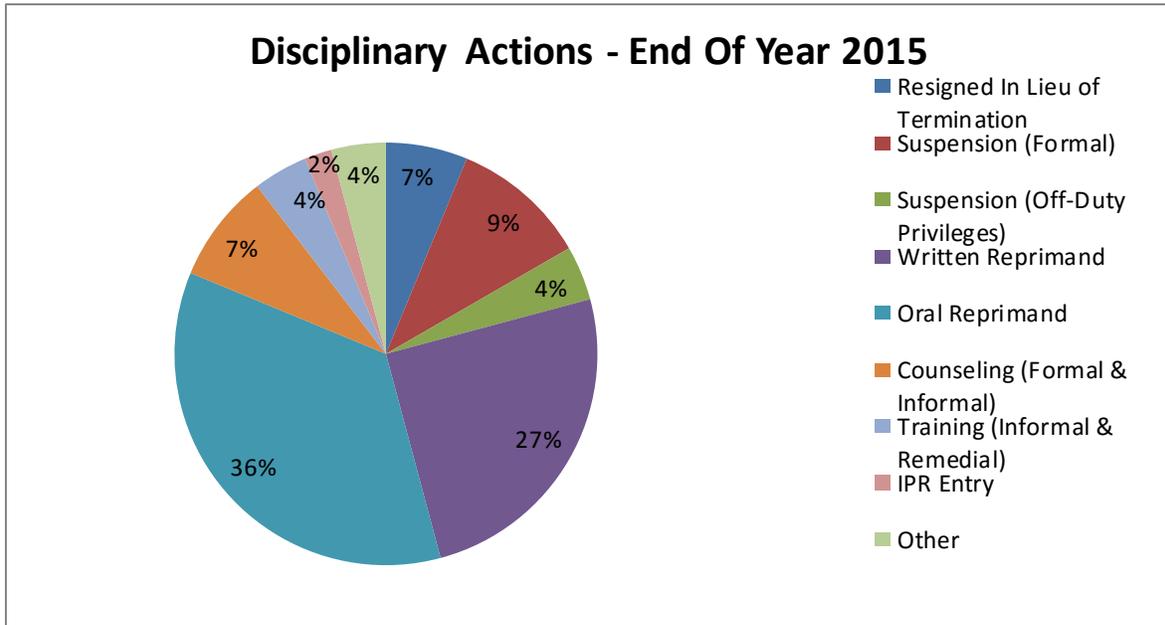
**Complaint Classification Percentage, End-Year Comparison 2015**



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

## DISCIPLINARY ACTIONS

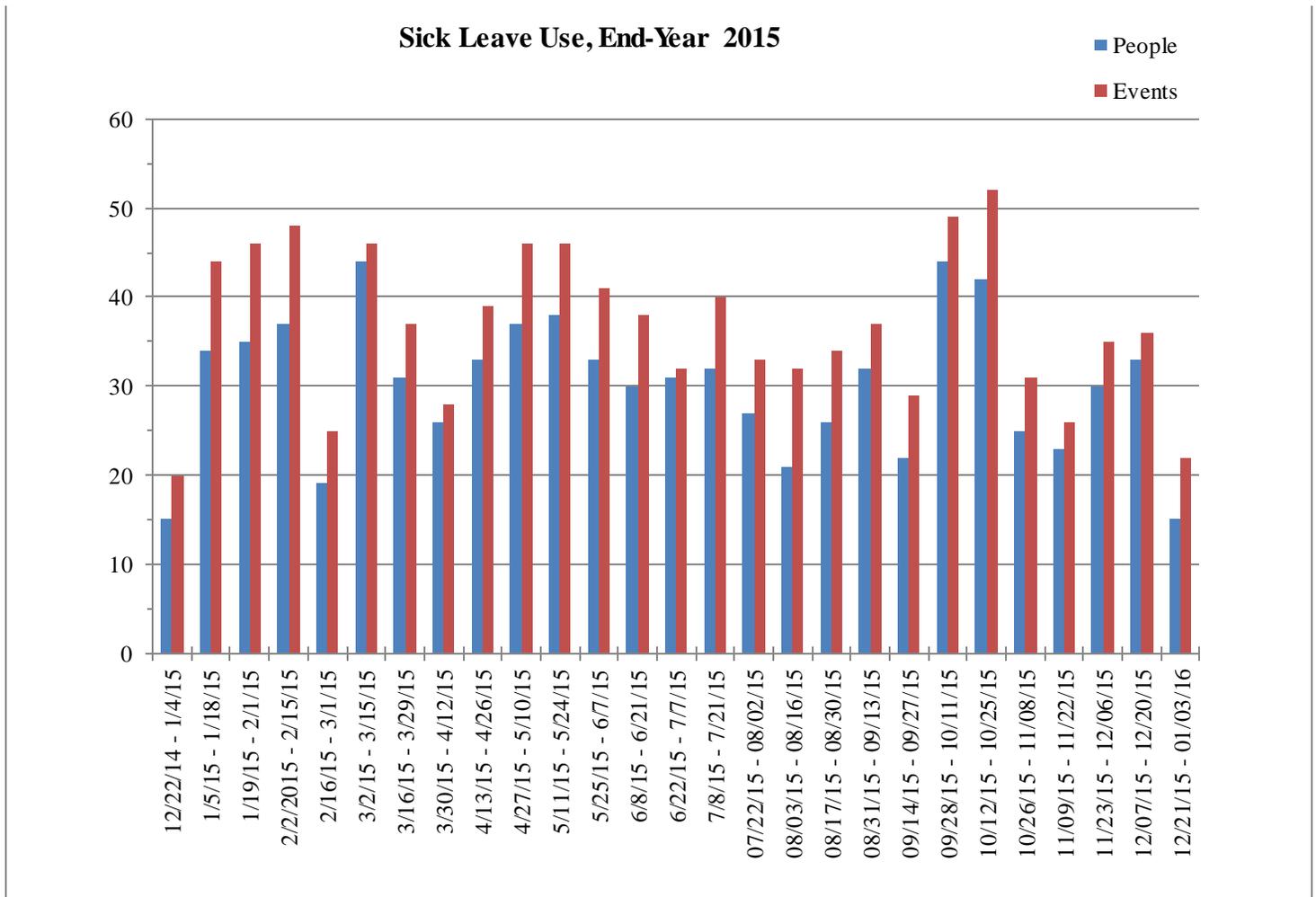
In 2015, 18 employees received 33 disciplinary entries from 24 different events, resulting in 48 disciplinary actions tracked by PSD. It is important to note that some forms of discipline are not required to be documented by PSD, such as informal training/counseling and/or IPR entries. However, they are tracked by the database if such actions were determined to be the appropriate consequence after Chain of Command review of Use of Force reports, Vehicular Pursuit reports, Internal Investigations, etc. The database also does not distinguish between informal and formal counseling, or between informal and remedial training.



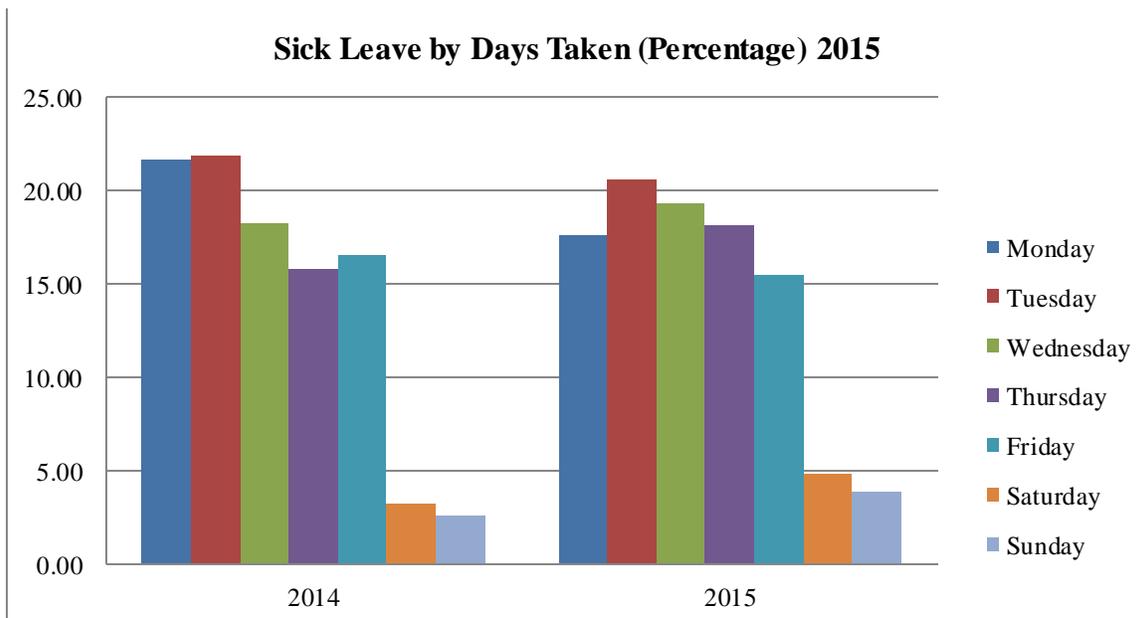
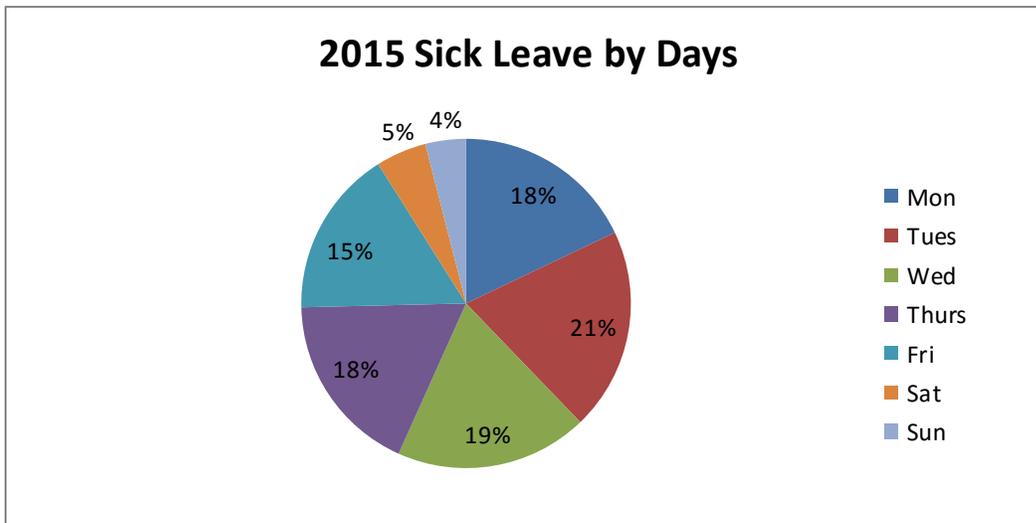
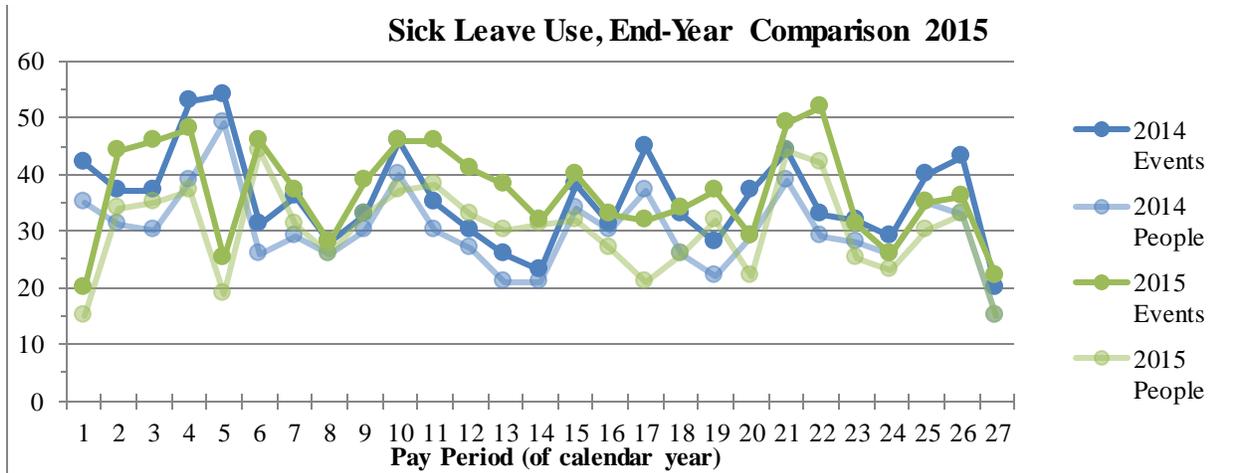
## SICK LEAVE

Sick leave data is gathered via a report created from employee time cards on a bi-weekly basis, coinciding with each pay period. All efforts are made to enter in sick leave per “event”. An event may be a one-hour doctor’s appointment, or a two-day bout of the flu. It is important to note that due to the data collection method, a long-lasting “event” (such as FMLA leave using sick time) may be entered more than once if it spans multiple pay periods. Data collection for the 2015 Year-End Report began with the first pay period to include days from 2015, which began the last week of 2014. To remain consistent with entering events from the whole pay period, all sick leave taken in that pay period is included in this report, even though all data from this pay period was also included in the 2014 End of Year Report. In addition, the final pay period for this report extended into the first week of January – again, all of which data is included below.

Overall, In the twenty-seven pay periods covering 2015, 151 different people experienced 988 sick leave events from December 22, 2014 through January 3, 2016. There were also 26 employees who did not record any sick leave in 2015 (these numbers include employees employed for any amount of time in 2015). Tuesday was the most popular day for sick leave use, followed by Wednesday then Thursday.



## SICK LEAVE (Cont.)



### **GRIEVANCES (25.1.3)**

There have been no formal grievances filed by Bryan Police Department employees in 2015, or at all since 2007. Since the Department has had no grievances, there could be no analysis made. Processes and reviews will and are being conducted. 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 toward resolutions 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 of 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.

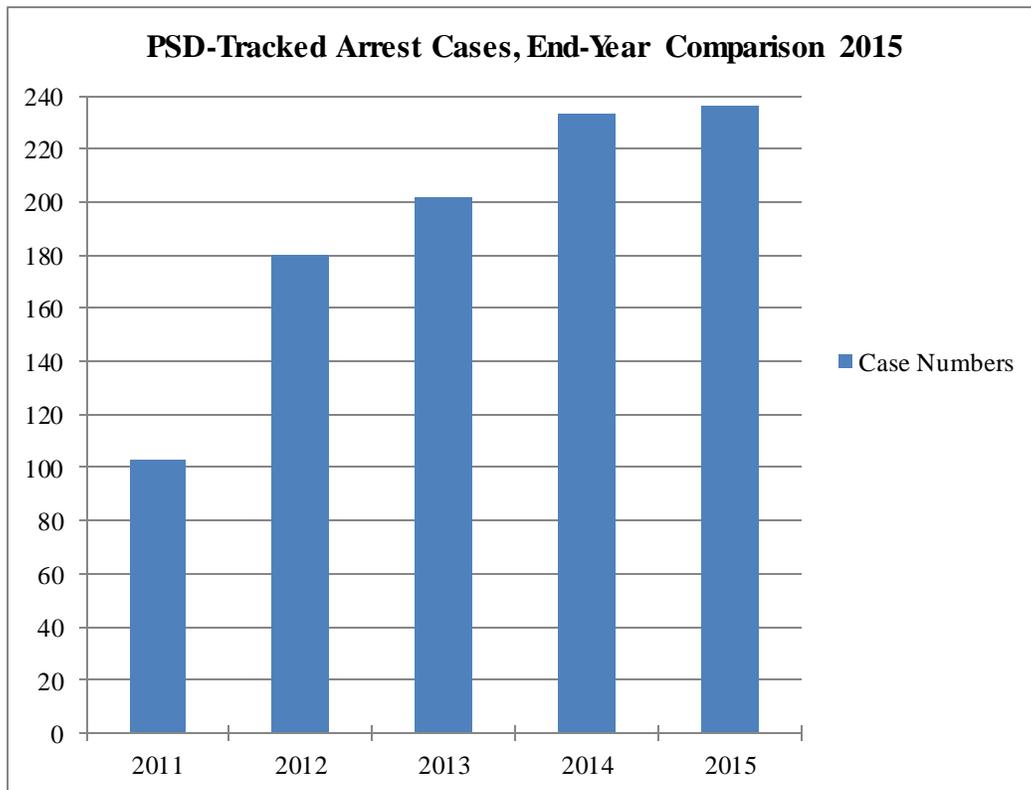
Finally, the Department’s long-standing accreditation status with CALEA shows the Department’s commitment to best practices and ensures the Department is complying with nationally recognized standards for excellence, especially in terms of serving both internal and external customers. These factors combine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

## PSD-TRACKED ARRESTS

The Professional Standards Division track and review 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 2015, there were 236 cases involving arrests for these charges, out of 6006 total agency arrests and 15423 total case numbers.

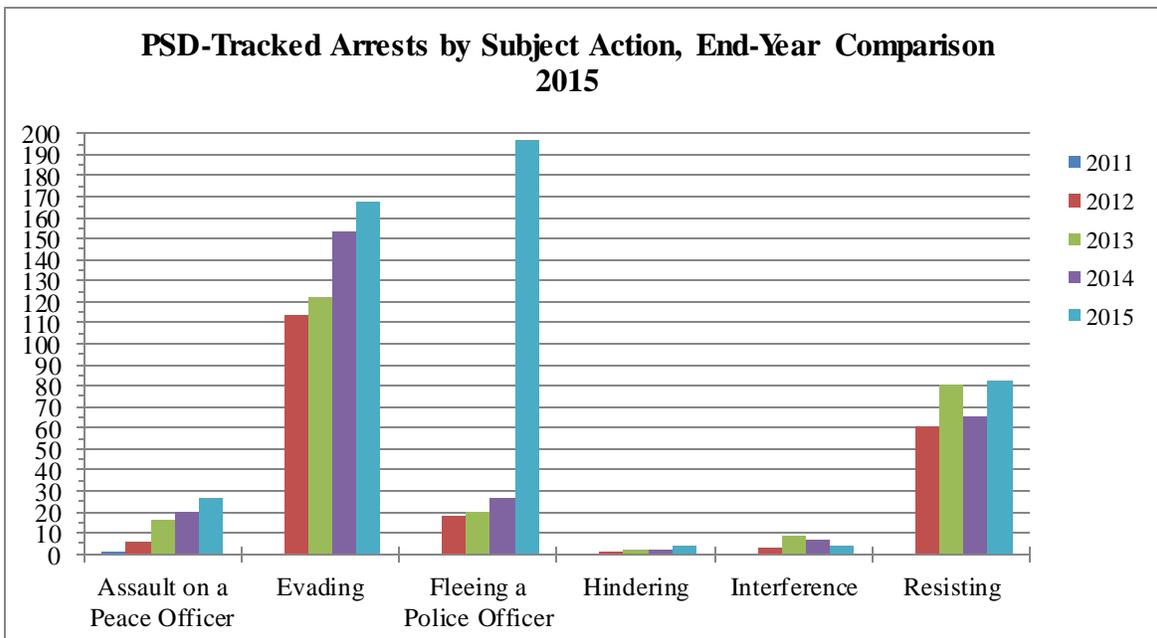
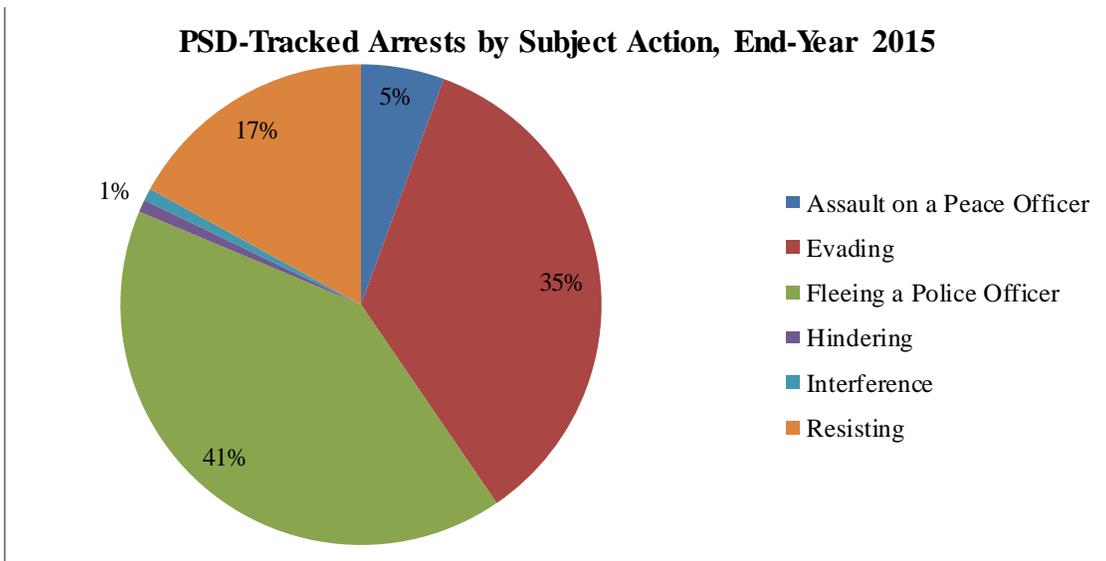
It should be noted that in previous years, the Professional Standards Division relied on the “pink” copies of the paper arrest reports – forwarded through several divisions of the Department before finally reaching PSD – to enter the tracked arrest data. In early 2012, it was discovered that far fewer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

When comparing the last two years of arrests, the numbers are very similar. The cases involving arrests only increased by three leading to a possible pattern to review in 2016.



## PSD-TRACKED ARRESTS BY SUBJECT ACTION

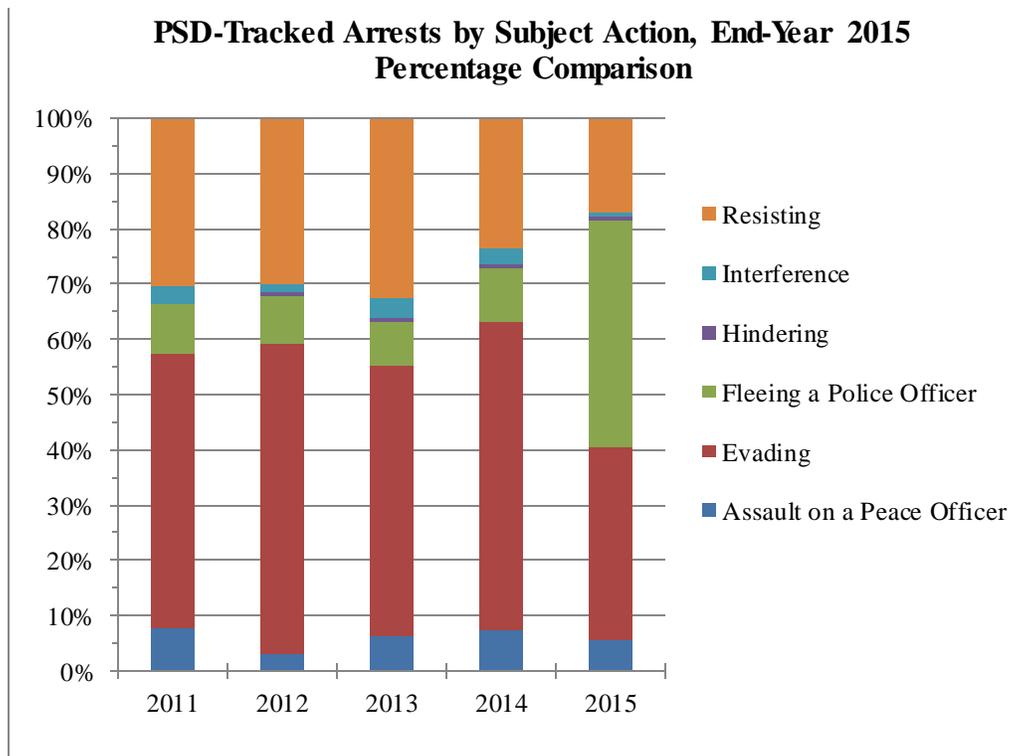
Officer	Subject Arrest Charge						Total
	Assault on a Peace Officer	Evading	Fleeing a Police Officer	Hindering	Interference	Resisting	
<b>Total</b>	<b>24</b>	<b>161</b>	<b>20</b>	<b>4</b>	<b>4</b>	<b>84</b>	<b>296</b>



## ARRESTS BY SUBJECT ACTION (Cont.)

Overall arrest numbers increased 11% from 2014 to 2015. In 2014, there were 274 PSD-tracked arrest charges whereas there were 303 arrest charges filed in 2015. All of the increases came from three categories of PSD-tracked arrests: Assault on a Peace Officer (6 more), and Evading (12 more). Interference saw two fewer arrests and the most significant increase was the charge of Resisting which increased from 65 charges in 2014 to 83 in 2015. Charges for Hindering raised slightly from two in 2014 to four in 2015.

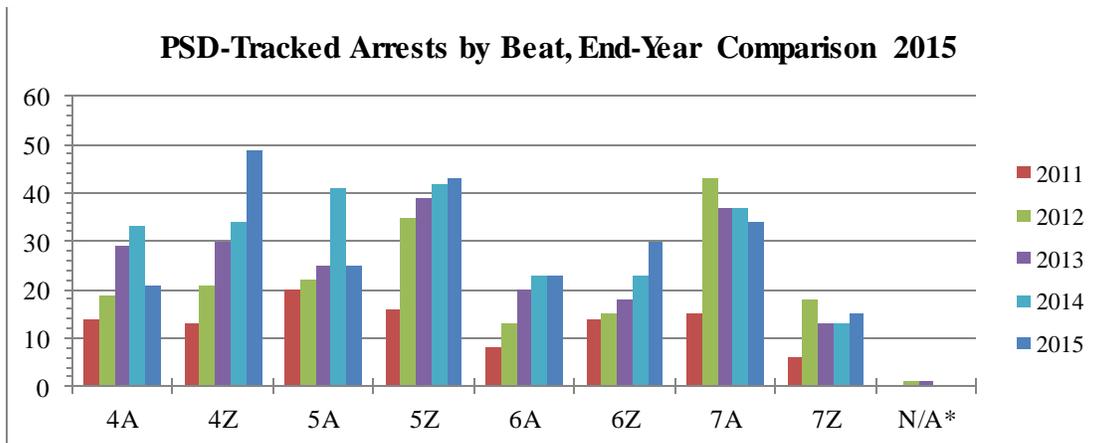
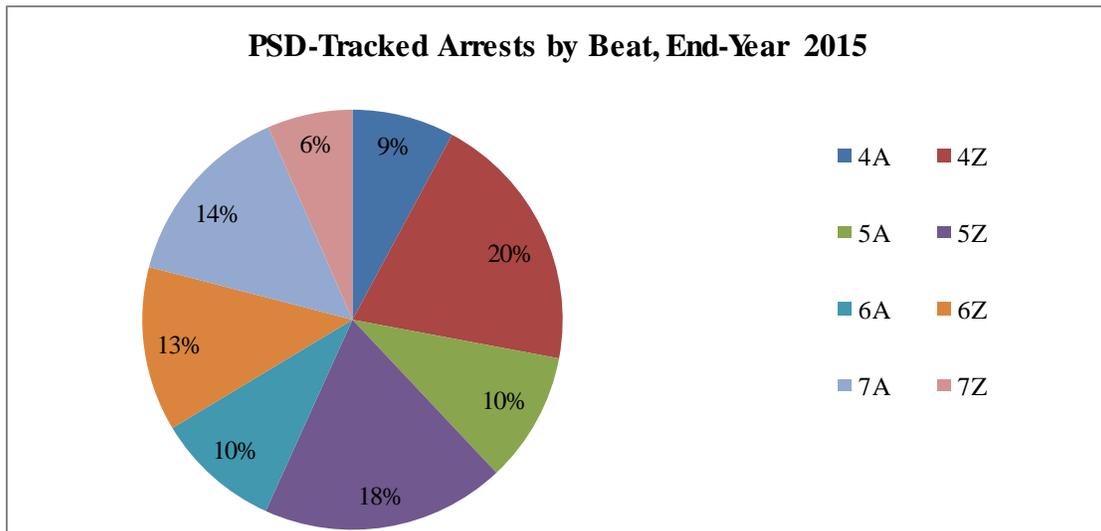
Looking at overall trends, it can be seen that by far the most utilized charge tracked by PSD is Evading. The next most common charge, Resisting, is used at most half as often. There is another significant gap between Resisting and Fleeing, with Assault on a Peace Officer following closely behind. Interference 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

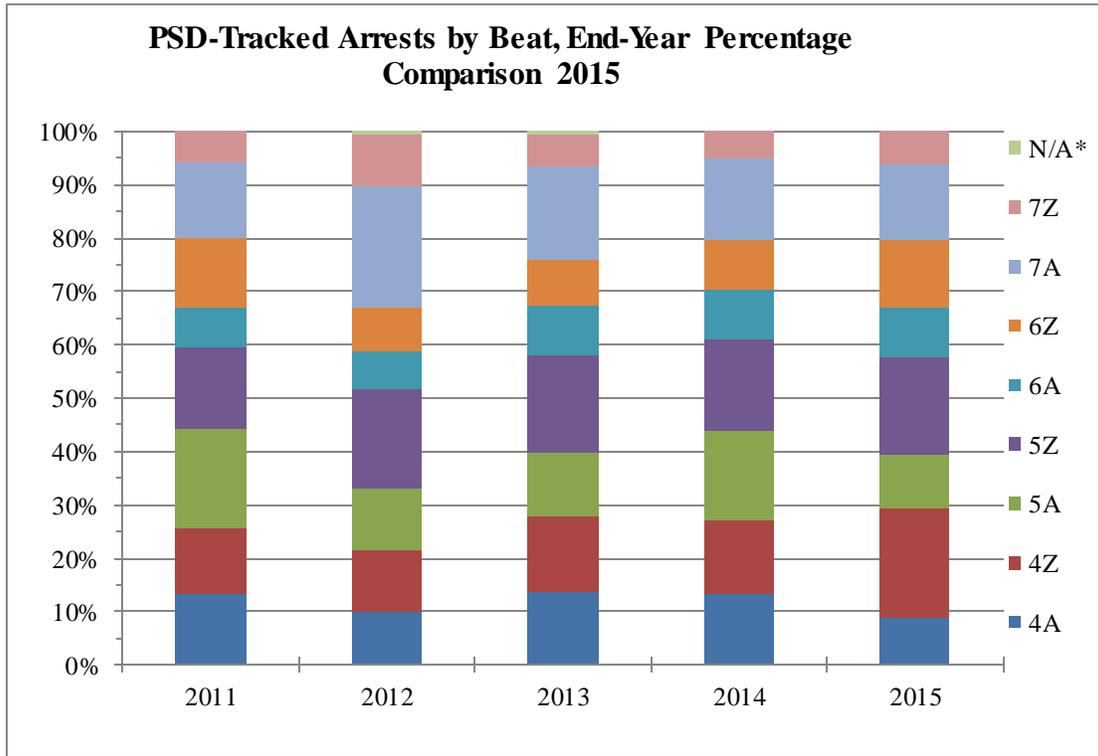
2015	Beat								Total
	4A	4Z	5A	5Z	6A	6Z	7A	7Z	
PSD-Tracked Arrests	22	51	26	44	23	32	37	18	253

In 2015, 4 Zone had 29% of all PSD-tracked arrests, followed by 5 Zone with 28%. 6 Zone had 23% of the arrests, and 7 Zone only accounted for 20%. All zones had decreases in PSD-tracked arrests, with the exception of 6 Zone which had a slight increase of 4% over 2014.



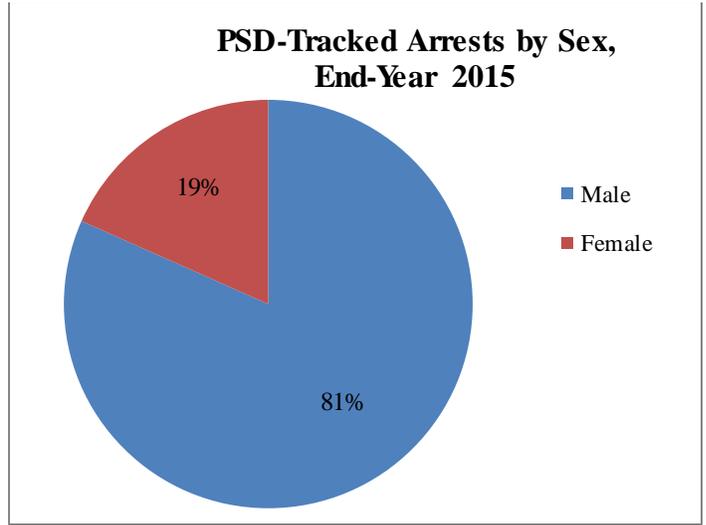
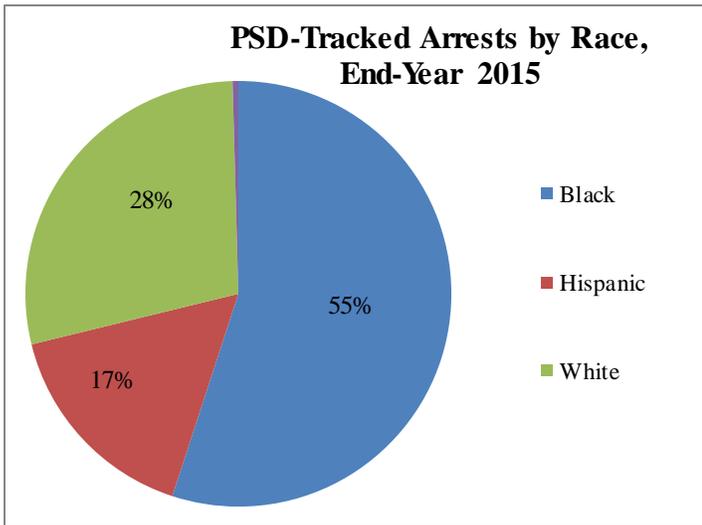
\*N/A refers to an arrest made in College Station in conjunction with an ongoing investigation

## PSD-TRACKED ARRESTS BY BEAT (Cont.)

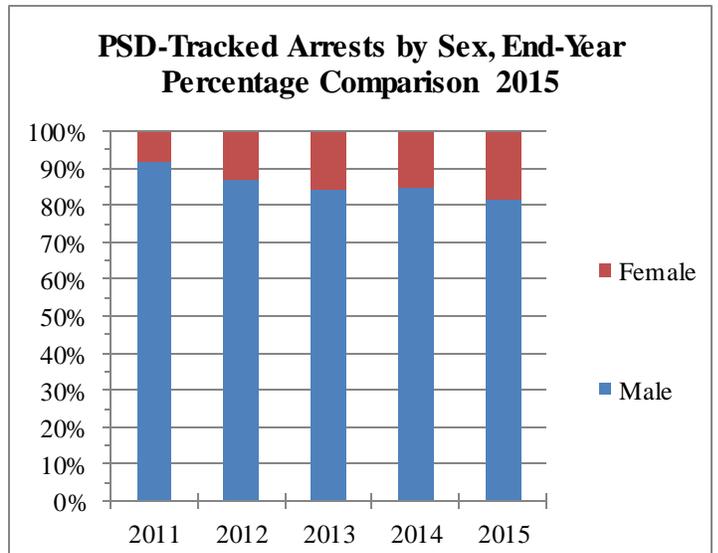
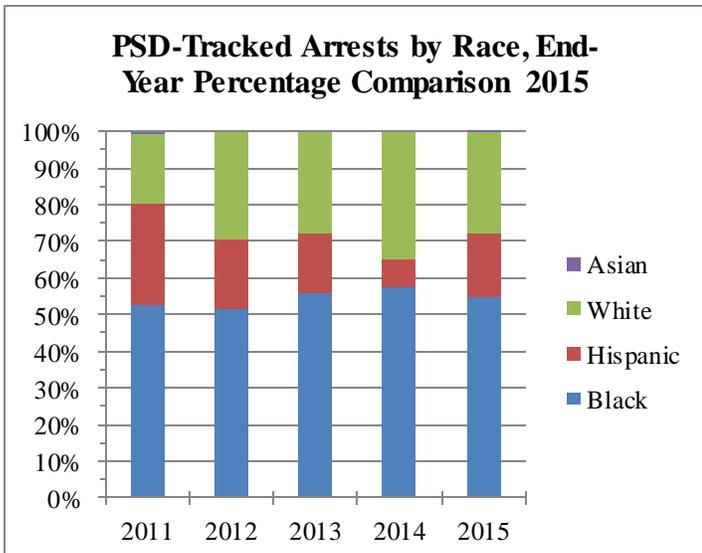


## PSD-TRACKED ARRESTS BY RACE AND SEX

2015	Race / Sex							Total
	Black		Hispanic		White		Asian	
	F	M	F	M	F	M	M	
<b>Arrest Subjects</b>	<b>25</b>	<b>111</b>	<b>13</b>	<b>33</b>	<b>10</b>	<b>61</b>	<b>2</b>	<b>254</b>

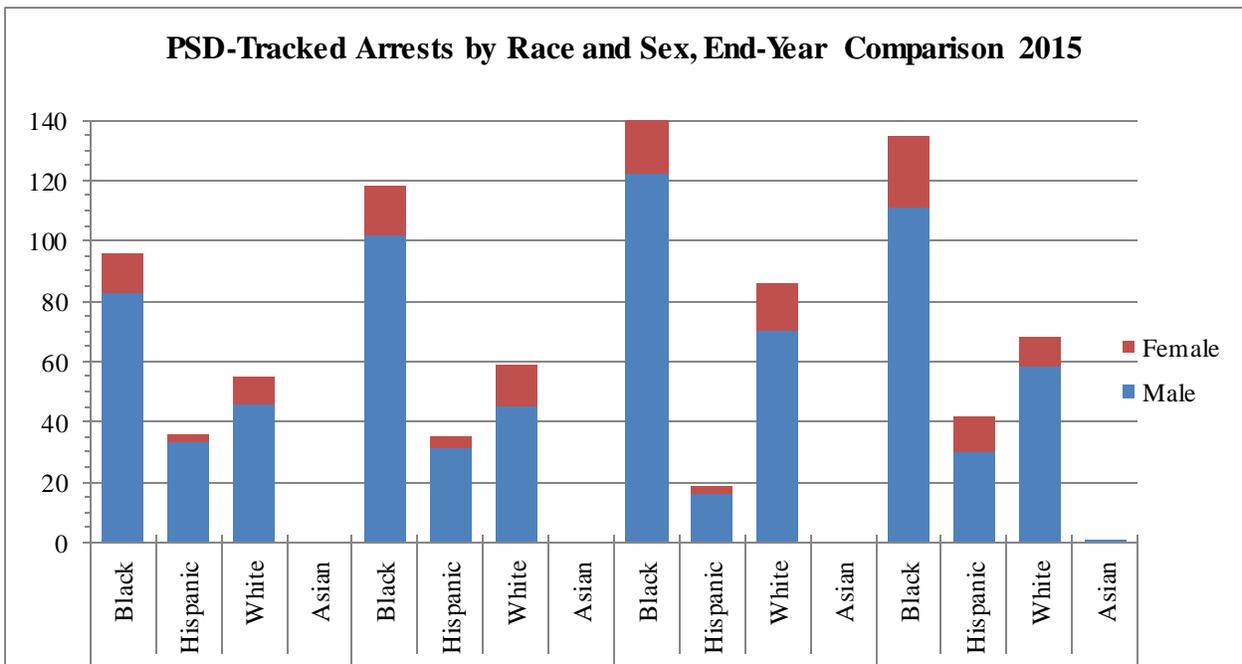
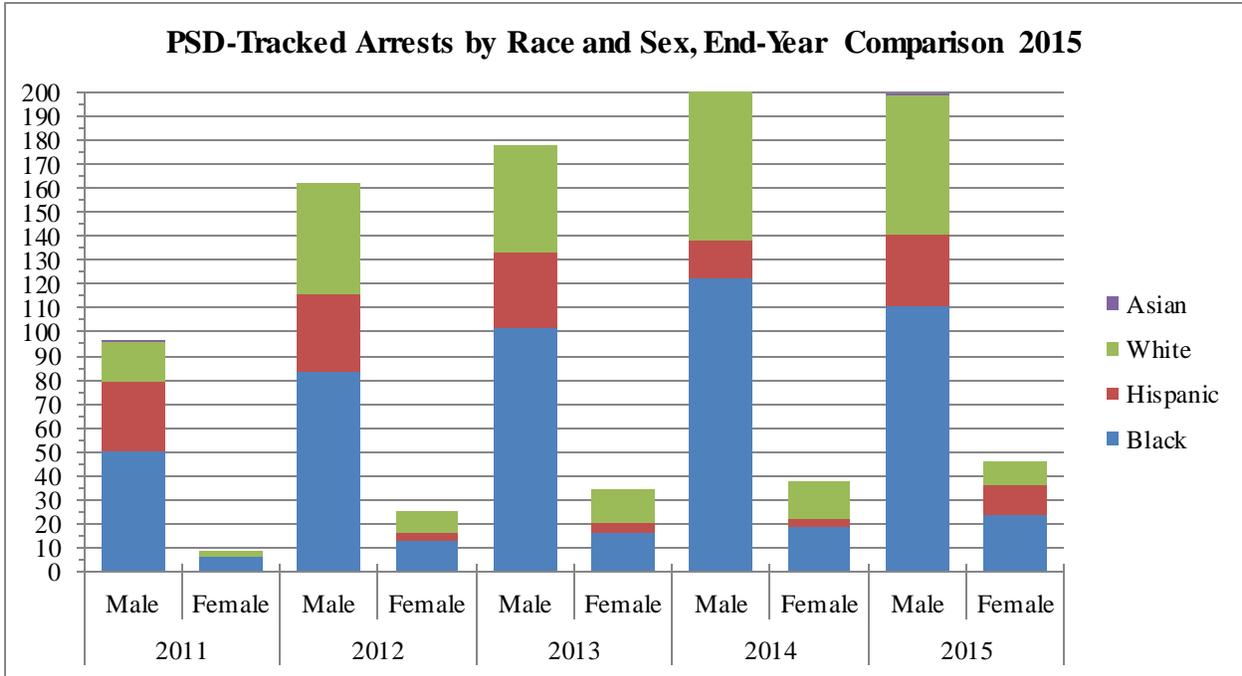


2015 arrest numbers show 55% of subjects in PSD-tracked arrests were black. White subjects made up slightly less than one-third of those arrested, while Hispanic arrests doubled from the year before. Males accounted for 81% of the PSD-tracked arrests, a similar number to last year.



## PSD-TRACKED ARRESTS BY RACE AND SEX (Cont.)

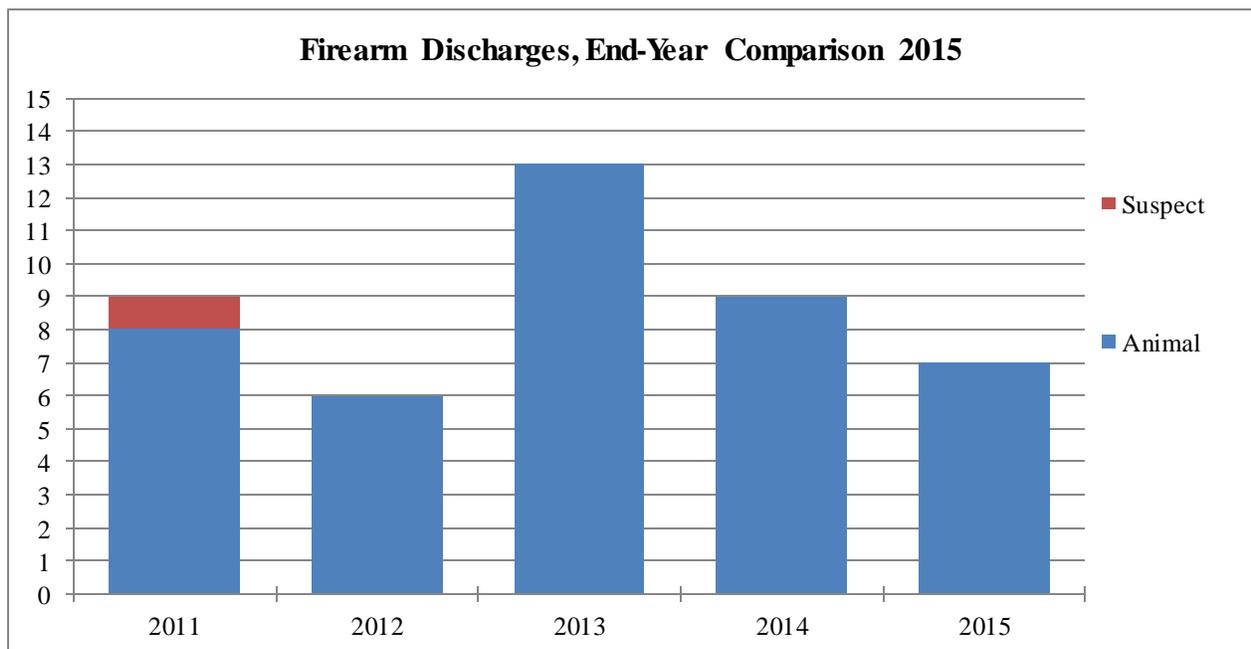
The biggest percentage increase (61%) from 2014 to 2015 occurred in Hispanic males, followed by Hispanic Females with 27%. The largest numerical increase was also Hispanic males (10 more arrests), again followed by Hispanic females (8 more arrests). Black females also had increased numbers, but only by two arrests, respectively. White women had a decline of six arrest, from 16 in 2014 to 10 in 2015. However, the most significant decrease was black males, with 122 arrests in 2014 to only 105 in 2015. The drop in White arrests and corresponding rise in Hispanic 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 2015, there were seven firearm discharge reports filed, against seven animal subjects. Five incidents were from officers dispatched to the side of a road for a mortally injured deer in need of euthanasia. Two incidents involved aggressive dogs, both which were fatally shot.

Record	Case	Shots Fired	Reason for Shots	Results
15-FA001	15-0100360	2	Mortally wounded deer	Fatal
	1/11/2015			
15-FA002	15-0200484	1	Aggressive, attacking dog; could not be stopped with OC spray or first shot	Injury
	2/11/2015	1		Fatal
15-FA003	15-0300201	1	Deer hit by car, unable to stand	Fatal
	3/5/2015			
15-FA004	15-0501319	2	Deer hit by car, unable to stand	Fatal
15-FA005	15-0600767	3	Deer hit by car, unable to stand	Fatal
15-FA006	15-0900253	3	(2) Male pitbull dogs charging, growling and attempting to bite. Shot one dog, the other ran off.	Fatal
15-FA007	15-1100868	2	Deer hit by truck, broken back leg.	Fatal

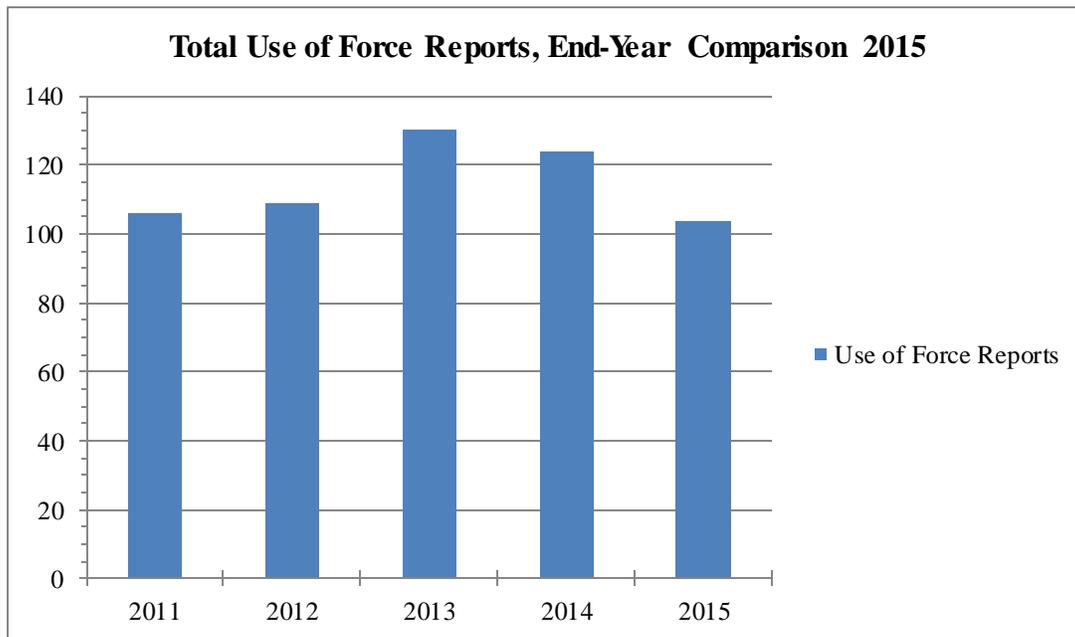


## USES OF FORCE

All Use of Force reports generated by officers are forward to the Professional Standards Division via the Chain of Command, and reviewed to ensure compliance with Department policies and standards.

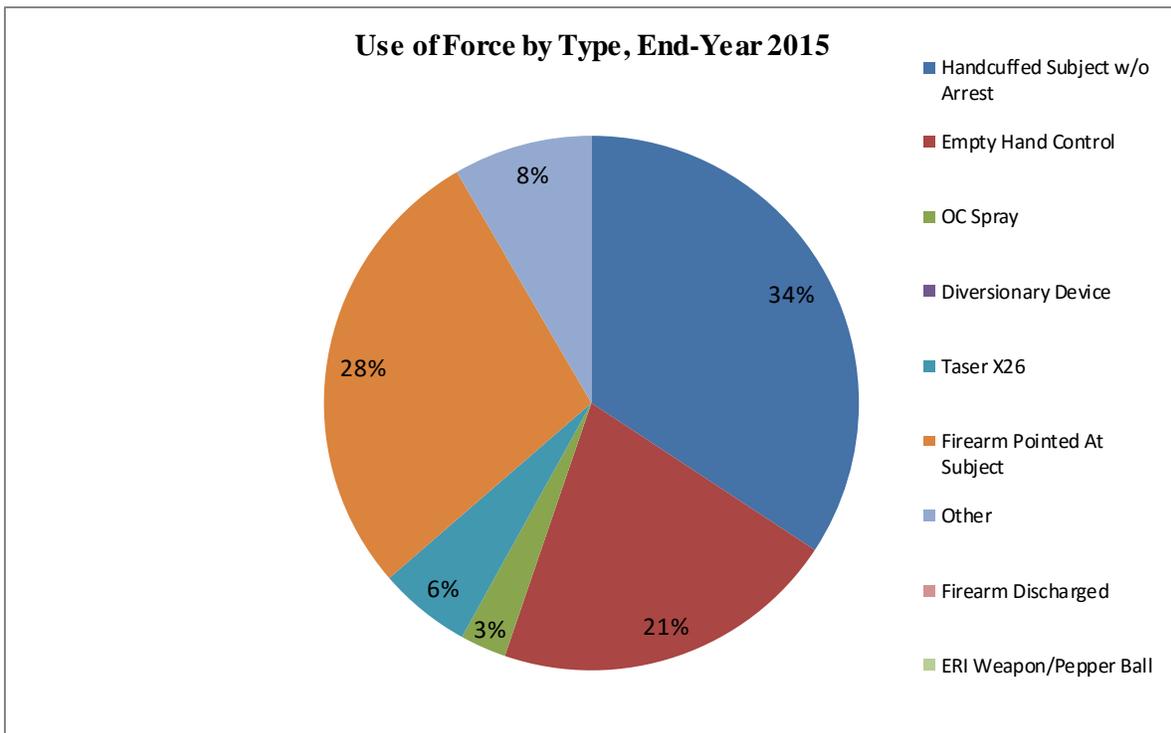
There were 104 Use of Force reports submitted to the PSD by December 31, 2015. This number is down from 124 in 2014. The following pages contain that data broken down by type of force used, beat of occurrence, race and sex of the subject, reason for contacting the subject, shift of the officers involved, and policy compliance.

In 2015, 74,399 calls for service resulted in 104 Use of Force Reports. The Chain of Command review found no incidents that 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.



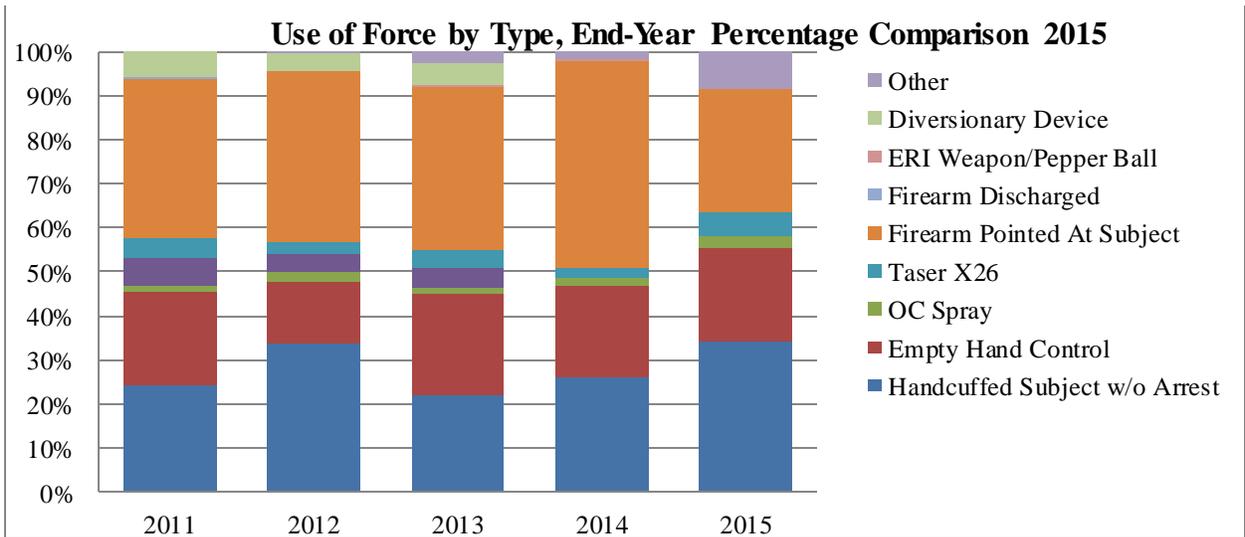
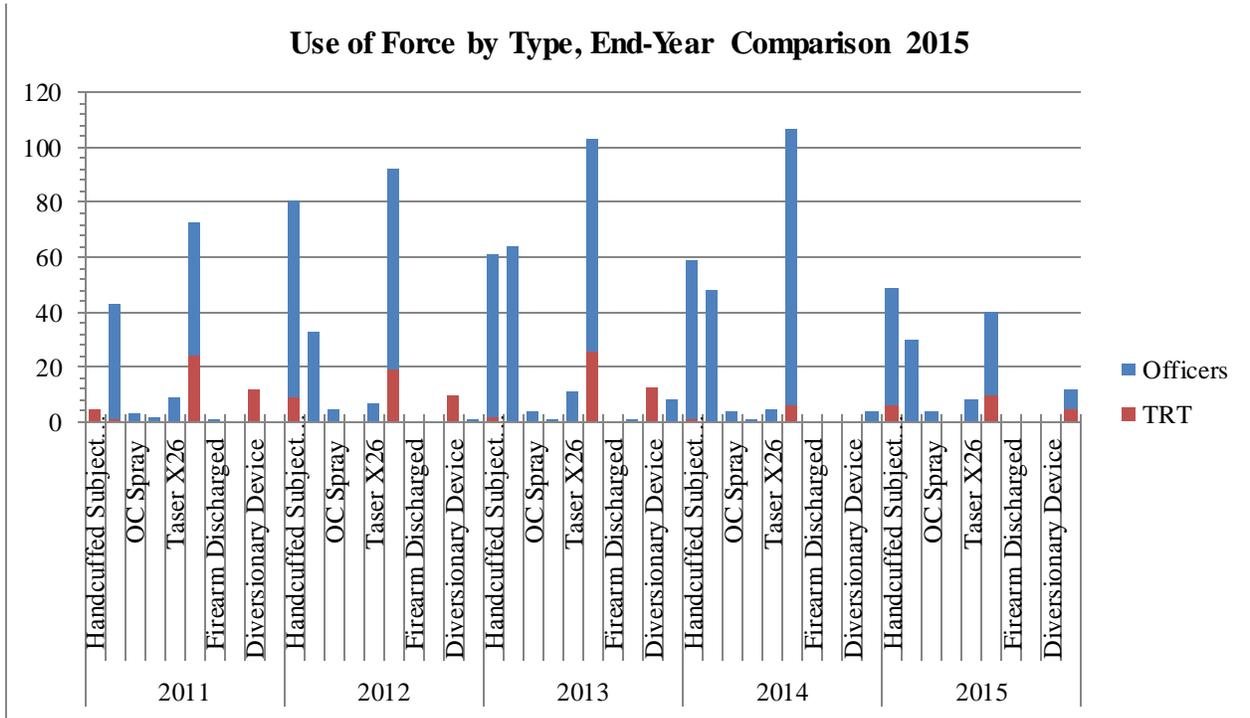
## TYPE OF FORCE

Officer	Type of Force (NPC=Not Policy Compliant; PC=Policy Compliant)								Total Incidents
	Handcuffed Subject Without Arrest		Empty hand control	OC spray	Taser X26	Firearm Pointed at Subject		Other	
	NPC	PC	PC	PC	PC	NPC	PC	PC	
TRT, Tactical Response Team		6					10	5	21
Non-TRT Officers		43	30	4	8	0	30	7	122
<b>Total</b>	<b>0</b>	<b>49</b>	<b>30</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>40</b>	<b>12</b>	<b>143</b>



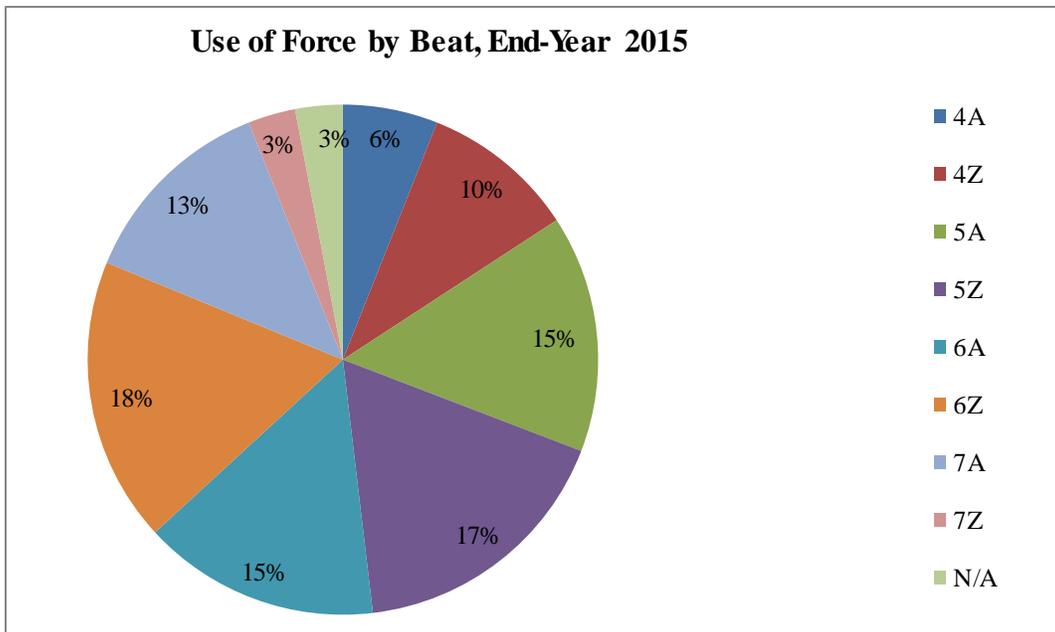
The frequency of types of force used in 2015 decreased or stayed the same from 2014, with the exception of “Taser,” the total of which rose by three.

## TYPE OF FORCE (Cont.)



## USE OF FORCE BY BEAT

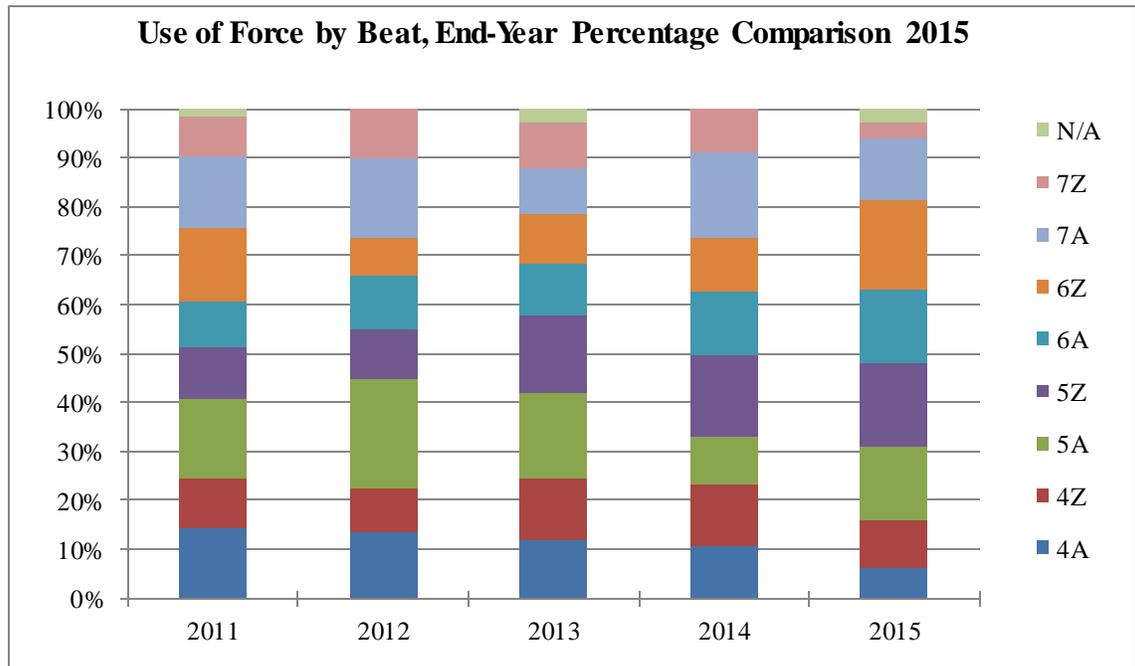
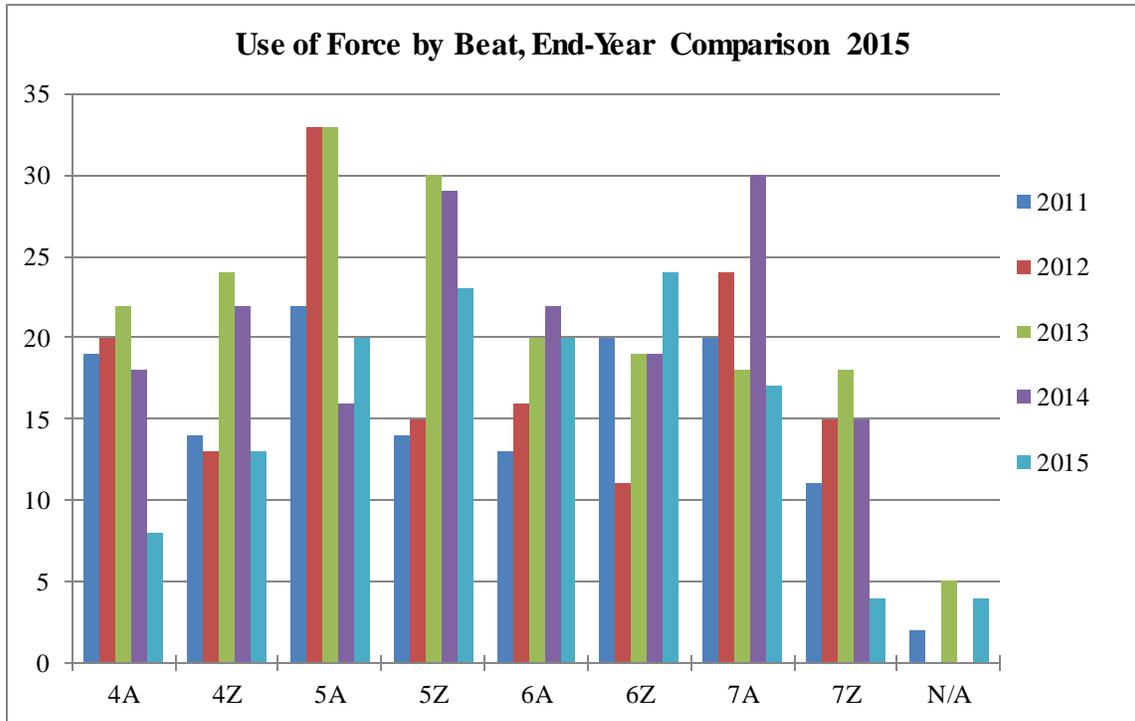
Officer	Use of Force Beat									Total Incidents
	4A	4Z	5A	5Z	6A	6Z	7A	7Z	Other	
TRT, Tactical Response Team	1		1			1			2	5
Non-TRT Officers	8	15	21	23	21	23	18	4	1	134
<b>Total</b>	<b>9</b>	<b>15</b>	<b>22</b>	<b>23</b>	<b>21</b>	<b>24</b>	<b>18</b>	<b>4</b>	<b>3</b>	<b>139</b>



In 2015, beats 4A and 7Z had the least amount of use of force activity, whereas beats 6Z and 5Z had the most. The most extreme changes were in beat 7A, with 56% fewer uses of force in 2015 than in 2014, and in beat 6Z, which had a 27% increase in uses of force.

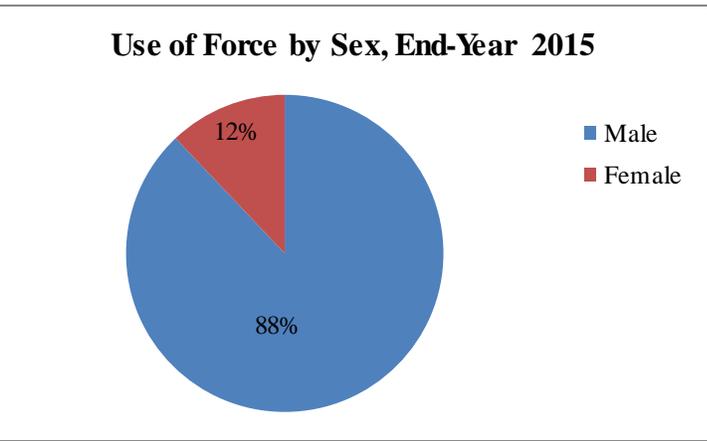
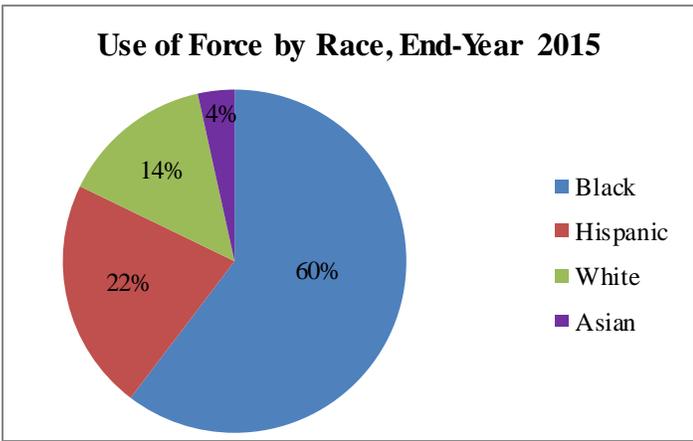
However, the uses of force were very evenly distributed when looking at zones: 5 and 6 Zones each accounted for 32% of uses of force, and 4 and 7 Zones each accounted for 16%. There were no uses of force performed outside of Bryan city limits in 2015.

## USE OF FORCE BY BEAT (Cont.)

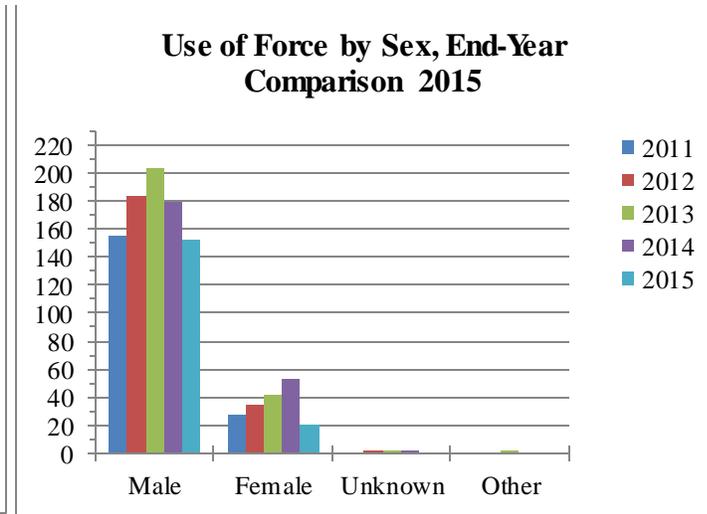
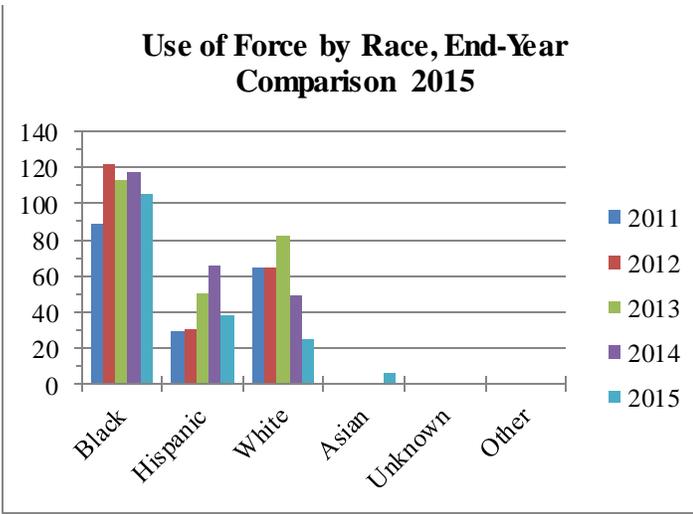


## USE OF FORCE BY RACE AND SEX

Officer	Use of Force Beat									Total Incidents
	4A	4Z	5A	5Z	6A	6Z	7A	7Z	Other	
TRT, Tactical Response Team	1		1			1			2	5
Non-TRT Officers	8	15	21	23	21	23	18	4	1	134
<b>Total</b>	<b>13</b>	<b>92</b>	<b>2</b>	<b>36</b>	<b>0</b>	<b>6</b>	<b>6</b>	<b>19</b>	<b>3</b>	<b>177</b>

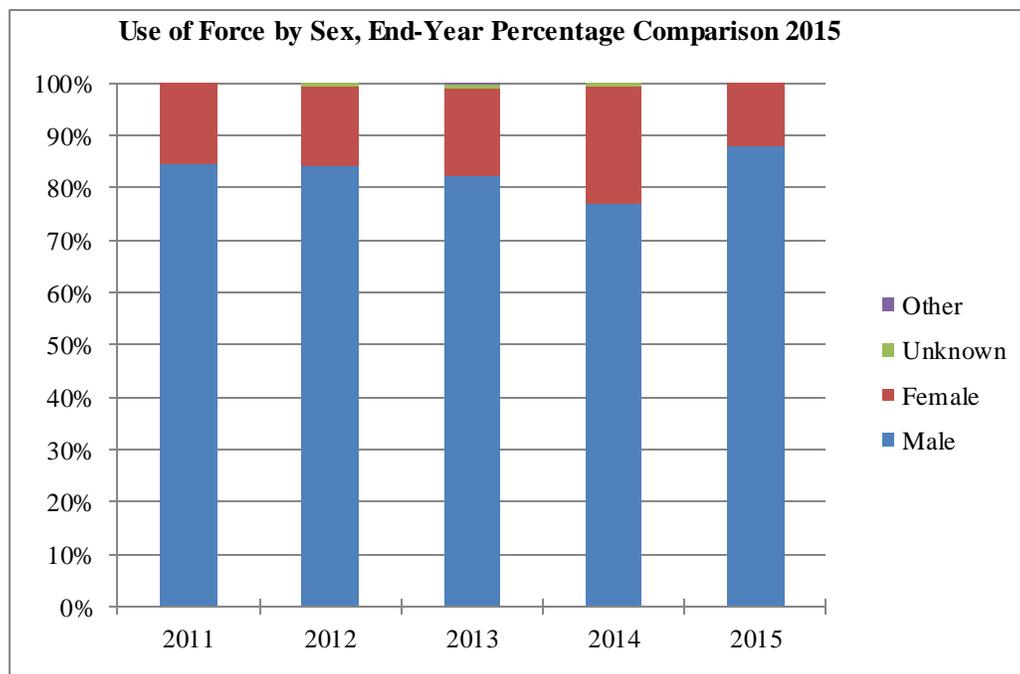
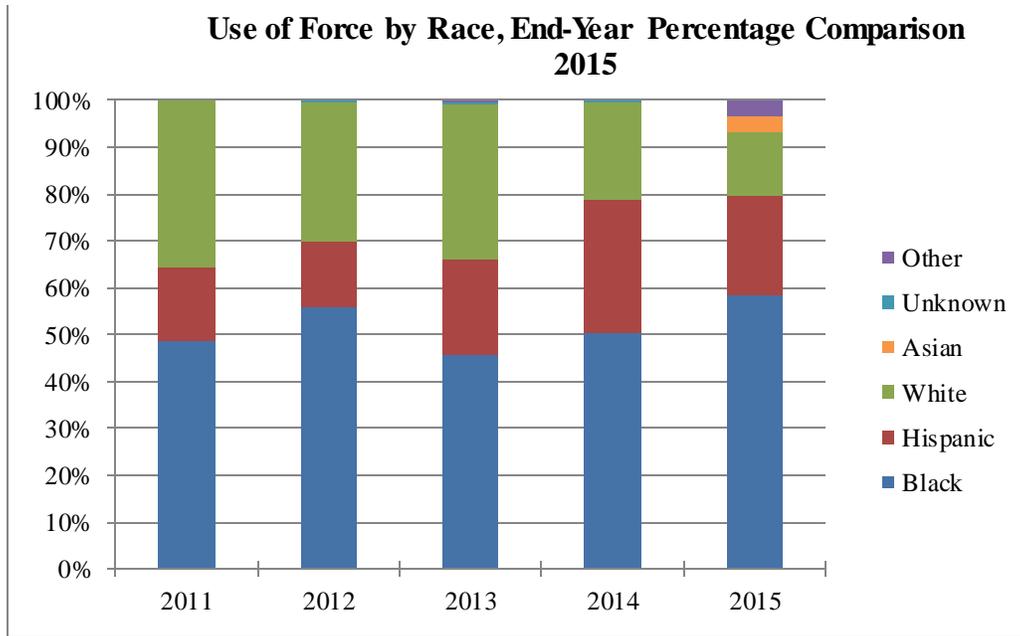


Use of Force against black subjects made up 60% of all use of force actions, and force against Hispanics accounted for 22% of actions, Whites accounted for 14% and Asians accounted for 4%. Females accounted for almost 1/8 of all uses of force, a decrease from 2014.

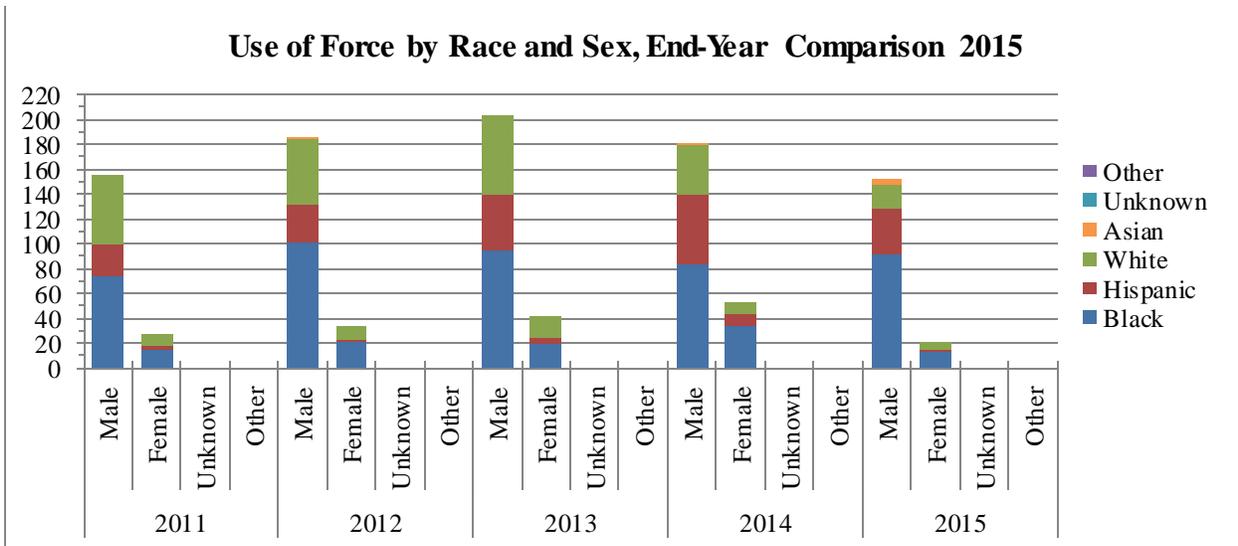
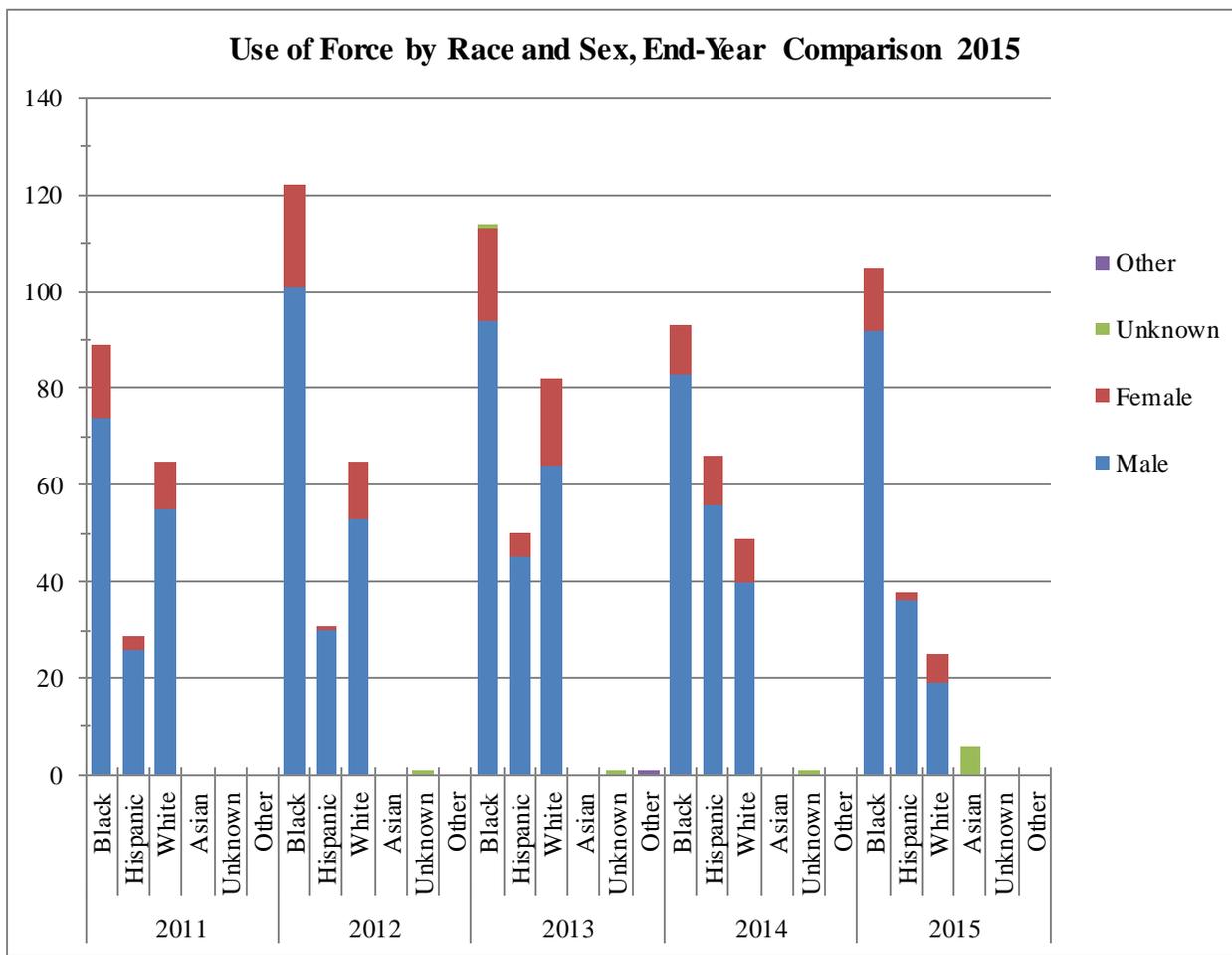


Force used against Hispanic females declined in 2015, from 10 incidents in 2014 to two in 2015. Force against Hispanic males also decrease, from 56 uses to 36. Use of Force against white females decreased by 34%, and force against white males decreased by 48%. The demographics showing an increase were the Asian male from zero in 2014 to one in 2015 and the black males increasing from 83 uses of force in 2014 to 92 in 2015.

## USE OF FORCE BY RACE AND SEX (Cont.)

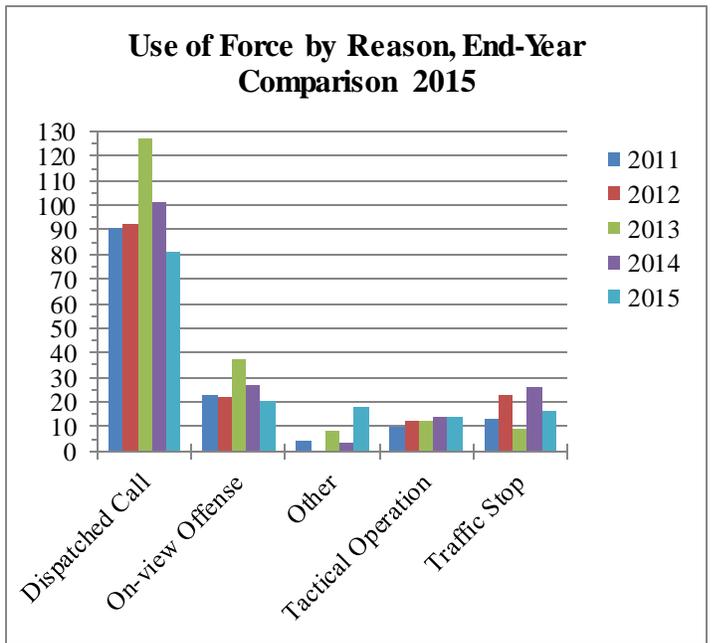
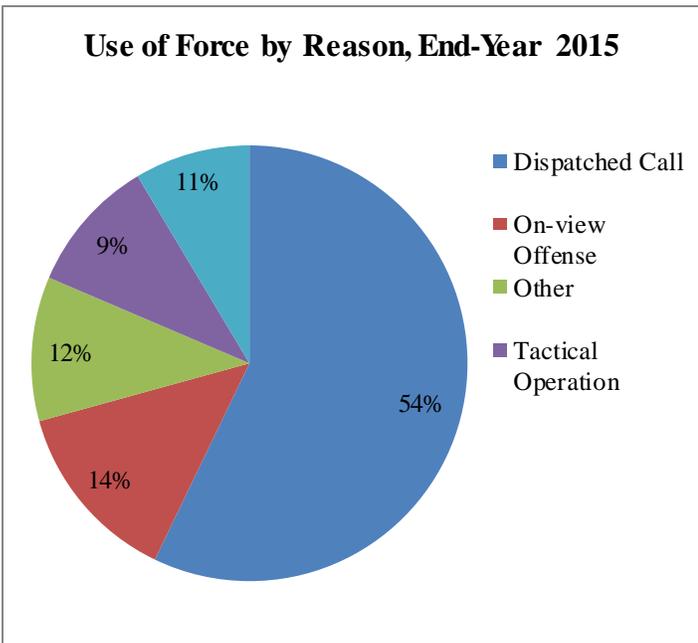


## USE OF FORCE BY RACE AND SEX (Cont.)



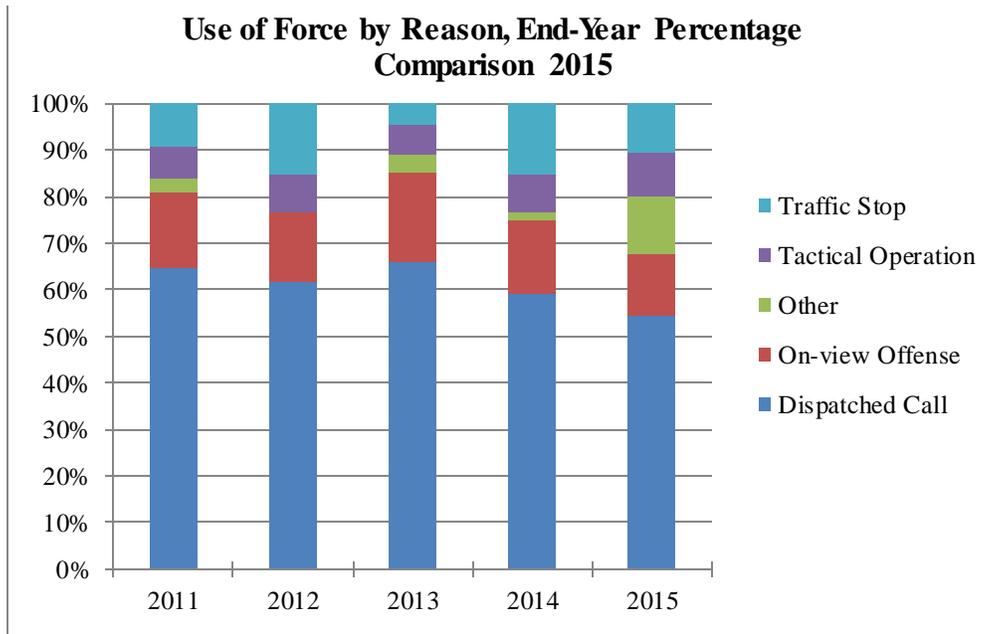
## USE OF FORCE BY REASON FOR CONTACT

2015	Reason for Contact					Total Incidents
	Dispatched Call	On-view Offense	Other	Tactical Operation	Traffic Stop	
Uses of Force	81	20	18	14	16	149

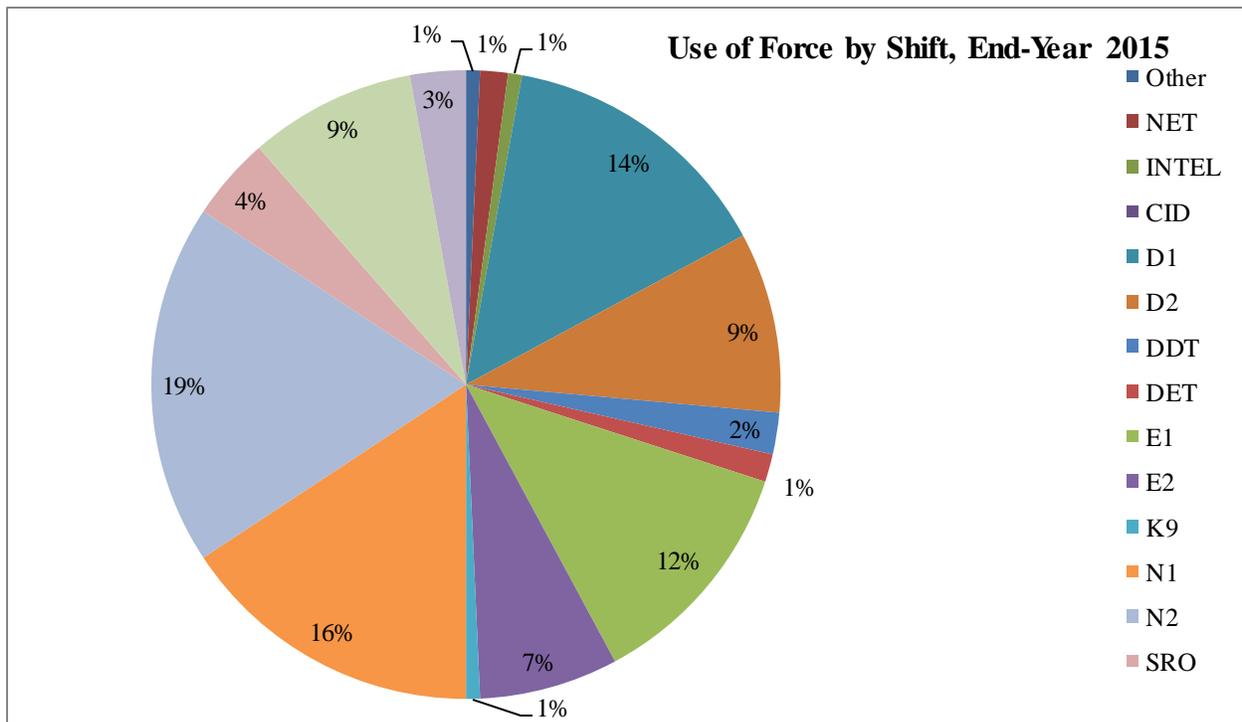


As mentioned in the “Types of Force” section, traffic stops that led to a use of force showed a significant decrease from 2014 to 2015, from 26 incidents to 16. Tactical operations remained the same in 2015 as in 2014. There may be a skewing the numbers somewhat, since each officer involved in one of 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 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 54% of all use of force contacts. The 18 use of force contacts with an “Other” reason for contact included agency assists and other similar responses.

## USE OF FORCE BY REASON FOR CONTACT (Cont.)

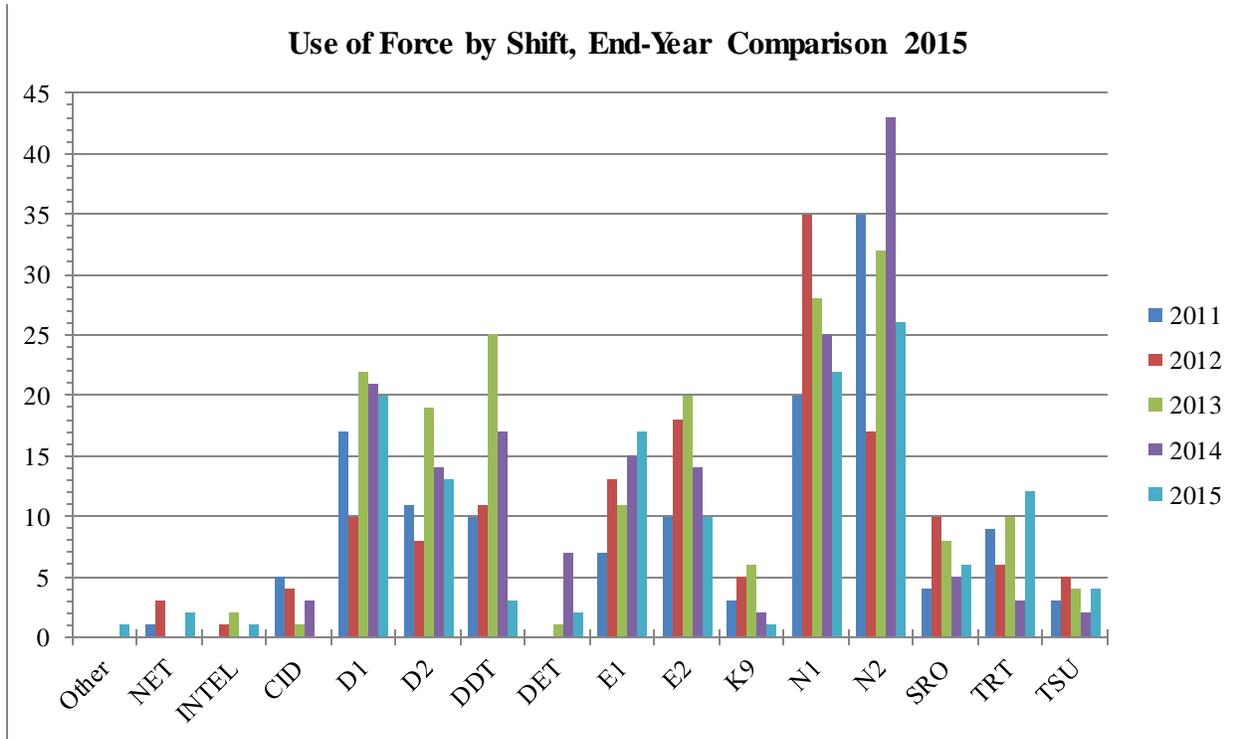


## USE OF FORCE BY SHIFT



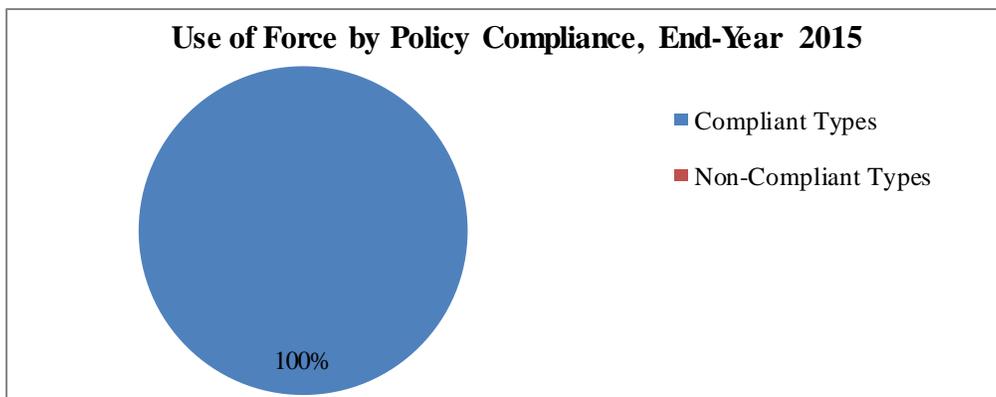
## USE OF FORCE BY SHIFT (Cont.)

Officers assigned to the Night Patrol Division – both night shifts, both evening shifts, and K9 units – accounted for 54% of all uses of force. Night 2 by itself accounted for 19% of all uses of force which is significantly lower than in 2014. The amount of all Day Patrol Division officers combined (both day shifts, the School Resource Unit, and the Traffic Safety Unit) accounted for 31%. Of the officers assigned to divisions and units within the Investigative Services Bureau, those assigned to the Drug Enforcement Team had the most significant decrease in force used, from seven in 2014 to two in 2015. Several officers were reassigned to different duties and teams in 2015, which may account for the change in numbers.

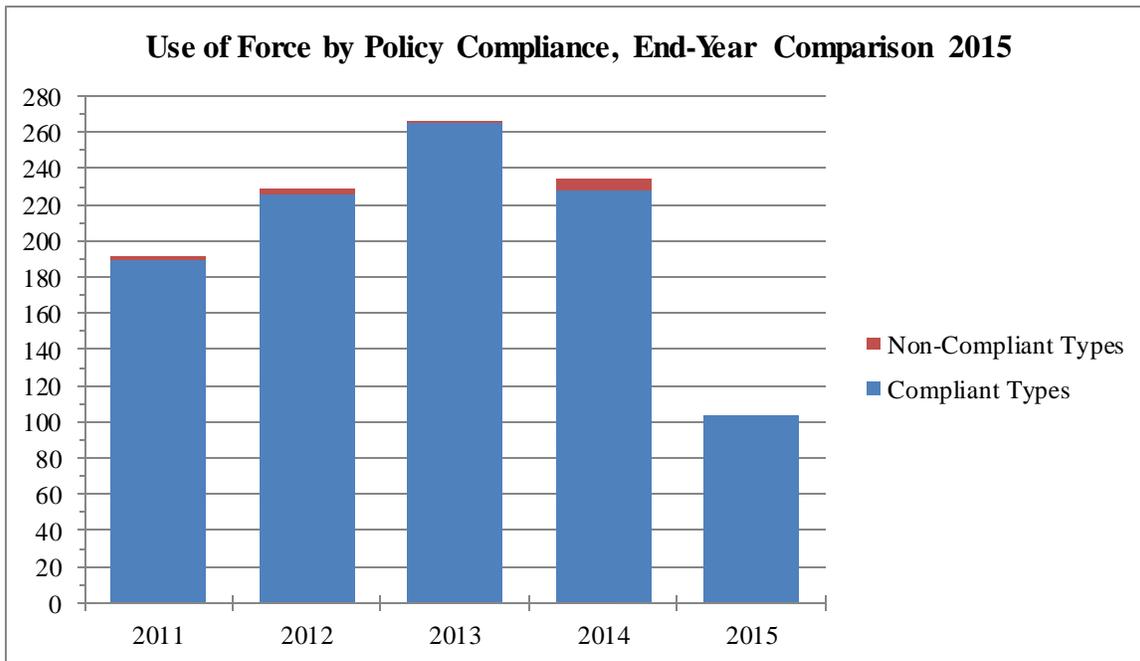
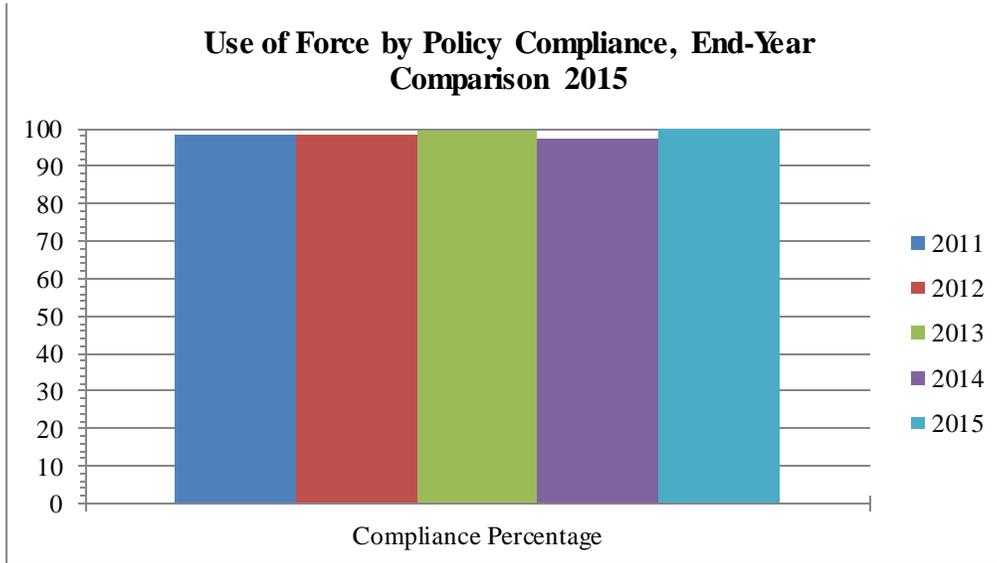


## USE OF FORCE BY POLICY COMPLIANCE

There were no Use of Force that were determined to be non-compliant with Bryan Police Department policy in 2015, which gives an overall policy compliance rate of 100%, the lowest in the past five years.



## USE OF FORCE BY POLICY COMPLIANCE (Cont.)



## **OVERALL USE OF FORCE ANALYSIS (1.3.13)**

Annually, the Professional Standards Division conducts an analysis on the Use of Force activities, policies and practices.

Use of force by police officers has become a highly scrutinized subject within the past couple of years. 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.

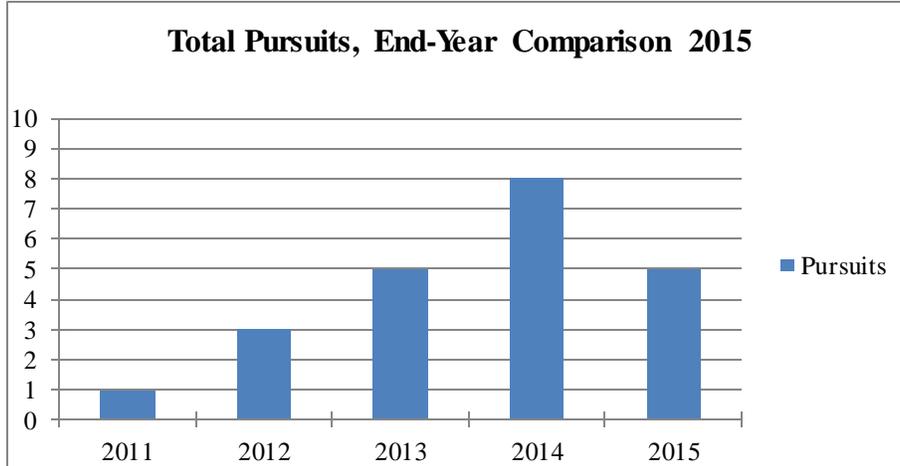
It is shown that only .14% (less than 1/5 of one percent) of all calls for service (including traffic stops) required a Use of Force Report in 2015. This is a significant decrease in Use of Force since 2014 and all were policy compliant for 2015.

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. Policy is reviewed annually by Lieutenants. Furthermore, supervisory personnel continue to collect and review reports in a timely fashion and their oversight aids in this process as officers apply the learned skills in real-life situations on the street.

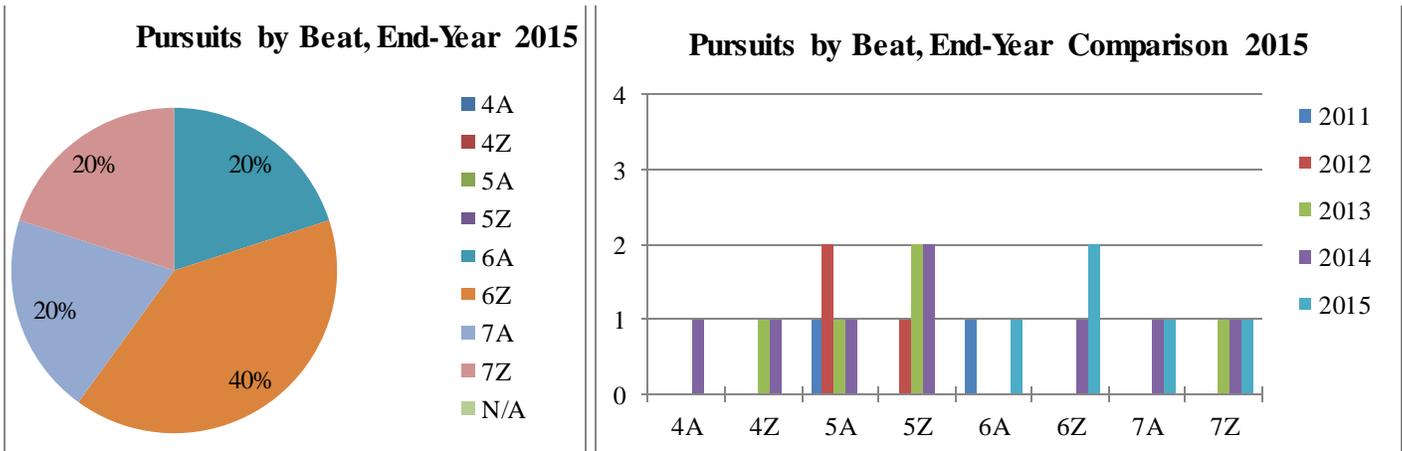
## VEHICULAR PURSUITS

Record	Case	Reason for Beginning	Reason for Ending	Injuries or Damage	Charges Against Subject	Policy Compliant
Date						
15-VP001	15-0300464	Driver showed to possibly be DWI	Suspect stopped	Blown out tires on suspect vehicle	Evading (veh) DWI DWLI (enh)	Yes
3/12/2015						
15-VP002	15-0501025	Driver showed to possibly be DWI	Suspects' vehicle struck a wall.	Both driver and passenger pronounced deceased		Yes
5/24/2015						
15-VP003	15-0300464	Driver showed to possibly be DWI	Suspect stopped	None	Evading (veh) DWI (enh) (3 or more)	Yes
6/29/2015						
15-VP004	15-1000523	The violator vehicle failed to signal (turning left) across two lanes.	The violator vehicle was maintaining a high rate of speed and I encountered traffic that did not allow me ease of egress without possibly causing greater risk to the public	None		No
10/4/2015						
15-VP005	15-1100582	Vehicle was suspected to be involved in 5 aggravated robberies	Suspect wrecked out	Vehicle wrecked into a building that housed a business	DWI, Evading (veh), Evading Foot, FTLI, Resisting	Yes
11/15/2015						

## TOTAL PURSUITS (Cont.)

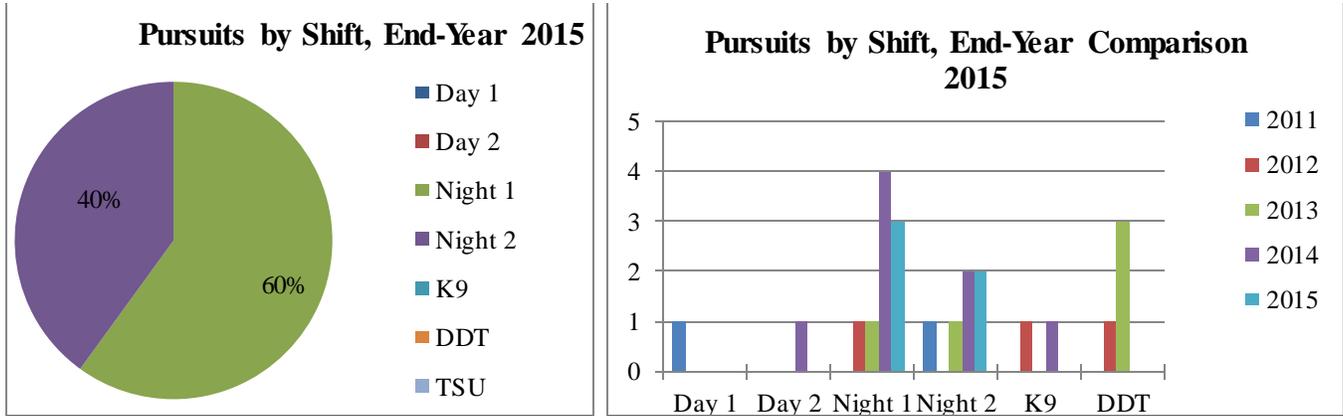


## PURSUIITS BY BEAT



In 2015, two out of the five pursuits ended outside of the beat in which they were began. The charts 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.

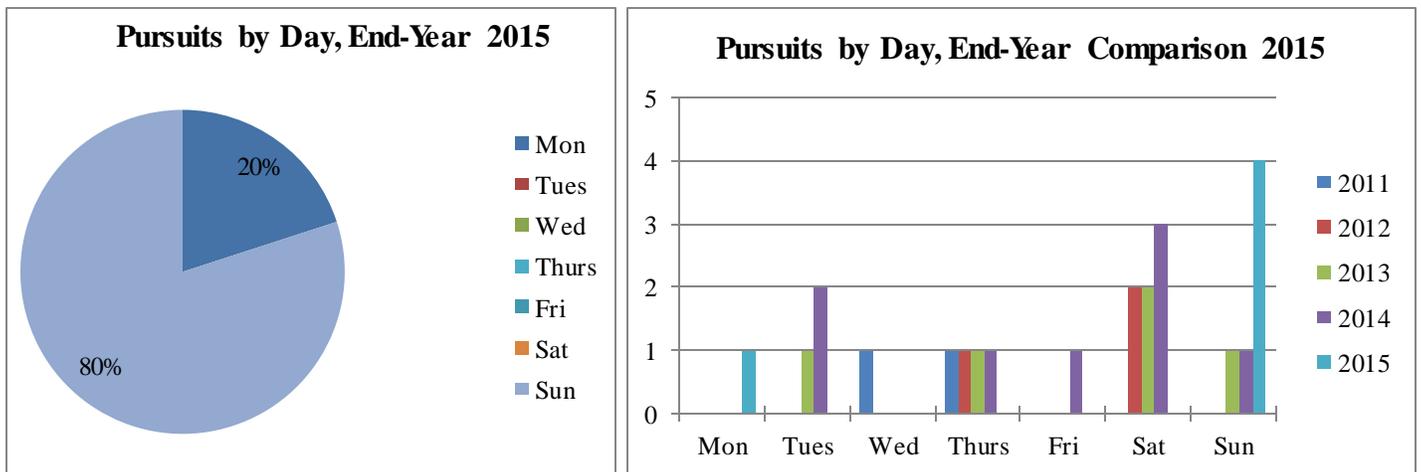
## PURSUITS BY OFFICER ASSIGNMENT



Officers working three different shifts were responsible for initiating the five pursuits in 2015. All officers were assigned to the Night Patrol Division. The night patrol officers initiated pursuits in response to suspected DWI offenses or violent felonies. Since DWIs occur most often in the evening or nighttime, 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 2015, and that throughout the years officers in those positions have engaged in pursuits most often.

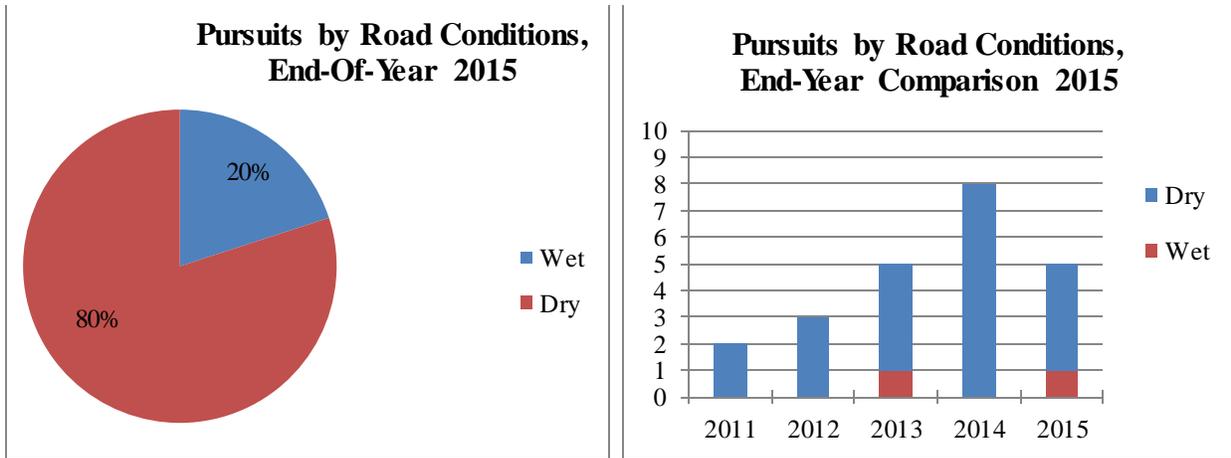
## PURSUITS BY DAY OF THE WEEK

In 2015, four out of the five pursuits occurred on Sunday during times more prone to DWI incidents (Thursday night through early Sunday morning), with the other one on Monday. 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.

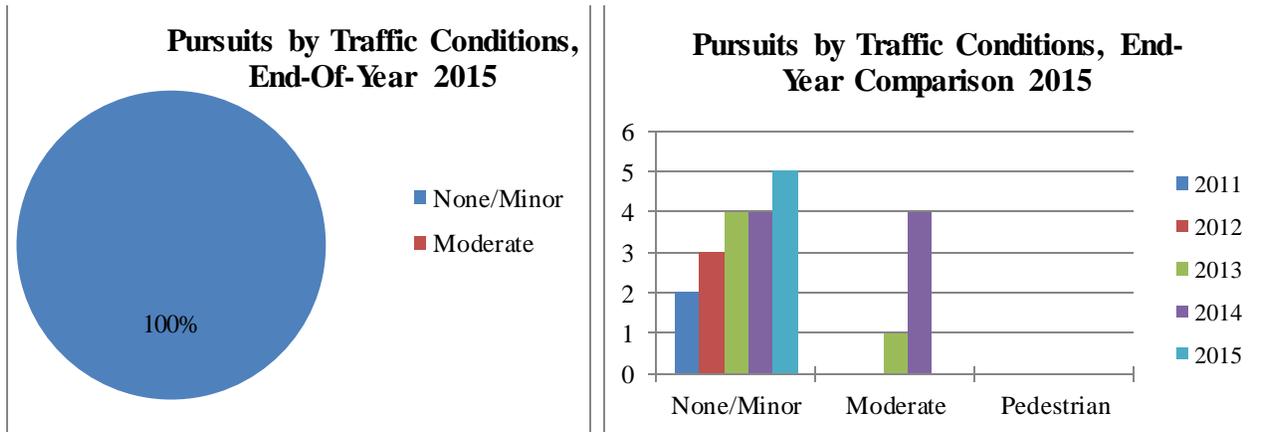


## PURSUITS BY ROAD CONDITIONS

Of the pursuits in 2015, four took place on dry roadways and one took place on wet roads.

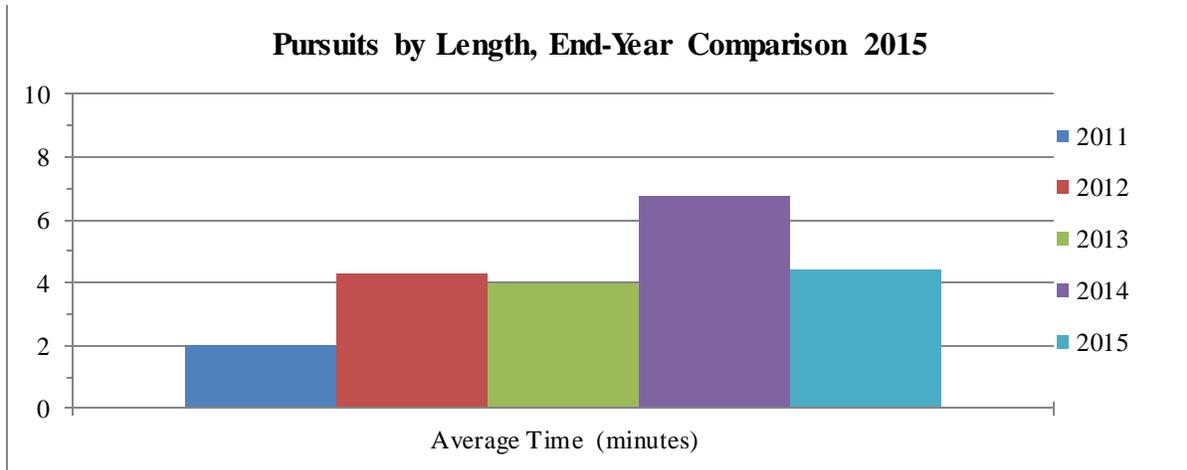


## PURSUITS BY TRAFFIC CONDITIONS



All of the pursuits in 2015 listed the traffic conditions as “none/minor.”

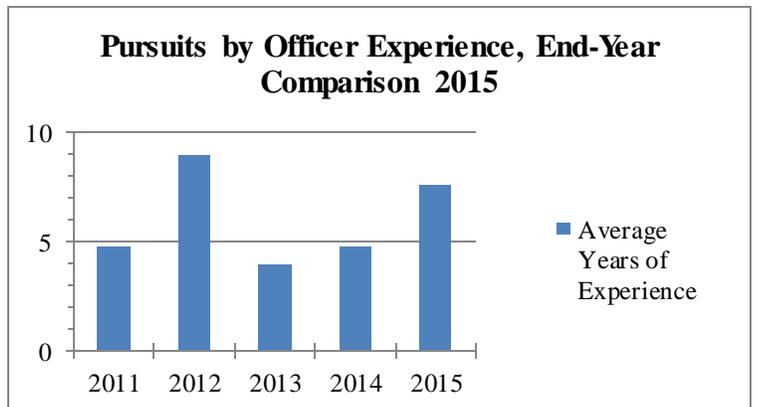
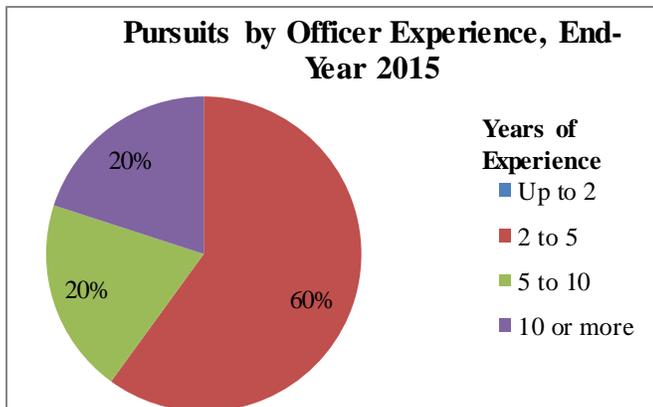
## PURSUIITS BY LENGTH



The average length of all five pursuits in 2015 was four minutes, thirty seconds. More than half the pursuits lasted for five minutes or less, with one pursuit that lasted 14 minutes. With the longest pursuit taken out, however, the average time for pursuits in 2015 drops to less than three minutes. This is much more comparable to average pursuit length in previous years.

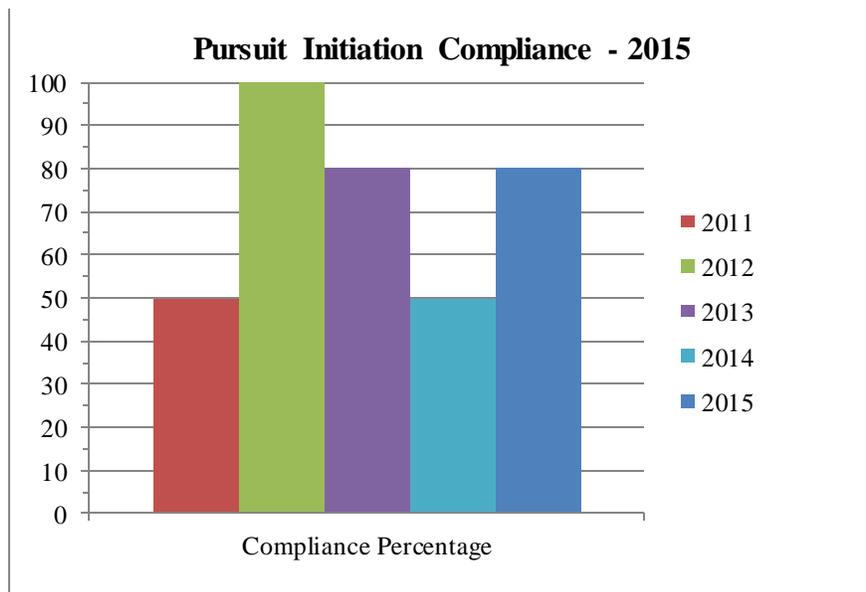
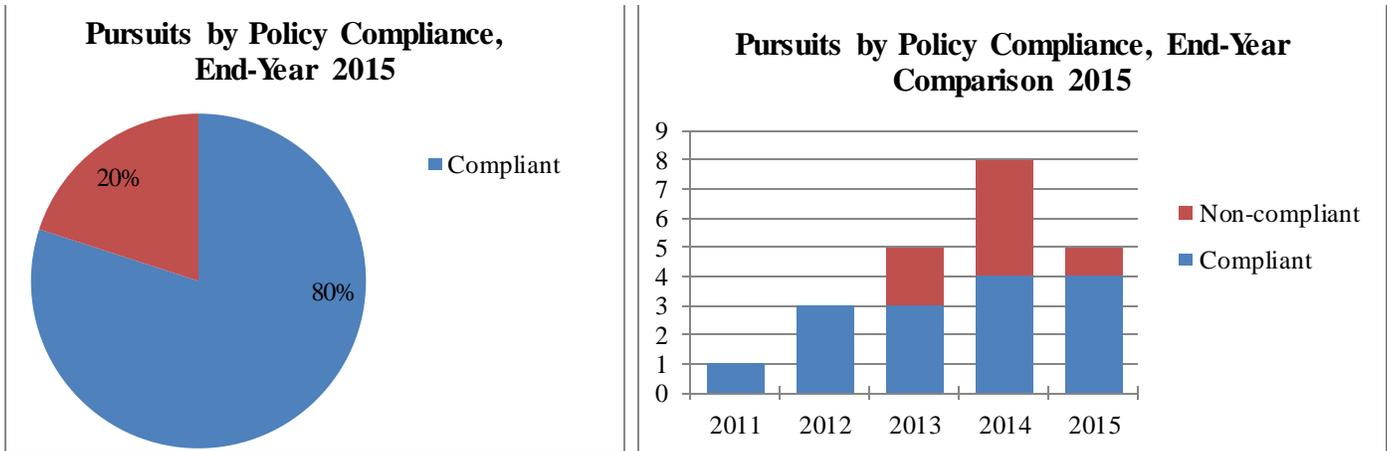
## PURSUIITS BY OFFICER EXPERIENCE

The officers who initiated pursuits in 2015 averaged 7.6 years of experience with the Bryan Police Department. This is slightly higher than previous years. Individual experience ranged from just over two years to approximately 22 years. Officer experience did not necessarily correlate to whether or not a pursuit was policy compliant.



## PURSUITS BY POLICY COMPLIANCE

Only one out of the five pursuits in 2015 was in violation of Bryan Police Department policy. The pursuit was initiated when a motorcyclist failed to stop at a red light and sped on. The pursuit was terminated after the officer encountered light traffic. The involved officer received counseling and training. 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. Due to the high numbers in 2014, the strict pursuit policy of the Department was reemphasized and in conjunction with planned EVOC in-service training, led to the sharp drop in non-compliant pursuits and pursuits overall.



## **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 well-being 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.

### **REVIEW OF POLICY AND PROCEDURE FOR VEHICULAR PURSUITS (41.2.2) (Documented Annual Review)**

The 2015 Review of General Order, 04-04.3, Emergency Operation and Pursuit, was conducted on November 25, 2015 by Professional Standards Lieutenant Gideon. The policy and procedure was reviewed for accuracy and relevance. The policy was found to be current and procedures were reflective of practices; therefore, no modifications or changes were made to the order.

Vehicular pursuits significantly declined in 2015. In 2014 there were eight vehicular pursuits and four of these pursuits were determined to be non-compliant. At time of review, there were five vehicular pursuits in 2015. All were compliant with policy and procedures except for one. Vehicular Pursuit 15-1000523 was reviewed by chain of command and PSD. All agreed that the officer failed to rise to the level necessary to justify a pursuit, and remedial training would be given as disciplinary action. All pursuits occurred at night and were video-taped. Property damage was reported in three of the pursuits and intoxication factors existed in all but one, which was unknown. The annual analysis will include the vehicular pursuit findings.

The review processes continue to be timely, and are usually completed with very few corrections, and the form was reviewed for out of date information and accuracy. No corrections were necessary.

Regular training and communication regarding the pursuit policy is expected. A factor leading to the decrease of pursuits is the biennial training of Emergency Vehicle Operations. This mandatory course is given through in-service, where both the policy and procedure is extensively reviewed. Training was given in 2015 and emphasis was placed on not engaging in pursuits unless absolutely necessary. In addition, remedial training and periodic roll call training has been documented to reemphasize the existing policy.