



Bryan Police Department

Professional Standards Division

2016 End-Of-Year Report

01/01/16 – 12/31/16

*** Sterile ***



Prepared by Viki Rosprim, PSD Clerk
March 1, 2016

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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 an 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, 2016 through December 31, 2016. 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. Grant: 3 uses of force

16-UF002

16-UF008

16-UF066

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

Example: Officer F. Grant: 5 uses of force

16-UF002 S. Giancana

C. Gambino

16-UF008 M. Lansky

16-UF066 C. Luciano

F. Costello

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

Example: Officer F. Grant: 7 uses of force

16-UF002 S. Giancana Firearm Pointed at Subject

C. Gambino Firearm Pointed at Subject

Handcuffed Subject Without Arrest

16-UF008 M. Lansky Empty Hand Control

16-UF066 C. Luciano Taser

Baton

F. Costello Handcuffed Subject Without Arrest

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Methods of Calculation

FORMAL COMMENDATIONS

Record	Award Date	Employee(s)	Formal Type	Nominating Party
16-CM001	1/13/2016	York, Matthew	Police Service Coin	Boswell, Brett
16-CM002	1/14/2016	Fikes, Walters, Dunford, Taylor	Police Commendation	Boswell, Brett
16-CM003	1/27/2016	Hauke, James & K-9 Falco	Community Service Citation	Hanks, Chad
16-CM004	2/8/2016	Albarado, Chris	Police Service Coin	Patterson, David
16-CM-005	2/8/2016	Thane, Dennis	Police Commendation	Peterson, Steve
16-CM-006	3/11/2016	Barber, Taylor, Dera	Police Commendation	Boswell, Brett
16-CM-007	3/28/2016	Waller, Seth Markantes, Alex	Bryan PD Challenge Coin	Agnew, Jon
16-CM-008	4/6/2016	Torres, Ruth	Bryan PD Challenge Coin	Halbert, Kyle
16-CM-009	5/19/2016	Seelig, Dustin Waller, Seth Maldonado, Marcelo Sartell, John	Bryan PD Challenge Coin	Agnew, Jon
16-CM-010	5/17/2016	Barber, Curtis Hauke, James	Life Saving Citation	Boswell, Brett
16-CM-011	5/19/2016	Jones, Michael Scott	Police Commendation	Boswell, Brett
16-CM-012	7/11/2016	Hodson, Ryan	Police Commendation	Johnson, Chris
16-CM-013	11/21/2016	Bona, Ryan	Achievement Coin	Rawls, Wayland A/C
16-CM-014	10/28/2016	Meckel, Trent	Departmental coin	Johnson, Chris

INFORMAL COMMENDATIONS

Award Date	Employee	Informal Type	Nominating Party
2/3/2016	Albarado, Chris	Recognition	Mike Southerland
2/8/2016	Thane, Dennis	Recognition	Steve Peterson
2/24/2016	Peters, Jeff	Recognition	Earnest Baggerly
3/7/2016	Bona, Ryan	Recognition	Gary W. Parks
2/22/2016	Dera, Nathan	Recognition	Flippen Group
	Luecke, Amber		
	Bailey, Broddrick		
	McKethan, Derrick		
5/19/2016	Owens, Corey	Recognition	Halbert, Kyle
6/2/2016	Reyes, Christopher	Recognition	Jarvis Parsons, DA
6/14/2016	James, Jason	Recognition	Kelly Brown
10/7/2016	Rogers, Billy	Recognition	J.D. Robertson, TX Rangers

CLASS I COMPLAINTS

Record	Date	Source of Complaint	Complaint	Investigator	Chief of Police Finding	Disciplinary Action
16-CI-001	4/13/2016	Civilian	GO 03-18.3 III. G.10 - Code of Conduct	Gideon	Non Sustained	N/A

2016 CLASS I COMPLAINTS SUMMARY

Alleged Violation (Class I Complaints)	Investigation Results					Complaint Source		Total Allegations
	Unf.	N.S.	Ex.	Sus.	N/A	Int.	Ext.	
Conduct Unbecoming		1					1	1
Harassment		1					1	1
Total	0	2	0	0	0	0	2	2

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	Chief of Police Finding	Disciplinary Action
16-CII-001	1/15/2016	Civilian	GO 03-18.4 Code of Conduct	Exonerated	N/A
16-CII-002	1/20/2016	BPD Supervisor	GO 03-10.2 III 7 a,b On Call Status	Sustained	Written Reprimand
16-CII-003	1/13/2016	BPD Supervisor	GO 03-18.4 III G 8 a-f Code of Conduct	Sustained	Written Reprimand
			GO 04-12.1 III A 10 Significant Events		
			GO 04-14.2 IV A 2 m Prelim. Investigations SOP Report Writing Policy and Procedure.		
16-CII004	2/3/2016	Civilian Supervisor	COB (Ch 8-Standards of Conduct) Job Performance; Dereliction of Duty	Sustained	Written Reprimand
16-CII-005	2/3/2016	BPD Supervisor	GO 3-8.2 IV B10 c(2) PPO Evaluations; GO 03-8.3 III G8 Competent Discharge of Duties	Sustained	Oral Reprimand
16-CII-006	2/15/2016	Civilian	GO 3-18.4 III G8 Competent Discharge of Duties	None	Unfounded
16-CII-007	2/16/2016	Civilian	GO 06-13.1 III A, Motorist Assistance	Exonerated	Exonerated
16-CII-008	2/6/2016	BPD Supervisor	GO 03-112.V.G 3e Failure to work an off-duty job.	Sustained	Oral Reprimand & 30-day suspension from Off-Duty Jobs
16-CII-009	2/18/2016	BPD Supervisor	GO 03-12.5 V.G.3 d.e. Secondary Employment	Sustained	Oral Reprimand & 30-day suspension from Off-Duty Jobs
16-CII-010	2/22/2016	BPD Supervisor	GO 03-18.4 III G 1, Absence w/o Proper Leave; GO 03-18.4 III G 36, Punctuality	Sustained	Oral Reprimand

CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
16-CII-011	2/24/2016	BPD Supervisor	GO 04-04.3 V Procedures, B,H Tactic 4, H Tactic 5,J	Sustained	Oral Reprimand. Remedial Training on the Pursuit Policy. Negative IPR
16-CII-012	2/12/2016	BPD Supervisor	GO 03-12.3 V G3.e Failure to work an off-duty Police job.	Sustained	Oral Reprimand.
16-CII-013	4/1/2016	BPD Supervisor	GO 03-12.3 V.G. (5) 3.d.e. Failure to work an off-duty Police Job.	Sustained	Oral Reprimand.
16-CII-014	4/5/2016	Civilian	GO 03-18.4G.8 Report Writing Policies GO 04-14.2 IV.A.1.2.3. Competent discharge of duties; Preliminary Investigations	Sustained	Resigned prior to Investigation being completed.
16-CII-015	4/6/2016	Civilian	GO 03-18.4III G. 14 Courtesy	Sustained	Oral Reprimand
16-CII-016	3/29/2016	BPD Supervisor	GO 03-18.4III F (3) Attention to Duty; 03-18.4II G (8) Competent Discharge of Duties	Sustained	Written Reprimand
16-CII-017	4/20/2016	BPD Supervisor	GO 04-24.2 IV C - Failed to take a written report on family violence call. GO 03-18.4 III G 8 - Competent Discharge of Duties	Sustained	Temporary Suspension
16-CII-018	4/28/2016	Civilian	GO 03-18.4 III.G.10 Conduct Unbecoming	Sustained	Written Reprimand
16-CII-019	4/15/2016	BPD Supervisor	GO 03-18.4 Code of Conduct Sect. III G 8 a-f; GO 04-14.2 Preliminary Investigations and Follow-up Investigations Sect. IV B 2	Sustained	Oral Reprimand

CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
16-CII-020	4/26/2016	BPD Supervisor	GO 03-10.2 Pay Practices Sect. III B 1 a-b; GO 03-18.4 Code of Conduct Sect. III G 8 a-f	Sustained	Oral Reprimand
16-CII-021	5/9/2016	Civilian	GO 04.14.2 IV A 2c & m - Procedures for Preliminary Investigations.	Not Sustained	Exonerated
16-CII-022	4/27/2016	BPD Supervisor	1. 03-18.4 III G (30). City Equipment: Police Department employees will not abuse City equipment and will immediately report any damages or losses of City equipment to their supervisor.	Sustained	Oral Reprimand
16-CII-023	<i>Case Number Entered In Error</i>				
16-CII-024	6/6/2016	BPD Supervisor	Hit and Run Accidents 6-10.2 III A 3. Preliminary Investigation 4-14.2 IV A. 1Code of Conduct 3-18.4 III G 8 Competent Discharge of Duties	Sustained	Written Reprimand
16-CII-025	6/12/2016	BPD Supervisor	GO 03-112. V.G.3.e. Failure to work an off-duty police job.	Sustained	Written Reprimand
16-CII-026	6/18/2016	BPD Supervisor	Allegation(s) of Misconduct (specific General Order or policy reference): 1. Code of Conduct 3-18.4 III G 8 Competent Discharge of Duties. 2. Routine Operation and Maintenance of Vehicles IV B 2 Vehicle Operations	Sustained	Written Reprimand
16-CII-027	6/22/2016	BPD Supervisor	Policy Violation(s) (specific General Order or policy reference): 1. City of Bryan Policy Manual. Chapter 11. City Property and Equipment. Driving and Cell Phone Usage On City Business- City Vehicle or Private Vehicle .	Sustained	Written Reprimand

CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
16-CII-028	5/21/2016	BPD Supervisor	. City Equipment: Police Department employees will not abuse City equipment and will immediately report any damages or losses of City equipment to their supervisor.	Sustained	Written Reprimand
16-CII-029	6/7/2016	BPD Supervisor	Policy Violation(s) (specific General Order or policy reference): GO 3-18.4, III,G,18. GO 01-07.1,IV,D.	Not Sustained	Exonerated
16-CII-030	6/6/2016	BPD Supervisor	Policy Violation(s) GO: 4-14.2,IV,c,h,m.	Sustained	Informal Counseling and IPR
16-CII-031	7/3/2016	BPD Supervisor	Policy Violation(s): GO 3-18.4	Sustained	IPR
16-CII-032	7/25/2016	BPD Supervisor	GO 03-18.4 III G 10 Conduct Unbecoming	Not Sustained	Not Sustained
16-CII-033	7/27/2016	BPD Supervisor	Policy Violation: GO 03-01.1 IV B, 1; Delegations and Accountability.	Sustained	Written Reprimand
16-CII-034	7/31/2016	Civilian	GO 03-18.4 G 14 - Code of Conduct-Courtesy ; GO 2. 04-14.2 IV. A 2 j - Preliminary & Follow-Up Investigations	Sustained	Oral Reprimand
16-CII-035	8/1/2016	Civilian	GO 03-112. V.G.3.e. Failure to work an off-duty police job.	Sustained	Written Reprimand
16-CII-036	8/25/2016	BPD Supervisor	GO 03-18.4 III G 8, GO 06-14.2, IV F 1 d, GO 06-14.2 IV F 2, Report Writing-when a report should be written	Sustained	Written Reprimand
16-CII-037	8/3/2016	BPD Supervisor	GO 04-04.3 IV A 1-2, B 1-2,D V A 1; Emergency Operation and Pursuit	Sustained	Oral Reprimand

CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
16-CII-038	8/11/2016	BPD Supervisor	G.O. 03-18.4 , III, B, 5. Conduct Unbecoming ; 2. G. O. 06-09.3, IV, B, 2, a. Protecting the accident scene	Sustained	Oral Reprimand
16-CII-039	9/16/2016	BPD Supervisor	GO 03-10.2 III B 2 d GO 03-10.2 III B 1 b Report Writing Manual-supervisor approval to hold Report Writing Manual-turn in paperwork by end of shift	Sustained	Written Reprimand
16-CII-040	9/14/2016	BPD Supervisor	Code of Conduct-Punctuality GO 03-18.4 III,G,36	Sustained	Oral Reprimand
16-CII-041	10/3/2016	BPD Supervisor	GO 03-112. V.G.3.e. Failure to work an off-duty police job.	Sustained	Oral Reprimand; 30-day suspension from Off-Duty Jobs.
16-CII-042	9/30/2016	BPD Supervisor	G.O. 03-18.4, III, G, 42 Respect of Supervisors	Sustained	Written Reprimand
16-CII-043	10/6/2016	BPD Supervisor	GO 04-03.8 IV B Vehicle Operations 2-Backing without safety	Sustained	Oral Reprimand
16-CII-044	<i>Case Number Entered In Error</i>				
16-CII-045	10/17/2016	BPD Supervisor	GO 03-112. V.G.3.e. Failure to work an off-duty police job.	Sustained	Oral Reprimand. 30-day suspension from Off-Duty Job.
16-CII-046	10/28/2016	BPD Supervisor	GO 03-18.4 Code of Conduct Sect. III G 8 a-f; GO 04-14.2 Preliminary Investigations and Follow-up Investigations Sect. IV B 2	Sustained	Oral Reprimand

CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
16-CII-047	11/6/2016	BPD Supervisor	GO 03-112. V.G.3.e. Failure to work an off-duty police job.	Sustained	Written Reprimand. 45-day suspension from Off-Duty Job.
16-CII-048	9/26/2016	BPD Officer	GO 03-18.4 III G 10 Conduct Unbecoming	Sustained	Oral Reprimand
16-CII-049	12/12/2016	BPD Supervisor	GO 01-06.4 Failure to secure prisoner's property	Sustained	Oral Reprimand
16-CII-050	10/17/2016	BPD Supervisor	Vehicle Operations	Sustained	Oral Reprimand

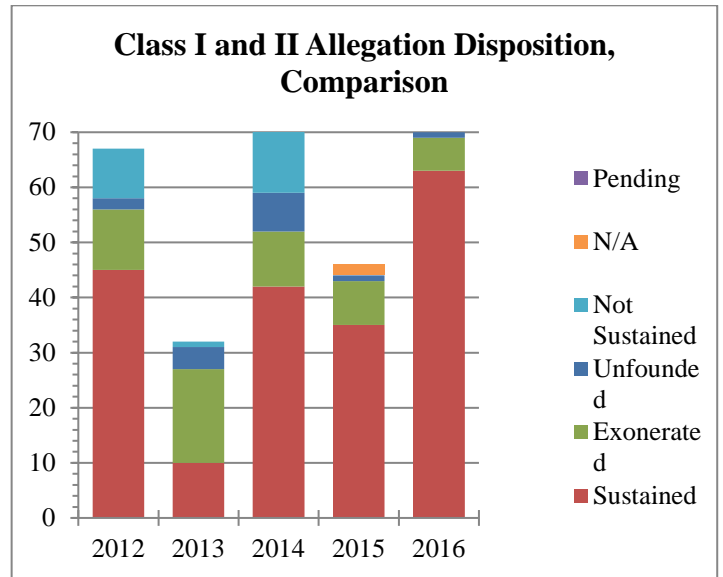
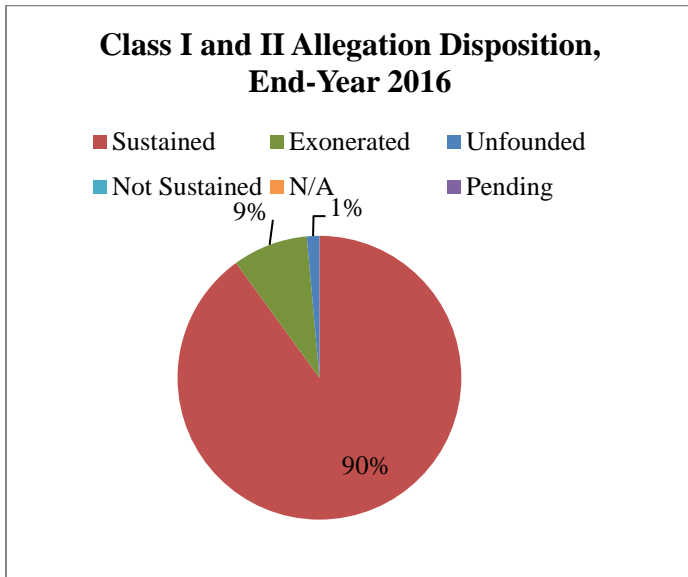
2016 CLASS II COMPLAINTS SUMMARY

Alleged Violation (Class II Complaints)	Investigation Results					Complaint Source		Total Allegations
	Unf.	N.S.	Ex	Sus.	N/A	Int.	Ext.	
Absence without Proper Leave				1		1		1
Allegations of Misconduct			2	2		3	1	4
Attention to Duty				1		1		1
City Equipment/Property/Vehicle				4		4		4
City of Bryan Policy Manual								0
Code of Conduct			1	7		6	2	8
Competent Discharge of Duties	1			6		4	4	8
Conduct Unbecoming				3		2	1	3
Courtesy				2			2	2
Delegations & Accountability				1		1		1
Dereliction of Duty				1		1		1
Emergency Operation and Pursuit				1		1		1
Failure to Secure Prisoner's property				1		1		1
Failure to Take Written Report/Family Violence				1			1	1
Failure to Work Off-Duty Job				9		9		9
Follow-up Investigations				2		2		2
Motorist Assistance			1				1	1
On-Call Status				1		1		1
Pay Practices				1		1		1
Preliminary Investigations				7		6	1	7
Procedures			1	2		2	1	3
Punctuality				2		2		2
Report Writing				4		3	1	4
Respect of Supervisors				1		1		1
Routine Operations; Maintenance of Vehicles				2		2		1
Secondary Employment				1		1		1
Total	1	0	6	63	0	55	15	70

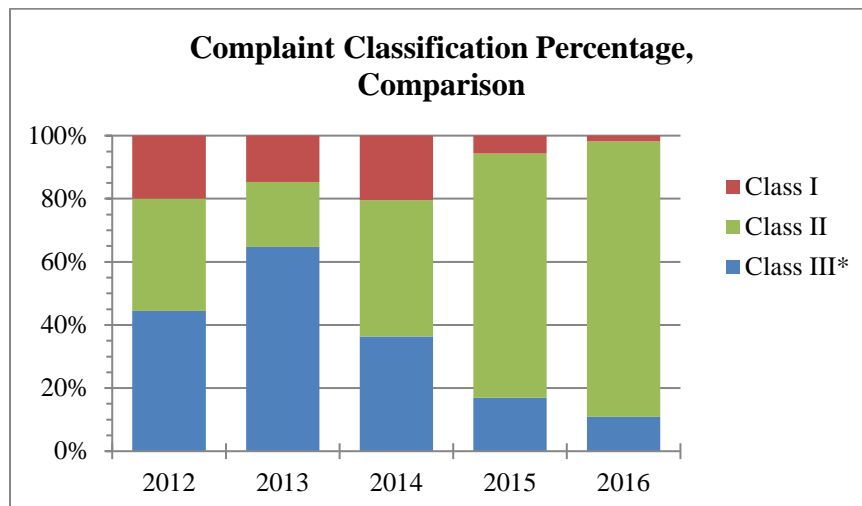
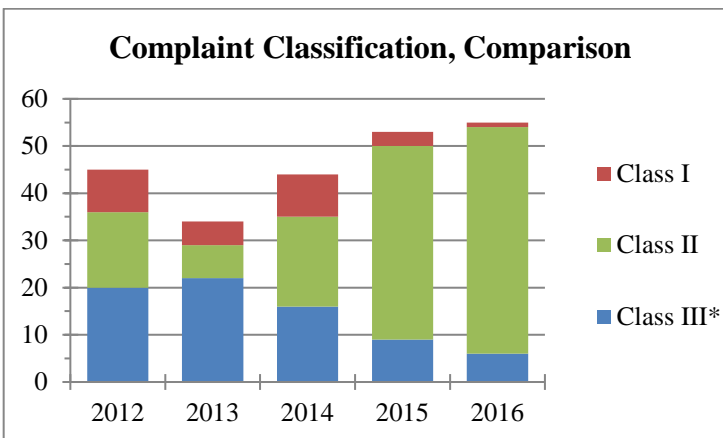
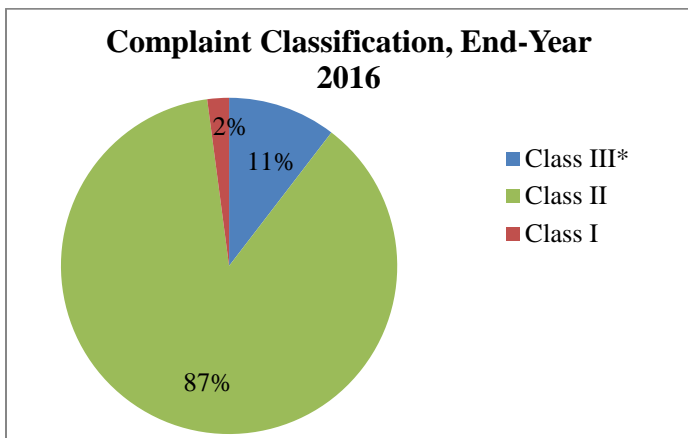
Unf. = Unfounded; N.S. = Not Sustained; Ex. = Exonerated; Sus. = Sustained; N/A = Investigation closed; Int. = Internal; Ext. = External

INTERNAL INVESTIGATIONS SUMMARY

ALLEGATION DISPOSITION



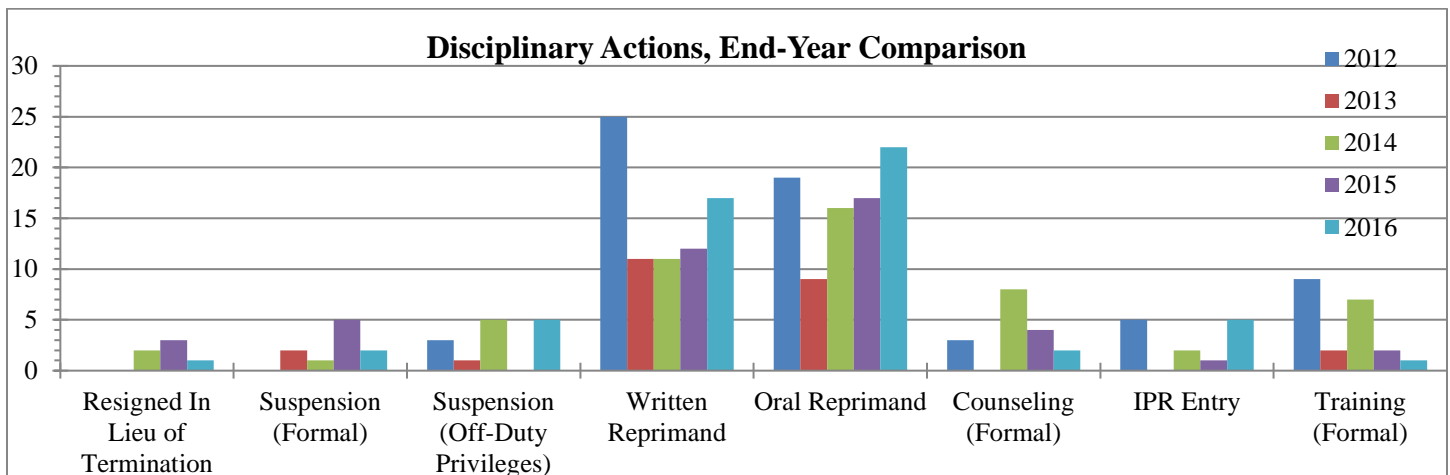
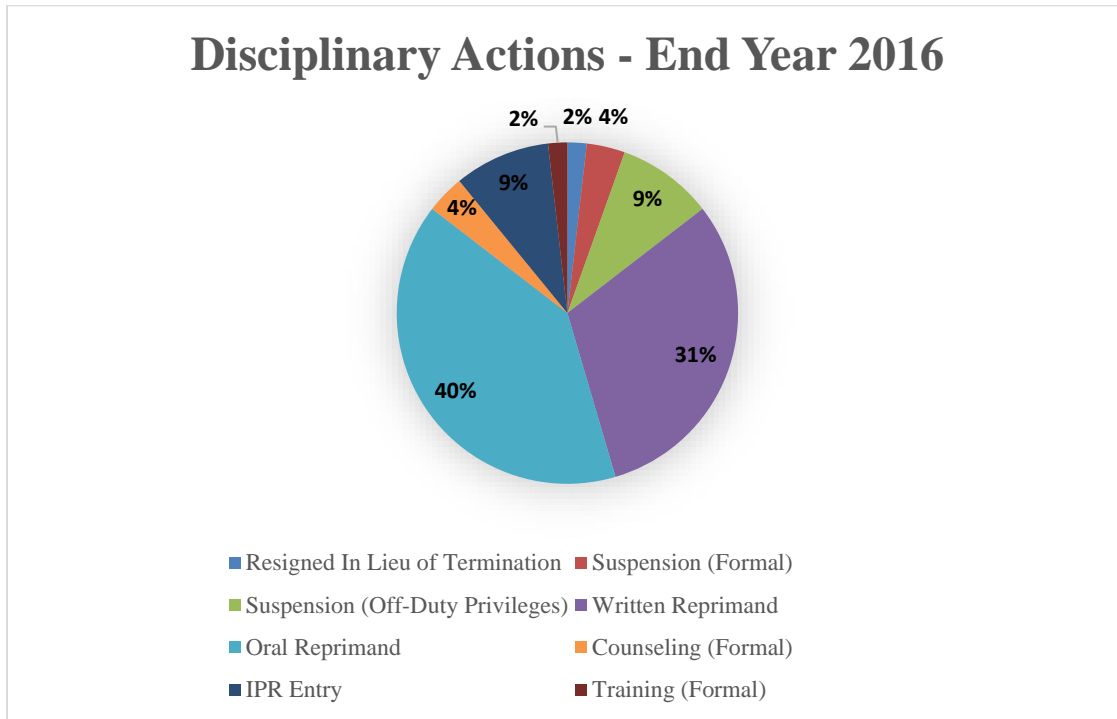
COMPLAINT CLASSIFICATION



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

DISCIPLINARY ACTIONS

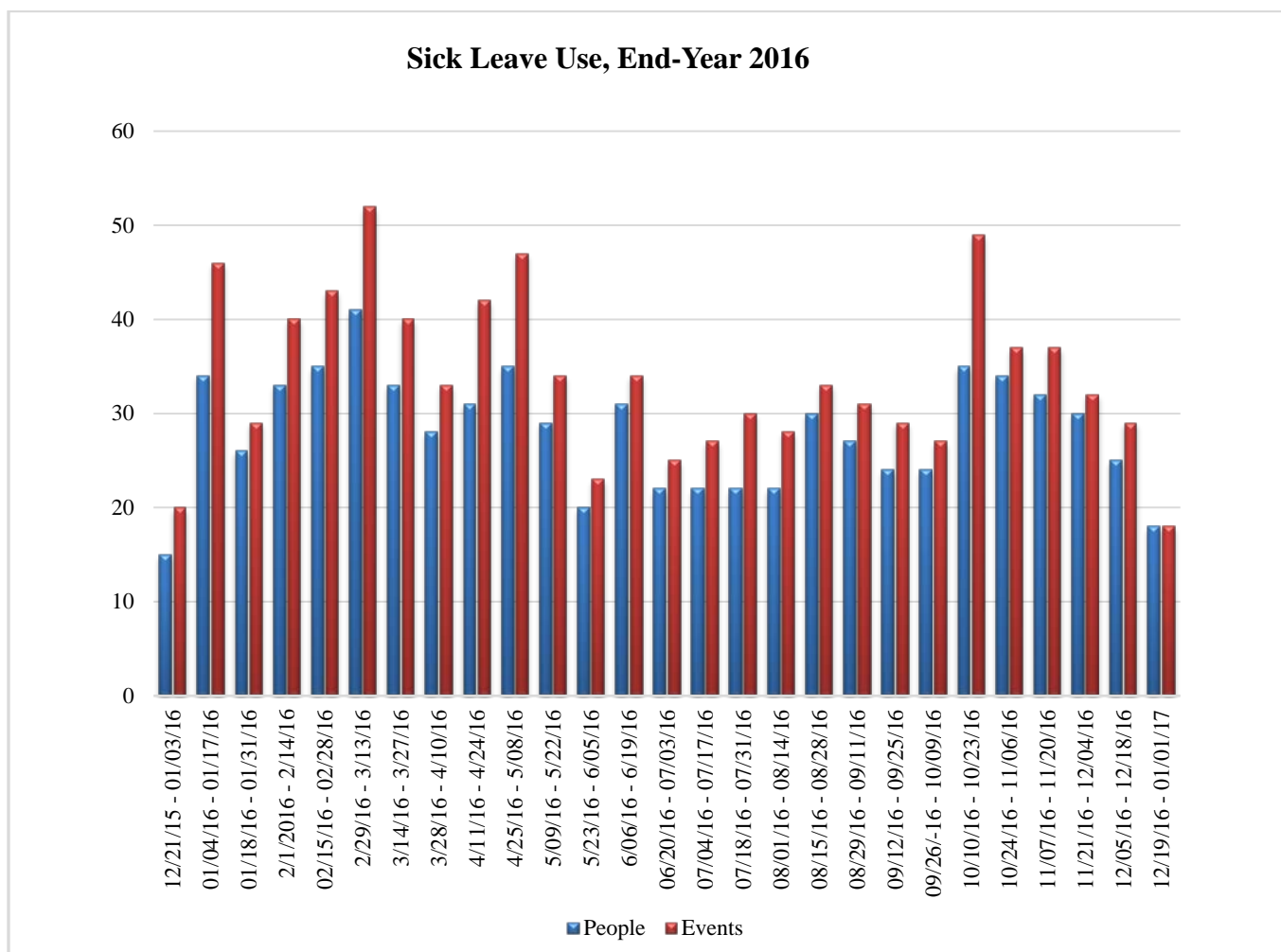
In 2016, 36 employees received 48 disciplinary entries from 26 different events tracked by PSD. It is important to note that some forms of discipline are not required to be documented by PSD, such as informal training/counseling and/or IPR entries. However, they are tracked by the database if such actions 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.



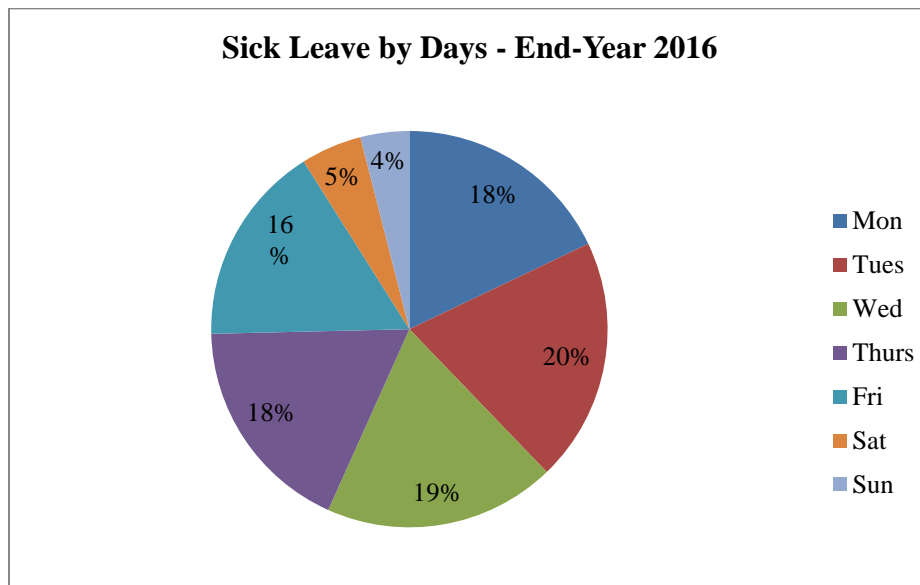
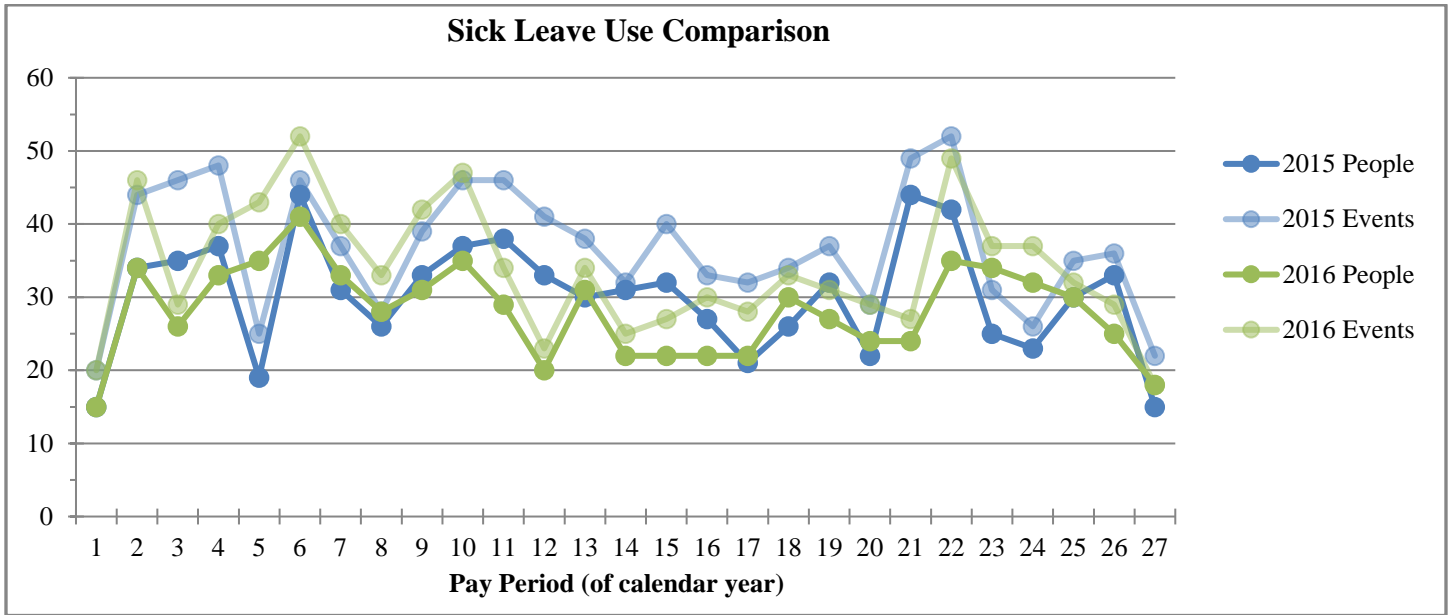
SICK LEAVE

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 2016 Year-End Report began with the first pay period to include days from 2016, which began the last week of 2015. 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 2015 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.

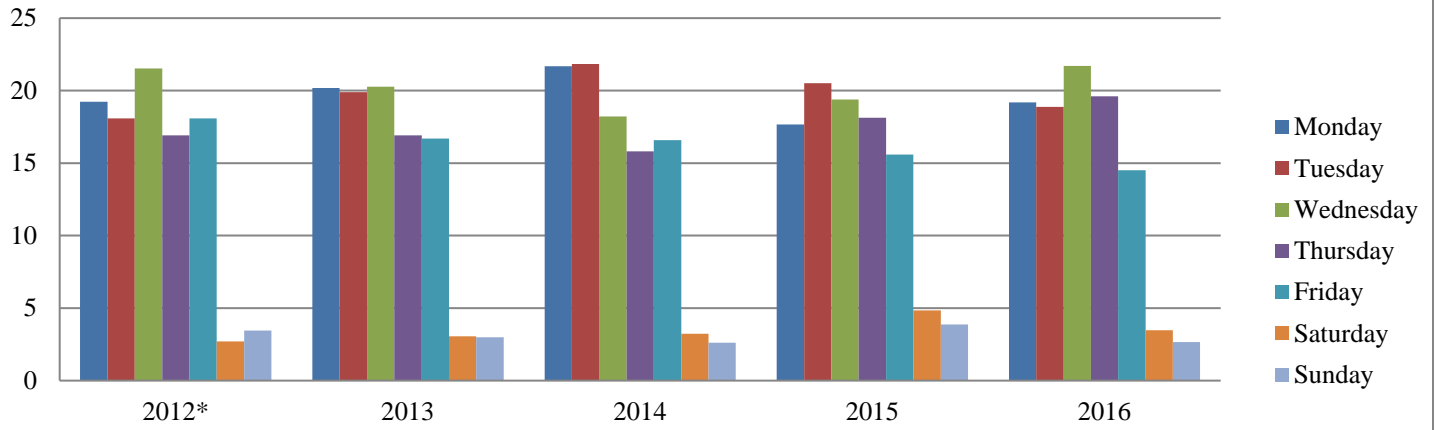
Overall, In the twenty-seven pay periods covering 2016, 149 different people experienced 915 sick leave events from December 21, 2015 through January 1, 2017. There were also 35 employees who did not record any sick leave in 2016 (these numbers include employees employed for any amount of time in 2016). Wednesday was the most popular day for sick leave use, followed by Thursday then Monday.



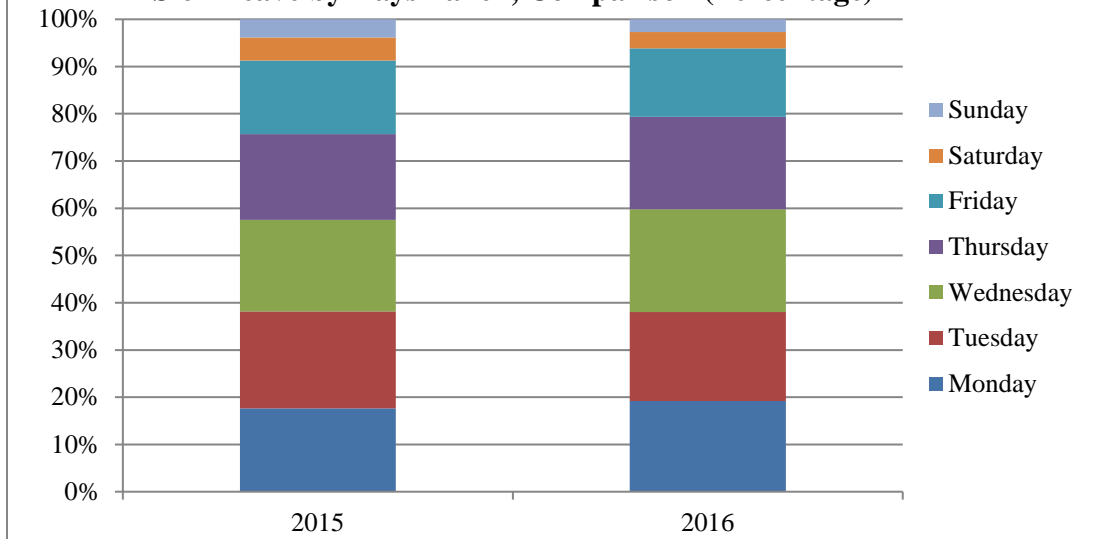
SICK LEAVE (Cont.)



Sick Leave by Days Taken, Comparison (Percentage)



Sick Leave by Days Taken, Comparison (Percentage)



GRIEVANCES (25.1.3)

There have been no formal grievances filed by Bryan Police Department employees in 2016, 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.

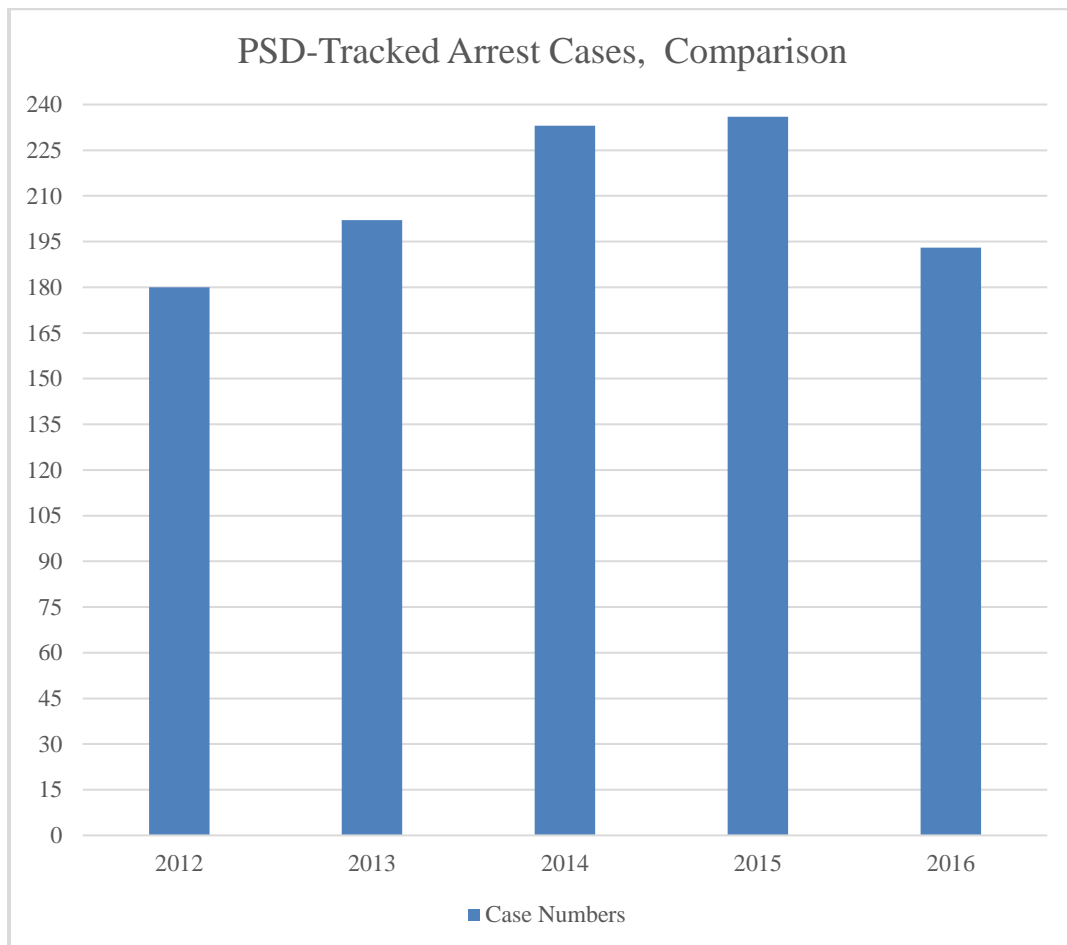
Finally, the Department’s long-standing accreditation status with CALEA shows the Department’s commitment to best practices and ensures the Department is complying with nationally recognized standards for excellence, especially in terms of serving both internal and external customers. These factors combine 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 2016, there were 193 cases involving arrests for these charges, out of 5373 total agency arrests and 15,332 total case numbers.

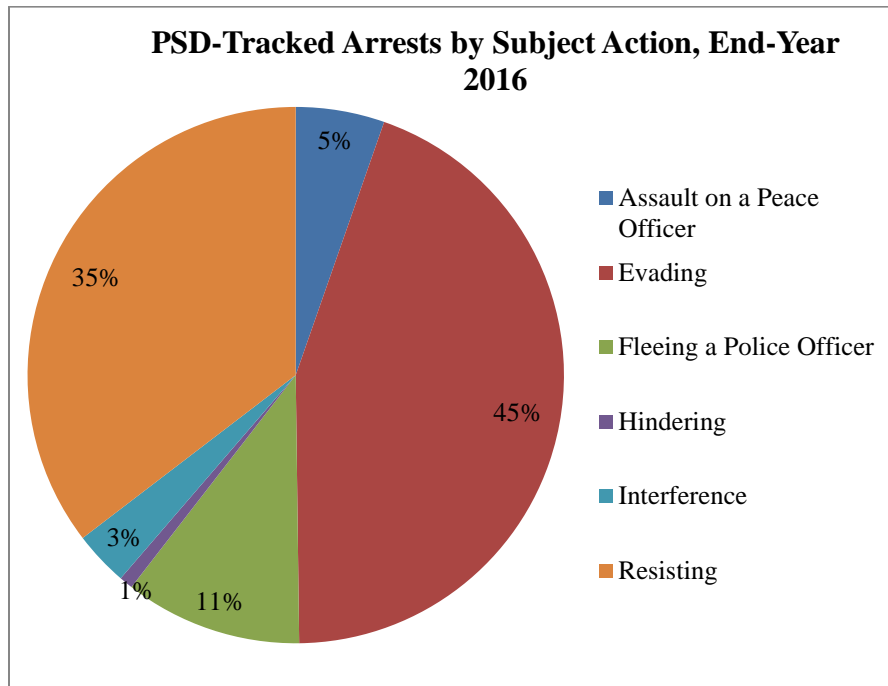
It should be noted that in previous years, the Professional Standards Division relied on the “pink” copies of the paper arrest reports – forwarded through several divisions of the Department before finally reaching PSD – to enter the tracked arrest data. In early 2012, it was discovered that far fewer 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 decreased by 26 leading to a possible pattern to review in 2017.

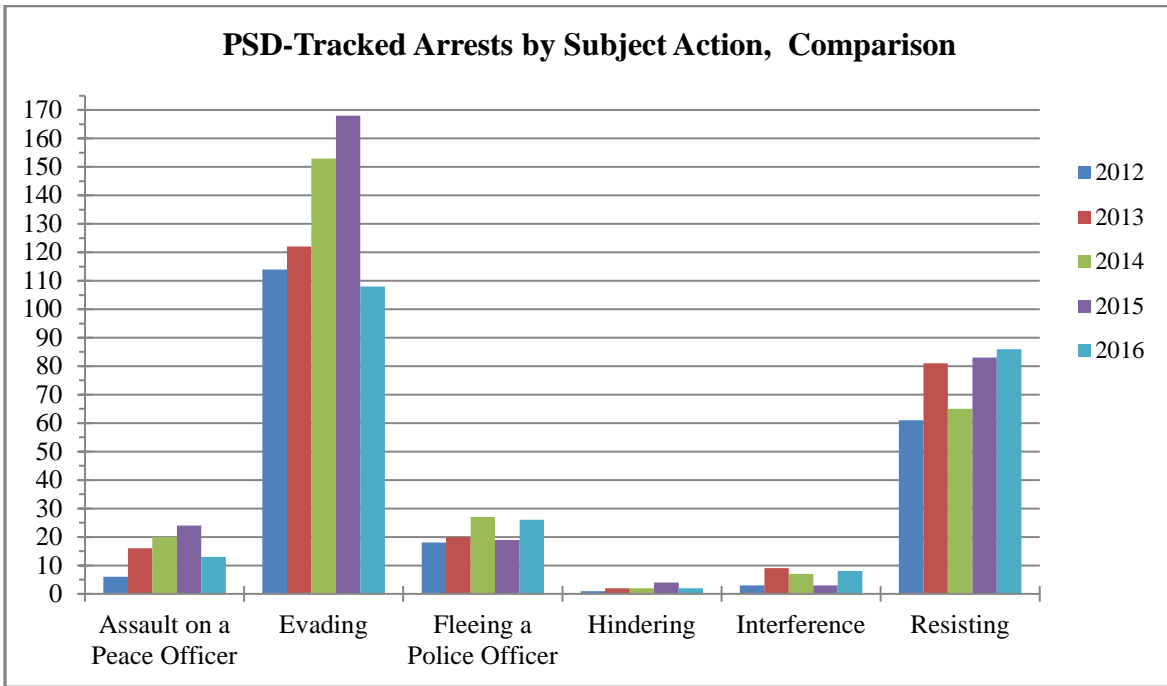


PSD-TRACKED ARRESTS BY SUBJECT ACTION

2016	Charge						Total
	Assault on a Peace Officer	Evading	Fleeing a Police Officer	Hindering	Interference	Resisting	
Arrests	11	110	27	2	7	86	243

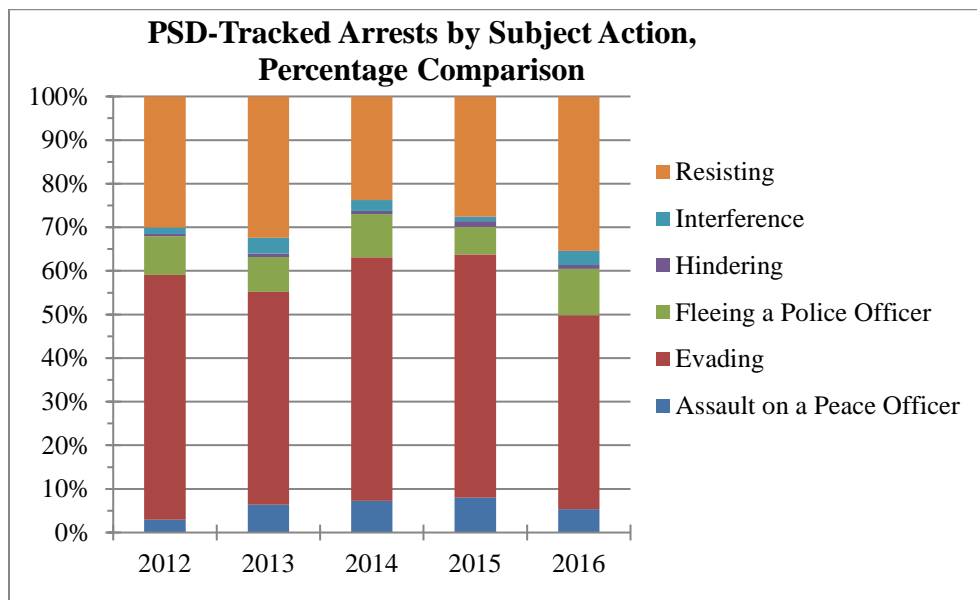


ARRESTS BY SUBJECT ACTION (Cont.)



Overall arrest numbers decreased 19% from 2015 to 2016. In 2015, there were 236 PSD-tracked arrest charges whereas there were 193 arrest charges filed in 2016. There were three categories of PSD-tracked arrests that increased over 2015: Fleeing a Peace Officer (7 more), and Resisting (3 more) Interference (5 more). Where Assault on a Peace Officer saw 11 less. Evading saw 60 less and Hindering saw 2 less than the previous year. The most significant increase was the charge of Fleeing, which increased from 19 charges in 2015 to 26 in 2016.

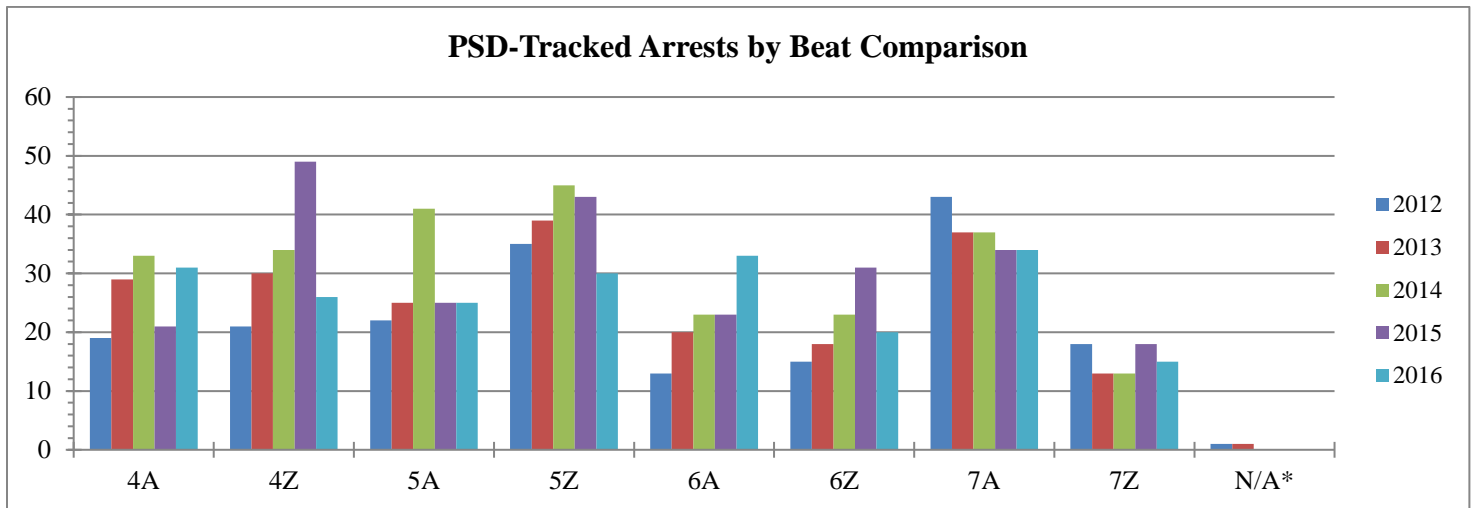
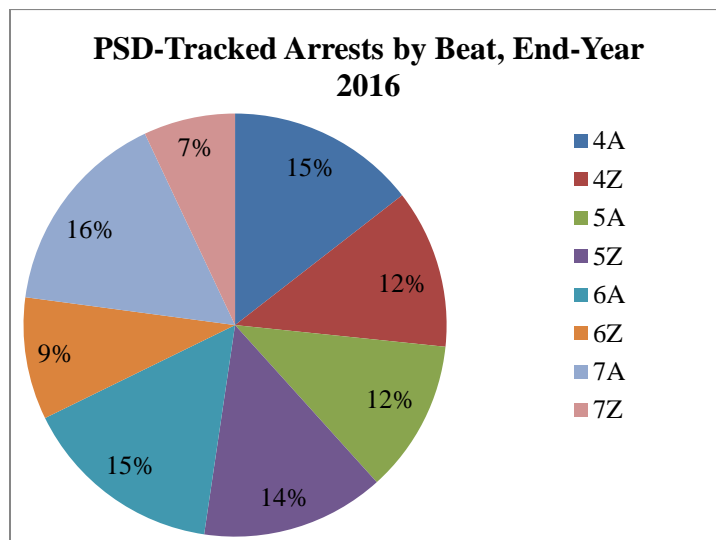
Looking at the overall trends, it can be seen that by far the most utilized charge tracked by PSD is Evading. The next most common charge, Evading is used at most 45% as often as Resisting. There is another significant gap between Fleeing and Assault on a Peace Officer. Interference and Hindering each average five charges per year. This shows consistency in Bryan Police Department tactics, training, and procedures.



PSD-TRACKED ARRESTS BY BEAT

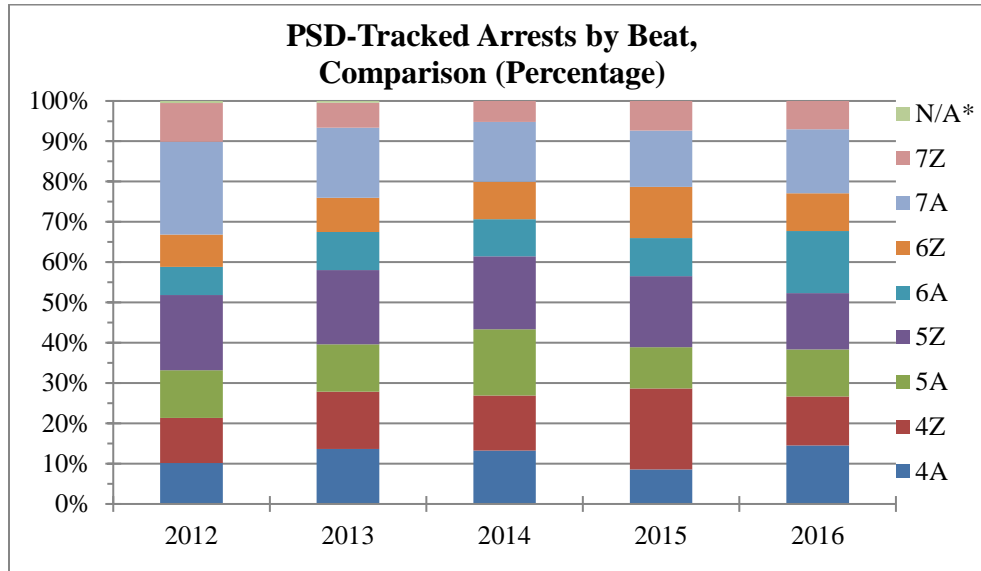
2016	Beat								Total
	4A	4Z	5A	5Z	6A	6Z	7A	7Z	
PSD-Tracked Arrests	31	26	25	30	33	20	34	15	214

In 2016, 4 Zone and 5 Zone had 26% of all PSD-tracked arrests, followed by 6 Zone with 25%. 7 Zone had 23% of the arrests. All zones had decreases in PSD-tracked arrests, with the exception of 6 Zone which had a very slight increase of 1% over 2015.



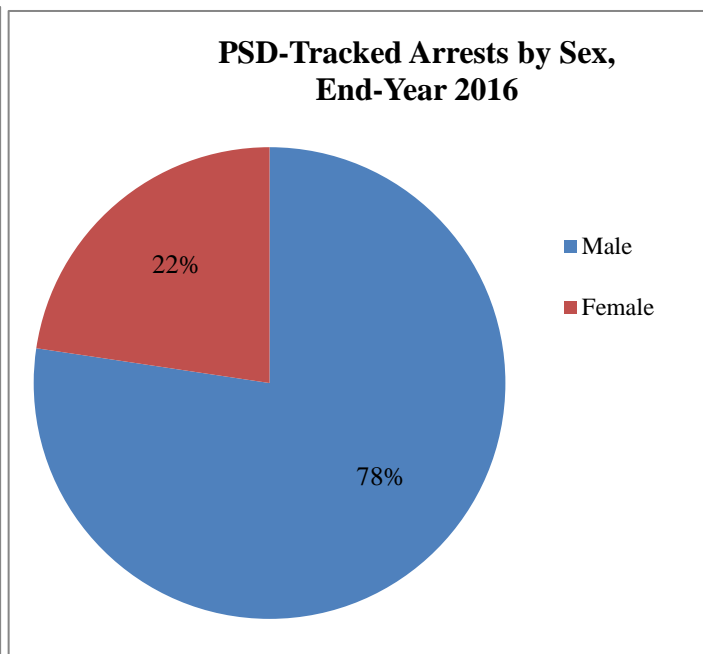
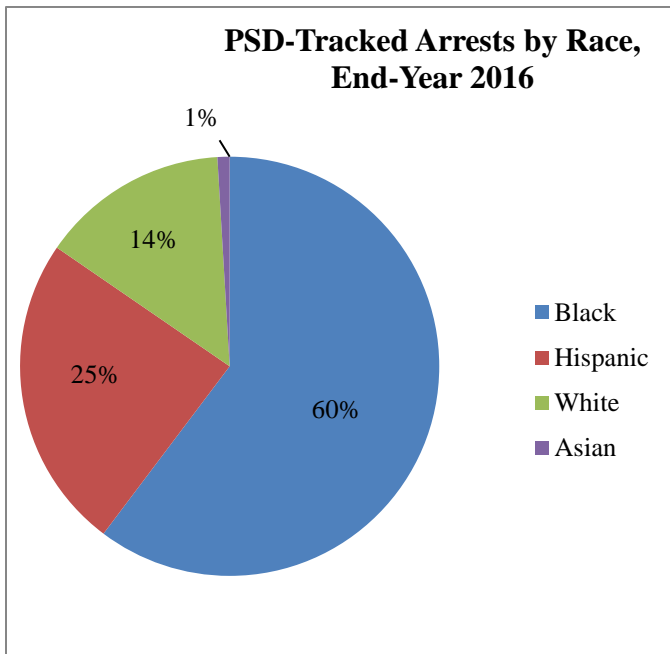
*N/A refers to an arrest made in College Station in conjunction with an ongoing investigation

ARRESTS BY BEAT (Cont.)



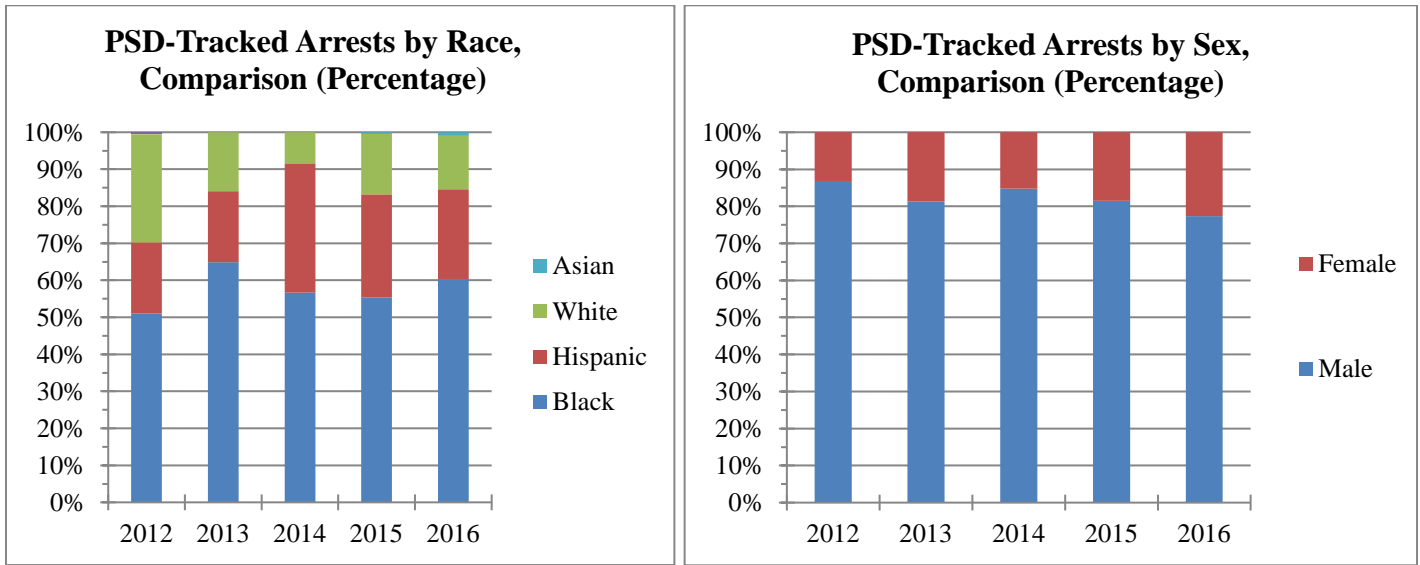
PSD-TRACKED ARRESTS BY RACE AND SEX

2016	Race / Sex							Total
	Black		Hispanic		White		Asian	
	F	M	F	M	F	M	M	
Arrest Subjects	32	97	10	42	8	23	2	214

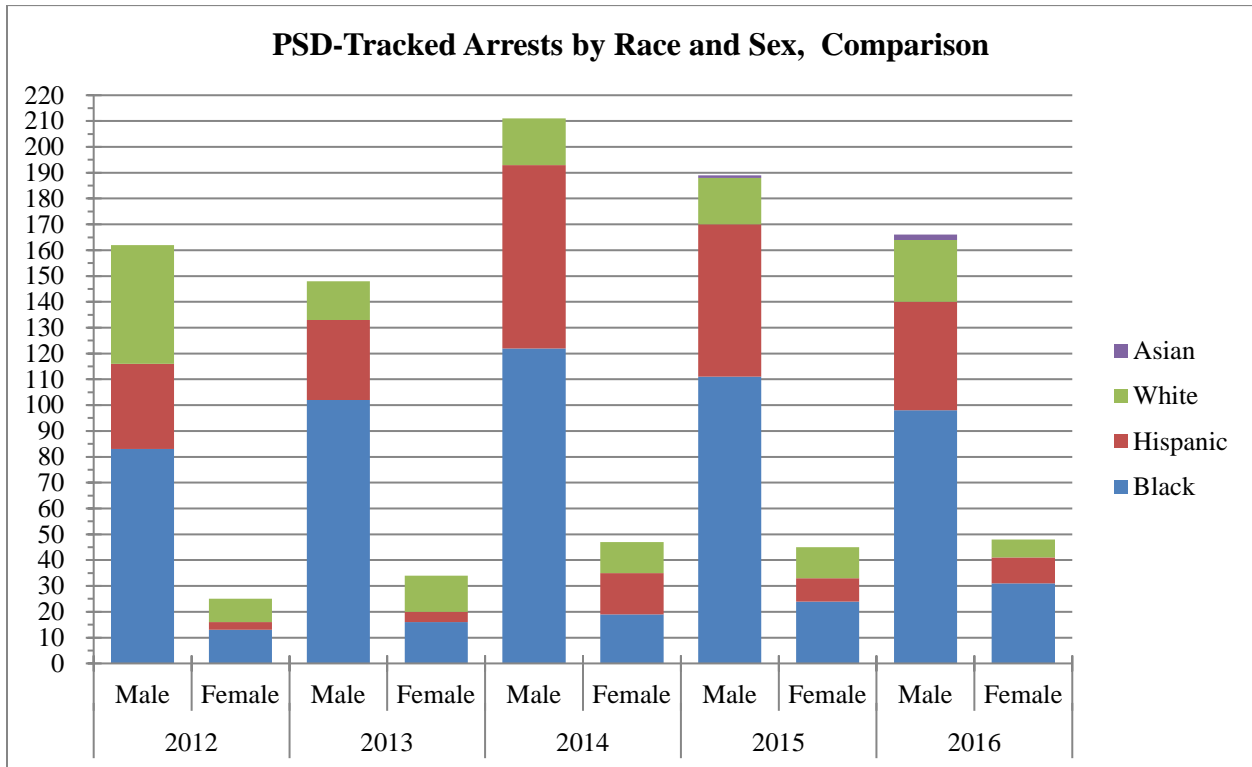


2016 arrest numbers show 60% of subjects in PSD-tracked arrests were black. White subjects made up 14%, down from 28% in 2015. Hispanic arrests went from 17% up to 25% while Asian/Others made up 1%. Males accounted for 78% of the PSD-tracked arrests, just down 4% from last year.

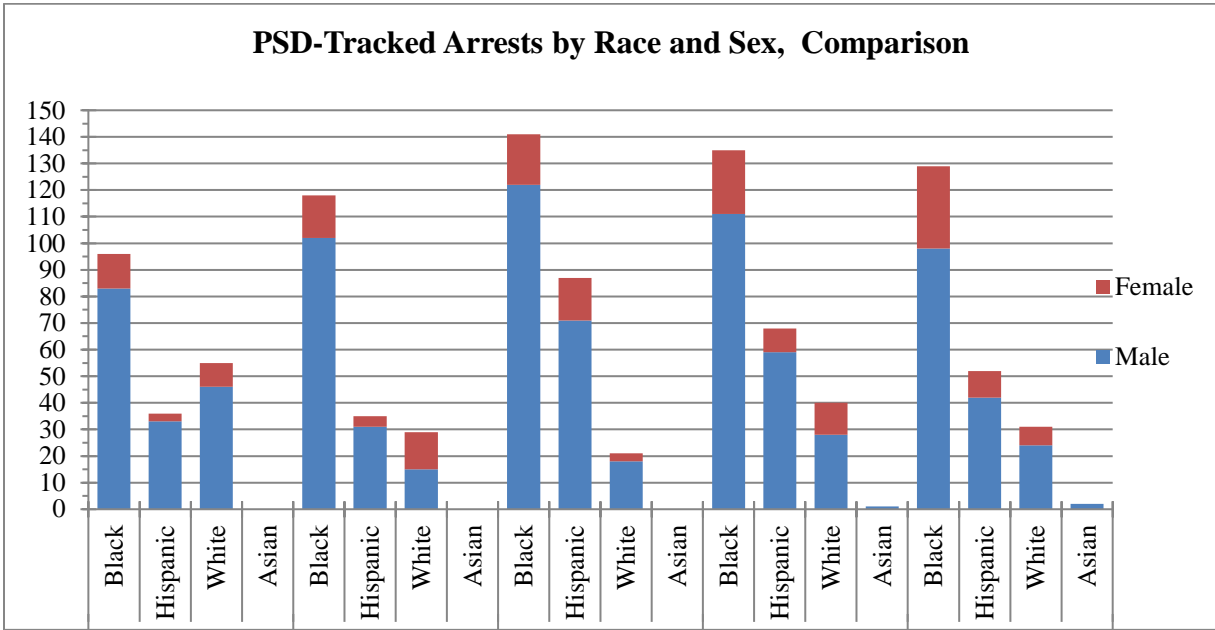
PSD-TRACKED ARRESTS BY RACE AND SEX (Cont.)



The biggest percentage increase (25%) from 2015 to 2016 occurred in Black females, followed by Black males with 75%. The largest numerical increase was Black females (7 more arrests), again followed by Hispanic females. White females had a decline in arrests from 12 in 2015 to 7 in 2016 and the white males declined by 4 arrests. However, the most significant increase was Hispanic males, with 42 arrests in 2016, up 12 from 2015.



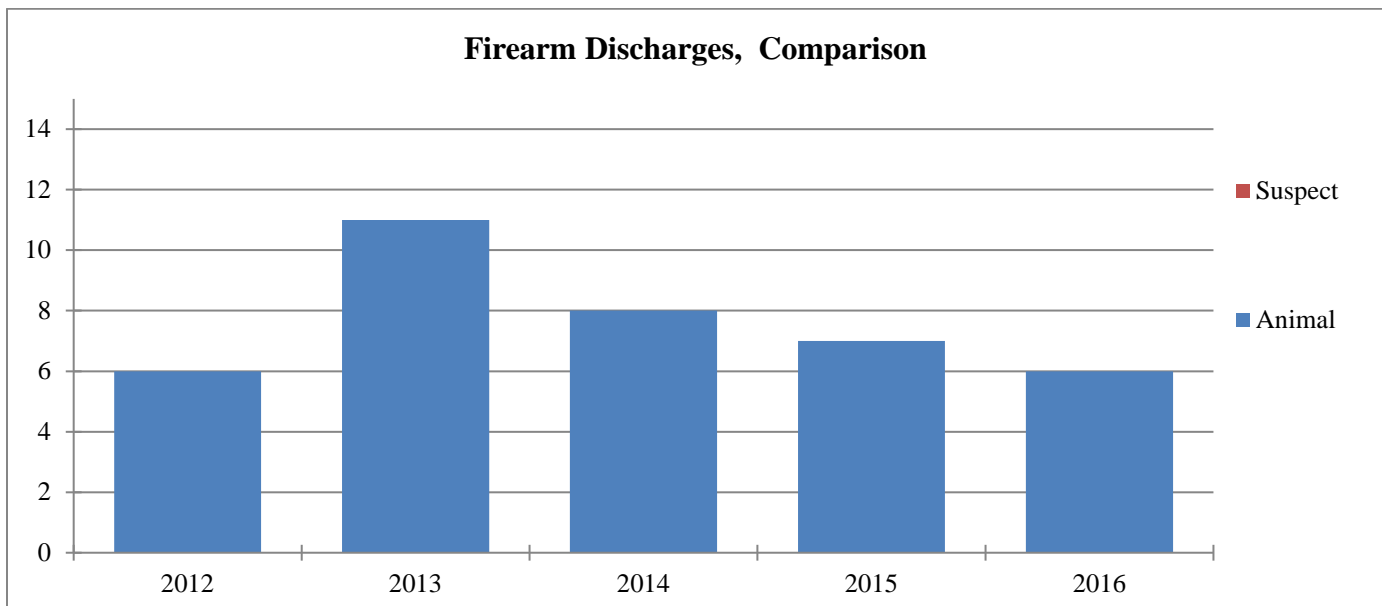
PSD-TRACKED ARRESTS BY RACE AND SEX (Cont.)



FIREARM DISCHARGES

In 2016, there were six firearm discharge reports filed, against six animal subjects. Three incidents were from officers dispatched to the side of a road for a mortally injured deer and three incidents were for mortally injured feral hogs, all in need of euthanasia.

Record	Case	Shots Fired	Reason for Shots	Results
Date				
16-FA-001	16-0100604	2	Injured Deer	Fatal
1/16/2016				
16-FA-002	16-0400421	1	Injured Feral Hog	Fatal
4/9/2016				
16-FA-003	16-0600786	1	Injured Feral Hog	Fatal
6/20/2016				
16-FA-004	16-0700610	1	Injured Deer	Fatal
7/15/2016				
16-FA-005	16-0900416	2	Injured Feral Hog	Fatal
9/9/2016				
16-FA-006	16-1100626	1	Injured Deer	Fatal
11/14/2016				

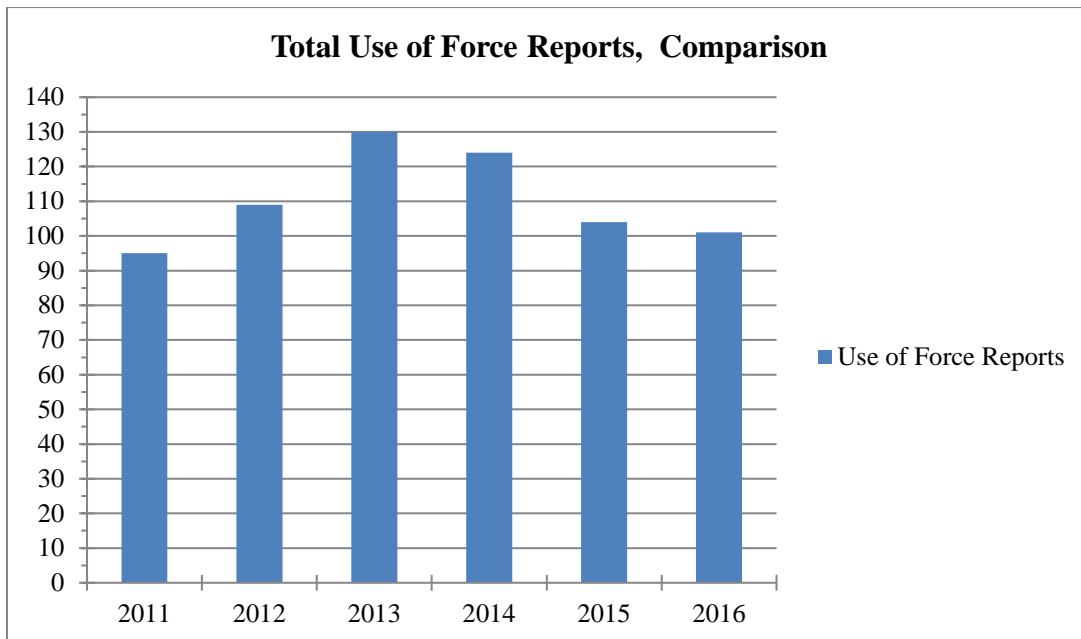


USES OF FORCE

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.

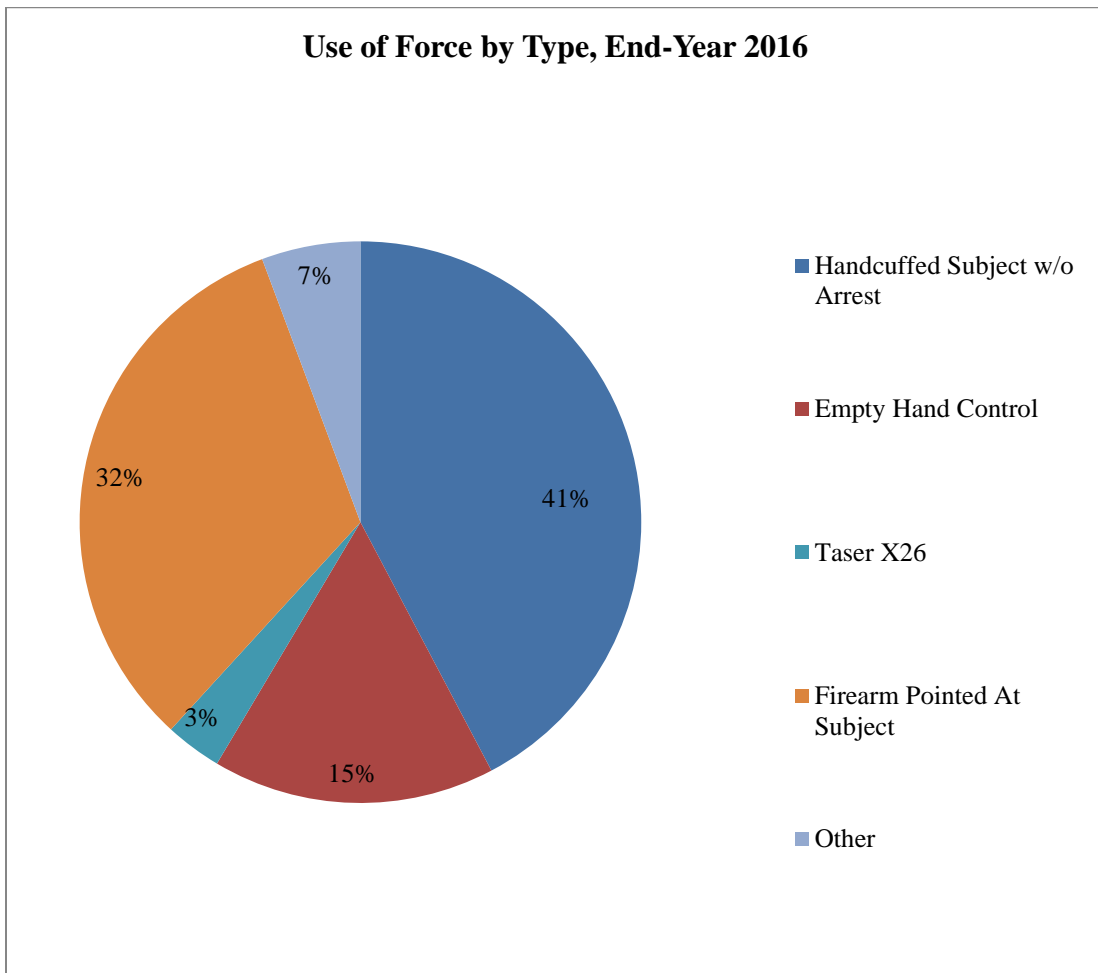
There were 101 Use of Force reports submitted to the PSD by December 31, 2016. This number is down slightly from 104 in 2015. The following pages contain that data broken down by type of force used, beat of occurrence, race and sex of the subject, reason for contacting the subject, shift of the officers involved, and policy compliance.

In 2016, 65,047 calls for service resulted in 101 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.



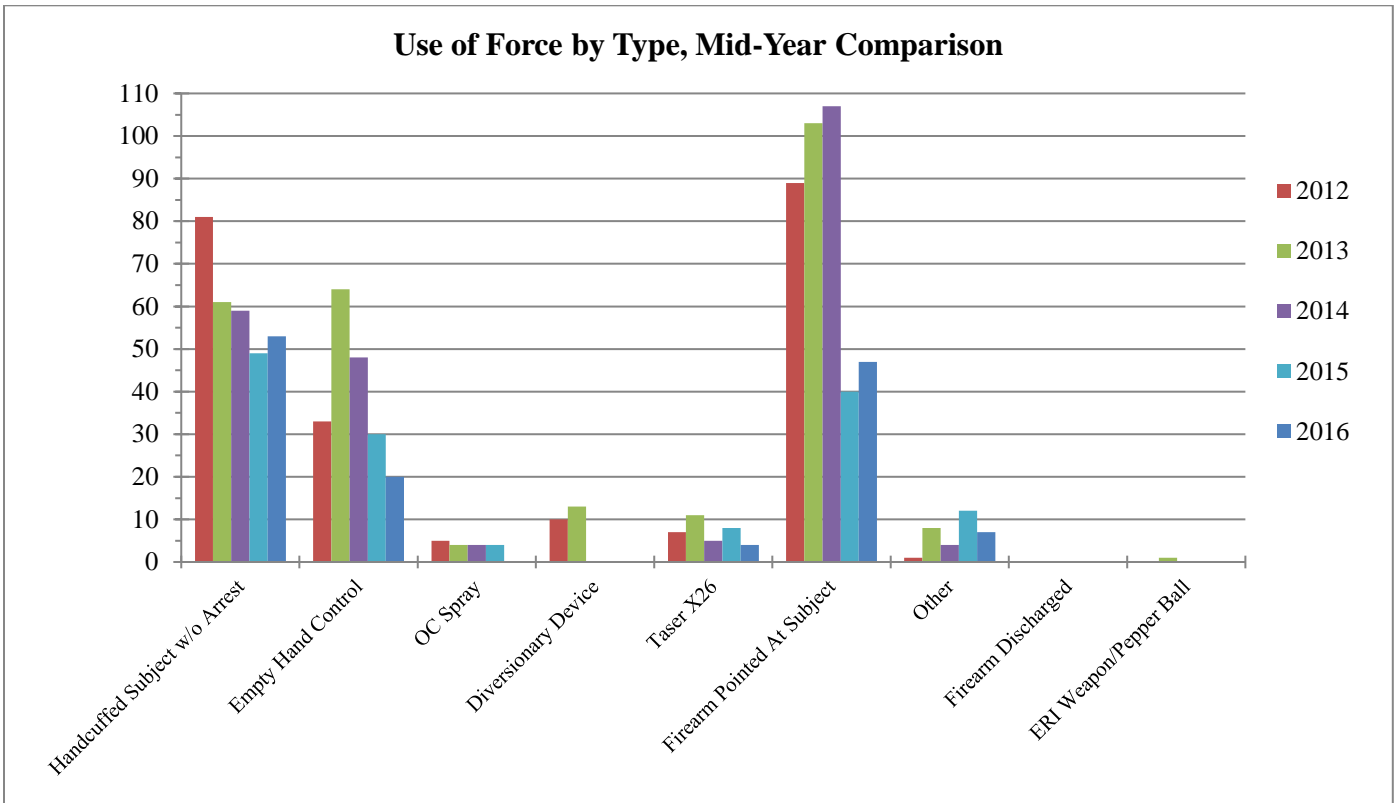
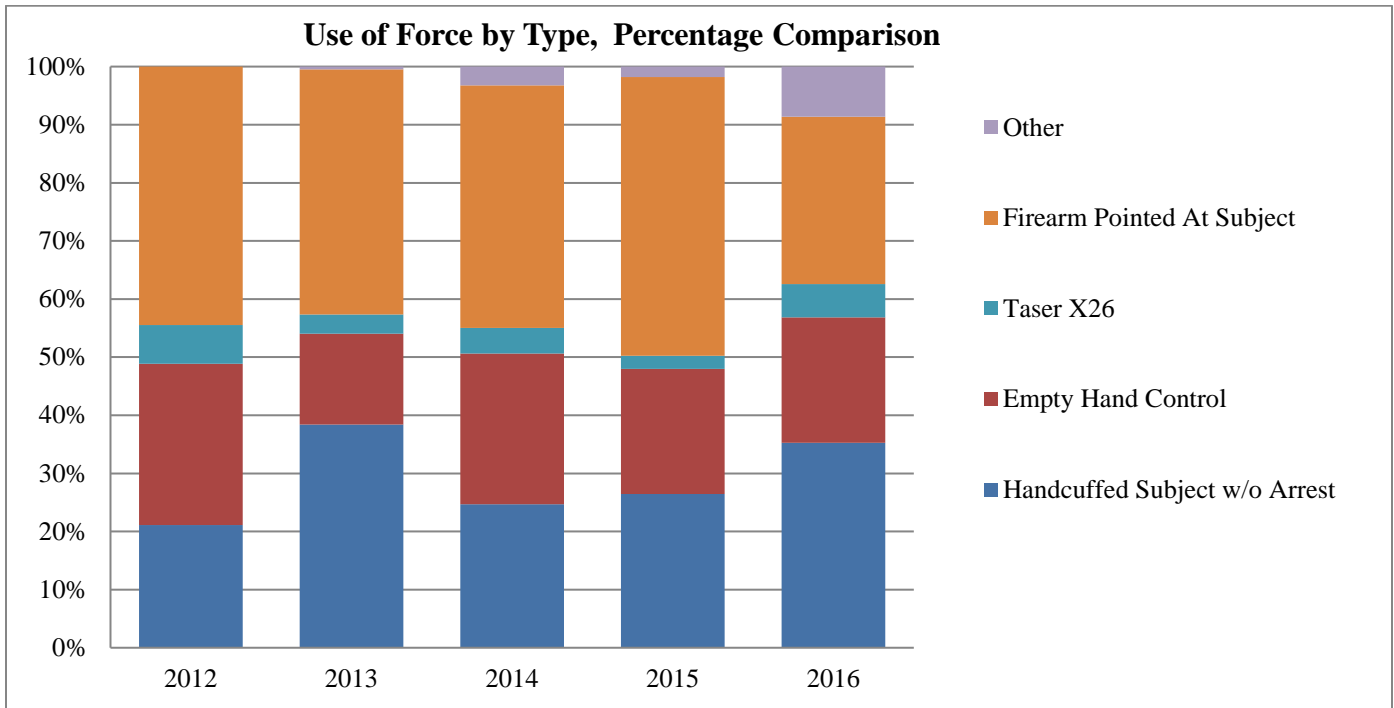
TYPE OF FORCE

2016	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	
Total	1	50	20	0	4	0	47	7	129



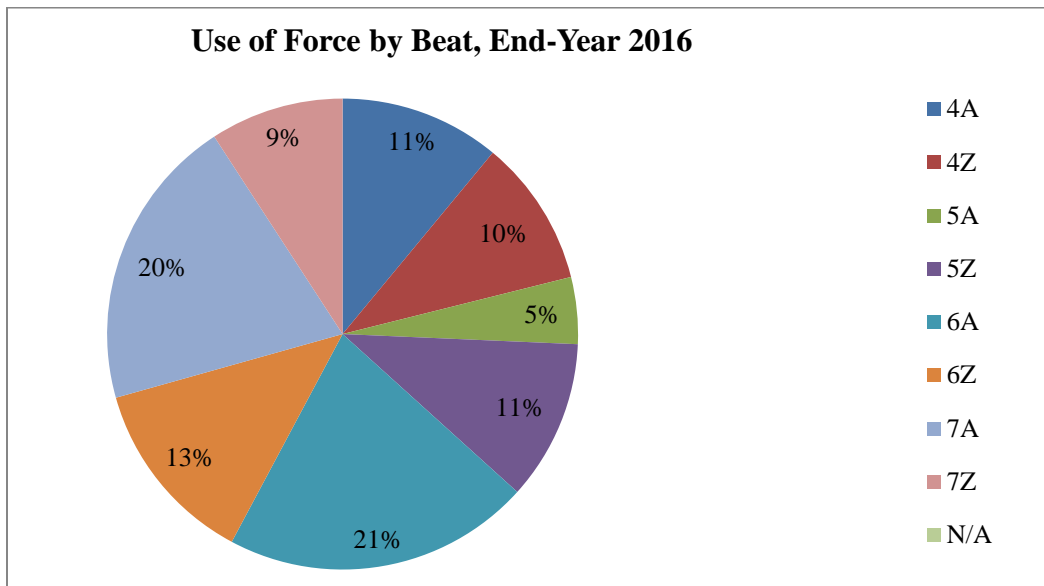
The frequency of types of force used in 2016 decreased slightly or stayed the same from 2015.

USE OF FORCE BY TYPE (Cont.)



USE OF FORCE BY BEAT

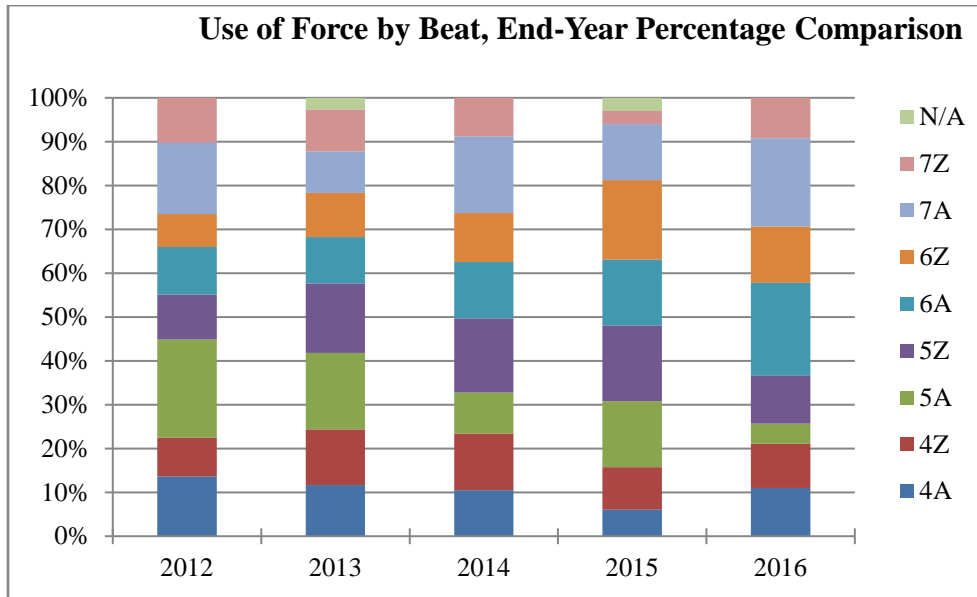
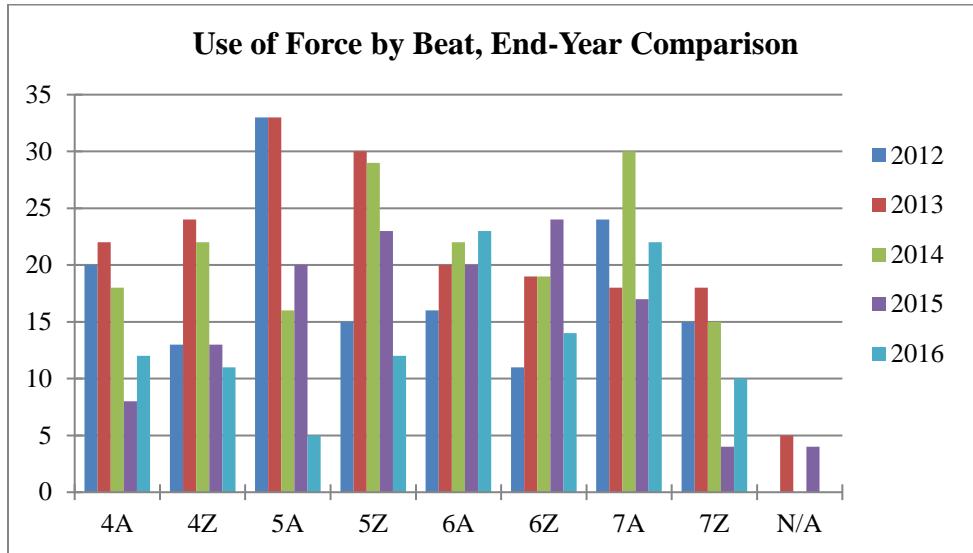
2016	Use of Force Beat								Total Incidents
	4A	4Z	5A	5Z	6A	6Z	7A	7Z	
Total	12	12	5	12	23	15	22	11	112



In 2016, beats 5A and 7Z had the least amount of use of force activity, whereas beats 6A and 7A had the most. The most extreme changes were in beat 5A, with 42% fewer uses of force in 2016 than in 2015, and in beat 6Z, which had a 45% increase in uses of force.

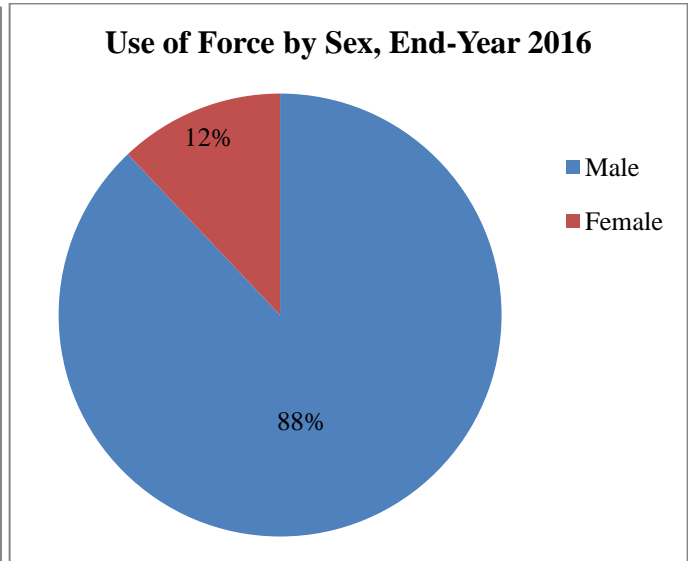
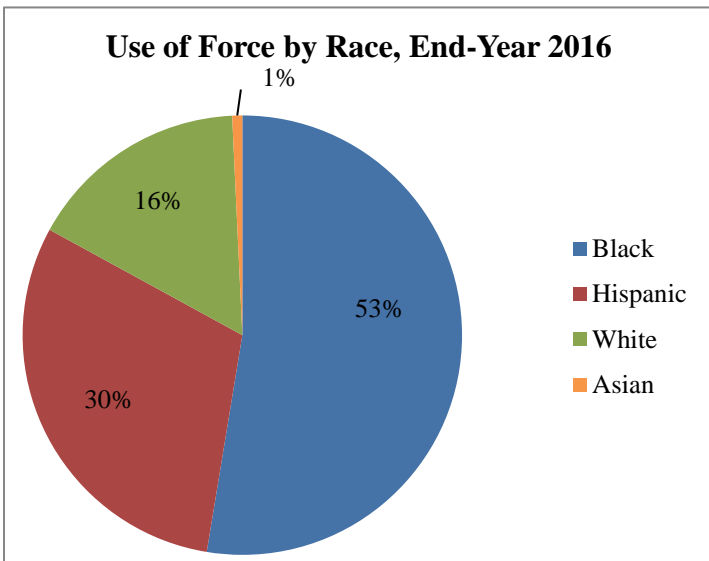
However, the uses of force were very evenly distributed when looking at zones: 6 and 7 Zones each accounted for 32% of uses of force, and 4 and 5 Zones each accounted for 19%. There were no uses of force performed outside of Bryan city limits in 2016.

USE OF FORCE BY BEAT (Cont.)



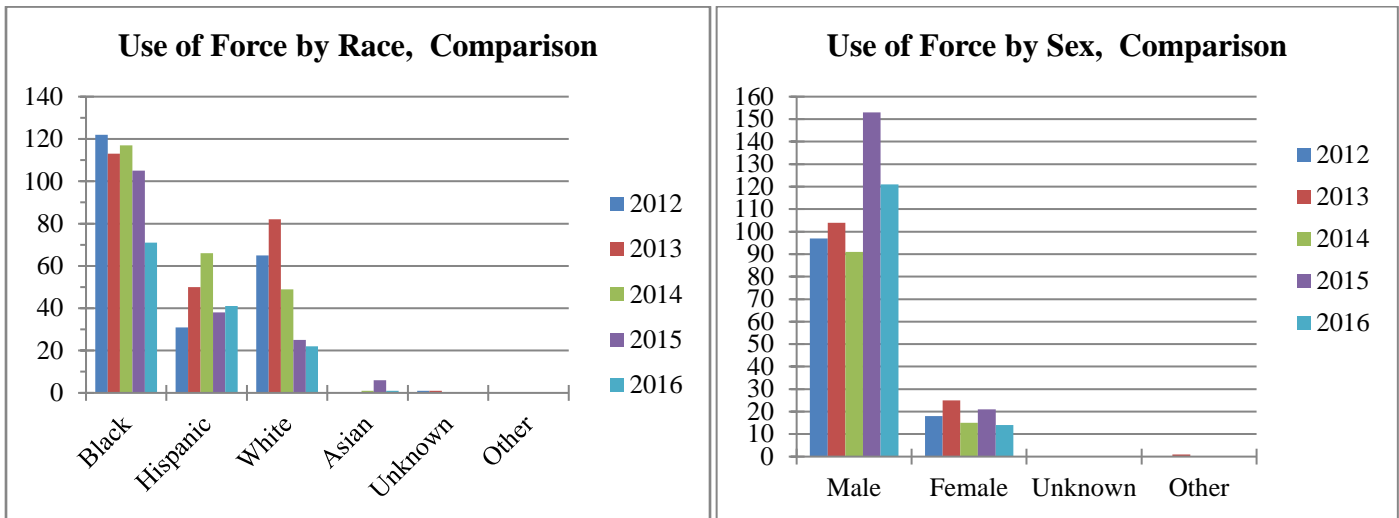
USE OF FORCE BY RACE AND SEX

2016	Use of Force Subject Race / Sex							Total Incidents
	Black		Hispanic		White		Asian/Other	
	F	M	F	M	F	M	M	
Total	8	63	3	38	3	19	1	135



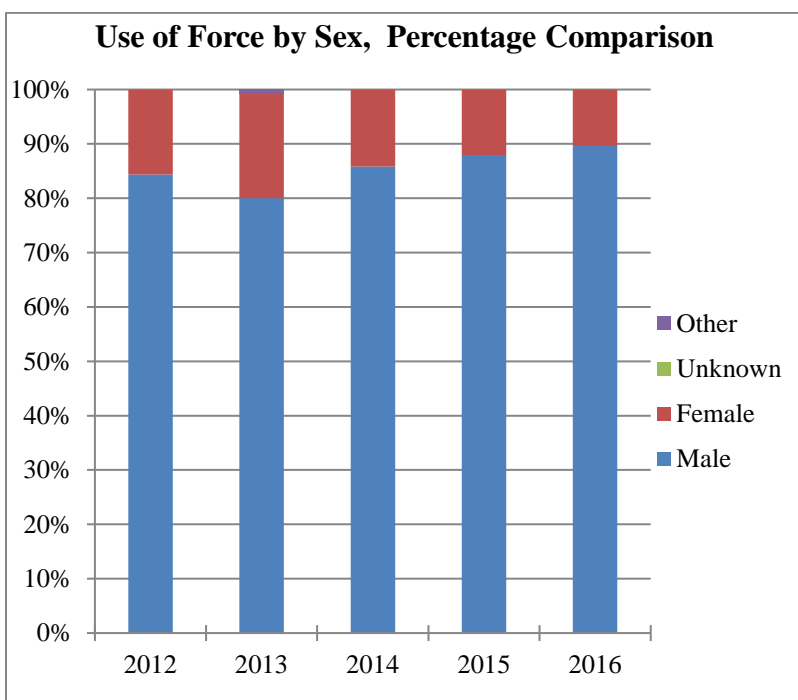
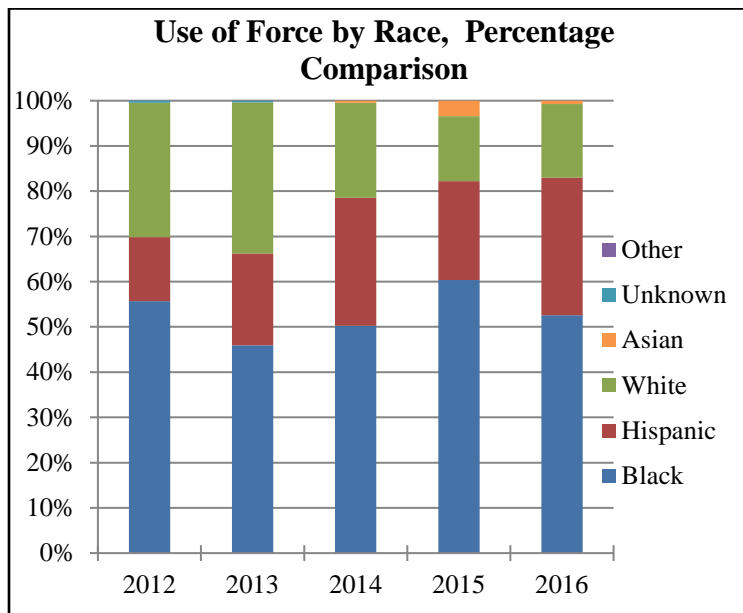
Use of Force against black subjects made up 53% of all use of force actions, and force against Hispanics accounted for 30% of actions, Whites accounted for 16% and Asians accounted for 1%. Females accounted for almost 1/10 of all uses of force, a decrease from 2015.

USE OF FORCE BY RACE AND SEX

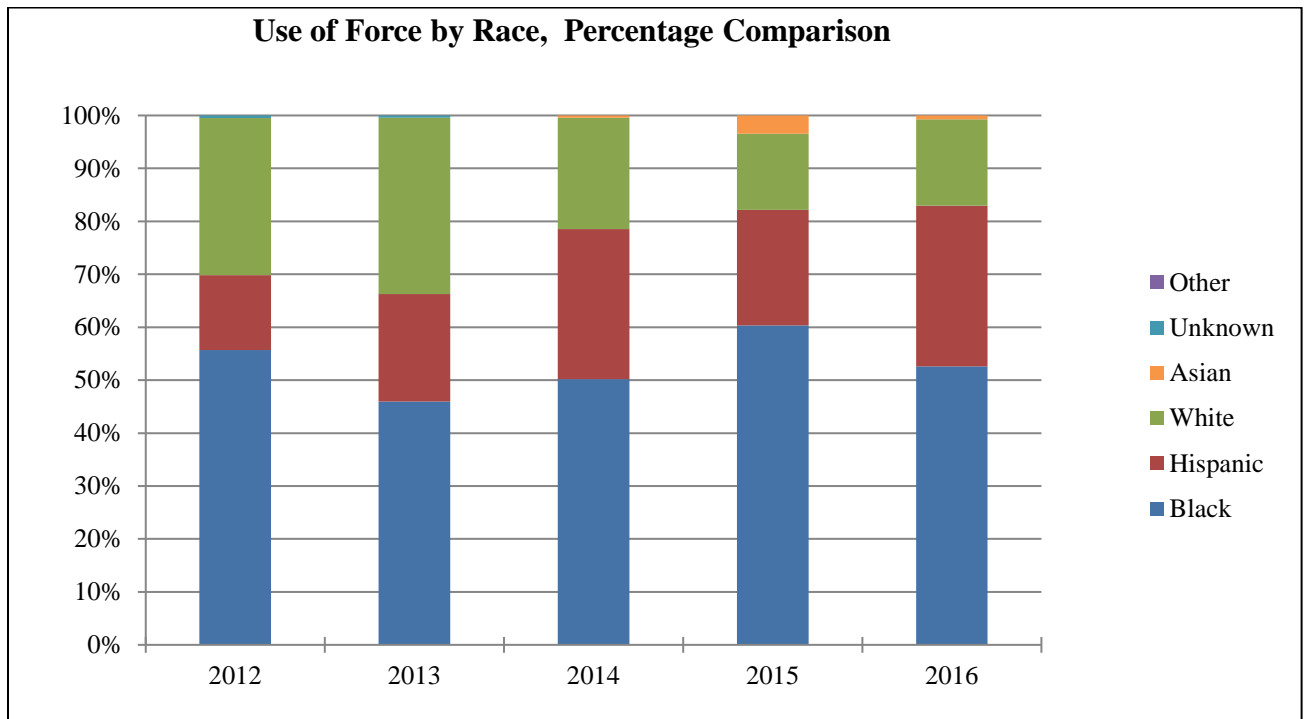
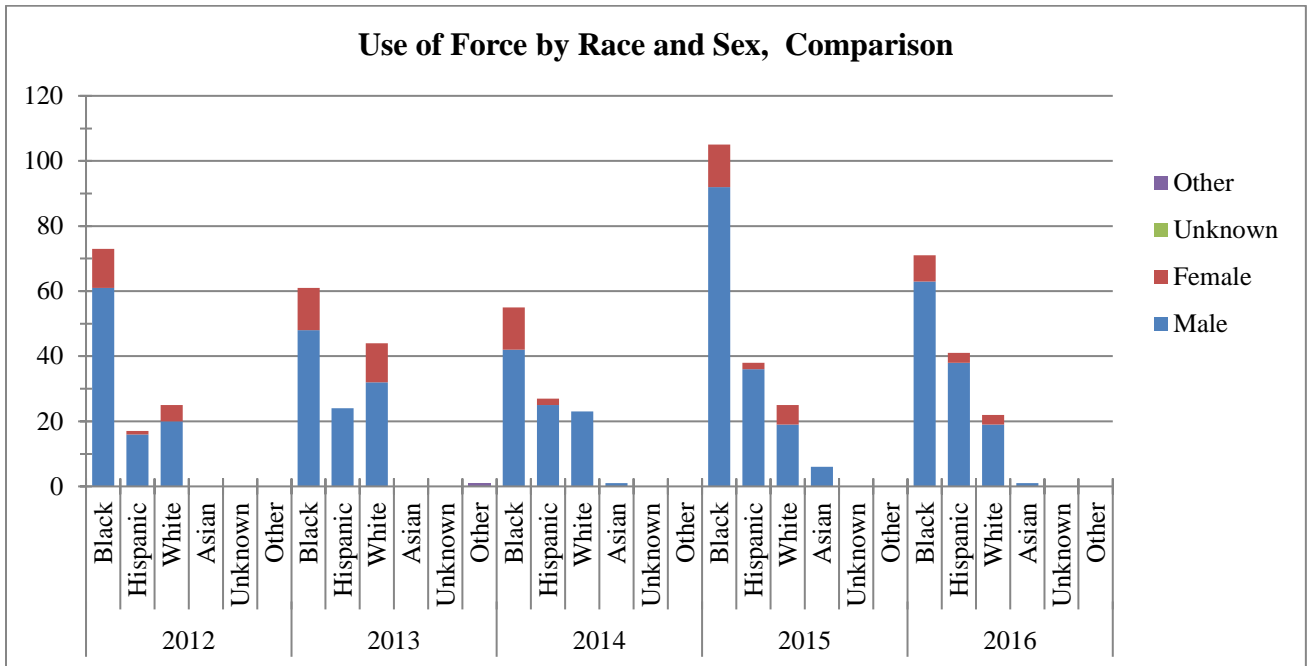


Force used against Hispanic females increased in 2016 by one. Force against Hispanic males also increased, from 36 to 38 uses of force. The only demographic to show a decrease were black males, with a decrease from 92 uses of force in 2015 to 63 in 2016. Force against white females decreased by 50%, and force against white males remained the same.

USE OF FORCE BY RACE AND SEX (Cont.)

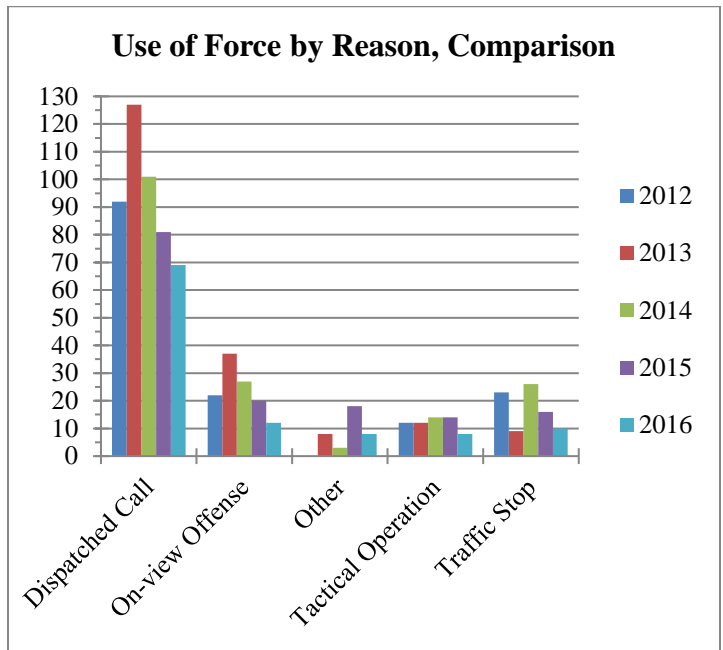
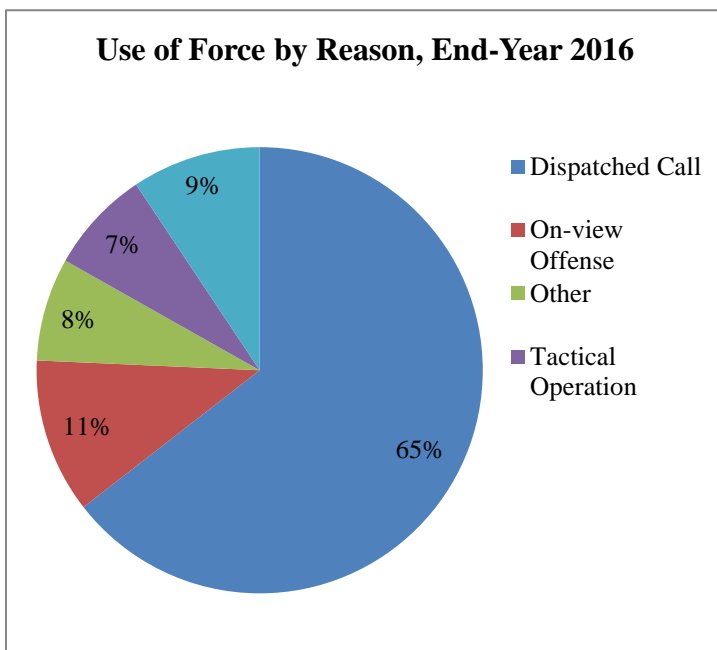


USE OF FORCE BY RACE AND SEX (Cont.)



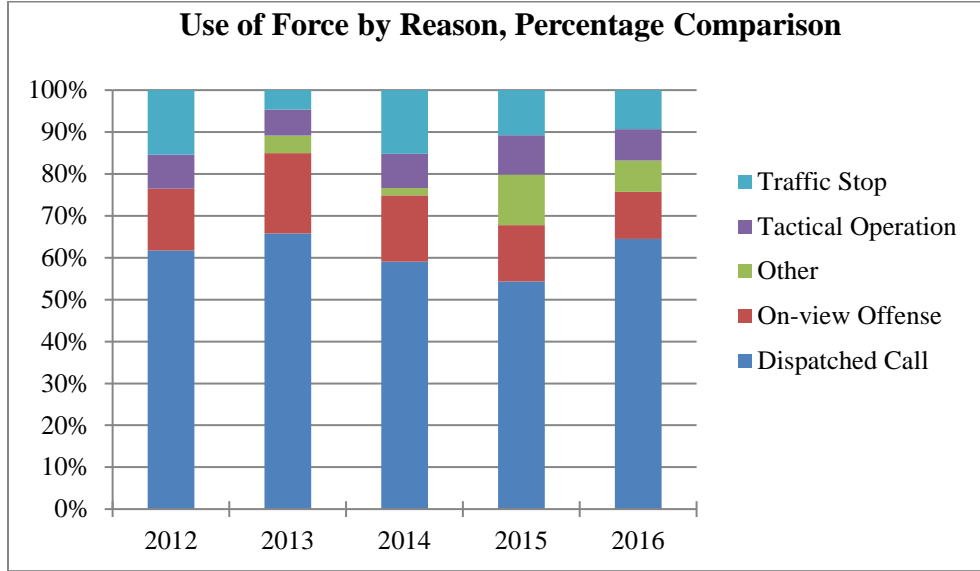
USE OF FORCE BY REASON FOR CONTACT

2016	Reason for Contact					Total Incidents
	Dispatched Call	On-view Offense	Other	Tactical Operation	Traffic Stop	
Uses of Force	69	12	8	8	10	107

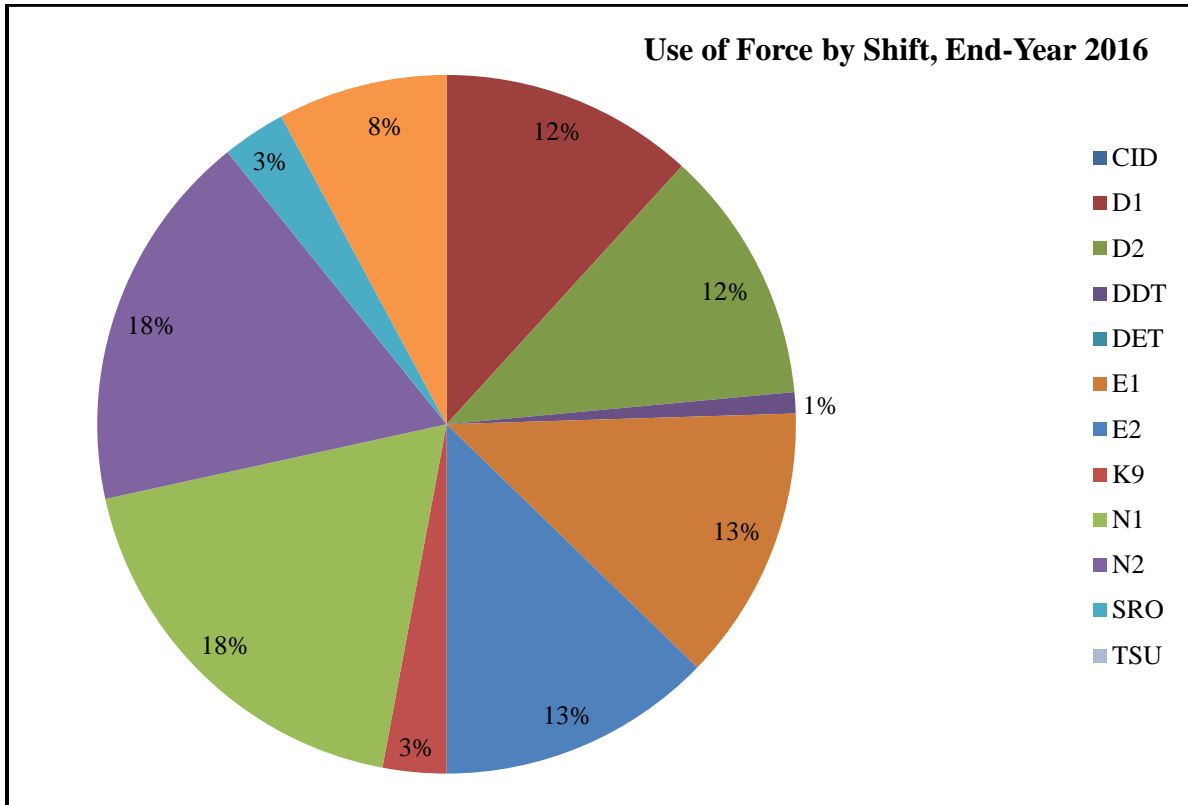


As mentioned in the “Types of Force” section, traffic stops that led to a use of force showed a significant decrease from 2015 to 2016, from 16 incidents to 10. Tactical operations decreased from 14 in 2015 to 8 in 2016. There may be a skewing the numbers somewhat, since each officer involved in one 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 65% of all use of force contacts. The 8 use of force contacts with an “Other” reason for contact included agency assists and other similar responses.

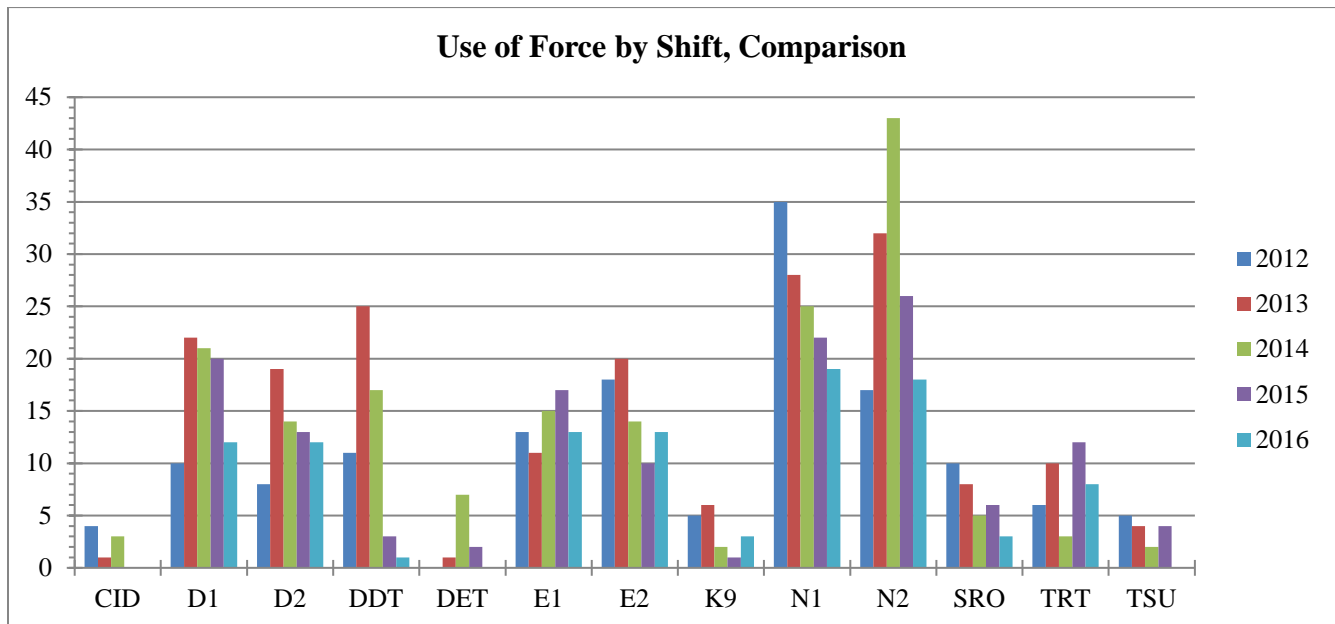
USE OF FORCE BY REASON FOR CONTACT



USE OF FORCE BY SHIFT

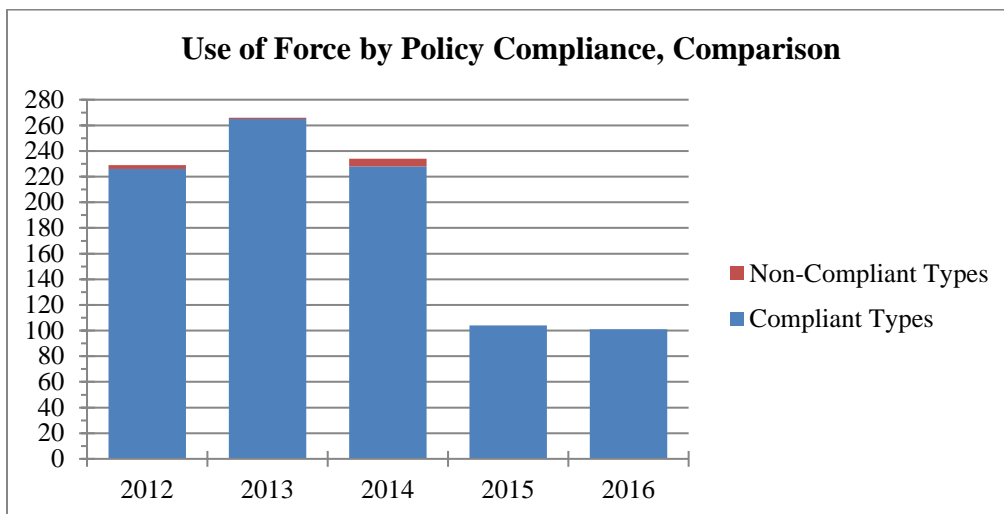
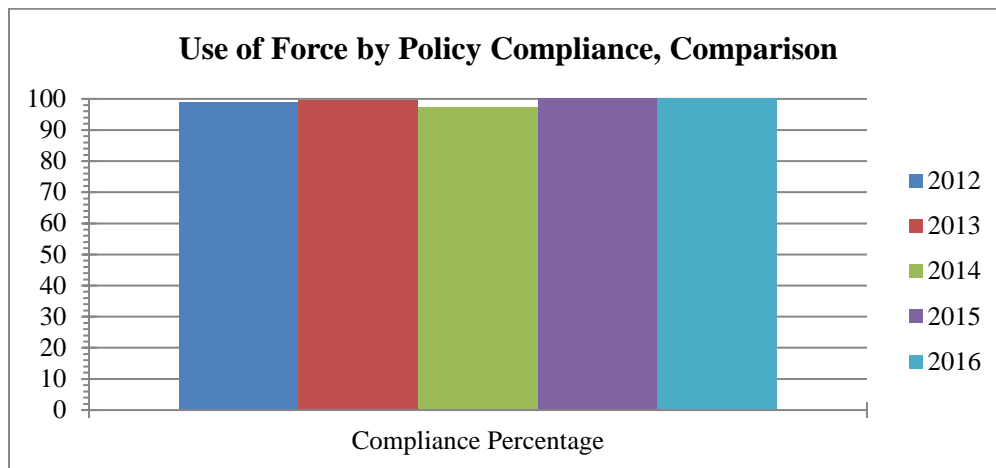
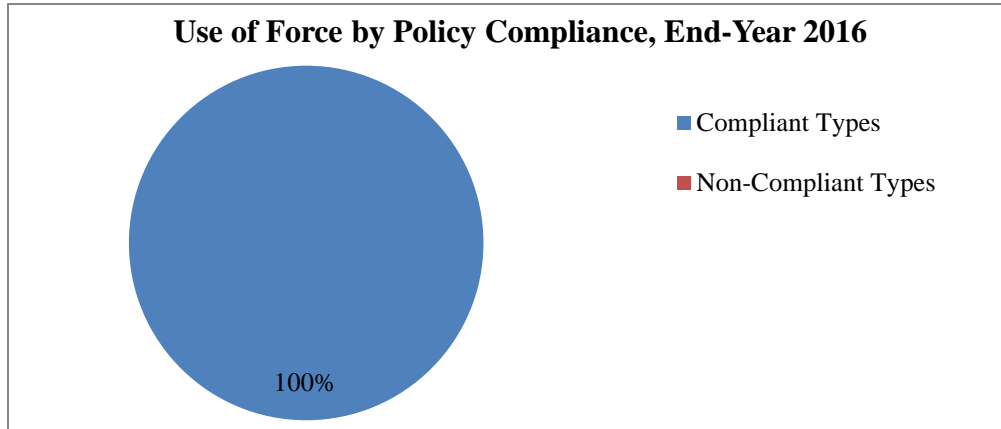


Officers assigned to the Night Patrol Division – both night shifts, both evening shifts, and K9 units – accounted for 65% of all uses of force. Night 1 by itself accounted for 18% of all uses of force which is relatively the same as in 2015. The amount of all Day Patrol Division officers combined (both day shifts, the School Resource Unit, and the Traffic Safety Unit) accounted for 26%. Of the officers assigned to divisions and units within the Investigative Services Bureau, those assigned to the Drug Enforcement Team and Direct Deployment Team had a decrease in force used, from five in 2015 to one in 2016. Several officers were reassigned to different duties and teams in 2016, 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 2016, which gives an overall policy compliance rate of 100%, the lowest in the past five years.



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.

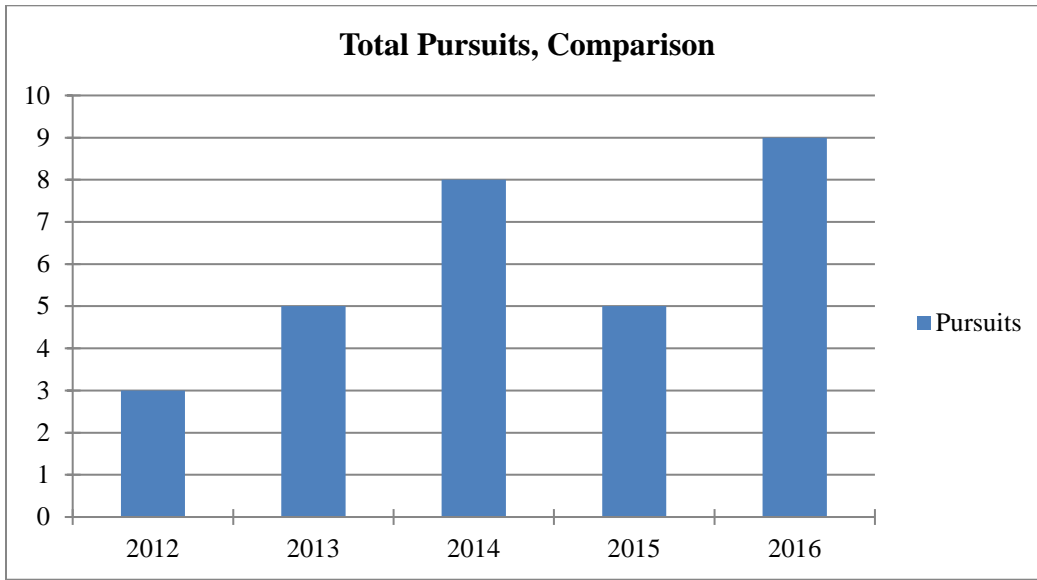
It is shown that only .15% (less than 1/5 of one percent) of all calls for service (including traffic stops) required a Use of Force Report in 2016. This is a significant decrease in Use of Force since 2015 and all were policy compliant for 2016.

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.

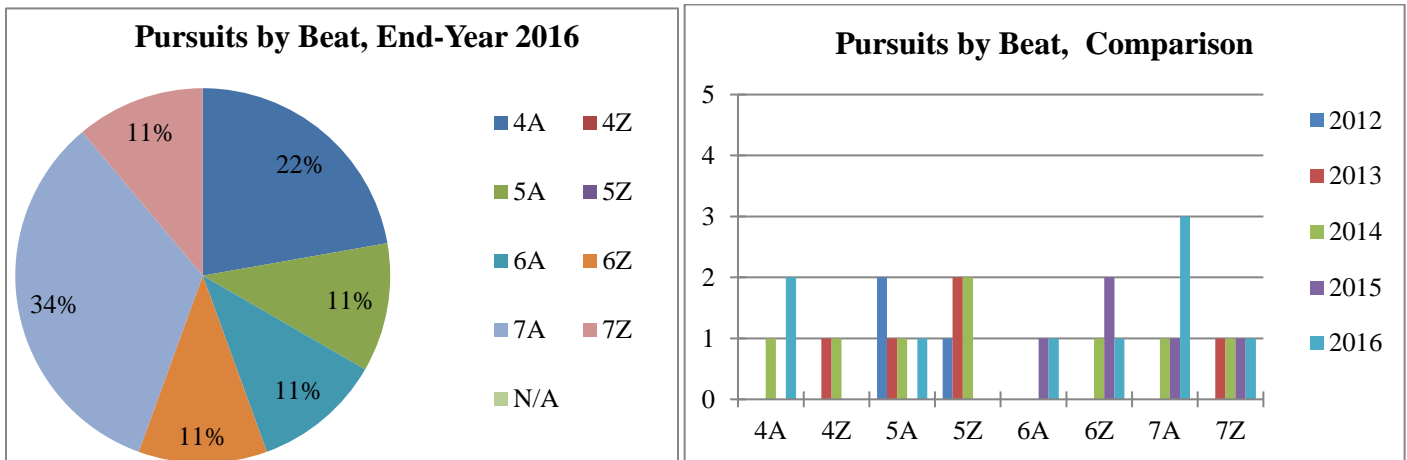
VEHICULAR PURSUITS

Record	Case	Reason for Beginning	Reason for Ending	Injuries or Damage	Charges Against Subject	Policy Compliant
Date						
16-VP-001	16-0101147	Signs of DWI	Suspect vehicle came to a stop and driver then began to evade on foot.	Driver received scrapes to his left knee. BPD Unit 6-210 received 4 flat tires	DWI, Evading in a vehicle, Evading on foot, Possession PG1, Tampering with evidence	Yes
1/29/2016						
16-VP-002	16-0300820	Signs of DWI	Suspect vehicle came to a stop and driver then began to evade on foot.	Suspect vehicle collided with a tree causing front end damage	Evading in a vehicle, Evading on foot.	Yes
3/21/2016						
16-VP-003	16-0500302	Signs of DWI	Suspect crashed his vehicle into another vehicle that was crossing the road.	Damage to suspect's vehicle and to the vehicle he hit.	DWI, Evading in a vehicle.	Yes
5/6/2016						
16-VP-004	16-0501251	Signs of DWI	Suspect speed increased to a dangerous speed.	None	None	Yes
5/28/2016						
16-VP-005	16-0600121	Signs of DWI	Driver stopped the vehicle	None	None	Yes
6/3/2016						
16-VP-006	16-0701131	Signs of DWI	Driver stopped the vehicle	None	None	Yes
7/28/2016						
16-VP-007	16-0801285	Aggravated Assault w/Deadly Weapon	Driver stopped the vehicle	None	Evading in a vehicle, Resisting Arrest	Yes
8/30/2016						
16-VP-008	16-0800488	Signs of DWI	Driver stopped the vehicle	None	Eluding, Warrant Arrest for Parole Violation	NO
8/12/2016						
16-VP-009	16-0900025	Aggravated Assault w/Deadly Weapon	Suspect Crashed. Pursuit continued on foot	None	F3 Poss PG1; F3 Evade/Vehicle SJF Poss Marijuana	Yes
9/1/2016						

TOTAL PURSUITS (Cont.)

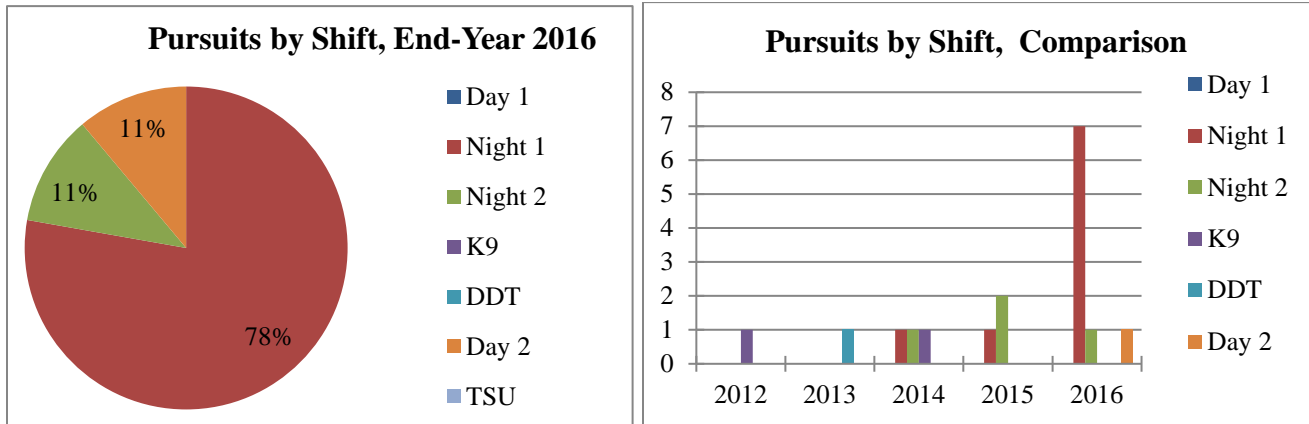


PURSUIITS BY BEAT



In 2016, four out of the nine pursuits ended outside of the beat in which they were begun. 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.

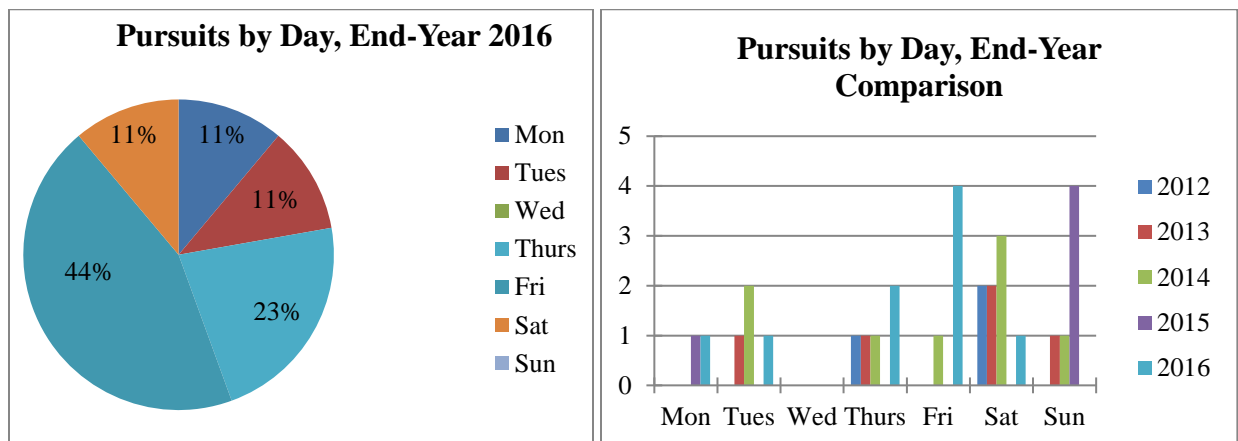
PURSUITS BY OFFICER ASSIGNMENT



Officers working three different shifts were responsible for initiating the nine pursuits in 2016. Out of all of the officers, two were assigned to Day Patrol Division and seven 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 2016, and that throughout the years officers in those positions have engaged in pursuits most often.

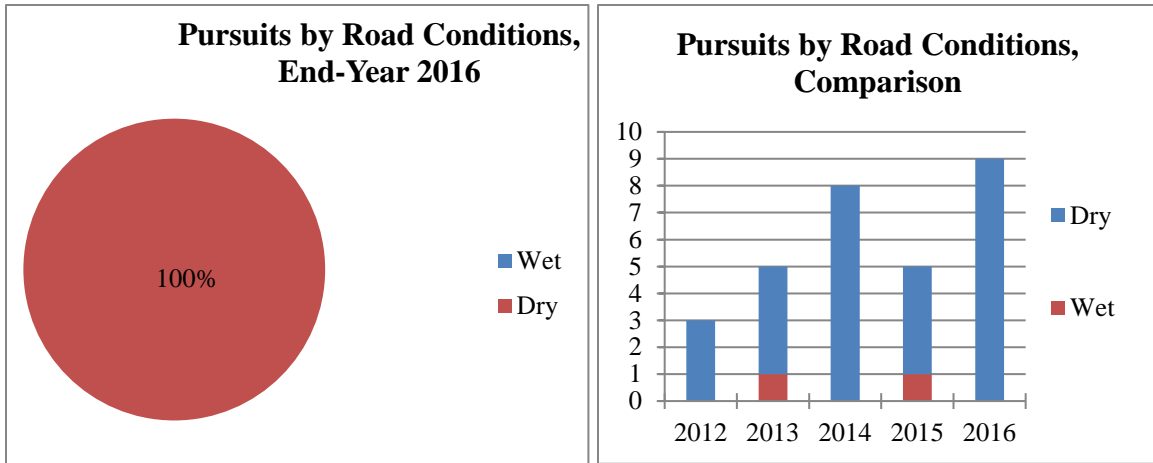
PURSUITS BY DAY OF THE WEEK

In 2016, four out of the nine pursuits occurred on Friday during times more prone to DWI incidents. Two occurred on Thursday night with the others on Monday, Tuesday and Saturday. 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.

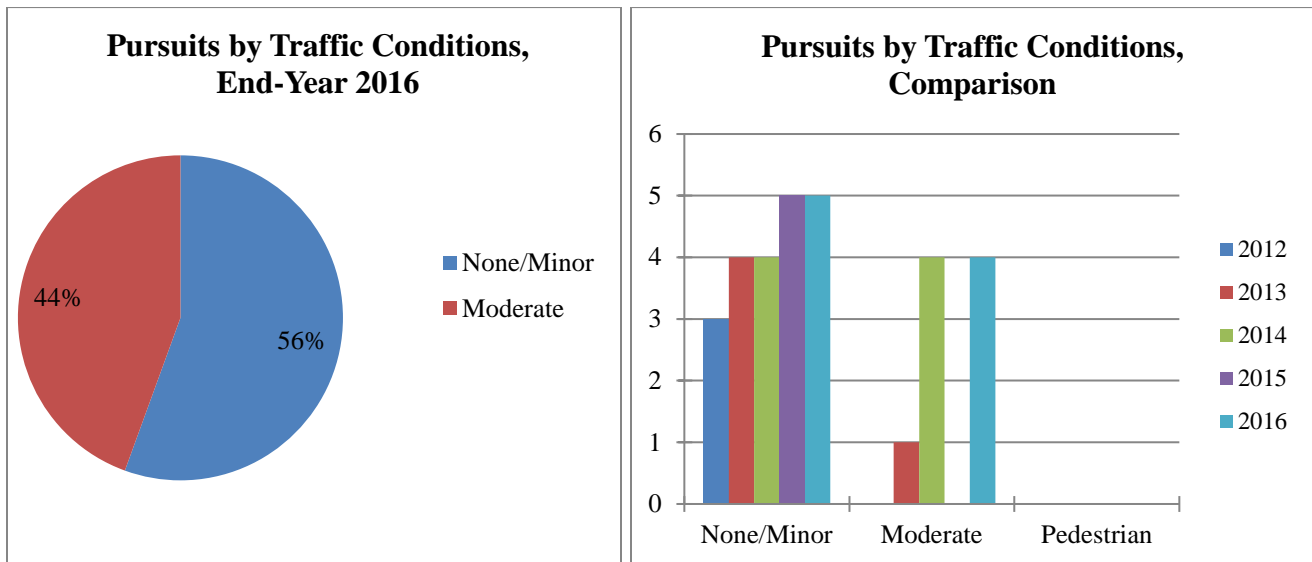


PURSUIITS BY ROAD CONDITIONS

Of the pursuits in 2016, all nine pursuits took place on dry roadways.

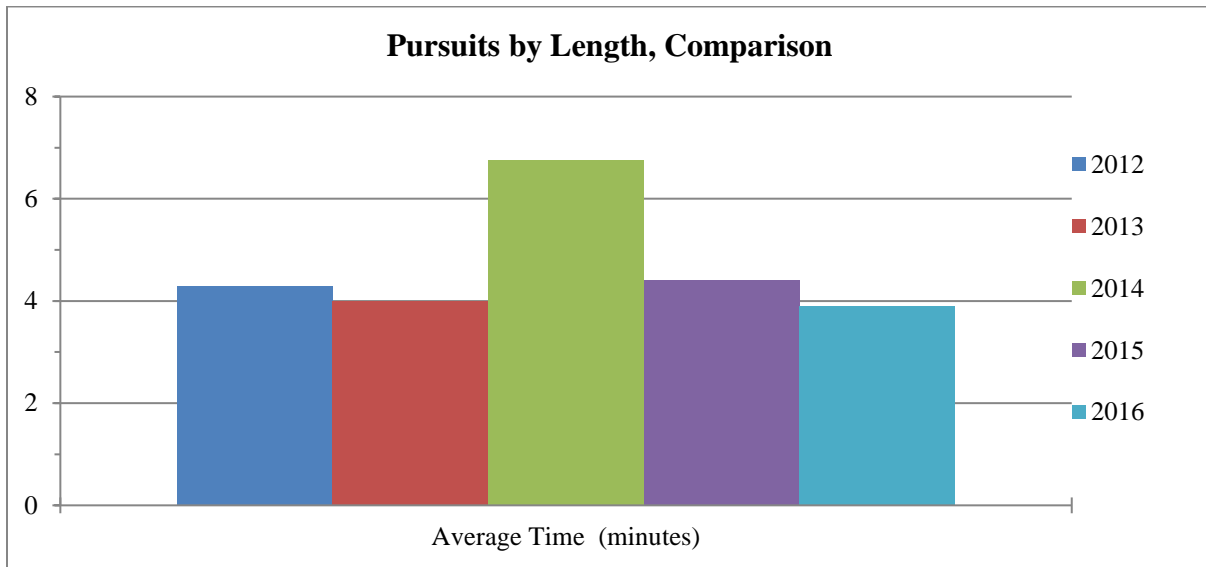


PURSUIITS BY TRAFFIC CONDITIONS



All of the pursuits in 2016, 56% listed the traffic conditions as “none/minor and 44% listed as Moderate.

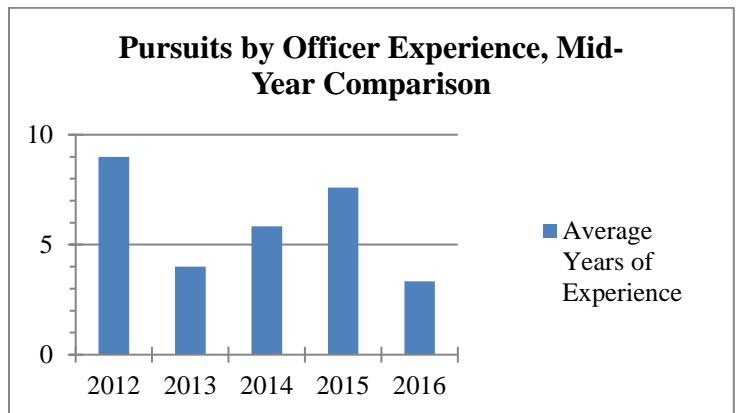
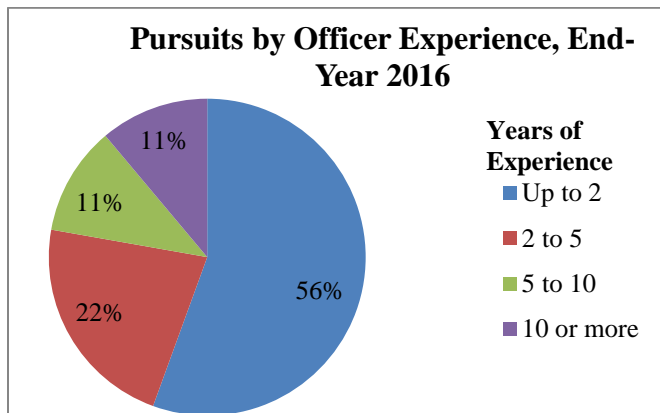
PURSUIITS BY LENGTH



The average length of all nine pursuits in 2016 was 3.89 minutes. More than half the pursuits lasted for two minutes or less, with one pursuit that lasted 12 minutes and one lasting 9 minutes. With the longest pursuit taken out, however, the average time for pursuits in 2016 drops to less than three minutes. This is much more comparable to average pursuit length in previous years.

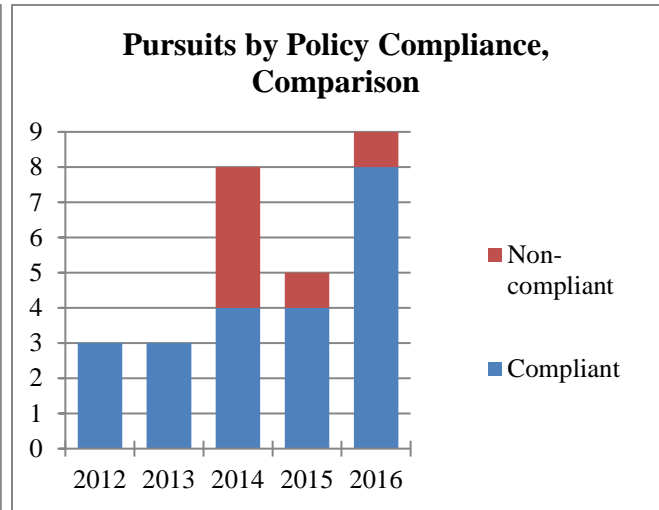
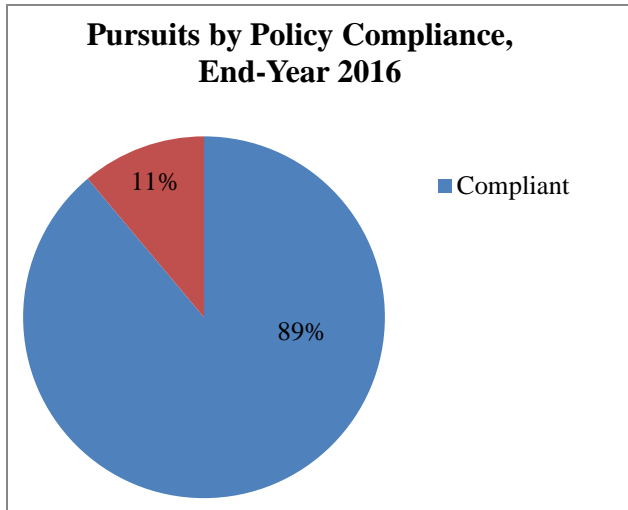
PURSUIITS BY OFFICER EXPERIENCE

The officers who initiated pursuits in 2016 averaged 3.3 years of experience with the Bryan Police Department. This is slightly lower than previous years. Individual experience ranged from just over two years to approximately 11 years. Officer experience did not necessarily correlate to whether or not a pursuit was policy compliant.

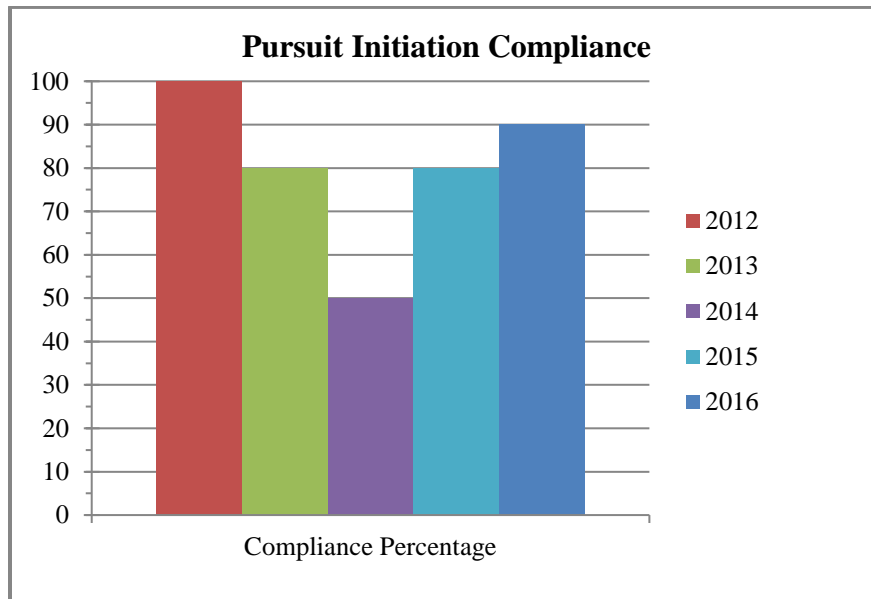


PURSUIITS BY POLICY COMPLIANCE

Only one out of the nine pursuits in 2016 was in violation of Bryan Police Department policy. The pursuit was initiated when a motorist failed to stop at two stop signs and a red light and sped on. The pursuit was terminated after the driver pulled into a parking lot and parked his car. The involved officer received counseling and training and a negative IPR. 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, a strict pursuit policy of the Department was reemphasized in 2015 and in conjunction with planned EVOC in-service training, led to the sharp drop in non-compliant pursuits and pursuits overall.



PURSUIITS BY POLICY COMPLIANCE



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 2016 Review of General Order, 04-04.3, Emergency Operation and Pursuit, was conducted on November 30, 2016 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 increased in 2016. In 2015 there were 5 vehicular pursuits and four of these pursuits were determined to be compliant. At time of review, there were nine vehicular pursuits in 2016. All were but one were compliant with policy and procedures. Vehicular Pursuit 16-XXXXXXX 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 were video-taped. Property damage was reported in three of the pursuits and intoxication factors existed in all but two, which were aggravated assault with a deadly weapon. 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. 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.