



Bryan Police Department

Professional Standards Division

2018 End-Of-Year Report

01/01/18 – 12/31/18

*** Sterile ***



Prepared by Viki Rosprim, PSD Clerk
March 1, 2018

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FORMAL COMMENDATIONS

Record	Award Date	Employee(s)	Formal Type	Nominating Party
18-CM-001	1/22/2018	Adam Harris Michael Watson	Police Commendation	Sgt. Austin Stearns
18-CM-002	2/7/2018	Chad Hanks & K-9 Kohn	Community Service Citation	Ofc. Kelly McKethan
18-CM-003	3/5/2018	Liam Stewart Jason Johnston Jon Agnew Melinda Fox Brady rockett	Life Saving Citation	Lt. Billy Rogers
18-CM-004	4/17/2018	Roy Snell	Police Commendation	Sgt. Austin Stearns
18-CM-005	4/17/2018	Roy Snell Reggie Alford	Police Commendation	Sgt. Austin Stearns
18-CM-006	4/17/2018	Roy Snell Kristen Johnson Christopher Albarado Marshal Field Michael Watson Steven Foster Reggie Alford Allen Sylvester Terrence Nunn Michael Hubbard Gregorio Falcon	Police Commendation	Sgt. Austin Stearns
18-CM-007	5/18/2018	Brian Patrick Bailey Steven Laughlin	Life Saving Citation	Sgt. Chad Hanks
18-CM-008	9/4/2018	Marcelo Maldonado	Police Service Coin	Sgt. Chad Hanks
18-CM-009	9/17/2018	Franklin "Beau" Wallace Walter Melnyk	Police Commendation	Lt. David Johnson
18-CM-010	10/15/2018	Christopher Johnson	Police Commendation	Ofc. Ryan Hodson
18-CM-011	10/26/2018	Brett Boswell Jerrett Williams	Police Commendation	Ofc. Marshal Field
18-CM-012	11/7/2018	David Blackburn Rod Hovey Adam Harris	Police Challenge Coin	Sgt. Austin Stearns
18-CM-013	11/13/2018	Ron Stautzenberger LeeAnn Alvarez	Police Challenge Coin	Sgt. Jerrett Williams
18-CM-014	11/15/2018	Michael Watson Steven Foster	Life Saving Citation	Sgt. Austin Stearns
18-CM-015	11/27/2018	Reggie Alford Daniel Amaya Ron Stautzenberger	Police Challenge Coin	Sgt. Jerrett Williams
18-CM-016	12/31/2018	Adam Harris	Police Commendation	Sgt. Austin Stearns

INFORMAL COMMENDATIONS

Record Number	Award Date	Employee	Informal Type	Nominating Party
2018-001	1/24/2018	Bryan Hovey	Professionalism	Leonard King
2018-002	1/25/2018	Gregory Falcon	Professionalism	Unknown Sender
2018-003	2/7/2018	Michael Watson	Professionalism	Jeffrey Johnson
2018-004	2/15/2018	David Blackburn	Professionalism	Michelle Jones
2018-005	3/5/2018	Sgt. Paul Mahoney	Professionalism	T.J. Cruz, Asst. Chief Deputy; Bell County Sheriff's Dept.
		Jean Guzman		
		Will Challis		
		Chris Wommack		
2018-006	3/7/2018	Liam Stewart	Professionalism	Dr. Darlene McLaughlin
		Amber Luecke		
2018-007	3/12/2018	Bryan Hovey	Professionalism	Mr. Montgomery
2018-008	3/20/2018	Seth Waller	Professionalism	Alma Villarreal
2018-009	3/22/2018	Terrence Nunn	Professionalism	John D. Foster
		Allen Sylvester		
2018-010	3/22/2018	Kole Taylor	Professionalism	Ryan Calvert; ADA
		Travis Hines		Natalie Tise; ADA
		Eric Henderson		Jarvis Parsons; DA
		Kendelle Porter		
		Rebecca Wendt		
		Nathan Dera		
2018-011	4/11/2018	Reggie Alford	Professionalism	Katie Cooper; Wells Fargo Bank
2018-012	4/12/2018	Jason Johnston	Professionalism	Unknown Sender

INFORMAL COMMENDATIONS (Cont.)

Record Number	Award Date	Employee	Informal Type	Nominating Party
2018-013	4/20/2018	Mike Watson	Professionalism	Barbara & Leslie Braby
2018-014	4/23/2018	Kristen Johnson	Professionalism	Glenn Dowling
2018-015	5/2/2018	Terrence Nunn	Professionalism	W. James Stewart; Chief Duputy Sheriff
		Michael Hubbard		
		Kole Taylor		
		Scott Helms		
		Chase LeBlanc		
		James Murphy, Sgt.		
2018-016	5/12/2018	Chase LeBlanc	Professionalism	Gary Hammer, II
2018-017	5/22/2018	Brett Boswell, Sgt.	Dept. Coin	Michael Scott Jones
2018-018	5/21/2018	Brandon Suehs	Dept. Coin	Sgt. David Slanker
		Bobby Williams		
		Brent Travis		
2018-019	6/19/2018	Chris Albarado	Professionalism	Meagan Steele-Clark
2018-020	7/5/2018	Adam Harris	Professionalism	Christopher Cason
2018-021	7/1/2018	Brady Rockett	Professionalism	Etta Connell
2018-022	7/23/2018	Kenny Meadors	Professionalism	Chris Delgado
		Aaron Arms		
		Curtis Barber		
		Derrick McKethan		
2018-023	7/27/2018	Roy Snell	Professionalism	Peter Witt
2018-024	8/23/2018	Kenny Meadors	Professionalism	Benny Petty
2018-025	8/23/2018	Amanda Vela-Paris Margot Avila Bobby Williams	Professionalism	Jessica Escue; Asst. DA
2018-026	8/27/2018	William Dunford	Professionalism	Chief Scott McCollum, CSPD
2018-027	9/2/2018	Sgt. Bailey; Adam Harris	Professionalism	Jason Nutt

INFORMAL COMMENDATIONS (Cont.)

Award Date	Award Date	Employee	Informal Type	Nominating Party
2018-028	8/27/2018	Kole Taylor	Professionalism	Max Loy
2018-029	9/4/2018	City of Bryan Police Dept.	Agency Assistance	Chief Scott McCollum, CSPD
2018-030	10/1/2018	Melinda Fox & NET	Professionalism	Bobbee Pennington, Librarian; Mounce Public Library
2018-031	10/1/2018	Traffic Safety Unit	Professionalism	Bobbee Pennington, Librarian; Mounce Public Library
2018-032	10/4/2018	Mark Wilson	Professionalism	Bruce Robinson
2018-033	10/4/2018	Steven French, Sgt.	Professionalism	Russell Reed
2018-034	10/17/2018	Jeffrey Mishler	Professionalism	Laura Duron
2018-035	10/22/2018	Amanda Vela-Paris	Professionalism	Bernie Acre
2018-036	11/2/2018	Ruth Torres Chase LeBlanc	Professionalism	Ms. Shandra Landon
2018-037	11/2/2018	Edmund Christian	Professionalism	Don Russell
2018-038	12/2/2018	Edmund Christian	Professionalism	Jennifer King
2018-039	12/2/2018	Liam Stewart	Professionalism	Jennifer King
2018-040	12/4/2018	Derrick McKethan	Professionalism	Kelly Templin
2018-041	11/26/2018	Candido Amaya & Jason Badgett	Professionalism	Stephen Hanner
2018-042	12/4/2018	Darrel Fikes	Professionalism	Elliott Dudley
2018-043	12/5/2018	Sgt. James Murphy Chase LeBlanc & K9 Blitz	Professionalism	TAMU Pre-Vet Society
2018-044	12/3/2018	Sgt. Brett Boswell	Professionalism	Lt. James Arnold, CSPD
2018-045	12/15/2018	William "Mark" Wilson	Professionalism	Jesse Molina, Jr.

CLASS I COMPLAINTS

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
18-CI-001	12/10/2018	External	Biased Based Profiling	Unfounded	None

2017 CLASS I COMPLAINTS SUMMARY

Alleged Violation (Class I Complaints) (Class I Complaints)	Investigation Results										Total
	Unf.		N.S.		Ex.		Sus.		N/A		
Complaint Source:	Int.	Ext.	Int.	Ext.	Int.	Ext.	Int.	Ext.	Int.	Ext.	Total
Biased Based Profiling		1									1
Body-Worn Video Recording							1				1
Traffic Policy & Procedures					1						1
Total	0	1	0	0	1	0	1	0	0	0	3

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
18-CII-001	1/20/2018	Internal	GO 04-03.8 IV V 2 Vehicle Operations	Sustained	Oral Reprimand
18-CII-002	1/17/2018	External	GO 03-18.4 Code of conduct III G. Limits of Conduct; Personal conduct.	Sustained	Oral Reprimand
18-CII-003	2/21/2018	Internal	GO 03-18.4 III G 8; Code of conduct; Competent discharge of Duties	Sustained	Written Reprimand; Formal Training- Search/Seizure
18-CII-004	3/13/2018	Internal	GO 03-12.3 V.G.3.c.e.; Secondary Employment	Sustained; Sustained; Not Sustained	Oral Reprimand; Oral Reprimand; Negative IPR
18-CII-005	3/23/2018	External	GO 04-29.4 Biased Based Profiling	Exonerated	N/A
18-CII-006	3/20/2018	Internal	GO 04-14.2 Preliminary & Followup Investigations; GO 08-10.4 Mobile Video & Audio Mgt.	Sustained	Oral Reprimand
18-CII-007	3/23/2018	Internal	GO 01-06.4 IV B 5; Secure Prisoners Property	Sustained	Oral Reprimand
18-CII-008	4/12/2018	External	GO 03-18.4 III G 14 Code of Conduct Courtesy	Unfounded	N/A
18-CII-009	4/9/2018	Internal	GO 08-05.2 II Collection & Preservation of Property & Evidence	Sustained	Oral Reprimand
18-CII-010	4/3/2018	Internal	GO 03-12.6 V G 3 e; Off- Duty Job	Sustained	Oral Reprimand; 30 day Suspension of Off-Duty Jobs.
18-CII-011	4/19/2018	External	GO 03-18.4 III G 8; Code of conduct; Competent discharge of Duties	Sustained	Written Reprimand

CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
18-CII-012	5/17/2018	Internal	GO 08-05.4 III.B. Property & Evidence	Sustained	Oral Reprimand
18-CII-013	5/21/2018	Internal	GO 04-03.8 IV.B.2. Operations & Maintenance of Vehicles	Sustained	Oral Reprimand
18-CII-014	5/31/2018	Internal	GO 03-12.3 V.G.3.e. Secondary Employment	Sustained	Written Reprimand; 30 day Suspension of Off-Duty Jobs.
18-CII-015	6/26/2018	Internal	GO 03-18.4, III,G,10 Conduct Unbecoming a Police Officer	Sustained	Oral Reprimand
18-CII-016	7/3/2018	Internal	GO 04-04.3 IV C 2 Vehicle Pursuit	Sustained	Oral Reprimand
18-CII-017	7/6/2018	Internal	GO 03-18.4 III G 10 Conduct Unbecoming a Police Officer	Sustained	Oral Reprimand
18-CII-018	5/31/2018	Internal	GO 03-18.4 III G 30 City Equipment.	Sustained	Written Reprimand
18-CII-019	7/10/2018	Internal	GO 03-18.3 III G 8; Competent Discharge of Duties	Sustained	Oral Reprimand
18-CII-020	7/10/2018	Internal	GO 03-18.3 III G 8; Competent Discharge of Duties	Sustained	Oral Reprimand
18-CII-021	7/23/2018	Internal	GO: 3-18.4 III F 7-Attention to Duty; GO 6-09.3 IV F 4- Accident Report Writing	Sustained	Oral Reprimand
18-CII-022	8/20/2018	Internal	GO 03-12.6 V G 3 e; Secondary Employment-Off Duty	Sustained	Written Reprimand; 30 day Suspension of Off-Duty Jobs.

CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
18-CII-023	8/23/2018	Internal	GO 04-04.3 IV C 1	Sustained	Informal counseling
18-CII-024	8/23/2018	External	GO 03-18.4 III G 10 Conduct Unbecoming a Police Officer	Unfounded	N/A
18-CII-025	9/4/2018	Internal	GO 03-12.6 V G 3 e; Secondary Employment-Off Duty	Sustained	Oral Reprimand; 30 day Suspension of Off-Duty Jobs.
18-CII-026	9/6/2018	Internal	GO 04-03.8 IV.B.2. Operations & Maintenance of Vehicles	Sustained	Oral Reprimand
18-CII-027	10/1/2018	Internal	GO 03-12.6 V G 3 e; Secondary Employment-Off Duty	Sustained	Oral Reprimand; 30 day Suspension of Off-Duty Jobs.
18-CII-028	10/5/2018	External	GO 06-09.3 IV F 4; Accident Investigation/Report Writing	Not Sustained	Informal Reprimand
18-CII-029	10/22/2018	External	GO: 03-18.5 III 14 - Courtesy; GO: 03-18.5 III 29 4 - Law Enforcement Identification ; GO: 08-10.4 V D 1 a,b,e,f - Body-Worn Video Recording	Not Sustained	N/A
18-CII-030	10/19/2018	Internal	GO 01-06.4 B 5- Securing prisoner's property	Sustained	Oral Reprimand
18-CII-031	10/25/2018	Internal	GO 03-12.6 G 3 e; Secondary Employment-Off Duty	Sustained	Oral Reprimand; 30 day Suspension of Off-Duty Jobs.
18-CII-032	11/18/2018	Internal	GO 03-18.4 III.G.34 Personal Involvement in Police Related Cases	Sustained	Written Reprimand
18-CII-033	11/12/2018	Internal	GO 03-18.4 III G 30 Code of Conduct; Care of City Equipment	Sustained	Oral Reprimand

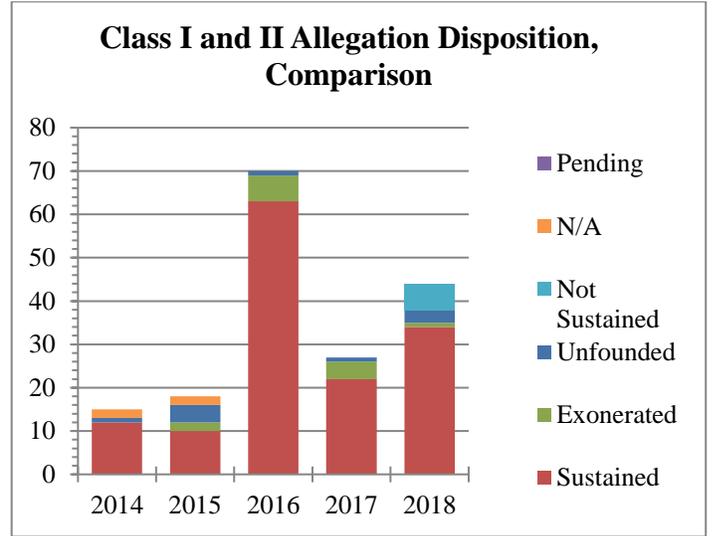
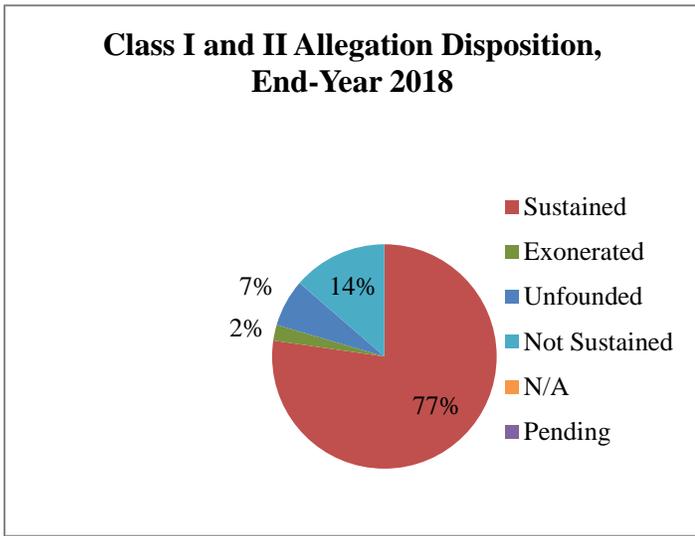
2018 CLASS II COMPLAINTS SUMMARY

Alleged Violation (Class II Complaints)	Investigation Results										
	Unf.		N.S.		Ex		Sus.		N/A		Total
Complaint Source:	Int.	Ext.	Int.	Ext.	Int.	Ext.	Int.	Ext.	Int.	Ext.	
Accident Investigations/Reporting				1			1				2
Attention to Duty							1				1
Biased Based Profiling						1					1
Body-Worn Video Recording			1								1
City Equipment/Property/Vehicle							1				1
Code of Conduct		1		1			2	2			6
Competent Discharge of Duties							3	1			4
Conduct Unbecoming		1					3				4
Courtesy		1									1
Failure to Secure Prisoners Property							2				2
False Statements, Records, Etc.			1								1
Law Enforcement				1							1
Mobile Video/Audio Management							1				1
Personal Involvement in Police related Cases							1				1
Preliminary & Follow-Up Investigations							1				1
Property & Evidence							2				2
Routine Operations; Maintenance of Vehicles							3				3
Secondary Employment			1				8				9
Vehicular Pursuits							2				2
Total	0	3	3	3	0	1	31	3	0	0	44

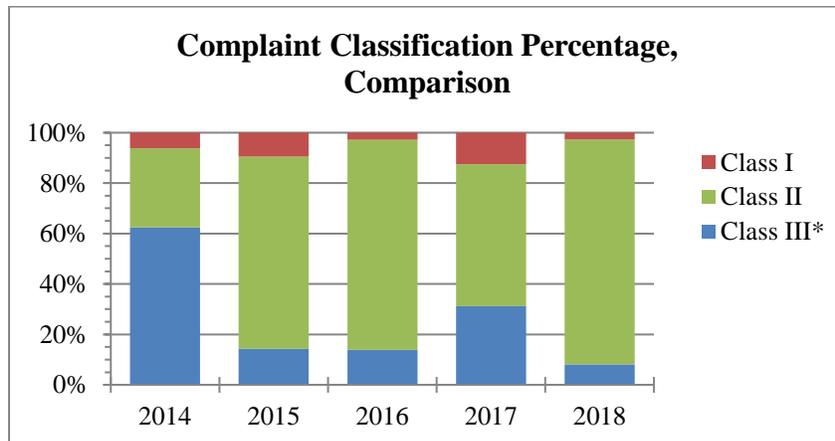
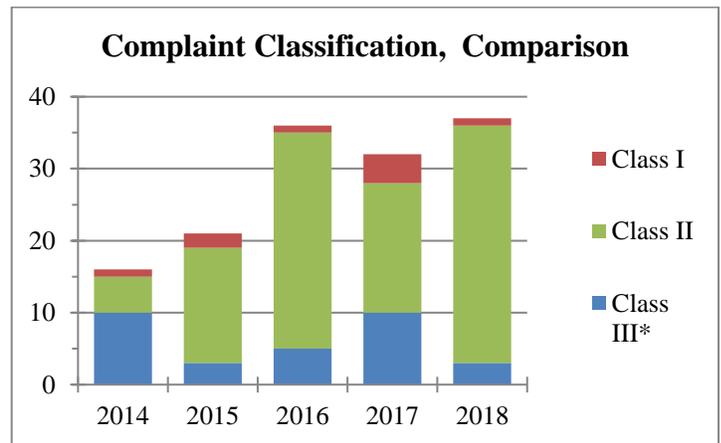
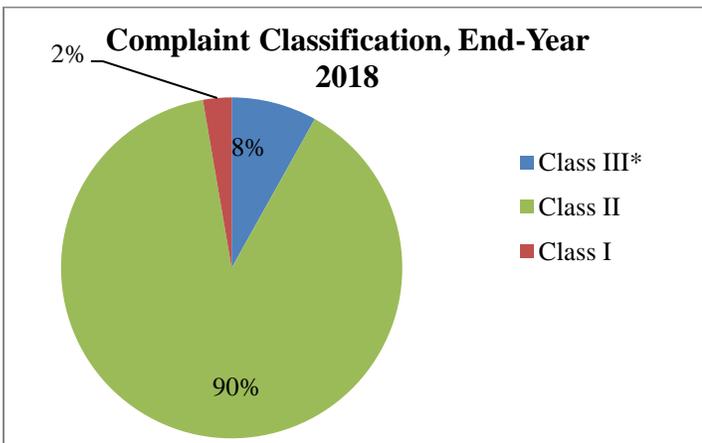
Unf. = Unfounded; N.S. = Not Sustained; Ex. = Exonerated; Sus. = Sustained; N/A = Investigation closed; Int. = Internal; Ext. = External

INTERNAL INVESTIGATIONS SUMMARY

ALLEGATION DISPOSITION



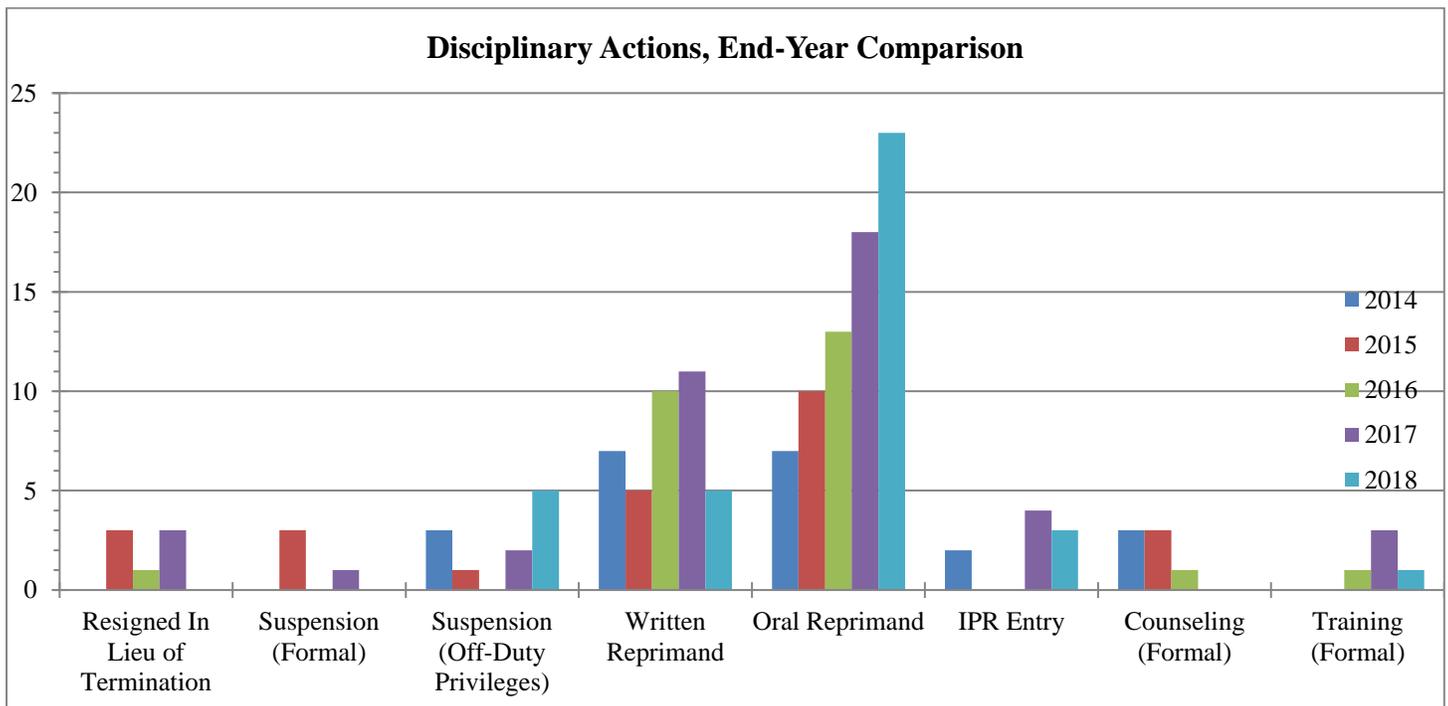
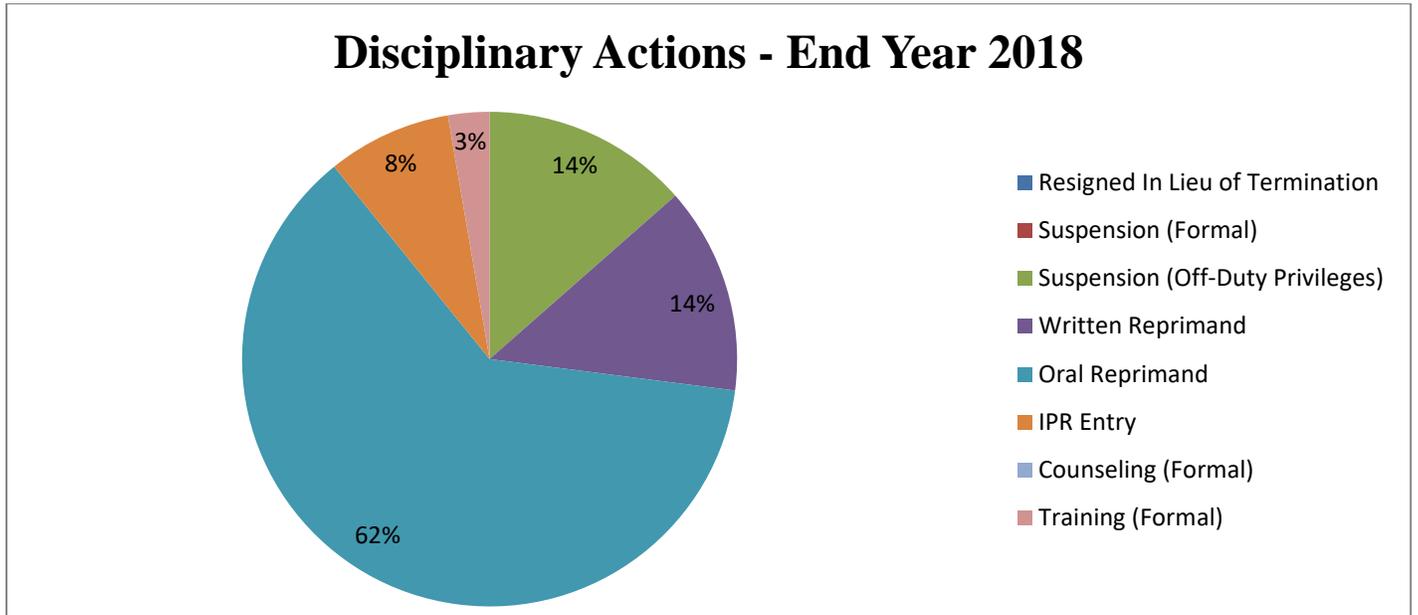
COMPLAINT CLASSIFICATION



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

DISCIPLINARY ACTIONS

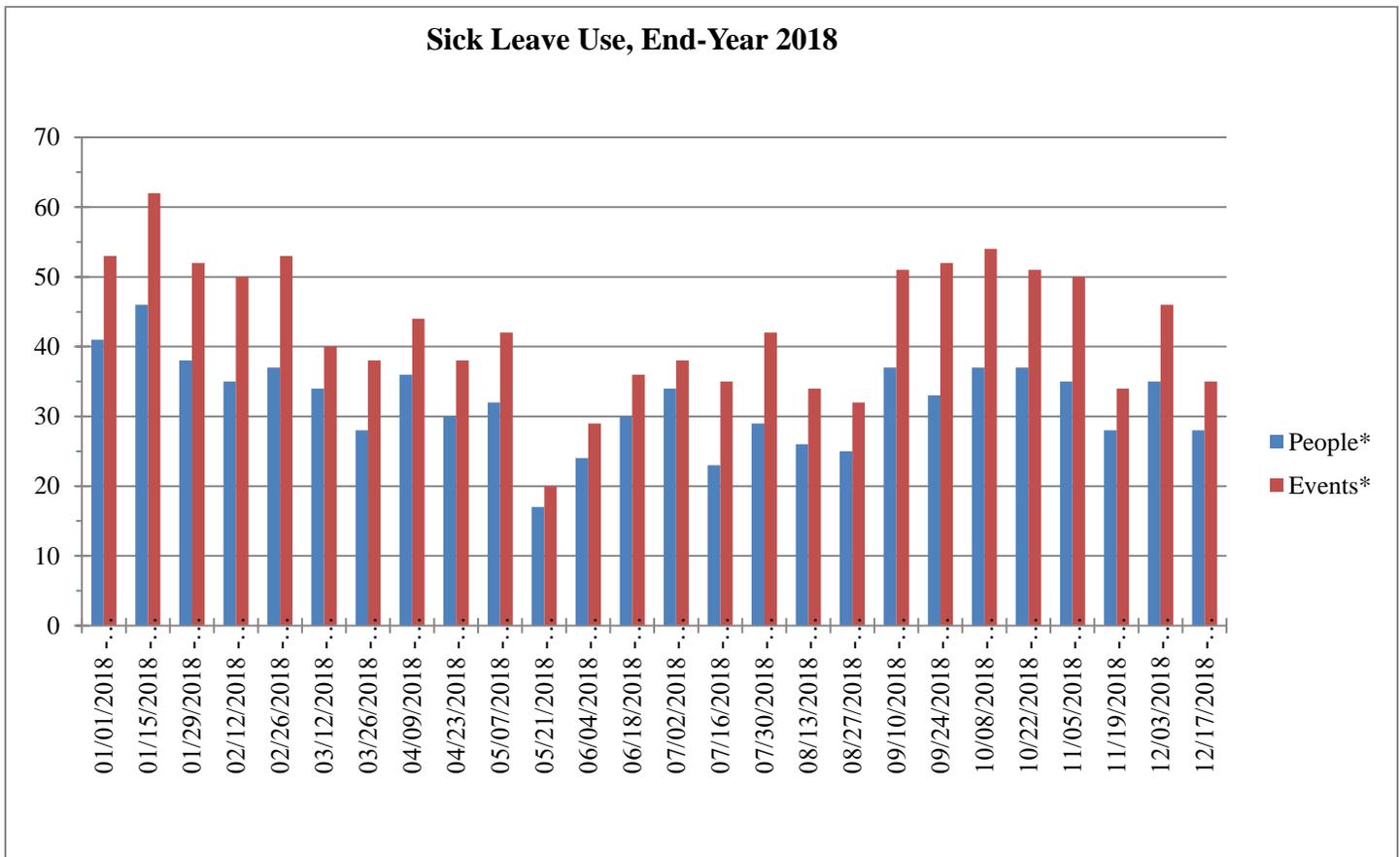
In 2018, 29 employees received 37 disciplinary entries from 19 different events tracked by PSD. It is important to note that some forms of discipline are not required to be documented by PSD, such as informal training/counseling and/or IPR entries. However, they are tracked by the database if such actions 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.



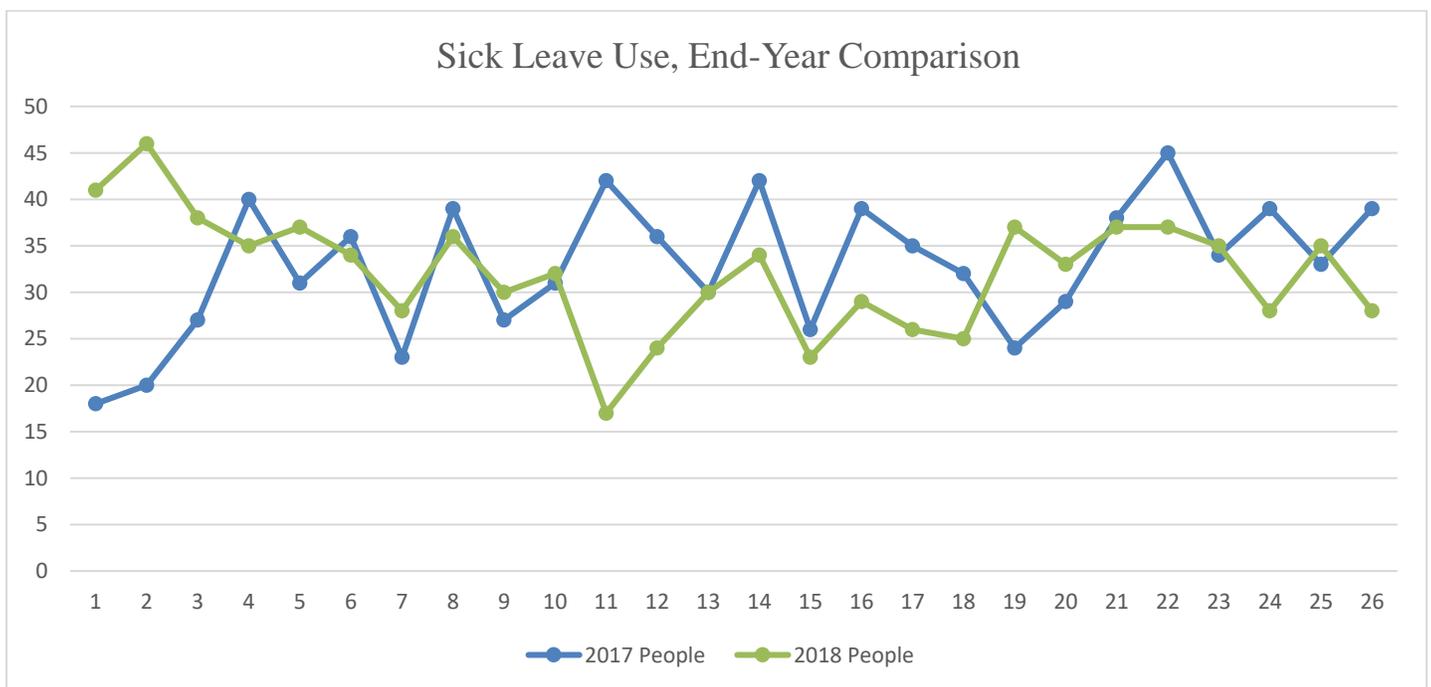
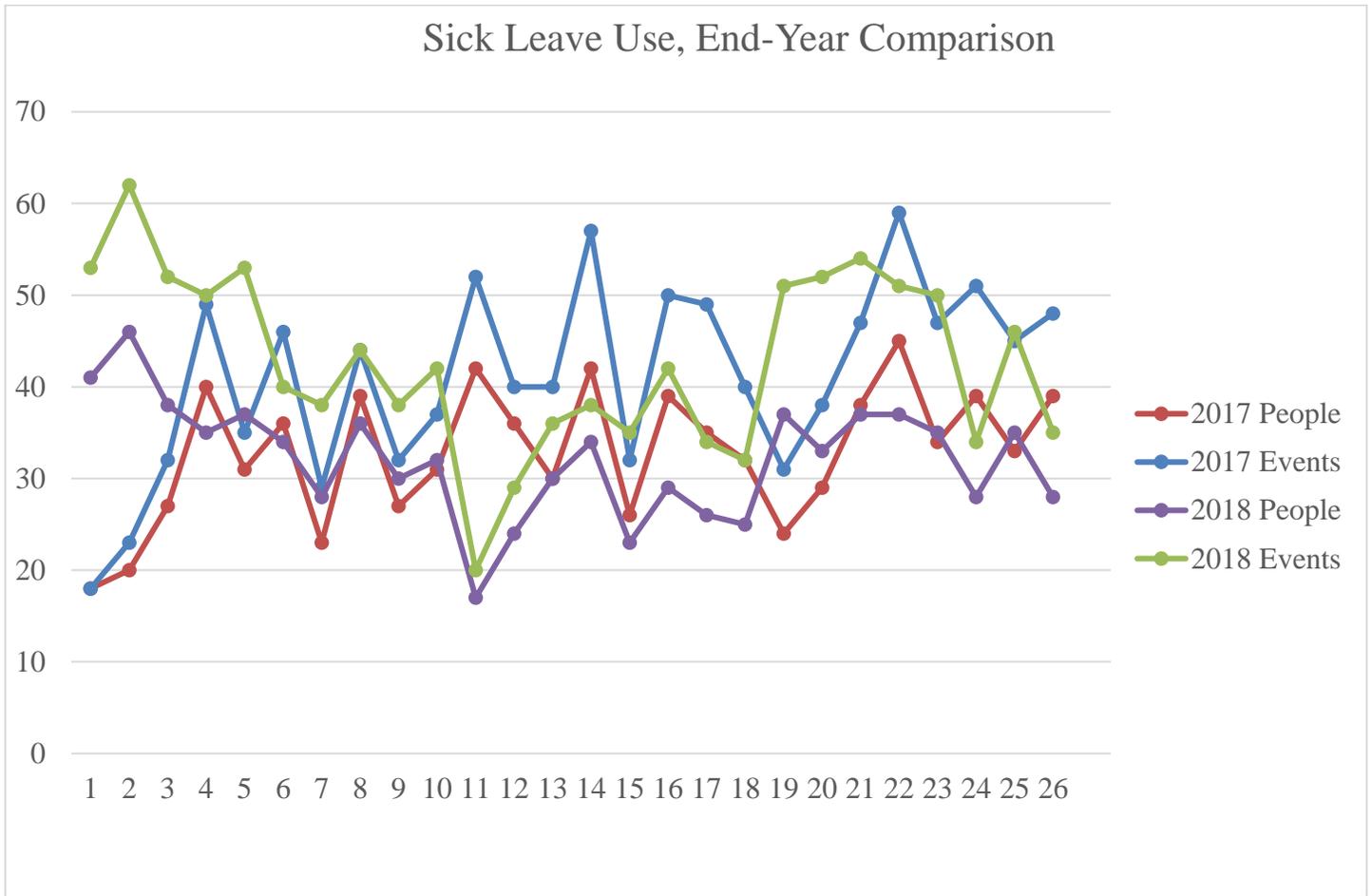
SICK LEAVE

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 2018 Year-End Report began with the first pay period January 1, 2018 and ended January 30, 2018. To remain consistent with entering events from the whole pay period, all sick leave taken in that pay period is included in this report and all of which data is included below.

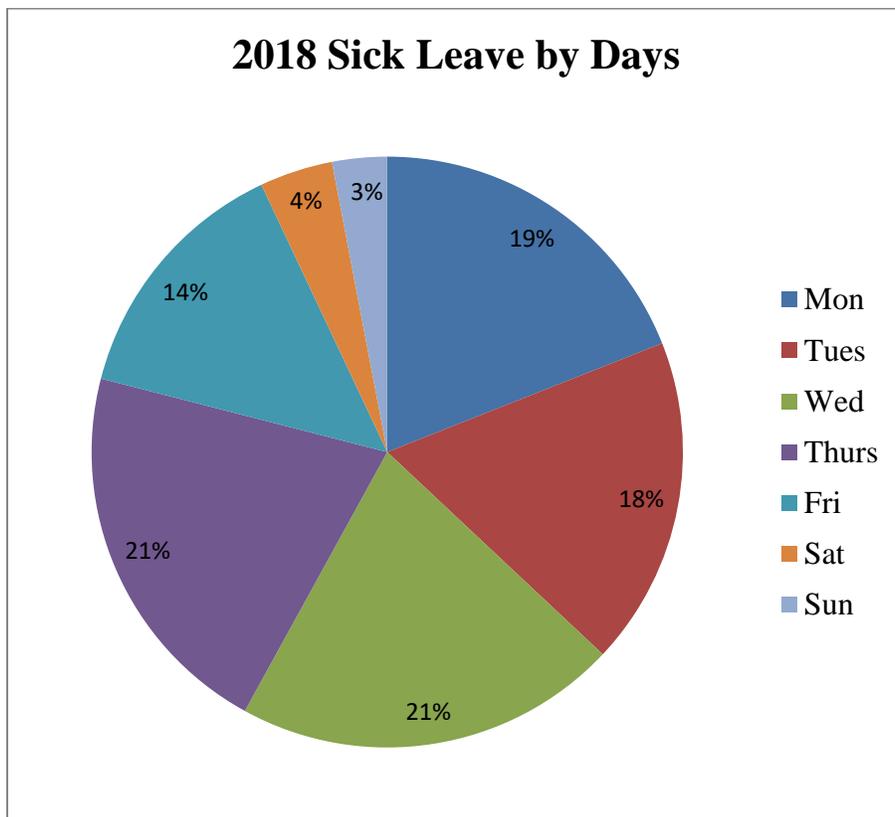
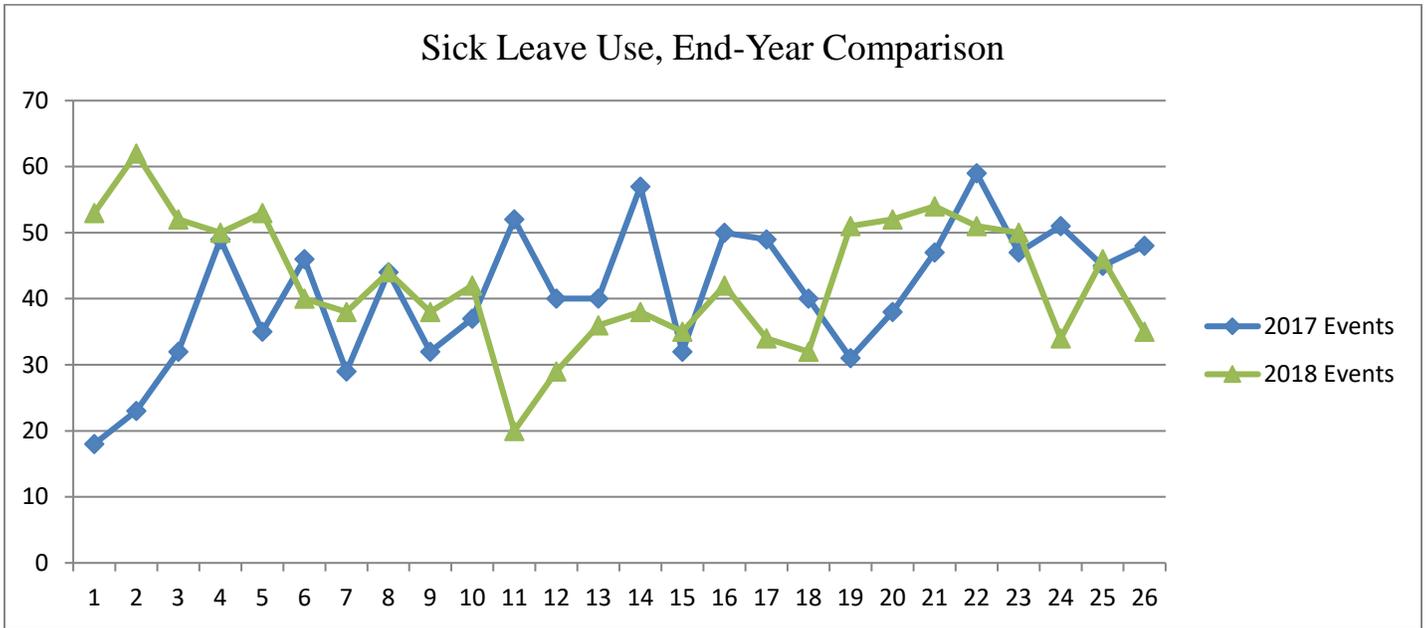
Overall, In the twenty-six pay periods covering 2018, 149 different people experienced 1,111 sick leave events from January 1, 2018 through December 30, 2018. There were also 30 employees who did not record any sick leave in 2018 (these numbers include employees employed for any amount of time in 2018). Tuesday was the most popular day for sick leave use, followed by Wednesday and Monday.



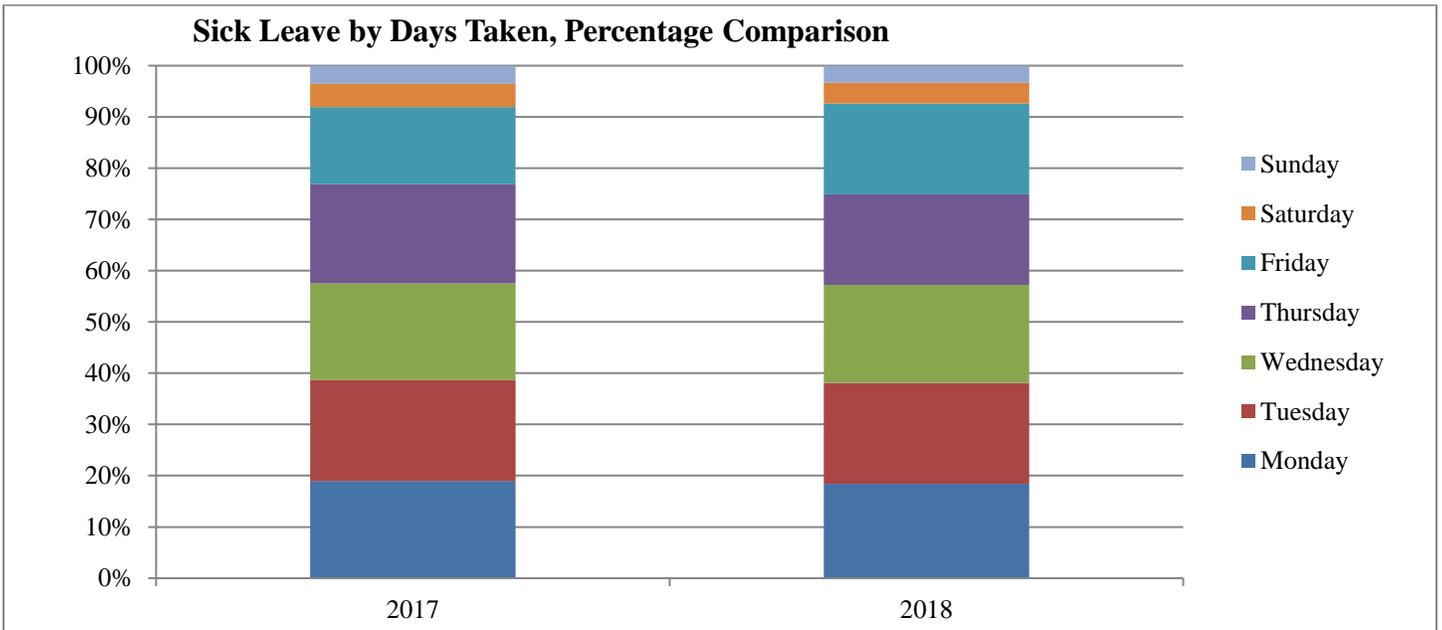
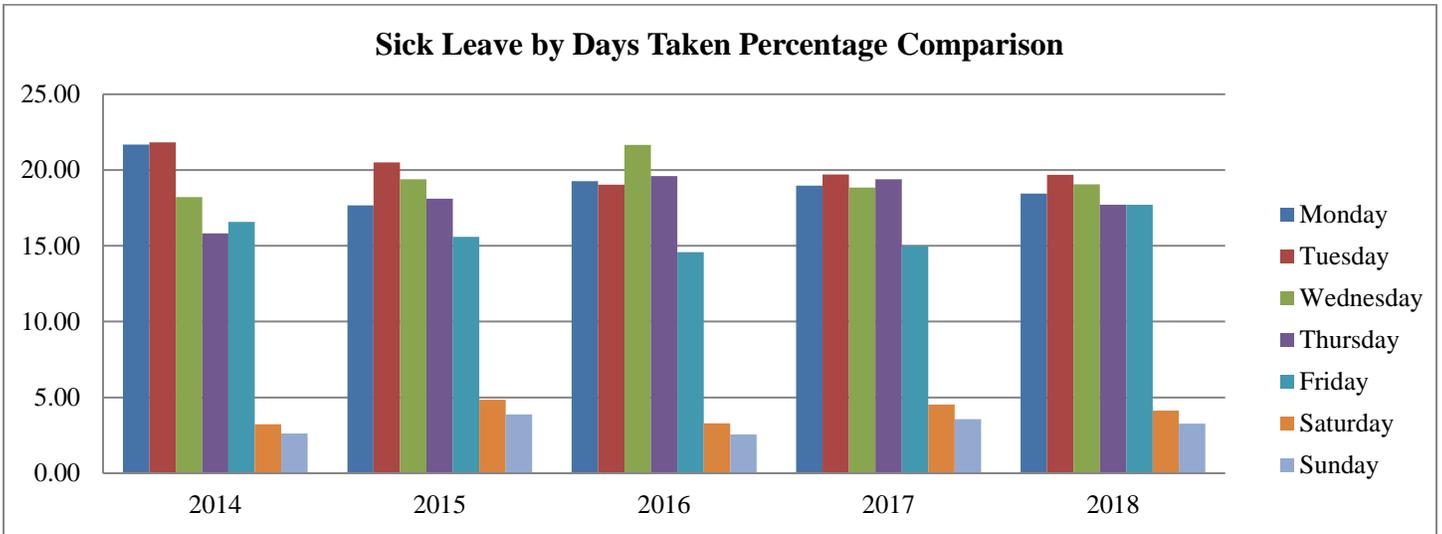
SICK LEAVE (Cont.)



SICK LEAVE (Cont.)



SICK LEAVE (Cont.)



GRIEVANCES (25.1.3)

There have been no formal grievances filed by Bryan Police Department employees in 2018, 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 is the policy of both the Bryan Police Department and the City of Bryan to require that prior to filing a grievance, certain steps toward resolution are taken by the employee and his/her chain of command. This ensures that many issues are resolved without resorting to the formal grievance process. In addition, the sworn officers 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.

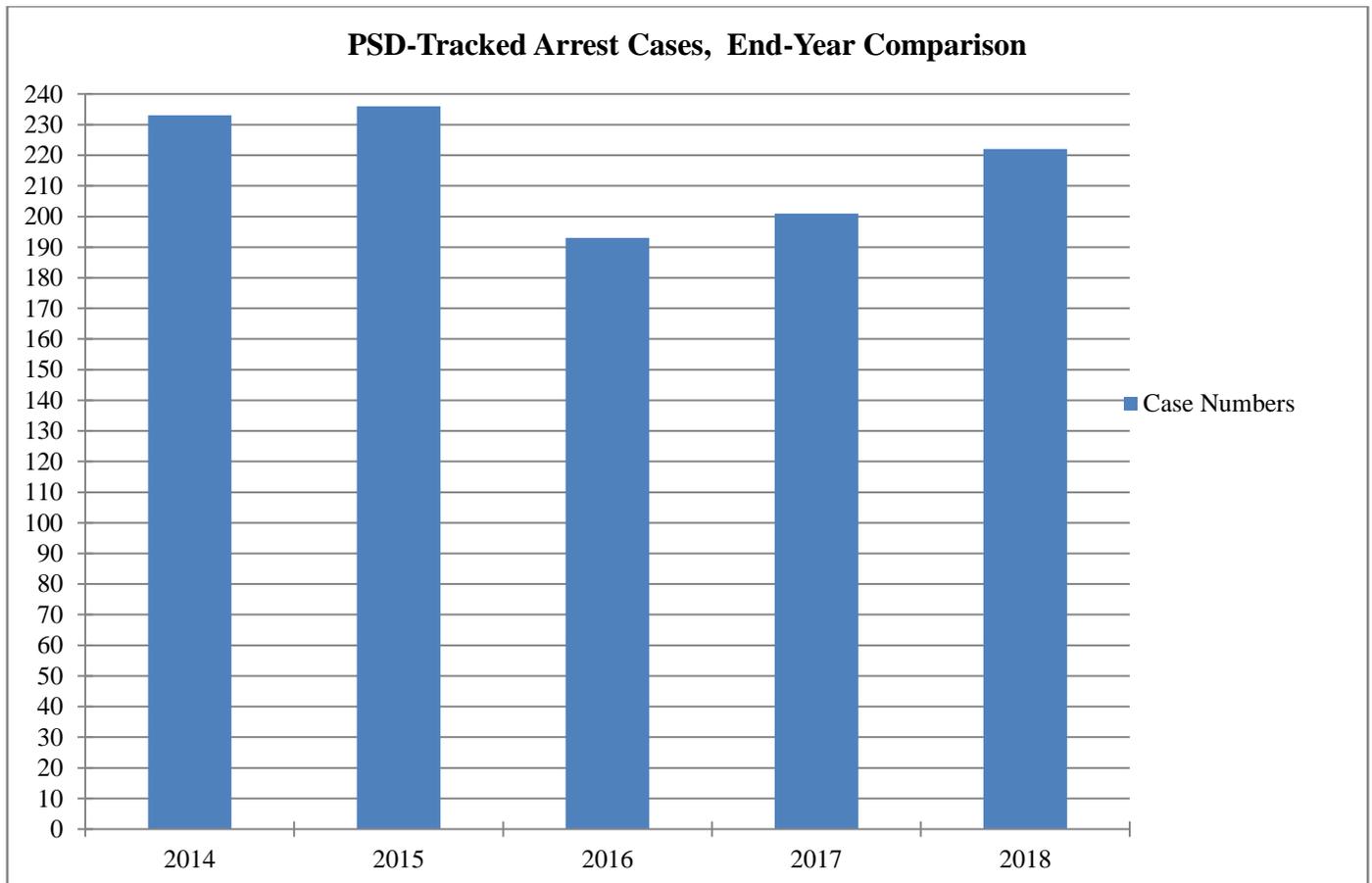
Finally, the Department’s long-standing accreditation status with CALEA shows the Department’s commitment to best practices and ensures the Department is complying with nationally recognized standards for excellence, especially in terms of serving both internal and external customers. These factors combine 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 2018, there were 222 cases involving arrests for these charges, out of 5269 total agency arrests and 14,118 total case numbers.

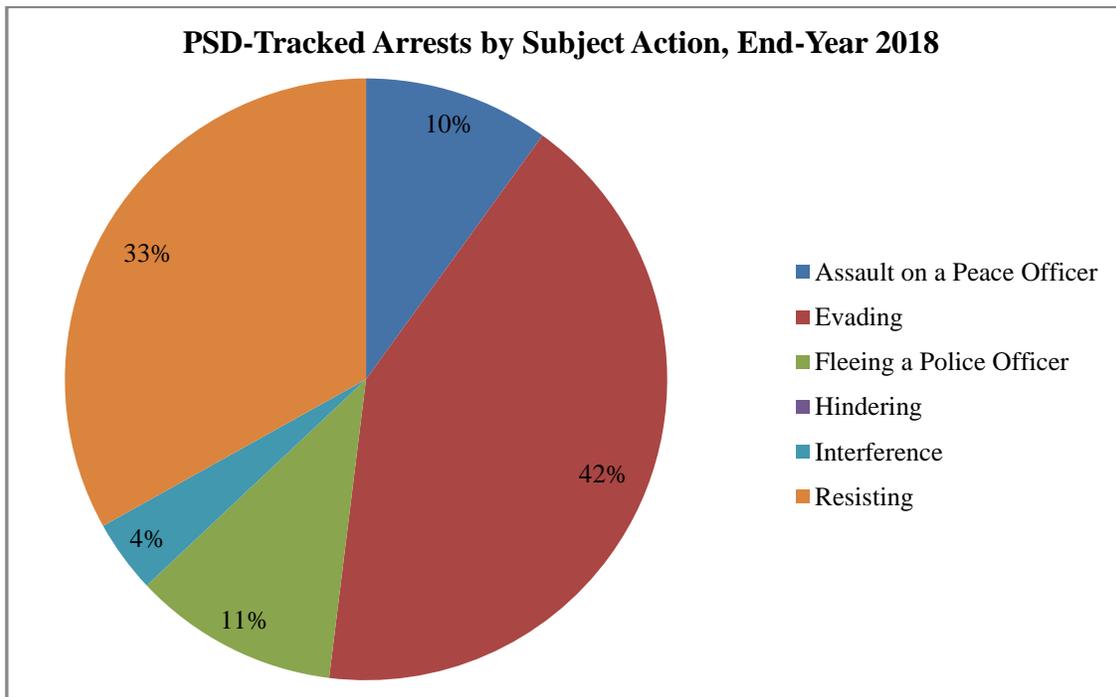
It should be noted that in previous years, the Professional Standards Division relied on the “pink” copies of the paper arrest reports – forwarded through several divisions of the Department before finally reaching PSD – to enter the tracked arrest data. In early 2012, it was discovered that far fewer 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 in 2018 increased by 21 from 201 in 2017 to 222 in 2018.

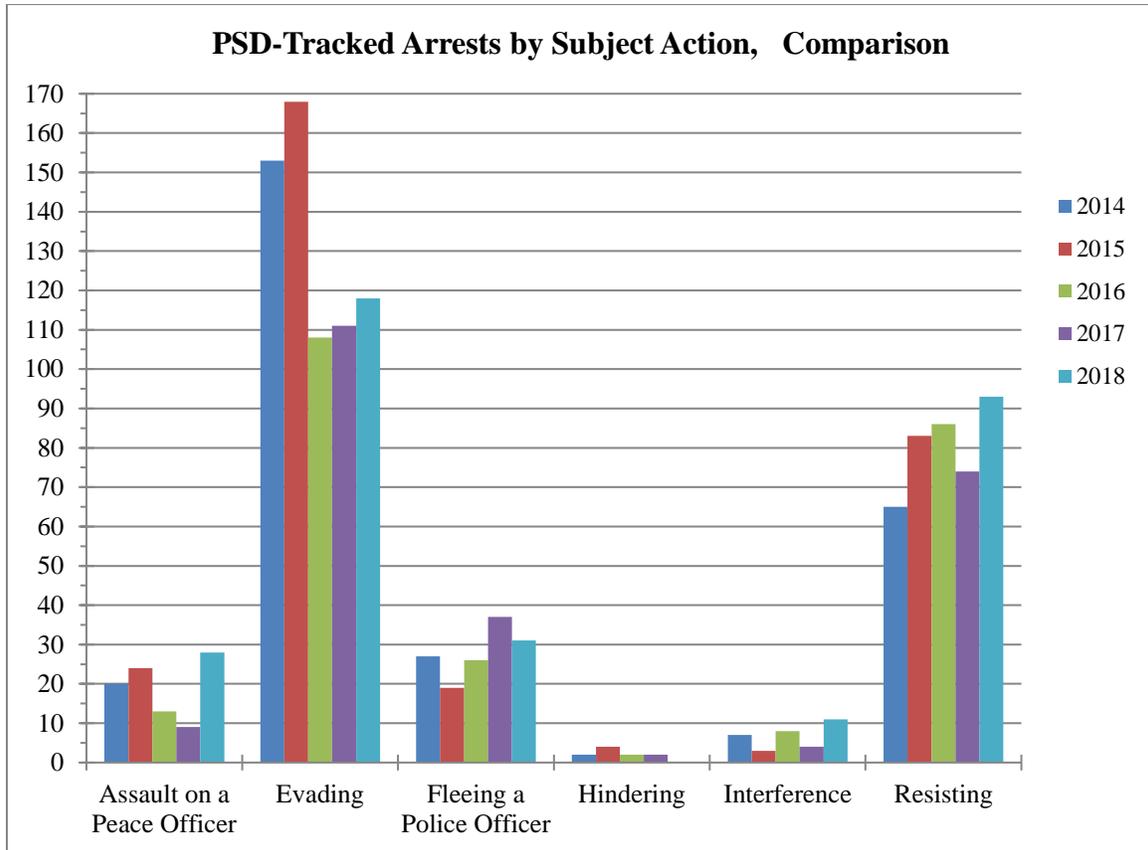


PSD-TRACKED ARRESTS BY SUBJECT ACTION

	Subject Arrest Charge						
	Assault on a Peace Officer	Evading	Fleeing a Police Officer	Hindering	Interference	Resisting	
2018							
Total	28	118	31	0	11	93	281



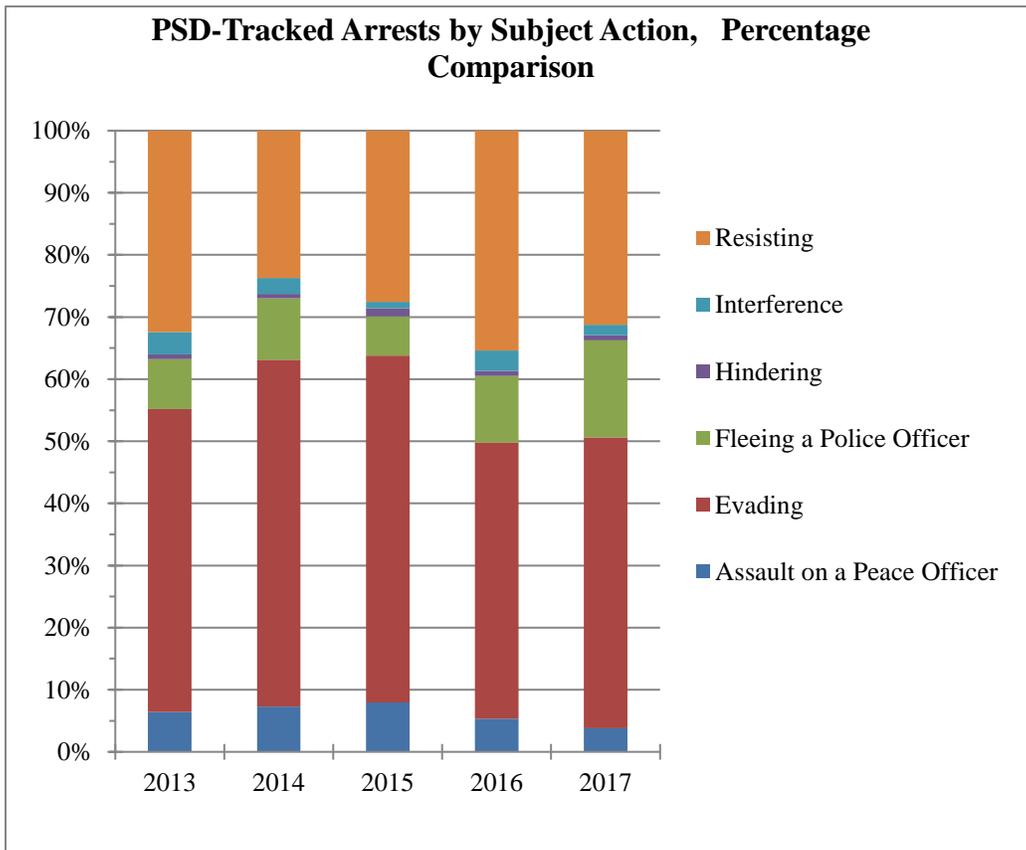
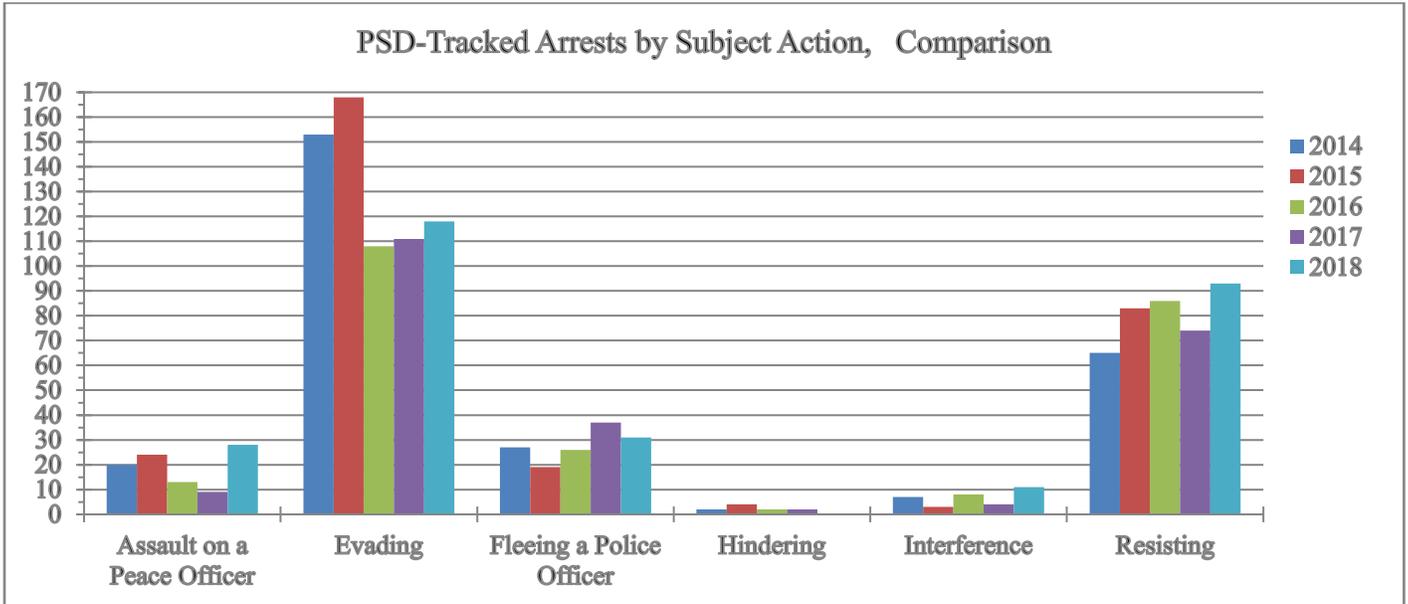
PSD-TRACKED ARRESTS BY SUBJECT ACTION (Cont.)



Overall arrest numbers increased 8.4% from 2017 to 2018. In 2017, there were 237 PSD-tracked arrest charges whereas there were 281 arrest charges filed in 2018. There were four (out of the six) categories of PSD-tracked arrests that increased over 2017: Resisting (19 more), Assault on a Peace Officer (19 more), Evading (7 more) and Interference (7 more). Where Fleeing saw 6 less, and Hindering dropped to zero. The most significant increase was the charge of Assault on a Peace Officer and Resisting which both increased by 19. Assault on a Peace Officer in 2017 was 9 and Resisting in 2017 was 74.

Looking at the overall trends, it can be seen that by far the most utilized charge tracked by PSD is Evading at 42%. The next most common charge, Resisting at 33%. There is another significant gap between Fleeing at 11% and Assault on a Peace Officer at 10%. Interference averages 4% and Hindering was zero. This shows consistency in Bryan Police Department tactics, training, and procedures.

ARRESTS BY SUBJECT ACTION (Cont.)



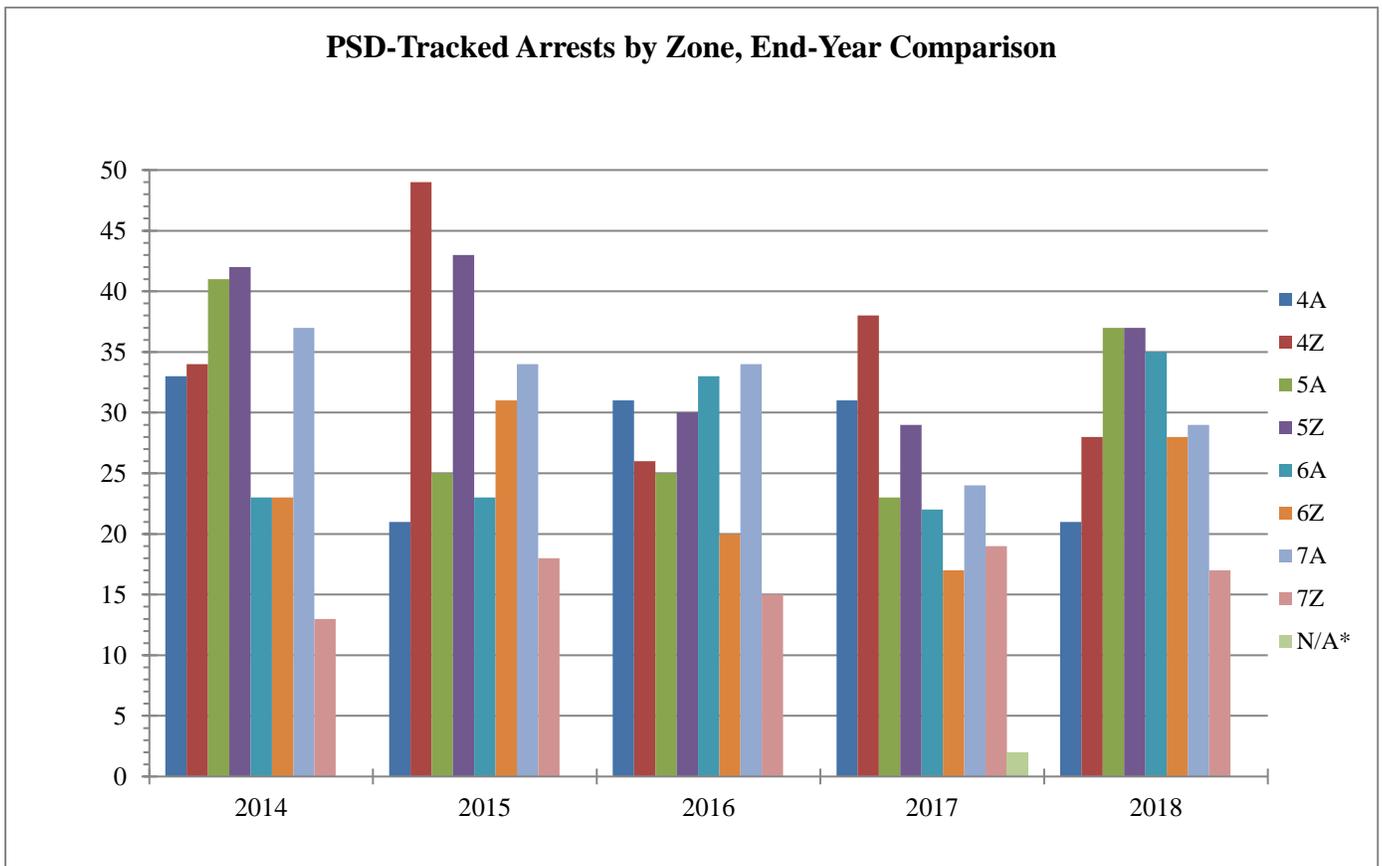
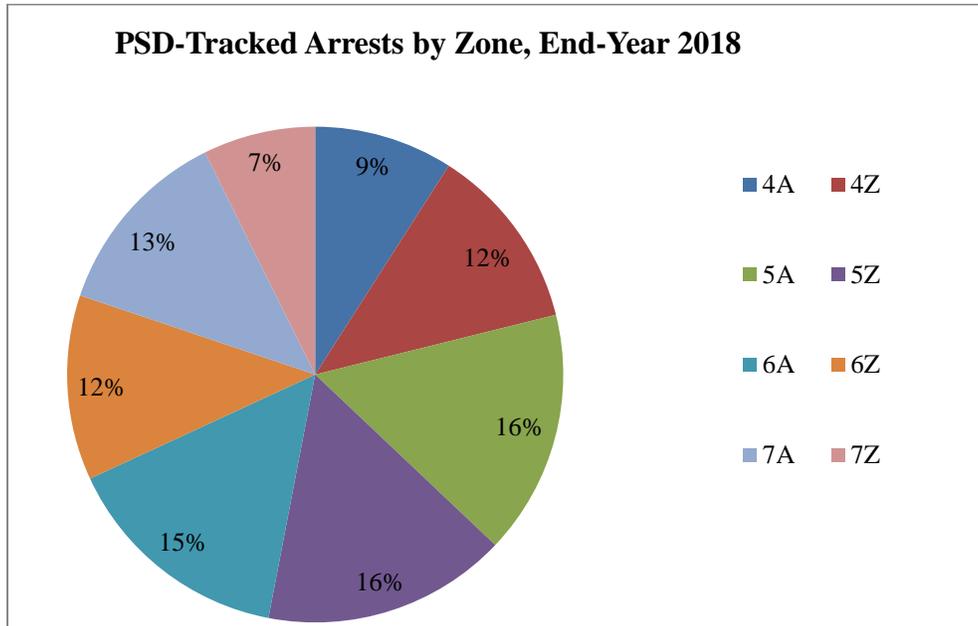
ARRESTS BY ZONES

2018	Beat								Other	Total
	4A	4Z	5A	5Z	6A	6Z	7A	7Z		
PSD-Tracked Arrests	21	28	37	38	34	28	29	16	0	231

In 2018, the 4 zones were close in percentage for all PSD-tracked arrests. Zone 4 was at 21%, Zone 5 was at 32%, Zone 6 at 27% and Zone 7 at 20%.

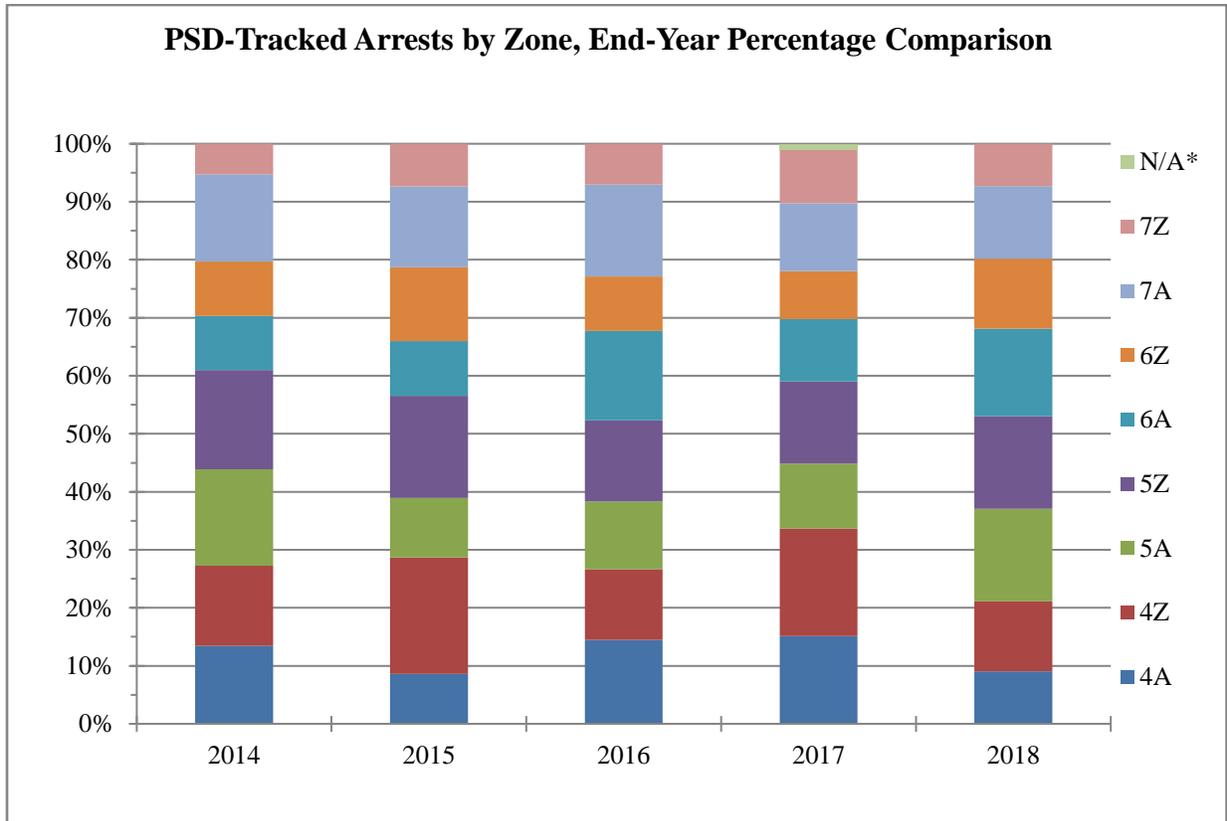
Zones 5 and 6 had increases in PSD-tracked arrests for 2018 with Zone 5 having a 7% increase over 2017 and Zone 6 with a 8% increase. Zone 4 had a 13% decrease from 2017 and Zone 7 had a slight decrease of 1%.

ARRESTS BY ZONE (Cont.)



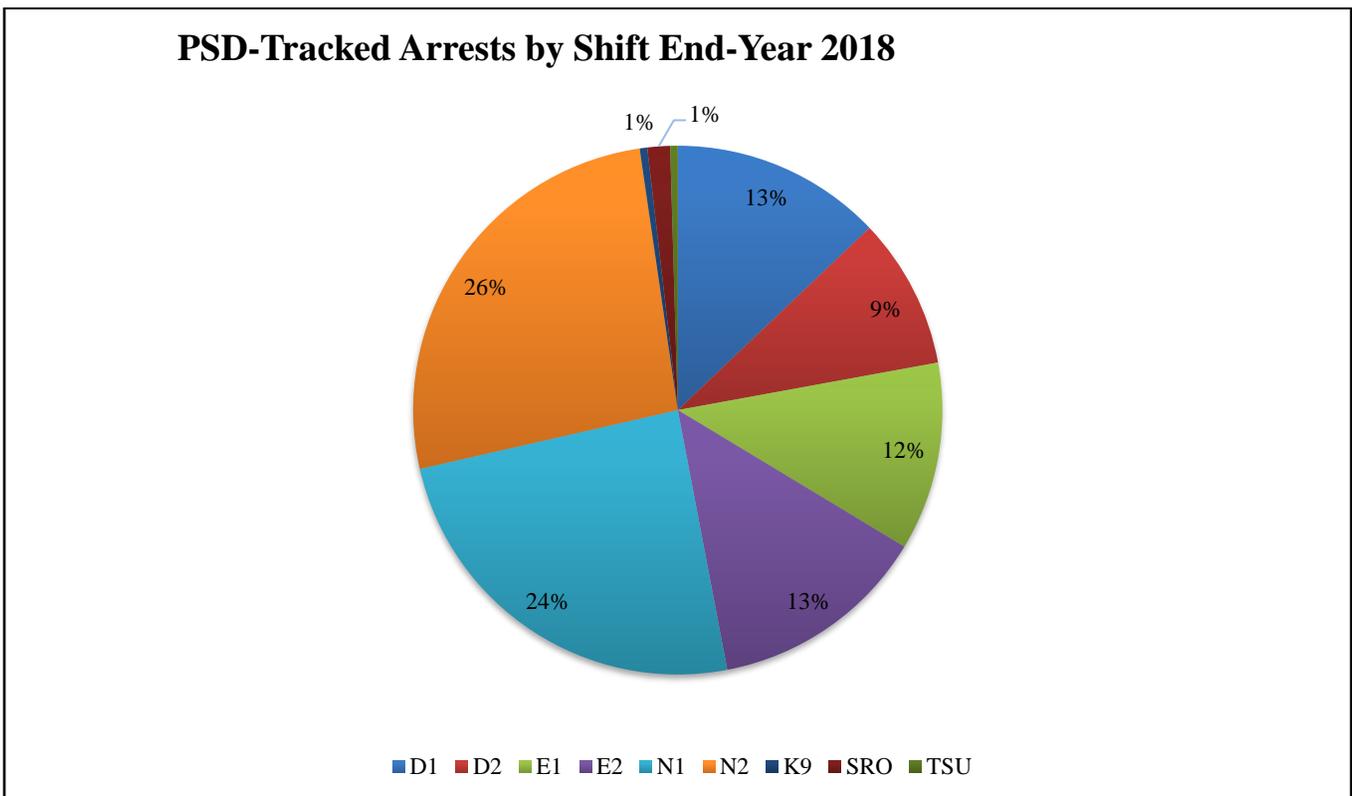
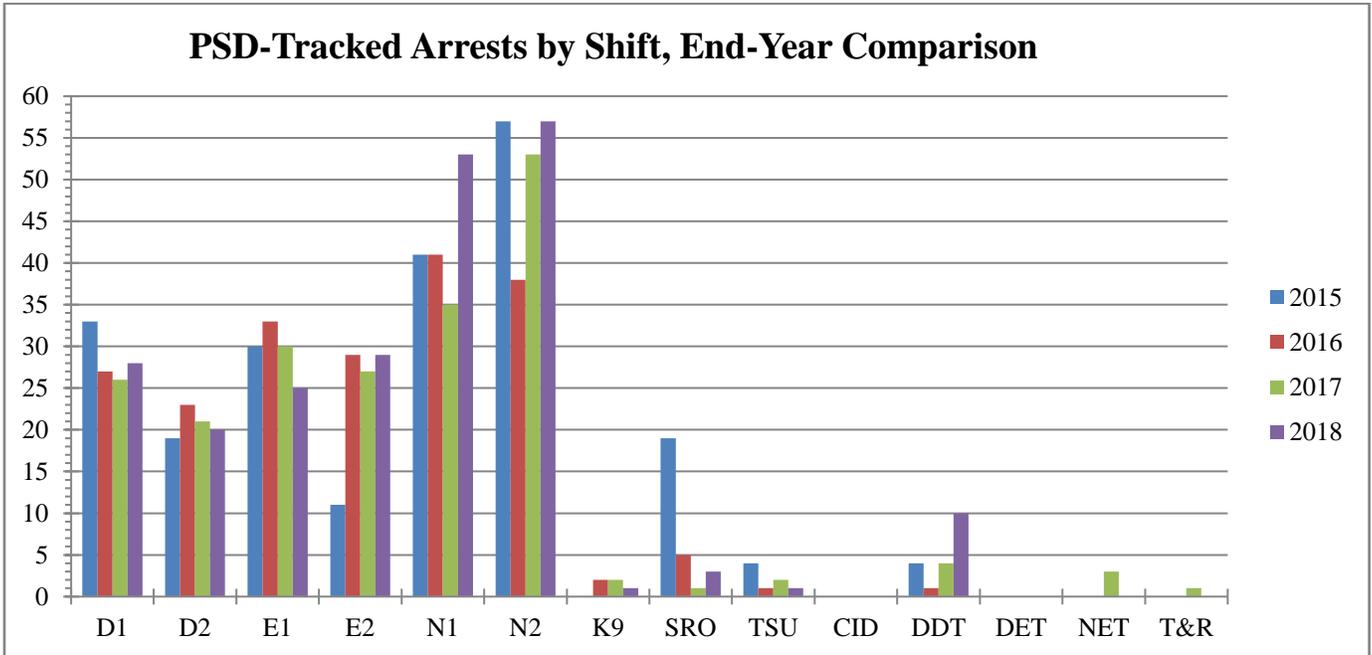
*N/A refers to an arrest made in College Station in conjunction with an ongoing investigation

ARRESTS BY ZONE (Cont.)



PSD-TRACKED ARRESTS BY SHIFT

In 2018 PSD tracked arrest by Shifts. There are six shifts, Day 1 & 2, Evening 1 & 2 and Night shift 1 & 2 (K-9), each shift is 12 hours long. Day 1 & 2 start at 6:00 a.m. and 7:00 a.m. Evening Shift 1 & 2 start at 2:00 p.m. and 3:00 p.m., Night Shift 1 & 2 starts at 6:00 p.m. and 7:00 p.m. The other divisions, SRO, TSU, DET, NET and T&R account for 1% or less of the arrests made. It was noted that the Night shift had more arrests, 43% of all arrests. Evening shift had 28% and the Day shift had 23%.



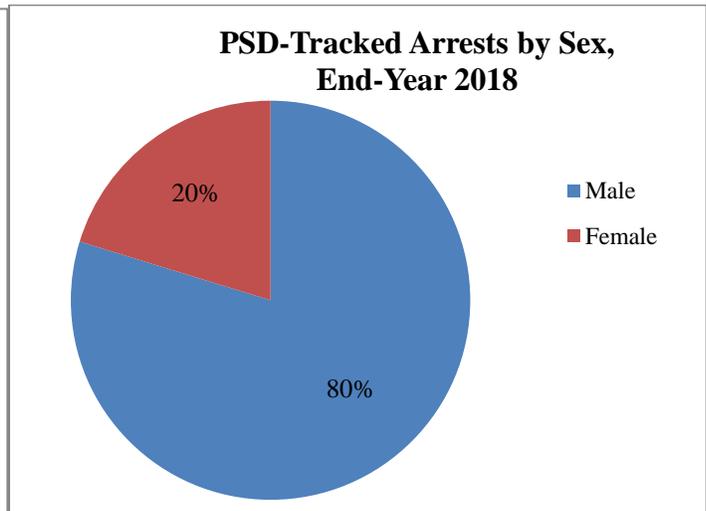
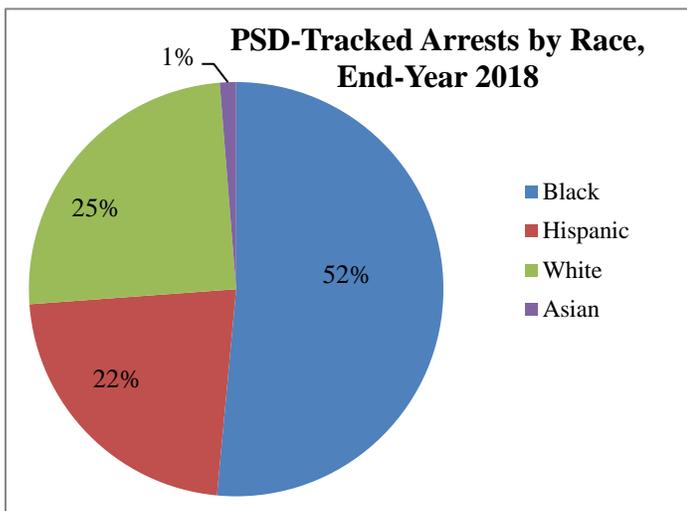
Arrests by Shift End-Year Comparison

Year	SHIFT														Total
	D1	D2	E1	E2	N1	N2	K9	SRO	TSU	DDT	CID	DET	NET	T&R	
2015	33	19	30	11	41	57	0	19	4	4	0	0	0	0	218
2016	27	23	33	29	41	38	2	5	1	1	0	0	0	0	200
2017	26	21	30	27	35	53	2	1	2	4	0	0	3	1	205
2018	28	20	25	29	53	57	1	3	1	10	0	0	0	0	227

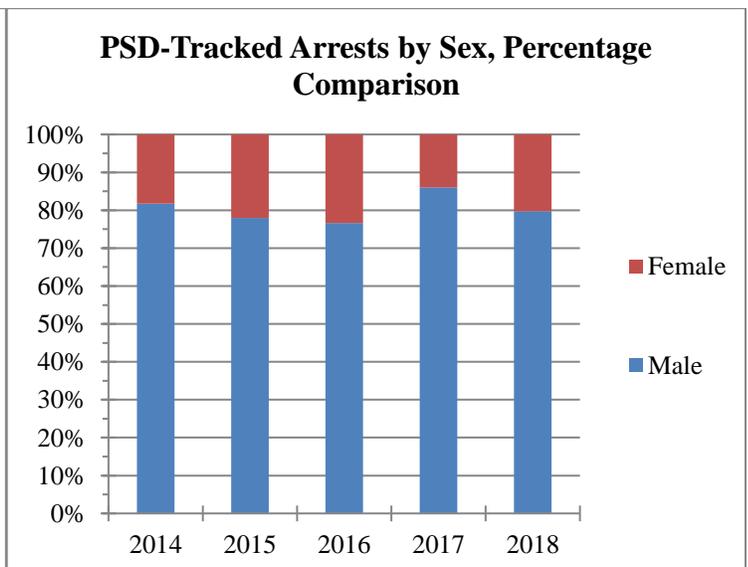
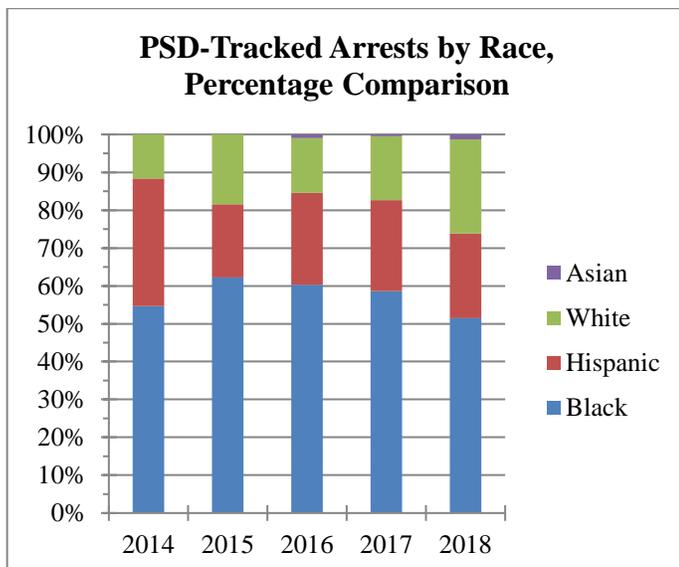
*N/A refers to an arrest made in College Station in conjunction with an ongoing investigation

PSD-TRACKED ARRESTS BY RACE AND SEX

2018	Race / Sex							Total
	Black		Hispanic		White		Asian/Other	
	F	M	F	M	F	M	M	
Arrest Subjects	22	99	8	48	14	43	3	237

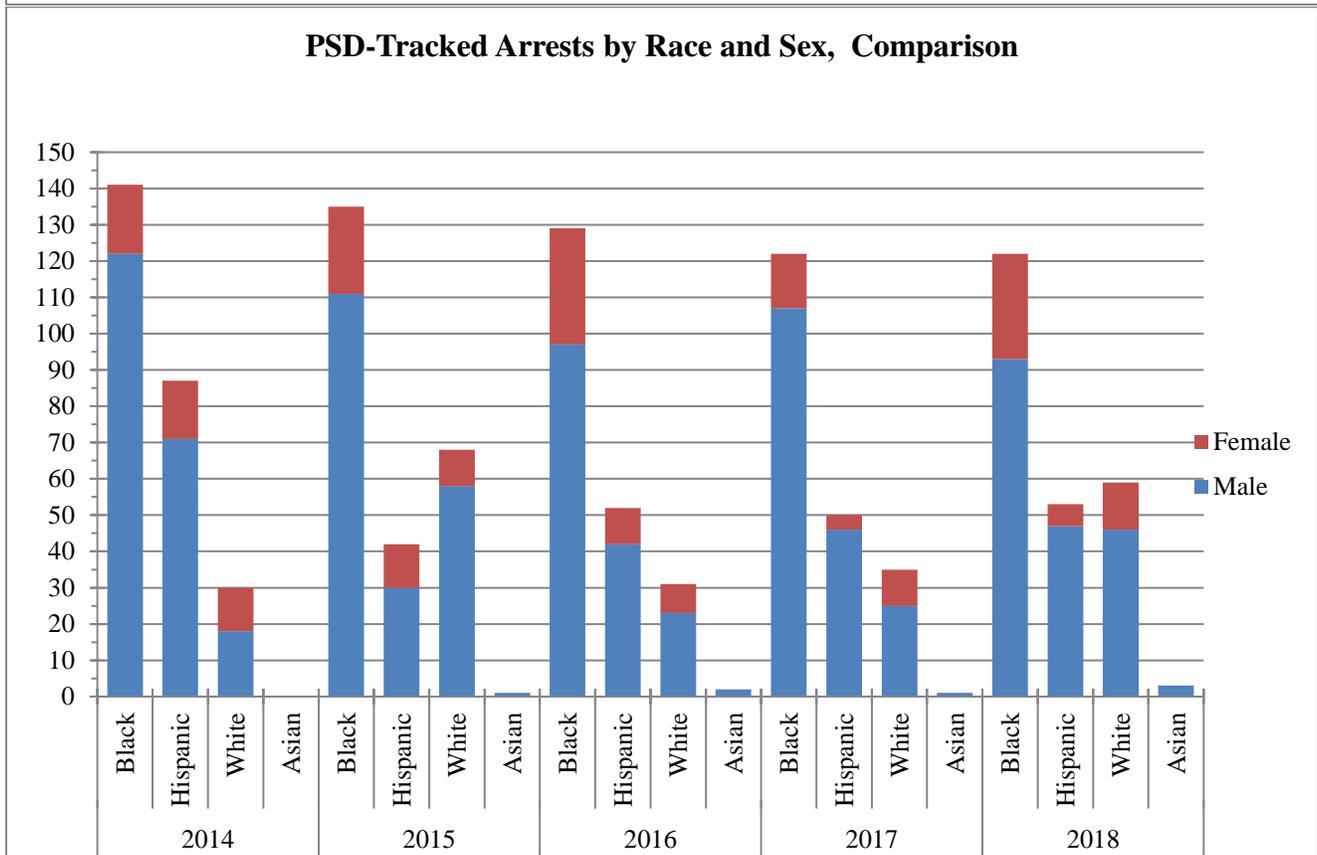
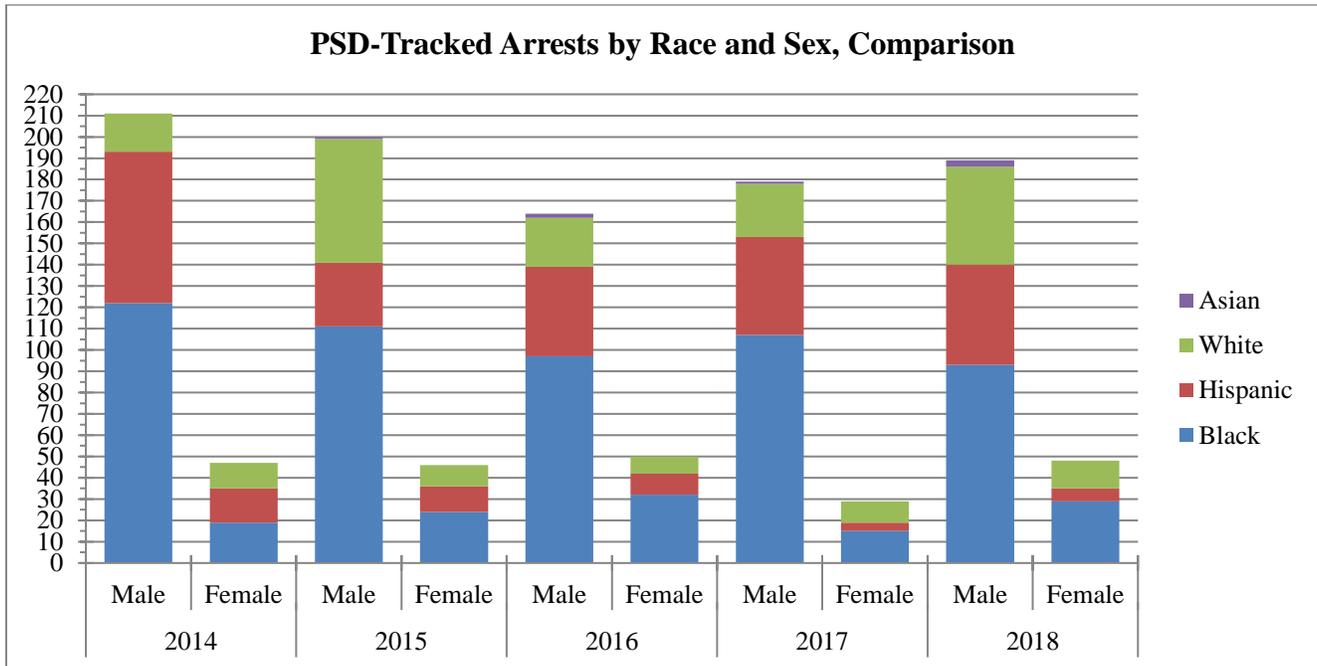


2018 arrest numbers show 52% of subjects in PSD-tracked arrests were black. White subjects made up 25%, Hispanic arrests made up 22% while Asian/Others made up < 1%. Males accounted for 80% of the PSD-tracked arrests, down 5.5% from last year.



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

The largest increase by percentage in 2018 as compared to 2017 was Black Females and Hispanic Females both with an increase of 50%. This is followed by a 33% increase in White Female arrests and a 30% increase in PSD-tracked arrests of White Males. However, the largest numerical increase was White Males (21 more arrests), again followed by Black Females with 14 and White Females with 3 more than last year. Black Males had a decline in arrests from 107 in 2017 to 93 in 2018 and Hispanic Males increased in 2018 by 1 (47 arrests) over 2017 (46 arrests).

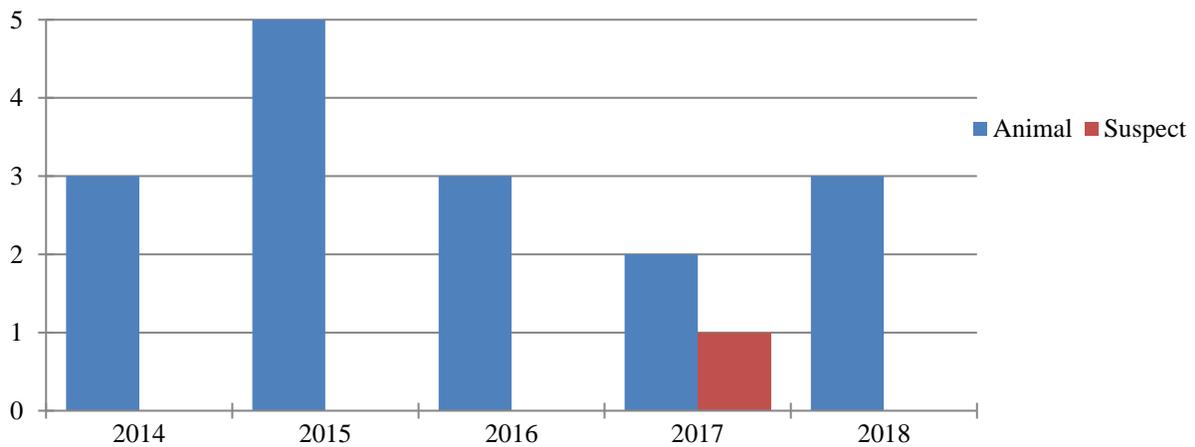


FIREARM DISCHARGES

In 2018 there were three firearm discharge reports filed. All were against animal subjects. The three incidents were from officers dispatched to the side of a road for a mortally injured deer.

Record	Case	Shots Fired	Reason for Shots	Results
Date				
18-FA-001	18-0501039	2	Deer with two broken legs and internal injury.	Fatal
5/25/2018				
18-FA-002	18-0700091	2	Shallow breathing and unable to walk.	Fatal
7/3/2018				
18-FA-003	18-1200120	5	Deer with broken leg.	Fatal
12/4/2018				

Firearm Discharges, Mid-Year Comparison

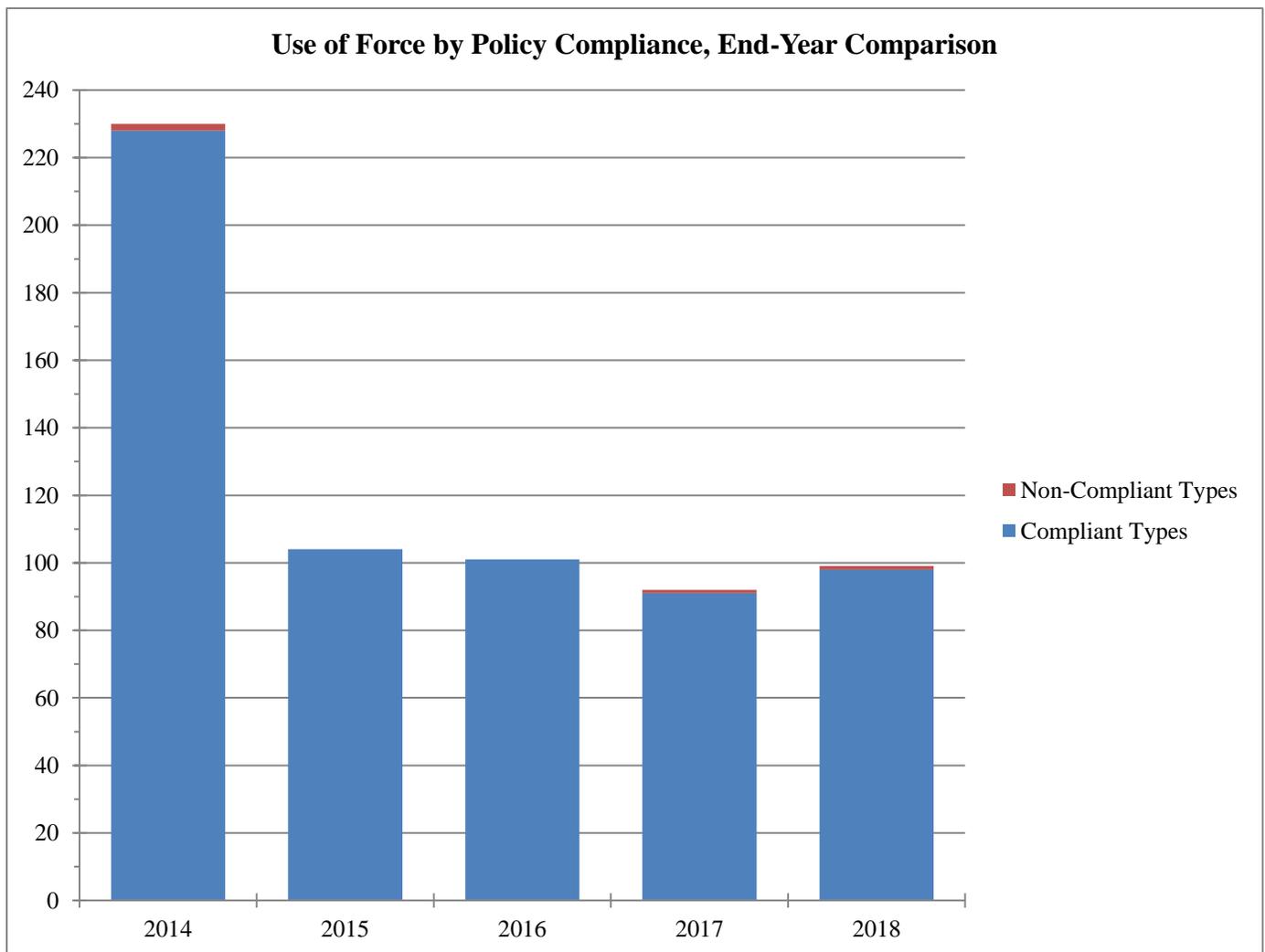


USES OF FORCE

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.

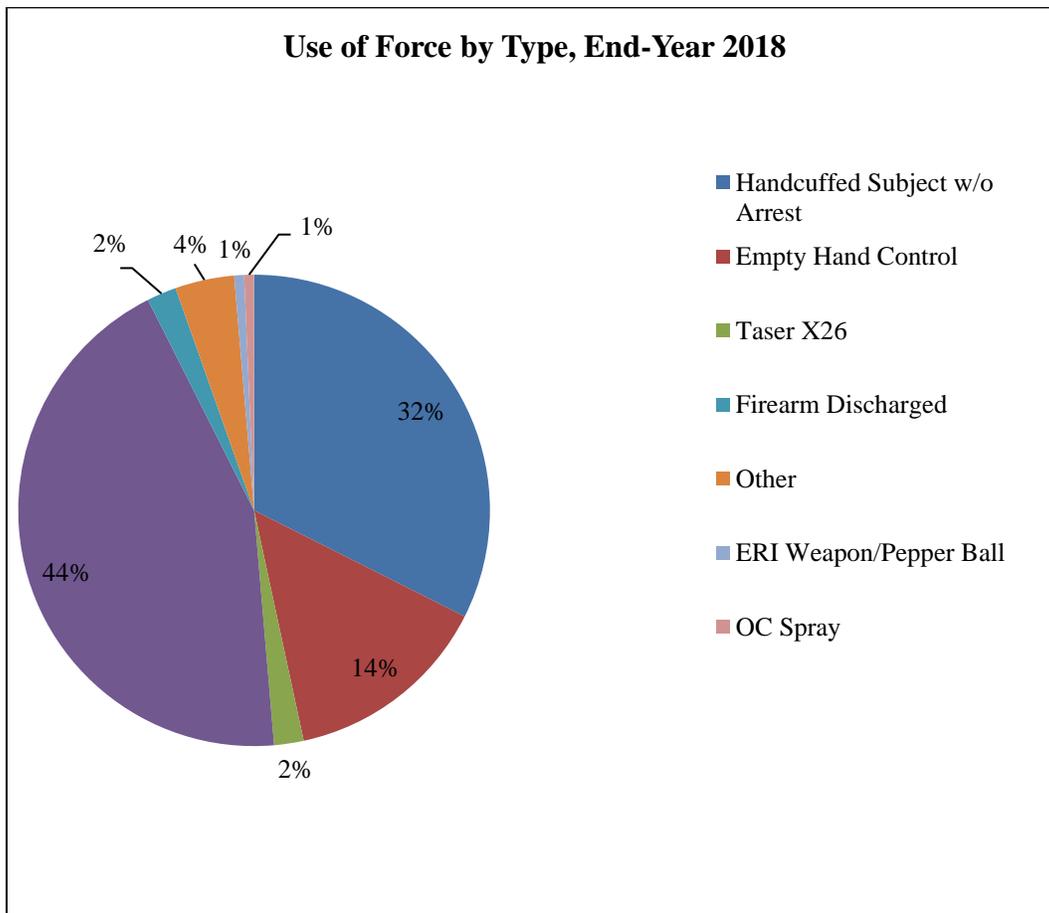
There were 99 Use of Force reports submitted to the PSD by December 31, 2018. This number is up slightly from 92 in 2017. The following pages contain that data broken down by type of force used, beat of occurrence, race and sex of the subject, reason for contacting the subject, shift of the officers involved, and policy compliance.

In 2018, 63,594 calls for service resulted in 99 Use of Force Reports. The Chain of Command review found one incident 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. Let it be known that for the last five years, Use of Force cases have dropped from 228 in 2014 to just 99 in 2018.



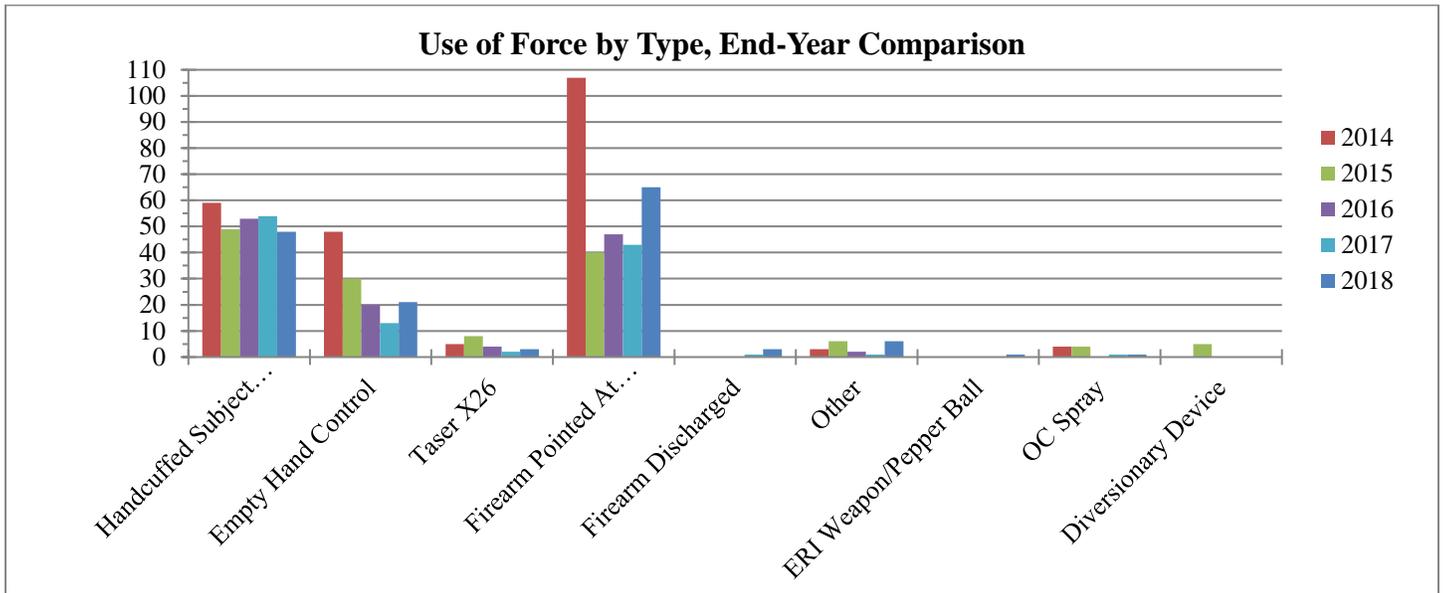
USE OF FORCE BY TYPE

2018	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		Firearm Discharge	Other	
	NPC	PC	PC	PC	PC	NPC	PC	PC	PC	
TRT Tactical Response Team	0	12	0	0	0	0	18	0	0	30
Officers	1	40	21	1	2	0	39	0	5	109
Total	1	52	21	1	2	0	57	0	5	139



The frequency of types of force used in 2018 increased by 27%, from 115 in 2017 to 146 in 2018 .

USE OF FORCE BY TYPE (Cont.)

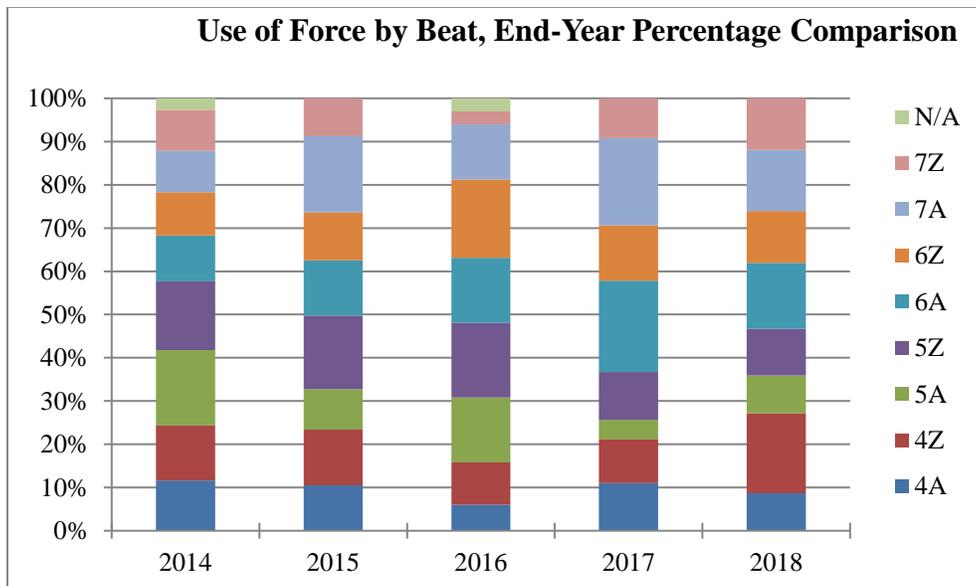
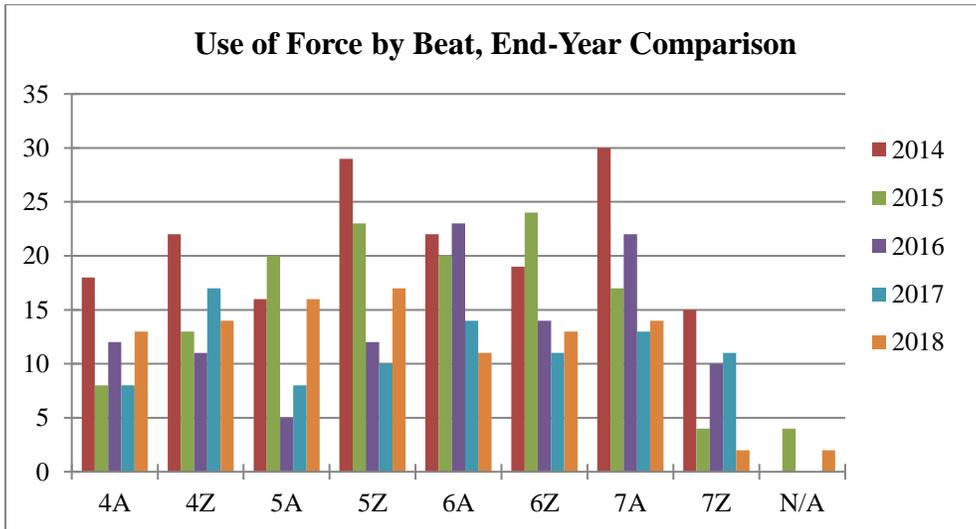


USE OF FORCE BY BEAT

Officer	Use of Force Beat									Total Incidents
	4A	4Z	5A	5Z	6A	6Z	7A	7Z	Other	
TRT, Tactical Response Team	1	3	1	0	1	1	1	0	1	9
Officers	13	12	16	14	9	13	13	2	1	93
Total	14	15	17	14	10	14	14	2	2	102

In 2018, beats 6A and 7Z had the least amount of use of force activity, whereas beats 5A and 5Z had the most. The most extreme changes were in beat 7Z, with 18% fewer uses of force in 2018 than in 2017, and in beat 5A, which had a 50% increase in uses of force.

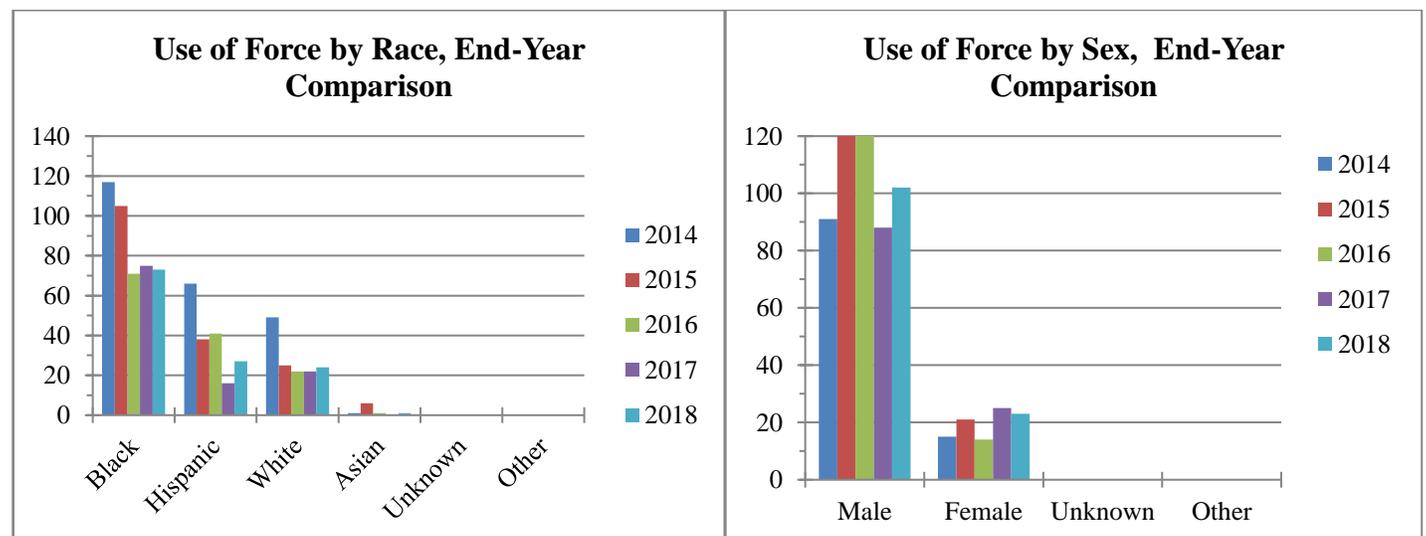
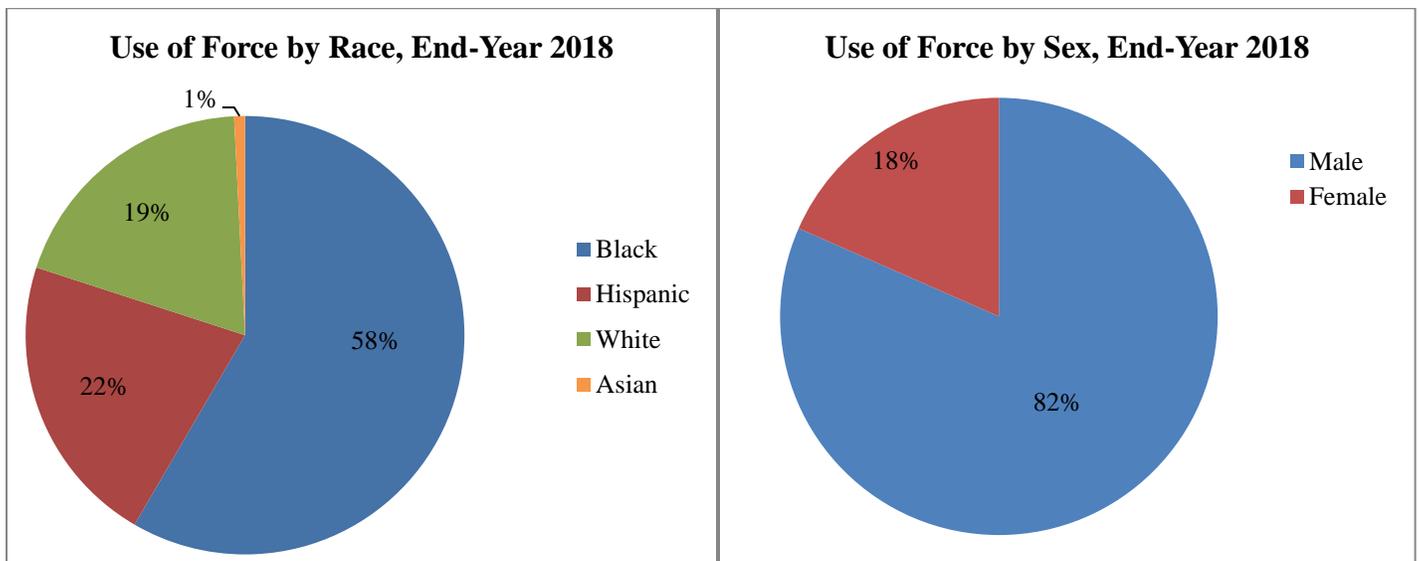
However, the uses of force were very evenly distributed when looking at zones: 4 and 6 Zones each accounted for an average of 24% of uses of force, and 5 Zones accounted for 32% and Zone 7 accounted for 15%. There were two uses of force performed outside of Bryan city limits in 2018.



USE OF FORCE BY RACE AND SEX

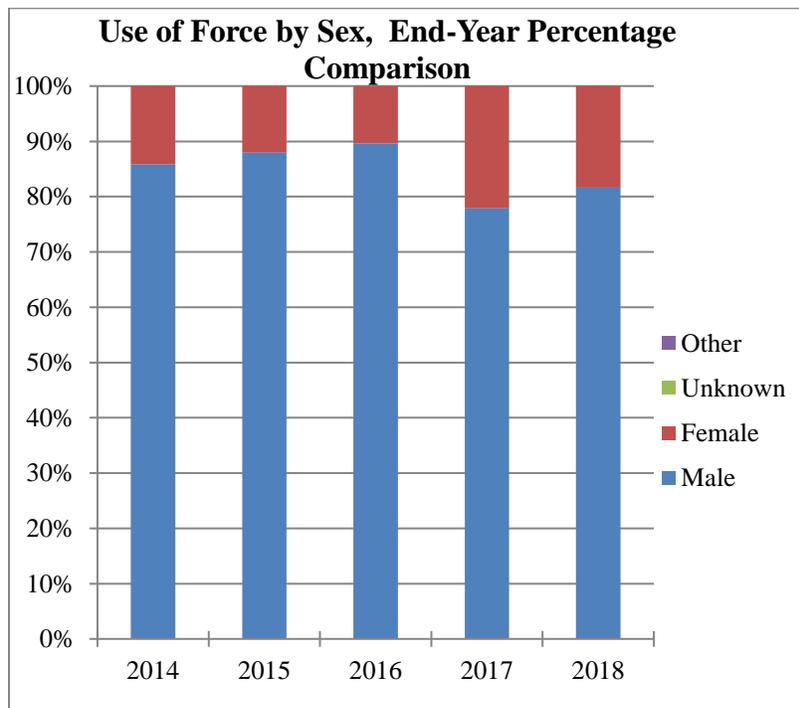
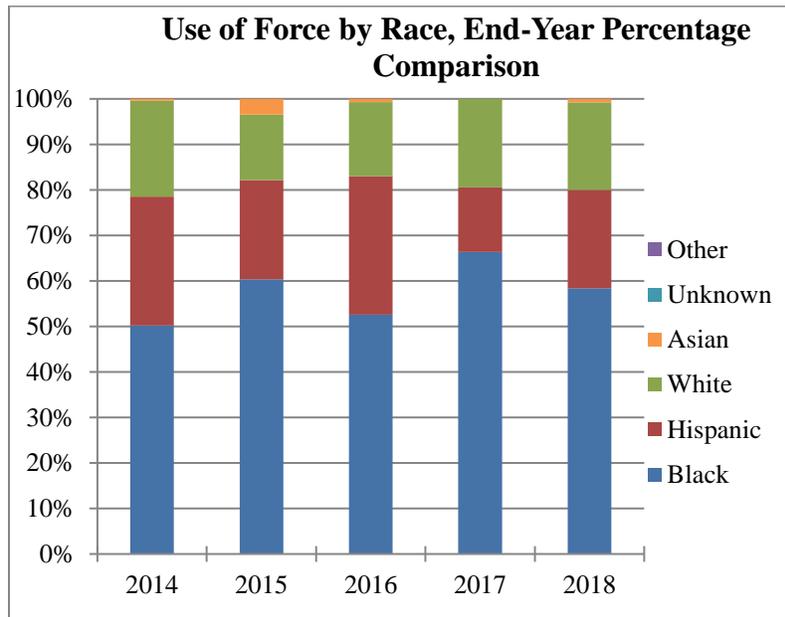
2018	Use of Force Subject Race / Sex							Total Incidents
	Black		Hispanic		White		Asian	
	F	M	F	M	F	M	F	
TRT, Tactical Response Team	5	7	2	6	1	1	0	22
Officers	20	118	11	42	12	35	1	103
Total	10	63	6	21	6	18	1	125

Use of Force against black subjects made up 58% of all use of force actions, and force against Hispanics accounted for 22% of actions, Whites accounted for 19%. Females accounted for 18% of all uses of force, a decrease of 4% from 2017.

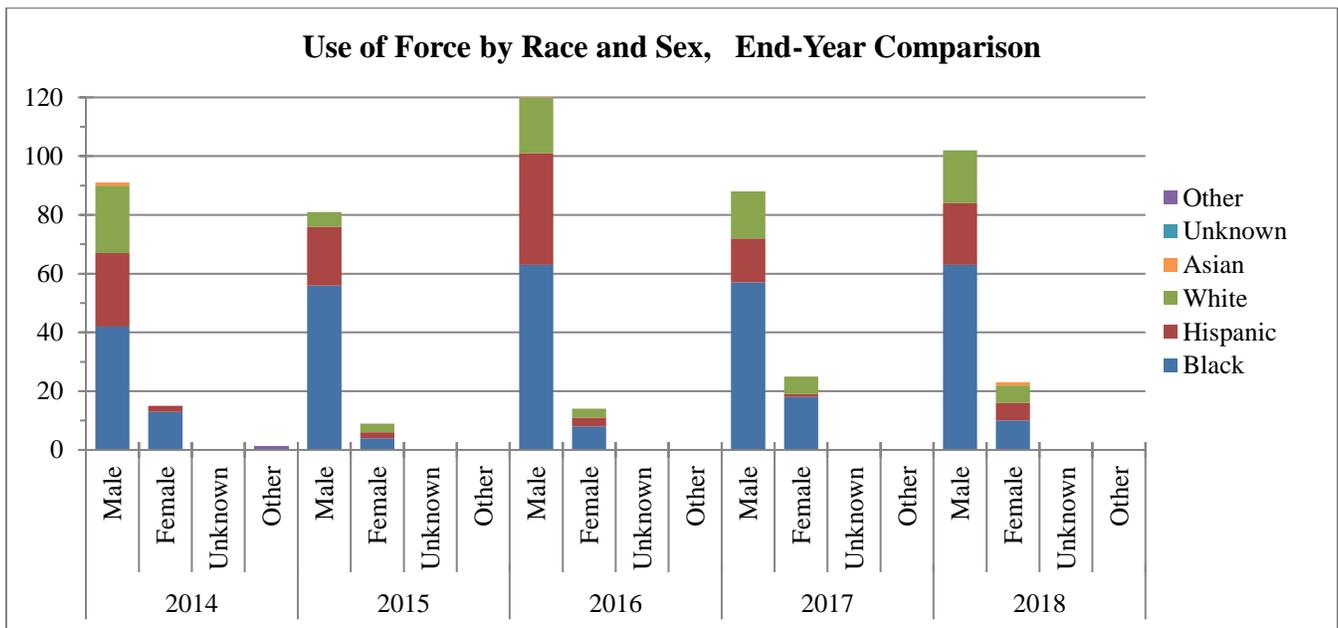
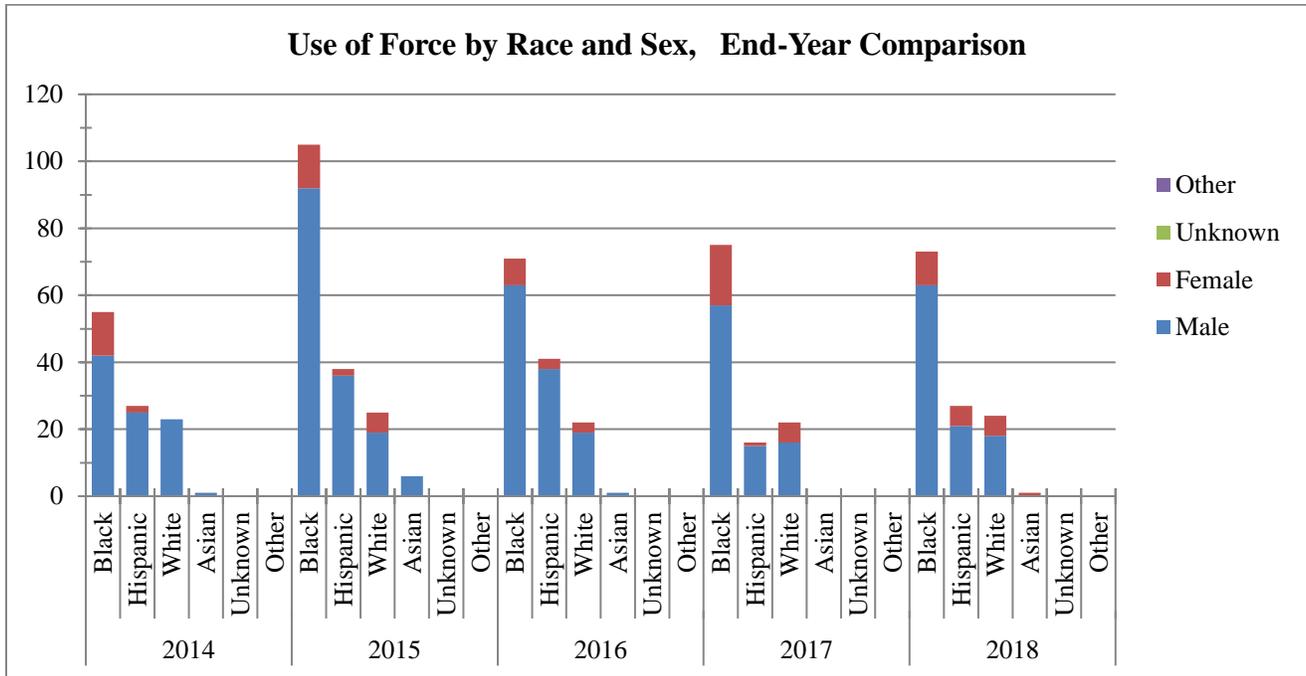


USE OF FORCE BY RACE AND SEX (Cont.)

Force used against Hispanic females increased in 2018 by 5. Force against Hispanic males also increased, from 15 to 21 uses of force. Force used against black males increased from 57 uses of force in 2017 to 63 in 2018. Force against black females decreased from 18 in 2017, to 10 in 2018. Force against white females stayed the same in 2018 as in 2017 with 6, and force against white males increased from 15 in 2017, to 18 in 2018.

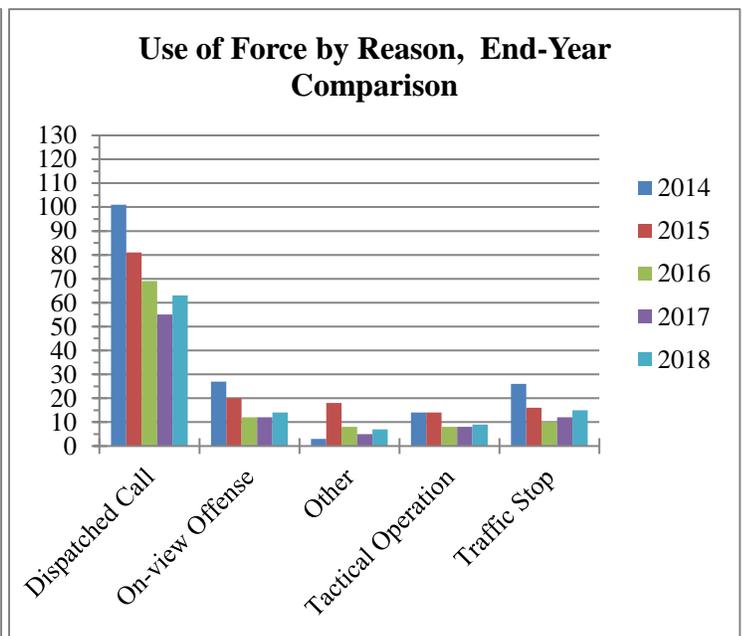
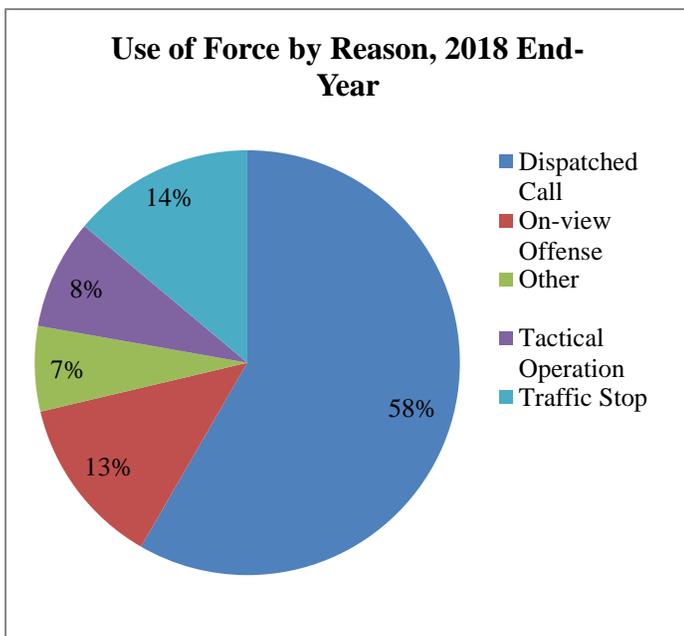


USE OF FORCE BY RACE AND SEX (Cont.)



USE OF FORCE BY REASON FOR CONTACT

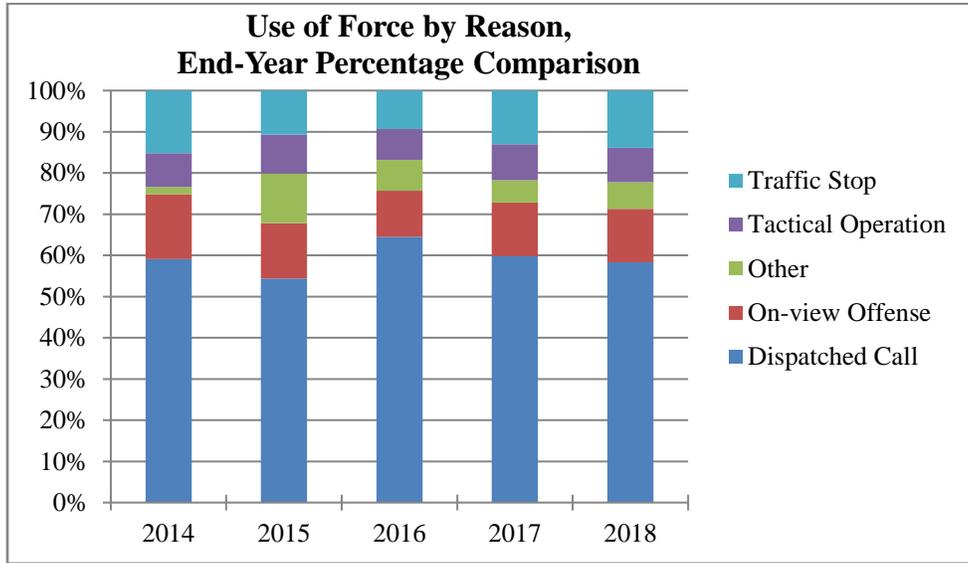
2018	Reason for Contact					Total Incidents
	Dispatched Call	On-view Offense	Other	Tactical Operation	Traffic Stop	
TRT, Tactical Response Team	0	0	0	9	0	9
Officers	63	11	7	0	15	96
Uses of Force	63	11	7	9	15	105



Traffic stops that led to a use of force showed a slight increase from 2017 to 2018, from 12 incidents to 15. Tactical operations increase from 8 in 2017 to 9 in 2018. Dispatched calls were still the primary reason for contact with an eventual use of force subject, and made up 58% of all use of force contacts. On-View and Traffic Stops made up 14% each and the 7 use of force contacts with an “Other” reason for contact included agency assists and other similar responses.

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.

USE OF FORCE BY REASON FOR CONTACT (Cont.)



USE OF FORCE – BODILY INJURY

INSTANCES WHERE PEACE OFFICERS USED PHYSICAL FORCE THAT RESULTED IN BODILY INJURY

Date of the Stop	Instance where P.O. Used Physical Force Resulting in Bodily Injury	Reason For the Stop	UF Record Number
3/10/2018	Subject was fighting with Officer. The Officer displaced suspect and took him to the ground. Suspect had a small scrape to the bottom right side of his face.	No working tail lamps.	18-UF-014
4/2/2018	Suspect was being placed under arrest for Public Intox. When the suspect broke free and punched the officer in the face 5 times. Officer's took suspect to the ground causing minor abrasions to the back.	Suspect was flailing his arms and yelling. Appeared to be in distress.	18-UF-019
5/11/2018	Subject was fighting with Officer. The Officer displaced suspect and took him to the ground. Suspect had a small scrape to the right knee and left elbow as a result of struggling with Officers.	Dispatched call regarding a mental patient.	18-UF-030

USE OF FORCE – BODILY INJURY (Cont.)

Date of the Stop	Instance where P.O. Used Physical Force Resulting in Bodily Injury	Reason For the Stop	UF Record Number
5/31/2018	Subject was fighting with Officer. Grabbed Officer's taser. Broke free and ran off, was caught and put into handcuffs. Complained of chest pain, checked out and released to Jailers.	Dispatched call. Unwanted person at the complex	18-UF-035
7/21/2018	Subject had a screwdriver, approached officer. Another officer deployed taser, ineffective. Another officer deployed the supersock which too, was ineffective.	Dispatched call. Suicidal person with a screwdriver	18-UF-053
7/29/2018	Subject stood up aggressively towards the officer. The subject was then brought to the ground where he struck his right eyebrow on the ground and suffered a small laceration to his right eyebrow.	Dispatched to 708 Eagle Pass St. for a disturbance.	18-UF-055
8/18/2018	While Subject was taken into custody, a fake fingernail she had was torn off, causing a minor injury that bled. Subject was not upset and advised that she did not want nor need medics.	Traffic Stop	18-UF-066

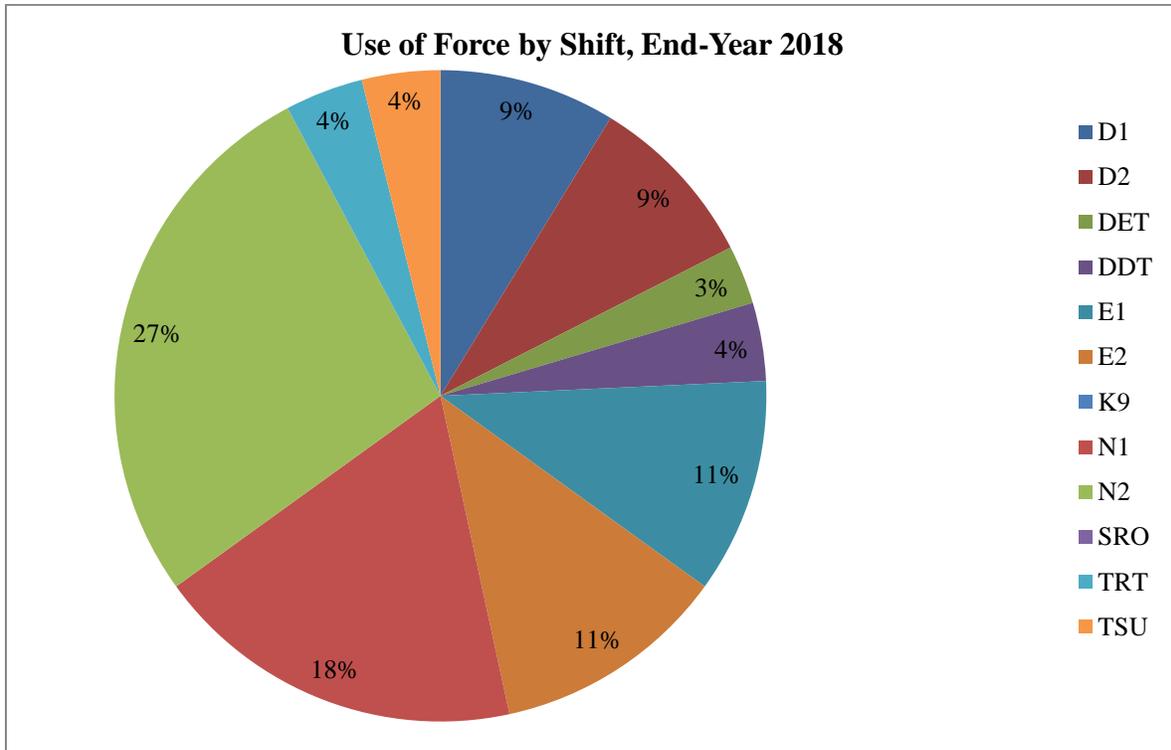
USE OF FORCE – BODILY INJURY (Cont.)

Date of the Stop	Instance where P.O. Used Physical Force Resulting in Bodily Injury	Reason For the Stop	UF Record Number
8/21/2018	Subject stood up aggressively towards the officer grabbing his arm & helmet, choking the Officer. With assistance from another officer, the subject was brought to the ground and sustained a cut on his lip, scratches & abrasions	Traffic Stop	18-UF-069
9/8/2018	Suspect sustained a cut on his lip, scratches and abrasions from the scuffle	Assisting Officer in restraining a violent subject at the emergency room.	18-UF-078
9/19/2018	Armed robbery suspect, evading police, was tased by Trooper. Medically cleared.	Traffic Stop	18-UF-079
10/2/2018	Suspect was aggressive with officers. Used leg-sweep to take him down causing a superficial cut to his right knee and above his right eyebrow.	Dispatched call for a disturbance	18-UF-083

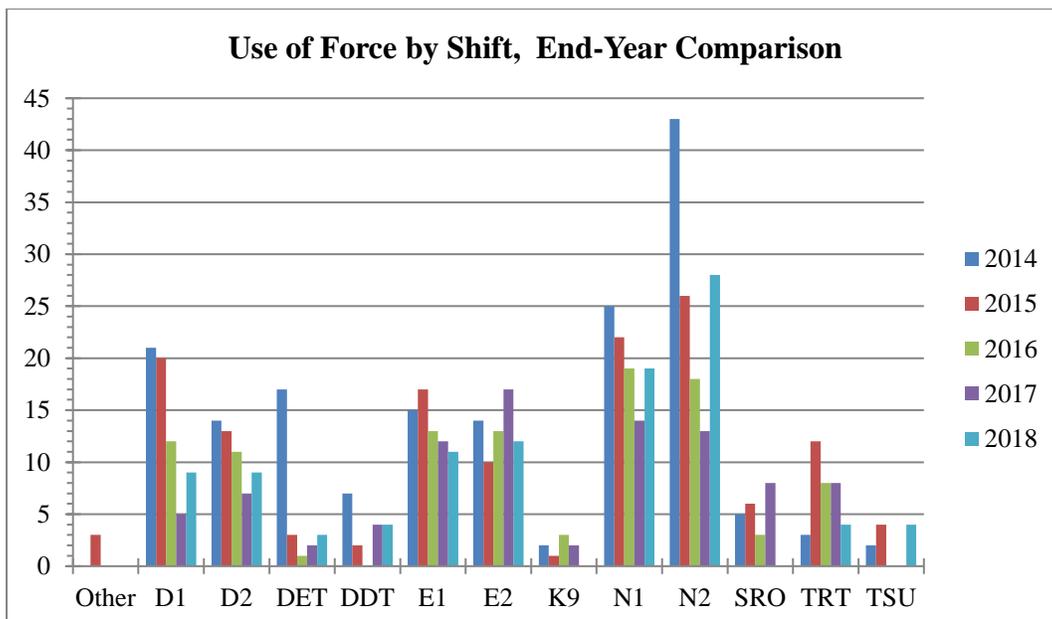
USE OF FORCE – BODILY INJURY (Cont.)

Date of the Stop	Instance where P.O. Used Physical Force Resulting in Bodily Injury	Reason For the Stop	UF Record Number
10/27/2018	Suspect, carrying a rifle with scope, refused commands. Deployed taser.	Dispatched call for a suspect with a gun.	18-UF-088
12/21/2018	Suspect was intoxicated, threw a punch at officer and then turned away to walk off. Officer then did an arm-bar take-down and handcuffed the suspect. A small laceration to the left side of his nose occurred.	Dispatched call for a suspect refusing to leave private property.	18-UF-099

FORCE BY SHIFT



Officers assigned to the Night Patrol Division – both night shifts, both evening shifts, and K9 units – accounted for 68% of all uses of force. Night 2 by itself accounted for 27% of all uses of force which nearly doubled from 2017. The amount of all Day Patrol Division officers combined (both day shifts, the School Resource Unit, and the Traffic Safety Unit) accounted for 21%. 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 an increase in force used, from 6 in 2017 to seven in 2018. Several officers were reassigned to different duties and teams in 2018, which may account for the change in numbers.



Use of Force 2018 Ethnicity

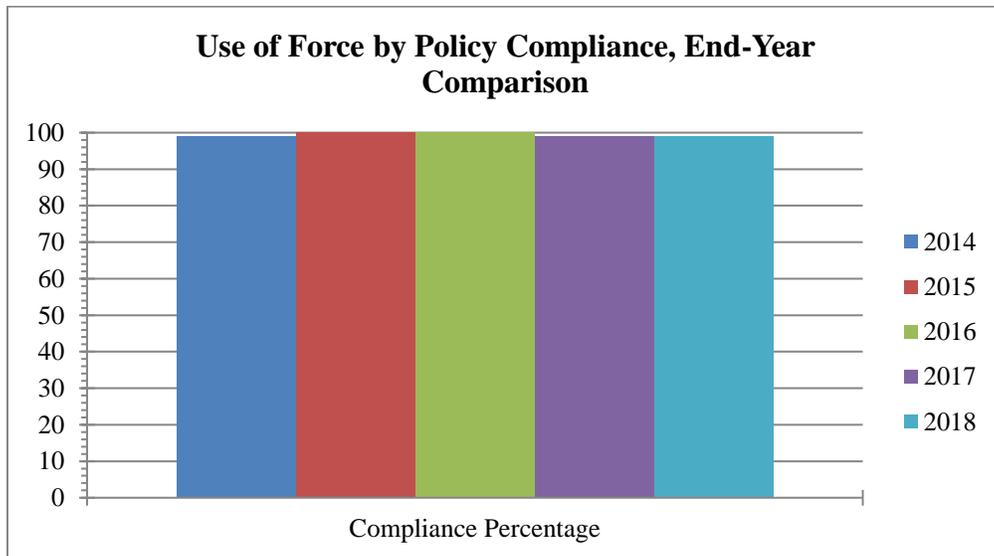
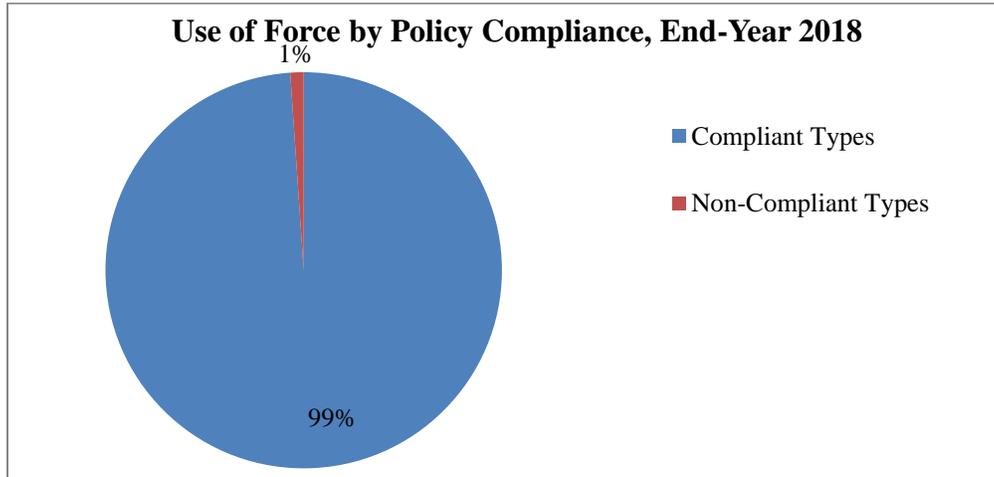
Sworn Personnel	White Non-Hispanic		Black Non-Hispanic		Hispanic-Latino any race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
	Firearm								
• Discharge									
• Number of Suspects Receiving Non-Fatal Injuries									
• Number of Suspects Receiving Fatal Injuries									
• Display only	9	2	29	4	9	5			58
EWC									
• Discharge			3						3
• Display only									0
Baton									0
Chemical /OC			1						1
Supersock/Pepperball			1						1
Weaponless	3		12	2	4	1			22
Handcuffed Subject without Arrest	6	4	23	4	8	2		1	48
Canine									
• Release Only									
• Release and Bite									
*Other	2		2						4
Total Uses of Force									
Total Number of Incidents Resulting in Officer Injury or Death									
Total Use of Force Arrests	11	2	33	2	10	1			59
Total Agency Custodial Arrests									5,269
Total Use of Force Complaints									0

Data Collection Period: January 1, 2018 through December 31, 2018

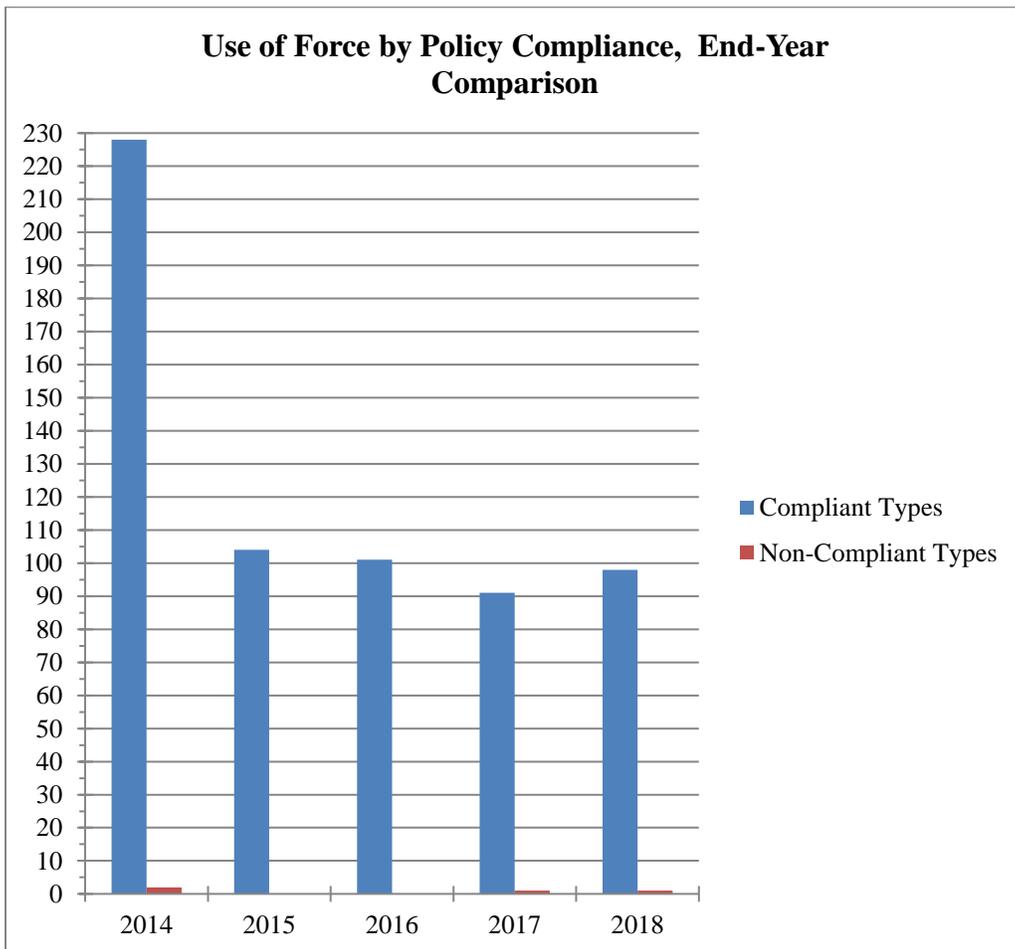
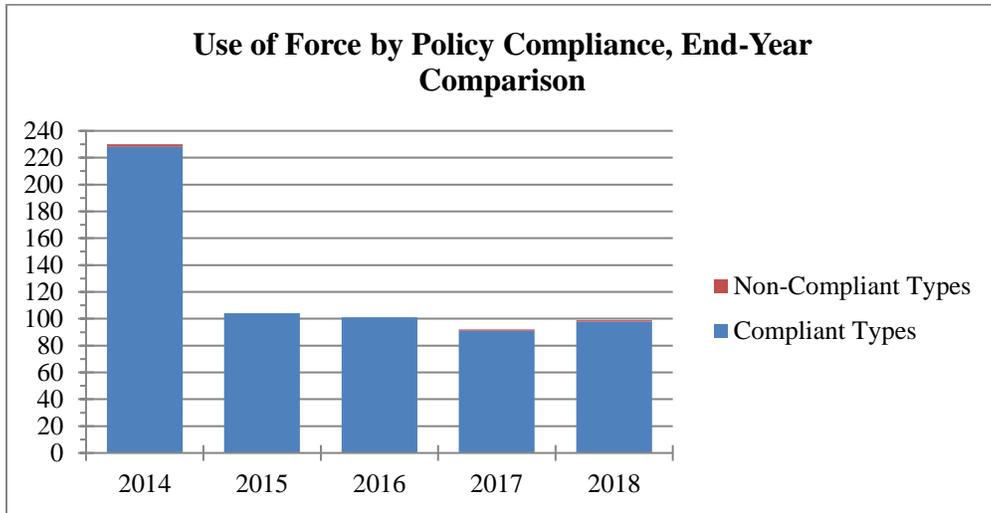
* **Other:** Takedown w/follow to the ground
Off-Balance Technique
Leg Sweep

USE OF FORCE BY POLICY COMPLIANCE

There was one Use of Force that were determined to be non-compliant with Bryan Police Department policy in 2018, which gives an overall policy compliance rate of 99%. This is the third time in 5 years that the Bryan Police Department has not been at 100% compliance. The other times were in 2014 where the department had two Uses of Force that were non-compliant and 2017 with one that was non-compliant.



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 .15% of all calls for service (including traffic stops) required a Use of Force Report in 2018. This is a significant decrease in Use of Force since 2016 and all but one were policy compliant for 2018.

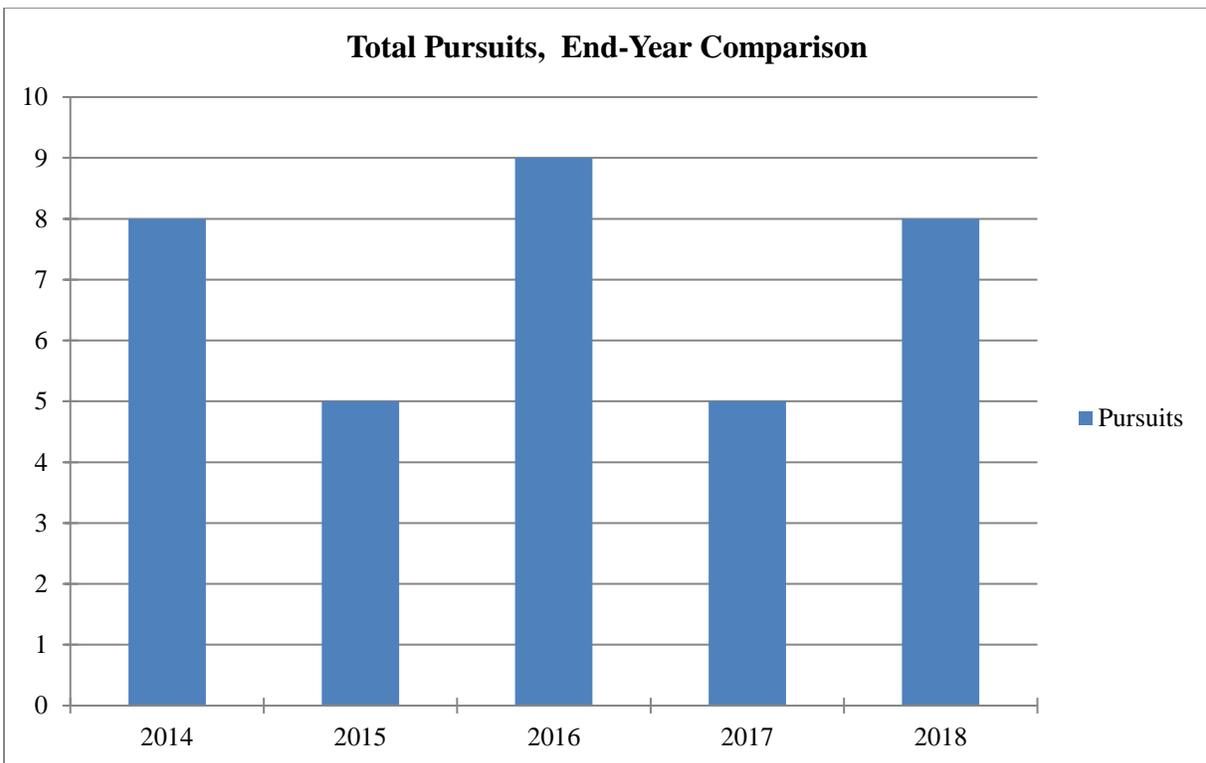
The Training Division continues to emphasize this during annual in-service, with training that focuses on not only firearms, but PPCT defensive tactics and realistic scenario training in which officers must correctly demonstrate officer safety skills, knowledge of the proper amount of control to exert, 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

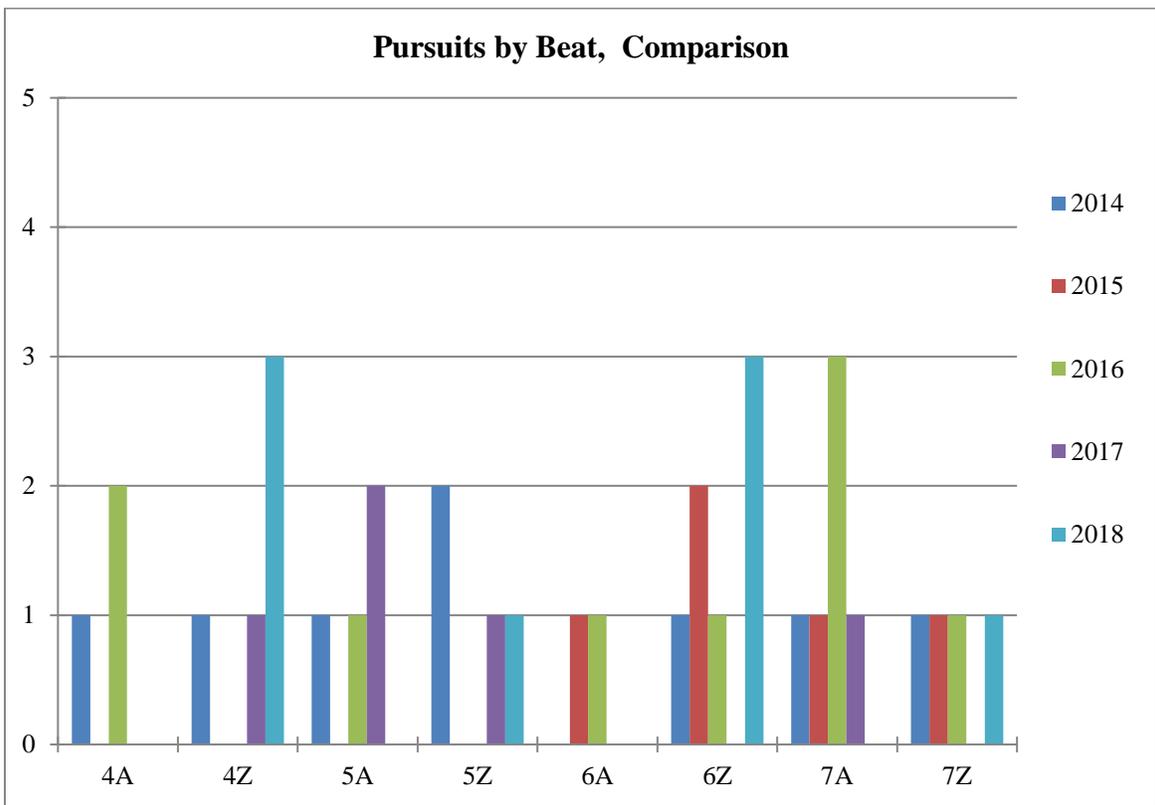
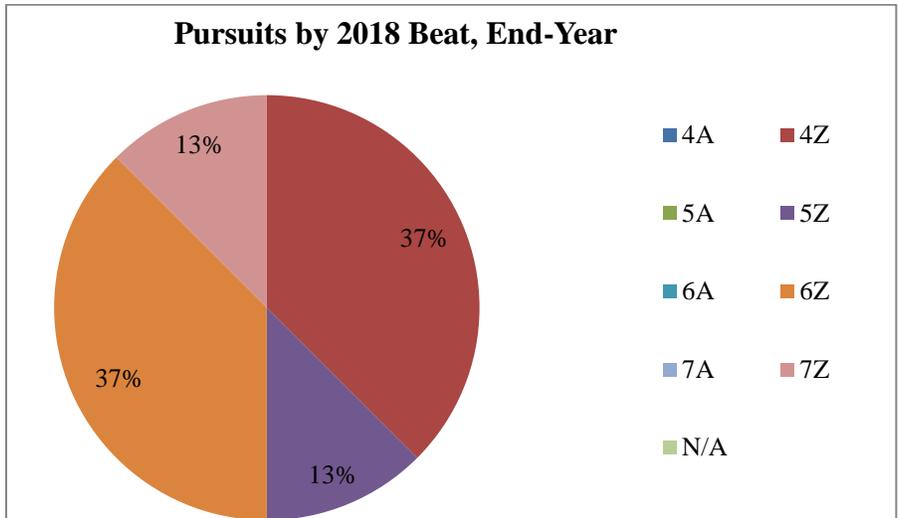
Record	Case	Reason for Beginning	Traffic (T) Felony (F) Misdemeanor (M)	Reason for Ending	Injuries or Damage	Charges Against Subject	Policy Compliant
Date							
18-VP-001	18-0100513	Suspect of DWI; Drove into on-coming traffic	Felony	Suspect 's vehicle came to a stop	None	DWI with priors, Fleeing	Yes
1/14/2018							
18-VP-002	18-0601045	Vehicle was reported to have a female kidnap victim inside. Vehicle evaded from me during a traffic stop.	Felony	Lost visual contact with the suspect vehicle.	None	Evading, Felony Warrant, DWLI, Assault, Possession.	Yes
6/25/2018							
18-VP-003	18-0501086	Suspicion of DWI	Traffic	Vehicle was driving too recklessly	None	Evading	No
5/26/2018							
18-VP-004	18-0701074	Disturbance w/awepoon and a possible rape.	Felony	Violator finally came to a stop.	None	Evading Veh & DWLI; Warrants & Class C Assault; Warrants & Public Intoxication	Yes
7/29/2018							
18-VP-005	18-0800662	Suspect with multiple Felony warrants	Felony	Suspect's vehicle crashed into a parked car.	None	Evading, Multiple Felony Warrants	No
8/18/2018							
18-VP-006	18-0800774	Assist CSPD with TDD on intoxicated driver.	Traffic	Suspect left the City limits of Bryan and went back into College Station	None	Evading in vehicle	Yes
8/21/2018						UUMV	
		DWI					
		(Charges filed with CSPD)					

VEHICULAR PURSUITS (Cont.)

Record	Case	Reason for Beginning	Traffic (T) Felony (F) Misdemeanor (M)	Reason for Ending	Injuries or Damage	Charges Against Subject	Policy Compliant
Date							
18-VP-007	18-0900836	Initiated a traffic stop on a vehicle with suspected armed robber	Traffic	Suspect stopped vehicle at dead end, exited the vehicle and evaded on foot.	None	Aggravated Robbery, Evading Arrest in Motor Vehicle, Evading Arrest.	Yes
9/20/2018							
18-VP-008	18-1100326	Initiated a traffic stop on a vehicle with suspected intoxicated driver.	Traffic	Suspects vehicle came to a stop at suspect's home address	None	Evading	Yes
11/8/2018						DWI	
						Resisting	

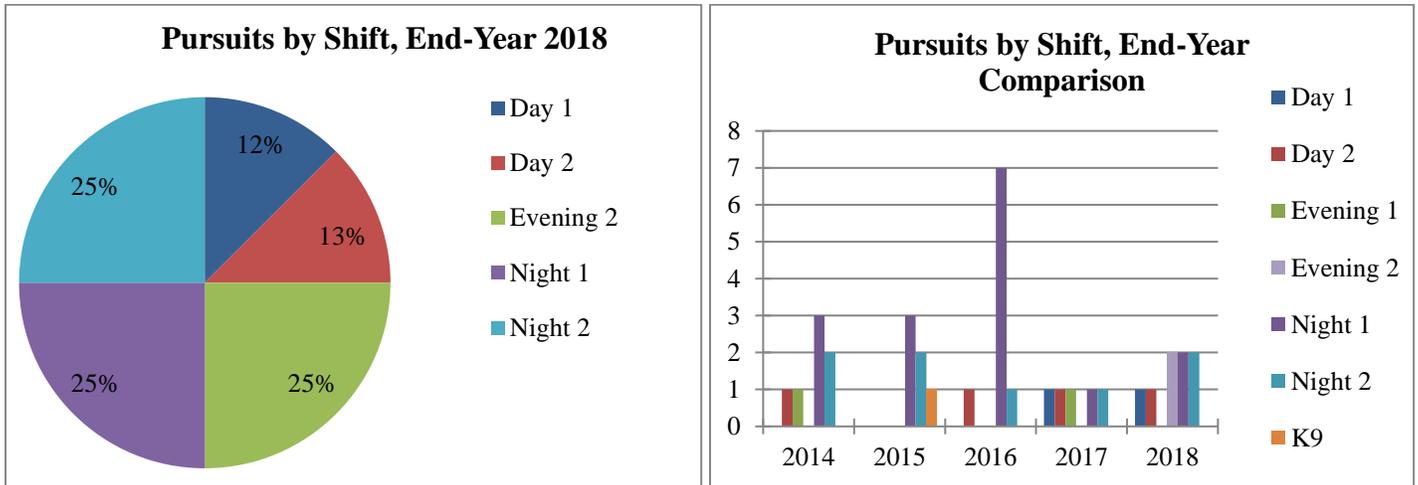


PURSUITS BY BEAT



In 2018, Two out of the eight pursuits ended outside of the beat in which they were began. The charts depict only the beat in which a pursuit was initiated.

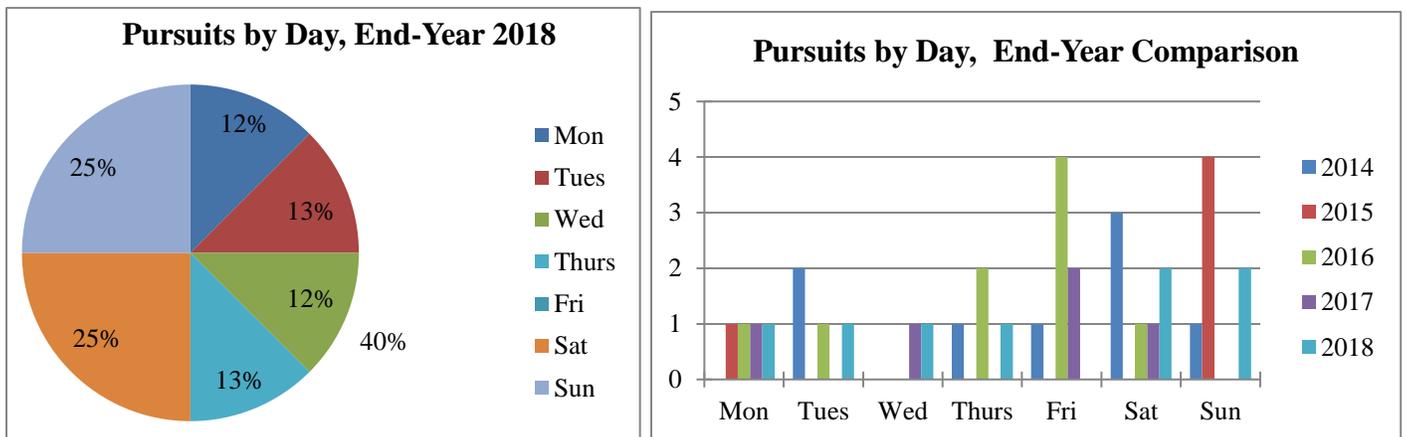
PURSUITS BY OFFICER ASSIGNMENT



Officers working five different shifts were responsible for initiating the eight pursuits in 2018. The patrol officers initiated pursuits in response to suspected DWI offenses, warrants 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 2018, and that throughout the years officers in those positions have engaged in pursuits most often.

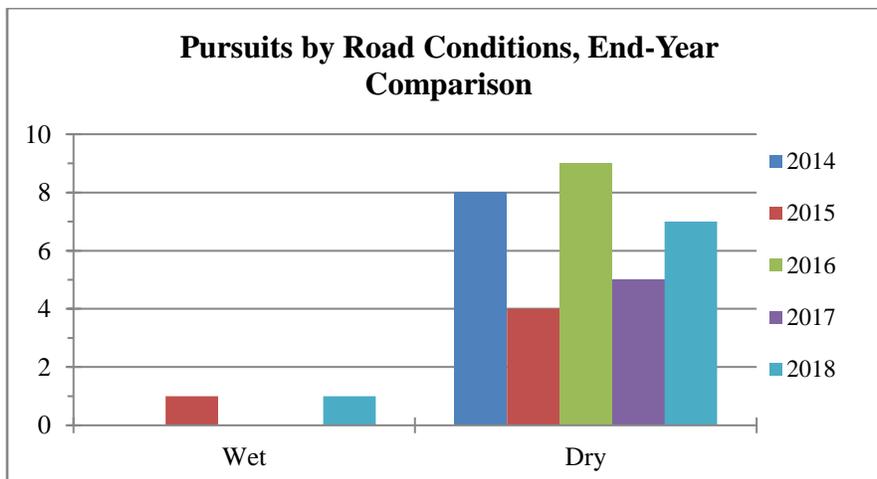
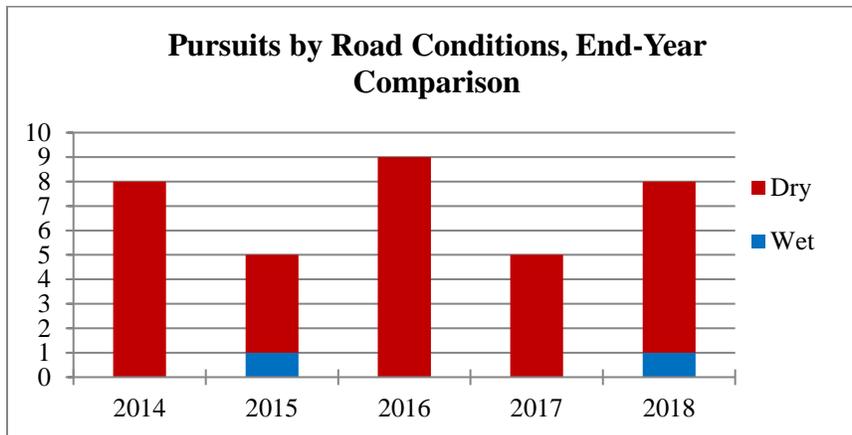
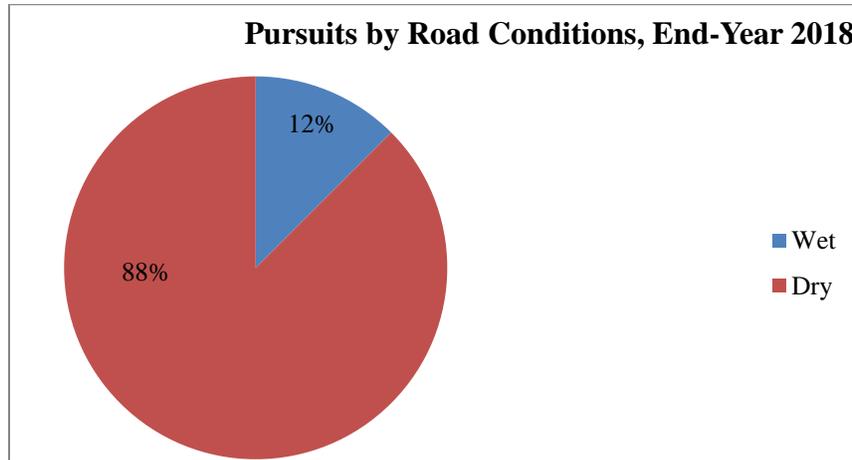
PURSUITS BY DAY OF THE WEEK

In 2018, two out of the eight pursuits occurred on Saturday and two on Sunday, during times more prone to DWI incidents. The others on Monday, Tuesday, Wednesday and Thursday. The trend continues, however, of most pursuits within the past five years occurred during times in which DWI drivers are more likely to be on the road and therefore pursued by police.

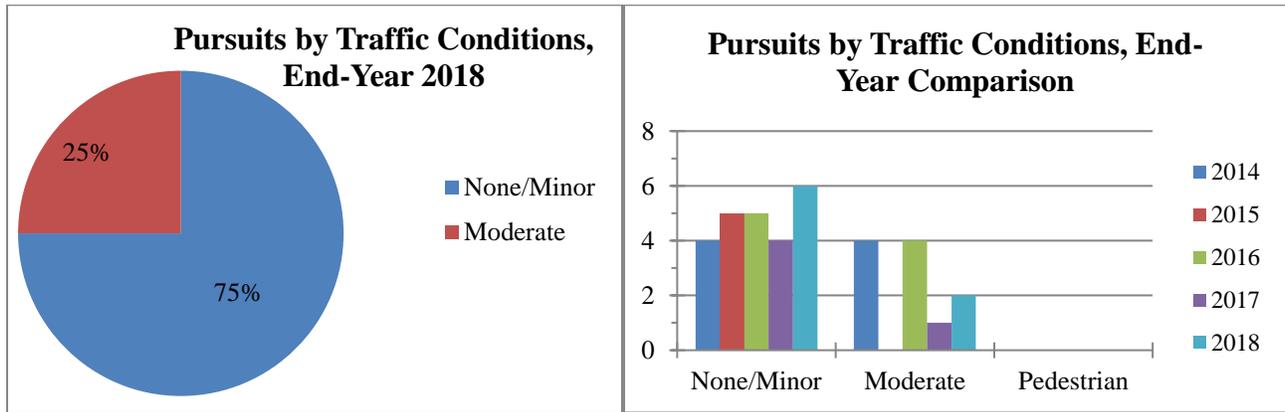


PURSUITS BY ROAD CONDITIONS

Of the eight pursuits in 2018, seven pursuits took place on dry roadways.

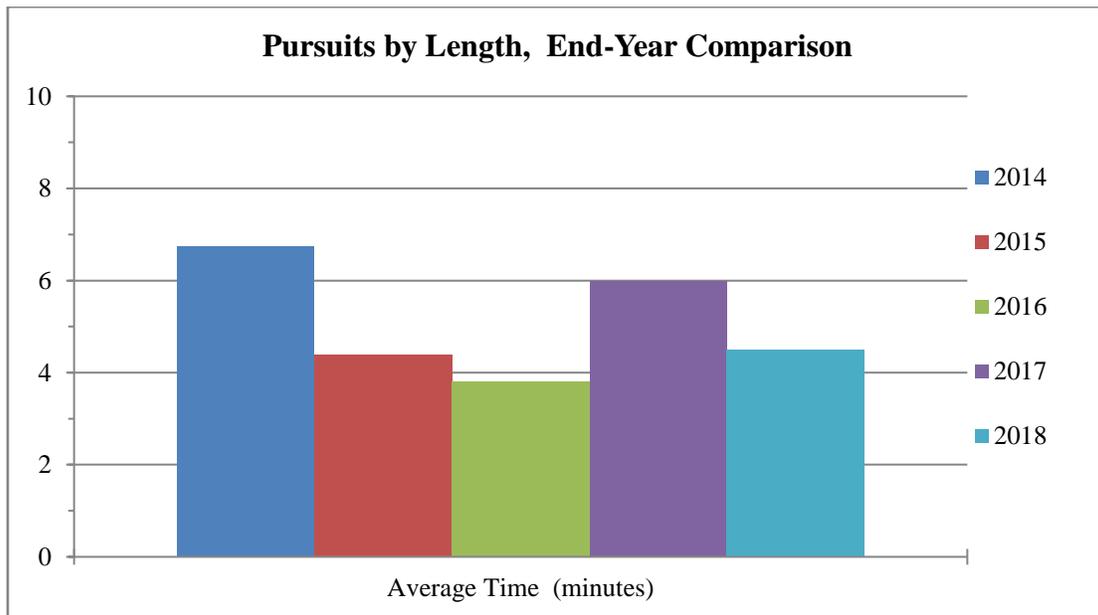


PURSUITS BY TRAFFIC CONDITIONS



All of the pursuits in 2018, 75% listed the traffic conditions as “none/minor and 25% listed as Moderate.

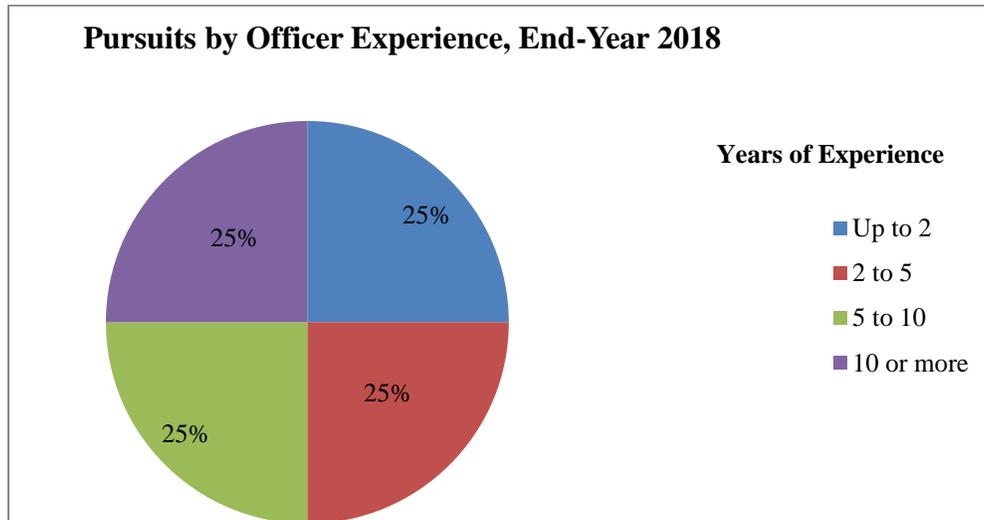
PURSUITS BY LENGTH



The average length of all eight pursuits in 2018 was 4.6 minutes. Three of the pursuits lasted for one minute or less, with one pursuit lasting 22 minutes. With the longest pursuit taken out, however, the average time for pursuits in 2018 drops to less than three minutes. This is much more comparable to average pursuit length in previous years.

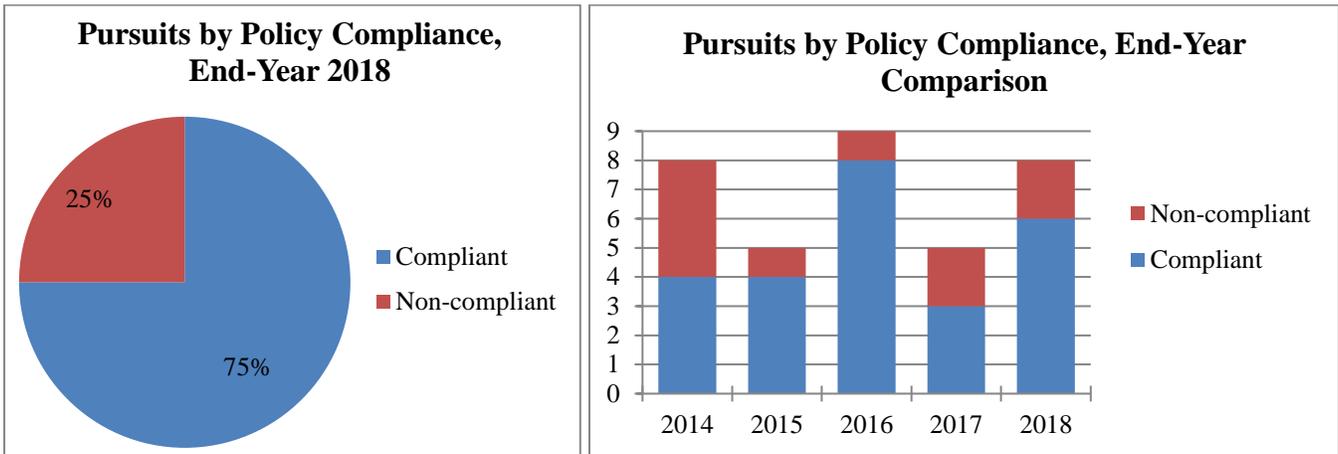
PURSUIITS BY OFFICER EXPERIENCE

The officers who initiated pursuits in 2018 averaged 7.8 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 10 years. Officer experience did not necessarily correlate to whether or not a pursuit was policy compliant.

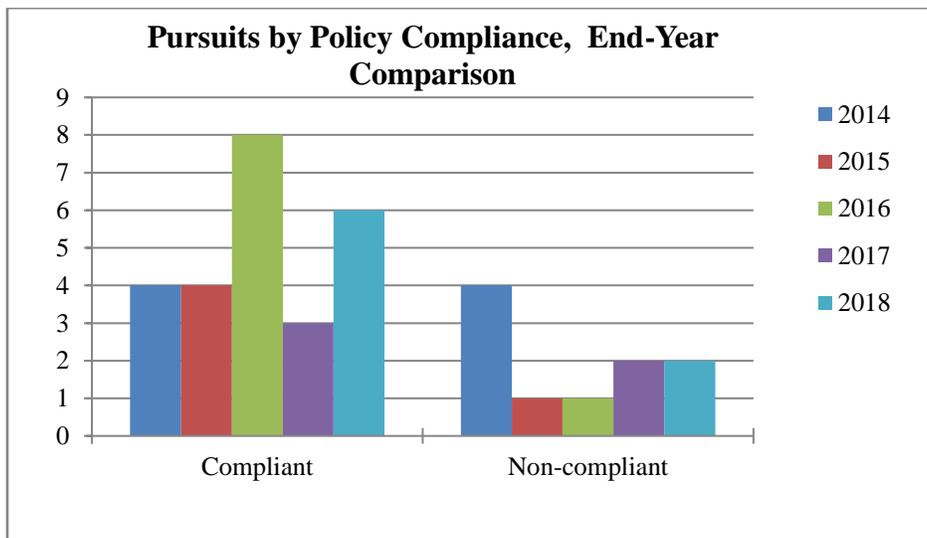


PURSUITS BY POLICY COMPLIANCE

Two out of the eight pursuits in 2018 were in violation of Bryan Police Department policy. The first non-compliant pursuit was initiated when suspicion of DWI vehicle stopped at a red light proceeded to drive through it and then sped up. The pursuit was terminated after the driver of the vehicle sped up to unsafe limits. The involved officer received training and review of the pursuit policy. The second non-compliant pursuit was initiated when the officers was notified that the suspect had multiple felony warrants. The pursuit was terminated when the suspect crashed the vehicle. The officer involved in this pursuit received training of the pursuit policy. 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.



PURSUITS 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 2018 Review of General Order, 04-04.3, Emergency Operation and Pursuit, was conducted on March 1, 2018 by Professional Standards Lieutenant Maynard. 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 increased in 2018. In 2017 there were 5 vehicular pursuits and 3 of these pursuits were determined to be compliant. At time of review, there were eight vehicular pursuits in 2018. All but two were compliant with policy and procedures. Vehicular Pursuit 18-0501086 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 training would be given as disciplinary action. Vehicular Pursuit 18-0800662 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 training would be given as disciplinary action. All pursuits were video-taped. Intoxication factors existed in four. One consisted of suspected robbery. One was a disturbance with a weapon, one was a suspected kidnapping and one was a suspected felon. 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 2018 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.