



Bryan Police Department

# Professional Standards Division

## 2021 End-Of-Year Report

01/01/21 – 12/31/21

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



Prepared by Viki Rosprim, PSD Clerk  
April 1, 2022

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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 as 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, 2020 through December 31, 2020. 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 R. Valentino: 3 uses of force

21-UF002

21-UF008

21-UF066

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

Example: Officer R. Valentino: 5 uses of force

21-UF002

D. Fairbanks

J. Barrymore

21-UF008

H. Lloyd

21-UF066

J. Gilbert

G. Cooper

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

Example: Officer R. Valentino: 7 uses of force

21-UF002

D. Fairbanks

Firearm Pointed at Subject

J. Barrymore

Firearm Pointed at Subject

Handcuffed Subject Without Arrest

21-UF008

H. Lloyd

Empty Hand Control

21-UF066

J. Gilbert

Taser

Baton

G. Cooper

Handcuffed Subject Without Arrest

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Methods of Calculation

## FORMAL COMMENDATIONS

Record	Award Date	Employee(s)	Formal Type	Nominating Party
21-CM-001	3/8/2021	Derrick McKethan	Life Saving Citation	Sgt. Kilgore
21-CM-002	4/28/2021	Liam Stewart	Departmental Coin	Sgt. Hines
21-CM-003	5/20/2021	Steven Brown	Meritorious Service Citation	Sgt. Fleming
21-CM-004	5/20/2021	Gabriel Alvarez	Medal of Valor	Sgt. Fleming
21-CM-005	5/20/2021	Randell Hall	Police Commendation	Lt. R. Johnson
		Michael Kneese		
		Corbin Seawell		
21-CM-006	5/24/2021	Greg Falcon	Departmental Coin	Sgt. Kilgore
		Will Fleming		
		Michael Hubbard		
		Jeff Mishler		
		Andrew Pouland		
		Ron Stautzenberger		
21-CM-007	5/25/2021	Gabriel Alvarez	Life Saving Citation	Lt. R. Johnson
		Andrew Baldwin		Sgt. Bailey
		Franklin Beardsley		Sgt. Fleming
		Steven Brown		Sgt. Fleming
		Alexander Gonzales		Sgt. Bailey
		Christopher Gray		Sgt. Ruebush
		Craig Meyer		Sgt. Fleming
		Kenneth Moore		Sgt. Fry
		Sarah J. Popham		Sgt. Bailey
		Brendt Snyder		Sgt. Ruebush
		Michael Watson		Sgt. Fleming
21-CM-008	6/1/2021	Marshal Field	Departmental Coin	Beau Wallace
		Jose Gallardo		
		Dustin Seelig		
		Brian Maynard		
		Kyle Seivert		
		Scott Jones		
		Austin Stearns		
		Beau Wallace		

## FORMAL COMMENDATIONS (Continued)

Record	Award Date	Employee(s)	Formal Type	Nominating Party
21-CM-009	6/11/2021	Triston Lawrence	Police Commendation	Sgt. Nunn
21-CM-010	10/13/2021	Lucas Greenawalt Steven Laughlin Trent Meckel	Police Commendation	Lt. R. Johnson
21-CM-011	10/16/2021	Marcelo Maldonado	Departmental Coin	Sgt. Stearns
21-CM-012	11/12/2021	Andrew Klatt	Police Commendation	Sgt. Guzman
21-CM-013	12/18/2021	Sgt. Scott Jones	Challenge Coin	Lt. James Murphy
		Sgt. Austin Stearns		
		Sgt. Bryan Ruebush		
		Dustin Seelig		
		Jose Gallardo		
		Najee Watson		
		Nancy Arriaza		
		David Dirks		
		Anthony Gebhardt		
21-CM-014	12/18/2021	Sgt. Nunn	Challenge Coin	Lt. James Murphy
		Sgt. Hines		
		Liam Stewart		
		Matthew Wurzbach		
		Andrew Klatt		
		Felipe Lopez		
		Patrick Bailey		
		Alex Tran		

## INFORMAL COMMENDATIONS

Record Number	Award Date	Employee	Informal Type	Nominating Party
2021-001	1/4/2021	Jeffrey Mishler	Professionalism	Ronald Dold
2021-002	1/14/2021	Caleb Sanders	Professionalism	George Sepulveda
2021-003	1/27/2021	Chris Gray	Professionalism	Pui Ki Chan
2021-004	2/7/2021	Andrew Pouland	Professionalism	Bryer Stubblefield
2021-005	2/12/2021	Nathan Hayley	Professionalism	Wanda Wieland
2021-006	2/22/2021	Jose Gallardo	Professionalism	Thomas Weber
		Kyle Seivert		
2021-007	2/26/2021	Chase McConnell	Professionalism	Lt. Thomas Brown; CSPD
2021-008	3/24/2021	Adam Harris	Professionalism	Alma Lopez
2021-009	5/14/2021	Austin Stearns	Professionalism	Juan Rodriguez
2021-010	6/7/2021	Ethan Bowers	Professionalism	Evelyn Kay Cardin
2021-011	6/23/2021	David Blackburn	Professionalism	Mr. & Mrs. Roberts
2021-012	6/25/2021	Ryan Bona	Professionalism	Manuel Aguilar; BVCASA
		Edmund Christian		
		Billy Yoder		
2021-013	7/27/2021	Triston Lawrence	Professionalism	Mayte Salazar Garza
2021-014	8/27/2021	Rod Hovey	Professionalism	Larry Johnson
		Scott Helms		

## INFORMAL COMMENDATIONS (Cont.)

Record Number	Award Date	Employee	Informal Type	Nominating Party
2021-015	8/27/2021	Brendt Snyder	Professionalism	Nicole Lamb
2021-016	9/16/2021	David Johnson	Professionalism	Billy Couch; Chief of Police-College Station
2021-017	9/17/2021	David Blackburn	Professionalism	James Nash
2021-018	10/19/2021	Bryan Ruebush	Professionalism	Emily Watson
		Anthony Gebhardt		
2021-019	10/22/2021	Franklin Beardsley	Professionalism	Moriah Gasaway
2021-020	11/1/2021	Brady Rockett	Professionalism	Det. Patricia Marty; CSPD
		Jamie Harvey		
		Stacey Dowling		
2021-021	11/11/2021	Chris Supak	Professionalism	Paula Soto
2021-022	12/3/2021	Bryan Hovey	Professionalism	Donna Neal
		Mike Houk		
2021-023	12/17/2021	Triston Lawrence	Professionalism	Janna Perez-Cantu
2021-024	12/22/2021	David Blackburn	Professionalism	Tamara Dugan

## CLASS I COMPLAINTS

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
21-CI-001	1/6/2021	External	GO: 01-05.17 III; Use of Force	Exonerated	None
21-CI-002	3/21/2021	Internal	GO: 01-05.18 Use of Force III;	Sustained	Written Reprimand
			GO: 01-05.18, IV Regulations, Section D-Use of Force Regulations-Degree of Force	Sustained	Written Reprimand; Defensive Tactics Training
21-CI-003	3/26/2021	External	GO: 04-29.5 III Biased Based Profiling	Unfounded	None
	3/26/2021		GO: 04-29.5 III Biased Based Profiling	Unfounded	None
21-CI-004	9/3/2021	Internal	GO: 03-18.6 Code of Conduct III, (D) (2): Alcohol/Substance Abuse;	Sustained	Officer Resigned Prior at the end of Investigation.
			GO: 03-18.6 Code of Conduct III, (G) (9): Limitation of Conduct	Sustained	
			Ch. 143-Texas Local Government code Subchapter D. Sec. 143.051 Cause for Removal or Suspension	Sustained	
			COB Civil Service Commission Rules, Sub Ch. D, Sec. 143.051 Cause for removal or Suspension	Sustained	
			Texas Penal Code 49.04	Sustained	Arrested

## 2021 Class I Allegations Summary

Alleged Violation (Class I Complaints)	Investigation Results										Total Allegations
	Unf.		N.S.		Ex.		Sus.		N/A		
Complaint Source:	Int.	Ext.	Int.	Ext.	Int.	Ext.	Int.	Ext.	Int.	Ext.	
Biased Based Profiling		1									1
Alcohol/Substance Abuse							1				1
Limitation of Conduct							1				1
Texas Local Government: Cause for Removal or Suspension							1				1
COB: Civil Service Rules, Cause for Removal or suspension							1				1
Use of Force						1	2				3
Total	0	1	0	0	0	1	6	0	0	0	8

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
21-CII-001	1/7/2021	Internal	GO: 03-18.4 G 8 a,b,c,d,e,f Code of Conduct; Conduct prejudicial to good order; Competent Discharge of duties.	Sustained	Written Reprimand
21-CII-002	1/11/2021	Internal	COB Fleet Safety Policy: Motor Vehicle Equipment Operating Rules (6).	Sustained	Written Reprimand
			GO: 04-03.9 III Routine Operations and Maintenance of Vehicles.		
21-CII-003			Case Number Issued in Error		
12-CII-004			Case Number Issued in Error		
21-CII-005	1/15/2021	Internal	GO: 03-18.5 Code of Conduct, III G 8; Competent Discharge of Duties.	Sustained	Oral Reprimand
	1/15/2021		GO: 03-18.5 Code of Conduct, III G 8; Competent Discharge of Duties.	Sustained	Oral Reprimand
	1/19/2021		GO: 03-18.5 Code of Conduct, III G 8; Competent Discharge of Duties.	Sustained	Written Reprimand
21-CII-006	1/20/2021	Internal	GO: 03-18.5 Code of Conduct, II G 8; Competent Discharge of Duties.	Sustained	Written Reprimand
21-CII-007	1/22/2021	Internal	COB Ch. 8 Standards of Conduct; Failure to exercise appropriate judgment. Failure to observe and follow Policies.	Sustained	Written Reprimand

## CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
21-CII-008	1/29/2021	Internal	GO: 04-03.9 III Routine Operations and Maintenance of Vehicles. COB Fleet Safety Policy: Motor Vehicle Equipment Operating Rules (6)	Sustained	Written Reprimand
21-CII-009	2/3/2021	Internal	GO: 03-18.5 II G 8 f; Code of Conduct, Competent Discharge of duties; Supervisory guidance and/or direction.	Sustained	Oral Reprimand
21-CII-010	1/7/2021	External	GO: 03-18.5 III G 11 Confidential Information	Sustained	Oral Reprimand
	1/7/2021		GO: 03-18.5 Code of Conduct, III. Regulations, G. Limitations of Conduct, 8. Competent Discharge of Duties	Sustained	Oral Reprimand
21-CII-011	1/23/2021	Internal	GO: 04-04.3 IV B 1,2 Emergency Operations of Vehicle	Sustained	Oral Reprimand
21-CII-012	2/9/2021	External	GO: 03-18.5 III G 14 Limitations of Conduct	Unfounded	Informal Counseling
			GO: 04-17.3 IV A 1 a Interviews and Interrogations	Unfounded	Informal Counseling
21-CII-013	2/9/2021	Internal	GO: 08-10.4 Body-worn Video Recording While on Duty.	Sustained	Formal Counseling

## CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
21-CII-014	2/28/2021	Internal	GO04-04.3 IV,C,1; Vehicular pursuit	Sustained	Written Reprimand
			GO: 04-04.3 VA1; Emergency Operations	Sustained	Oral Reprimand
21-CII-015	2/27/2021	Internal	GO: 01--06.5 IV B 5; Personal property of the Arrestee.	Sustained	Oral Reprimand
21-CII-016	3/8/2021	Internal	GO: 03-18.5 III G 8 F; Code of conduct, Competent Discharge of Duties; Supervisory guidance/direction	Sustained	Written Reprimand
21-CII-017	03/13/2021	External	GO: 03-18.5 III B; Code of Conduct; Employee Declaration of Ethics.	Sustained	Oral Reprimand
21-CII-018	3/23/2021	Internal	GO: 04-24.2 IV, C, 1-4 Family Violence Written Report	Sustained	Oral Reprimand
21-CII-019	3/23/2021	Internal	GO: 03-18.5 II G 8; Code of Conduct, Competent Discharge of duties	Not sustained	N/A
			GO: 03-18.5 II G 8; Code of Conduct, Competent Discharge of duties	Not sustained	N/A
21-CII-020	3/31/2021	Internal	GO: 01--06.5 IV B 4; Personal property of the Arrestee.	Sustained	Oral Reprimand
21-CII-021	4/3/2021	Internal	GO: 01-06.5 Arrest; Failing to properly secure an arrestee's personal property	Sustained	Oral Reprimand
21-CII-022	3/31/2021	Internal	GO: 08-05.4 III B Collection & Preservation of Property & Evidence	Sustained	Oral Reprimand
			GO: 03-18.5 III G 8 a-f Code of Conduct	Sustained	Oral Reprimand

## CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
21-CII-023	4/15/2021	External	GO: 08-10.6 V D 4; In-car & Body-worn Video Management, Procedures, Activation & Deactivation of cameras, In compliance with Ch. 1701 of the Texas Occupations Code.	Sustained	Written Reprimand
21-CII-024	4/22/2021	Internal	GO: 03-34.5 IV, D,3,b Eyewitness Identification Procedures; Administration; Instruct Witness.	Sustained	Written Reprimand
21-CII-025	5/3/2021	Internal	GO: 03-18.5 III, G8 a-f. Code of Conduct, Competent Discharge of Duties	Sustained	Oral Reprimand
21-CII-026	5/5/2021	Internal	GO: 04-04.3 V,A 1-2; Emergency Operation & Pursuit	Sustained	Written Reprimand
21-CII-027	5/5/2021	Internal	GO: 03-12.6 IV,B Secondary Employment	Sustained	Written Reprimand
			GO: 03-18.5 III, G; Code of Conduct, Absent without proper leave.	Sustained	Written Reprimand
21-CII-028	5/7/2021	Internal	GO: 03-18.5 III, G; 30 Code of Conduct	Sustained	Oral Reprimand
21-CII-029	5/17/2021	Internal	GO: 04-04.3 IV,D, V,A 2 b-c; Emergency Operation and Pursuit	Sustained	Oral Reprimand
			GO: 04-04.3 IV,D, V,A 2 b-c; Emergency Operation and Pursuit	Sustained	Oral Reprimand

## CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
21-CII-030	6/6/2021	External	GO: 01-05.17 Use of Force, III	Unfounded	N/A
21-CII-031	6/8/2021	Internal	GO: 03-18.5 G 1; Absent without Proper Leave	Sustained	Written Reprimand
21-CII-032	6/10/2021	Internal	GO: 03-18.5 III, G8 a-f. Code of Conduct, Competent Discharge of Duties	Sustained	Oral Reprimand
				Sustained	Oral Reprimand
21-CII-033	6/22/2021	Internal	GO: 03-12.6 Secondary Employment V.G.3.e Failure to work off-duty Job	Sustained	Oral Reprimand; 30 day suspension Off-Duty Jobs.
21-CII-034	6/16/2021	Internal	GO: 03-18.5 III G 9; Code of Conduct, Personal conduct	Exonerated	N/A
			GO: 03-18.5 III G 17; Code of conduct, Discrimination	Unfounded	N/A
21-CII-035	7/21/2021	Internal	GO: 03-18.5 III, G8 a,b,e. Code of Conduct, Competent Discharge of Duties	Sustained	Oral Reprimand
	7/21/2021		GO: 04-04.3 V,F,1,b; Emergency Operations & Pursuit; Supervisor Responsibilities (41.2.2f)(7.13)	Sustained	Oral Reprimand
	7/21/2021		GO: 04-04.3 V,F,1,b; Emergency Operations & Pursuit; Supervisor Responsibilities (41.2.2f)(7.13)	Sustained	Oral Reprimand
21-CII-036	8/18/2021	External	GO: 03-18.5; III,G,23 - Code of Conduct, False Statements, Records.	Unfounded	N/A
21-CII-037	7/27/2021	Internal	GO: 03-12.6 Secondary Employment V.G.3.e Failure to work off-duty Job	Sustained	Oral Reprimand
21-CII-038	7/23/2021	Internal	GO: 03-18.5, G, 36: Punctuality	Sustained	Oral Reprimand

## CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
21-CII-039	7/24/2021	Internal	GO: 04-04.3 Emergency Operation and Pursuit. IV	Sustained	Oral Reprimand
	7/23/2021		GO: 04-04.3 Emergency Operation and Pursuit. IV	Sustained	Oral Reprimand
	7/24/2021		GO: 04-04.3 Emergency Operation and Pursuit. IV	Sustained	Oral Reprimand
21-CII-040	8/17/2021	External	GO: 03-18.5 II,G,14; Courtesy	Exonerated	N/A
	8/17/2021		GO: 03-18.5 II,G,8; Competent Discharge of Duties	Exonerated	N/A
	8/17/2021		GO: 03-18.5 II,G,14; Courtesy	Exonerated	N/A
	8/17/2021		GO: 03-18.5 II,G,8; Competent Discharge of Duties	Exonerated	N/A
21-CII-041	8/11/2021	Internal	GO: 03-12.6 Secondary Employment V.G.3. a-e; Failure to work off-duty Job	Sustained	Oral Reprimand; 30 day suspension Off-Duty Jobs.
21-CII-042	8/16/2021	Internal	GO: 08-10.6 V,D,1&4; Mobile Video & Audio Management - BWC	Sustained	Oral Reprimand
21-CII-043	8/6/2021	Internal	GO: 03-18.4 G,8; Competent Discharge of Duties	Exonerated	N/A

## CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
21-CII-044	8/16/2021	Internal	GO: 04-03.9 III; Routine Operations & Maintenance of Vehicles	Sustained	Oral Reprimand
21-CII-045	8/24/2021	Internal	GO: 03-18.6; III,G,36 - Punctuality	Sustained	Written Reprimand
21-CII-046	8/24/2021	Internal	GO: 08-04.4; IV,E,6 - Agency-Owned Property/Equipment	Sustained	Written Reprimand
			GO: 08-04.4; IV,E,6 - Agency-Owned Property/Equipment	Sustained	Oral Reprimand
21-CII-047	8/27/2021	Internal	GO: 01-05.18; V,C,3,d - Use of Force - Officers will not discharge a firearm recklessly.	Sustained	Oral Reprimand
21-CII-048	10/1/2021	Internal	GO: 04-03.9 III Routine Operations & Maintenance of Vehicles	Sustained	Oral Reprimand
21-CII-049	10/14/2021	Internal	GO: 03-12.6 Secondary Employment V.G.3.e Failure to work off-duty Job	Sustained	Written Reprimand; 120 days suspension Off-Duty Jobs
21-CII-050	10/26/2021	Internal	GO: 01-06.5 Arrest; Failing to properly secure an arrestee's personal property	Sustained	Written Reprimand
21-CII-051	10/20/2021	Internal	GO: 04-14.2 Preliminary & Follow-Up Investigations	Sustained	Oral Reprimand
21-CII-052	10/29/2021	Internal	GO: 08-10 Mobile Video & Audio Mgt, V D	Sustained	Oral Reprimand
21-CII-053	11/5/2021	Internal	GO: 04-12.1, III A 3; Significant Events, Procedures	Sustained	Oral Reprimand
21-CII-054	11/10/2021	Internal	GO: 03-12.6 Secondary Employment V.G.3.e Failure to work off-duty Job	Sustained	Written Reprimand; 120 days Off-Duty Suspension

## CLASS II COMPLAINTS (Cont.)

Record	Date	Source of Complaint	Complaint	Chief of Police Finding	Disciplinary Action
21-CII-055	11/10/2021	Internal	GO: 01-06.5 IV B 5; Arrest Procedures, securing prisoners property	Sustained	Oral Reprimand
21-CII-056	11/23/2021	Internal	GO: 01-06.5 IV B 5; Arrest Procedures, securing prisoners property	Sustained	Oral Reprimand
21-CII-057	12/2/2021	Internal	GO: 03-18.5 (44) (36) Code of Conduct;	Sustained	Oral Reprimand
			GO: 04-05.10 (3) Firearm & Weapon Regulations;	Sustained	Oral Reprimand
			GO: 03-07.5 (2) Training Programs	Sustained	Oral Reprimand
21-CII-058	12/3/2021	Internal	GO: 03-18.6 II,G,8 a-f Code of Conduct; Limitations of Conduct; Competent Discharge of Duties.	Sustained	Written Reprimand
21-CII-059	12/13/2021	Internal	GO: 03-18.4,G,8 a-f Code of Conduct; Limitations of Conduct; Competent Discharge of Duties.	Sustained	Written Reprimand
21-CII-060	12/17/2021	Internal	GO: 01-06.5 IV B 5; Arrest Procedures, securing prisoners property	Sustained	Oral Reprimand
21-CII-061	12/23/2021	Internal	GO: 03-18.6 Code of conduct III.G,8,a-f Competent Discharge of duties.	Sustained	Written Reprimand
			GO: 08-10.6 In-Car & Body-Worn Video Management V, D, 1 Activation and deactivation of cameras.	Sustained	Written Reprimand
21-CII-062	12/22/2021	Internal	GO: 03-18.5 II,G; Punctuality	Sustained	Oral Reprimand

## 2021 CLASS II COMPLAINTS SUMMARY

Alleged Violation  (Class II Complaints)	Investigation Results										Total Allegations
	Unfounded		Not Sustained		Exonerated		Sustained		N/A		
Complaint Source:	Int.	Ext.	Int.	Ext.	Int.	Ext.	Int.	Ext.	Int.	Ext.	
Absence without Proper Leave							2				2
Body Worn Video/In-Car Camera							4	1			5
City Equipment/Property/Vehicle							4				4
City of Bryan: Standards of conduct							1				1
Code of Conduct	1	1	2		1		17	2			24
Competent Discharge of Duties			2		1	2	13	1			19
Conduct Prejudicial to Good Order							1				1
Confidential Information								1			1
Courtesy						2					2
Discrimination	1										1
Evidence/Property							1	1			2
Eyewitness Ident. Procedures/Admin./Instruct Witness							1				1
False Statements/Records		1									1
Failure to Exercise Appropriate Judgement							1				1
Failure to Observe and Follow Policies.							1				1
Failure to Secure Prisoners Property							6				6
Firearm & Weapon Regulations							1				1
Follow-up Investigations							1				1
Interviews & Interrogations		1						1			2
Limitations of Conduct		1					2	1			4
Personal Conduct					1						1
Punctuality							3				3
Report Writing							1				1
Routine Operations; Maintenance of Vehicles							5				5

N/A = Investigation closed; Int. = Internal; Ext. = External

**2021**  
**CLASS II COMPLAINTS SUMMARY (Cont.)**

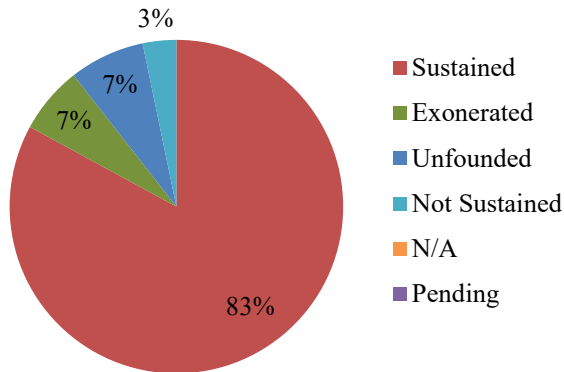
Alleged Violation  (Class II Complaints)	Investigation Results										Total Allegations
	Unfounded		Not Sustained		Exonerated		Sustained		N/A		
Complaint Source:	Int.	Ext.	Int.	Ext.	Int.	Ext.	Int.	Ext.	Int.	Ext.	
Secondary Employment Regulations							6				6
Significant Events-Procedures							1				1
Supervisory Guidance and/or Direction							2				2
Supervisor Responsibilities							2				2
Training Programs							1				1
Use of Force		1					1				2
Vehicular Pursuits/Emergency Operations							10				10
Total	2	5	4	0	3	4	88	8	0	0	114

N/A = Investigation closed; Int. = Internal; Ext. = External

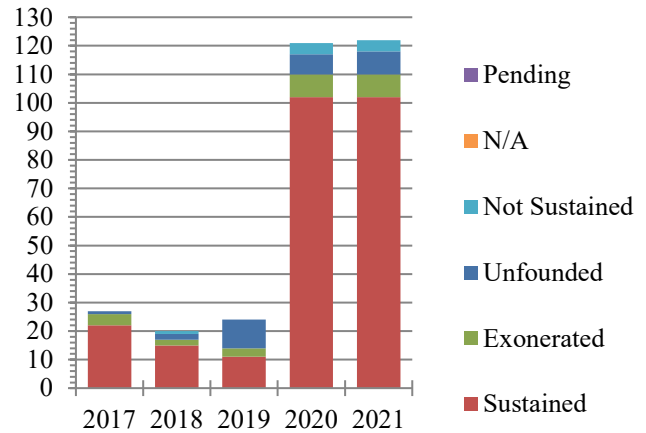
# INTERNAL INVESTIGATIONS SUMMARY

## ALLEGATION DISPOSITION

**Class I and II Allegation Disposition, End-Year 2021**

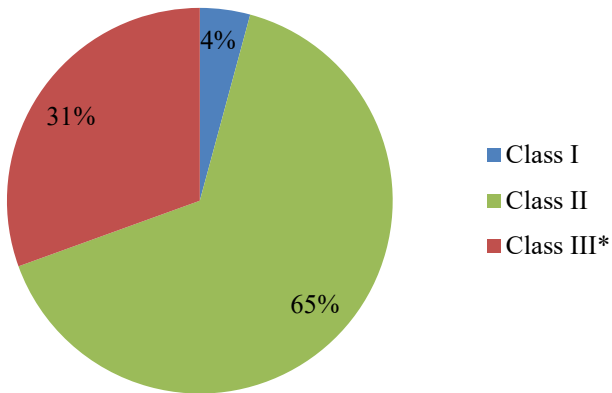


**Class I and II Allegation Disposition, Comparison**

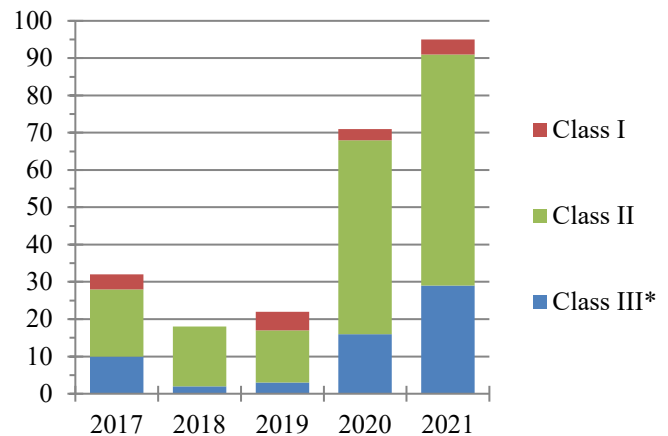


## COMPLAINT CLASSIFICATION

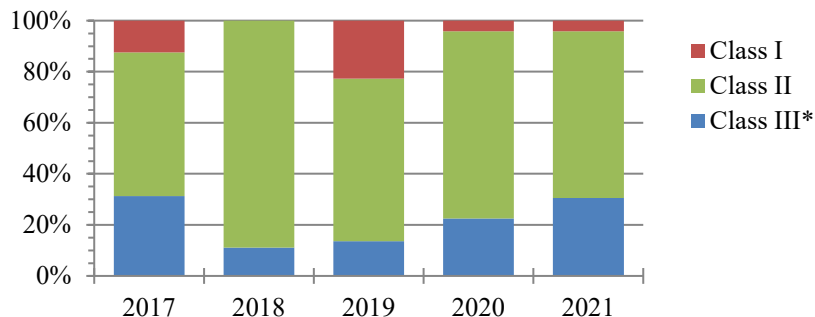
**Complaint Classification, End-Year 2021**



**Complaint Classification, Comparison**



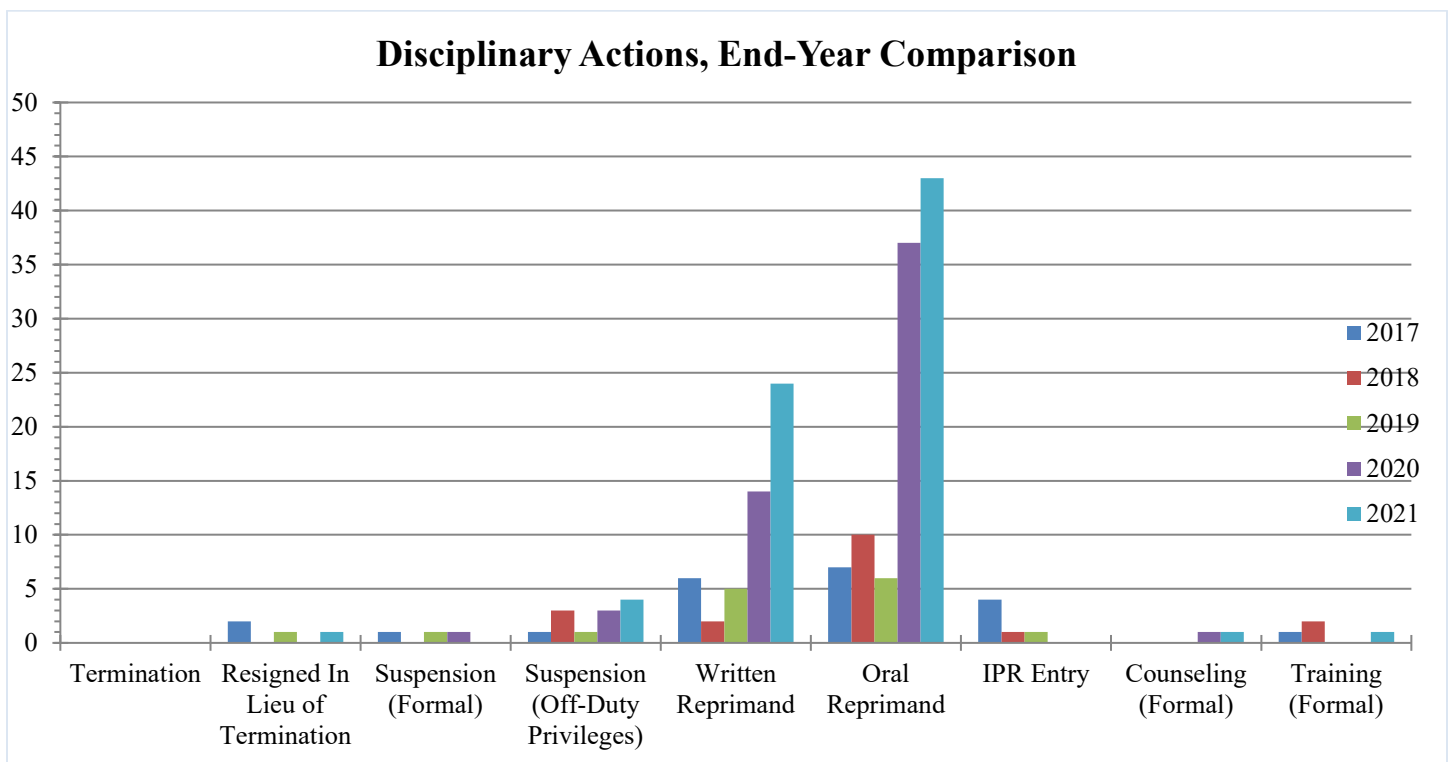
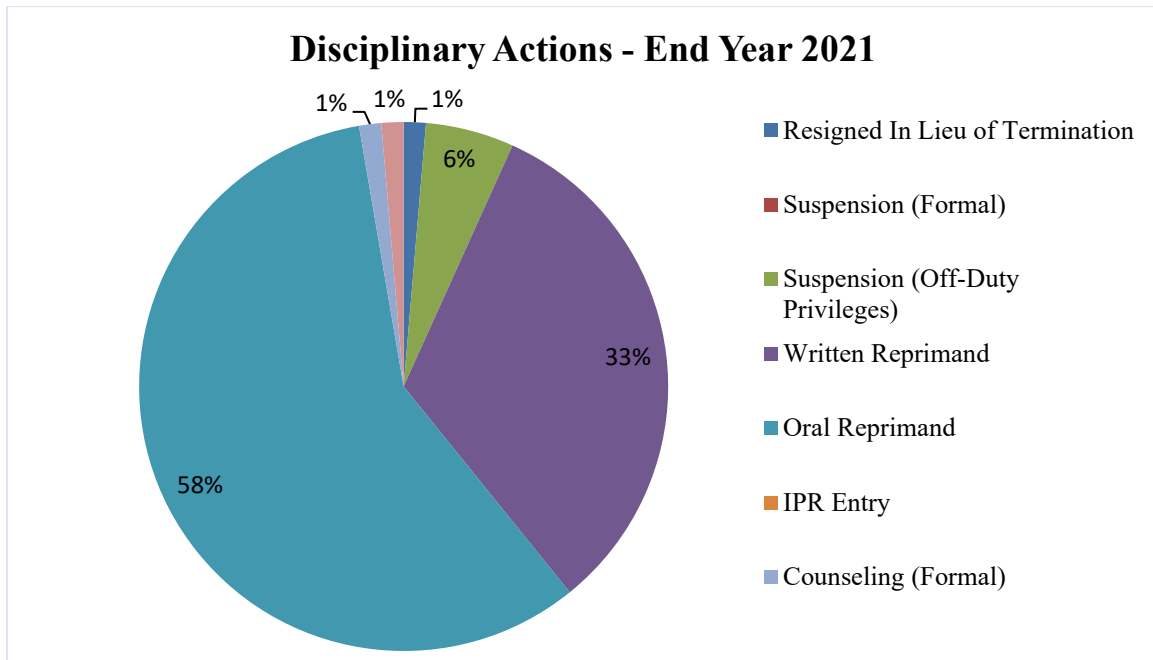
**Complaint Classification Percentage, Comparison**



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

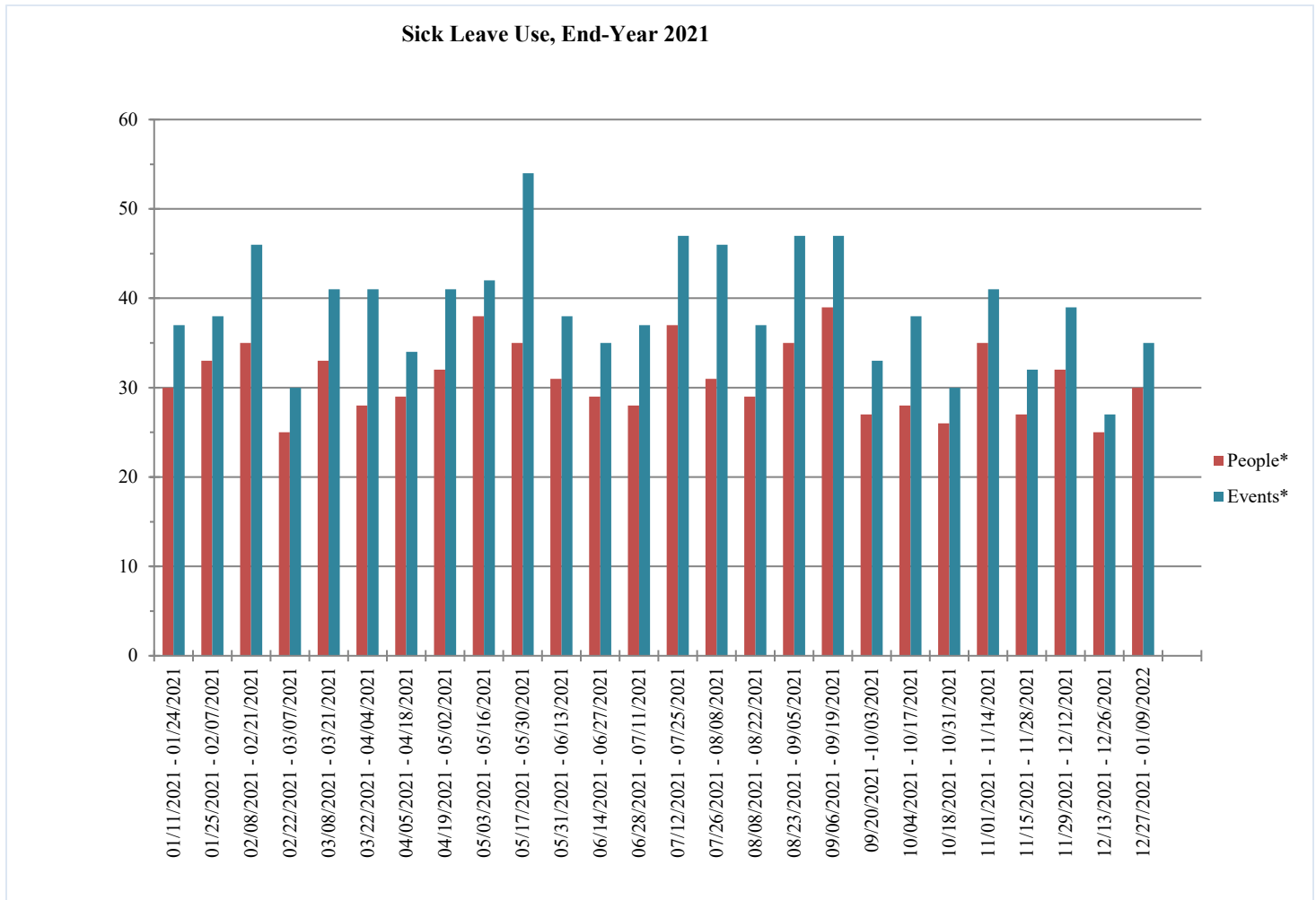
## DISCIPLINARY ACTIONS

In 2021, 43 different employees received 71 disciplinary entries from 9 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.



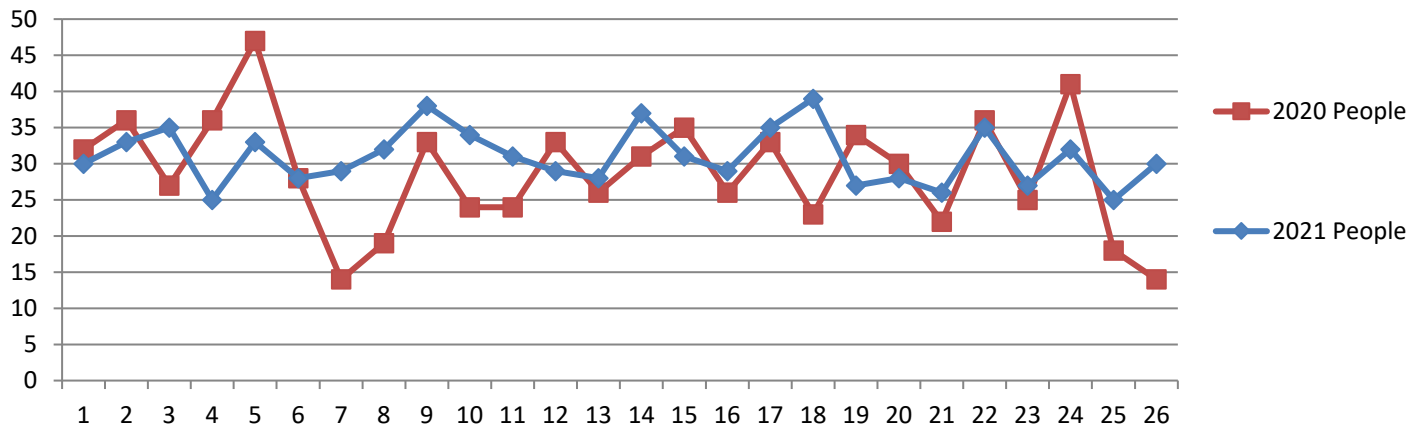
## SICK LEAVE

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 2021 Year-End Report began with the first pay period January 11th and ended January 9, 2022. 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.

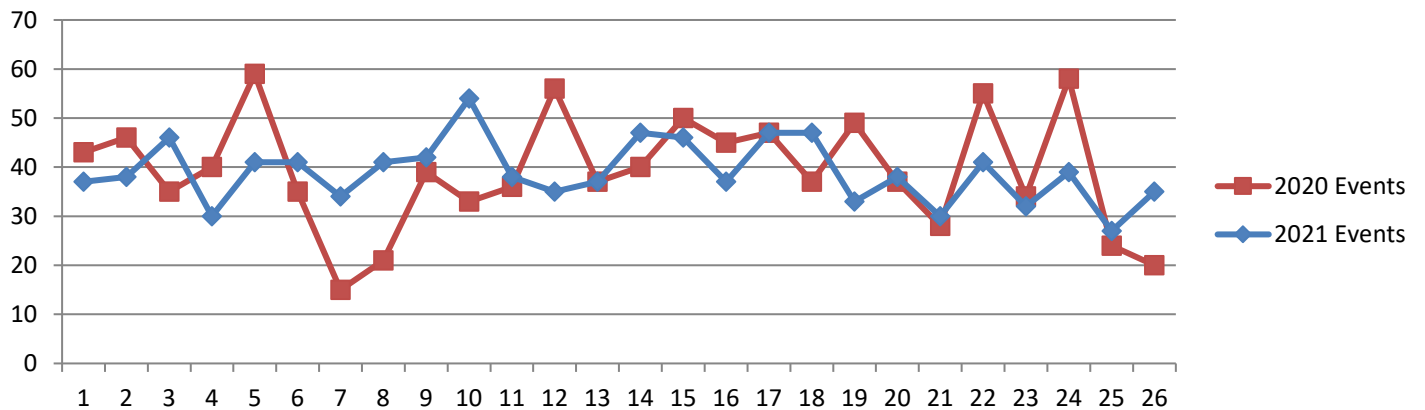


## SICK LEAVE (Cont.)

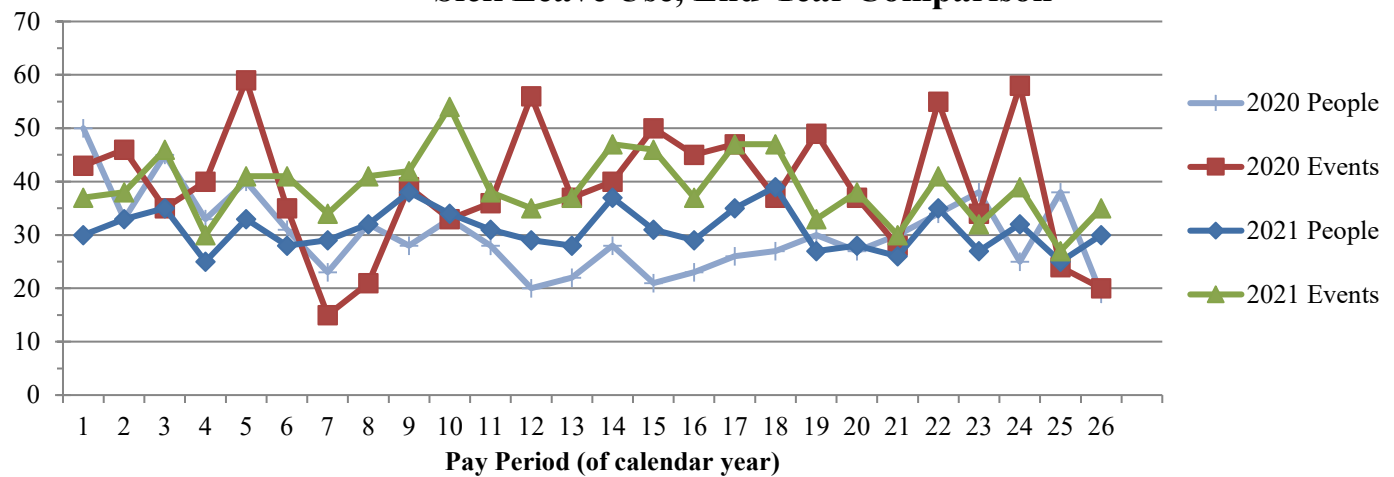
**Sick Leave Use, End-Year Comparison**



**Sick Leave Use, End-Year Comparison**

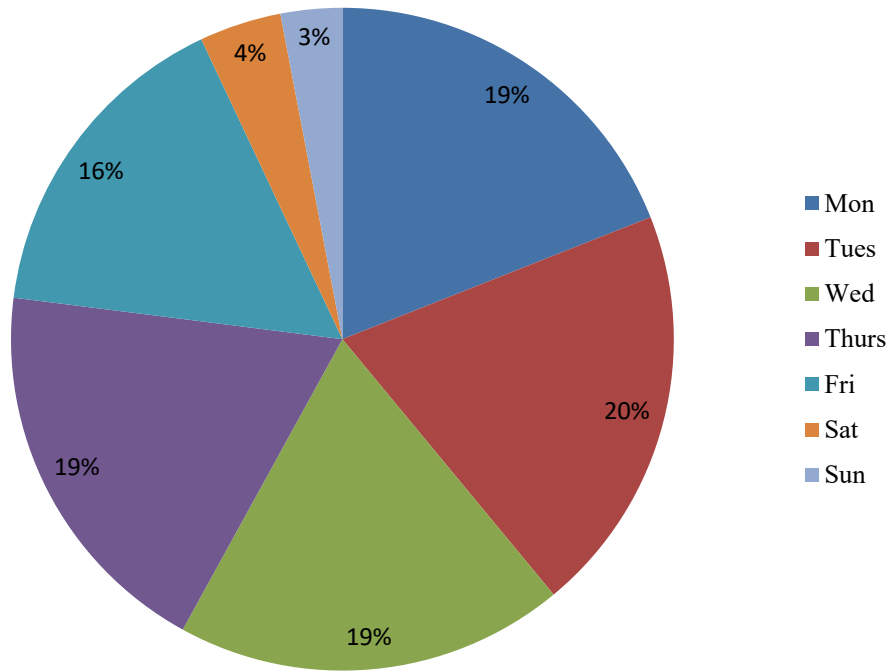


**Sick Leave Use, End-Year Comparison**

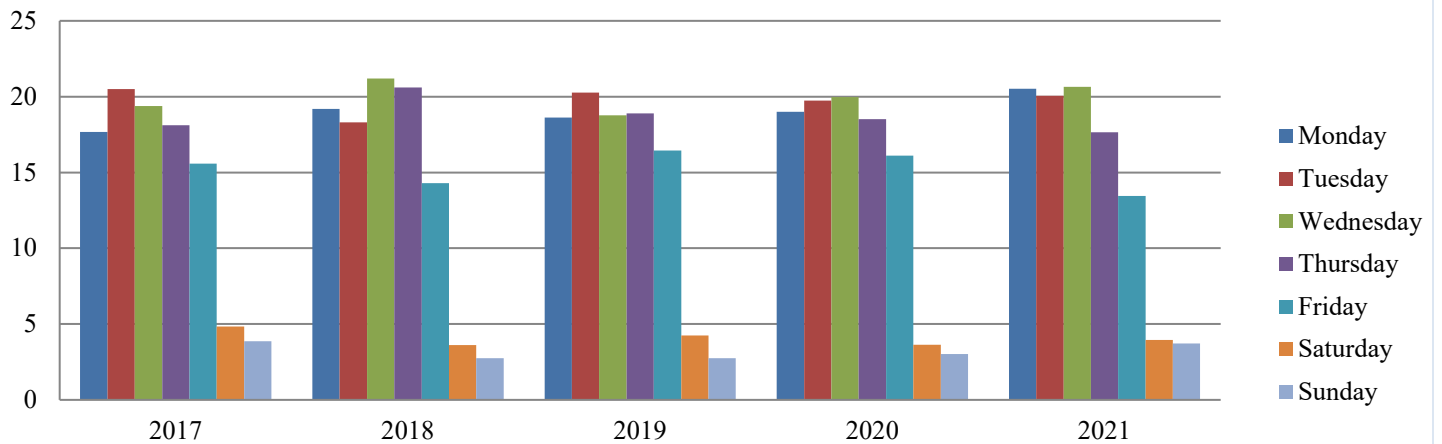


## SICK LEAVE (Cont.)

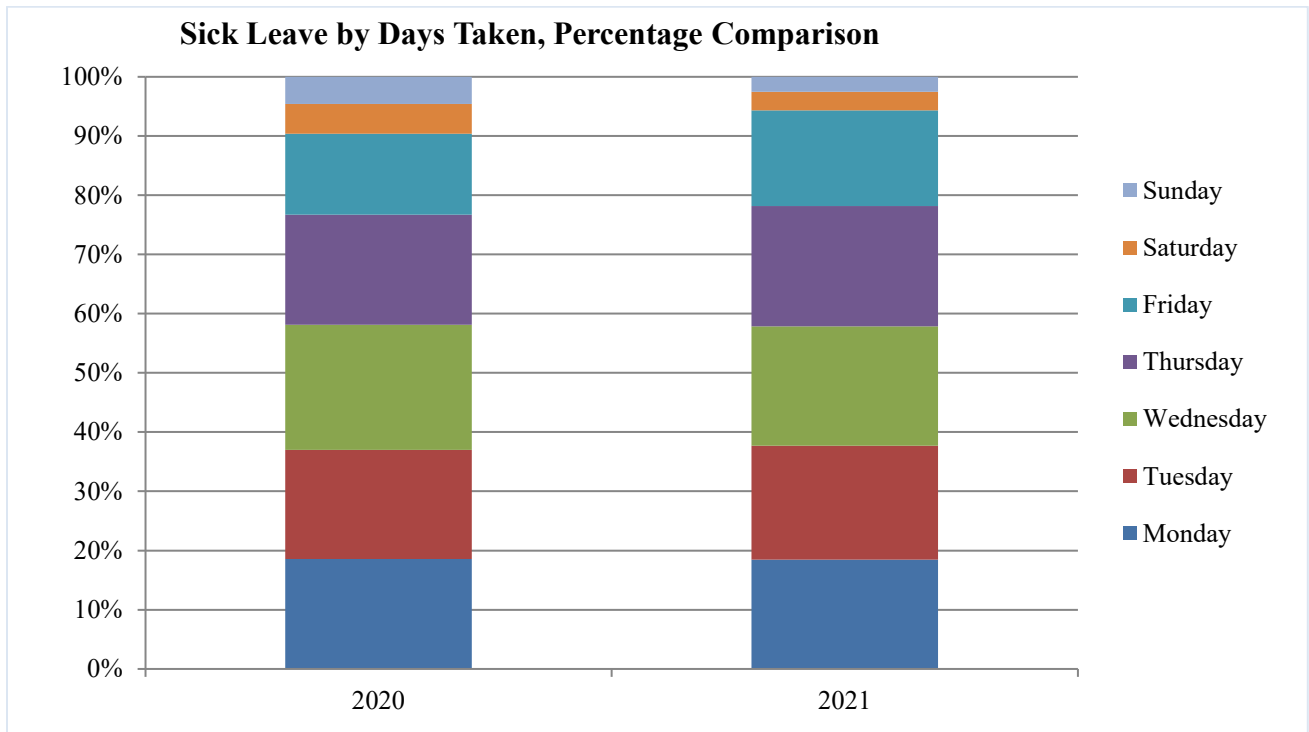
### 2021 Sick Leave by Days



### Sick Leave by Days Taken Percentage Comparison



## SICK LEAVE (Cont.)



### **GRIEVANCES (22.4.3)**

There have been no formal grievances filed by Bryan Police Department employees in 2021, 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.”

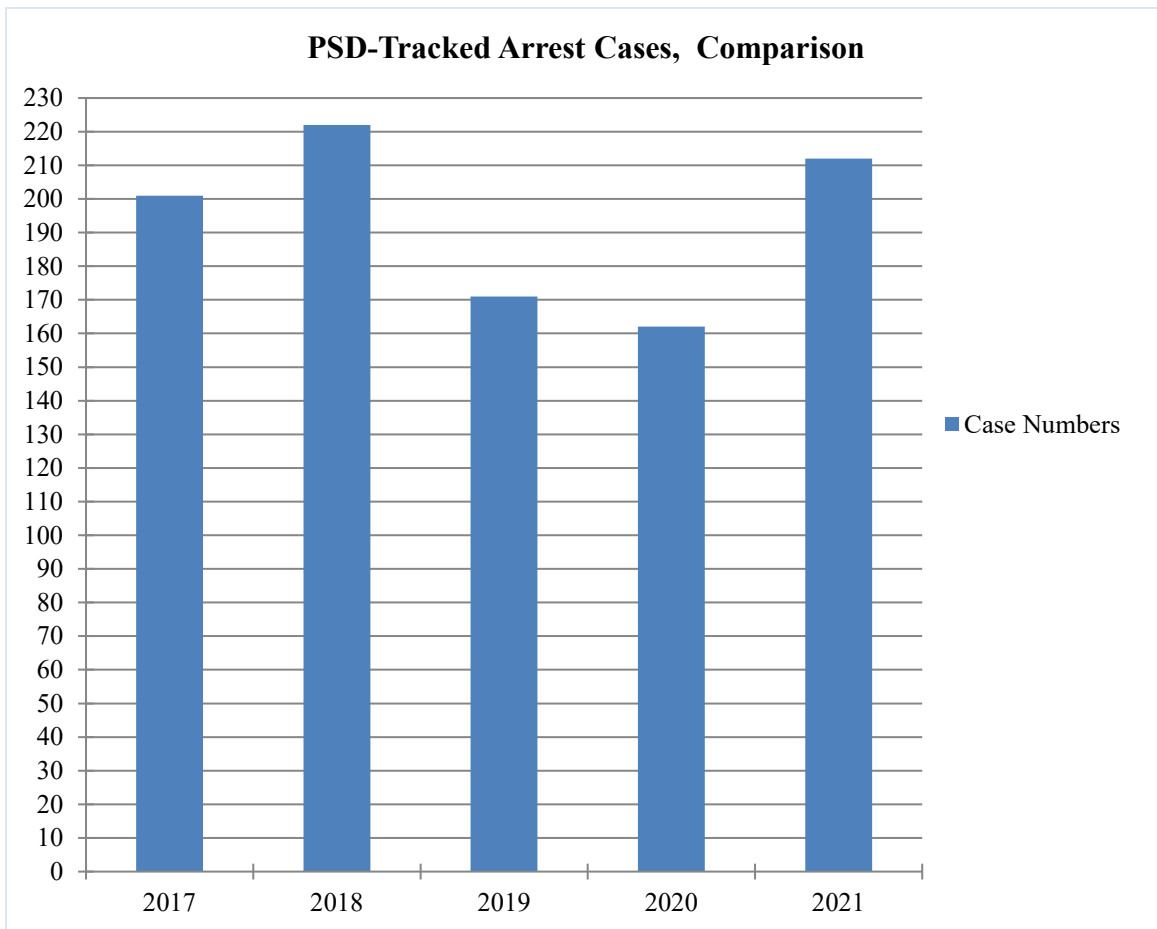
It is the policy of both the Bryan Police Department and the City of Bryan to require that prior to filing a grievance, certain steps toward resolution are taken by the employee and his/her chain of command. This ensures that many issues are resolved without resorting to the formal grievance process. 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.

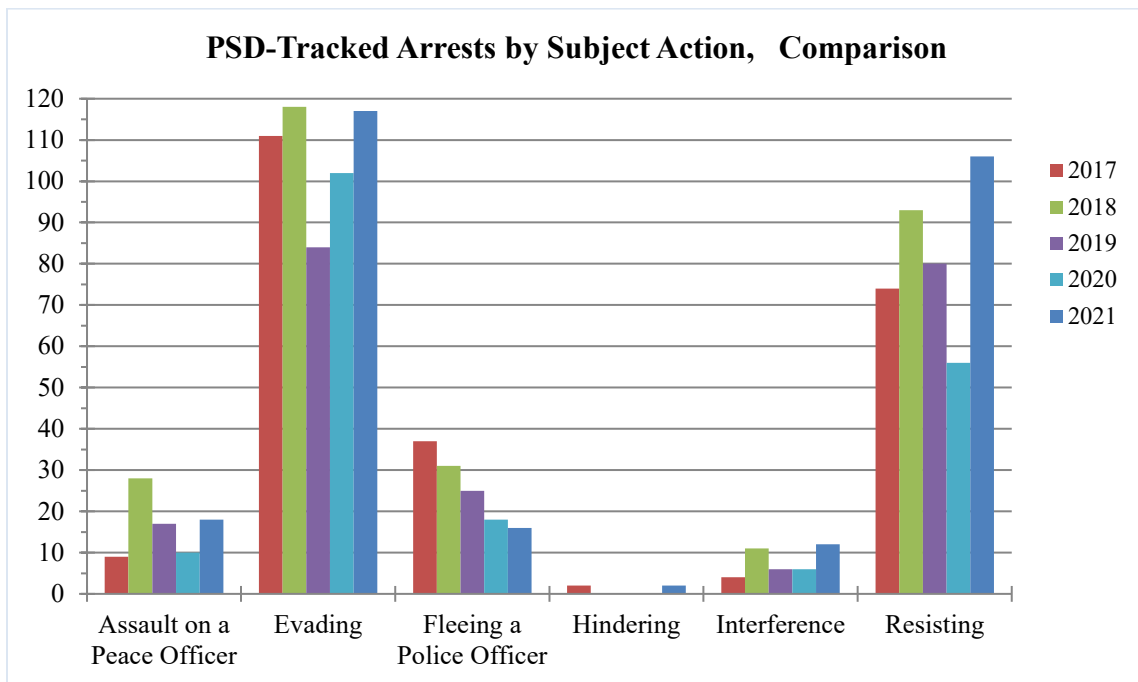
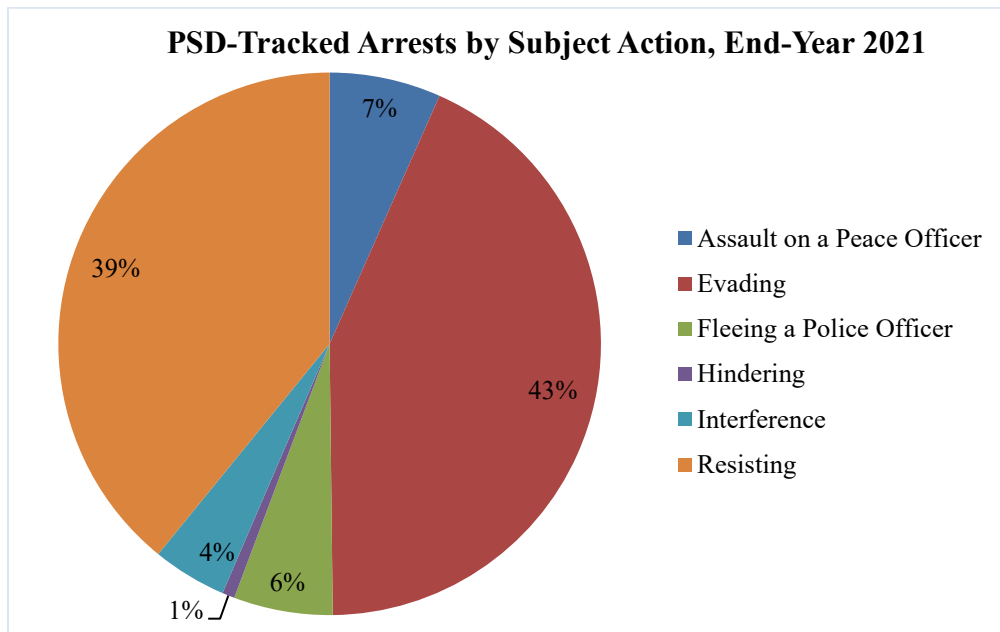
## PSD-TRACKED ARRESTS

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, Interference with Public duties, and Resisting Arrest. In 2021, there were 212 cases involving arrests for these charges, out of 11,268 total agency arrests and 13,294 total case numbers.

When comparing the last two years of arrests, the numbers increased significantly. The cases involving arrests only, in 2021, increased by 50, from 162 in 2020 to 212 in 2021.



## PSD-TRACKED ARRESTS BY SUBJECT ACTION



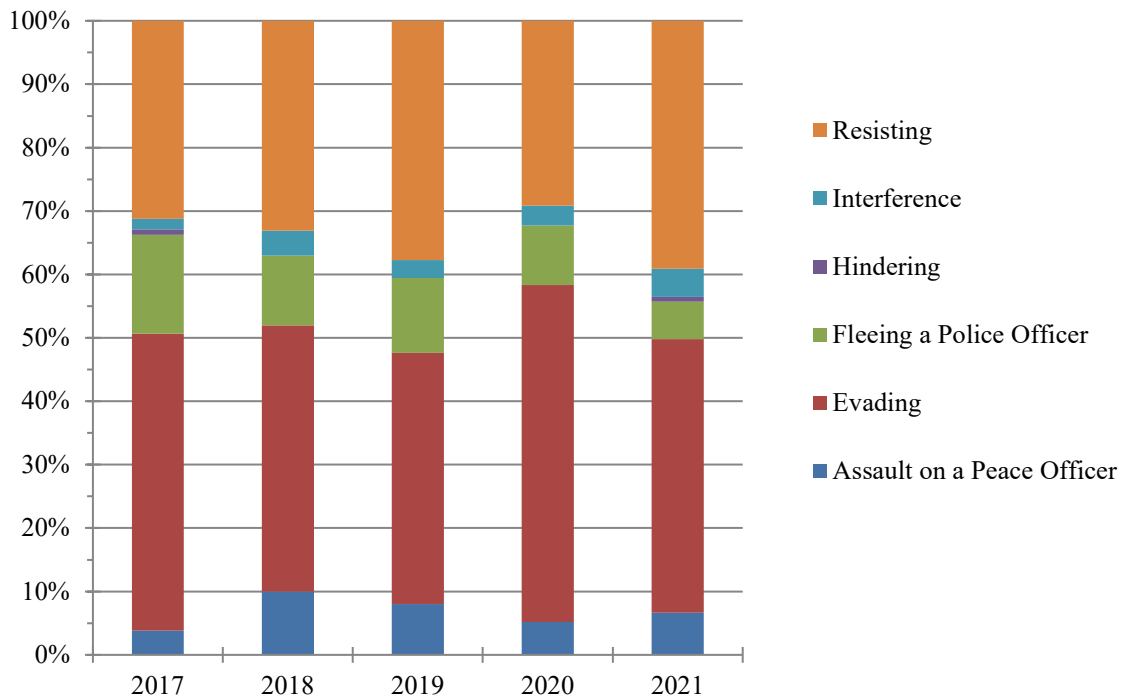
## ARRESTS BY SUBJECT ACTION (Cont.)

Overall arrest numbers increased 31% from 2020 to 2021. In 2020, there were 192 PSD-tracked arrest charges whereas there were 271 arrest charges filed in 2021. Out of the 6 categories being tracked, only one saw a decrease, the other five saw a substantial increase. Evading saw an increase of 43% with Resisting closely behind at 39.1%.

Year	Subject Arrest Charge						Total
	Assault on a Peace Officer	Evading	Fleeing a Police Officer	Hindering	Interference	Resisting	
2020	10	102	18	0	6	56	192
2021	18	117	16	2	12	106	271

Looking at the overall trends for 2021, it can be seen that by far, the most utilized charge tracked by PSD, is Evading at 43%. The next most common charge, Resisting, was at 39% with Assault on a Peace Officer at 7% , Fleeing at 6%, Interference averages 4.4% and, Hindering was 1%. This shows consistency in Bryan Police Department tactics, training, and procedures.

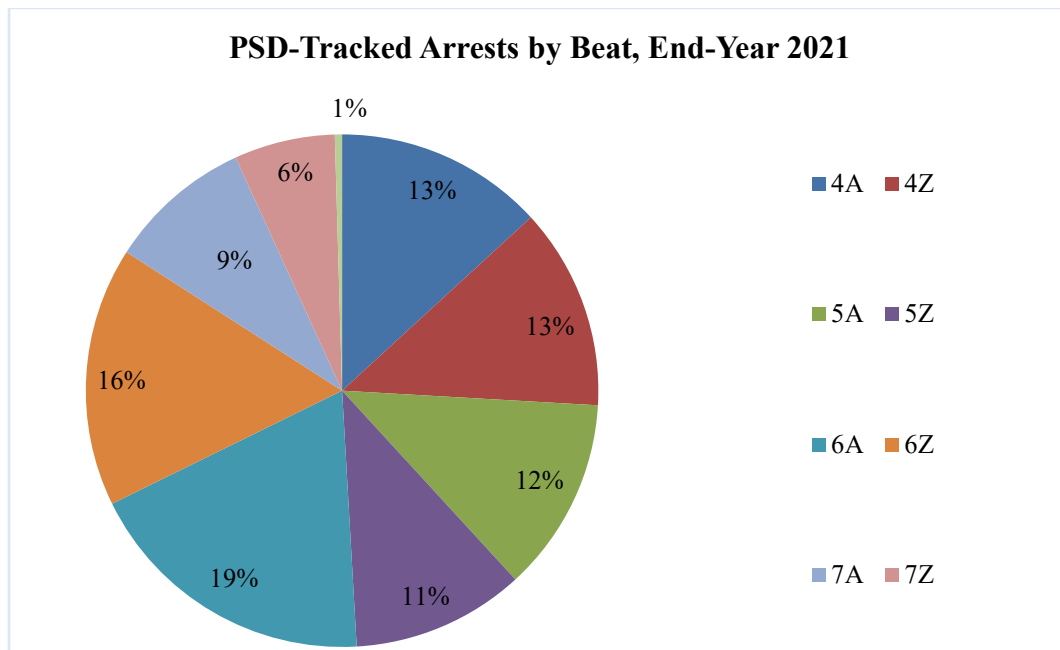
**PSD-Tracked Arrests by Subject Action, Percentage Comparison**



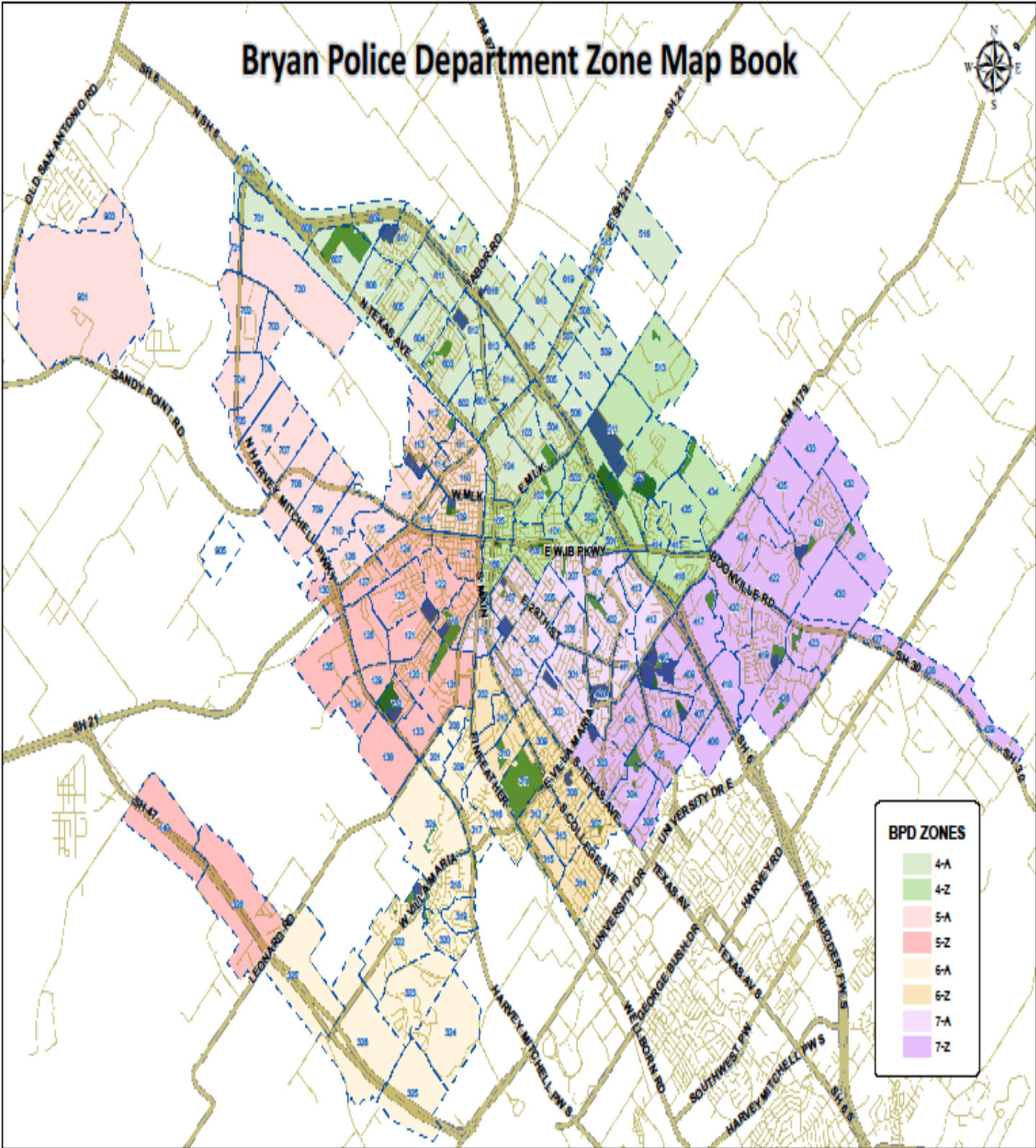
## PSD-TRACKED ARRESTS BY ZONE

In 2021, 2 of the zones (Zones 4 and 5) were close in percentages for all PSD-tracked arrests. Zone 6 was the highest at 35%, Zone 4 was at 26%, Zone 5 at 23%, Zone 7 at 15% and Other zones at 1%. All zones showed a increase from 2020 to 2021.

Year	Beat								Other	Total
	4A	4Z	5A	5Z	6A	6Z	7A	7Z		
2020	24	22	17	20	26	26	10	15	2	162
2021	29	28	27	24	41	36	20	14	1	220

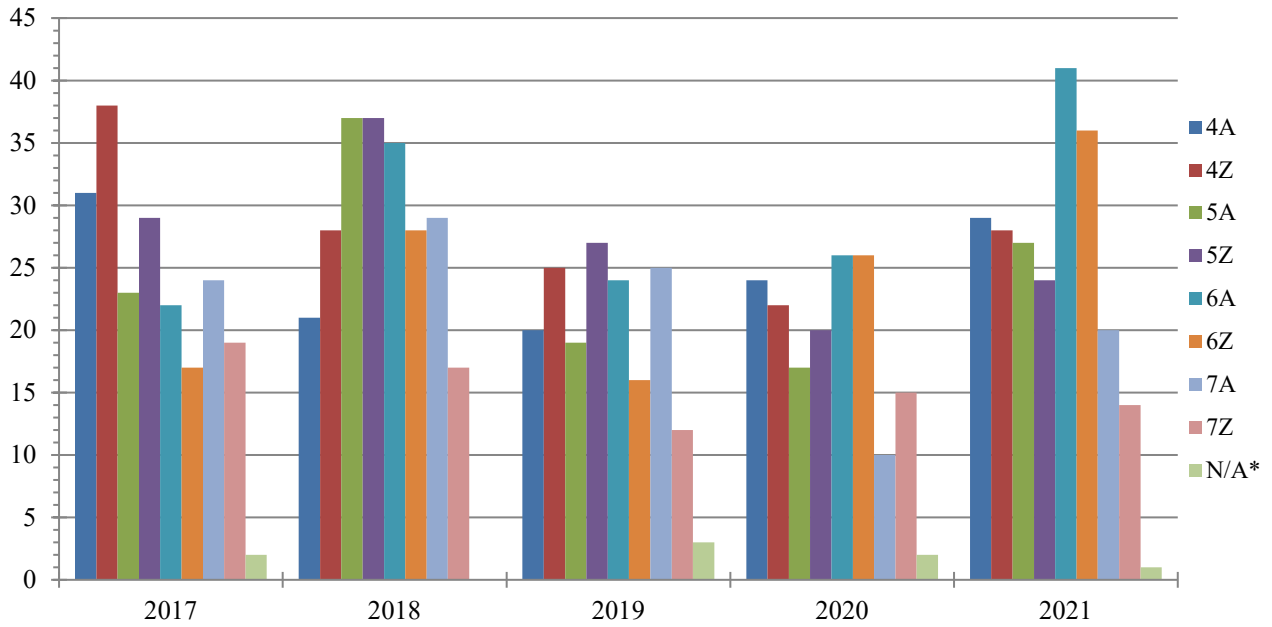


### ARRESTS BY ZONE (Cont.)



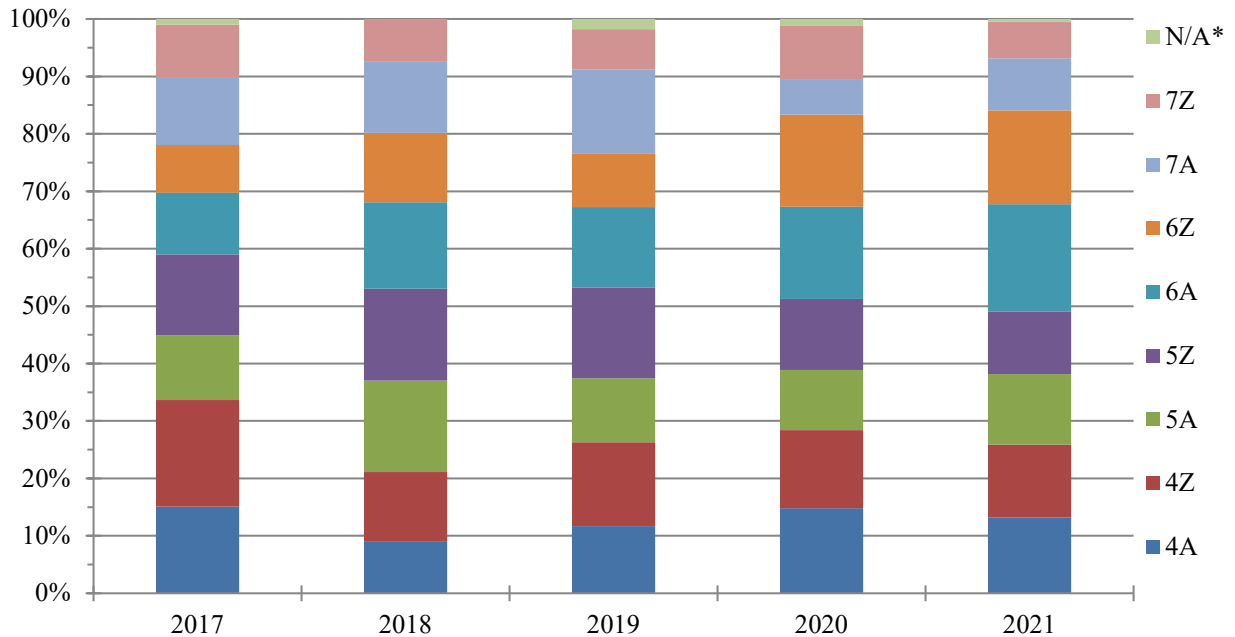
## ARRESTS BY ZONE (Cont.)

**PSD-Tracked Arrests by Beat, End-Year Comparison**

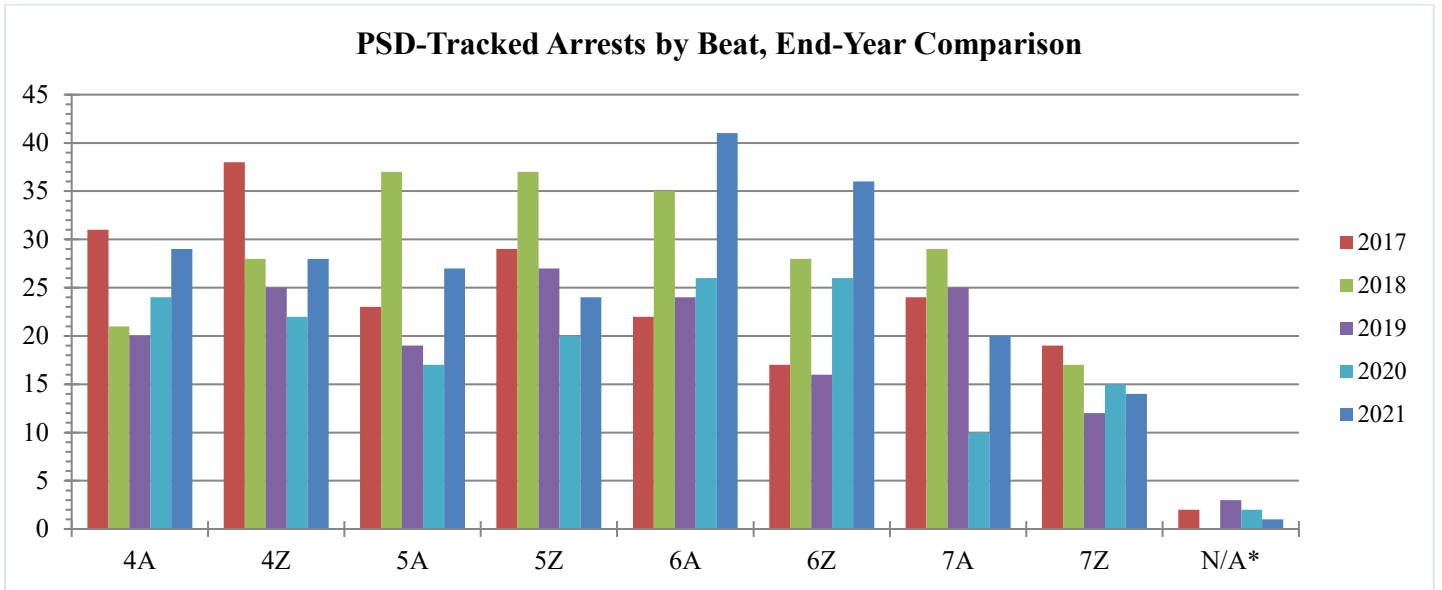


\*N/A refers to an arrest made in College Station in conjunction with an ongoing investigation

**PSD-Tracked Arrests by Beat, End-Year Percentage Comparison**

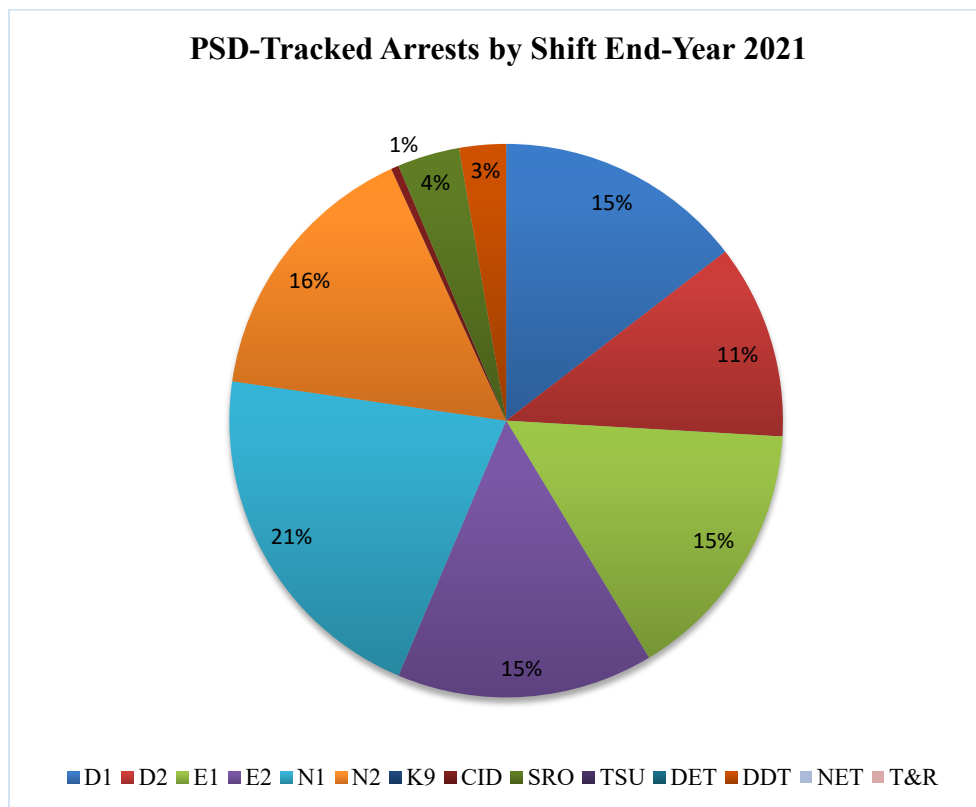
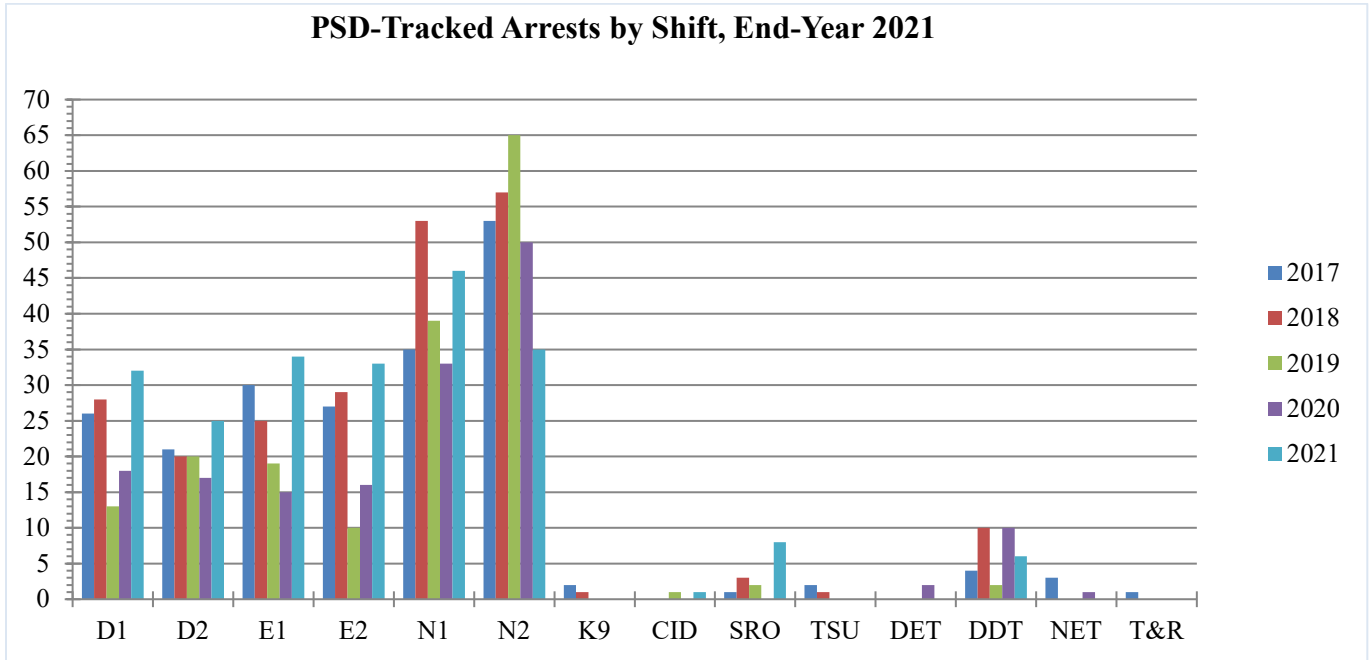


## ARRESTS BY ZONE (Cont.)



## PSD-TRACKED ARRESTS BY SHIFT

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, DDT, NET and T&R account for 8% or less of the arrests made. It was noted that the Night shift had more arrests, 37% of all arrests. Evening shift had 30%, and the Day shift had 26%.



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

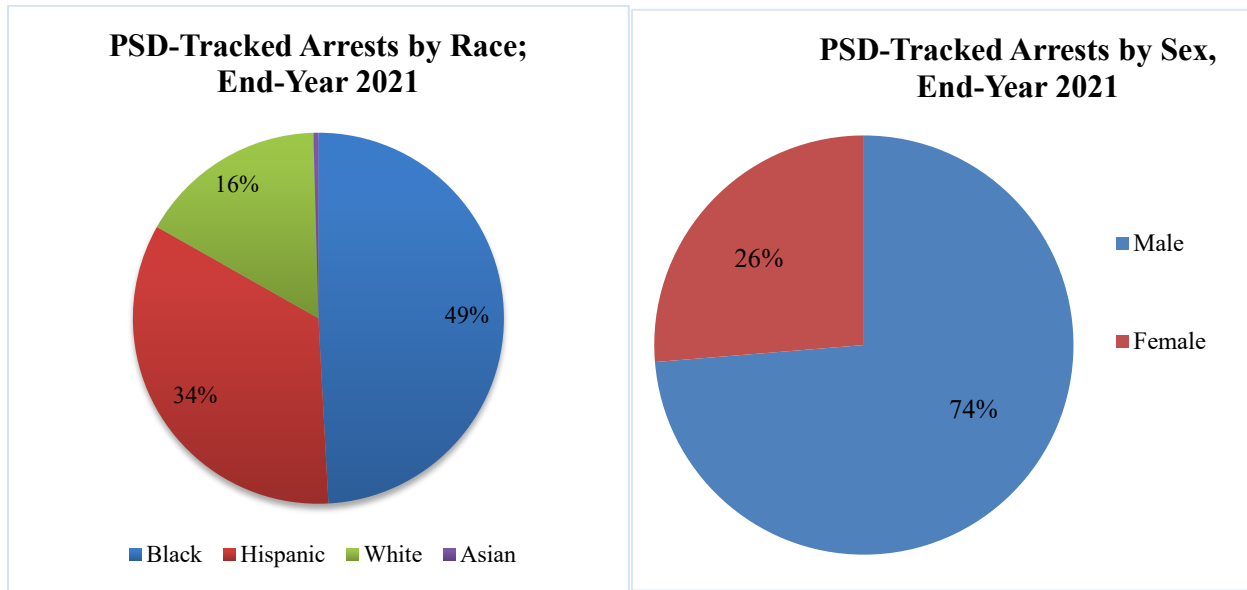
### PSD-Tracked Arrests by Shift End-Year 2021

Year	Total														Total
	D1	D2	E1	E2	N1	N2	K9	CID	SRO	TSU	DET	DDT	NET	T&R	
2020	18	17	15	16	33	50	0	0	0	0	2	10	1	0	162
2021	32	25	34	33	46	35	0	1	8	0	0	6	0	0	220

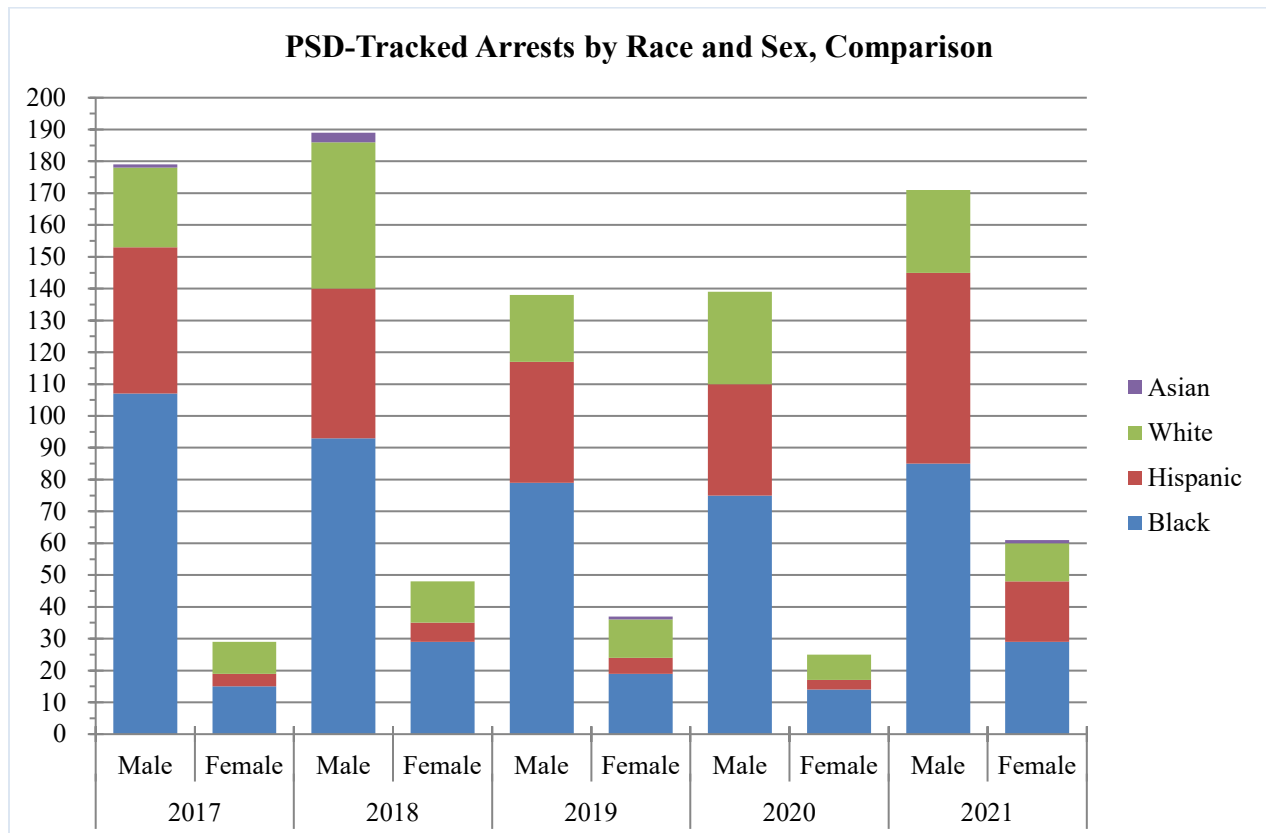
### PSD-Tracked Arrests by Shifts - Combined End-Year Comparison

	2020	2021
Day Shift 1 & 2:	35	57
Evening Shift 1 & 2:	31	67
Night Shift 1 & 2:	83	81
Other Shifts:	13	15
Totals:	162	220

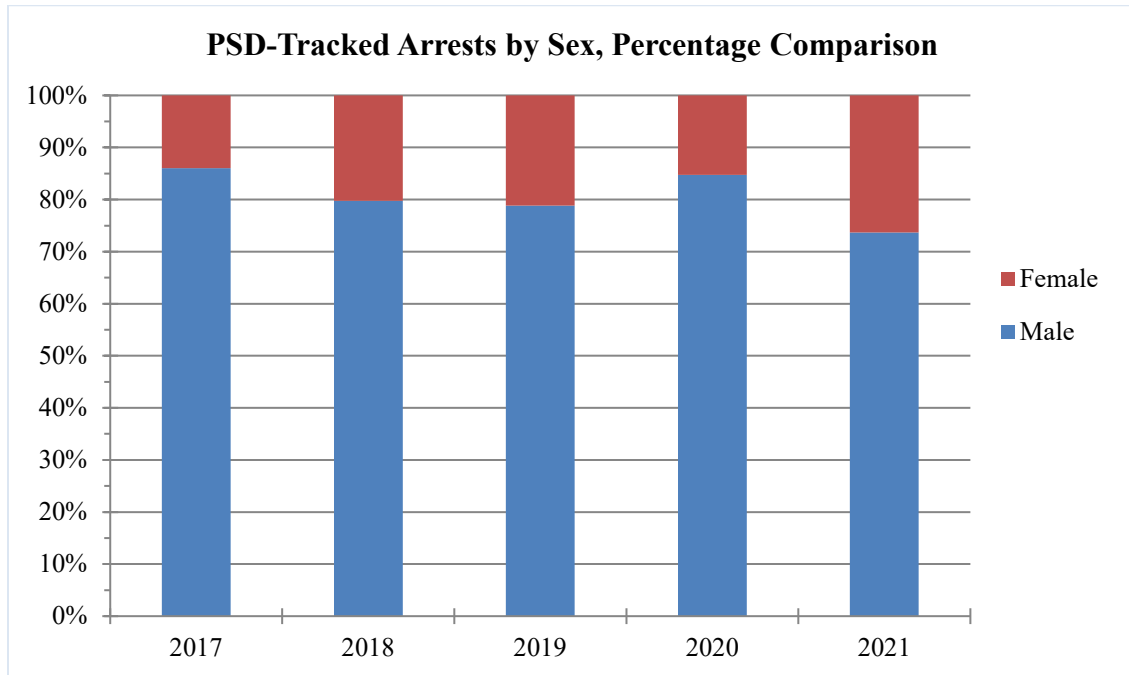
## PSD-TRACKED ARRESTS BY RACE AND SEX



2021 arrest numbers show 49% of subjects in PSD-tracked arrests were black. Hispanic subjects made up 34%, White arrests made up 16% while Asian/Others made up >1%. Males accounted for 74% of the PSD-tracked arrests, down 10% from last year. Females accounted for 26% of the PSD-tracked arrests, up 11% from last year.



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

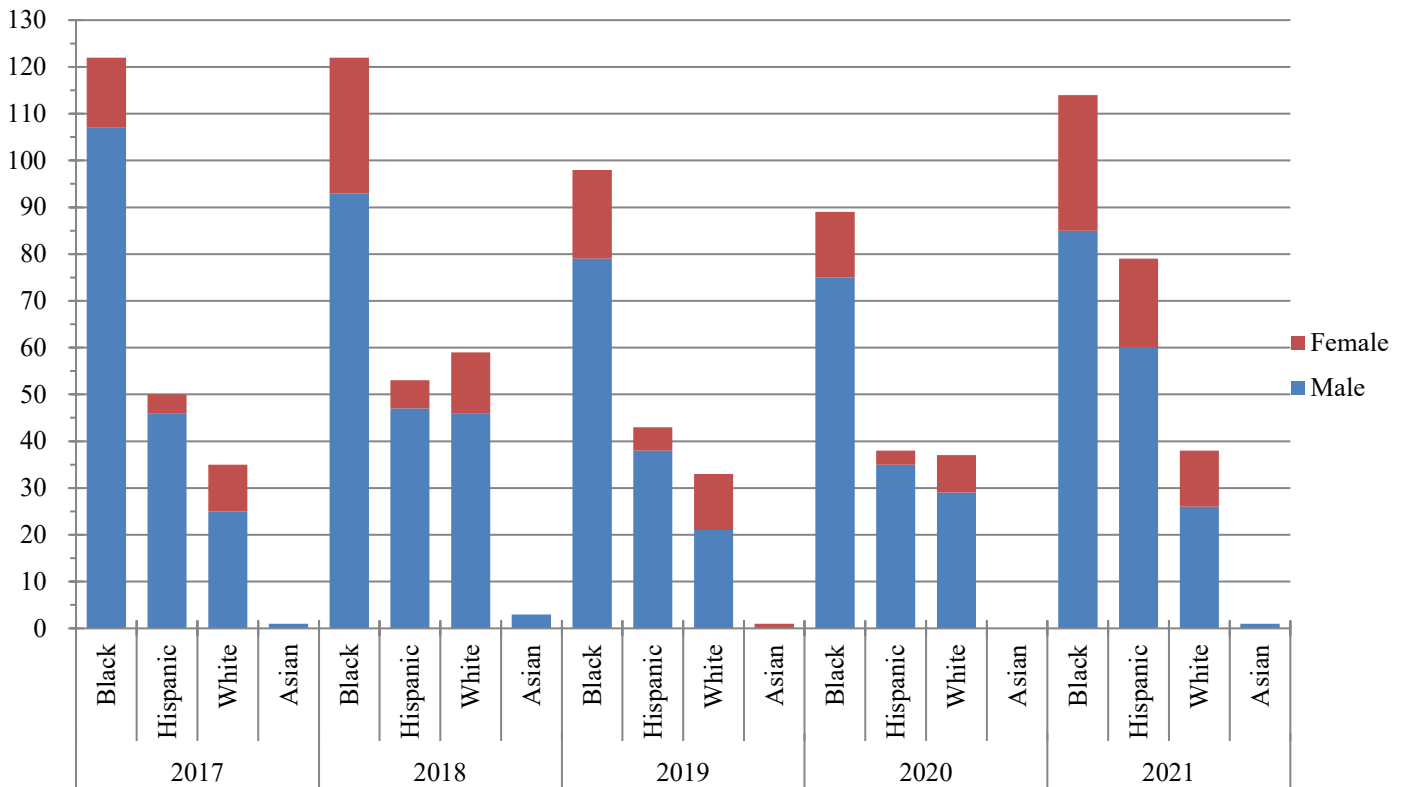


2021 saw an approximately 70% increase in PSD-Tracked arrests from 2020.

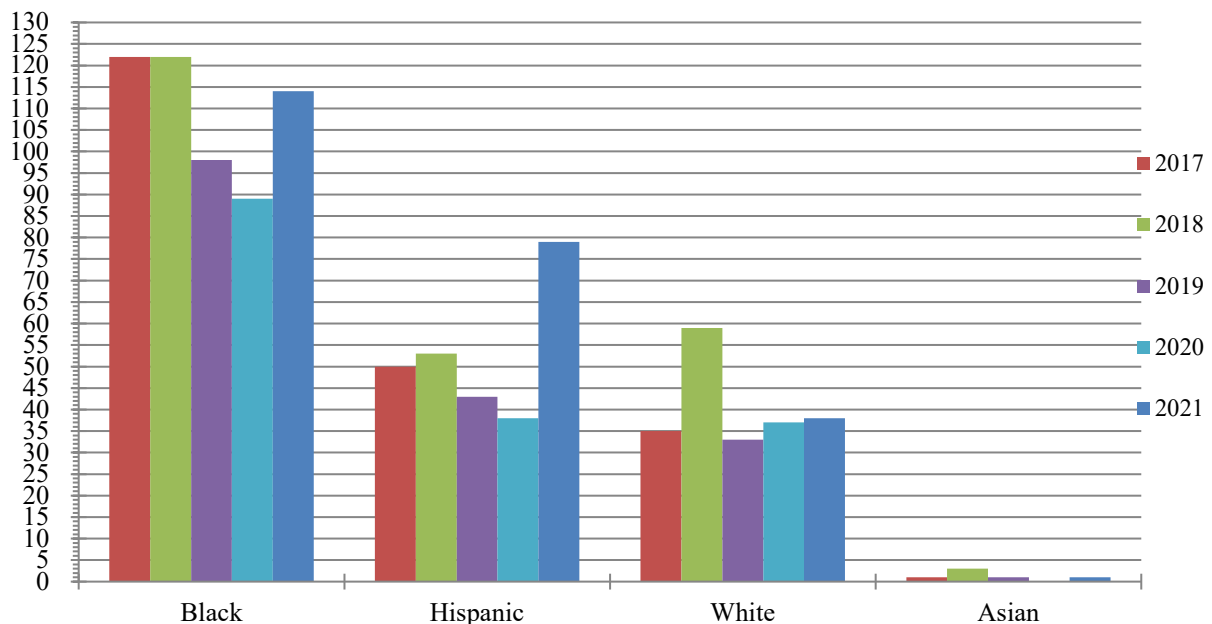
Year	Race / Sex								Total
	Black		Hispanic		White		Asian		
	F	M	F	M	F	M	F	M	
2020	14	75	3	35	8	29	0	0	164
2021	29	85	19	60	12	26	1	0	232

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

PSD-Tracked Arrests by Race and Sex, Comparison



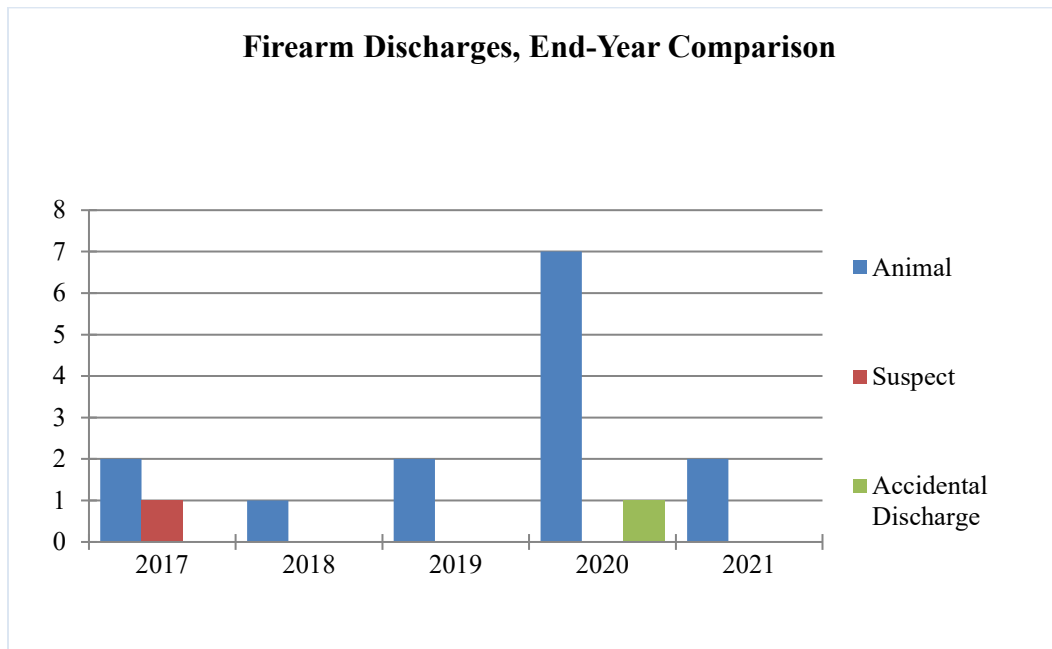
PSD-Tracked Arrests by Race, Comparison



## FIREARM DISCHARGES

In 2021 there were two firearm discharge reports filed. The two were against animal subjects.

Record	Case	Shots Fired	Reason for Shots	Results
Date				
21-FA-001	BP210501217	2	Deer was hit by a vehicle, unable to walk and was gasping for air.	Fatal
5/31/2021				
21-FA-002	BP210601128	1	Deer was hit by a vehicle, clearly suffering.	Fatal
6/30/2021				

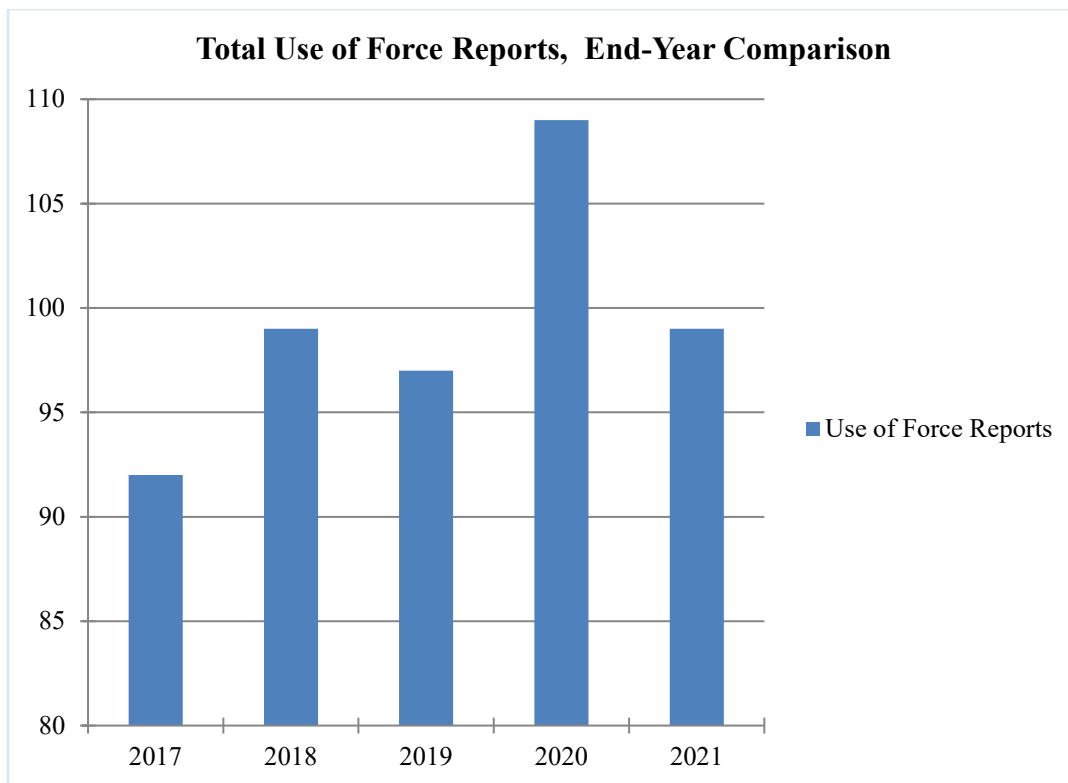


## USE OF FORCE

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.

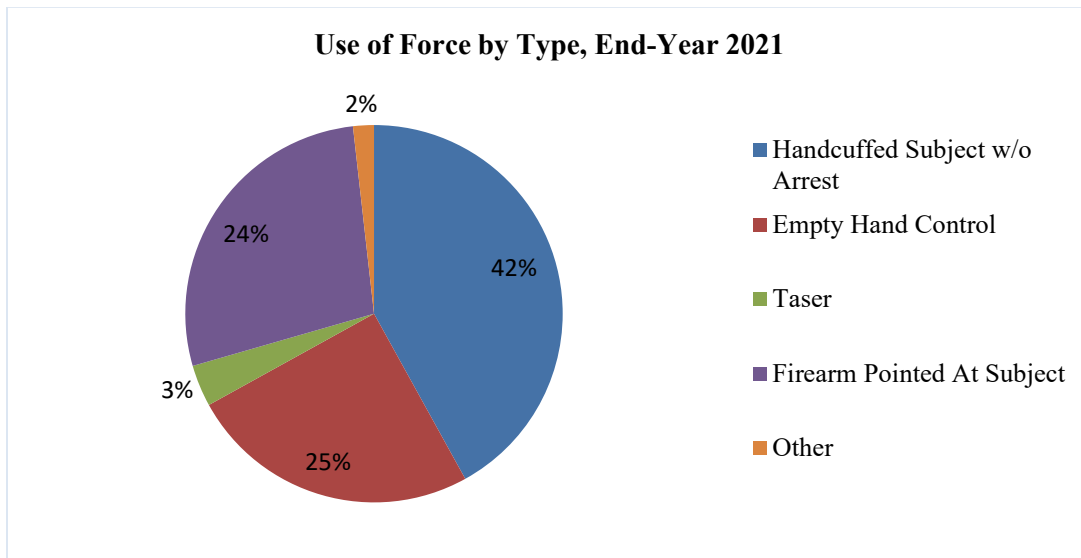
There were 99 Use of Force reports submitted to the PSD by December 31, 2021. This number is slightly lower from 2020. The following pages contain that data broken down by type of force used, beat of occurrence, race and sex of the subject, reason for contacting the subject, shift of the officers involved, and policy compliance.

In 2021, 62,821 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.

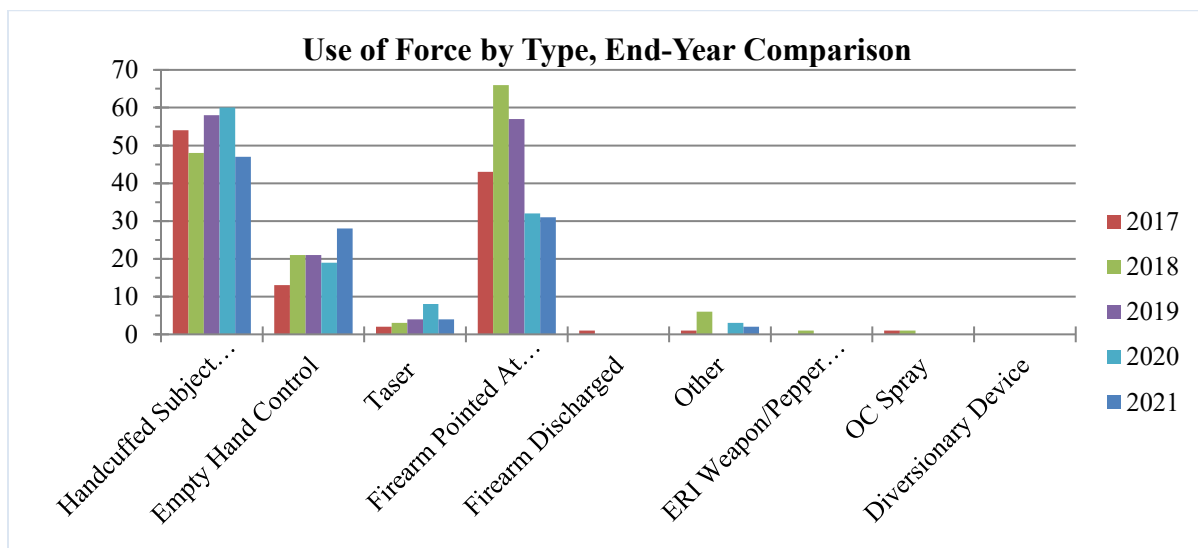


## USE OF FORCE BY TYPE

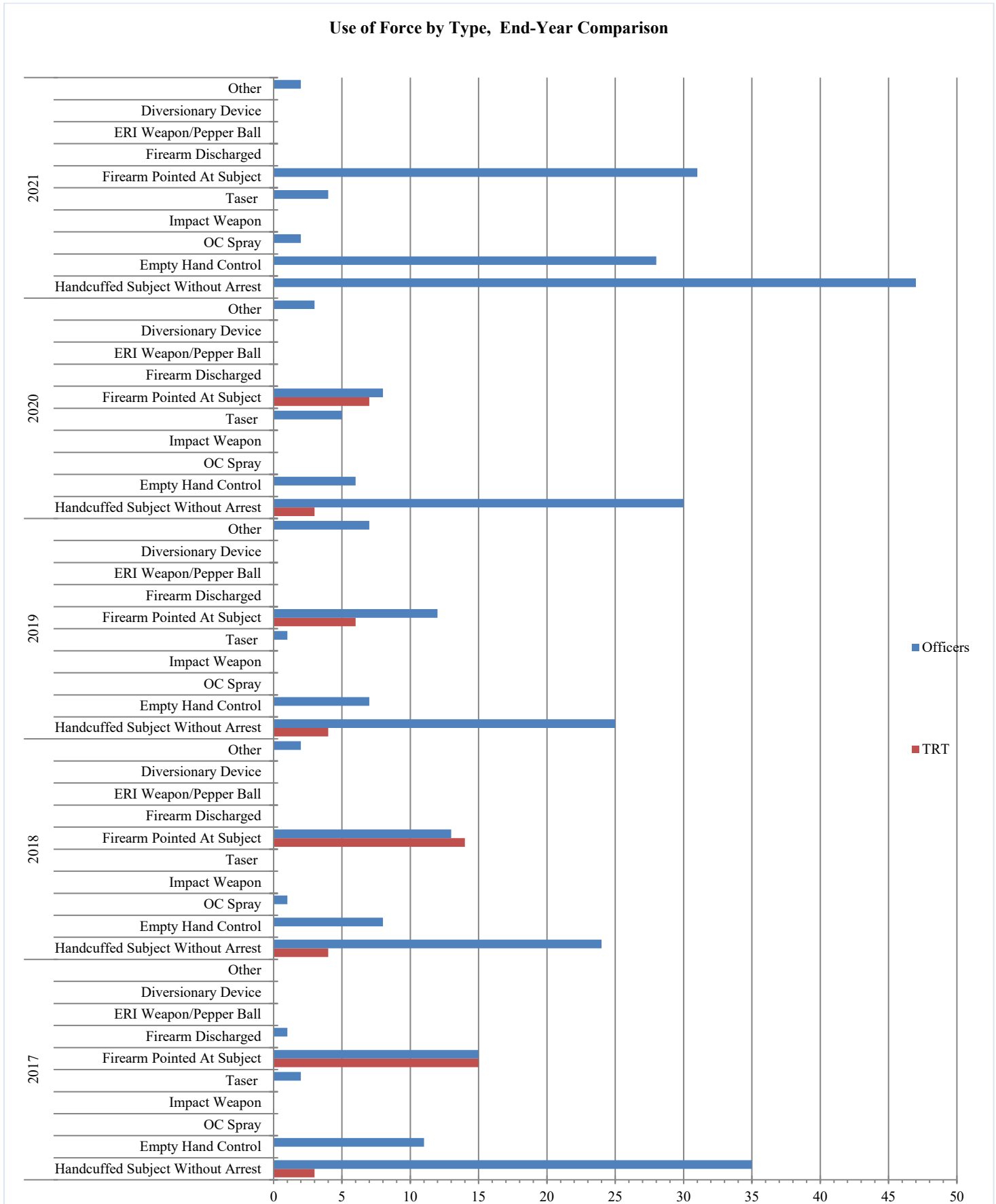
Officer	Type of Force (NPC = Not Policy Compliant; PC = Policy Compliant)									Total Incidents
	Handcuffed Subject Without Arrest		Empty hand control	OC spray	Taser	Firearm Pointed at Subject		Firearm Discharge	Other	
	NPC	PC	PC	PC	PC	NPC	PC	PC	PC	
Total	1	46	28	2	4	0	31	0	2	114



The frequency of types of force used in 2021 decreased by 7. 2020 had 121, and 2021 had 114.



## USE OF FORCE BY TYPE (Cont.)

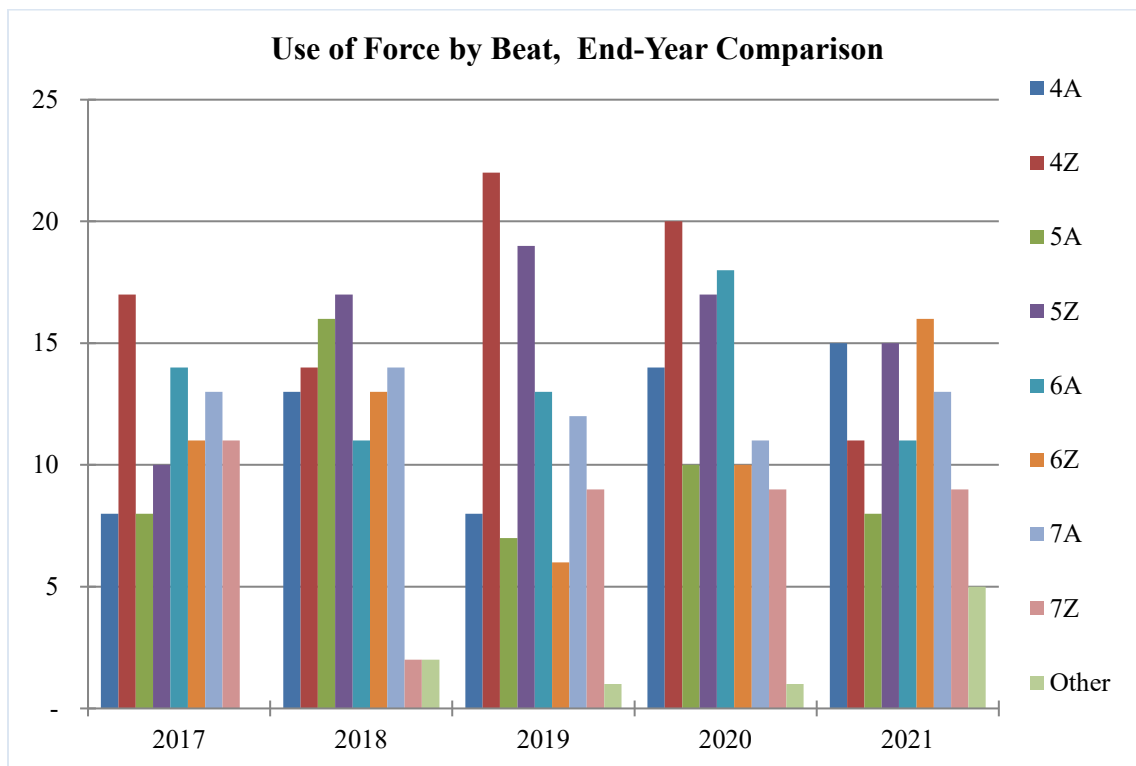


## USE OF FORCE BY BEAT

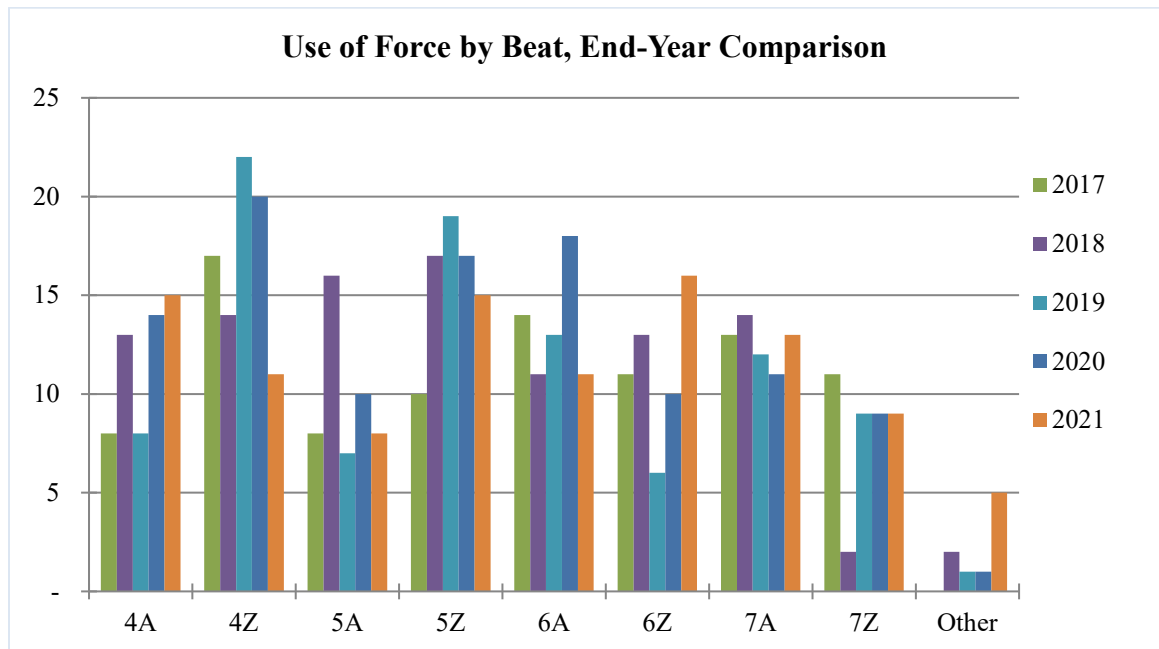
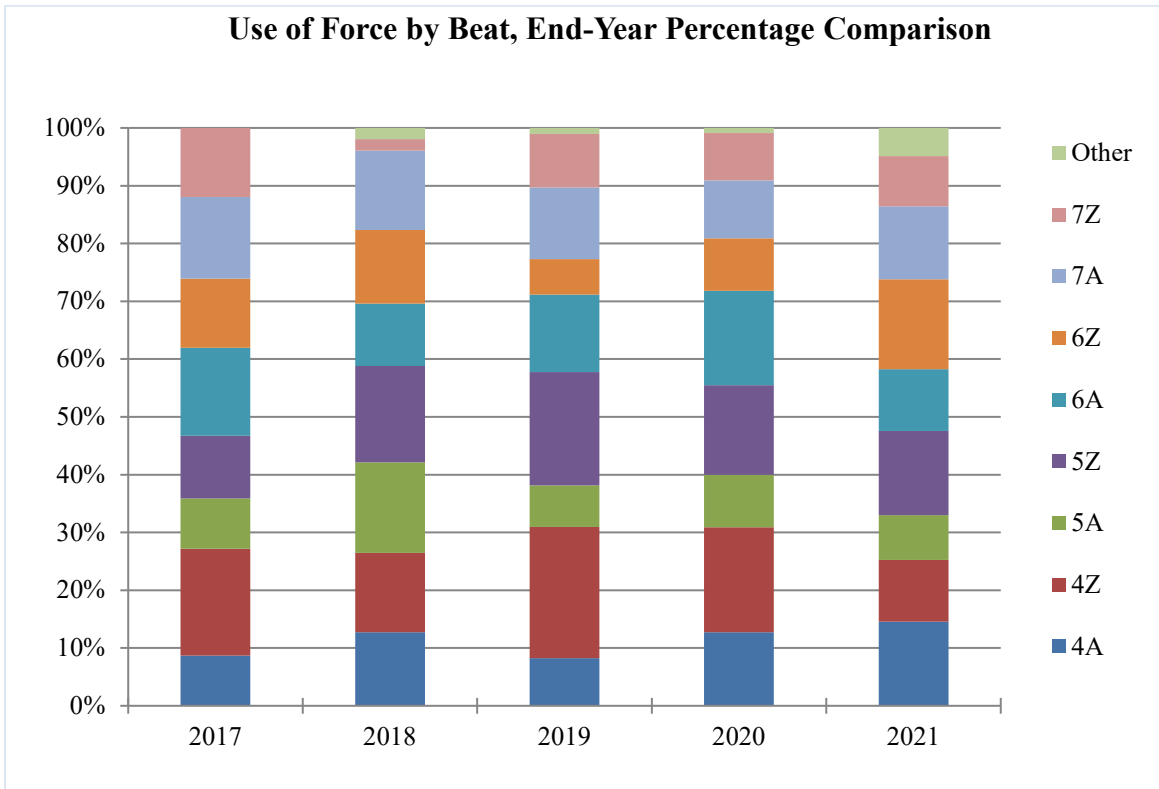
Officer	Use of Force Beat								Total Incidents
	4A	4Z	5A	5Z	6A	6Z	7A	7Z	
<b>Total</b>	<b>15</b>	<b>11</b>	<b>8</b>	<b>15</b>	<b>11</b>	<b>16</b>	<b>13</b>	<b>9</b>	<b>103</b>

In 2021, beats 7Z, and 5A had the least amount of use of force activity, whereas beats 4A, 5Z and 6Z had the most of Use of Force activity.

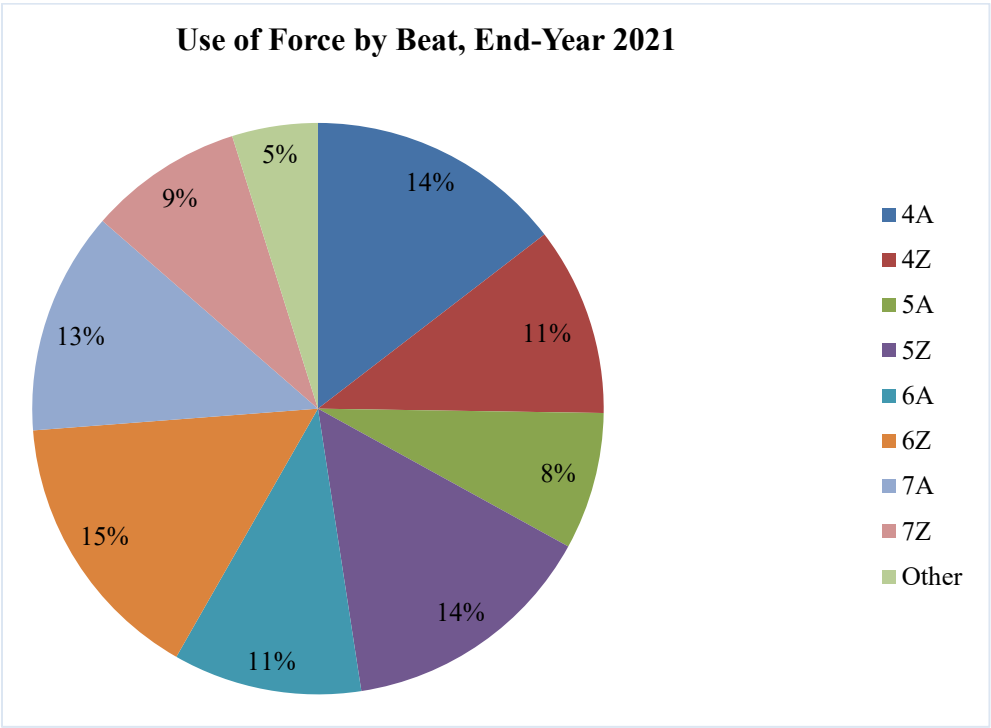
However, when looking at the zones, Zone 6 accounted for 26%; Zone 4, 25%; Zone 5, 22%; and Zone 7, 21%. There was five Use of Force's performed outside of Bryan city limits in 2021.



## USE OF FORCE BY BEAT (Cont.)



**USE OF FORCE BY BEAT (Cont.)**

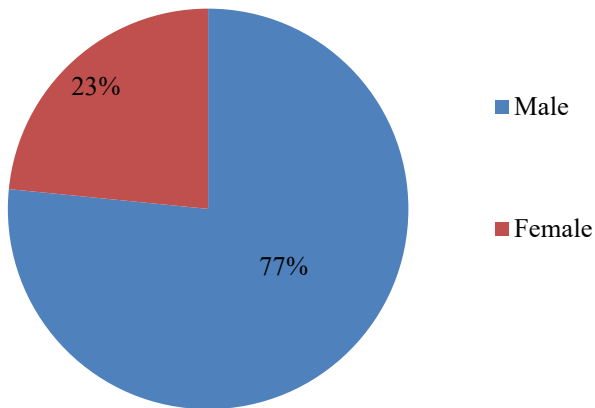


## USE OF FORCE BY RACE AND SEX

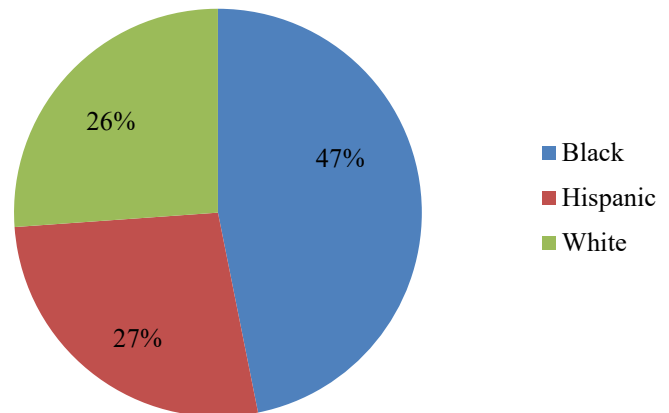
Officer	Use of Force Subject Race / Sex							Total Incidents
	Black		Hispanic		White		Asian	
	F	M	F	M	F	M	F/M	
<b>Total</b>	<b>12</b>	<b>40</b>	<b>5</b>	<b>25</b>	<b>9</b>	<b>20</b>	<b>0</b>	<b>111</b>

Use of Force against black subjects made up 47% of all use of force actions, and force against Hispanics accounted for 27% of actions, Whites accounted for 26%. Females accounted for 23% of all uses of force, an increase of 57% from 2020. Males accounted for 77% of all uses of force, a decrease of 17% from 2020.

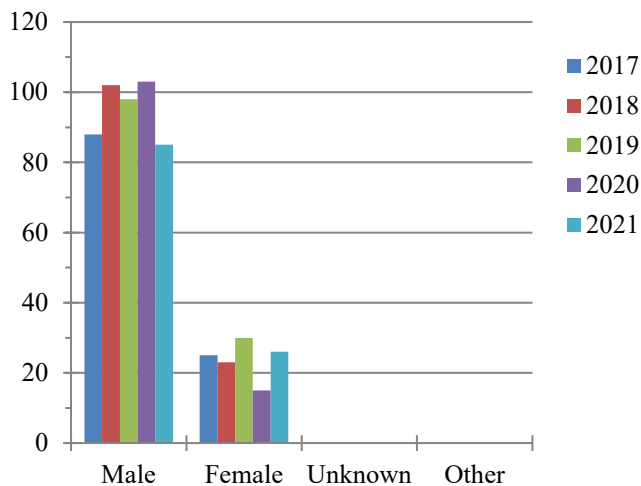
**Use of Force by Sex, End-Year 2021**



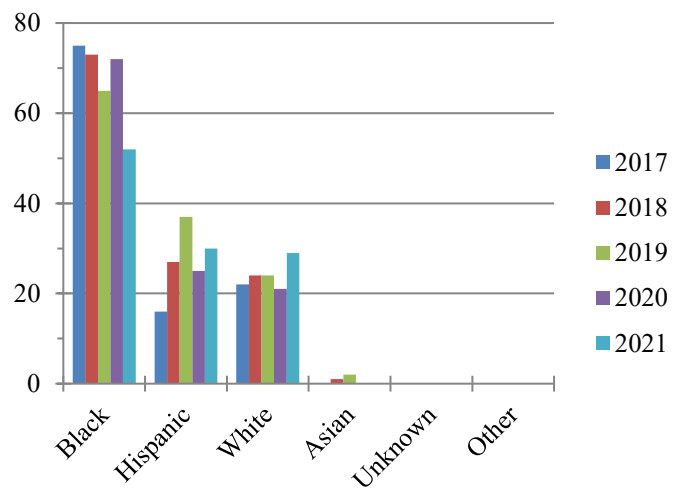
**Use of Force by Race, End-Year 2021**



**Use of Force by Sex, End-Year Comparison**

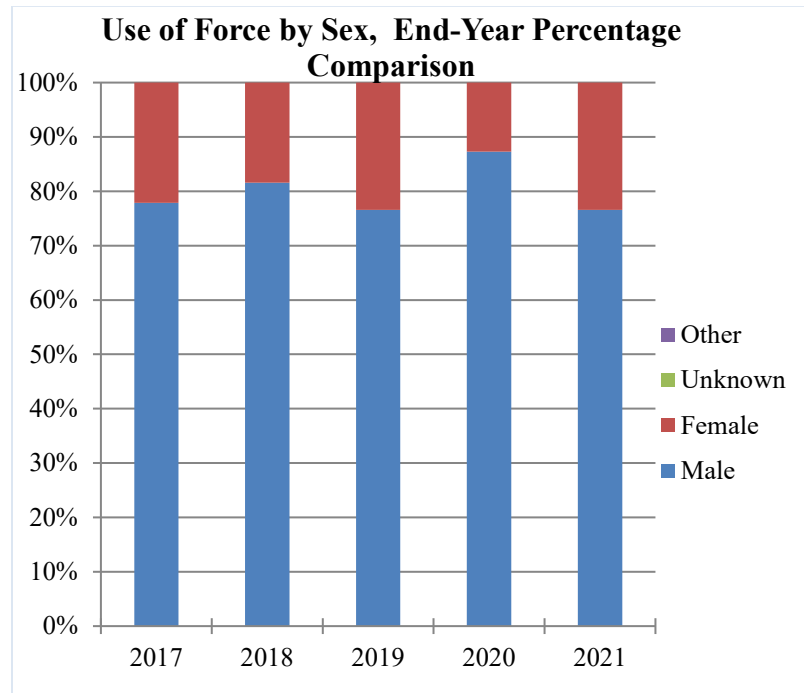
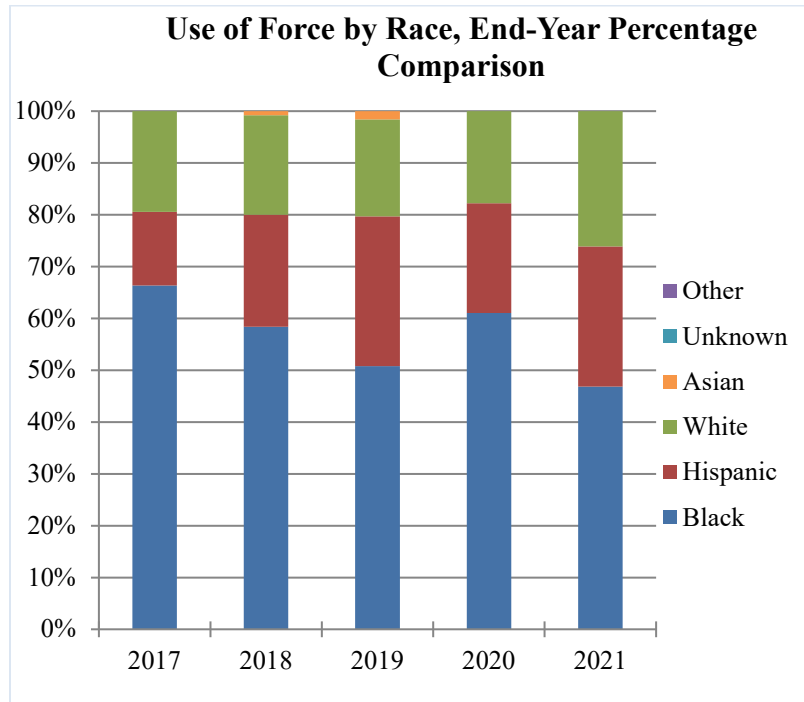


**Use of Force by Race, End-Year Comparison**

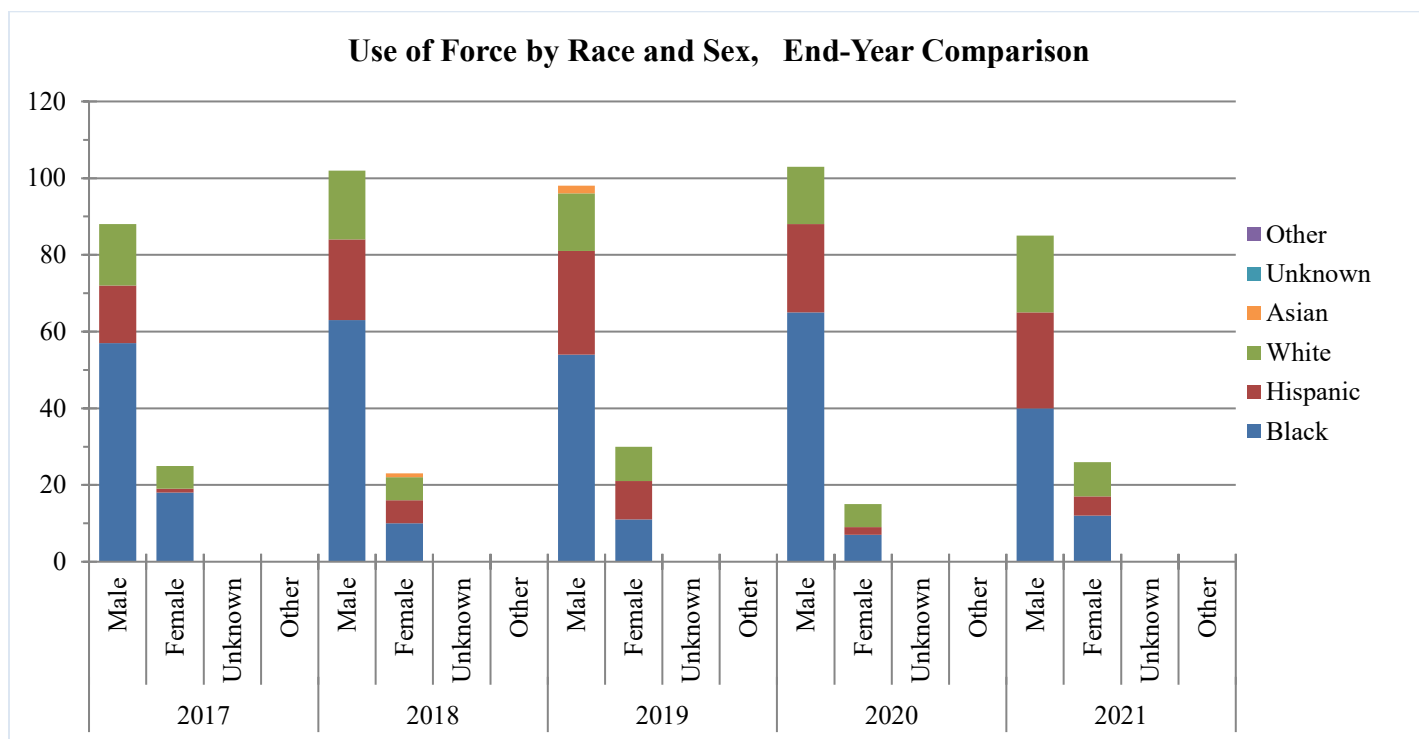
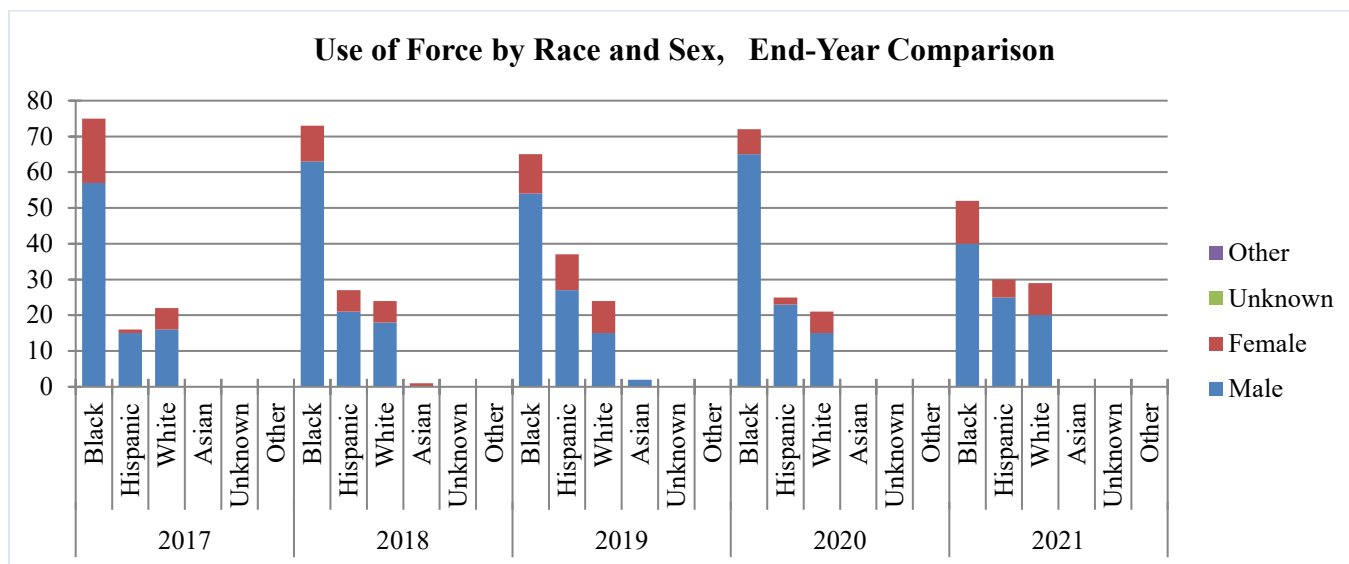


## USE OF FORCE BY RACE AND SEX (Cont.)

Force used against Hispanic females increased in 2021, from 2 in 2020 to 5 in 2021. Force against Hispanic males also increased, from 23 in 2020 to 25 in 2021. Force used against black males decreased from 65 Uses of Force in 2020 to 40 in 2021. Force against black females increased from 7 in 2020, to 12 in 2021. Force against white females increased from 6 in 2020, to 9 in 2021, and force against white males increased from 15 in 2020 to 20 in 2021.



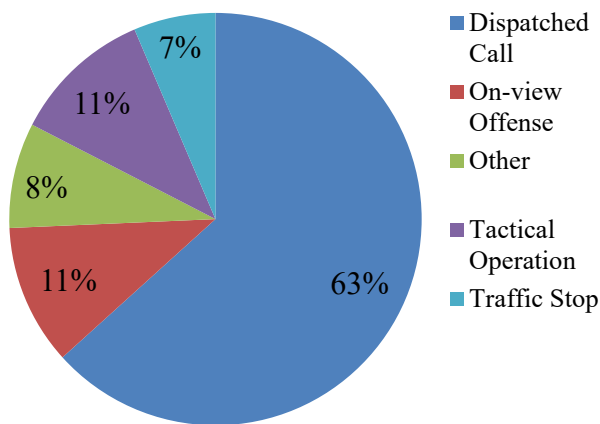
## USE OF FORCE BY RACE AND SEX (Cont.)



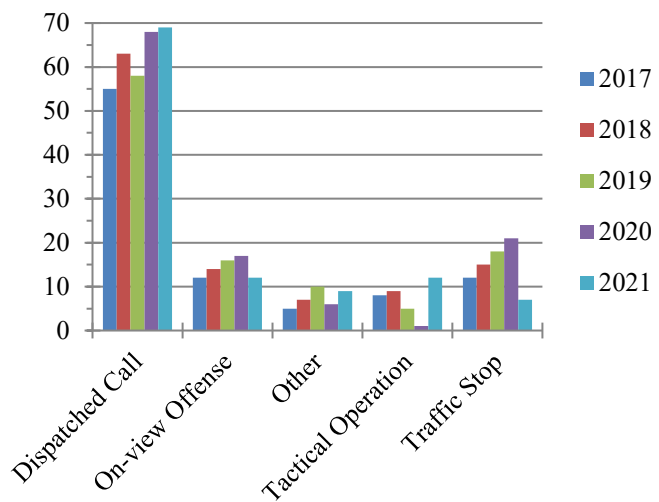
## USE OF FORCE BY REASON FOR CONTACT

Officer	Reason for Use of Force Contact					Total Incidents
	Dispatched Call	On-view Offense	Other	Tactical Operation	Traffic Stop	
Total	69	12	9	12	7	109

**Use of Force by Reason, 2021 End-Year**



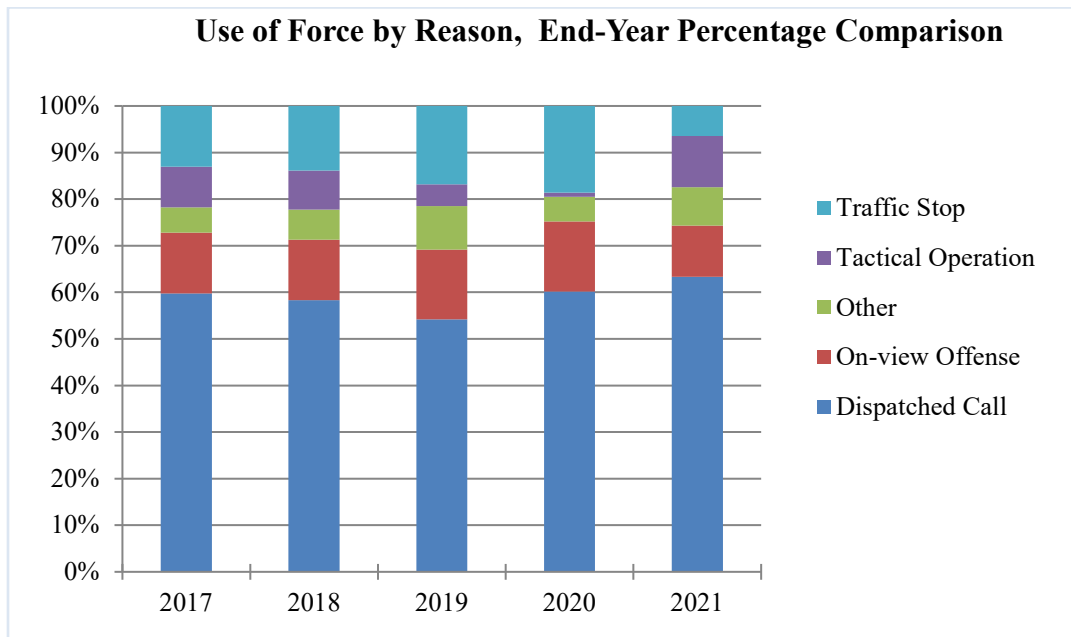
**Use of Force by Reason, 2021 End-Year Comparison**



Traffic stops that led to a use of force showed a decrease from 2020 to 2021, from 21 incidents to 7. Tactical operations increased from 1 in 2020 to 12 in 2021. Dispatched calls were still the primary reason for contact with an eventual use of force subject, and made up 63% of all use of force contacts. On-View Offense had 11% and Traffic Stops made up 7% of use of force contacts. “Other” reason for contact included agency assists and other similar responses made up 8%.

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 RACE AND SEX (Cont.)



## USE OF FORCE – BODILY INJURY

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

<b>Date of the Stop</b>	<b>Instance where P.O. Used Physical Force Resulting in Bodily Injury</b>	<b>Reason For the Stop</b>	<b>UF Record Number</b>
1/3/2021	Suspect fought the officer and resulted in being taken to the ground. His face struck the ground knocking a tooth out.	On-View Offense	21-UF-001
2/22/2021	The suspect was attempting to prevent the officer's from placing him under arrest. Officer's guided the suspect to the ground to gain further control and noticed blood dripping from the cut on suspects' ear.	Dispatched Call	21-UF-011
3/5/2021	Suspect was impaired and fighting all four officer's attempting to put suspect in handcuffs. Once in handcuff's suspect was complaining of injury. No injury could be seen, but suspect was treated and released to BCSO.	Dispatched Call	21-UF-014
3/6/2021	Suspect was refusing to get into the patrol vehicle. Suspect started backing away, officer then pushed suspect into the patrol vehicle. Suspect's cheek made contact with the cage causing a small scrape.	On-View Offense	21-UF-015
3/9/2021	While searching the handcuffed suspect, Officer saw suspect eating evidence. Suspect was medically cleared and taken into custody.	Dispatched Call	21-UF-020
3/5/2021	After being arrested, the suspect complained of chest pains. Medics examined the suspect and ultimately taken to the hospital.	Dispatched Call	21-UF-023

## 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
3/15/2021	Officer was trying to get suspect into the patrol vehicle when suspect kicked the Officer and then proceeded to spit on and bite the officer. In reaction of being bit, the officer struck the suspect in the face.	Dispatched Call	21-UF-025
3/21/2021	Officer was trying to get suspect to obey commands when suspect moved his left arm towards officer. Officer pushed suspect with both hands in the chest area to gain distance. Suspect stepped back and fell backwards into the roadway hitting the backside of his head. This caused the suspect to be unconscious and bleeding.	Dispatched Call	21-UF-026
3/11/2021	Officer was patting down suspect, when the suspect lunged towards the vehicle. The officer thought the suspect was going for a gun and took the suspect to the ground. Suspect had a slight abrasion on the palm and elbow.	Traffic Stop	21-UF-030
6/15/2021	Subject was actively aggressive towards officer. Officer tased suspect. Injury was due to the taser probes.	Dispatched call and On-view offense	21-UF-042
6/18/2021	After being arrested, the suspect complained of shoulder pain. Suspect was taken to the hospital, medically cleared with no injury.	Dispatched Call	21-UF-044

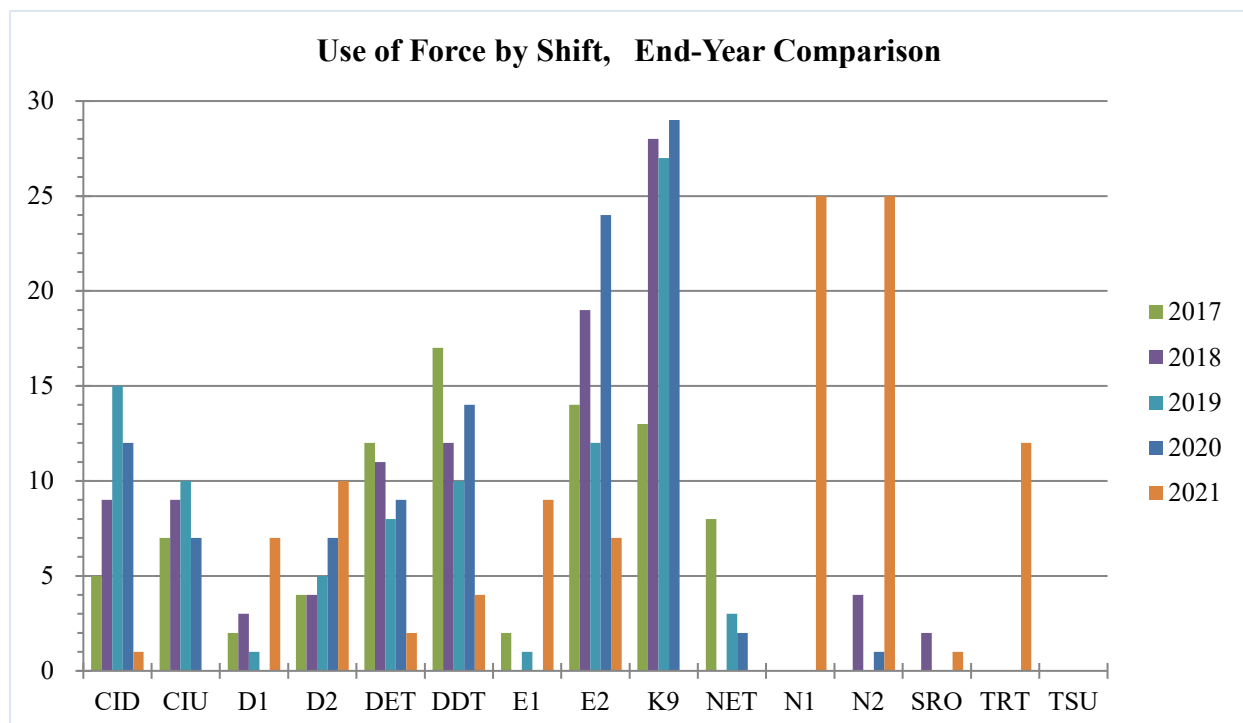
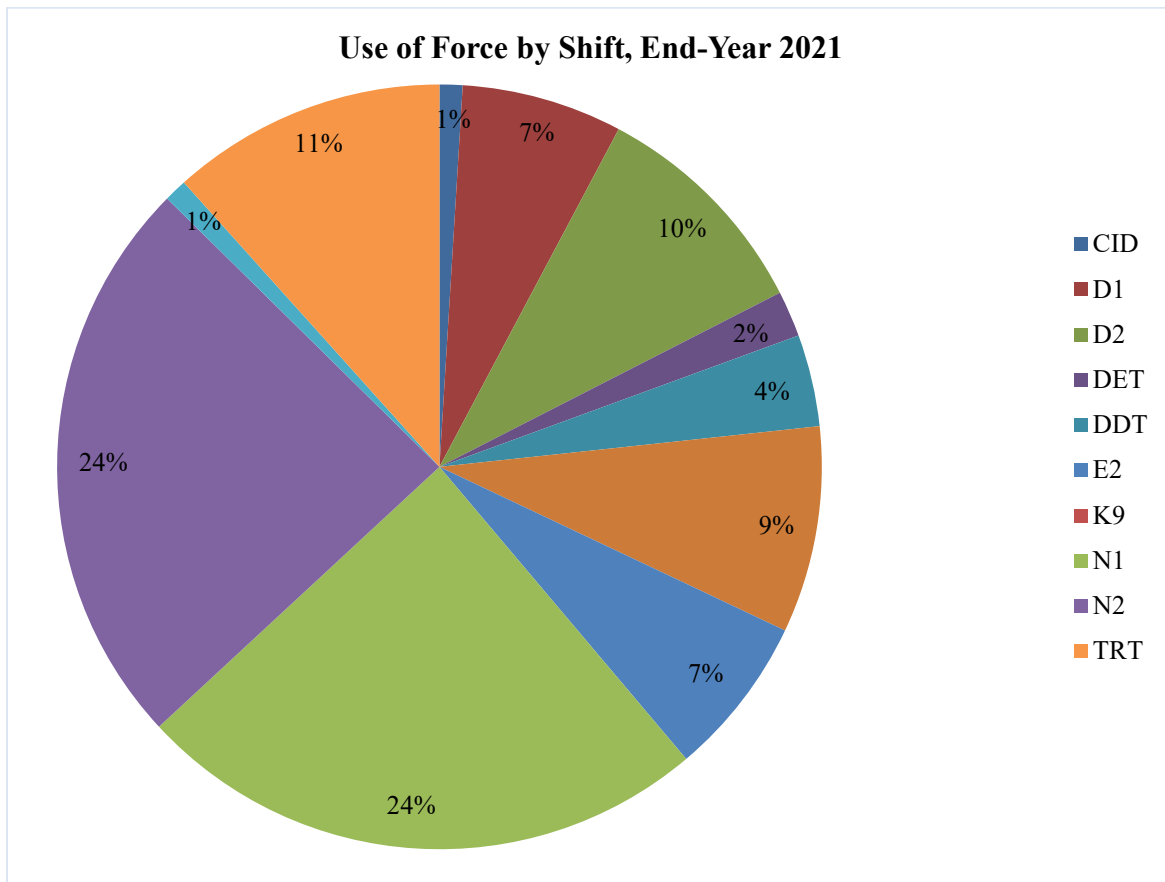
## USE OF FORCE – BODILY INJURY (Cont.)

<b>Date of the Stop</b>	<b>Instance where P.O. Used Physical Force Resulting in Bodily Injury</b>	<b>Reason For the Stop</b>	<b>UF Record Number</b>
7/6/2021	Subject was taken to the ground and supposedly scraped her left knee. Subject complained of pain to the knee. Upon closer inspection, this was a prior injury.	Dispatched Call	21-UF-046
7/19/2021	Subject was actively aggressive, ramming his shoulder into an officer, second officer tased subject. Medics came and removed probes.	Dispatched Call	21-UF-048
8/17/2021	Assisted in serving a search warrant. Bryan Officers pointed firearms at the subject. During arrest, subject was injured by a different law enforcement entity.	Tactical Operation/Agency Assist	21-UF-063
9/26/2021	Subject was actively struggling and landed on his cheek. Subject also received minor scratches and abrasions from the sidewalk	Dispatched Call	21-UF-071
10/5/2021	Officer was running to break up a fight, subject stepped in front of him, lost balance and tripped over backpacks and brushed their cheek against the wall.	On-View Offense	21-UF-072
9/26/2021	Subject was tensing up to try to prevent being handcuffed. A balance technique was used to take him to the ground causing his lip to bleed.	Dispatched Call	21-UF-080
10/12/2021	As the subject was struggling with the officer, they both ended on the ground. The subject had an injury to the left forearm.	Dispatched Call	21-UF-082

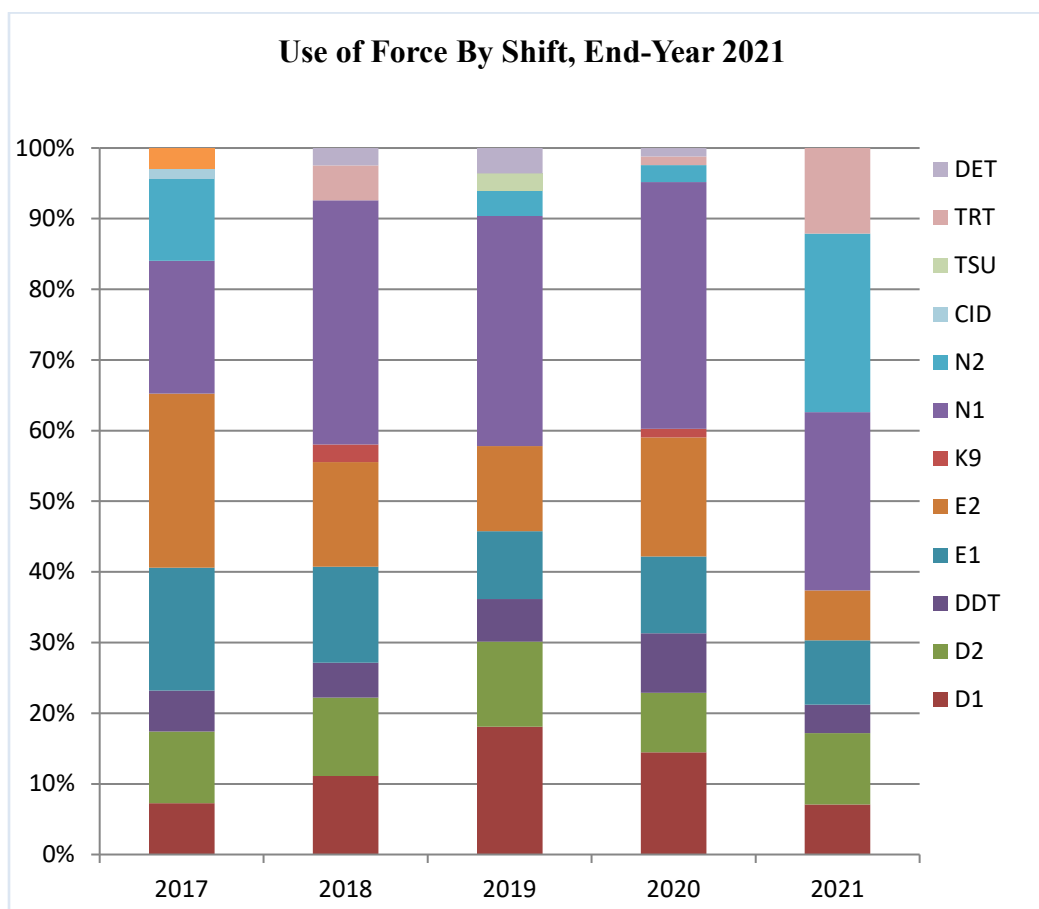
## USE OF FORCE – BODILY INJURY (Cont.)

Date of the Stop	Instance where P.O. Used Physical Force Resulting in Bodily Injury	Reason For the Stop	UF Record Number
11/28/2021	Subject was tensing up to try to prevent being handcuffed. A balance technique was used to take him to the ground causing an abrasion to the left side of the face.	Dispatched Call	21-UF-088
11/12/2021	As the subject was struggling with the officer, they both ended on the ground. The subject had an injury to his knuckles.	Dispatched Call	21-UF-086
11/22/2021	While trying to put handcuffs on subject, subject went limp causing a slight scrape across the right eyebrow of subject.	Dispatched Call	21-UF-090

## USE OF FORCE BY SHIFT



## USE OF FORCE BY SHIFT (Cont.)



Officers assigned to the Night Patrol Division – both night shifts, both evening shifts, and K9 units – accounted for 64% of all uses of force. Night 1 & 2, by itself, accounted for 48.5% of all uses of force. The amount of all Day Patrol Division officers combined (both day shifts, the School Resource Unit, and the Traffic Safety Unit) accounted for 18%. Of the officers assigned to divisions and units within the Investigative Services Bureau, those assigned to the Drug Enforcement Team and Direct Deployment Team stayed the same with six Uses of Force in 2020 and 2021. Several officers were reassigned to different duties and teams in 2021, which may account for the change in numbers.

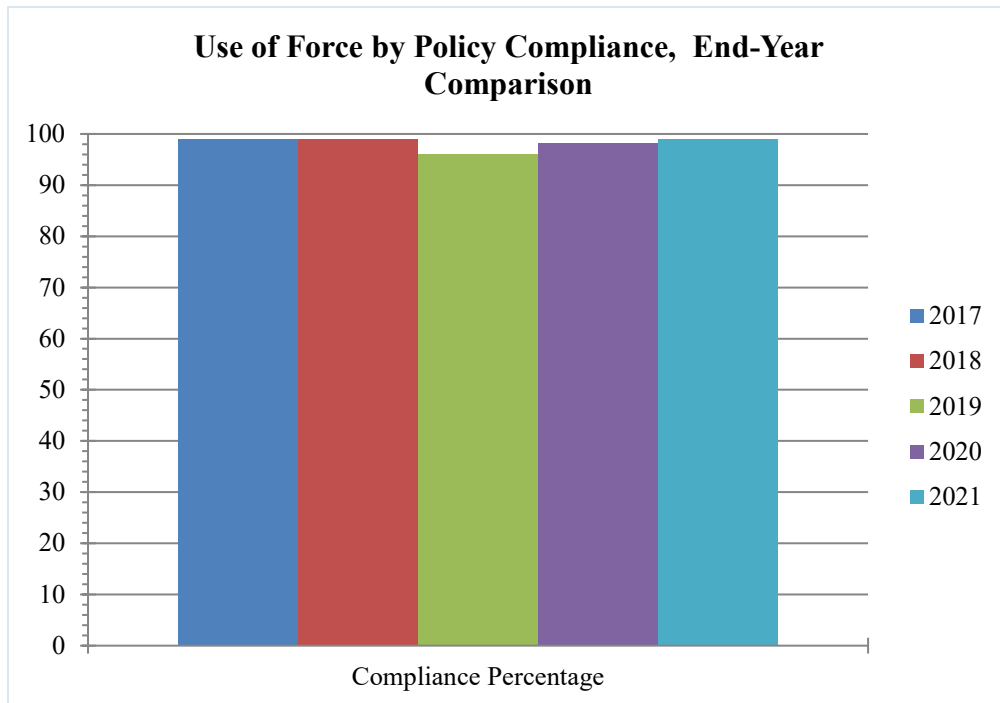
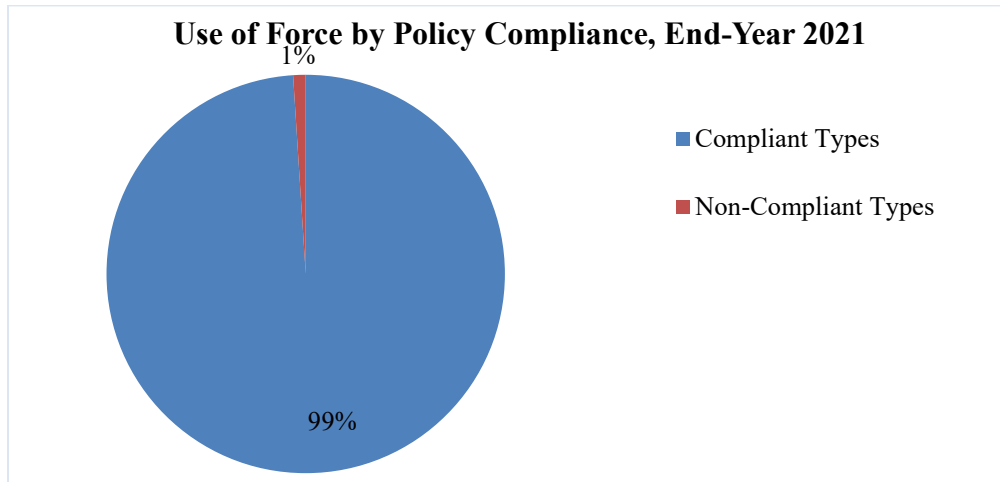
# Use of Force 2021

## Ethnicity

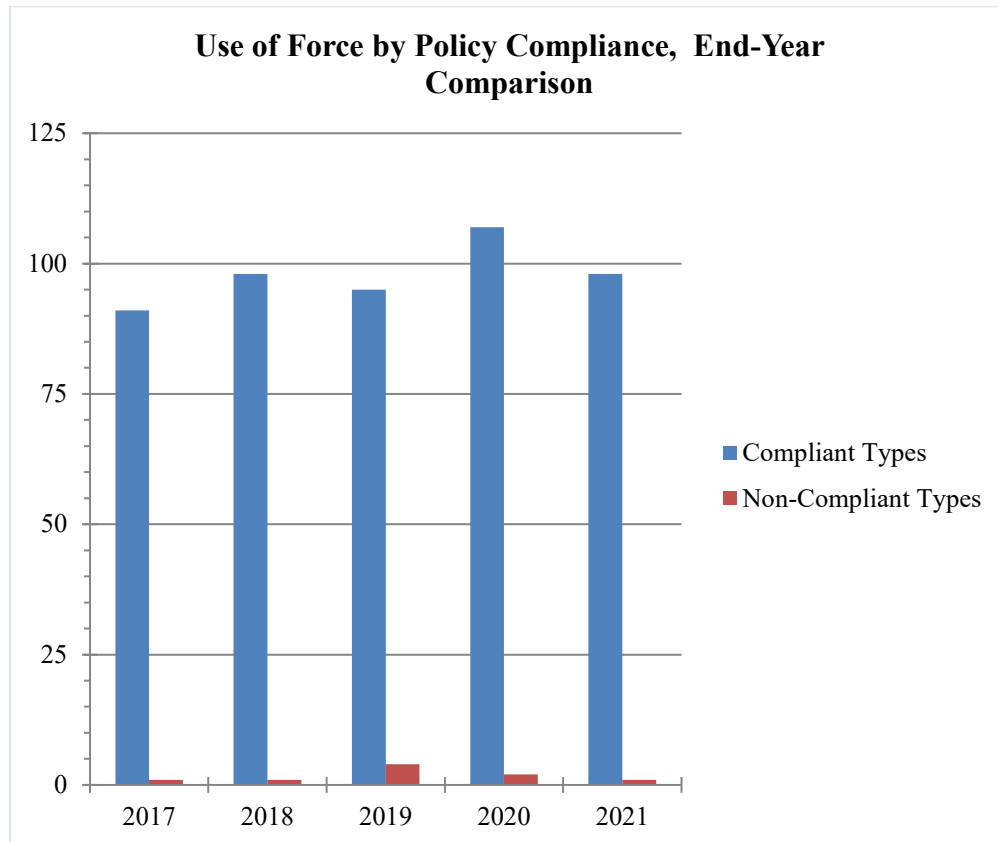
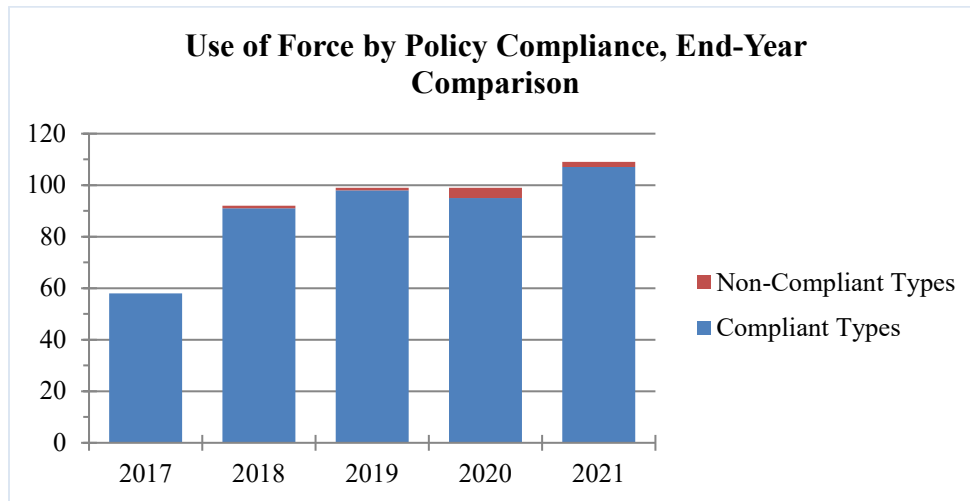
Sworn Personnel	White Non-Hispanic		Black Non-Hispanic		Hispanic-Latino Any race		Asian/Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									
• Discharge									
• Number of Suspects Receiving Non-Fatal Injuries									
• Number of Suspects Receiving Fatal Injuries									
• Display only	9		12	1	8	1			31
EWC									
• Discharge	1		2		1				4
• Display only									
Baton									
Chemical /OC			2						2
Weaponless	4	2	8	6	8				28
Handcuffed Subject without Arrest	8	6	18	6	7	2			47
Canine									
• Release Only									
• Release and Bite									
*Other		1				1			2
Total Uses of Force									114
Total Number of Suspects Receiving Non-Fatal Injuries	2	1	6	5	6	1			21
Total Number of Suspects Receiving Fatal Injuries									0
Total Number of Incidents Resulting in Officer Injury or Death	2		1	1	3				7
Total Use of Force Arrests	10	2	18	5	15				50
Total Agency Custodial Arrests									
Total Use of Force Complaints					1				1

## USE OF FORCE BY POLICY COMPLIANCE

There were one Use of Force that was determined to be non-compliant with Bryan Police Department policy in 2021, which gives an overall policy compliance rate of 99%. This is the fifth time in 6 years that the Bryan Police Department has not been at 100% compliance. The other times were in 2017, 2018, 2019 and 2020 where the department had Uses of Force that were non-compliant.



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



#### **OVERALL USE OF FORCE ANALYSIS (4.2.4)**

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 .16% of all calls for service (61,821), including traffic stops, required a Use of Force Report in 2021.

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.

## ASSAULTS ON POLICE OFFICERS

All Assault on Peace Officer incidents are gathered via a report from the Department's Records Management System. Each year a comprehensive report is completed and compared to the previous year's report in order to identify any trends or patterns, with recommendations to enhance officer safety, revise policy, or address training issues. The final report is then presented to the Chief of Police for review.

In 2021, 61,821 calls for service resulted in 28 sworn officers reporting assaults while conducting their legal duty as a public servant. While in 2020, 58,058 calls for service, resulted in 14 sworn officers reporting assaults. The following pages contain statistical data broken down by type of assault, reason for contact, type of injury sustained, geographic beat, officer shift/assignment, use of force applied, race, sex, and ethnicity of the subject.

Date of Incident	Location of the Stop/Beat	Reason For the Stop	UF Record Number (If Applicable)	Case Number
1/3/2021	4A	Suspicious Vehicle	21-UF-001	BP210100063
1/15/2021	5Z	Traffic Stop		BP210100453
1/15/2021	5A.	Traffic Stop		BP210100453
2/8/2021	7A	Disturbance Call		BP210200273
3/15/2021	5Z	Disturbance Call	21-UF-025	BP210300587
3/15/2021	5Z	Disturbance Call	21-UF-025	BP210300587
5/5/2021	4Z	Misc. Check		BP210500202
5/13/2021	6Z	Disturbance Call		BP210500497
5/16/2021	4A	Traffic Stop	21-UF-039	BP210500630
6/8/2021	4A	SPO	21-UF-038	BP210600286

## ASSAULTS ON POLICE OFFICERS (Cont.)

Date of Incident	Location of the Stop/Beat	Reason For the Stop	UF Record Number (If Applicable)	Case Number
7/5/2021	4A	Disturbance Call		BP210700151
7/5/2021	4A	Disturbance Call		BP210700155
7/15/2021	6Z	Disturbance Call		BP210700503
7/15/2021	6Z	Disturbance Call		BP210700503
8/4/2021	6A	Theft in Progress		BP210800147
8/4/2021	6A	Theft in Progress		BP210800147
8/6/2021	6Z	Disturbance Call		BP210800192
8/26/2021	6A	Disturbance Call		BP210800938
9/23/2021	7Z	DWI		BP210900858

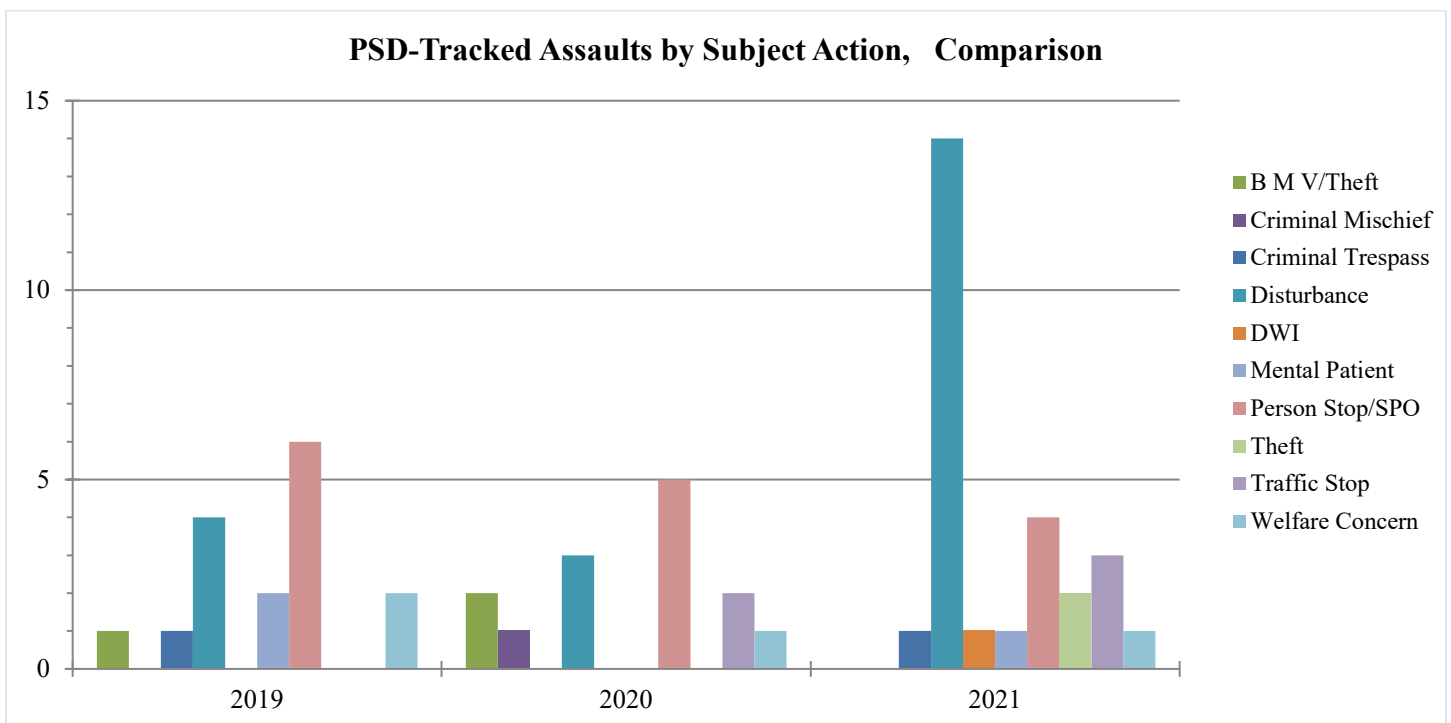
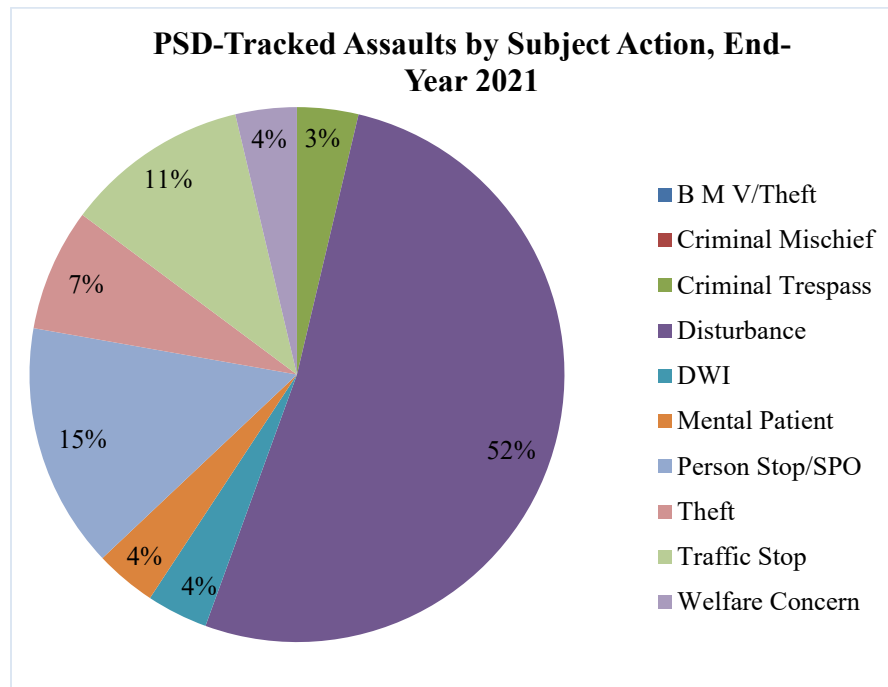
## ASSAULTS ON POLICE OFFICERS (Cont.)

Date of Incident	Location of the Stop/Beat	Reason For the Stop	UF Record Number (If Applicable)	Case Number
9/26/2021	6A	Dispatch Call	21-UF-071	BP210900976
10/12/2021	6A	SPO	21-UF-082	BP211000421
10/12/2021	6A	SPO	21-UF-082	BP211000421
11/12/2021	6Z	Disturbance		211100405
11/20/2021	6Z	Dispatch Call		211100713
11/24/2021	5Z	Disturbance		211100856

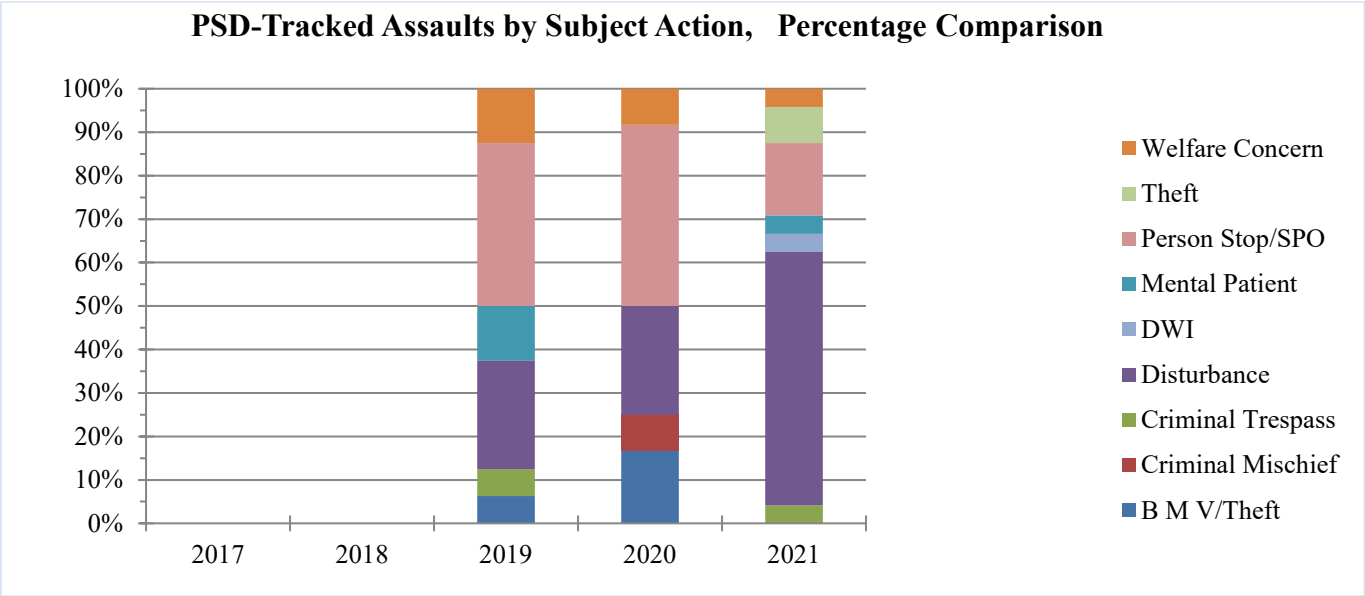
## ASSAULTS ON POLICE OFFICERS (Cont.)

Date of Incident	Location of the Stop/Beat	Reason For the Stop	UF Record Number (If Applicable)	Case Number
11/24/2021	5Z	Disturbance Call		211100856
12/5/2021	6A	Criminal Trespass		211200187
12/2/2021	5Z	Mental Patient		211200041

## ASSAULTS BY SUBJECT ACTIONS

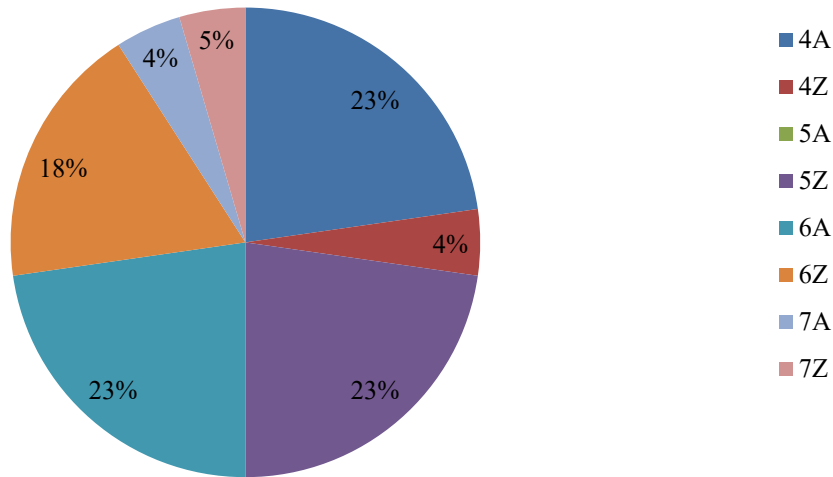


ASSAULTS BY SUBJECT ACTIONS (Cont.)

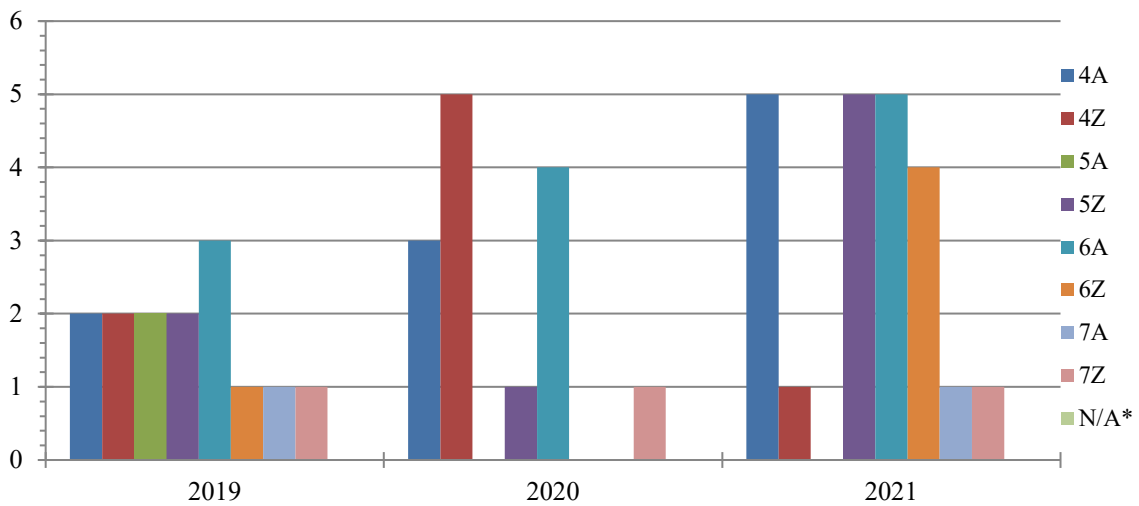


## ASSAULTS BY BEAT

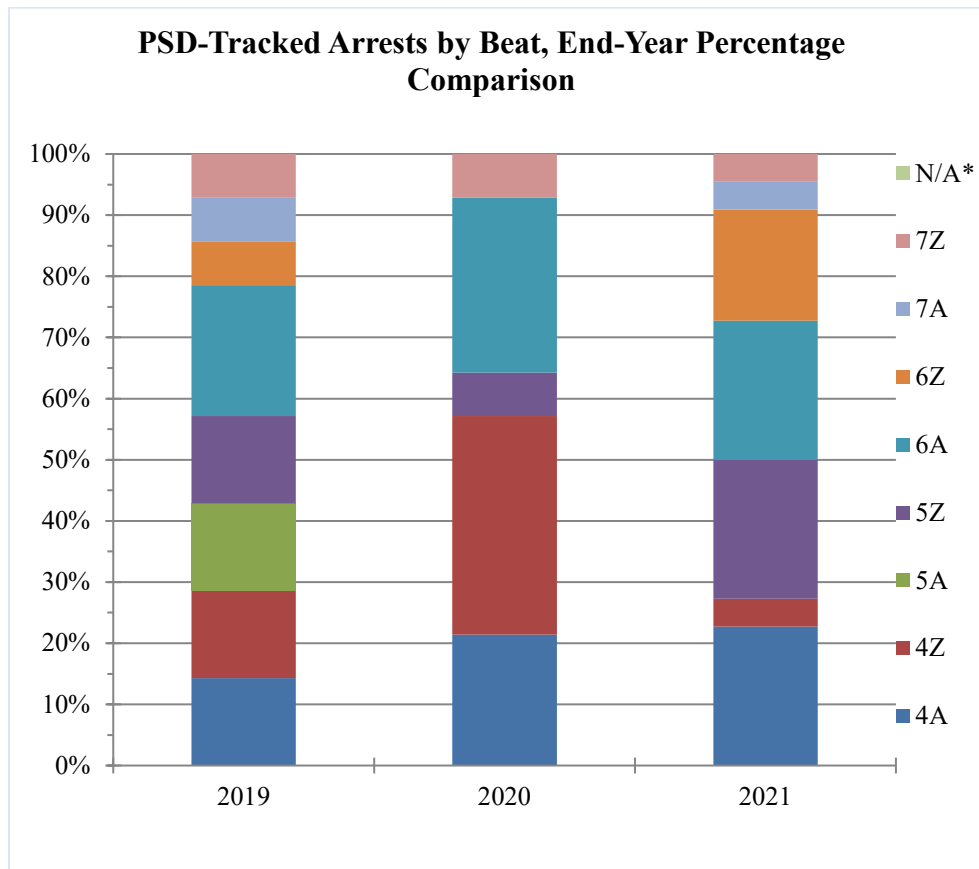
**PSD-Tracked Assaults by Beat, End-Year 2021**



**PSD-Tracked Assaults by Beat, End-Year Comparison**

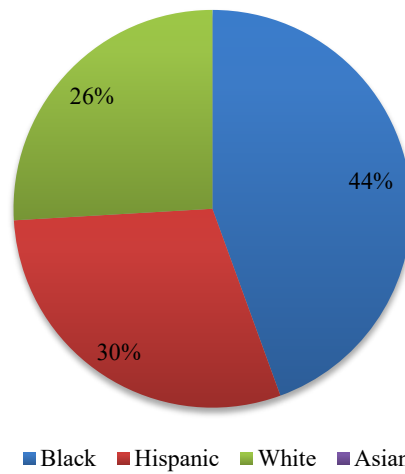


## ASSAULTS BY BEAT (Cont.)

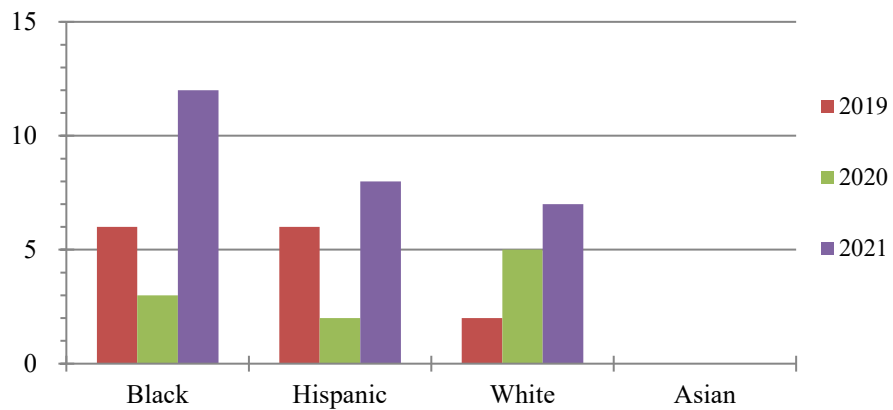


## ASSAULTS BY RACE & SEX

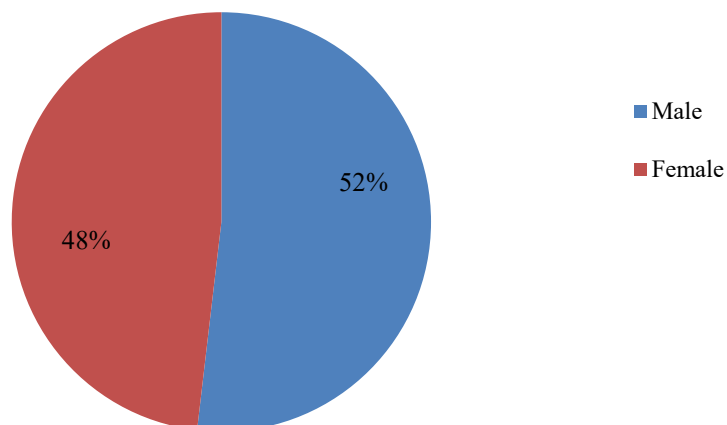
**PSD-Tracked Assaults on PO by Race; End-Year 2021**



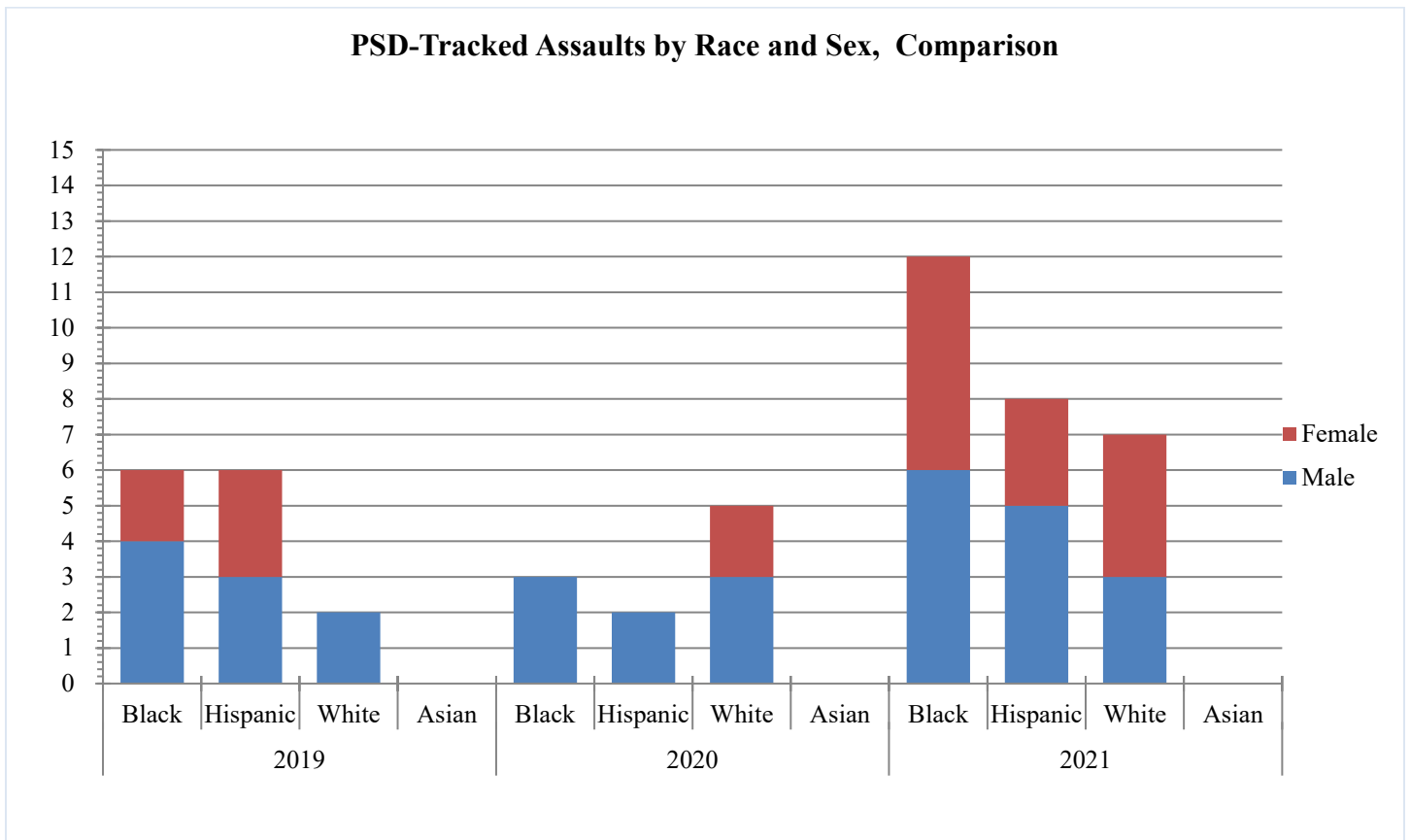
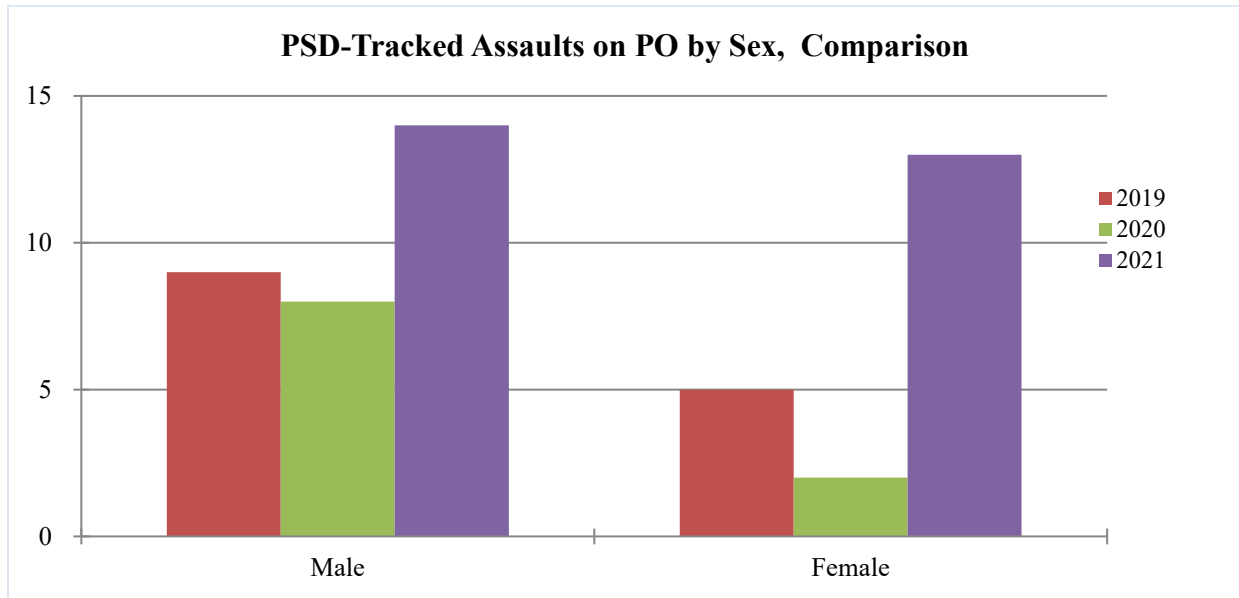
**PSD-Tracked Assaults on PO by Race, Comparison**



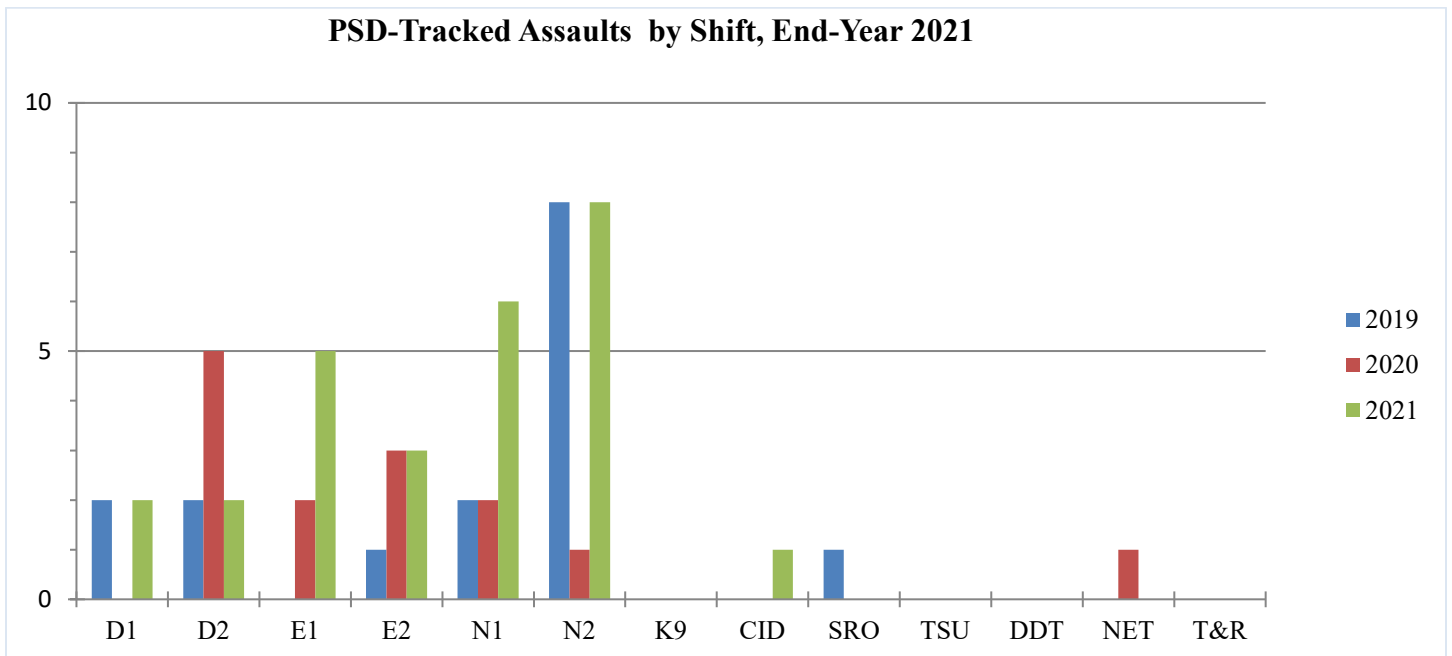
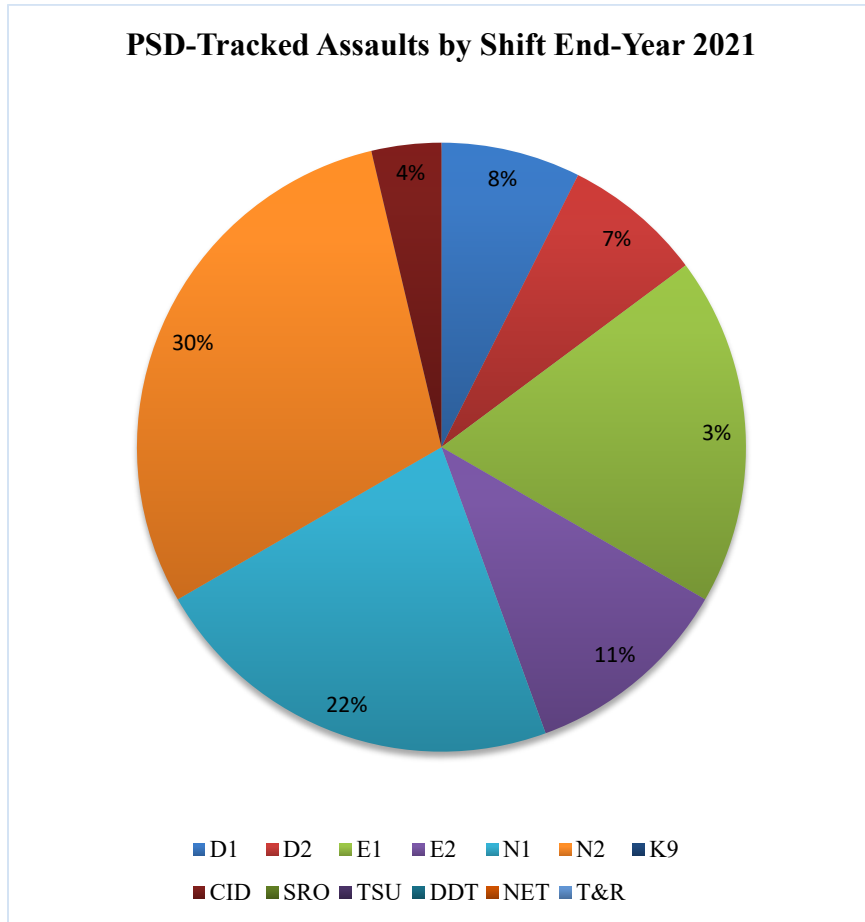
**PSD-Tracked Assaults on PO by Sex, End-Year 2021**



## ASSAULTS BY RACE & SEX (Cont.)



## ASSAULTS BY SHIFT



#### **OVERALL ASSAULT ON PEACE OFFICER ANALYSIS (4.2.5)**

Annually, the Professional Standards Division conducts a review of all assaults on law enforcement officers to determine trends or patterns, with recommendations to enhance officer safety, revise policy, or address training issues.

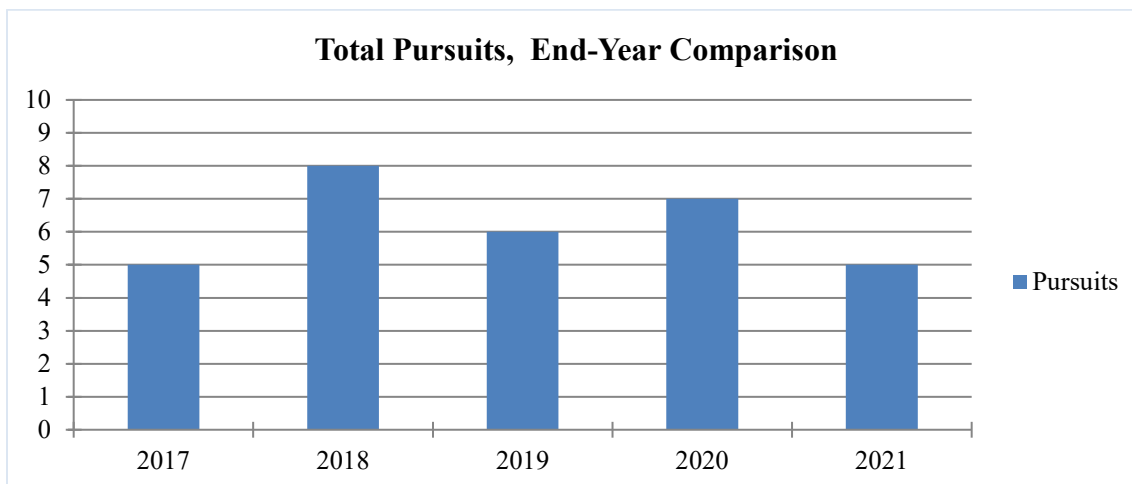
It is shown that only **.044%** of calls for service resulted in assault on a peace officer, and of those, **.013%** also accompanied Use of Force, which were all policy compliant for 2021.

This review did not reveal any trends of patterns of conduct with the officers involved. There were no equipment issues identified. Department procedures were proven to be effective and this review did not identify a need for additional training as to policy or procedure.

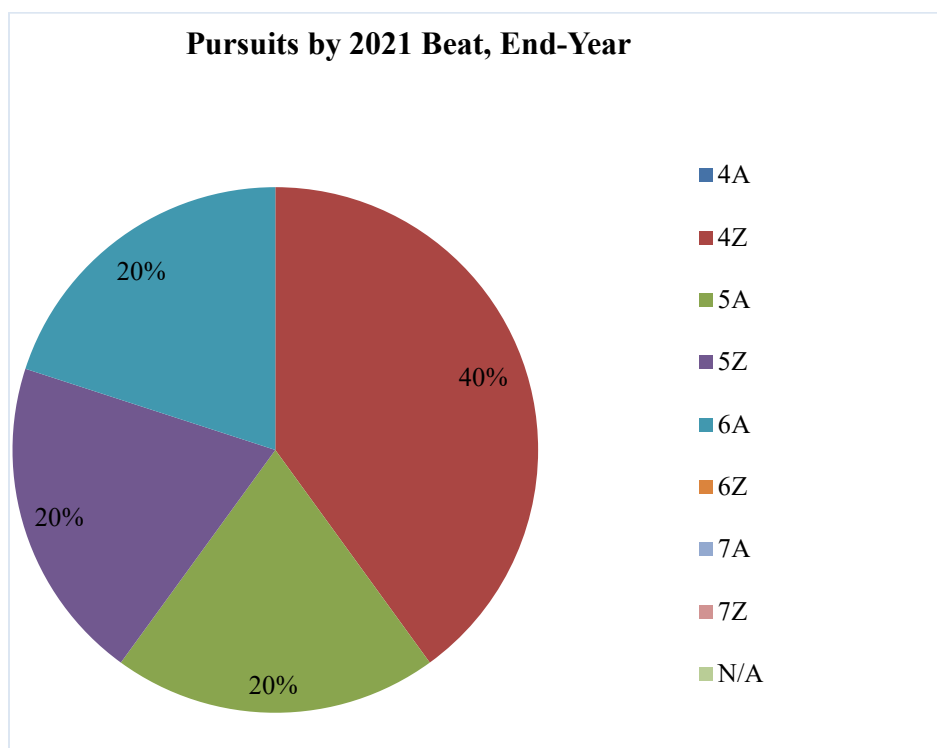
## VEHICULAR PURSUITS

Record	Case	Reason for Beginning	Reason for Ending	Injuries or Damage	Charges Against Subject	Policy Compliant
Date						
21-VP-001	2/18/2021	Robbery Suspect	Per Sergeant in Command	No	Evading Arrest Felon Firearm POM < 2 oz	No
BP210200567						
21-VP-002	5/25/2021	Suspected DWI	PIT maneuver was conducted and pinned the suspect vehicle to the curb	No injuries. Deflated both passenger side tires with TDD. PIT maneuver/pin caused minor damage to LBQ of suspect vehicle.	DWI 1st Evading w/Vehicle Resist Transport Poss. Dangerous Drug Animal Cruelty Escape	Yes
BP210500942						
21-VP-003	7/17/2021	Suspect vehicle in an aggravated assault w/a deadly weapon	Vehicle stopped at residence on Earl Rudder Fwy.	No	Evading Arrest Poss. Drug Paraphernalia	Yes
BP210700596						
21-VP-004	7/18/2021	Suspected DWI	Vehicle stopped in a parking lot.	No	Evading Arrest DWI	Yes
BP210700639						
21-VP-005	12/19/2021	Suspected DWI	Dead-end of street, exited, fled on foot	No	Evading w/Vehicle Evading Arrest Violation/Protective orders	Yes
BP211200759						

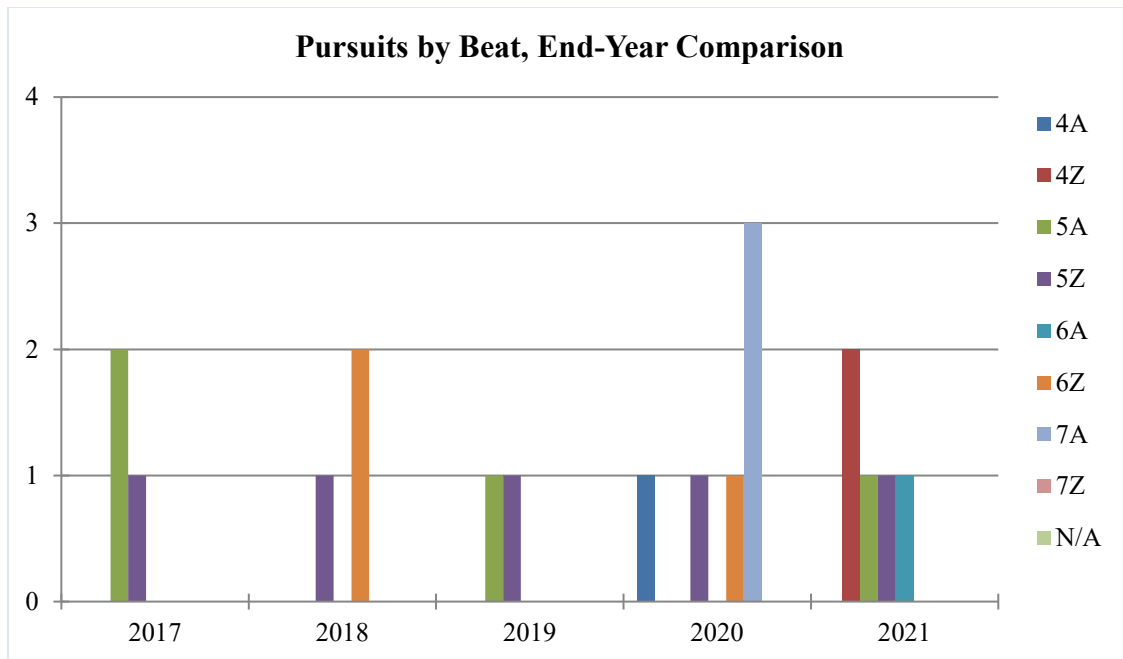
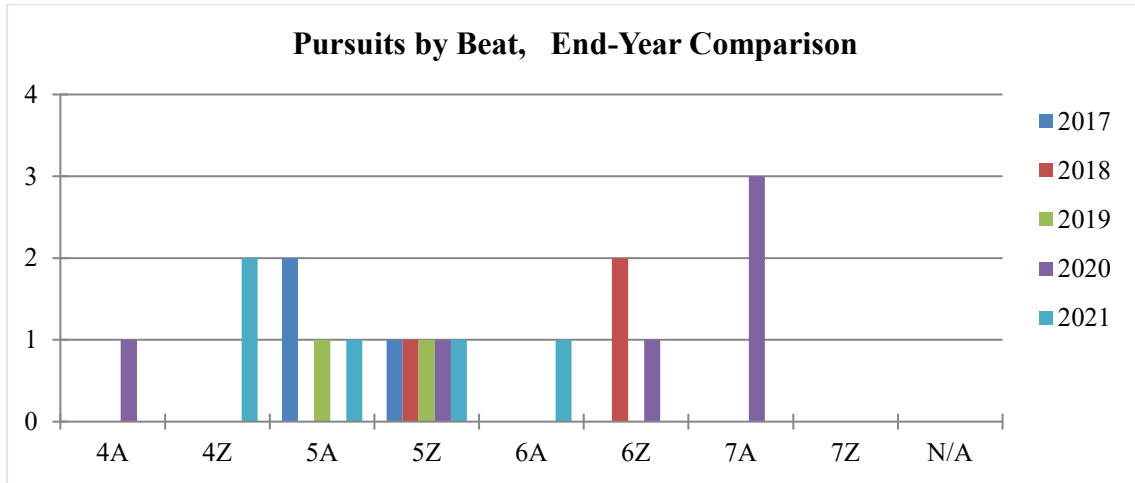
## VEHICULAR PURSUITS (Cont.)



## PURSUIITS BY BEAT

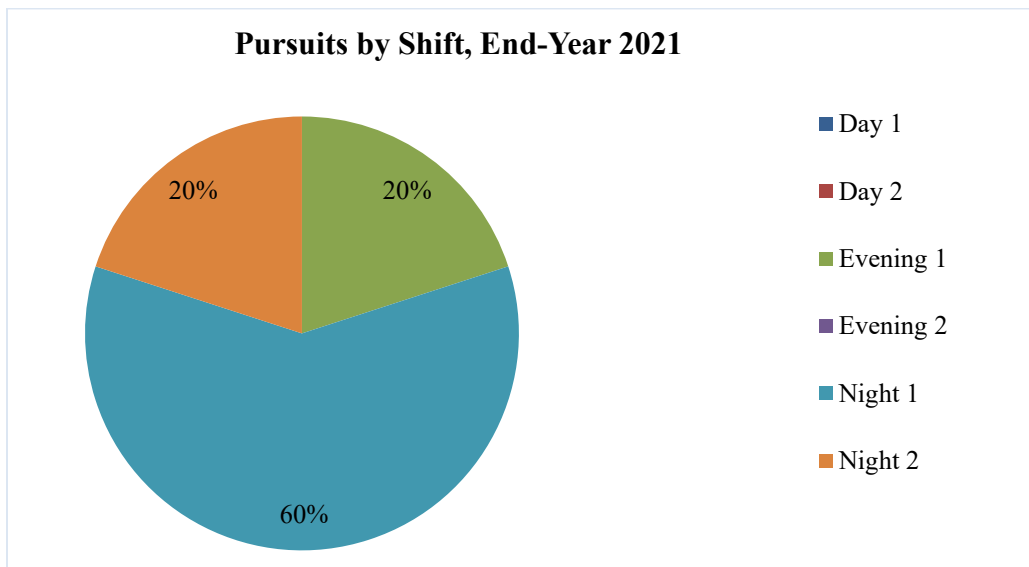
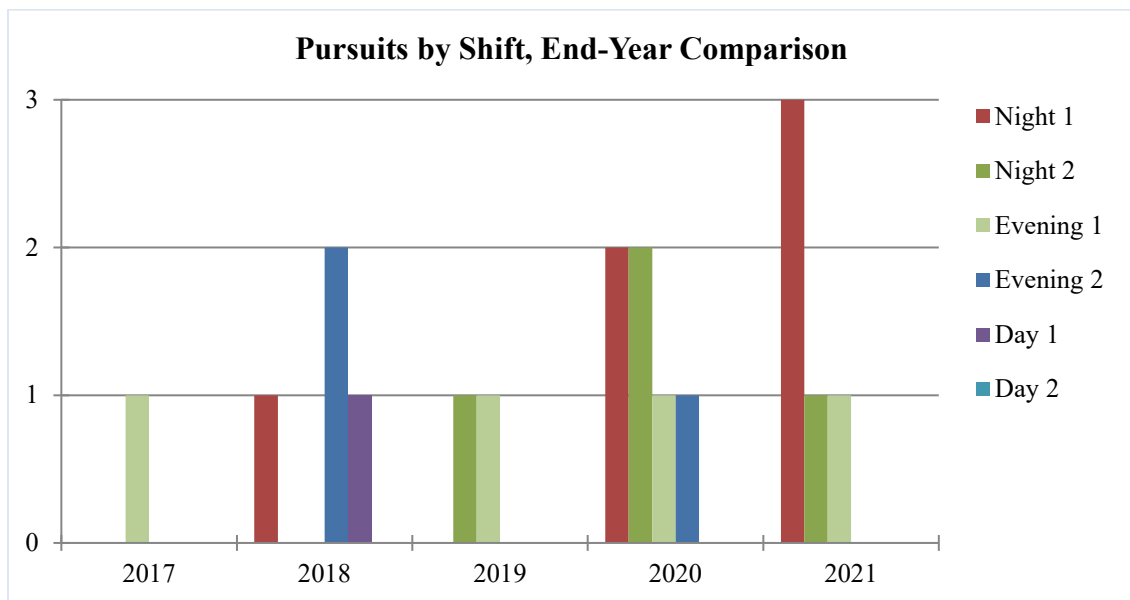
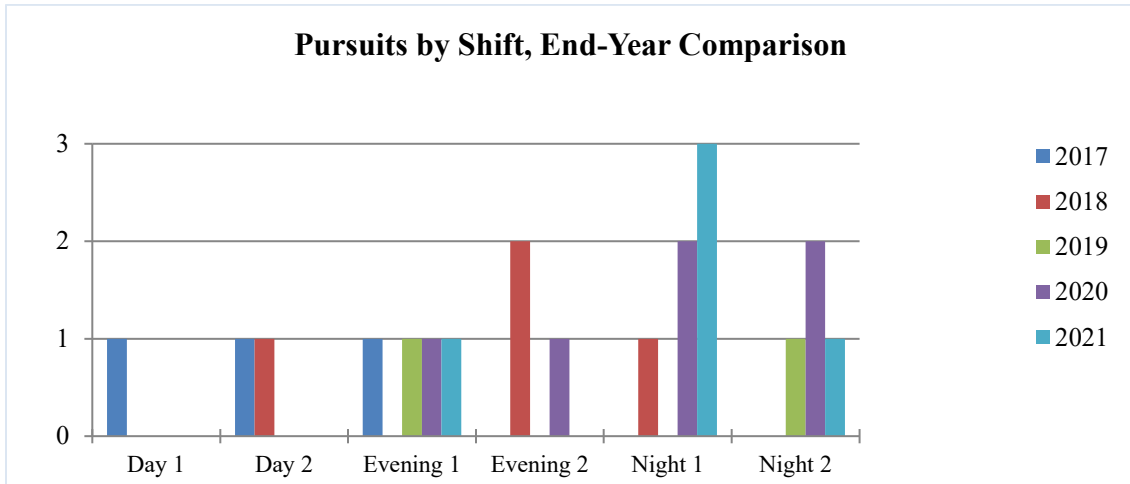


## PURSUIITS BY BEAT (Cont.)



In 2021, One out of the five pursuits ended outside of the beat in which they were began. The charts depict only the beat in which a pursuit was initiated.

## PURSUIITS BY OFFICER ASSIGNMENT

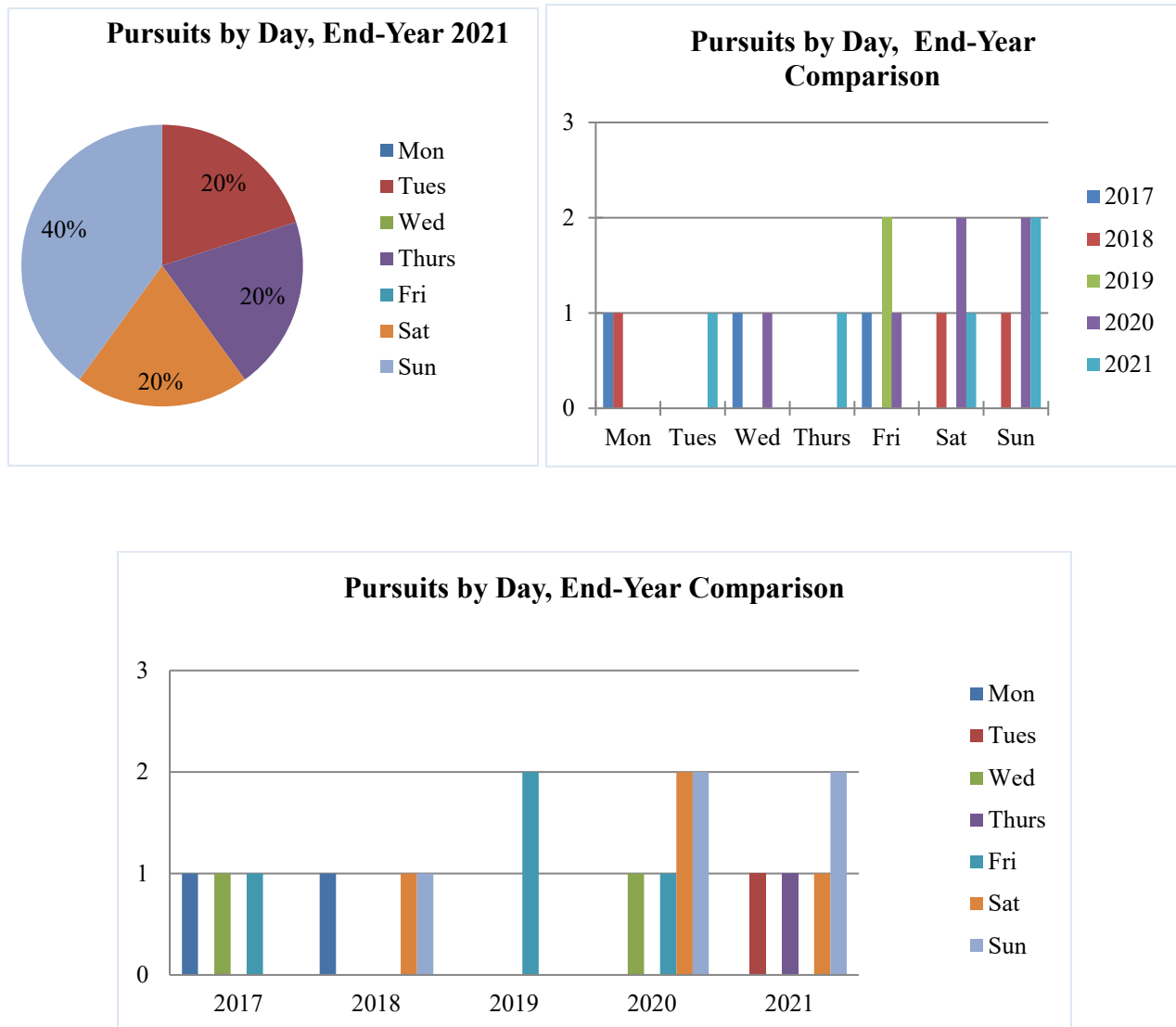


## PURSUIITS BY OFFICER ASSIGNMENT

Officers working three different shifts were responsible for initiating the five pursuits in 2021. 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 2021, and that throughout the years officers in those positions have engaged in pursuits most often.

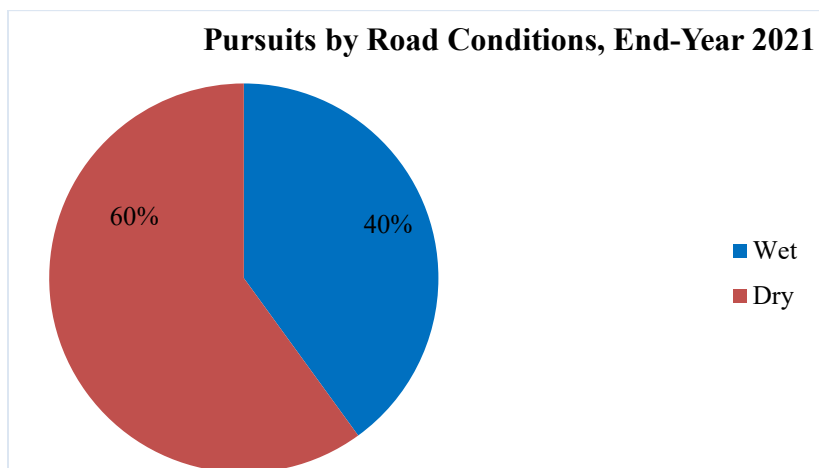
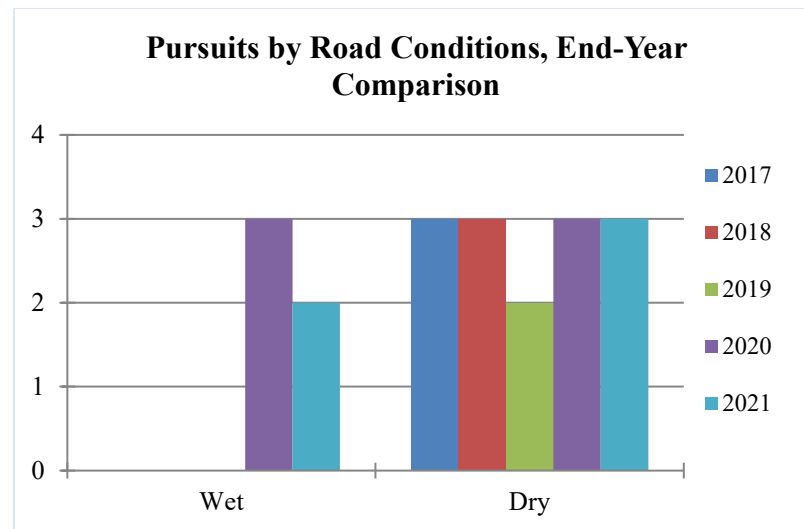
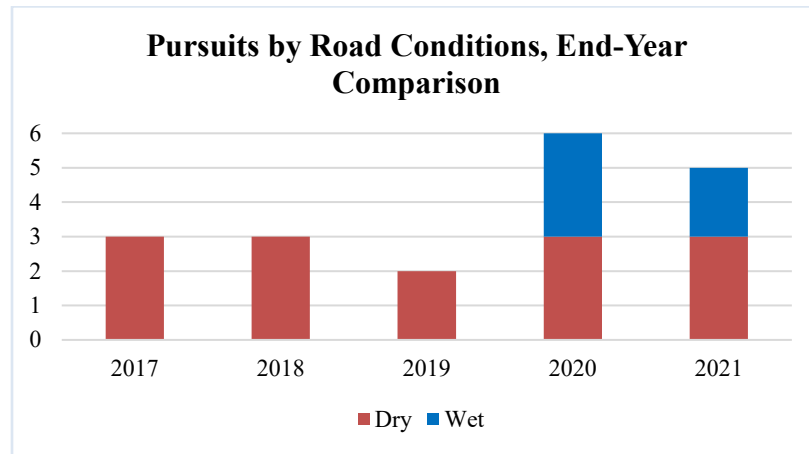
## PURSUIITS BY DAY OF THE WEEK

In 2021, two out of the five pursuits occurred on Sunday, one on Saturday, one on Tuesday and one on Wednesday, during times more prone to DWI incidents. 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.

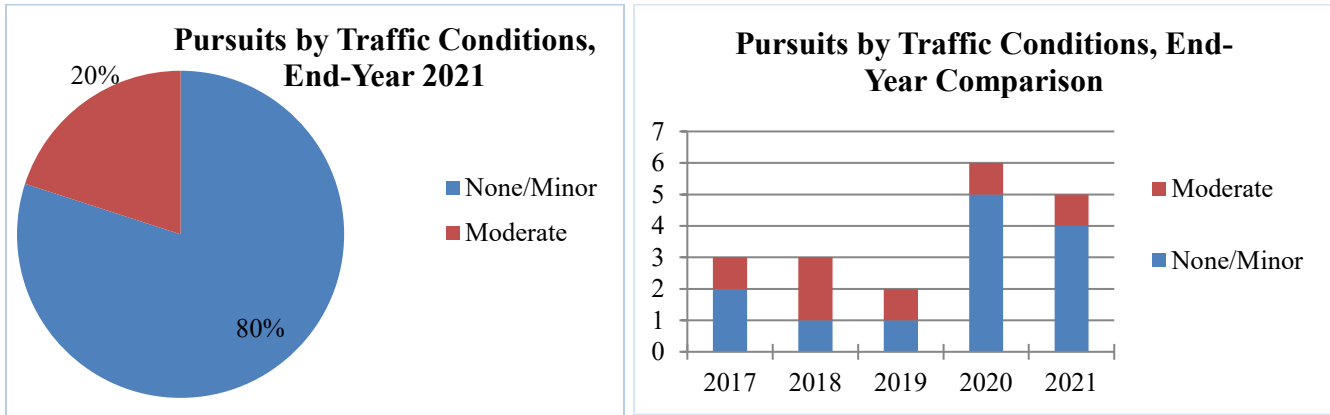


## PURSUIITS BY ROAD CONDITIONS

In 2021, two pursuits took place on wet roadways and three pursuits on dry roadways.

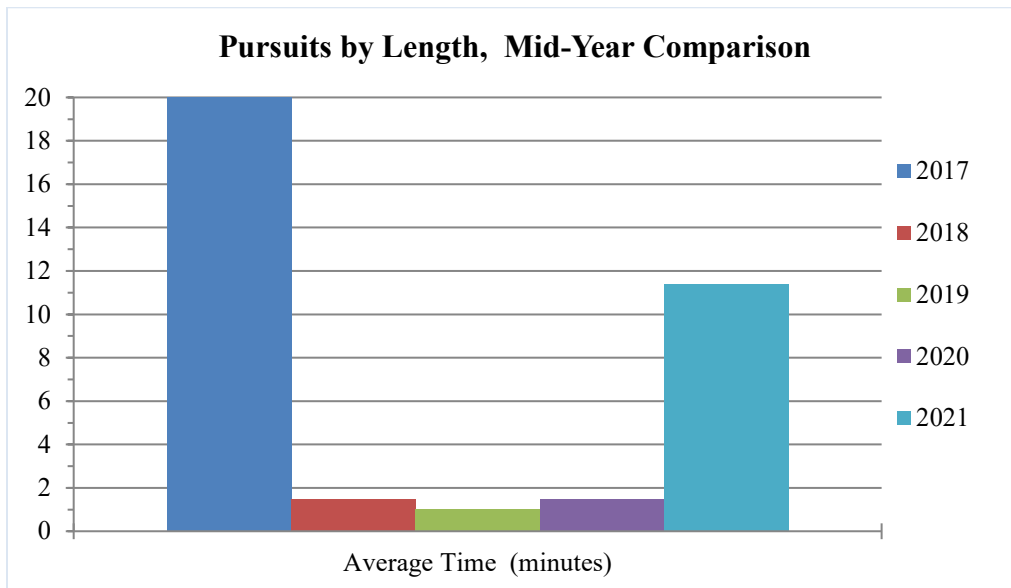


## PURSUIT BY TRAFFIC CONDITIONS



All of the pursuits in 2021, 80% listed the traffic conditions as “none/minor and 20% listed as Moderate.

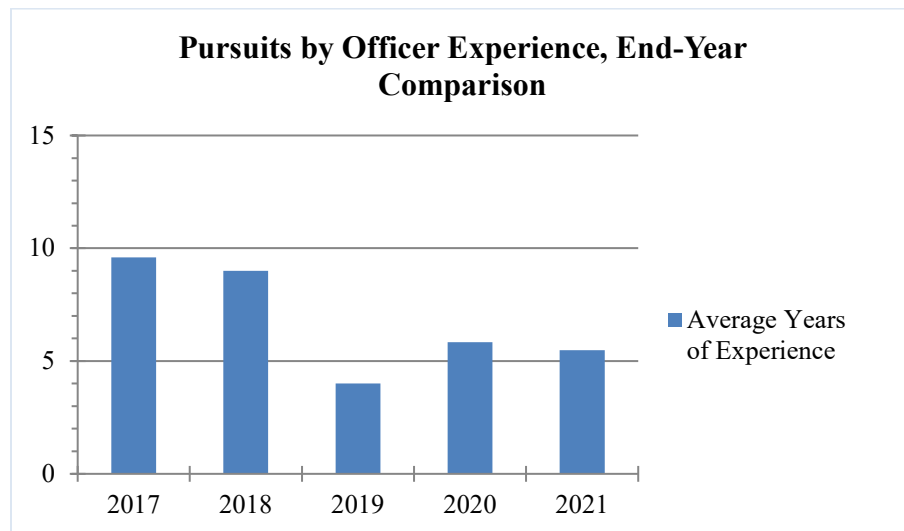
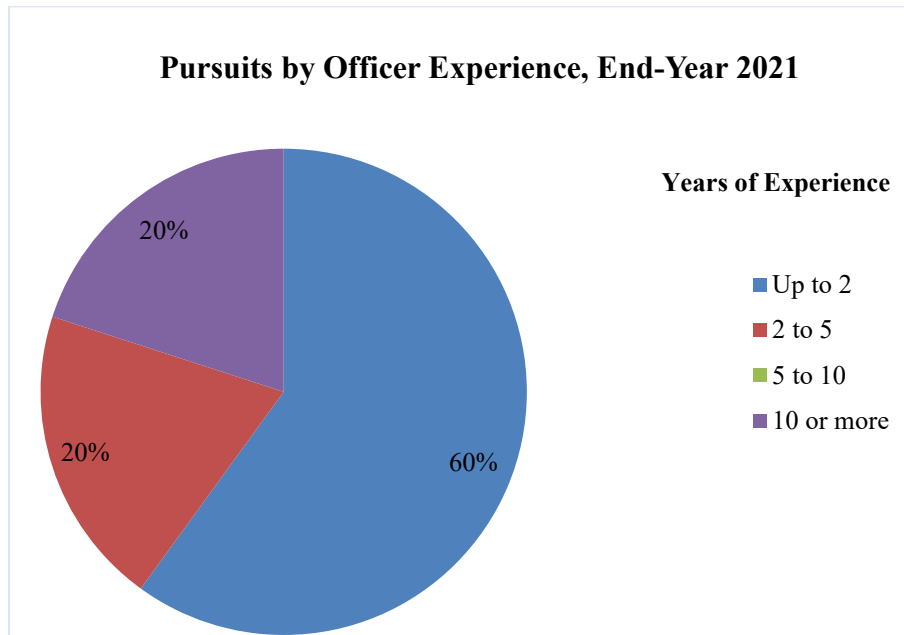
## PURSUIT BY LENGTH



The average length of all five pursuits in 2021 was 11 minutes. One of the pursuits lasted for one minute or less, with one pursuit lasting 45 minutes. With the longest pursuit taken out, however, the average time for pursuits in 2021 drops to less than three minutes. This is much more comparable to average pursuit length in previous years.

## PURSUIITS BY OFFICER EXPERIENCE

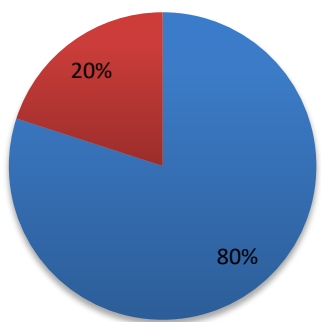
The officers who initiated pursuits in 2021 averaged 5.4 years of experience with the Bryan Police Department. This is slightly lower than last year. Individual experience ranged from just over two years to over 10 years. Officer experience did not necessarily correlate to whether or not a pursuit was policy compliant.



## PURSUIITS BY POLICY COMPLIANCE

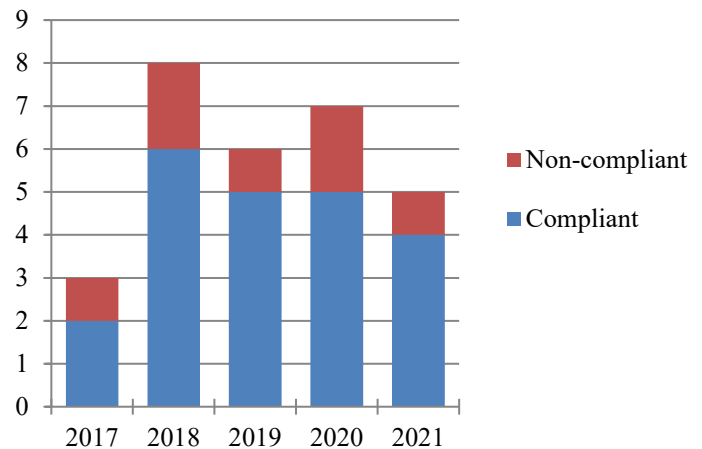
One out of the five pursuits in 2021 were in violation of Bryan Police Department policy. The non-compliant pursuit was initiated when the officers pursued a wanted fugitive. The pursuit was terminated by the officer's Sergeant. The involved officers received a written and oral reprimand and were counselled on the vehicle pursuit policy, Case 21-0200567. 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, End-Year 2021**

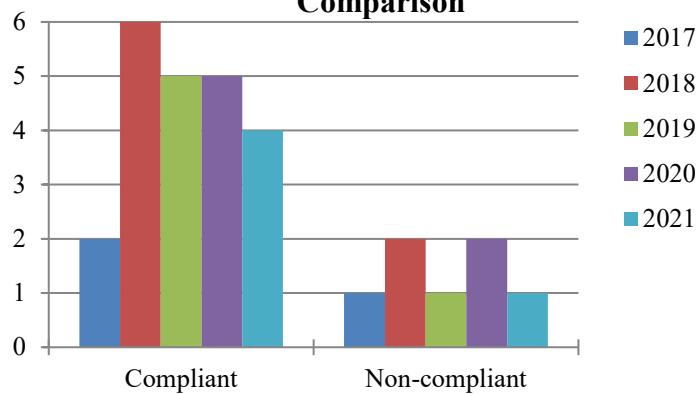


■ Compliant ■ Non-compliant

**Pursuits by Policy Compliance, End-Year Comparison**



**Pursuits by Policy Compliance, End-Year Comparison**



## **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 2021 Review of General Order, 04-04.4, Emergency Operation and Pursuit, was conducted on August 19, 2021 by Professional Standards Lieutenant J. James. The policy and procedure was reviewed for accuracy and relevance. The Pursuit Form was transferred to an electronic version in AXON Standards. The Pursuit Form would be completed by the officer and approved up the chain of command to Professional Standards Division. AXON Standards worked with Professional Standards Division to create a form that can be used electronically in AXON Standards. The new electronic version went live in October 2021.

In October 2021, while reviewing the policy, it was suggested that we add other documentation to capture a bigger picture of the pursuit. An example would be hazardous driving. Now that the form is electronic, we are not contained to a paper form and can add extra boxes to capture more information.

The additional information captured was discussed in the monthly Lieutenant's meeting and approved to make the necessary changes. The changes were implemented by the end of 2021.

Vehicular pursuits decreased in 2021. In 2020 there were 7 vehicular pursuits and 5 of these pursuits were determined to be compliant. At time of review, there were five vehicular pursuits in 2021. All but one were compliant with policy and procedures. Vehicular Pursuit 21-VP-001 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 counseling would be given. All pursuits were recorded on video. Intoxication factors existed in three of the pursuits. One consisted of aggravated assault with a deadly weapon, and one consisted of a robbery suspect. The annual analysis includes the vehicular pursuit findings.

The review processes continue to be timely, and are usually completed with very few corrections.

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 2021 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.