

Mayor's Commission on Racial Equity

Listen - Learn - Lead





SERVICE

INTEGRITY

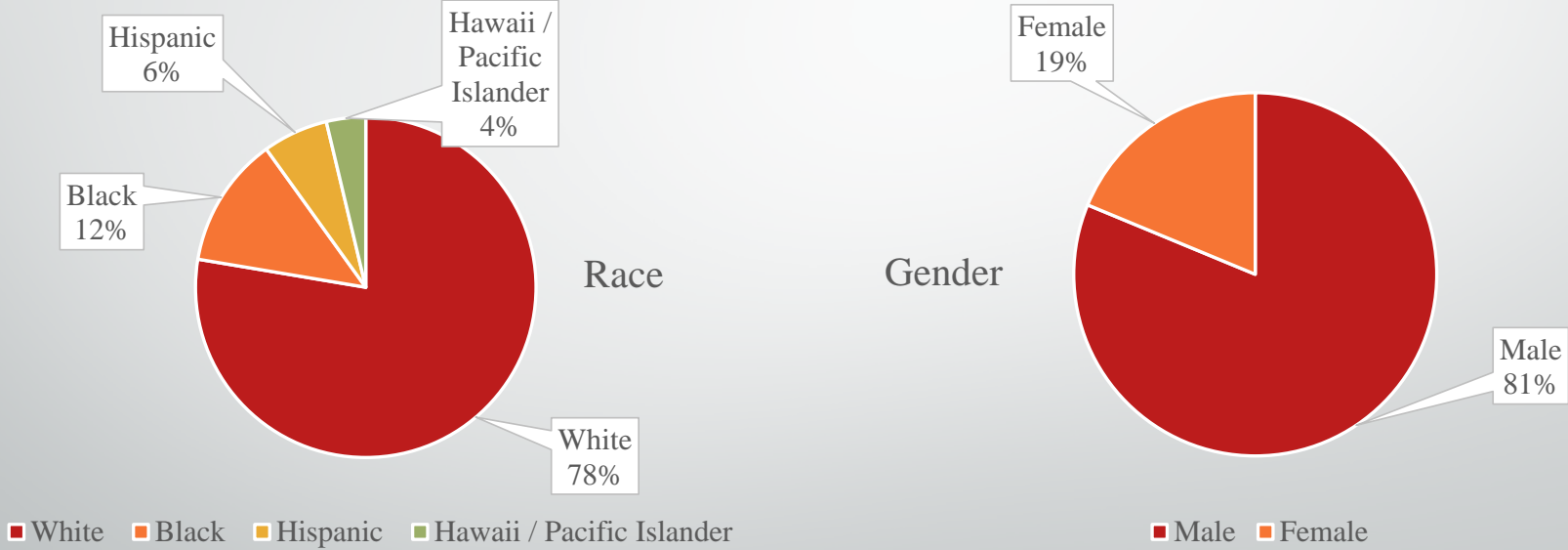
PROFESSIONALISM

**THROUGH
A PARTNERSHIP
WITH THE COMMUNITY,
THE MISSION OF THE
LEWISVILLE POLICE
DEPARTMENT IS TO SOLVE
PROBLEMS AND IMPROVE
PUBLIC SAFETY IN A
MANNER THAT IS FAIR,
IMPARTIAL AND
TRANSPARENT**

Pillars of Procedural Justice

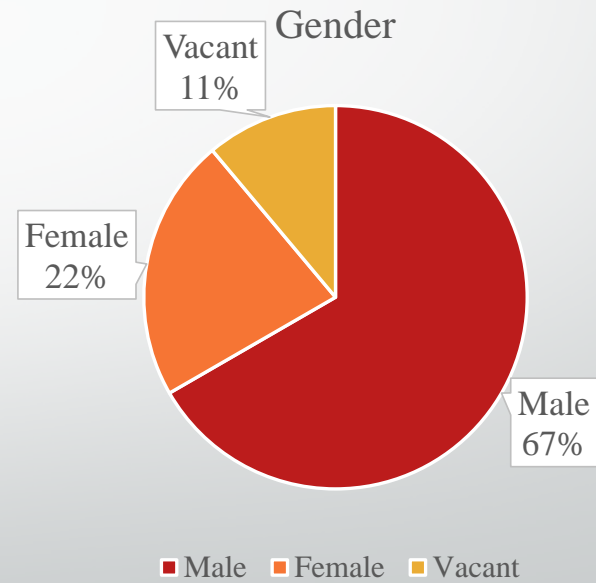
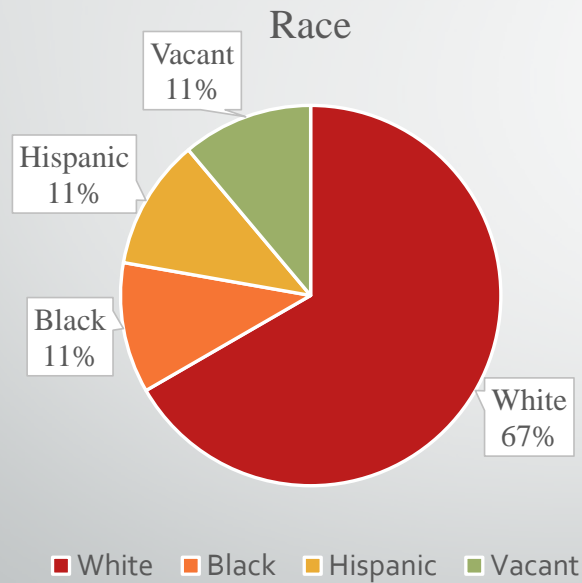
- Fairness
- Voice
- Transparency
- Impartiality

First Line Supervision by Race/Gender



32 Employees

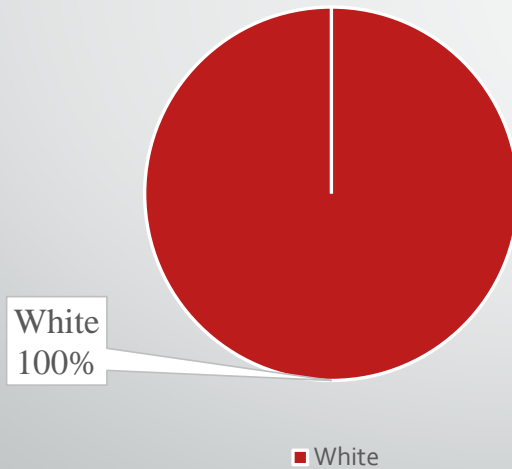
Mid-Level Supervision by Race/Gender



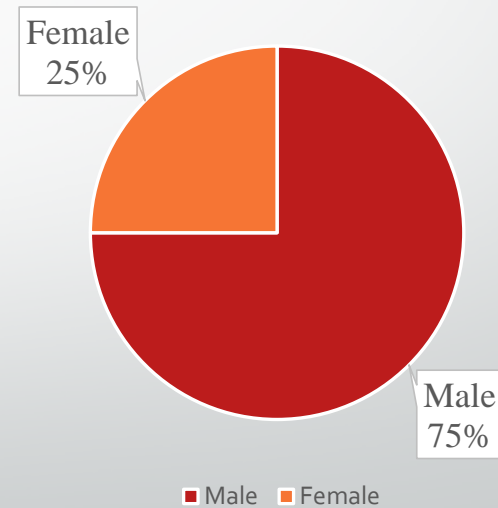
9 Employees

Command Staff Supervision by Race/Gender

Race



Gender



4 Employees

Hiring Standards



TCOLE Classifications for Certified Officers

- **Honorable Discharge** – Retired or resigned while in good standing and not because of pending or final disciplinary actions or a documented performance problem.
- **General Discharge** – Terminated, retired, or resigned related to a disciplinary investigation of conduct that is not included in dishonorable, or was for a documented performance problem.
- **Dishonorable Discharge** – Terminated, retired, or resigned in relation to allegations of criminal conduct, insubordination, or untruthfulness.

LPD Hiring Standards

- Must be 21 at the time of academy graduation
- Must be US citizen
- Pre-Employment Drug Screen
- Physical Exam
- Polygraph
- Must be able to distinguish between red, green and blue
- Class C Driver's License
- Pass Physical Ability Test
- Comprehensive Background Investigation
- Psychological Exam

Examples of Rejections

- Class A Misdemeanor or higher
- Pattern of Drug Use as an Adult
- Selling Drugs as an Adult
- Used Marihuana within past 3 years, or other illegal drug use within past 10 years
- Failure to pay contractual debts
- Any Class B Misdemeanor within past 10 years
- Conviction of DWI as an adult
- Probation for Class B within past 10 years
- Admission to Criminal Activity
- False Statements



Community Outreach



- Citizens Police Academy
- Citizens University
- Coffee with Cops
- Adopt a School
- Neighborhood Resource Program
- School Resource Program
- Social Media
- National Night Out
- Presentations to Civic Groups
- Explorer Program
- Car Seat Installation
- Career Days / LISD Events

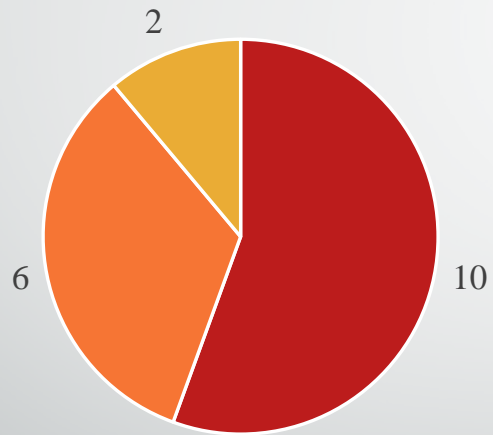
Explorer Program

- Must be 14 and have completed the 8th Grade
- Maintain passing grades in all subjects
- Pass a background investigation
- Approval of a parent, if younger than 18
- Age out at 21



Explorer Diversity

Race/Ethnicity



■ White ■ Hispanic ■ Black

Gender



■ Female ■ Male

Providing Services to the Vulnerable

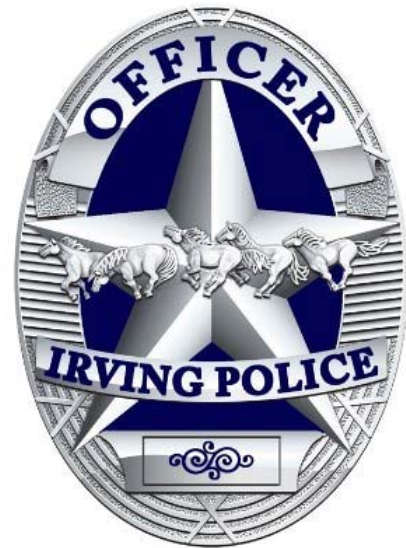




- Homelessness
 - Neighborhood Resource Officers' Homeless Outreach Program
 - Partner with Denton County Homeless Coalition
- Mental Illness
 - Work Closely with Denton County
 - Jail Diversion Committee
 - Behavioral Health Leadership Team

Irving Police

- **Mental Health Response Team**
 - Multi-Disciplinary Team (Sergeant, 3 Officers, 1 Civilian Mental Health Clinician)
 - Mental Illness
 - Substance Issues
 - Behavioral Health Issues



Plano Police

- Crisis Intervention Team (2009)
 - Based on Memphis PD model
 - Increased collaboration between police, mental health providers, advocates, and families
 - Sworn and Civilian staff



Fort Worth Police

- Mental Health Crisis Intervention Team (2017)
 - 6 - Sworn Mental Health Police Officers
 - Partner with Tarrant County MHMR



Training



How to Interact with the Police

- The Texas legislature brought civil rights groups and law enforcement organizations together to develop a solution
- Community Safety Education Act – Signed into Law in 2017
- Requires any student entering the 9th Grade to participate in a class and watch video instruction on how to properly interact with officers during traffic stops
- Requires all officers to attend the same training
- Championed by State Senator Royce West
- Google Video Search: **“TCOLE how to interact with police”**

State Mandated Training

- Cultural Diversity
- Crisis Intervention
- De-Escalation
- Civilian Interaction Training
- Human Trafficking
- Canine Encounters
- Interacting with Deaf and Hard-of-Hearing Drivers
- Legal Update

Assignment Specific Training

- Body Worn Camera Training
- Court Security Officers
- Eyewitness Identification Training
- Police Chief Training
- School Resource Training
- Active Shooter Training
- Supervisor Training

Lewisville Specific Training

- Rescue Task Force Training
- Response to Resistance Training
- Taser Recertification
- Police Driving
- First Aid / CPR
- Handgun/Rifle Qualifications
- Less than Lethal Qualifications

Non-Bias Policing and De-Escalation Training

POLICE CAUGHT IN THE MIDDLE

- Local and State police enforcing the Jim Crow laws of the South after being ruled unconstitutional.
- Jim Crow laws enforced racial segregation



Non-Bias Policing and De-Escalation Training

IMPLICIT BIASES

- Implicit biases influence our behavior
- Implicit bias is comprised of both implicit stereotypes and implicit attitudes shaped by history and cultural influences
- Implicit bias can be opposite of someone's beliefs

Non-Bias Policing and De-Escalation Training

STEREOTYPING

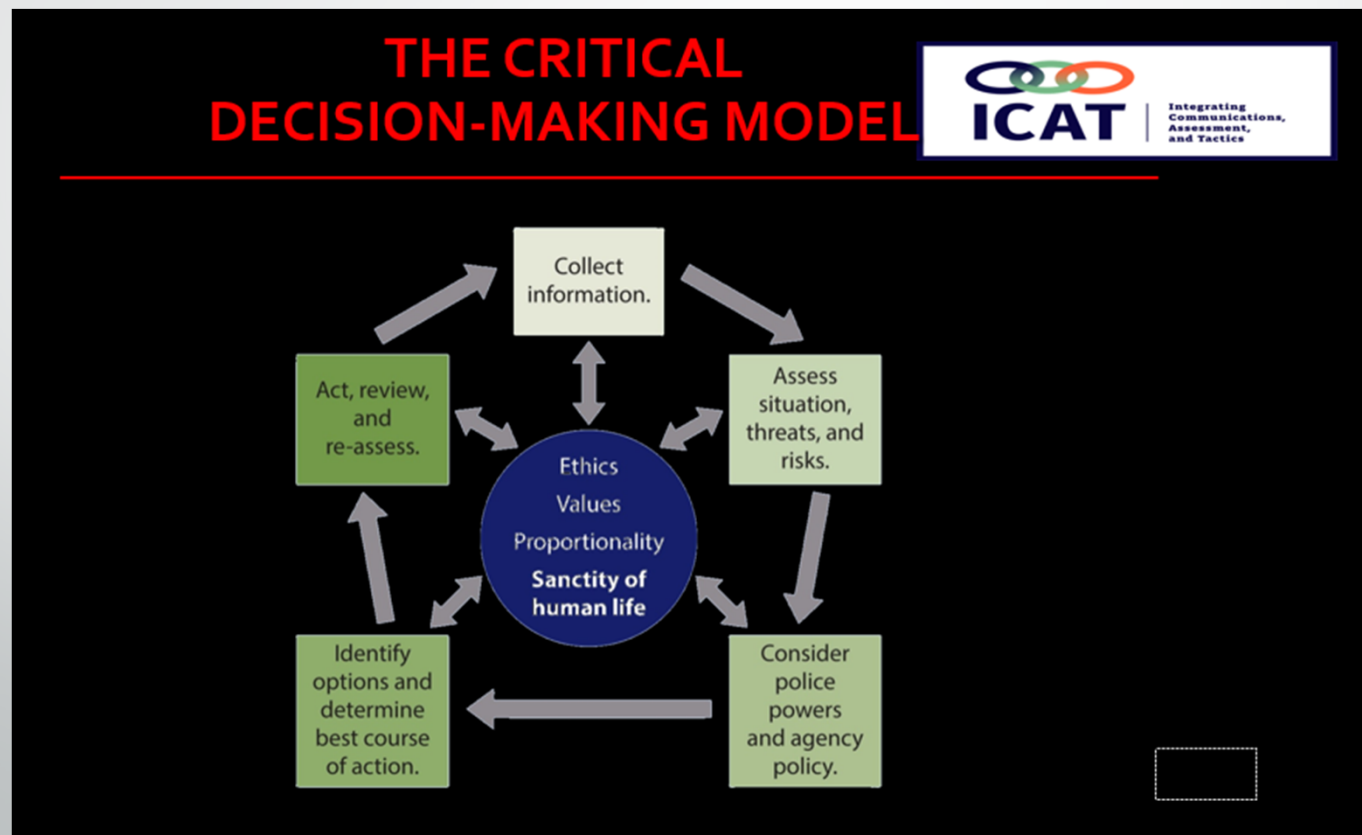
- If we do not know someone, we will label them by certain characteristics or behaviors
- Sometimes we will not consciously realize that we are doing this
- By understanding this, we can then consciously behave and perform in an un-biased manner

Non-Bias Policing and De-Escalation Training

OVERCOMING BIAS BEHAVIOR

- “Individuate”
- Make an effort to put or place yourself in situations to have positive interactions with members of other groups
- Develop and understand “humility” not weakness

Non-Bias Policing and De-Escalation Training




Non-Bias Policing and De-Escalation Training

ADVANTAGES OF DE-ESCALATION

- Officer safety
- Decreases liability
- Decreases complaints against officer
- Improves professionalism
- Reducing verbal conflicts can reduce personal stress



Transparency in Policing

 AXON

Body Worn Cameras

- BWC Program began in January 2018
- Every police officer is issued a BWC
- Required to be worn while in uniform, unless in administrative role
- Disabling of the BWC system in any manner is prohibited
- Officers do not have the ability to delete video uploads

BWC Activation

- Upon observation of suspicious or criminal behavior;
- Before exiting the vehicle when responding to a CFS, whether dispatched or not;
- Officer-initiated contacts;
- Arrests;
- Field Contacts;
- Traffic/Pedestrian Stops; and
- Vehicle/Foot Pursuits.
- Must remain activated until the conclusion of the event, unless specifically allowed in accordance the policy.

Website Availability

- Racial Profiling Report
- Use of Force and Arrest Analysis
- General and Procedural Orders
- Employee Termination Report
- FAQ
- Response to Resistance Incidents
- After Action Report from Protest
- Video Discussions
- Ask the Chief
- How to file a Complaint

Response to Resistance

A decorative graphic in the bottom right corner of the slide. It consists of several overlapping, parallel lines that create a sense of depth and movement. The lines are primarily red and grey, set against a dark grey background. The lines appear to be part of a larger, abstract geometric shape that tapers towards the top right.

8 Can't Wait

- **Ban Chokeholds and Strangleholds**
 - Our General Orders banned chokeholds prior to the movement. Added stranglehold wording.
 - If the officer is fighting for his life any deadly force would be authorized.
- **Require De-Escalation**
 - First taught to LPD personnel in 2017.
 - Mandated by TCOLE in 2018.

8 Can't Wait

- **Require Warning Before Shooting**
 - Proposed Change to General Order: When practical and feasible, officers shall make reasonable efforts to identify themselves as a peace officer and to warn that deadly force may be used prior to the use of deadly force.
- **Exhaust all Other Means Before Shooting**
 - Proposed Change to General Order: In all situations, justification for the use of deadly force must be limited to the facts reasonably apparent to the officer at the time the officer decides to use force. Deadly force will be used with great restraint, as a last resort only, and when the level of resistance warrants the use of deadly force.

8 Can't Wait

- **Duty to Intervene**
 - Changed in General Order: Sworn and Non-Sworn employees have an obligation to protect the public and other employees. It shall be the duty of every employee present at any scene where physical force is being applied to either stop or attempt to stop another employee when force is being inappropriately applied or is no longer required. This same standard applies even if the employee using force is a supervisor. Officers shall promptly report those observations to a supervisor. The obligation to report remains in place even if the officer is successful in intervening in the use of excessive force. **Any failure to intervene and/or a failure to report improper use of force shall be grounds for discipline up to and including termination.**

8 Can't Wait

- **Ban Shooting at Moving Vehicles**
 - Already addressed in General Orders.
 - An outright ban on shooting at moving vehicles is not feasible. The department recently added that officers could shoot at a moving vehicle only if the vehicle was being used as a deadly weapon, such as driving a vehicle into a crowd of people.
- **Require a Use of Force Continuum**
 - Departments had continuums from the 80's until approximately 2000.
 - Most departments stopped use of continuums after research showed they were not practical for real-life situations and increased the level of force used.

Use of Force Continuum – What is old is now new and what is new is clearly broken...

Daigle Law Group

- “Years of research, training, and instruction has led to significant concerns that the use of force continuum may cause the unintended result of an *increase in use of force by officers* attempting to utilize the stair-stepping application of a continuum rather than rely on a decision-making process.”
- “Use of force continuum images *challenge effective decision-making by officers.*”
- “Use of force continuum images present an *overly simplistic approach to decision-making* that detract from the officer’s ability to make effective decisions when confronted by resistance in real time.”
- “Departments should encourage officers through contemporary policies and training to evaluate the situation with decision-making methods, such as proper tactics, communication skills and de-escalation tactics, rather than a stair-stepping methodology.”

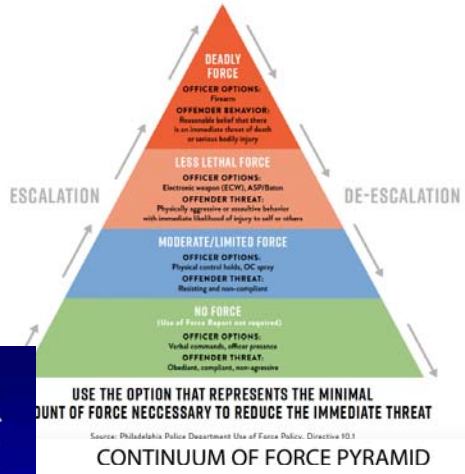
**Ontario, Canada
Use of Force Response Options**



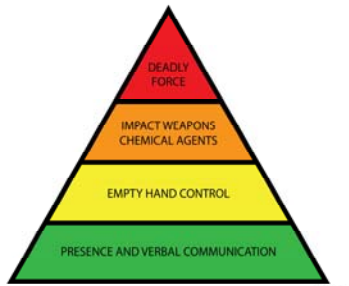
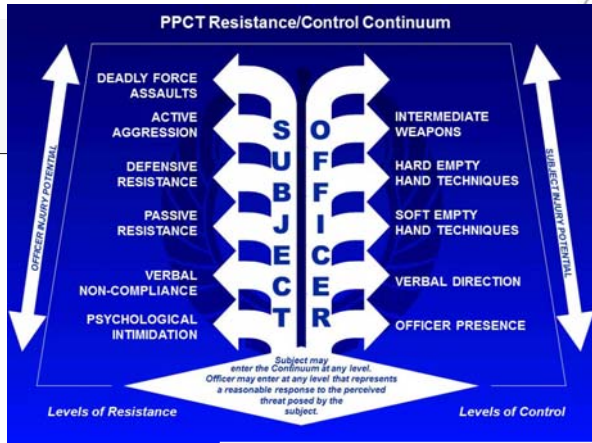
This graphic does not represent a force continuum. It is a guide with a general range of response options based on an individual's type of resistance.

SUBJECT ACTIONS		OFFICER ACTIONS	
VERBAL NON-COMPLIANCE Verbal refusal to obey lawful orders Verbal threats Verbal abuse Verbal harassment	PASSIVE RESISTANCE Physical refusal to obey lawful orders Physical threats Physical abuse Physical harassment	RESISTANCE (Active) Physical refusal to obey lawful orders Physical threats Physical abuse Physical harassment	RESISTANCE (Passive) Physical refusal to obey lawful orders Physical threats Physical abuse Physical harassment
AGGRESSIVE RESISTANCE Physical assault Physical threats Physical abuse Physical harassment	DEADLY FORCE Physical assault Physical threats Physical abuse Physical harassment	RESISTANCE (Active) Physical refusal to obey lawful orders Physical threats Physical abuse Physical harassment	RESISTANCE (Passive) Physical refusal to obey lawful orders Physical threats Physical abuse Physical harassment

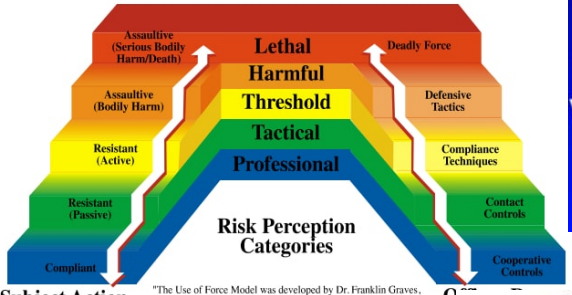
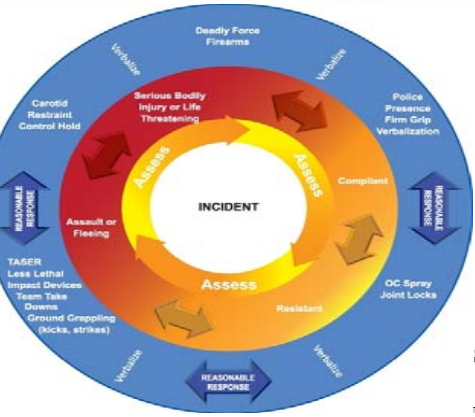
USE OF FORCE MODEL



Source: Philadelphia Police Department Use of Force Policy, Directive 10.1



OfficerInsider.com



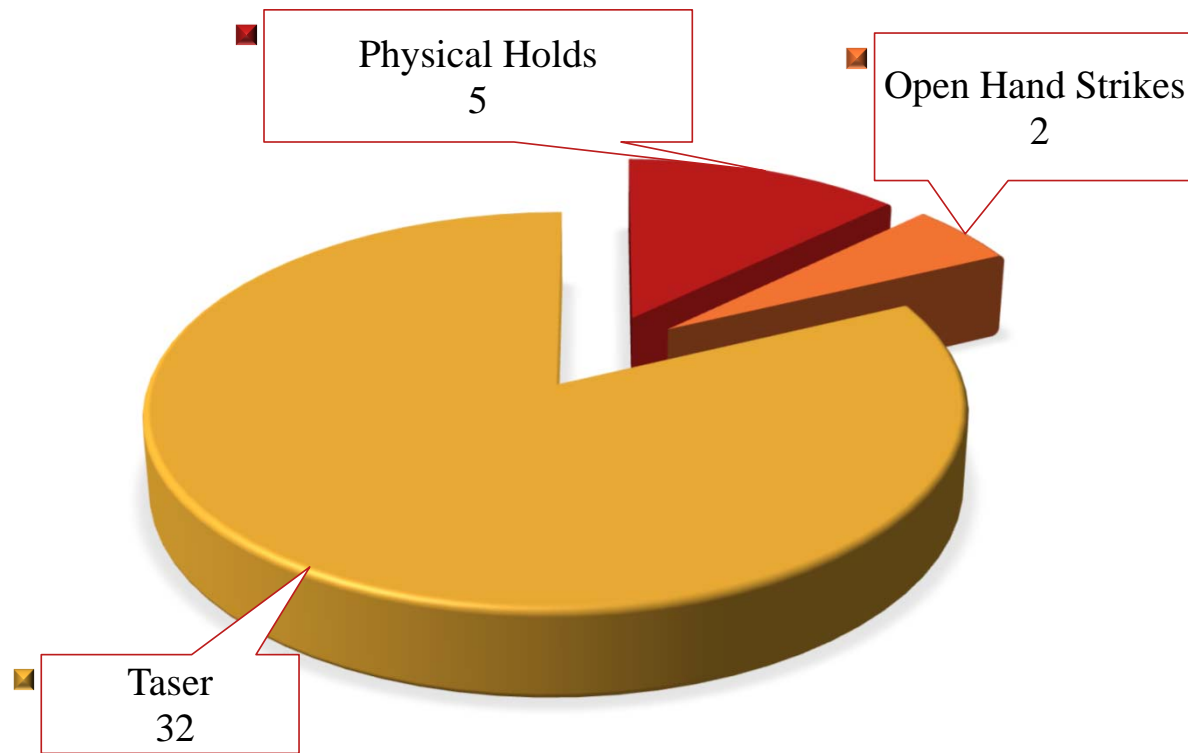
"The Use of Force Model was developed by Dr. Franklin Graves, Federal Law Enforcement Training Center, and Professor Gregory J. Connor, University of Illinois Police Training Institute. Copyright 1997, G. Connor. All right reserved. Used by permission."

Levels of Resistance	Cooperative	Non-Verbal and Verbal Non-compliance	Passive Resistance	Defensive Resistance	Active Aggression	Aggravated Active Aggression
Levels of Control	Professional Police Presence	Verbal Dialogue and Commands	Soft Empty Hand Control	Oleoresin Capsicum Spray	Hard Empty Hand Control	Conducted Electrical Weapon
					Impact Weapon	Lethal Force



8 Can't Wait

- **Comprehensive Reporting**
 - Already addressed in General Orders.
 - Required when:
 - Discharges firearm,
 - Takes action that results in or is alleged to have resulted in any injury,
 - Applies force using a non-lethal weapon, or
 - If a chokehold/stranglehold or carotid artery neck restraint is used (deadly force situation)



Types of Force Used

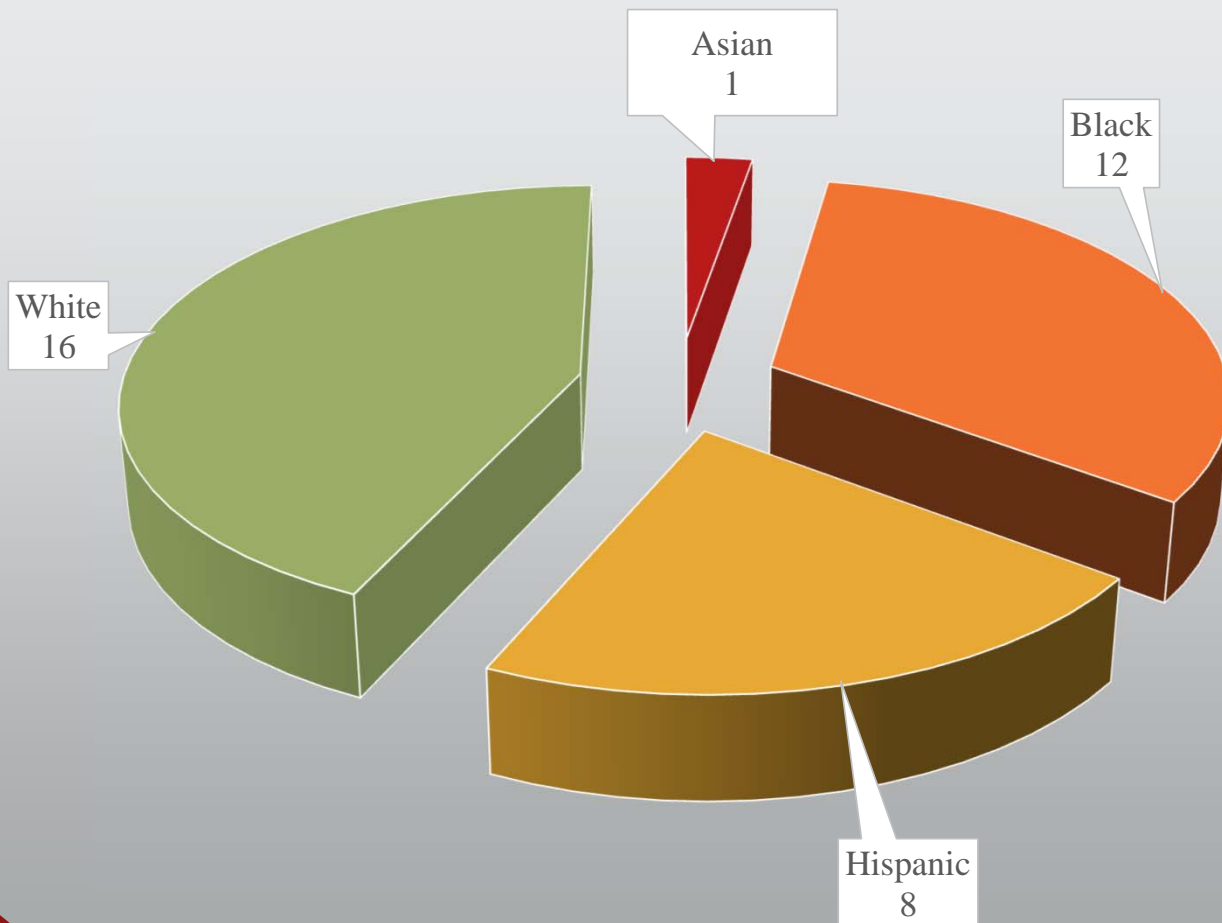
2019

Forced Used in **0.06%** of all Police Encounters

CFS in 2019: 61,582

Use of Force by Race

2019



Two people had multiple types of force used

Deadly Force Used Against a Suspect

- 1999 – Suspect (B/M) carjacked a victim and put him in the trunk. Suspect then robbed a bank at gunpoint. Officers located suspect vehicle in the area. Suspect pointed a weapon at officers and was shot.
- 2007 – Detective escorted a kidnapping/sexual assault victim to the hospital for exam. The suspect (B/M) in that offense followed victim and detective to hospital and fired 3 shots. Detective returned fire not striking suspect. Denton pursued the suspect to Texas/Oklahoma border where he committed suicide.
- 2008 – Officers were dispatched to a bar fight where a person displayed a gun. Officers arrived as he was leaving. The suspect (H/M) attempted to run over an officer and a second officer shot at him. He was not hit, and the suspect was never located.
- 2011 – Suspect (W/M) was pursued by officers for DWI. He finally stopped and exited his vehicle. He then reached in and grabbed a handgun and raised it towards officers and began shooting. Officers returned fire striking the suspect.

Deadly Force Incidents Involving Death

- 10/24/2012
 - Dispatched to an Aggravated Assault at McDonald's on Round Grove. Suspect (American Indian male) threatened a customer in the drive-thru. Officers located him a short distance away and tried to stop him. Suspect exited with a handgun and raised it towards officers. Suspect was shot and killed.
- 11/26/2014
 - Suspect (White male) stole vehicle in Highland Village. He got into road rage incident with another driver. Pointed the shotgun at the driver. Suspect stole another vehicle and fled from officers. After a pursuit, suspect crashed and jumped out of car with a shotgun and fired one round towards officers. Officer returned fire and shot and killed suspect.

Complaint Process

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Complaints from all internal and external sources will be investigated.

Complaints against officers must be made in writing and be signed.
(State law requirement)

Any employee receiving a complaint will refer the complaining person to a supervisor.



Evaluation of Complaints

Class I Complaint

- Civil Rights Violation
- Excessive Use of Force
- Criminal Activity
- Death or Injury of any Person in Police Custody
- Discharge of Firearms

Class II Complaints

- Discourtesy
- Improper procedures
- Poor job performance
- Driving complaints

Complaint Dispositions

Unfounded

- Allegation is false or not factual

Exonerated

- Incident did occur, but was legal and proper

Not Sustained

- Insufficient evidence to either prove or disprove the allegation

Sustained

- Allegation is supported by sufficient evidence.





2019

- Written Reprimands: 14
- Suspensions: 0
- Terminations: 3
- Resigned Prior to Termination: 4

2020

- Written Reprimands: 10
- Suspensions: 3
- Terminations: 0
- Resigned Prior to Termination: 1

POSITION	DISPOSITION	DATE COMPLAINT FILED	DATE OF TERMINATION	APPEALED TO CITY MANAGER
Police Officer	Resigned during investigation for Disregard of Public Trust - Sending inappropriate text messages indicating a desire to participate in illegal activities	03/23/2015	3/25/2015	N/A
Police Officer	Terminated for Unbecoming Conduct and Off Duty Use of Intoxicants - Off duty arrest for DWI	04/21/2015	5/20/2015	*Yes
Police Officer	Resigned during investigation for Unbecoming Conduct and Off Duty Use of Intoxicants - Off Duty arrest for Public Intoxication	10/26/2015	10/30/2015	N/A
Police Officer	Resigned during investigation for Dishonesty and Disregard of Public Trust - Leaving an arrestee's purse in her vehicle when it was towed resulting in the loss of \$500, and dishonesty related to the investigation	02/02/2016	3/31/2016	N/A
Police Officer	Terminated for Dishonesty - Falsified probable cause in an arrest report	02/23/2017	3/28/2017	*Yes
Police Officer	Terminated for Disregard of Public Trust and Use of Non-Deadly Force - Body Worn Camera review showed a violation of the Use of Force Policy when dealing with a citizen with mental health issues	05/31/2018	6/27/2018	*Yes
Police Officer	Resigned during investigation for Failure to Successfully complete the Field Training Program	N/A	8/15/2018	N/A
Police Officer	Terminated for Disregard of Public Trust - While off duty, shooting a rifle which inadvertently struck someone in the arm resulting in a misdemeanor charge of Deadly Conduct	05/29/2018	8/20/2018	*Yes
Police Officer	Terminated for Dishonesty - Cheating on an exam to be a drone pilot	01/28/2019	2/4/2019	*Yes
Police Officer	Terminated for Dishonesty - Cheating on an exam to be a drone pilot	01/28/2019	2/4/2019	*Yes
Police Officer	Terminated for Dishonesty - Dishonest with officers responding to a disturbance call at his apartment	07/03/2019	7/16/2019	*Yes
Police Officer	Resigned during investigation for Unbecoming Conduct and Off Duty Use of Intoxicants - Off duty arrest for DWI	07/08/2019	7/31/2019	N/A
Supervisor	Resigned during investigation for Disregard of Public Trust - Inappropriate and unacceptable comment made while on duty	06/03/2020	6/23/2020	N/A

* Termination Upheld

A close-up photograph of a person's hands in metal handcuffs. The person is wearing blue denim jeans. The handcuffs are silver and attached to a metal chain. A red and grey diagonal graphic overlay is present on the right side of the image. The background is dark.

Racial Profiling and Crime Statistics

Legislature enacted Texas Racial Profiling Law.

2001

Sandra Bland Act was passed into law, which requires a detailed analysis. Annual reports available on TCOLE website.

2017

Legislature modified and added additional requirements to the RPL.

2009

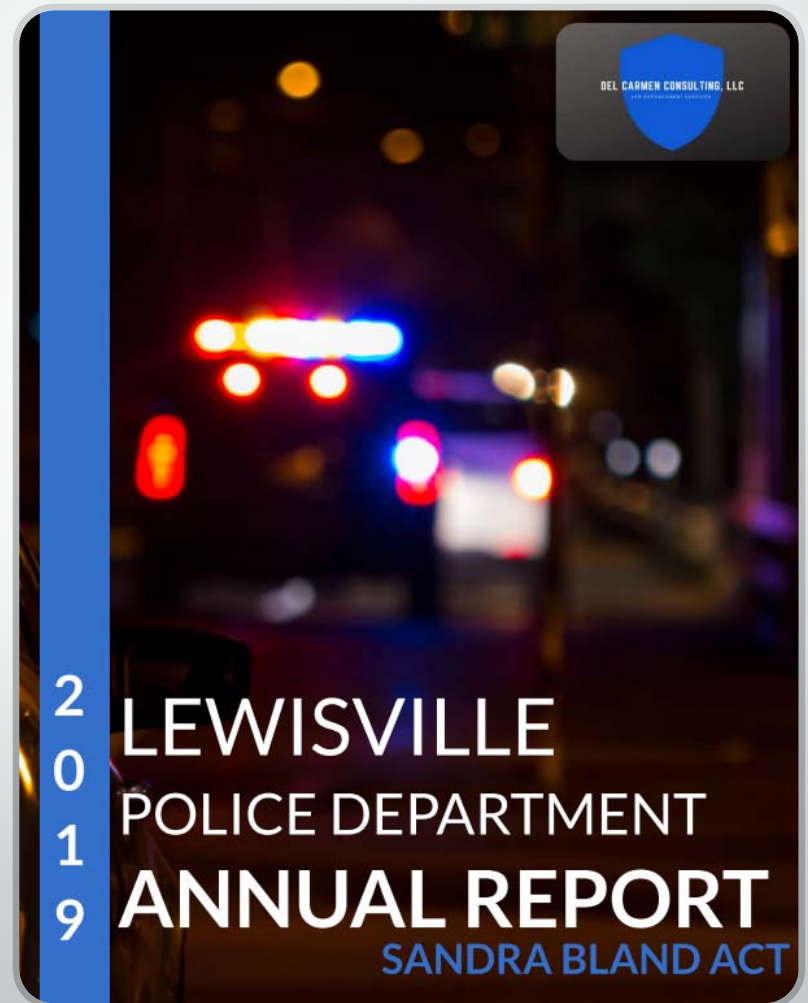
TBD by legislature.

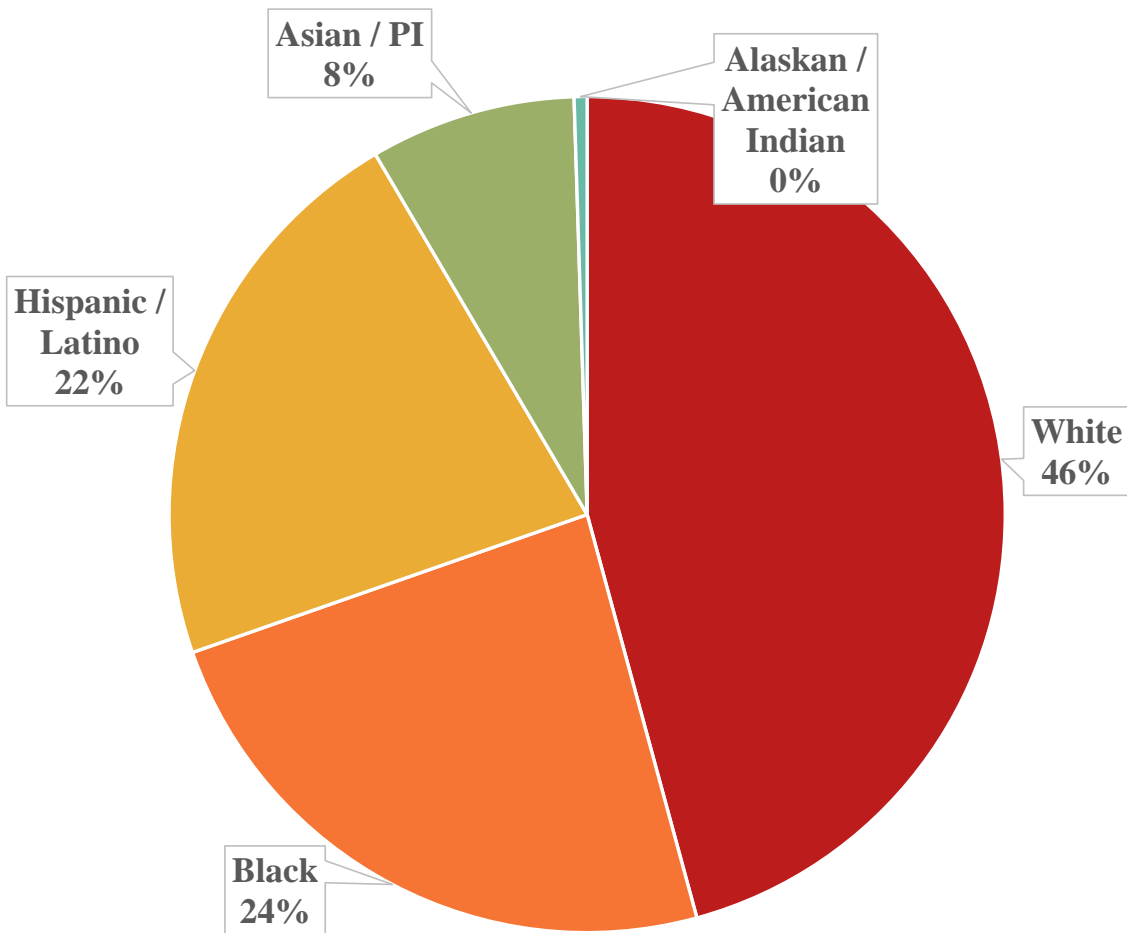
2021

Racial Profiling in Texas

Professional Services Agreement

- In 2018, LPD contracted with Del Carmen Consulting, LLC to review the department's racial profiling statistics and provide a detailed analysis.
 - Full report can be viewed on cityoflewisville.com under the LPD Transparency tab.



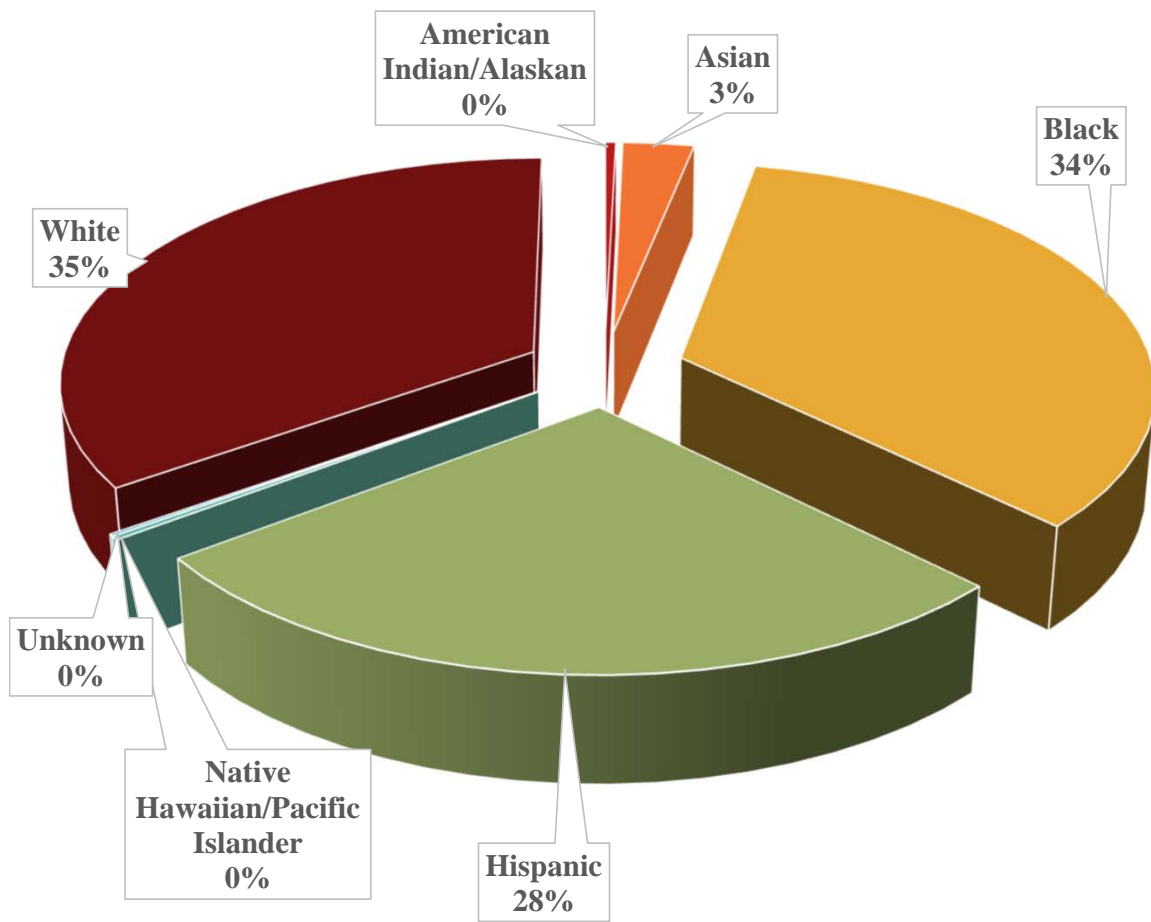




Summary of Findings

The comprehensive analysis of the data included in this report demonstrates that the Lewisville Police Department has complied with the Texas Racial Profiling Law and all of its requirements. Further, the report demonstrates that the police department has incorporated a comprehensive racial profiling policy, currently offers information to the public on how to file a compliment or complaint, commissions quarterly data audits in order to ensure validity and reliability, collects and commissions the analysis of tier 2 data, and ensures that the practice of racial profiling is not tolerated.

2019 Annual Report
Dr. Alex Del Carmen

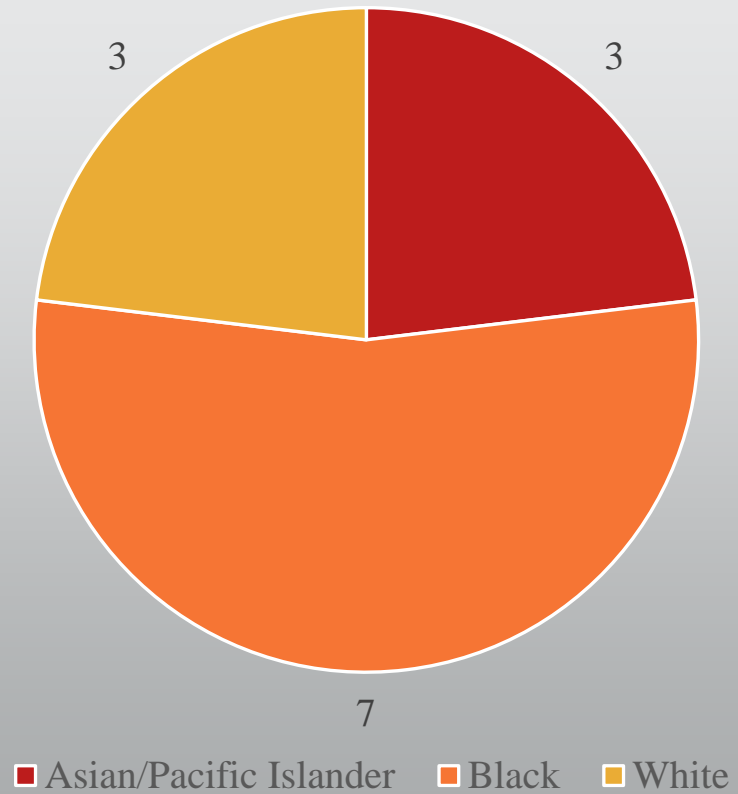


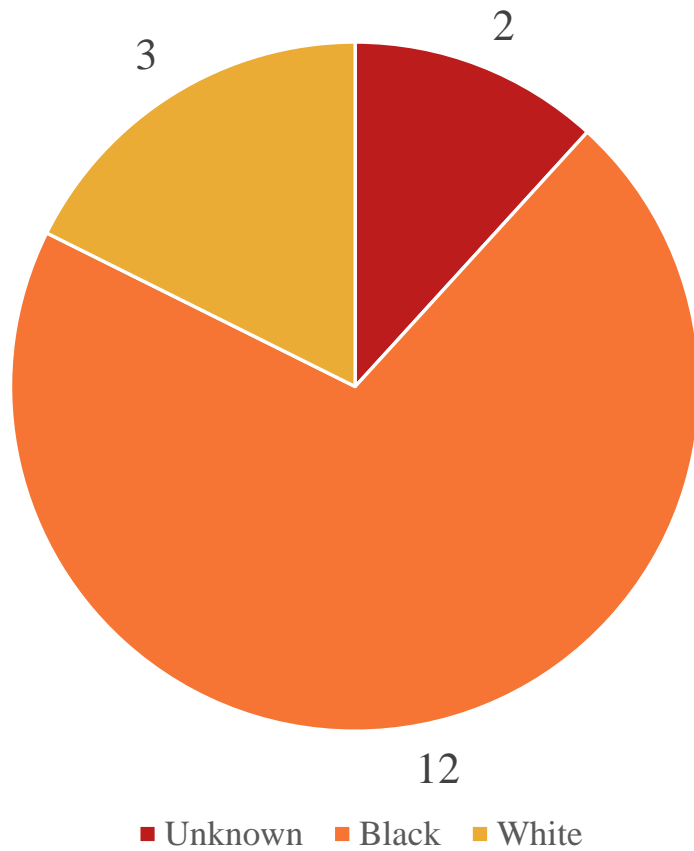
Arrests by Race

2019

Murder Victims by Race

(Last 5 Years)





Murder Suspects by Race

(2015-Present)

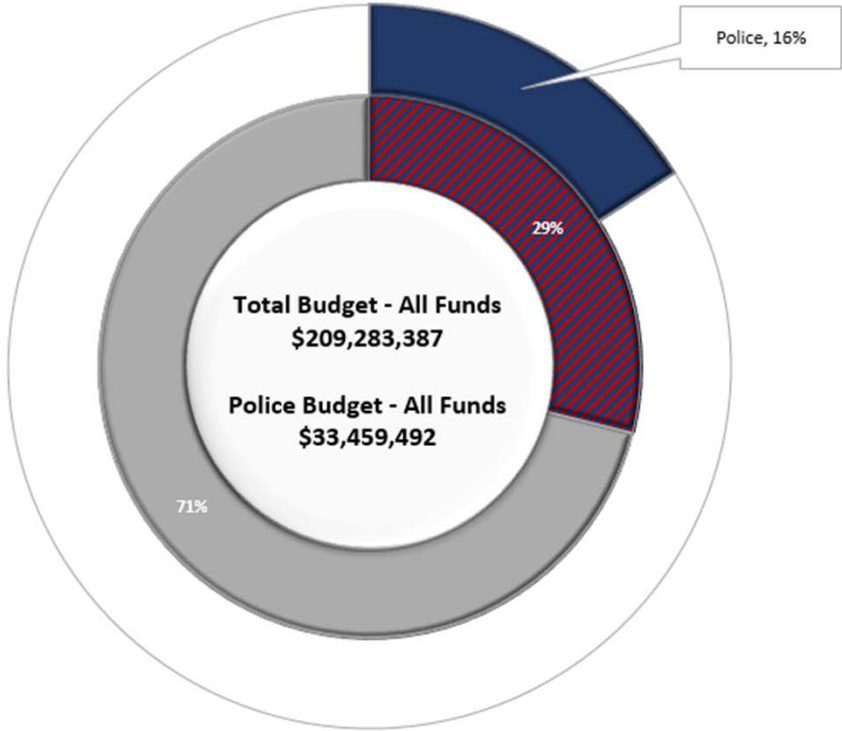
*Race determined by Arrest, Video, or Suspect Description (some murders had multiple suspects)

Budget

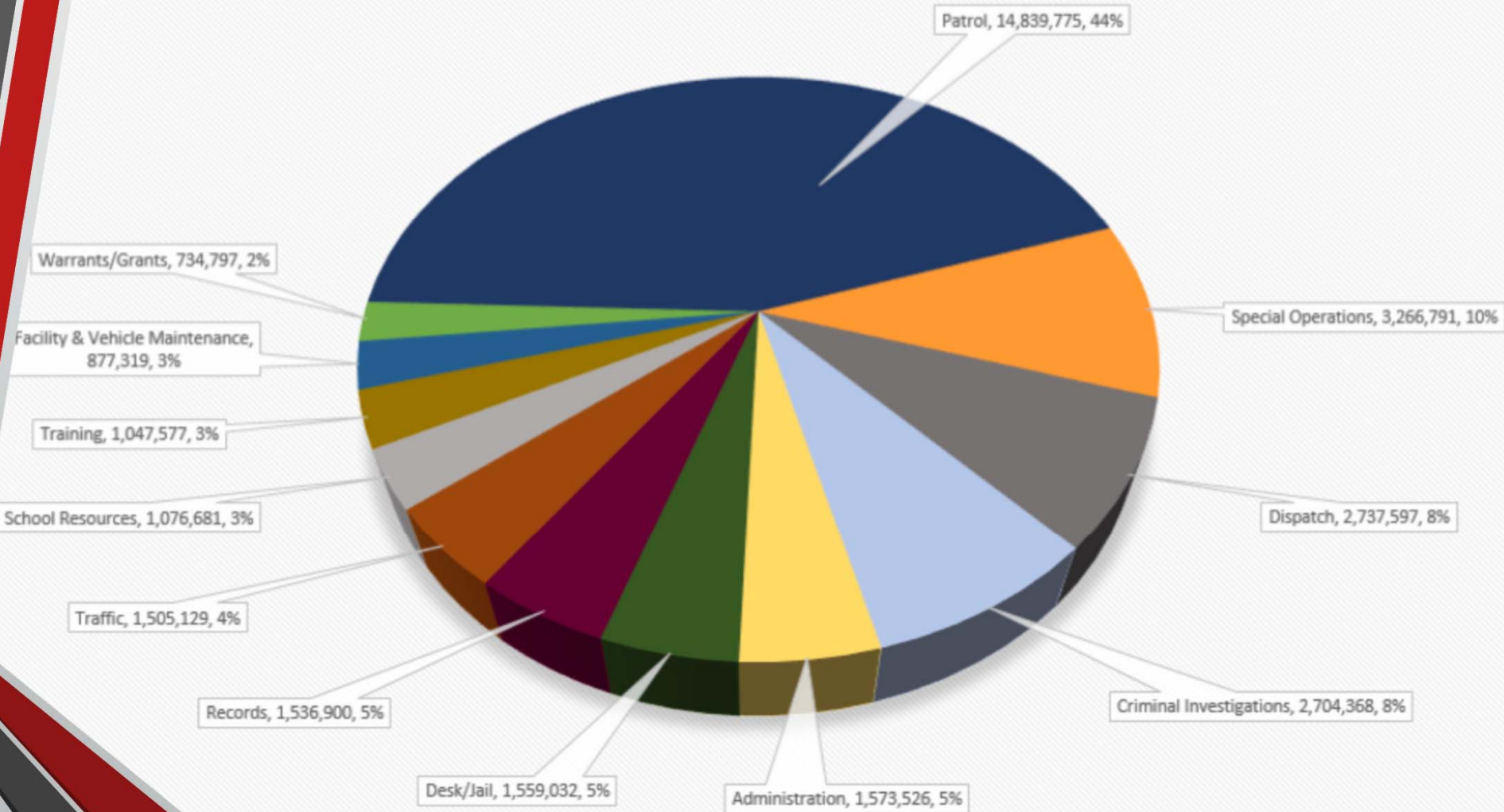


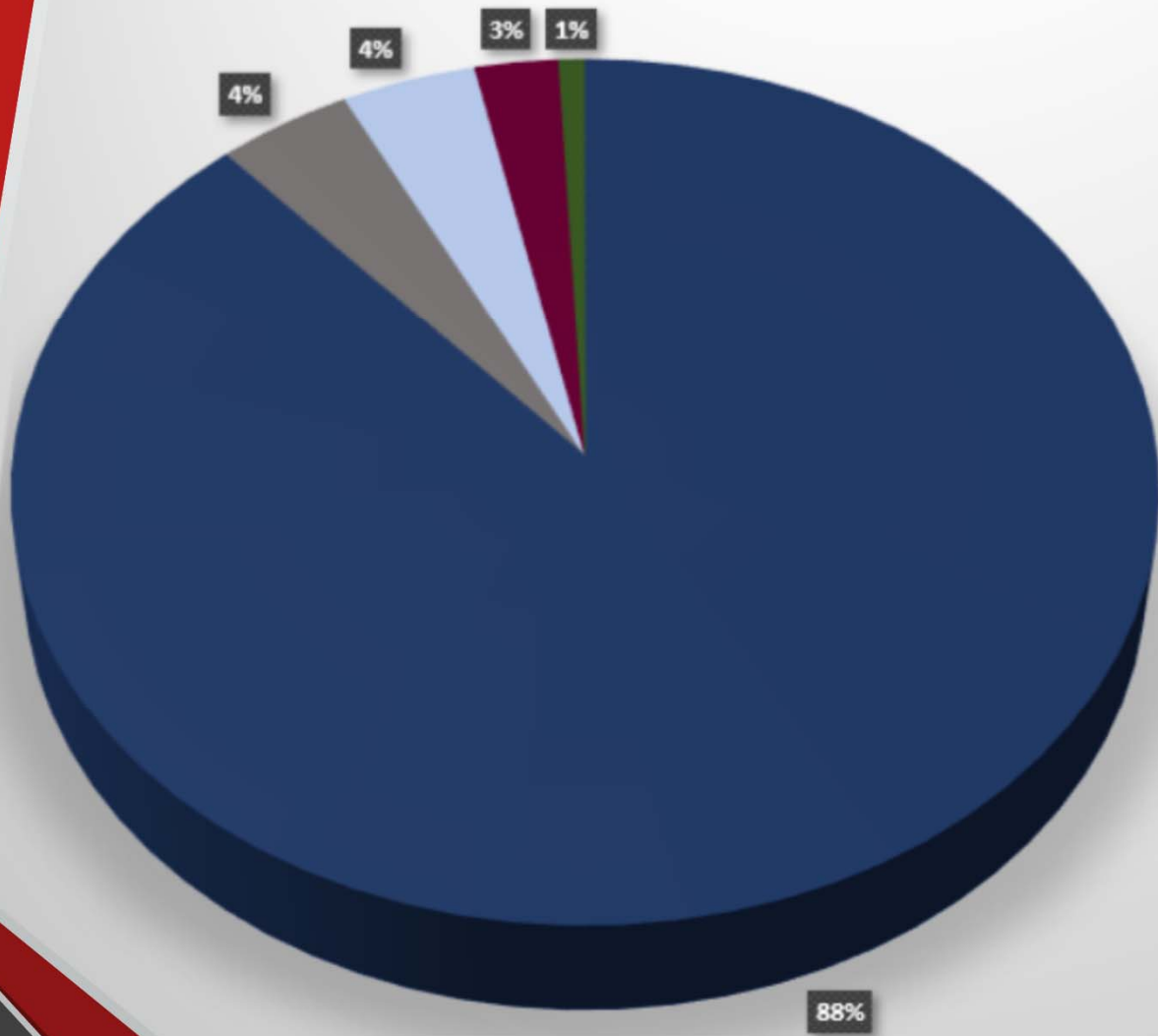
2019-2020 ADOPTED BUDGET - ALL FUNDS

Public Safety Other Departments



Where Are Police Dollars Spent?





- Personal Services
- Materials and Supplies
- Purchased Services and Charges
- Internal Service Charges
- Capital Outlay - Transfers Out

- Police Department Operational and Staffing Study
- Authorized by Council – Mid-year 2019
- Final Report – November 2019



Matrix
Consulting
Group

Summary of Findings

- ✓ Consider moving oversight of the Jail and Property and Evidence functions to a Non-Sworn Manager
- Add ten detectives in Criminal Investigations (7 added)
 - Based on the number of cases assigned to a detective in a month
- Civilianize Victims' Advocate position
- ✓ Add civilian crime scene technician
- Add fourteen patrol officers (over 10 years) (3 added)
 - Based on annual calls for service and officer proactivity level of 40%
- Maintain civilian Public Information Coordinator
- Add four sergeant positions to maintain span of control (3 added)
 - A sergeant for 6 -9 officers



Citizens Police Academy

LEWISVILLE POLICE
DEPARTMENT
Caprice Anderson
Certificate of Appreciation
1 Star # 42

Questions

