Concord Police Mission and Values

We value:

• Human life
• Employee value
• Community service
• Problem solving
• Professionalism
• Integrity
• Pride

The Concord Police Department strives to build and strengthen community and, at the same time, strives to bring to justice those who victimize our residents.
What is the budget for police services that provides coverage for residents 24 hours a day, 7 days a week? Where does the money go?

• 185 PD employees out of 382 total City staff = 48% of total City workforce (amended 20/21 budget)
• Average number of police officers on patrol between 8 a.m and 8 p.m is a high of 12 and a low of 6
• Approximately 89,409 calls for service every year
2021 Department Budget at a Glance

Total General Fund
$102,415,432

City Budget
$42,734,891
41.73%

Adopted PD Budget
$59,680,541
58.27%
Actual Budget

- City Budget $42,734,891
- Actual PD Operational Budget $48,601,066
- Absorbed PD Costs $11,079,475

47.45% of the total budget

10.82% Variance
Actual Operating Expenses

Funds Available for First Responder Activities

$48,601,066

18.56% Absorbed = $11,079,475

$  9,322,587  19%  Administration
$29,776,330  61%  Field Operations
$  9,502,149  20%  Investigations

-$1,752,273  Personnel Costs
-$7,526,110  Internal Service Charges
+$541,118  Utilities
+$285,642  Community Building Activities
+$181,000  Contracts
+$793,332  Employee Relations Programs
Sworn Staffing Then and Now

Police Officer Staffing Over Time

- Officers
- Population
Why is Staffing Number Important?

• The core function of police services is to answer a 911 call in the fastest way possible and solve the problem

• The City population continues to grow and overall staffing continues to shrink

• We are leveraging technology so we can do more with fewer officers

• 84% of police budget goes toward salaries and benefits
# Average Response Times

<table>
<thead>
<tr>
<th>Month (2019)</th>
<th>Priority 1</th>
<th>Priority 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>July</td>
<td>7:44 min</td>
<td>41:51 min</td>
</tr>
<tr>
<td>August</td>
<td>6:15</td>
<td>42:55</td>
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<tr>
<td>September</td>
<td>6:05</td>
<td>44:48</td>
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<tr>
<td>October</td>
<td>6:42</td>
<td>33:25</td>
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<tr>
<td>November</td>
<td>6:19</td>
<td>31:20</td>
</tr>
<tr>
<td>December</td>
<td>5:45</td>
<td>31:02</td>
</tr>
<tr>
<td><strong>Average</strong></td>
<td><strong>6:28 min</strong></td>
<td><strong>37:33 min</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Month (2020)</th>
<th>Priority 1</th>
<th>Priority 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>5:39 min</td>
<td>29:25 min</td>
</tr>
<tr>
<td>February</td>
<td>5:34</td>
<td>32:13</td>
</tr>
<tr>
<td>March</td>
<td>5:49</td>
<td>27:33</td>
</tr>
<tr>
<td>April</td>
<td>5:19</td>
<td>26:35</td>
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<tr>
<td>May</td>
<td>6:01</td>
<td>31:07</td>
</tr>
<tr>
<td>June</td>
<td>5:02</td>
<td>21:16</td>
</tr>
<tr>
<td><strong>Average</strong></td>
<td><strong>5:34 min</strong></td>
<td><strong>28:01 min</strong></td>
</tr>
</tbody>
</table>

**Definition of call types from CPD Communications Procedure (Procedure 25):**

- **Priority 1:** Incidents in which a person’s safety is in jeopardy, the crime is in progress or is an RRES related crime.
- **Priority 2:** Call that generally include property crimes not in progress and other non-emergency calls which require an officer’s response.

**Source of Information:**
CAD Database
Who Do We Hire and Why?

• Recruits who have shown the ability to be:
  • Problem solvers
  • Empathetic
  • Community service minded
  • Demonstrate integrity as a core value

• Represent our diverse community across all ethnic, gender, sexual orientation and language subgroups

• Recruit locally and within the greater Bay Area to capture a large area of diversity
  • Approximately 20% of PD officers/staff live in Concord
Hiring Officers

• Online application reviewed
• Qualified applicants interview with command staff
• Background packet provided includes Polygraph questionnaire
• DOJ and FBI Live Scan fingerprint processing
• External Polygraph examination
• Background investigation outsourced
• Conditional offer letter of employment
• Medical and Psychological assessments
• Chief of Police review of entire background file
• Official offer letter of employment
Federal law – Graham vs. Connor (Supreme Court 1989)
  • “Objectively reasonable officer standard”
  • Not 20/20 hindsight
  • Concord Police Duty Manual (Concord’s Brown Book) policy and procedures
It is the policy of the Concord Police Department to use force only as objectively reasonable to:

- Effect an arrest to prevent escape, or to overcome resistance
- In defense of self or in the defense of others
- To prevent the commission of a public offense
- To maintain order

**Officer Response Options**

**Professional/Command Presence and Verbalization**

**Intermediate Force** - Force unlikely to result in death or serious bodily injury (Type 1 & 2)

**Type 1**: Restraint and Detention – firm grip, control holds, handcuffs, etc.

**Type 2**: Compliance and Control – Take-down techniques, chemical agents, police canine, Taser, kinetic impact projectiles, impact weapon, type 1 causing injury

**Lethal Force** – Force that creates a substantial risk of causing death or serious bodily injury
Use of Force

Critical Decision Making Model

- **De-Escalation**: Part of training and policy
- **Choke Holds**: No
- **Warnings**: When possible
- **Intervention**: Yes, by policy
- **Shooting at vehicles**: Limited and narrow
- **Comprehensive Reporting**: Yes
What does use of force look like at the Concord Police Department?
2019 Use of Force and Review Process

89,409 Calls For Service

3,222 Arrests
3.6% of Calls

148 Uses of Force
0.16% of Calls

Supervisor responds to scene, evaluates and directs investigation, witness interviews, photos, reviews body worn camera footage

UOF Review Board (Lt, Training Sgt, UOF instructor)
Consistent process to determine policy compliance, identify training needs

Division Commander Review
The investigation of an incident which involves the death or great bodily injury of a police officer, or member of the public, as a result of police action.

**Patrol Response**
Secure Scene, Enact Protocol, Notifications, Sequester Officers

**Joint Protocol Investigation**
DA Investigators pair up with CPD Detectives to conduct the investigation (officer/witness interviews, etc)

**District Attorney Review**
Complete Investigation reviewed by the DA for a decision on the criminal investigation

**PSU/Chief Review**
Final review and sign off

**CPD Shooting Review Board (if applicable)**
Administrative review of event for compliance with CPD policy
Who Can File a Complaint?

• Anyone can file a complaint
• Form available in English and Spanish on the Department’s web page
• In writing
• In person or over the phone
• Anonymous
• Accepted by all Department members
• All use of force reviewed by UOF Committee
Complaint Flowchart

General Complaints

1. Citizen or Internal Complaint
2. Assigned to a Supervisor
3. Blue Team Entry
4. Investigation
5. Findings Reviewed by Division Commander
6. Unfounded, Exonerated or Employee Discussion

Higher Level Complaints

7. Chief of Police Assigns to PSU
8. PSU Investigation
9. Findings
10. Discipline if Applicable Decided by Chief (MOU)
11. Case Disposal in IA PRO
12. Appeal Process if Applicable

Sustained: Evidence clearly proves the allegation
Not Sustained: No sufficient evidence to clearly prove or disprove the allegation
Unfounded: There is sufficient evidence to prove the allegations did not occur
Exonerated: The acts which provided the basis for the allegation occurred; however were deemed justified, lawful and proper
## Officer Contacts & Resulting Complaints

### 2017 to May 2020

<table>
<thead>
<tr>
<th>Year</th>
<th>Phone Calls Taken by Dispatch</th>
<th>Incidents Responded to by Officers</th>
<th>Incidents Self-Initiated by Officers</th>
<th>Case Numbers Drawn</th>
<th>Complaints About Officers</th>
<th>Sustained Complaints</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>161,081</td>
<td>53,813</td>
<td>37,831</td>
<td>20,368</td>
<td>24</td>
<td>1</td>
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<tr>
<td>2018</td>
<td>167,529</td>
<td>48,888</td>
<td>41,056</td>
<td>18,199</td>
<td>25</td>
<td>4</td>
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<tr>
<td>2019</td>
<td>198,712</td>
<td>49,172</td>
<td>40,237</td>
<td>16,847</td>
<td>20</td>
<td>0</td>
</tr>
<tr>
<td>2020 (to 05/31)</td>
<td>71,418</td>
<td>19,064</td>
<td>11,757</td>
<td>5,584</td>
<td>15</td>
<td>Active</td>
</tr>
</tbody>
</table>

- These numbers represent incidents. **Multiple people are often present and contacted during a single incident.**
- Incident numbers do not include contacts at the CPD lobby, follow-up by detectives, or incidental contacts made in the field where the officers did not place themselves on a call in CAD.

### Sources of Information

- ECATS 911 provided by CalOES
- CAD database
- CAD database (Calls created by officers, such as traffic stops, pedestrian stops, foot patrol, etc.)
- CAD database and checked against RMS database. Does not include supplemental reports. Case numbers only.
- CPD Professional Standards Unit
Building Community

• The Leven Project: working with after school youth
• The Family Justice Center: wrap-around services for victims of crime
• Monument Crisis Center: backpack giveaway
• Cadet program
• Street Smarts Mt. Diablo: school and bike safety
• Community Impact Team: issues in neighborhoods
• Coffee with a Cop (TBA when COVID is resolved)
Police Dept. Actions and Follow-Up

• Department has banned the use of the carotid restraint
• Department has banned “no knock” warrants
• Meet with any group to discuss their ideas
• Reestablishing the Chief’s Advisory Board
• Exploring idea of establishing a pilot program using a mental health clinician, CORE staff and a designated police officer to triage calls that come in that are not clearly law enforcement calls
• Focusing on building more robust partnerships with our County and non-profit partners
Questions?