

Training & Management of Use of Force

Maintaining a continued relationship of trust and confidence between the members of the Roseburg Police Department and the community we serve is essential. In light of recent, tragic events in Minneapolis and other places, renewed attention has been placed on police tactics and Use of Force policies. We believe it is more than just policies that help ensure RPD is providing quality law enforcement services to our community.

It starts with **hiring practices**.

- RPD performs rigorous background checks on every candidate. This includes sending a background investigator to the candidate's current and previous jurisdictions. The RPD background investigator will visit multiple agencies if he/she feels it is necessary. This is not just a computer search, this is boots on the ground speaking with former supervisors, co-workers, friends and neighbors.
- RPD requires a pre-employment psychological evaluation performed by a certified psychologist who is approved by DPSST.

It requires extensive and ongoing **training**.

- New officers are required to attend the 16 week Department of Public Safety Standards & Training (DPSST) training. Not all states have standardized training- Oregon does.
- RPD maintains high training standards for new officers.
 - 18 month probationary period
 - New officers receive four to six full days of training in Use of Force during orientation
 - New officers are given daily evaluations for the first six months and a minimum of monthly evaluations for the next twelve months.
 - 24/7 supervision – Watch Commanders are on duty around the clock
- Ongoing UOF training twice per year
 - RPD officers are trained to use reasonable force and then provide care with emphasis on getting the person off the ground to prevent positional asphyxia.
- Range training (4/year) and confrontational simulation training (2/year)
- Required annual review of critical policies
- RPD Use of Force instructors continually attend outside training to ensure they keep current with case law, and best practices.

All of this requires implementation of **modern policies**.

RPD utilizes Lexipol for our Policy Manual. Lexipol provides content, policies and training for more than 3000 law enforcement agencies in 35 states. Lexipol continually sends policy updates regarding legislative changes and training mandates, with a focus on maintaining positive community relations, and ensuring officer and citizen safety. Lexipol provides state-specific, attorney vetted policies, as well as thousands of hours of online learning content—all accessible 24/7 through in-vehicle computers or smartphones.

Earlier today, Lexipol sent out an email that included the following information, “We are sensitive to and frequently encourage input from a variety of sources, including members of the public and reform groups, and we will continue to develop policy and training based on the most current legal standards and best practices. The primary mission of Lexipol’s policy guidance and training has always been and always will be preservation of life.

The #8cantwait website claims that many identified cities do not address the eight selected policy issues. While we believe these eight issues are addressed in Lexipol policies, each agency retains the ability to customize their policies and should therefore review their current policies with respect to these issues.

We are actively considering the issues raised by #8cantwait, CampaignZero and other groups and, as always, we will be carefully reviewing all relevant policies to determine any appropriate changes. However, policy changes, if any, cannot be made hastily and must be based on well-reasoned consideration of all issues. We will continue to keep all Lexipol law enforcement agencies updated as this progress continues.”

And a robust **review** of all incidents involving Use of Force (UOF):

- Immediate review by supervisor
- Anything beyond physical control generates a UOF screening. Use of Force screenings are a valuable tool to ensure we maintain high standards, as well as address any potential training deficits. Use of Force screenings are done on reports where moderate to high levels of physical control are used, tasers are deployed, or officer involved shootings etc.
 - UOF staff review the report and body camera footage for lawfulness and adherence to policy (policy is the higher standard).
 - In the event a Roseburg Officer is believed or reported to have potentially used an “unreasonable” amount of force, we would immediately launch a Professional Standards investigation, with the goal of determining the legitimacy and extent of the reported/suspected misconduct.
- All UOF incidents are tracked
- Serious UOF incidents are reported to FBI National Use of Force Data Reporting

RPD is fortunate to have **modern equipment**.

- Body cameras and in-vehicle cameras are utilized to document police activities.
- Officers are equipped with tasers.
- RPD utilizes a formal complaint form to field and review all complaints.

Anyone interested in learning more about RPD policies and procedures is encouraged to enroll in the Citizens Police Academy:

<http://www.cityofroseburg.org/departments/police/public-information>