

# ***DIVISION OF INSPECTIONAL SERVICES***



**Office of the Sheriff**

March 19, 2019



**J. Navarro**



**C. Wright**



**Lt. S. Amos**



**M. Lopez**



**M. Sanchez**



**A. Meleen**



**A. Mowins**

**1 Lieutenant  
5 LE Sergeants  
1 DCS Sergeant  
2 Administrative Staff**



**C. Ingraham**



**K. Lawrence**

***WHAT DOES DIS DO?***



# *MISSION STATEMENT*

- To assess internal processes and review high-risk events to create a more efficient and effective operational environment that lends to the delivery of the highest quality public safety services.
- How would you sum it up?
  - Quality Control, Process Improvement, Risk Management
    - Applies to sworn & non-sworn supervisors

# ***DIS' ROLE IN QUALITY CONTROL, PROCESS IMPROVEMENT & RISK MANAGEMENT***

- Serve as available resource
  - Respond to callouts
  - Conduct inspections and reviews
    - Facilitate Critical Incident Reviews
    - Training Compliance Checks
    - UOF Reviews
    - Investigative Inspections
  - Liaison with County Counsel and CLERB
-

# ***DIS RESPONSIBILITIES***

- **CLERB Liaison**
  - **DMV License Program**
  - **Liaison to County Counsel**
  - **Special Tasks as Directed by Sheriff**
  - **Claims**
  - **Critical Incident Review**
  - **PREA Coordinator**
  - **Inspections**
  - **Department P&P**
  - **Use of Force Review**
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# WHEN TO CALL DIS

- **OIS**
- **All in-custody deaths**
- **Shooting animals in self-defense or defense of others**
- **UOF resulting in serious injury or death**
- **\*PREA sexual abuse**
- **K9 contacts**
- **Traffic pursuits resulting in TC with moderate property damage, injury or death**
- **All forcible stops**
- **All traffic collisions resulting in moderate to serious property damage, injury or death**
- **\*Unintended discharges**
- **\*Work related illness or injury to Sheriff's personnel resulting in hospitalization or death (Exposures)**
- **\*Escape and attempt escapes/Erroneous release**
- **\*All serious in-custody injuries**
- **\*In-Custody Attempted Suicides**

# **WHAT WILL DIS ASK?**

- **WHAT HAPPENED**
- **CAD information: time, location, CN & Event #'s**
- **Use-of-Force**
- **Injuries. Serious Injuries**
- **Hospital. Treated**
- **Deputies or employees involved**
- **Suspects or inmates involved**
- **Media attention**
- **BWC or video viewed**
- **Potential risks for training**
- **Bloodborne pathogen exposure? If so did suspect/inmate give consent to blood draw?**
- **We may ask your thoughts on potential issues or concerns**
- **Send us a copy of WC log entry**
- **Were other units notified i.e. Homicide or DIU or Command Staff**

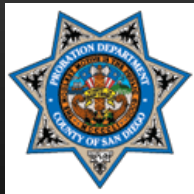


# CRITICAL INCIDENT REVIEW BOARD

- Review critical incidents with an eye on process improvement and risk reduction regarding:

- Training & Tactics
- Equipment
- Policy & Procedure





# ***CITIZENS' LAW ENFORCEMENT REVIEW BOARD (CLERB)***

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# 1990 - PROPOSITION A; COUNTY CHARTER SECTION 606

- The Board of Supervisors, by ordinance, shall establish the duties of the Citizens Law Enforcement Review Board and its duties may include ...
  - (1) Receive, review and **investigate citizen complaints** ... (A) **excessive force**, (B) discrimination or sexual harassment, (C) the improper discharge of firearms, (D) **illegal search or seizure**, (E) **false arrest**, (F) **false reporting**, (G) **criminal conduct** or (H) **misconduct**...
  - (2) Review and investigate the **death of any individual** ...
  - (3) Prepare reports... including recommendations relating to the imposition of discipline and ... any trends ...

# THE COMPLAINT INVESTIGATION PROCESS

- All investigated complaints are filed under penalty of perjury
- Evidence, mostly documents, is received from the complainant, the responding department (CLERB DIS Liaison) and other sources
- Subject deputies are notified of the complaint
- Complainants & witness are interviewed, if available
- Department policies, relevant codes, and case law are applied
- Deputies and/or professional staff questioned in writing or in interviews as needed. Deputy interviews are sometimes requested.



# THE COMPLAINT INVESTIGATION PROCESS

- Detailed Investigative Reports are prepared for the Review Board with Recommended Findings / Rationale used to determine the finding.
- Determination of Findings: Established by a **preponderance of the evidence**, the following definitions apply:
  - ▶ **Preponderance of the evidence**: This preponderance is based on the more convincing evidence and its probable truth or accuracy, and not on the amount of evidence.
  - ▶ Investigative Reports are sent to Review Board Members and the Department; Redacted Hearing Notices are sent to complainants and subject deputies.

# ADMINISTRATIVE BLOOD DRAW

- Supervisors have critical role in this process to ensure employees are treated properly:

- Employee treatment
- Consent vs Forced
- MLU reported & F/U



# FINDINGS

- **Action Justified:** The investigation shows that the alleged act or conduct did occur but was lawful, justified and proper.
- **Not Sustained:** The investigation fails to support the allegation, but the allegation cannot be shown as false. There is insufficient evidence to either prove or disprove the allegation.
- ▶ **Unfounded:** The investigation shows that the alleged act or conduct did not occur
- ▶ **Sustained:** The investigation supports the allegation and the act or conduct was not justified (or was not legal or proper).
- ▶ **Summary Dismissal** findings are appropriate when:
  - Out of jurisdiction, not timely filed, or clearly without merit.



# BOARD MEETINGS

- Monthly Review Board agenda includes meeting schedule and redacted allegations/findings/rationale
  - **Open Session:**
    - Business of the Board
    - Training / Presentations
    - Public Comments
    - Board Member Comments
    - Board queries to department liaison
  - **Closed Session:**
    - All case discussion / sustained findings
- Subject Officers, Complainants, Sheriff, and Chief Administrative Officer are provided a Final Notice of the Board Action.





# INSPECTIONS/AUDITS

“DON'T EXPECT WHAT YOU DON'T INSPECT”



3 Fight Concept

# ***WHY INSPECT / AUDIT?***

- Increases officer safety
  - Ensures Compliance
    - P&P, State & Federal Laws, etc.
  - Measures efficiency & effectiveness
  - Manages risk
  - Identifies “best practices” & leads to process improvement
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# USE OF FORCE REVIEW







UOF DATE AND TIME	EVENT NUMBER	CASE NUMBER	DOCUMENT NUMBER	STATION/FACILITY
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INCIDENT DESCRIPTION / OFFENSES

SUBJECT'S NAME (LAST, FIRST, MI)	DATE OF BIRTH	ARRESTED <input type="checkbox"/> Yes <input type="checkbox"/> No	SUPERVISOR PRESENT <input type="checkbox"/> Yes <input type="checkbox"/> No	DATE/TIME SUPERVISOR NOTIFIED
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REASON(S) FOR USING FORCE:

<input type="checkbox"/> Necessary to effect an arrest	<input type="checkbox"/> Necessary to defend self or another	<input type="checkbox"/> Necessary to prevent escape/evasion	<input type="checkbox"/> Necessary to effect a lawful detention
<input type="checkbox"/> Necessary to prevent a violent forcible felony	<input type="checkbox"/> Necessary to restrain for subject's safety	<input type="checkbox"/> Necessary during high-risk incident	<input type="checkbox"/> Necessary during riot incident
<input type="checkbox"/> Delaying Jail Operations			

SUBJECT APPEARED TO BE <input type="checkbox"/> Under the influence of alcohol and/or drugs <input type="checkbox"/> Mentally Impaired	NUMBER OF OFFICERS ON SCENE	NUMBER OF OFFICERS USING FORCE
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LEVEL(S) OF RESISTANCE ENCOUNTERED

<input type="checkbox"/> NONE (subject cooperated/complied)	<input type="checkbox"/> PASSIVE RESISTANCE (represents by a refusal to respond to verbal commands but also offers no form of physical resistance)
<input type="checkbox"/> PSYCHOLOGICAL INTIMIDATION (non-verbal cues indicating subject's attitude or physical readiness to resist)	<input type="checkbox"/> ACTIVE RESISTANCE (pushing, pulling or running away from the officer to avoid control; not attempting to harm the officer)
<input type="checkbox"/> VERBAL NON-COMPLIANCE (subject's expressed unwillingness to comply with the officer's commands)	<input type="checkbox"/> ASSAULTIVE BEHAVIOR (physical actions of assault)
	<input type="checkbox"/> AGGRAVATED ACTIVE AGGRESSION (potential injury or death)

LAW ENFORCEMENT TOOL/TECHNIQUE USED TO GAIN COMPLIANCE OR OVERCOME RESISTANCE (CHECK ALL THAT APPLY)

<input type="checkbox"/> Verbal Commands:				
<input type="checkbox"/> Empty Hand Control	<input type="checkbox"/> Less-Lethal Weapon System Discharged	Discharges	Number of Contacts	Target Distance
<input type="checkbox"/> Grab, Push, Pull, or Body Weight	<input type="checkbox"/> PepperBall - OC Powder	_____	_____	_____
<input type="checkbox"/> Control Hold (Duration: )	<input type="checkbox"/> PepperBall - Water	_____	_____	_____
<input type="checkbox"/> Pressure Point (Duration: ) (# of Contacts: )	<input type="checkbox"/> 37 mm Rifle - Standard	_____	_____	_____
<input type="checkbox"/> Strike (Body part used: ) (# of Contacts: )	<input type="checkbox"/> 37 mm Rifle - Low Energy	_____	_____	_____
<input type="checkbox"/> Takedown Type: _____	<input type="checkbox"/> 40 mm Rifle - Bean Bag	_____	_____	_____
<input type="checkbox"/> Carotid (Rendered Unconscious? <input type="checkbox"/> Yes <input type="checkbox"/> No) (Duration: )	<input type="checkbox"/> 40 mm Rifle - Sponge	_____	_____	_____
<input type="checkbox"/> Tool/Device/Weapon	<input type="checkbox"/> Taser - Probes	_____	_____	_____
<input type="checkbox"/> OC Agent (Duration: ) (# of Contacts: )	<input type="checkbox"/> Taser - Drive Stuns	_____	_____	_____
<input type="checkbox"/> Decontaminated <input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Stingball Grenade	_____	_____	_____
<input type="checkbox"/> Cord Cuff Restraint Device (Duration: )	<input type="checkbox"/> Sound/Light device	_____	_____	_____
<input type="checkbox"/> Impact Weapon (# of Contacts: )	<input type="checkbox"/> 12-Gauge Super Sock	_____	_____	_____
Type: _____	<input type="checkbox"/> Ultron/NOVA Shield	_____	_____	_____
<input type="checkbox"/> Canine (Duration: ) (# of Contacts: )	<input type="checkbox"/> REACT Belt	_____	_____	_____
<input type="checkbox"/> Vehicle/Forcible Stop				
<input type="checkbox"/> Weapon Pointed at Subject (Duration: )	<input type="checkbox"/> Firearm			
Type: _____	<input type="checkbox"/> Type: _____			
<input type="checkbox"/> Spit Sock (Duration: )	<input type="checkbox"/> Other: _____			
<input type="checkbox"/> Pro-Strait Chair				
<input type="checkbox"/> Tactical Shield				
<input type="checkbox"/> WRAP				

WAS INITIAL USE OF FORCE EFFECTIVE?  Yes  No      WAS ADDITIONAL CONTROL OR FORCE NEEDED?  Yes  No

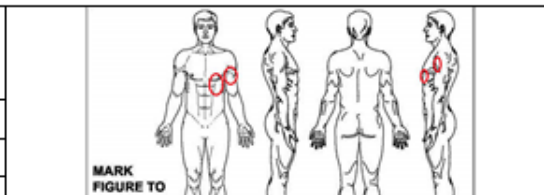
SUBJECT INJURED	EXTENT OF TREATMENT	OFFICER(S) INJURED	EXTENT OF TREATMENT
<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> None <input type="checkbox"/> Treated at hospital <input type="checkbox"/> Treated at scene <input type="checkbox"/> Hospitalized <input type="checkbox"/> Refused treatment	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> None <input type="checkbox"/> Treated at hospital <input type="checkbox"/> Treated at scene <input type="checkbox"/> Hospitalized <input type="checkbox"/> Refused treatment

SUBJECT INJURY DESCRIPTION: nose cut about a quarter inch due to fall, TASER probe in Allan's left bicep & left chest

OFFICER INJURY DESCRIPTION: none

OTHER FORCE USED/COMMENTS/EQUIPMENT PERFORMANCE:

SERGEANT	ARJIS	DATE
LIEUTENANT	ARJIS	DATE
	ARJIS	DATE



## Addendum F:

***"In all cases where force is used, photographs will be taken of the suspect regardless of injuries. Photographs will also be taken of where the force was applied...All photographs taken shall be attached to the NetRMS report and submitted into evidence..."***

**QUESTIONS???**



*"That's all Folks!"*