



Department Overview & Update

Riverside Police Department

City Council
June 30, 2020

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1

Chief's Vision

We will engage our community through exemplary service and unequalled professionalism, while employing a work force that reflects the diversity of our city. We will commit to implementing the latest technology available and best practices to meet the demands of 21st Century modern policing. We will invest in the success of our employees of the Riverside Police Department by providing excellent training opportunities, advancement, and personal growth.

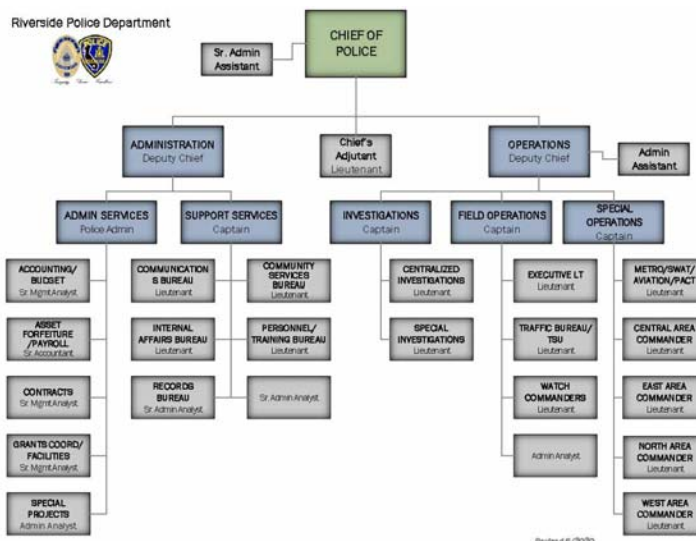


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2

ORGANIZATIONAL CHART



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3

CURRENT SWORN WORKFORCE

Gender			
Male	338	Female	46
Race/Ethnicity	Total Sworn	% of Sworn	City Profile *2018 Census Data
White	229	59.6%	30.3%
Hispanic or Latino	113	29.4%	53.3%
Black/African American	25	6.5%	5.7%
Asian/Other	15	3.9%	7.2%
Indian/Middle Eastern	1	0.3%	0.3%
Native Hawaiian/Pacific Islands	1	0.3%	0.2%
Total	384		



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4

BUDGET

FY20/21

General Fund – 123.9M Measure Z Fund – 15.6M

Department Staffing as of 6/30/2020

Staffing 537.25 (Includes Measure Z Funded)

- 384 Sworn Positions
- 25 Sworn Officer Vacancies
- 149.25 Civilian Filled Positions
- 21.75 Civilian Vacancies
- 4 Civilian Part Time
- 5 Civilian Part Time Vacancies



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5

Crime Stats

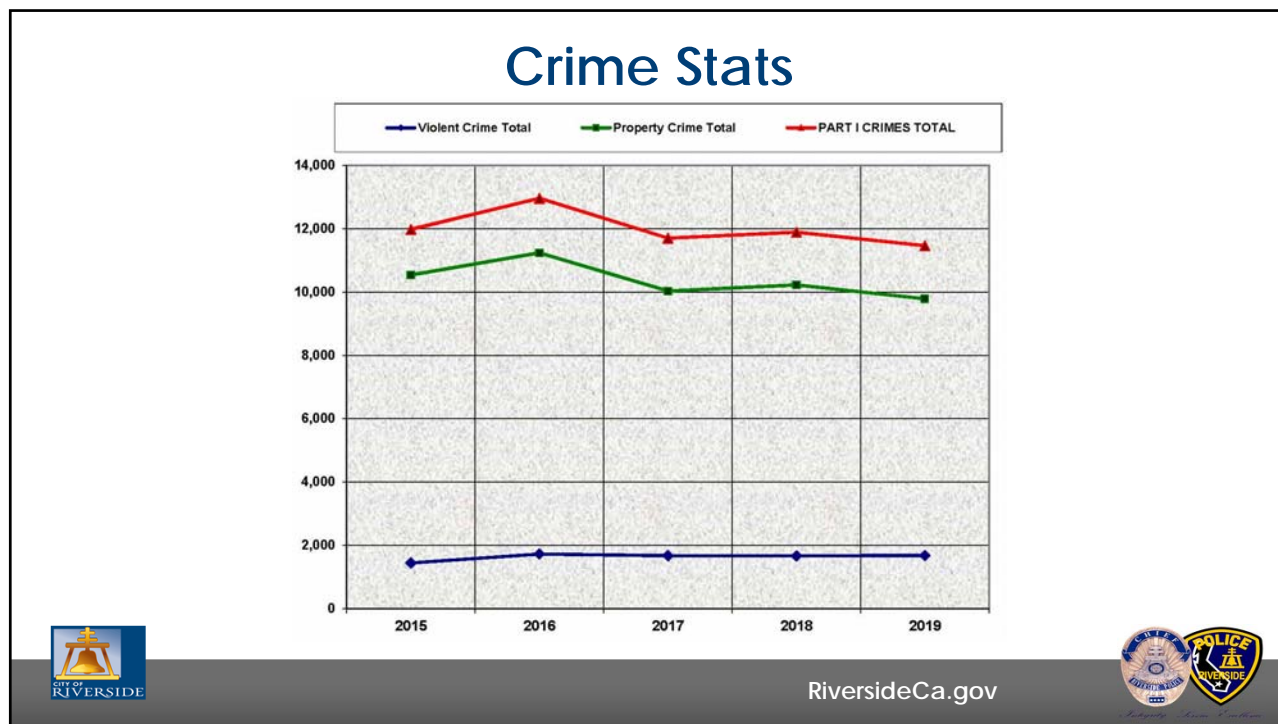
PART I OFFENSE	2015	2016	2017	2018	2019
Murder	10	10	12	14	17
Rape	137	141	166	150	139
Robbery	520	586	544	543	476
Aggravated Assault	774	985	947	957	1043
<i>Violent Crime Total</i>	<i>1,441</i>	<i>1,722</i>	<i>1,669</i>	<i>1,664</i>	<i>1,675</i>
Burglary Total	1,633	1,976	1,673	1,470	1,302
Theft Total	7,144	7,330	6,629	6,911	6,997
Theft of Vehicles	1,763	1,934	1,731	1,845	1,491
<i>Property Crime Total</i>	<i>10,540</i>	<i>11,240</i>	<i>10,033</i>	<i>10,226</i>	<i>9,790</i>
PART I CRIMES TOTAL	11,981	12,962	11,702	11,890	11,465



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6



7

Consent Decree

December 28, 1998 – Tyisha Miller Shooting

- 24 shots fired – 12 hits 
- Massive Protests and Negative National Publicity
- U.S. Department of Justice / California Attorney General Conducts Investigation 

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8

Stipulated Judgment

Investigation identified deficiencies within the police department. The stipulated agreement addressed department deficiencies.

These included:

- All patrol shifts should be supervised by a Lieutenant- Watch Commander
- Early Warning System
 - Proactive mean of identifying issues
- Audio Recorders
 - Uniformed officers have Body Worn Cameras
- Supervisors training to investigate citizen complaints
- Increased Diversity Training



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9

Stipulated Judgment

- Enhanced Field Training Program
- Expanded training for Field Training Officers
- Updated the training issues to be covered
- Less Lethal Weapons
 - All uniformed officers carry a Taser
 - Officers issued a Hobble RIPP Restraint
 - Black and White police vehicles have a less then lethal shotgun
- In-car video
 - Black and White police vehicles with in-car video



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10

Community Police Review Commission (CPRC)

- Created in 2000, CPRC is review board for Citizen Complaints and Use of Force Incidents

- By ordinance, the purpose of the CPRC is:

"...to promote effective, efficient, trustworthy, and just law enforcement in the City of Riverside, and to bring to the attention of the City its findings and recommendations in regard Further, it is the purpose of this Ordinance to ensure good relations between those who enforce the laws and the diverse populace whom they serve so that the public will take pride in local law enforcement and those who enforce the laws will take pride in their service to the public."



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11

Body Worn Cameras

- Mandated use by all uniformed officers on any citizen contact
- Random audits by supervisors to ensure officers are upholding Department standards
- Unbiased documentation of incident



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12

Diversity Programs/Partnerships

- Inland Congregations United for Change (ICUC)
 - HEAT (Hiring, Equipment, Accountability and Training)
 - Implementation of Procedural Justice Training

Procedural justice promotes positive organizational change and bolsters better relationships through these four principles



Fairness in the Processes



Transparency in Actions



Impartiality in Decision Making



Opportunities for Voice

Additionally included are the four tenets of Procedural Justice

Respectful Treatment
(Be Respectful)

Neutrality
(Be Fair)

Trustworthiness
(Trying to do what's best for the people)

Voice
(Listen)



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13

Diversity Programs/Partnerships

- The Group
- Latino Network
- Police Clergy Partnership (PCP)



- Citizen Academy
- Leadership Riverside
- National Night Out



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14

Community Services Bureau (CSB)

Established to serve as a resource for residents by providing educational information regarding criminal awareness, crime prevention, and how to strengthen the relationship with the community we serve.

Programs include:

- Citizen's Academy
- Crime Free Multi-Housing
- Police Explorer Post 714
- Teen 2 Teen
- Judo
- Youth Court
- Volunteer Unit
- You Are Not Alone (YANA)
- Opportunity With Education (OWE)
- Assists the Riverside Police Foundation.



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15

Community Policing

- Public Safety and Engagement Team (PSET)
 - Maintain order in public places by addressing community concerns over panhandling, illegal encampments, and vagrancy.
 - Provides a pathway out of homelessness
- Downtown Entertainment District (DED) Team
- Problem Oriented Policing (POP) Officers



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16

Community Engagement

Community Outreach Teams

- Team consists of a Sworn Officer and a Mental Health Clinician
- Trained to address mental health needs of those in crisis
- Offer follow-up services



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17

Patrol Calls

- RPD handled 114,287 calls for service in 2019.
- RPD responds to hundreds of homeless related calls on a daily basis.
- Part I and Part II crimes have remained relatively stable over the last 5 years.
- Implementing tracking system within the Computer Aided Dispatch (CAD)



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18

EMPLOYEE DEVELOPMENT

Sworn Employee Development:

- Procedural Justice Training
- Critical Incident Training
- Newly Promoted Requirements:
 - Detectives: 80 hour POST Criminal Investigation Course
 - Sergeants: 80 hour Supervisor Course
 - o Optional 192 hour multi-month Sherman Block Supervisory Leadership Course
 - Lieutenants: 104 hour/multi-month Management Course



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19

On-Going Training

Critical Incident and Tactics (CIT) 40 hours, every 18 months), includes:

- Cultural Diversity Training
- Interpersonal Communications Training
- Perishable Skills Training
 - Firearms Training
 - Defensive Tactics
 - Pursuit training
 - Response to Critical Incidents



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20

On-Going Training

Each sworn officer is required to complete 24 additional hours of continued professional training every 18 months.

- Variety of disciplines including, but not limited to:
 - Domestic Violence
 - First Aid
 - CPR
 - Mental Health Awareness
 - Field Sobriety and Narcotics Awareness



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21

Diversity & De-Escalation Training

- Racial Profiling (Required by 2025)
- ICAT
- Principled Policing / Implicit Bias



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22

Integrating Communications, Assessment and Tactics (ICAT)

Presented by
Lieutenants Dan Warren and Chad Milby



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23

Introduction

Need - Training to enhance officers' safety and the safety of the public when dealing with people that are armed with a weapon other than a firearm and acting erratically because of a mental illness or behavioral crisis.

Research - Recommendations from the Police Executive Research Forum, Baltimore PD, LAPD, Camden, NJ PD.

Training Design - A one day, 10-hour training session consisting of lecture and practical application exercises.



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24

Key Points

What this training covers ...

- Skills officers already use on a daily basis
- Pulls those skills together – applies them to non-firearm critical incidents
- Emphasis on teamwork to achieve capture and control
- Focus on persons in crisis, “suicide-by-cop” situations



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25

What It Is Not...

What the training is not ...

- Not telling officers to walk away or ignore dangerous situations
- Not telling officers they can't use their firearms or other less lethal options when appropriate
- Not about limiting options for officers ... rather, about *increasing* options



ABILITIES



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26

Training

September 2017 – Present

- Trained 373 Riverside Police Officers
- Trained 128 Officers from throughout California
- Ongoing Training for 206 Riverside Officers



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27

Introduction Module

Distance + Cover = Time and Time = Options

- Dispel the culture of speed
- Discredit the 21-Foot Rule
- Introduce the Tactical Pause
- Avoid officer created jeopardy
- Determine whether subject poses an immediate threat



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28

Module Two

Tactical Communication – De-escalation

- Active Listening
- 80/20 Rule
- Ask open ended questions
- Listen to understand
- Reduce distractions
- Non-aggressive body language
- Conflict Resolutions
- Controlling own emotions



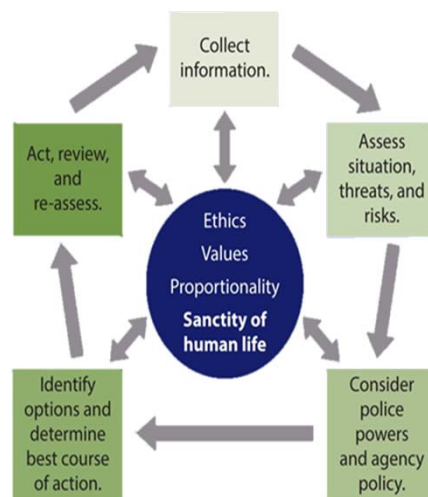
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29

Module Three

Critical Decision Making Model



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30

Module Four

Mental or Behavioral Crisis Recognition

- Recognizing people in crisis
- Softening approach
- Initiating communications
- Excited Delirium



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31

Module Five

Operational Safety

- Working in a team environment
 - Communication/Barriers/Tools
- Windows of opportunity
- Layered Less Lethal
- Shrink the Problem
- Contingencies
 - Plan A – Plan B
 - Roles and Responsibilities
- Capture & Control Plan



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32

Module Six

Integration

- Assessment/Communications/Tactics



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33

May 25, 2020

George Floyd Incident - Minneapolis, MN

- Floyd was arrested for purchasing cigarettes with counterfeit money
- During arrest, officer kneeled on his neck and back for 8 minutes, 46 seconds
- Floyd died during arrest



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34

George Floyd

- His death resulted in massive protests
- Black Lives Matter (BLM) requesting Police Reform
- Creation of "8 Can't Wait Movement"



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35

#8CANTWAIT MOVEMENT



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36

#8CANTWAIT MOVEMENT

BAN CHOKEHOLDS AND STRANGLEHOLDS

The use of "chokeholds" and strangleholds" are **not authorized for use** by officers of the Riverside Police Department.

EXHAUST ALL OTHER MEANS BEFORE SHOOTING

Officers utilize the **Critical Decision Making Model** which focuses on information, assessing threats, the law and policy, planning, re-assessments, and the sanctity of life.

An officer may use deadly force when such force is necessary to protect self or others against an imminent threat of death or serious bodily injury. (825a PC & Policy 300.4)

BAN SHOOTING AT MOVING VEHICLES

Pursuant to RPD Policy 300.3.1, officers should move out of the path of an approaching vehicle instead of discharging their firearm at the vehicle or any of its occupants.

An officer should only discharge a firearm at a moving vehicle or its occupants when the officer **reasonably believes** there are no other reasonable means available to avert the threat of the vehicle or if deadly force other than the vehicle is directed at the officers.

REQUIRED DE-ESCALATION

Every two years, officers are required to attend a four-hour Interpersonal Communication and De-escalation training course certified by the California POST (Commission of Peace Officer's Standards and Training).

All officers attend an eight-hour ICAT (Integrated Communication, Assessment and Tactics) class. ICAT is designed to give officers options when dealing with volatile subjects, utilizing de-escalation techniques and decision making methods.

DUTY TO INTERVENE

Pursuant to RPD Policy 300.2.1, any officer present and observing another officer using force that is clearly beyond that which is objectively reasonable under the circumstances shall intervene to prevent an unreasonable force.

An officer who observes another employee use excessive force shall promptly report these observations to a supervisor.

ESTABLISH USE OF FORCE CONTINUUM

RPD does not use a continuum of force given officers are often forced into situations that quickly become tense, uncertain and rapidly evolving.

Officers shall use **only that amount of force that reasonably appears necessary** given the facts and totality of the circumstances perceived by the officer at the time of the event in accordance with RPD Policy 300.3 and California Penal Code 835a.

REQUIRE WARNING BEFORE SHOOTING

Pursuant to RPD Policy 300.4, where feasible officers shall identify themselves as a police officer and make reasonable efforts to warn that deadly force may be used.

Riverside Police Officers are bound by California Penal Code 833a which provides specific guidelines for the use of deadly force.

REQUIRE COMPREHENSIVE REPORTING

Pursuant to RPD Policy 300.5, any use of force by any officer shall be **accurately documented in a report**.

Supervisors perform administrative reviews on reportable uses of force.

RPD Policy 300.5.5 requires data reporting to the California Department of Justice.



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37

#8CANTWAIT MOVEMENT

- June 9, 2020, Chief Gonzalez suspended the use of the Carotid Restraint.
- Department following all 8 ideas in this movement.



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38

Supervisor Administrative Reports (SAR)

- Supervisors review all reportable Use of Force Incidents, Pursuits, Property Damages, etc.
- Review of incident:
 1. Sergeant
 2. Watch Commander (Lieutenant)
 3. Division Commander (Captain)
 4. Internal Affairs Lieutenant
- Multiple layers of accountability
- Supervisors receive specific in-house training on how to investigate and document these incidents



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39

Internal Affairs

Internal Affairs investigates allegations of misconduct and improper job performance by the Department's sworn and civilian personnel. Internal Affairs reviews all incidents in which police employees are involved.

- Administrative Investigations
- Civil Suits
- External Complaints
- Internal Investigations



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40

Early Warning System



Proactive means of identifying issues



Training issues / negative behavior identified early



Reviewed quarterly by Chief of Police



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41

21st Century Policing

Pillars following a Presidential Task Force

1. Building Trust & Legitimacy
2. Policy & Oversight
3. Technology & Social Media
4. Community Policing & Crime Reduction
5. Training & Education
6. Officer Wellness & Safety

**BEST
PRACTICES**



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42

Chief's Advisory Committee

- Monthly sessions with key stakeholders
- Recruitment to reflect community



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43



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44