

From: Grenon, Bryan  
Sent: Thursday, September 18, 2014 11:05 AM  
To: SPD\_Staff  
Cc: Caylor, Gregg  
Subject: Force Review Board Trends for Roll Call

Sergeants,

Please ensure this information is discussed with your officers at roll call. The past few months the following trends are becoming apparent. These trends can have a substantial impact on officer safety.

1. Some officers are very hesitant to use force in situations where force is clearly needed. Please communicate to our officers that it is OK to use force when needed. We expect officers to use force when necessary to protect themselves, fellow officers, the public, and the suspect from harm.
2. Even in situations where officers are using force, in many cases the force used is not proportional to the force used by the suspect and officers are waiting to use force way beyond the time considered reasonable.
3. More troubling, officers are indicating in their use of force statements that they were hesitant to use appropriate force because they were concerned about what writing a statement. This is a major officer safety concern. Sergeants must address this at every roll call to ensure officers understand that their safety must come first. They can always document it later. No officer has been disciplined from the review of cases at the force review board resulting from necessary, proportional, and appropriate force. We expect you to use appropriate force when necessary for officer safety.
4. The failure to use team tactics. Arresting suspects is a team sport and is always accomplished when two or more officers work together to take a suspect into custody. This helps prevent injury to both the officers and the suspect.

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