



President
Ms. Rachel Ancheta
City of Dixon

Vice President
Mr. Spencer Morrison
City of Yuba City

Treasurer
Ms. Jen Lee
City of Rio Vista

Secretary
Ms. Jennifer Styczynski
City of Marysville

NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND POLICE RISK MANAGEMENT COMMITTEE MEETING AGENDA

DATE / TIME: Thursday, May 2, 2024, at 10:00 a.m.

A - Action
I - Information

LOCATION: Rocklin Event Center – Garden Room
2650 Sunset Blvd
Rocklin, CA 95677

1 - Attached
2 - Hand Out
3 - Separate Cover
4 - Verbal

MISSION STATEMENT

The Northern California Cities Self Insurance Fund, or NCCSIF, is an association of municipalities joined to protect member resources by stabilizing risk costs in a reliable, economical and beneficial manner while providing members with broad coverage and quality services in risk management and claims management.

A. CALL TO ORDER

B. INTRODUCTIONS

C. PUBLIC COMMENTS

This time is reserved for members of the public to address the Police Risk Management Committee on NCCSIF matters that are of interest to them.

pg. 4 **D. CONSENT CALENDAR**

A 1

All matters listed under the consent calendar are considered routine with no separate discussion necessary. Any member of the public or the Police Risk Management Committee may request any item to be considered separately.

- pg. 5 1. Police Risk Management Committee Meeting Minutes- February 2, 2023
- pg. 9 2. Police Risk Management Committee Meeting Minutes- May 4, 2023
- pg. 12 3. Police Risk Management Committee Meeting Minutes- August 3, 2023
- pg. 15 4. Police Risk Management Committee Meeting Minutes – November 2, 2023
- pg. 18 5. Police Risk Management Committee Meeting Minutes – February 1, 2024

E. RISK MANAGEMENT



President
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pg. 21	1. Police Risk Management Grant Funds <i>Evan Washburn will provide an update on FY 23/24 grant fund usage and budget for FY 24/25</i>	I 1
pg. 25	2. Lexipol Grants Finder <i>Members will receive an update on the Grant Finder services as well as a list of current grant opportunities.</i>	I 1
pg. 33	3. Recent Trends in Policing <i>Marcus Beverly will present a number of topics for discussion including one department's use of shoot to wound training.</i>	I 1
pg. 62	4. Legislative Update <i>The Committee will receive an update on California legislative bills that may have an impact on member operations.</i>	I 1
pg. 73	5. Technology Discussion <i>The Committee will discuss their experiences with body cameras, robots, drones, vehicles or other new and/or innovative technology.</i>	I 1
pg. 74	6. Round Table Discussion <i>The floor will be open to Police Risk Management Committee members for any topics or ideas that members would like to address.</i>	I 4
pg. 79 pg. 80	F. INFORMATION ITEMS 1. NCCSIF 2023/2024 Organizational Chart 2. NCCSIF 2024/2025 Meeting Calendar	I 1

G. ADJOURNMENT

UPCOMING MEETING

Police Risk Management Committee Meeting - August 1, 2024

pg. 81	TRAINING SESSION from 11:30 A.M. to 1:30 P.M. <i>Improving Police Performance, presented by Mark J. Wittenberg</i>	
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Per Government Code 54954.2, persons requesting disability related modifications or accommodations, including auxiliary aids or services in order to participate in the meeting, are requested to contact Jenna Wirkner at Alliant Insurance Services at (916) 643-2741.

The Agenda packet will be posted on the NCCSIF website at www.nccsif.org. Documents and materials relating to an open session agenda item that are provided to the NCCSIF Police Risk Management Committee less than 72 hours prior to a regular meeting will be available for public inspection and copying at 2180 Harvard Street, Suite 460, Sacramento, CA 95815.

Access to some buildings and offices may require routine provisions of identification to building security. However, NCCSIF does not require any member of the public to register his or her name, or to provide other information, as a condition to attendance at any public meeting and will not inquire of building security concerning information so provided. See Government Code section 54953.3.



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
May 2, 2024**

Agenda Item D.

CONSENT CALENDAR

ACTION ITEM

ISSUE: The Police Risk Management Committee (PRMC) reviews items on the Consent Calendar, and if any item requires clarification or discussion a member should ask that it be removed for separate action. The PRMC should then consider action to approve the Consent Calendar excluding those items removed. Any items removed from the Consent Calendar will be placed on the meeting agenda in an order determined by the Chair.

RECOMMENDATION: Adoption of the Consent Calendar after review by the PRMC.

FISCAL IMPACT: None.

BACKGROUND: The following items are placed on the Consent Calendar for approval. The PRMC may approve the Consent Calendar items as presented, or any individual may request that an item be removed for discussion and separate action may be taken during the meeting.

ATTACHMENT(S):

1. Police Risk Management Committee Meeting Minutes- February 2, 2023
2. Police Risk Management Committee Meeting Minutes- May 4, 2023
3. Police Risk Management Committee Meeting Minutes- August 3, 2023
4. Police Risk Management Committee Meeting Minutes – November 2, 2023
5. Police Risk Management Committee Meeting Minutes – February 1, 2024



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ROCKLIN COMMUNITY CENTER – SPRINGVIEW HALL
FEBRUARY 2, 2023**

MEMBERS PRESENT

Chief Ryan Kinnan, City of Auburn
Chief Robert Thompson, City of Dixon
Chief Brian Kalinowski, City of Galt
Chief Matt Alves, City of Lincoln
Captain Quintan Ortega, City of Red Bluff
Chief Brian Baker, City of Yuba City

Chief Jeremiah Fears, City of Corning
Sergeant Jason Jacobo, City of Elk Grove
Chief Rodney Harr, City of Gridley
Chief Eric Reinbold, Town of Paradise
Lt. Scott Horrillo, City of Rocklin

OTHER MEMBERS PRESENT

Commander Sam Escherman, City of Yuba City Lt. Adrian Passadore, City of Rocklin

GUESTS & CONSULTANTS

Jenna Wirkner, Alliant Insurance Services
Tom Kline, Sedgwick

Summer Simpson, Sedgwick
Dori Zumwalt, Sedgwick

A. CALL TO ORDER

Chief Kinnan called the meeting to order at 10:04a.m.

B. ROLL CALL

The above members listed were present.

C. PUBLIC COMMENTS

There were no public comments.

D. CONSENT CALENDAR

1. Police Risk Management Committee Meeting Minutes – November 3, 2022

A motion was made to approve the Consent Calendar as presented.

MOTION: Robert Thompson **SECOND:** Brian Kalinowski **MOTION CARRIED UNANIMOUSLY**
Ayes: Kinnan, Fears, Thompson, Jacobo, Kalinowski, Harr, Alves, Reinbold, Ortega, Horrillo, Baker
Nays: None

E. RISK MANAGEMENT

E.1. Workers' Compensation Claims Analysis for Police



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ROCKLIN COMMUNITY CENTER – SPRINGVIEW HALL
FEBRUARY 2, 2023**

Ms. Dori Zumwalt from Sedgwick gave an analysis for Police Workers' Compensation claims.

E.2. Police Risk Management Grant Funds

Members discussed eliminating the body worn camera requirement from the Police Risk Management Grant Funds. Members would like to continue using the grant funds.

A motion was made to recommend approving the PRMC Grant Funds and eliminating the Body Worn Camera requirement to the Board of Directors.

MOTION: Robert Thompson **SECOND:** Brian Kalinowski **MOTION CARRIED
UNANIMOUSLY**
Ayes: Kinnan, Fears, Thompson, Jacobo, Kalinowski, Harr, Alves, Reinbold, Ortega, Horrillo, Baker
Nays: None

E.3. Wellness Discussion

Members discussed what departments are doing relating to wellness. Examples were gym memberships, EAPs and peer support groups.

E.4. Active Bystandership for Law Enforcement (ABLE)

Mr. Tom Kline discussed Active Bystandership for Law Enforcement.

ABLE is a research-backed training program designed to provide practical active bystandership strategies and tactics to law enforcement officers, focusing on fostering a healthy culture that encourages officers to both give and accept intervention to prevent harm or acts of wrongdoing.

E.5. Legislative Spotlight

Mr. Tom Kline gave an update on new California laws that impose new requirements on police agencies or bills that may affect them.

Enforcement Procedures

- AB 2537 – Driver Education for Stops
- AB 2644 – Minor Custodial Interrogation
- AB 2773 – Reason for Stop
- SB 1359 – Vehicle Registration
- AB 485 - Hate Crime Reporting



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ROCKLIN COMMUNITY CENTER – SPRINGVIEW HALL
FEBRUARY 2, 2023**

Hiring & Termination of Officers

- AB 655 – Hate Group Background
- AB 2229 – Bias Evaluation
- SB 960 – Citizenship

ATTACHMENTS:

1. AB 2537 – Driver Education for Stops
2. AB 2644 – Minor Custodial Interrogation
3. AB 2773 – Reason for Stop
4. SB 1359 – Vehicle Registration
5. AB 485 - Hate Crime Reporting
6. AB 655 – Hate Group Background
7. AB 2229 – Bias Evaluation
8. SB 960 – Citizens

E.6. TECHNOLOGY DISCUSSION

Mr. Kline gave an update on technologies we have discussed at previous meetings and new technology.

1. *Artificial Intelligence (AI) – *Flock Safety*
2. Automatic License Plate Recognition (ALPR)
3. Biometrics
4. Body-Worn Cameras and In-Car Video Systems
5. *Body Worn Camera Auditing – *Frontline Public Safety Solutions*
6. *Communication – *Tango Tango*
7. DeleteMe
8. Drones - Unmanned Aircraft Systems (UAS)
9. Gunshot Detection Systems (GDS)
10. Handheld Lasers
11. True Narc
12. Robots
13. Robotic Cameras
14. Smarter Police Cars
15. Tablets
16. Thermal Imaging
17. *Vehicle Pursuit Dart – *Starchase demonstration*
18. Video Doorbells
19. *Video Redaction Software – *Veritone*
20. *RIPA Compliance Software – *Veritone*



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ROCKLIN COMMUNITY CENTER – SPRINGVIEW HALL
FEBRUARY 2, 2023**

Members discussed utilizing DeleteMe and having DeleteMe host an informational training session.

E.7. Round Table Discussion

Mr. Tom Kline discussed a possible Workers' Compensation Presumptions for Police Leadership training.

F. INFORMATION ITEMS

1. NCCSIF 2022-23 ORGANIZATIONAL CHART
2. NCCSIF 2022-23 MEETING CALENDAR

G. ADJOURNMENT

The meeting was adjourned at 11:00a.m.

Next Meeting Date: May 4, 2023

Respectfully Submitted,

Jennifer Styczynski, Secretary

Date: _____



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ROCKLIN EVENT CENTER – GARDEN ROOM
MAY 4, 2023**

MEMBERS PRESENT

Chief Jeremiah Fears, City of Corning
Chief Robert Thompson, City of Dixon
Chief Jon Alfred, City of Ione
Chief Kyle Sanders, City of Red Bluff
Chief Rustin Banks, City of Rocklin

Chief Robert Thompson, City of Dixon
Chief Rodney Harr, City of Gridley
Chief Eric Reinbold, Town of Paradise
Chief Jon Mazer, City of Rio Vista
Chief Brian Baker, City of Yuba City

OTHER MEMBERS PRESENT

Commander Sam Escheman, City of Yuba City Lt. Adrian Passadore, City of Rocklin

GUESTS & CONSULTANTS

Jenna Wirkner, Alliant Insurance Services
Tom Kline, Sedgwick

Marcus Beverly, Alliant Insurance Services

A. CALL TO ORDER

Chief Sanders called the meeting to order at 10:00 a.m.

B. ROLL CALL

The above members listed were present.

C. PUBLIC COMMENTS

There were no public comments.

D. CONSENT CALENDAR

1. Police Risk Management Committee Meeting Minutes – February 2, 2023

No motion was made.

E. RISK MANAGEMENT

E.1. Police Risk Management Grant Funds

Mr. Beverly discussed the Police Risk Management Grant Funds for FY23/24. Members are encouraged to use the fund for body worn camera programs or other risk management products or services.

E.2. Legislative Spotlight

A Public Entity Joint Powers Authority



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ROCKLIN EVENT CENTER – GARDEN ROOM
MAY 4, 2023**

Mr. Tom Kline discussed the legislative spotlight for Law Enforcement. Twenty-seven bills related to law enforcement were listed in the agenda packet and discussed, including the following:

AB 21 – Peace officers: training

AB 360: Excited delirium

AB 443: Peace officers: determination of bias

AB 449: Hate crimes: law enforcement policies.

AB 742: Law enforcement: police canines

AB 807: Police use of force

AB 856: Peace officers: active shooter and rescue training

AB 994: Law enforcement: social media

AB 1034: Law enforcement: facial recognition and other biometric surveillance

E.3. Technology Discussion

Mr. Tom Kline gave an update on Law Enforcement Technology.

The City of Oroville recently approved a contract with Flock Safety to install and maintain 40 cameras for monitoring criminal activity in the city. Discussion included two articles regarding the installation, one citing the purpose and one expressing some privacy concerns. Members discussed their experience with using the cameras and impact on crime in their jurisdictions.

Members discussed PRA software and guardian for background checks.

E.4. Wellness Discussion

Mr. Marcus Beverly discussed wellness and the use of Chaplaincy programs for departments.

Members are using Cordico for wellness. Member discussed the Cal Chiefs Wellness Training Event.

Members discussed UC Davis Sports Medicine and creating an incentive if employees go.

E.5. Training Topics

Members discussed potential training topics for meetings.

Chief Baker from the City of Yuba City discussed the CIRA Training Day. Mindbase is a wellness app that some departments are using. You can see how many people are using the app and for what. Chief Baker also discussed the First Responder Resiliency Center.



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ROCKLIN EVENT CENTER – GARDEN ROOM
MAY 4, 2023**

Lt. Passadore from the Rocklin Police Department attended the Placer County Training and mentioned the Eugene Ramirez training regarding the impact of officer feedback during arrests and how that can make defense of a claim more difficult.

E.6. Round Table Discussion

Members discussed the Sacramento Police Department rifle resistant armor and City of Alameda Police Department Special Order #22-02.

F. INFORMATION ITEMS

1. NCCSIF 2022-23 ORGANIZATIONAL CHART
2. NCCSIF 2022-23 MEETING CALENDAR
3. Training Announcement

G. ADJOURNMENT

The meeting was adjourned at 11:25 a.m.

Next Meeting Date: August 3, 2023

Respectfully Submitted,

Jennifer Styczynski, Secretary

Date: _____



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ROCKLIN EVENT CENTER – GARDEN ROOM
AUGUST 3, 2023**

MEMBERS PRESENT

Chief Ryan Kinnan, City of Auburn
Lt. Brian Schopf, City of Elk Grove
Chief Rodney Harr, City of Gridley
Chief Matt Alves, City of Lincoln
Captain Scott Horrillo, City of Rocklin

Chief Robert Thompson, City of Dixon
Chief Brian Kalinowski, City of Galt
Chief Jon Alfred, City of Ione
Lt. Gil Zarate, City of Oroville
Chief Jon Mazer, City of Rio Vista

GUESTS & CONSULTANTS

Jenna Wirkner, Alliant Insurance Services
Evan Washburn, Alliant Insurance Services
Summer Simpson, Sedgwick

Marcus Beverly, Alliant Insurance Services
Tom Kline, Sedgwick
Sergeant Jeff Daigle, City of Rocklin

A. CALL TO ORDER

Chief Kinnan called the meeting to order at 10:02 a.m.

B. ROLL CALL

The above members listed were present.

C. PUBLIC COMMENTS

There were no public comments.

D. CONSENT CALENDAR

1. Police Risk Management Committee Meeting Minutes – February 2, 2023
2. Police Risk Management Committee Meeting Minutes May 4, 2023

No quorum. Minutes will be moved to the November 3, 2022, Meeting Agenda.

E. RISK MANAGEMENT

E.1. Police Risk Management Grant Funds

Mr. Beverly discussed the Police Risk Management Grants for members. Members are encouraged to use funds for Body Worn Cameras. If members have cameras, they can use the funds for other Risk Management items.



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ROCKLIN EVENT CENTER – GARDEN ROOM
AUGUST 3, 2023**

E.2. General Liability Claims Analysis for Police

Ms. Summer Simpson gave an overview on the General Liability Claims Analysis for Police. Police Liability claims are the highest in severity. Policy Liability is the 3rd in Frequency and Severity by claim.

E.3. Legislative Update

Mr. Tom Kline provided a legislative update related to Law Enforcement.

AB 21 - Peace officers: training
AB 44 - California Law Enforcement Telecommunications System: tribal police
AB 79 - Weapons: robotic devices and unmanned aircrafts
AB 93 - Criminal procedure: consensual searches
AB 355- Firearms: assault weapons: exception for peace officer training
AB 360 - Excited Delirium
AB 390 - Commission on POST: assessment of training requirements
AB 443 - Peace officers: determination of bias
AB 449- Hate crimes: law enforcement policies
AB 458 - Peace officers
AB 462 - Overdose response teams
AB 742 - Law Enforcement: police canines
AB 750 - Menace to public health: closure by law enforcement
AB 797 - Local government: police review boards
AB 807 - Police Use of Force
AB 856 - Peace officers: active shooter and rescue training
AB 994 - Law Enforcement: social media
AB 1034 - Law Enforcement: facial recognition and other biometric surveillance
AB 1090 - County officers: sheriffs
AB 1133 - Firearms: concealed carry licenses
AB 1299 - School safety: school resource officers, school police officers, school safety plans
AB 1435- Department of the California Highway Patrol: officers: age limit
SB 50 - Vehicles: enforcement
SB 400 - Peace officers: confidentiality of records
SB 449 - Peace officers: Peace Officer Standards Accountability Advisory Board
SB 719 - Law enforcement agencies: radio communications
SB 852 - Searches: supervised persons

E.4 Technology Discussion

Members discussed their experiences with their departments emerging technologies.
Members discussed RTIC and Tazer Ten.



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ROCKLIN EVENT CENTER – GARDEN ROOM
AUGUST 3, 2023**

E.5 Wellness Discussion

Lt. Schopf discussed the Elk Grove Police Department Wellness program. Lt. Schopf discussed the use of the Pinnacle Training System. Pinnacle offers blood tests for cancer markers and functional medicine for knees, back, and shoulders. Lt. Schopf also discussed my steady mind, a 10 week cognitive fitness course.

Other members discussed the environment around nutrition and exercise. Members are bringing in healthy meals for officers to purchase and offering discounts for gym memberships or incentives for health screenings.

E.6. Lexipol Grant Finder

Mr. Beverly discussed Lexipol Grant Finder. The Board of Directors approved a 2-year MOU with a 50% discount for grant writing and additional services. Members are encouraged to register on the website.

E.7. Round Table Discussion

F. INFORMATION ITEMS

1. NCCSIF 2022-23 ORGANIZATIONAL CHART
2. NCCSIF 2022-23 MEETING CALENDAR

G. ADJOURNMENT

The meeting was adjourned at 11:26a.m.

Next Meeting Date: November 2,2023

Respectfully Submitted,

Jennifer Styczynski, Secretary

Date: _____



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ZOOM WEBINAR
NOVEMBER 2, 2023**

MEMBERS PRESENT

Chief Robert Thompson, City of Dixon
Chief Matt Alves, City of Lincoln
Chief Eric Reinbold, Town of Paradise
Chief Rustin Banks, City of Rocklin

Sergeant Cooley, City of Elk Grove
Lt. Gil Zarate, City of Oroville
Chief Kyle Sanders, City of Red Bluff
Commander Sam Escheman, City of Yuba City

GUESTS & CONSULTANTS

Jenna Wirkner, Alliant Insurance Services
Tom Kline, Sedgwick
Brian Davis, Sedgwick,

Evan Washburn, Alliant Insurance Services
Summer Simpson, Sedgwick
Richard Byrod, California Highway Patrol

A. CALL TO ORDER

Chief Sanders called the meeting to order at 10:00a.m.

B. ROLL CALL

The above members listed were present.

C. PUBLIC COMMENTS

There were no public comments.

D. CONSENT CALENDAR

1. Police Risk Management Committee Meeting Minutes – February 2, 2023
2. Police Risk Management Committee Meeting Minutes- May 4, 2023
3. Police Risk Management Committee Meeting Minutes- August 3, 2023

A motion was made to approve the Consent Calendar as presented.

No quorum. Moved to February meeting.

E. RISK MANAGEMENT

E.1. Police Risk Management Grant Funds

Ms. Wirkner discussed the Police Risk Management Grant funds remaining for members.



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ZOOM WEBINAR
NOVEMBER 2, 2023**

E.2. Legislative Update

Mr. Kline discussed a Legislative update on bills relating to Law Enforcement.

AB 355 Firearms: assault weapons: exception for peace officer training

AB 360 Excited Delirium

AB 443 Peace officers: determination of bias

AB 448 Hate crimes: law enforcement policies

AB 750 Menace to public health: closure by law enforcement

AB 994 Law enforcement: social media

SB 2 Firearms

E.3. Technology Discussion

Mr. Kline discussed Technology related to Law Enforcement. Mr. Kline discussed a possible webinar with Ford, regarding safety, ergonomics, and the future of Ford police vehicles.

The City of Oroville Police Department discussed a mobile security system.

E.4. Wellness Discussion

Ms. Wirkner discussed Concerns EAP tailored for first responders. The program will launch on January 1st for PRISM members.

E.5. Lexipol Grant Finder Update

Ms. Washburn provided an update on Lexipol Grant Finder. Members discussed having Lexipol alert them when they have grants for Law Enforcement.

E.6. Round Table Discussion

Members discussed RIMS new requirements as of January 1st.

Members discussed quality insurance software, frontline, and the Lexipol Policy Manual regarding DOJ.

Members will hear a presentation from Benchmark Analytics. If implemented, it will be at no cost to the department.



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ZOOM WEBINAR
NOVEMBER 2, 2023**

F. INFORMATION ITEMS

1. NCCSIF 2022-23 ORGANIZATIONAL CHART
2. NCCSIF 2022-23 MEETING CALENDAR
3. Applied Risk Management: Tips Tricks and Lessons Learned -November 28th, 2023
4. Your Black Swan is Someone Else's Grey Rhino – January 25th, 2024

G. ADJOURNMENT

The meeting was adjourned at 11:05a.m.

Next Meeting Date: February 1, 2024

Respectfully Submitted,

Jennifer Styczynski, Secretary

Date: _____



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ZOOM WEBINAR
FEBRUARY 1, 2024**

MEMBERS PRESENT

Chief Robert Thompson, City of Dixon
Chief Brian Kalinowski, City of Galt
Chief Eric Reinbold, Town of Paradise
Chief Rustin Banks, City of Rocklin

Lt. Brian Schopf, City of Elk Grove
Chief Rodney Harr, City of Gridley
Captain Quintan Ortega, City of Red Bluff
Chief Brian Baker, City of Yuba City

GUESTS & CONSULTANTS

Jenna Wirkner, Alliant Insurance Services
Tom Kline, Sedgwick
Brian Davis, Sedgwick,
Jared Boothe, Pulse Patch
Todd Farr, City of Gridley
Commander Sam Escherman, City of Yuba City

Evan Washburn, Alliant Insurance Services
Summer Simpson, Sedgwick
Richard Byrod, Pulse Patch
Sergeant Terry Cooley, City of Elk Grove
Lt. Cameron Kovacs, Town of Paradise

A. CALL TO ORDER

Captain Ortega called the meeting to order at 10:00a.m.

B. ROLL CALL

The above members listed were present.

C. PUBLIC COMMENTS

There were no public comments.

D. CONSENT CALENDAR

1. Police Risk Management Committee Meeting Minutes- February 2, 2023
2. Police Risk Management Committee Meeting Minutes- May 4, 2023
3. Police Risk Management Committee Meeting Minutes- August 3, 2023
4. Police Risk Management Committee Meeting Minutes – November 2, 2023

No quorum will table minutes to next meeting.

E. RISK MANAGEMENT



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ZOOM WEBINAR
FEBRUARY 1, 2024**

E.1. Workers' Compensation Claims Analysis for Police

Ms. Stacey Bean discussed the Workers' Compensation Claims Analysis for Police for 2019-2023. The top 5 causes of injury are Strain or Injury By NOC, Cumulative, NOC, Other, Miscellaneous NOC, Strain or Injury By- Lifting, Strain or Injury By – Repetitive Motion. The top 5 part of body injured are multiple body parts (including body systems and Bo, knee, lower back area, body systems and multiple body systems and shoulders.

E.2. Police Risk Management Grant Funds

Ms. Evan Washburn discussed the Police Risk Management Grant Funds. Members would like to increase the Police Risk Management Grant Funds to \$100,000 for FY 24/25.

E.3. Wellness Discussion

Lt. Schopf from the Elk Grove Police Department discussed the cognitive fitness program at Elk Grove PD. My Steady Mind has been popular with the Police Department.

We will schedule a webinar with My Steady Mind.

Members discussed Peer Support Programs.

E.4. Law Enforcement Training Day

Ms. Washburn discussed the Law Enforcement Training Day and asked if members had any feedback. The next Law Enforcement Training Day is on November 6th, 2024. Members are encouraged to provide recommendations on training topics. The proposed speakers for the 2024 Law Enforcement Training Day are Tony Giles and Marinda Griese, Tony Sain, Mike Ranalli and Gerry Preciado.

E.5. Legislative Spotlight

Mr. Kline discussed the Legislative Spotlight.

New Laws

1. AB 443 - Peace officers: determination of bias
2. AB 449 - Hate crimes: law enforcement policies
3. AB 750 - Menace to public health: closure by law enforcement
4. AB 994 - Law Enforcement: social media
5. SB 2 - Firearms
6. SB 449- Peace officer: Peace Officer Standards Accountability Advisory Board
7. SB 852 – Searches: supervised persons



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ZOOM WEBINAR
FEBRUARY 1, 2024**

New Bills

1. AB 1814 - Law Enforcement – Facial recognition Technology
2. SB 804 – Criminal Procedure – Hearsay Testimony at Preliminary Hearings
3. SB 912 – Colormetric Field Drug Tests

Bills That Will NOT Be Carried Over from 2023

1. [Senate Bill 838](#) would have expanded eligibility for victims compensation to include injuries or deaths caused by police officers after Jan. 1, 2024
2. [AB 797](#) would mandate that cities and counties create by Jan. 1, 2026 independent

E.6. Technology Spotlight

Mr. Tom Kline discussed Performa Labs and having them host a training.

Richard Byrod and Jared Booth gave a presentation and demo on Pulse Patch. Pulse patch is an inexpensive and disposable device, which will alert first responders to the deteriorating health status of and individual in custody.

E.7. Round Table Discussion

Ms. Washburn and Ms. Wirkner discussed training idea for the May Meeting, Lexipol Grant Finder and the estimated increase from drone premiums.

F. INFORMATION ITEMS

1. NCCSIF 2022-23 ORGANIZATIONAL CHART
2. NCCSIF 2022-23 MEETING CALENDAR

G. ADJOURNMENT

The meeting was adjourned at 11:15a.m.

Next Meeting Date: May 2, 2024

Respectfully Submitted,

Jennifer Styczynski, Secretary

Date: _____



BACK TO AGENDA

Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
May 2, 2024

Agenda Item E.1.

POLICE RISK MANAGEMENT GRANT FUNDS

INFORMATION ITEM

ISSUE: The Grant Funds Historic Usage Report is included to ensure members are aware of the available grants for their agencies.

The Board recently approved the preliminary FY 24/25 budget with the requested increase of \$50,000 in the police grant fund program. The funding is available for risk management needs other than Body Worn Camera (BWC) programs, though maintaining a program remains a recommended best practice.

RECOMMENDATION: Provide feedback and recommendations regarding grant use.

FISCAL IMPACT: The BOD has recently approved increasing annual Grant Funds to \$100,000 annually.

BACKGROUND: Over the last nine years, the Board has approved a total of \$450,000 in grant funds for police risk management. The first year, FY 14/15, a budget of \$50,000 was used to purchase 58 body cameras directly from VieVu at a quantity discount. The FY 15/16 and FY 16/17 budgets of \$50,000 were allocated directly to the members to fund their body camera programs. Since that time if the body camera program at an agency was in place the member has the option to use the grant funds for other safety and risk management uses such as data collection, ballistic vests, load-bearing vests, and wellness programs. The PRMC and the RMC made recommendations to the Board to approve the police grant funding for FY 23/24 without the BWC condition.

ATTACHMENT(S):

1. Police Risk Management Grant Funds Historic Usage Report
2. Police Risk Management Grant Request Form

NCCSIF POLICE RISK MANAGEMENT GRANT FUNDS HISTORIC USAGE REPORT

		FY 14/15 \$50,000 Grant Camera Allocation	FY 15/16 \$50,000 Grant Fund Allocation	FY 16/17 \$50,000 Grant Fund Allocation	FY 17/18 \$50,000 Grant Fund Allocation	FY 18/19 \$50,000 Grant Fund Allocation	FY 19/20 \$50,000 Grant Fund Allocation	FY 20/21 \$50,000 Grant Fund Allocation	FY 21/22 \$50,000 Grant Fund Allocation	FY 22/23 \$50,000 Grant Fund Allocation	FY 23/24 \$50,000 Grant Fund Allocation	FY 21/22 Member Specific Police Fund	FY 22/23 Member Specific Police Fund	TOTAL GRANTS	YTD Reimbursements Made	REMAINING FUNDS 4/24/24	Reimbursement Notes/Plan Usage
1	Anderson	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515			\$13,635		\$13,635	
2	Auburn	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030			\$27,270	\$20,689	\$6,581	4/25/17 \$6,280.56 (12 VieVu LE4 mini body worn cameras) 9/8/17 \$3,029.18 (4 VieVu LE4mini & 1 multi-dock LE4) 2/5/19 \$2,810.26 portion of invoice (16 VieVu LE5 body worn cameras) 3/24/21 \$5,998.49 Body Cameras 9/29/22 VIEVU Bodyworn Camears
3	Colusa	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$8,360	\$21,995	\$3,030	\$18,965	7/27/17 \$3,030 (concealable vests with load bearing carriers)
4	Corning	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515			\$13,635	\$5,592	\$8,043	9/6/16 \$3,291.26 (4 VieVu LE4 body cameras) 2/15/19 \$2,301.12 firewall
5	Dixon	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$5,000		\$32,270	\$23,846	\$8,424	4/20/17 \$6,060 (30 Wolfcom Vision 1080p body camera with rotatable camera head and 32GB memory) 6/1/18 \$2,934.38 (3 Wolfcom Vision 1080p body camera + training cost for force options simulator) 3/6/20 \$2,631.63 (5 Wolfcom Body Camera + 1 docking port) 8/26/20 IA PRO Program 2/7/23 DeleteMe App - Removes officers personal information from the internet
6	Elk Grove*	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030			\$27,270	\$27,210	\$60	1/11/18 \$9,090 (WatchGuard Vista HD body cameras) 3/20/19 \$3,030 (portion of Cordico Wellness Program) 11/4/19 \$3,030 (portion of 2019 BWC purchase/Vista HD) 5/6/22 \$6,060 (portion of Cordico Wellness Program) 10/17/23 \$6,000 My Steady Mind
7	Folsom	5	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$400,000		\$434,088	\$22,725	\$411,363	10/5/16 \$7,576 (8 VieVu LE4 body camera and 1 multi-dock network station) 12/16/20 \$15,150 Iapro software
8	Galt	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030		\$65,000	\$92,270	\$91,650	\$620	1/25/18 Plan to use fund /BWC program under consideration 2/28/22 AXON Body Worn Cameras 2/13/24 Gym Equipment and Tactical Vests
9	Gridley	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515			\$13,635	\$4,543	\$9,092	9/6/16 \$3,291.26 (4 VieVu LE4 body cameras) 3/28/18 \$1,252 (one VieVu LE5 camera and seven Public Safety Vests) 8/7/20 \$2,700.41 (load bearing vests and flashlights)
10	lone	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$7,331	\$20,966	\$10,605	\$10,361	11/2/16 \$1,655.23 (2 VieVu LE4 body camera) 9/8/17 \$1,736.24 balance (2 VieVu LE4 body cameras and 2 LE4 Cradle) 5/21/18 \$1,234.14 (2 VieVu LE5 body camera and license for Veripatrol Software) 5/28/21 Lava Dog Fire and Police Supply (Riot helmets, batons, gas masks and filters) 3/7/22 LENSLOCK Cameras
11	Jackson	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515			\$13,635	\$9,090	\$4,545	4/20/20 Jackson PD in process of acquiring new body cams. 1/7/2021 \$9,090 Vista HD Wearable Camera User Guide 10/9/19 \$6,060 (6 VieVu LE4 body cameras)
12	Lincoln	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030			\$27,270	\$27,271	(\$1)	2/25/21 \$11,632 (14 Watchguard body worn cameras) 4/19/24 \$9,090 Body Worn Cameras
13	Marysville	3	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273			\$20,453	\$20,453	(\$0)	8/18/17 \$4,919.87 (6 VieVu LE4 body cameras) 7/25/23 \$15,533 (Body Cameras)
14	Nevada City	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515			\$13,635	\$7,575	\$6,060	2/6/18 \$4,545 (Body Camera Storage and Equipment cost for 2015-2017) 7/15/19 \$1,515 (Axon Body Camera Storage) 4/17/20 \$1,515.00 (Body Camera Storage Fees) 3/31/21 \$1,515.00 (Body Camera Storage Fees)
15	Oroville	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030			\$27,270	\$12,120	\$15,150	9/23/16 \$3,010 (Video Storage Buffalo Terastation) 10/5/16 \$3,050 (5 VieVu LE4 body cameras) 11/20/17 \$1,174.00 (1 Tactical Armor-Ballistic Vest) 9/4/18 \$4,886 (20 VieVu LE5s body cameras)
16	Paradise	3	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273			\$20,453	\$18,180	\$2,273	dock station) 3/14/17 \$2,305.58 (Ballistic Vests) 5/3/19 \$1,895.50 (five load bearing vests) 8/7/20 \$2,700.41 (load bearing vests and flashlights) 7/27/22 \$9,039 Body Worn Cameras
17	Placerville*	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515			\$13,635	\$10,105	\$3,530	12/28/17 \$3,970.32 (4 Tactical Armor-Ballistic Vests) 10/3/19 \$3,674.75 (Fitness Equipment) 11/18/20 \$1,077.49 (Treadmill) 9/29/21 \$1,382.87 (Kettlebell, Resistance bands, under desk bike pedal, weight bench, battle rope)

NCCSIF POLICE RISK MANAGEMENT GRANT FUNDS HISTORIC USAGE REPORT

		FY 14/15 \$50,000 Grant Camera Allocation	FY 15/16 \$50,000 Grant Fund Allocation	FY 16/17 \$50,000 Grant Fund Allocation	FY 17/18 \$50,000 Grant Fund Allocation	FY 18/19 \$50,000 Grant Fund Allocation	FY 19/20 \$50,000 Grant Fund Allocation	FY 20/21 \$50,000 Grant Fund Allocation	FY 21/22 \$50,000 Grant Fund Allocation	FY 22/23 \$50,000 Grant Fund Allocation	FY 23/24 \$50,000 Grant Fund Allocation	FY 21/22 Member Specific Police Fund	FY 22/23 Member Specific Police Fund	TOTAL GRANTS	YTD Reimbursements Made	REMAINING FUNDS 4/24/24	Reimbursement Notes/Plan Usage
18	Red Bluff	3	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273			\$20,453	\$20,452	\$0	2/17/17 \$1,473.74 (Apex Body cam storage remediation) 10/18/17 \$3,071.26 (5 VieVu LE4 body cameras) 1/25/18 Plan to use to purchase more BWC & future funds to replace old cameras. 3/27/20 Red Bluff PD BWC is fully funded; plan to use funds for fitness equipment. 5/26/20 \$6,814.17 (Fitness Slam Balls, ball rack, cable machine, dumbbell rack, kettlebell racks, kettlebells and bumper rack) 10/29/21 \$2,692.86 (3 Body Cameras, 12 Clip Lock Metal Clips) 11/14/23 Lenslock Cameras
19	Rio Vista	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515			\$13,635	\$12,120	\$1,515	11/16/17 \$4,241.15 (9 VieVu LE5 body cameras)
20	Rocklin	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030			\$27,270	\$18,180	\$9,090	10/5/16 \$6,516.24 (4 VieVu LE4 body cameras, 1 LE4 multi-dock, 1 LE3 multi-dock) 1/3/19 \$5,603.76 (58 Lenslock bwc cameras and 25 in car dash cameras) 11/9/20 \$6,060 (Lenslock software)
21	Willows	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515			\$13,635	\$10,605	\$3,030	6/18/18 \$2,130 for 18/19 Lexipol-Fire Policy Service annual fee 7/2/19 \$2,130 for 19/20 Lexipol-Fire Policy Service annual fee 7/1/20 \$2,157 for 20/21 Lexipol-Fire Policy Service annual fee 6/15/21 \$2,178 21/22 Lexipol-Fire Policy Service annual fee 6/15/21 \$2,010 Lexipol Fire Policy Service
22	Yuba City	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030			\$27,270	\$17,297	\$9,973	5/5/17 \$6,060 (Data911 body-worn cameras) 7/12/21 \$3,699.05 (Treadmill) 11/1/23 Gym Flooring
	TOTAL	58	\$49,995	\$49,995	\$49,995	\$49,995	\$49,995	\$49,995	\$49,995	\$49,995	\$49,995	\$405,000	\$80,691	\$935,646	\$393,339	\$542,307	

*Opted for Cash Allocation to purchase other than VieVu Camera
Fund Allocation is based on cost of camera at \$757.50 each



POLICE RISK MANAGEMENT GRANT REQUEST FORM

Member Entity Name: _____

Submitted by: _____ Submission Date: _____

Available Funds: _____ Requested Funds: _____

Please use the following lines to describe the proposed use for your funds, and be sure to attach any applicable backup data such as purchase order, receipts, etc.

(If additional room is needed, please attach separate sheet.)

Check Payable to: _____

Mail Check to: _____

Signature: _____ Date: _____

Please e-mail the completed form to: Jenna Wirkner at Jenna.Wirkner@alliant.com

STAFF USE ONLY

Program Administrator Approval: _____

Total Amount Subject to Reimbursement: \$ _____



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
May 2, 2024**

Agenda Item E.2.

LEXIPOL GRANT FINDER

INFORMATION ITEM

ISSUE: Members are provided an update and reminder regarding grant services through a master NCC contract with Lexipol.

The contract includes Lexipol's Grant Assistance Platform and a subscription to the firm's Grant Finder software to notify users of potential grants based on their selected interests. Personalized consulting is also included to assist in identifying and determining whether to apply for a particular grant.

Additional consulting to write a grant is available at a 50% discount through a separate agreement with Lexipol.

RECOMMENDATION: Information only.

FISCAL IMPACT: None from this item. The Board previously approved a two-year agreement for a total of \$18,000 per year.

BACKGROUND: Lexipol has been providing services to public agencies for over twenty years, most notably for police, fire, and emergency services. They have been offering grant research, writing, and consulting services since 2009.

ATTACHMENT(S): List of Police Grants

Grant Name:
COPS Technology and Equipment Program (TEP)

Please note: This is an estimated deadline based on the previous year grant schedule. We recommend adding this grant to your alert list to be notified of any release date updates.

Funder Type:

Federal

Administering State:

Grant Category:

Local Government (Government)

Deadline(s):

Estimated 07/24/2024

Who Can Apply?:

State Government, Town, City or County Government

Award Details:

Award Ceiling: \$9,000,000 Award Floor: \$0

Matching Requirement?:

No

Program Link:

<https://cops.usdoj.gov/grants>

Summary:

Overview: The COPS Office Technology and Equipment Program (TEP) Invitational Solicitation is an **invitation-only** grant program designed to develop and acquire effective equipment, technologies, and interoperable communications that assist in responding to and preventing crime. The goal of the program is to increase the community policing capacity and crime prevention efforts of law enforcement agencies. The program provides funding for projects to improve police effectiveness and the flow of information among law enforcement agencies, local government service providers, and the communities they serve.

Eligibility: Government entities

Contact:

askCopsRC@usdoj.gov

For complete information about funding programs, including your application status, please contact funders directly. Summaries are provided for your convenience only. Lexipol does not take part in application processes or monitor application status.

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Grant Name:
COPS Community Policing Development (CPD) - De-Escalation Training

Please note: This is an estimated deadline based on the previous year grant schedule. We recommend adding this grant to your alert list to be notified of any release date updates.

Funder Type:

Federal

Administering State:

Grant Category:

Community Development (Government), Corrections (Corrections, Police), Cybersecurity (Government), EMS Communications (EMS), EMS Department (Government), Local Government (Government), Parks & Rec (Government), Police (Government), Transportation (Government)

Deadline(s):

Estimated 05/30/2024

Who Can Apply?:

Institution of Higher Education, Native American Tribal Government, Non-Profit, Town, City or County Government

Award Details:

Anticipated Number of Awards: 1 Anticipated Maximum Dollar No
Amount of Awards: \$750,000 Period of Performance Start
Date: June 1, 2024 Period of Performance Duration (months):
24 months Anticipated Total Amount to be Awarded under
Solicitation: \$750,000—total funding for solicitation

Matching Requirement?:

Program Link:

https://cops.usdoj.gov/de-escalation_training_act

Application Link:

<https://www.grants.gov/search-results-detail/352135>

Summary:

Law enforcement use of force has long been a topic of national and local discussion, especially when a high-profile case heightens community awareness. The concept of de-escalation has been a part of law enforcement use of force discussions for decades. De-escalation refers to the range of verbal and nonverbal skills used to slow down the sequence of events, enhance situational awareness, conduct proper threat assessments, and allow for better decision-making to reduce the likelihood that a situation will escalate into a physical confrontation or injury and to ensure the safest possible outcomes.

De-escalation should be viewed holistically by law enforcement agencies. De-escalation includes aspects of communication and physical tactics, but it is also important to recognize the role that community engagement and procedural justice play in ensuring police-community encounters that are safe for everyone. The COPS Office also encourages an agency-wide comprehensive approach to de-escalation that includes individual-level de-escalation, implicit bias, and duty to intervene techniques training. In addition to training, agencies should consider other organizational supports such as data analysis, after-action reviews of use of force incidents, and other efforts to build agency knowledge and implement best practices in de-escalation.

Eligibility:

- Public Government Agencies
- Federally Recognized Indian Tribes and their Public Agencies
- For Profit (Commercial) Organizations
- Non-Profit Organizations
- Institutions of Higher Education
- Community Groups
- Faith-Based Organizations

STEP 1: Submit an SF-424 and an SF-LLL in [Grants.gov](https://www.grants.gov).

GRANTS.GOV APPLICATION DEADLINE: **MONDAY, MAY 15, 2023 (4:59 PM ET)**.

STEP 2: Submit the full application including attachments in [JustGrants](https://www.justgrants.com).

JUSTGRANTS APPLICATION DEADLINE: **WEDNESDAY, MAY 24, 2023 (4:59 PM ET)**.

Contact:

AskCopsRC@usdoj.gov

For complete information about funding programs, including your application status, please contact funders directly. Summaries are provided for your convenience only. Lexipol does not take part in application processes or monitor application status.

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Grant Name:
Rural and Small Department Violent Crime Reduction Program

Funder Type: Federal
Administering State:

Grant Category:
Community Development (Government), Corrections (Corrections, Police), Cybersecurity (Government), EMS Communications (EMS), EMS Department (Government), Fire (Government), Healthcare (Government), Local Government (Government), Parks & Rec (Government), Police (Government), Transportation (Government)

Deadline(s): Announced 05/15/2024
Who Can Apply?: Native American Tribal Government, Town, City or County Government

Award Details: Anticipated Number of Awards: Up to 15 Anticipated Maximum Dollar Amount per Award: Up to \$300,000
Matching Requirement?: No

Program Link:
<https://www.grants.gov/search-results-detail/353058>

Summary:
The goal of this program is to increase the capacity of police departments or prosecutors’ offices to fully implement programming and activities that reflect critical elements found in the [Violent Crime Reduction Operations Guide](#) or the [Prosecutors' Guide to Reducing Violence and Building Safer Communities](#) to combat violent crime.
With this solicitation, the Bureau of Justice Assistance (BJA) seeks to support small and rural agencies in their efforts to combat violent crime through the implementation of a comprehensive violent crime reduction strategy.

- The objectives of the FY24 Rural and Small Violent Crime Reduction Program include:**
- Strengthen the capacity of a rural or small jurisdiction to combat violent crime through enhanced implementation of critical elements identified in the Violent Crime Reduction Roadmap, the Violent Crime Reductions Operations Guide, or the Prosecutors’ Guide to Reducing Violence and Building Safer Communities.
 - Implement programming and activities that reflect an enhanced capacity in the critical elements.
 - Deploy agency resources such as personnel, services, or analytical tools that meet the capacity enhancement goal. Regularly engage with the training and technical assistance (TTA) provider to identify and troubleshoot challenges.
 - Partner with a researcher or subject matter expert to plan, execute, and monitor the capacity enhancement activities selected to ensure organizational growth within the capacity area and a direct link to the Violent Crime Reduction (VCR) Strategy. Strategies may necessitate the purchase of technology; however, technology purchases may not exceed more than 30 percent of the total budget. Any technology purchases should serve as part of a larger comprehensive plan and should be adequately justified in the implementation stage.
 - Track progress and outcomes, adjusting as needed

Grants.gov Deadline - May 15, 2024 / JustGrants Deadline - May 22, 2024

- Eligibility:**
- City or township governments
 - County governments
 - Native American tribal governments (federally recognized)

This solicitation is limited to rural and small law enforcement agencies, as well as prosecutors’ offices serving rural communities, or small departments.

The following entities are eligible to apply for this opportunity:

- A small agency, as defined under this initiative, is any law enforcement agency with 250 or fewer sworn officers.
- A “rural agency,” as defined under this initiative, is (a) an agency serving any area or community, no part of which is within an area designated as a standard metropolitan statistical area by the Office of Management and Budget or (b) any agency serving one or more rural census tracts.
- A tribal agency is any federally recognized tribe with a designated law enforcement agency.

Contact:

grants@ncjrs.gov

For complete information about funding programs, including your application status, please contact funders directly. Summaries are provided for your convenience only. Lexipol does not take part in application processes or monitor application status.

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Grant Name:**COPS Community Policing Development (CPD) - Tolerance, Diversity, and Anti-Bias Online Training**

Please note: This is an estimated deadline based on the previous year grant schedule. We recommend adding this grant to your alert list to be notified of any release date updates.

Funder Type:

Federal

Administering State:**Grant Category:**

Community Development (Government), Corrections (Corrections, Police), Cybersecurity (Government), EMS Communications (EMS), EMS Department (Government), Fire (Government), Healthcare (Government), Local Government (Government), Parks & Rec (Government), Police (Government), Transportation (Government)

Deadline(s):

Estimated 05/14/2024

Who Can Apply?:

Institution of Higher Education, Native American Tribal Government, Non-Profit, Town, City or County Government

Award Details:

Four awards, up to \$700,000 each

Matching Requirement?:

No

Program Link:<https://cops.usdoj.gov/critical-topics>**Application Link:**<https://www.grants.gov/web/grants/view-opportunity.html?oppld=347237>**Summary:**

A vital piece of the success of policing is the importance of strong, collaborative relationships between local law enforcement and the communities they protect and serve. In the context of community policing, these relationships serve the two interrelated goals of increasing trust and enhancing collaborative problem-solving efforts. Community members who do not trust law enforcement are less likely than those who do to report crime and to participate in developing solutions to problems.

Law enforcement can rarely solve significant crime and disorder problems alone, and stakeholder engagement is critical to success. A key mechanism to ensuring improved trust and effective engagement is providing high quality, interactive training for law enforcement on police-community interactions. The COPS Office seeks an applicant to deliver an in-person tolerance, diversity, and anti-bias training program that encompasses cultural sensitivity components such as respect, acceptance, and appreciation of different groups' identities (e.g., ethnic, racial, sexual orientation and gender); cultural diversity; and law enforcement interaction with people with disabilities, people with mental illnesses, and English language learners.

The applicant should also plan to develop an online version of their in-person course for deployment in the COPS Training Portal. The applicant should be an organization with an existing state or nationally-certified curriculum in this area and well-established experience in training law enforcement personnel and criminal justice professionals.

Applicants that cannot provide national-level training to a minimum of 5,000 law enforcement personnel will not be considered. At least 25% of those trained should be through in-person courses available to law enforcement from across the country; the remainder may be reached through the deployment of the online training. Training programs that are not focused on tolerance and diversity will not be considered.

Applicants should propose (1) the delivery of an existing in-person training curriculum that improves the knowledge and behaviors of law enforcement in the areas of diversity, inclusion, cultural competency, and the nature of collaborative partnerships and (2) the development of a new online version of the same training for deployment through the COPS Training Portal. The training should also improve officers' practical skills in partnership development and related trust-building activities and initiatives. Law enforcement should emerge from the training with an increased awareness of the value of diversity and inclusion and with improved knowledge and skills to most effectively engage in their communities. The COPS Office anticipates the provider will train a minimum of 5,000 law enforcement personnel.

At least 25% of those trained should be through in-person courses available to law enforcement officers from across the country; the remainder may be reached through the deployment of the online version. The proposal narrative should also address the following:

- Present a plan to build a greater understanding of tolerance and diversity in the law enforcement field nationwide.
- Assist law enforcement in developing the knowledge, skills, abilities, and behaviors that allow local law enforcement to advance public safety.
- Implement a national training program that will reach a minimum of 5,000 law enforcement personnel through both classroom training and online training delivered through the COPS Training Portal. Describe the vision for the online course and how it will complement the existing in-person curriculum.
- Describe the existing in-person curriculum that will be used, its learning objectives, its trainer qualifications, its current state or national certifications, and how it is evaluated by students.
- Demonstrate prior success in delivering in-person training that effects behavior change and discuss how the online training program will track and measure both knowledge gain and behavior change.

***IMPORTANT:** Applications will be submitted in a two-step process, each with its own deadline.

STEP 1: Submit an SF-424 and an SF-LLL in [Grants.gov](https://www.grants.gov).

GRANTS.GOV APPLICATION DEADLINE: **MONDAY, MAY 15, 2023 (4:59 PM ET)**.

STEP 2: Submit the full application including attachments in [JustGrants](https://www.justgrants.gov).

JUSTGRANTS APPLICATION DEADLINE: **WEDNESDAY, MAY 24, 2023 (4:59 PM ET)**.

Contact:

800-421-6770 askCopsRC@usdoj.gov

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BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
May 2, 2024**

Agenda Item E.3.

**RECENT TRENDS IN POLICING
INFORMATION ITEM**

ISSUE: Members are provided a number of topics in the attached for discussion, including:

- Shoot to Wound Training at LaGrange Georgia police department and CA initiative
- Less Lethal Options
- Technology Trends
- Policy Trends
- Macro Environmental Changes

RECOMMENDATION: Review and discuss topics presented and provide feedback regarding other trends or topics for future meetings.

FISCAL IMPACT: None.

BACKGROUND:

ATTACHMENT(S):

1. LaGrange PD article from Atlanta Constitution
2. Less Lethal Shooting Options – Question and Background
3. Byrna Less Lethal Products for Law Enforcement
4. 2024 Trends to Watch in Law Enforcement
5. Macro Changes Impacting Policing



CRIME & PUBLIC SAFETY

In Georgia agency, police train to shoot, not kill

The 'Shoot to Incapacitate' training challenges decades of police policy around use of force



LeGrange police are training to have more options in deadly situations. Video by Ryon Horne and Tyson Horne

By Brad Schrade

May 7, 2021



LAGRANGE — The police officers' voices grew firm and loud as they pointed their guns at the human silhouettes in the distance.

“Sir, drop the sword, drop the sword,” one officer yelled.

“Drop it, drop it,” another hollered.

Does the officer shoot or not? If an officer must shoot, is there a way to lessen the chance of death? These questions hung over the training that played out days ago at LaGrange Police Department’s gun range. But some version of these scenarios unfolds for real across America daily as police engage with individuals who are sometimes armed and erratic, posing a threat to officers or the public.

Explore

Update: Read the reaction to this article from Georgia police departments

The training is part of a new program launched by the West Georgia agency meant to address some of these questions. The program, called “Shoot to Incapacitate,” is challenging decades of police orthodoxy around use of deadly force. Instead of teaching officers to always aim for available center mass of the body — usually the chest, upper torso and head — the training is giving them another option if they must fire their weapons in the line of duty.

The course is the first of its kind in Georgia and could well be a first in the nation. It teaches officers that in some instances where they are authorized to use deadly force, they have the option to aim for the pelvic region, abdomen, legs and arms of a person posing a threat. The idea is that a gunshot to these areas, while still potentially deadly, could stop the threat while increasing the chance that the wounds will not be fatal.

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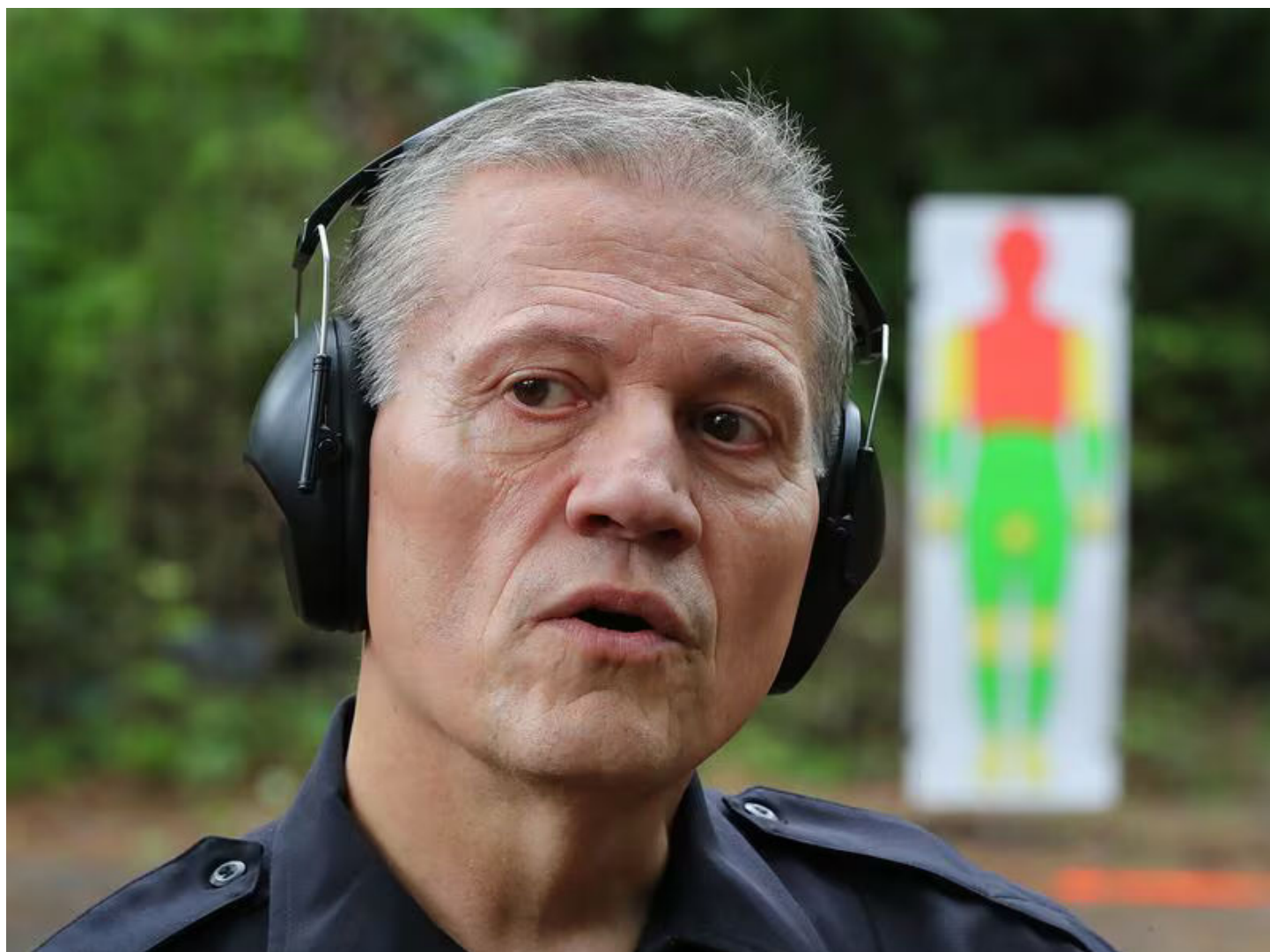
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It is a break from generations of American law enforcement training taught in academies and in annual recertification training. The reason officers have been instructed to aim for the upper torso and head area is that it generally provides the largest target and the fastest way to stop the threat.

This method, while effective, has contributed to the [roughly 1,000 fatal police](#) shootings each year and helped plunge law enforcement agencies, and the communities they serve, into crisis after crisis. About a quarter of the fatal shootings each year occur in situations involving the mentally ill, sometimes at the height of a breakdown or episode.

Explore Who is LaGrange police chief Lou Dekmar?



Credit: Curtis Compton / Curtis.Compton@

LaGrange Police Chief Lou Dekmar's goal is to give his officers another tool in the use-of-force spectrum. (Curtis Compton / Curtis.Compton@ajc.com)

“It’s a responsibility, in my opinion, of any police leader to look at options for their police officers so that a deadly force encounter doesn’t necessarily end in a deadly result,” said LaGrange Police Chief Lou Dekmar.

The training, launched in February, has already sparked debate and questions. It comes as police officers across the country feel besieged by public scrutiny and second guessing unlike anything the profession has seen in its history. Some LaGrange officers viewed the course initially with a dose of skepticism.

“To be honest, when Chief Dekmar called me and we sat down and talked about it, that was my first reaction,” said Sgt. Joshua Clower, the department’s training director. “I was like, ‘I don’t know about this.’”

Clower said he changed his mind as he researched the issue to develop the training. He looked at dozens of police shooting videos and consulted with medical experts. The training includes a classroom session that lasts more than an hour, with a discussion of how the technique could apply to several actual cases, including the 2017 shooting death of a [Georgia Tech student](#) armed only with a multi-tool. Officers also undergo subsequent firing range sessions where they walk through various scenarios where the technique can be deployed in the field.

Explore [From 2020: Ga. Tech officer who shot, killed student won't face charges](#)

“I worked on the street as a patrol officer for 17 years,” Clower said. “You find yourself in situations where the use of deadly force is justified, but I really don’t want to take this subject’s life.”

He said the program hasn’t replaced the agency’s focus on de-escalation and less lethal options. The training instruction emphasizes the shoot to incapacitate method can only be used if deadly force is justified. It doesn’t supplant the option to aim for the chest or head if a suspect has a gun or officers’ judgment deems those targets necessary to ensure safety for themselves or others.

After some initial reluctance and skepticism, the overall feedback has been positive in anonymous surveys by officers in the department who completed the training, Clower said.

“Our folks are going to question things that may not make sense,” he said.



Credit: Curtis Compton / Curtis.Compton@

LaGrange police officer Michael Shaw, from left, and detectives Darrell Prichard, and Brian Brown run through a training session practicing the new technique. (Curtis Compton / Curtis.Compton@ajc.com)

Other agencies and police professionals are taking note. Some see Dekmar and his agency playing into the hands of activists and others pressuring police to reform in ways that could compromise the safety of officers or the general public. Some wonder if its stated goal of preserving life is realistic. Others see the training as the type of creative thinking that could hold promise, while still wanting more data before making a final judgment.

Park City (Utah) Chief Wade Carpenter, who heads the International Association of Chiefs of Police firearms committee, was in Georgia recently to take measure of the new training. He said he expects it to spur discussion as police leaders grapple with the ongoing need to change and evolve.

“I think early on, until they do their own trials and tests, they’re going to be skeptical,” Carpenter said. “I’m in that same boat. That’s why I’m here today because I want to see firsthand what the concept is and see if it’s a a viable option.”

Chief initially reluctant

Dekmar didn’t come to the idea overnight.

His law enforcement career has spanned more than four decades, including the past quarter century leading the LaGrange department, about 67 miles southwest of Atlanta. During that time, his officers fired their guns in 13 deadly force incidents, including two that resulted in death.

While other agencies prohibit using warning shots, Dekmar has kept it as an option for officers.

“I worked on the street as a patrol officer for 17 years. You find yourself in situations where the use of deadly force is justified, but I really don't want to take this subject's life.”

- Sgt. Joshua Clower, training director for LaGrange PD

Warning shots have only been used once during his tenure, but the technique had a significant impact for one family.

“To the 15-year-old that we didn’t shoot and kill when we were lawfully justified, that made a significant difference,” he said.

Dekmar said he first learned about the shoot to incapacitate concept 17 years ago in a police exchange program with Israel. He later learned that countries in Europe use a similar approach.

“It became increasingly clear that many nations train their officers to shoot to incapacitate, if that’s possible,” he said.

At first, he wasn’t sold on the technique.

“It took me a period of time to process it and adjust to it,” he said.

Explore

From 2017: In first for Georgia, LaGrange police chief apologizes for 1940 lynching

In 2019, he introduced the concept to his firearms instructors and asked them to think about it. Last year, the agency leaders researched the issue and couldn't find any other agency in the U.S. using the strategy. They developed their own protocol, and Dekmar approved the training and range procedures that were incorporated into the agency's annual training that started in February.

He said when the public calls police for help, they expect officers to show up with alternatives and knowledge of how to deal with a situation. His officers are trained for verbal de-escalation and crisis intervention methods, as well as less lethal options such as Tasers, 12-gauge beanbags, pepper balls and [BolaWrap remote restraints](#). He views shoot to incapacitate as a tool he hopes his officers will rarely use, but one that is there if use of deadly force is justified and necessary.

“Anytime you can preserve a life, what that does is earn trust and maintain confidence of the public, which is absolutely necessary if you're going to be effective in the entire arena of public safety,” he said.



Credit: Curtis Compton / Curtis.Compton@

Dozens of handgun bullets are ready to load during a training session practicing a new technique to shoot and not kill. (Curtis Compton / Curtis.Compton@ajc.com)

The unorthodox training isn't the first time Dekmar has made waves among his colleagues.

In January 2017, he made national news when he became the one of the [first police chiefs in the South to apologize](#) for his agency's role in the lynching of a Black man. Even though the crime had occurred more than 70 years ago, Dekmar, who is white, believed its legacy still impacted the community's view of his agency and its officers. As president of IACP in 2017 and 2018, he urged other police leaders to repair [the broken trust with minorities in their communities](#). He also called for an improvement in policies and training to handle mentally ill people.

'Definitely doable'

At the range training last week, Sgt. Clower was directing officers through different real world scenarios where the shoot to incapacitate concept might be an option.

At one end of the range, the human silhouettes were positioned with body sections that are color coded to indicate desired target areas. The pelvic area, thighs, legs and arms were green or yellow — indicating desired spots to aim. The chest, upper torso, head and neck were shaded in red — indicating areas to try to avoid.

Explore

From 2017: Georgia chief urges police leaders to fight prejudice, reconcile wrongs

The officers took positions 15 yards, seven yards and three yards away from the targets. Clower used a whistle to signal the point in the training scenario where deadly force was justified, which was followed by a series of gunshots by the officers. In most cases, the bullets struck the green area that marked the pelvis and thigh areas, which the training emphasizes because they carry more mass than the arms and lower legs.

In one scenario, at close range, the officers were told to aim for the red area because the close proximity of their suspect placed the officers at increased risk.

Corporal Robbie Hall said the training went better than he expected. He said there has been concern among some colleagues that the technique won't work or will place officers at risk. The training, he said, offers another option if use of force is necessary. Under the tactic, officers must assess whether the situation and distance make it a viable alternative.

“Before I shot this target, it didn't seem like an option,” he said. “It's definitely doable. Now that I actually went through the course, it's doable.”



Credit: Curtis Compton / Curtis.Compton@

Senior officer Erik Vaughn fires his handgun during the training session. The yellow and green areas on the target represent the areas on the body that give the person shot a greater chance of survival. (Curtis Compton / Curtis.Compton@ajc.com)

Still, some in the broader law enforcement community wonder if LaGrange is headed down a thorny path, according to interviews by the AJC. They worry that the training could create community expectations and raise questions about why officers didn't employ the tactic in all police shootings. They also question how realistic it is in live situations to hit a moving target and stop a lethal threat while also firing a gun with the precision to wound, but not kill.

The LaGrange program appears to be part of an effort by agencies nationwide grappling with ways to stop deadly threats while increasing the survivability chances of suspects,

said Von Kliem, a policy attorney with the Force Science Institute, a company that studies police and community violence.

“Before I shot this target, it didn't seem like an option. It's definitely doable. Now that I've actually went through the course, it's doable.”

- Corporal Robbie Hall, LaGrange PD

Kliem, a former police officer, said some agencies in recent years have turned to controversial policies that allow officers to use Tasers against knife-wielding suspects, as long as they have deadly force options available. He said that with any luck, the shoot to incapacitate policy will work in the rare instances where it would be appropriate.

“To say these tactics are authorized is not to say these tactics should be considered in most cases,” he said. “The agencies, officers, and communities need to decide whether increased risk of death and serious bodily injury to the officers and the community members is worth these attempts to save suspects from the consequences of their deadly decisions.”

Activists in Georgia say reform of police use of force is long overdue. They point to scores of deadly police shootings with little accountability. They say more emphasis needs to be placed on de-escalation tactics and preserving life in police encounters.

“In this climate, we don't need any more police shootings, period,” said Gerald Griggs, an attorney and activist who has worked on police reform with the Georgia NAACP. “We need to reevaluate how we deal with all of that.”

Dekmar views the debate to be critical as community standards and expectations evolve.

“I think what the community expects is that we need to be wise,” he said. “The standard isn't “awful but lawful”. The standard is -- under the facts and circumstances -- did the police realistically do all they could do to preserve life in a situation. We're supposed to be the professionals. We have to be reacting with more than one alternative, which is shoot center mass — particularly if we can do so safely.”

About the Author

OFFICER INVOLVED SHOOTINGS: LESS LETHAL SHOOTING OPTIONS

By Ed Obayashi

QUESTION

In today's law enforcement climate, what more important and urgent social policy consideration can there be than law enforcement thoughtfully considering whether the use of firearms in a less lethal manner is feasible or desirable?

BACKGROUND

In my official capacity representing law enforcement clients, I have posed this question to a select group of police chiefs, sheriffs, law enforcement management and labor organizations, and respective attorneys. All have answered this question without hesitation that we, as law enforcement, have an ethical obligation to have an open discussion on this issue given the environment in which we operate today.

The related (and exceedingly frustrating for law enforcement) question, in some form or another, is inevitably raised in almost every Officer Involved Shooting (OIS): *Why didn't the cop shoot the legs or arms instead of killing him/her?*

Both President Joe Biden and Vice President Kamala Harris have asked this same question on a number of occasions when an OIS resulted in the death of the subject.

Recently, the Los Angeles Times pointedly highlighted this issue in its coverage of the Los Angeles Police Department shooting of Valentina Orellana-Peralta at a Burlington store:

"Some have questioned why police are trained to shoot people with knives or blunt objects at a distance, and why officers can't shoot people in the legs to stop them from getting closer rather than in the center of their bodies, where they are trained to aim."

As you are aware of my expert credentials in investigations of OIS incidents for both local and state law enforcement, I approach this issue from various perspectives. During my career, I have unequivocally discredited these commonly referred "shoot to wound, instead of to kill" sentiments as founded on anti-police bias and ignorance of use of force reality. In fact, I have been among the most cited opponents of any suggestion that cops should do otherwise in legal lectures and legal journals and the media (in citing to my research on this issue).

However, even prior to my capacity as a Use of Force and legal advisor for local and statewide law enforcement agencies and joint power authorities, I had re-examined this matter after conducting an OIS investigation in which the officer actually shot the subject with the intent to wound. It was the first such incident in my investigative experience and none of my OIS

investigative colleagues had ever encountered such an incident. At first, even though the OIS was justified, I was more than concerned that an officer would consciously ignore both policy and training by intentionally avoiding aiming at “center mass”. Nevertheless, the officer’s explanation (without going into details, but unrelated to the public controversy), provided myself with room for re-consideration.

We are universally trained to shoot to stop the threat by aiming at “center mass” and/or the head and never to intentionally wound. By definition, this practice has the highest probability of killing the subject compared to wounding by collateral rounds hitting areas of less vital organs. Our defense of this principle has always been held as sacrosanct and not compromisable.

To illustrate the “not open for discussion” attitude by law enforcement, in a rare (the only one of which I am aware) instance, an officer who purposefully avoided shooting at the subject’s center mass resulted in the termination of the officer, based on the concerns of the officer’s neglect of officer safety.

However, one small police agency in Georgia, the LaGrange Police Department (LPD), is the only agency in the country that has implemented a “Shooting to Incapacitate” policy and is training its officers to avoid shooting at “center mass” depending on the circumstances. In 2021, that agency proceeded without any official collaboration with other Georgia law enforcement interests. As a consequence, the department has come under severe criticism from umbrella law enforcement groups such as the Peace Officers Association of Georgia (POAG).

The POAG convened a “round table” meeting of ten experts from the legal, scientific, medical, and law enforcement training disciplines to evaluate the LPD’s program and the viability of its program. However, not one expert was a peace officer. Further telling was the deliberate exclusion of recognized law enforcement industry research organizations. The POAG president requested my review of the experts’ opinions. The opinions are unusually brief and spontaneous without any concurrent formal research into this specific issue.

The experts’ report appears to be result driven to serve the interests of the POAG and, by the report’s own conclusion, leaves more questions than answers. In a passing, but telling, comment to myself, the POAG president expressed his concern of California law enforcement potentially examining this issue: “Whatever California law enforcement does will wind up on the East Coast in two years.”

It is imperative to recognize that neither myself, law enforcement, and their potential collaborators are NOT advocating a position on this issue until the stakeholders confer and arrive at a consensus, whatever that may be. Assuming a consensus is reached which provides a productive path towards a potential formal research study, the first phase would be dedicated to identifying the potential stakeholders and the issues which would form the basis for preliminary discussion.

Discussions with the law enforcement stakeholders have preliminarily identified potential stakeholders, both law enforcement and civilian (i.e., civil rights), and critical talking points such as policy, legal, medical, insurance, and political issues.

RECOMMENDATION

Without question, this project would constitute an unprecedented paradigm shift for the most controversial and visible aspect (OIS) of law enforcement and, as recognized, will most certainly generate a substantial degree of resistance from those with long-established entrenched positions on what has always been an article of faith for law enforcement.

Nevertheless, based on the outreach with the entities discussed, the political environment is favorable for moving forward based on the potential significant benefits of this recommendation.

With the collaboration of the entities which have already committed their support and careful outreach to other relevant stakeholders, a collaborative process can be achieved.

A collaboration between () and its law enforcement partners would provide strong social and law enforcement legitimacy to this issue. Both a timely and unique opportunity is present to advance this issue which can only benefit all collective interests. The mere appearance that law enforcement is willing to openly examine this issue would promote significant transparency.

This issue, as we all know by now, will not evade scrutiny, especially in today's climate and will continuously be focused on by the media. Major media organizations have already made inquiries to myself on this issue and will not delay indefinitely for a response from law enforcement. The media will treat our willingness to study this issue very favorably, regardless of the outcome.

I look forward to presenting a comprehensive briefing on this issue.



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frangible sphere (projectile) and fires at speeds of up to 300 feet per second. Safe deployment minimum distance is 5 feet, and the Byrna launcher is accurate up to 60 feet.

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English



2024 Trends to Watch in Law Enforcement Technology

By Mike French | December 1, 2022

TRENDS | LAW ENFORCEMENT | POLICE

The law enforcement landscape continues to evolve as we move toward 2024. Each passing year brings new hurdles and opportunities, and the coming one will undoubtedly be filled with profound shifts in work and social dynamics.

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- 1 2024 technology trends policing
- 2 Policy trends in 2024 policing

3 The future is connected policing

Real Time Networks has engaged extensively with [law enforcement professionals](#) during [AssetTracer](#) and [KeyTracer](#) deployments over the past year. Our team has observed ongoing trends, law enforcement concerns, and goals that are likely to shape the near future of policing.

This article explores some of the trends our experts, and law enforcement contacts expect to influence police work in 2024 significantly. We usually emphasize smart technology, which touches many of these predicted trends. But, as always, remember, the point of smart technology is not the tech but the people and organizations that use it. **Policing technology** will only ever be as valuable as the processes it supports. And in law enforcement, that means serving and engaging with their communities.

2024 technology trends policing

Predictive policing

Predictive policing in 2024 will continue to leverage advanced algorithms and data analysis to forecast potential criminal activity. Using predictive policing, law enforcement agencies feed historical crime, patrol, and other data into analytical tools to predict areas and times of potential increased crime in the near future.

These predictions guide resource allocation and deployment, optimizing patrols and interventions. However, evolving ethical considerations and efforts to ensure fairness and equity will be central to developing and applying new predictive policing technologies in 2024.

Artificial Intelligence (AI) in policing

AI will expand its influence in [law enforcement](#). In 2024, AI-driven tools will support various policing activities, from facial recognition for suspect identification to analyzing complex regional crime data sets for unseen

patterns. AI will also assist in crime prediction, monitoring CCTV feeds, and, increasingly, automating routine tasks like report generation.

Extended Reality (XR) applications in policing

Extended Reality (XR) is the collective name for virtual and augmented reality systems. We can expect many new applications for these types of systems in both police training and investigations. XR technologies will be used to create simulated scenarios that train officers in handling different situations, improving decision-making skills. In investigations, augmented reality tools allow for reconstructing crime scenes, [analyzing evidence](#), and enhancing forensic processes.

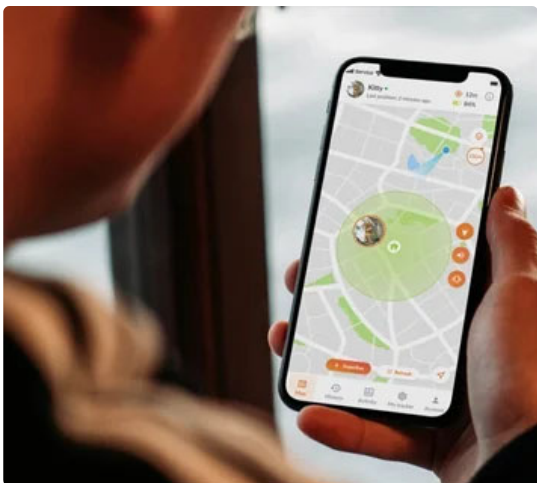
Advancements in Police Equipment and Gear

In 2024, [police equipment](#) will undergo significant upgrades. From advanced body-worn cameras with real-time streaming capabilities to improved non-lethal weaponry, [officers will be equipped with high-tech gear](#) to enhance all aspects of LEO and public safety. Furthermore, wearables and smart protective gear, such as connected vests or helmets with biometric monitoring and communication features, will become more prevalent, ensuring better situational awareness and safety for officers on duty.

Policy trends in 2024 policing

Geofence warrants

Geofence warrants will continue to be



a subject of debate. These warrants, allowing law enforcement to collect location-based data from tech companies for specific time frames and areas, raise questions about constitutional rights. The balance between effective crime investigation and citizens' privacy rights will become a pivotal focus in legal discussions, policy development, and many local elections.

Police accountability in 2024



Enhanced police accountability measures continue to shape policing. In 2024, the emphasis will remain on transparency, oversight, and effective mechanisms to hold law enforcement accountable for their actions. Increased use of body-worn cameras, accessible public records, and strengthened civilian oversight boards will play essential roles in ensuring accountability and reinforcing trust between law enforcement and the community.

Criminal justice reform

Continued efforts for **criminal justice reform** in 2024 will concentrate on reshaping sentencing policies, growing



local reentry programs to help incarcerated individuals find a place in society, and addressing systemic inequalities. Diversion programs for non-violent offenders and restorative justice approaches also gain prominence, fostering rehabilitation over punitive measures.



Improving police recruitment and retention

Staffing projections show recruiting and retaining law enforcement officers will continue to be challenged in 2024. Agencies must explore innovative strategies to attract qualified candidates and retain experienced personnel. Many will need to focus on competitive salary structures, enhanced benefits, diverse recruitment tactics, and community engagement programs that aim to bolster recruitment and retention efforts.

Diversity in law enforcement

Law enforcement agencies across North America will emphasize increasing the diversity of their staff in



2024. Specifically, they will actively seek to diversify their workforce to reflect the communities they serve better. Diversity will be encouraged in hiring. We will see more promotion of inclusivity and cultural competency training. These are key elements in fostering a diverse and representative police force.

Mental health and policing



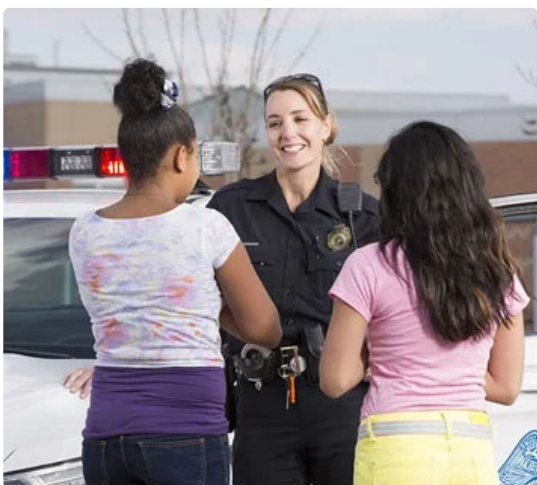
In 2024, there will be an increasing recognition of just how challenging is the intersection between mental health issues and law enforcement. We will need to see more and more efforts focused on specialized training for officers in triaging mental health crises in the field and the de-escalation techniques necessary to minimize harm to unwell individuals and the public. Collaborations between law enforcement and mental health professionals are evolving today to ensure a more compassionate and effective response to crisis-prone individuals.

Police training and



education

Enhanced training and education for law enforcement will be pivotal topics in 2024. Agencies are investing today in comprehensive and ongoing training programs, focusing on various topics, including de-escalation techniques, bias recognition, community engagement, and the ethical use of new technologies. Training will be adapted to be more practical and scenario-based, preparing officers for the diverse challenges they may encounter in the field.



Police-Community relations

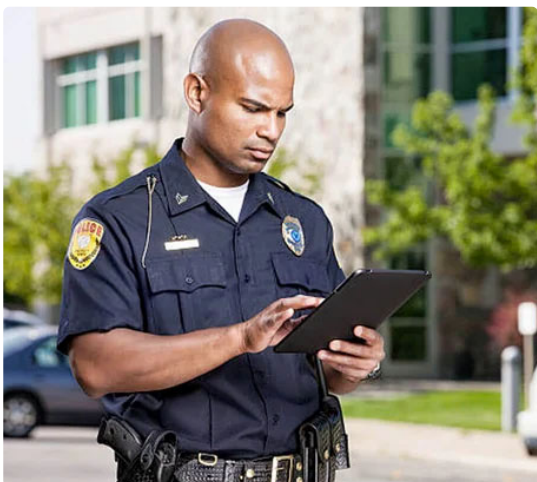
Great strides have been made in this area across North America, but much more that LEAs know must be done. Law enforcement agencies will concentrate on improving communication, transparency, and community outreach initiatives. Collaborative initiatives, such as town hall meetings, citizen academies, and community advisory boards, will all be considered by LEAs of different sizes. All are designed to bridge the gap between law enforcement and the community they serve.

Evolving community



policing models

Community policing models will remain at the forefront of policing approaches in 2024. Agencies will aim to strengthen community ties, employing problem-solving strategies and partnerships with residents to address public safety concerns. Proactive engagement with communities will help identify and address the root causes of crime.



Ongoing policing in a post-pandemic world

As society adjusts to a post-pandemic world, policing in 2024 will continue to adapt to new challenges and changing community dynamics. Agencies will focus on restoring and reshaping public safety measures, reevaluating emergency response protocols, and incorporating pandemic-induced changes into long-term policing strategies.

The future is connected policing

In examining the trends we see defining law enforcement in 2024, it becomes clear that the primary aim of forward-thinking law enforcement agencies will be to foster closer relationships among law enforcement professionals and the communities they serve. Effective law

enforcement policies and technologies should act as bridges, uniting rather than dividing people.

When implemented thoughtfully, each trend highlighted in our discussion can impact law enforcement significantly and positively. However, the responsibility to make these advancements work lies with law enforcement leaders and their collaborative partners.

Future law enforcement leaders must harness the full spectrum of tools to succeed. This includes recruiting suitable personnel, embracing effective policing models, and adopting suitable tools and technology. By integrating these resources effectively, a promising future awaits law enforcement.



Let's talk about your law enforcement agency's challenges.

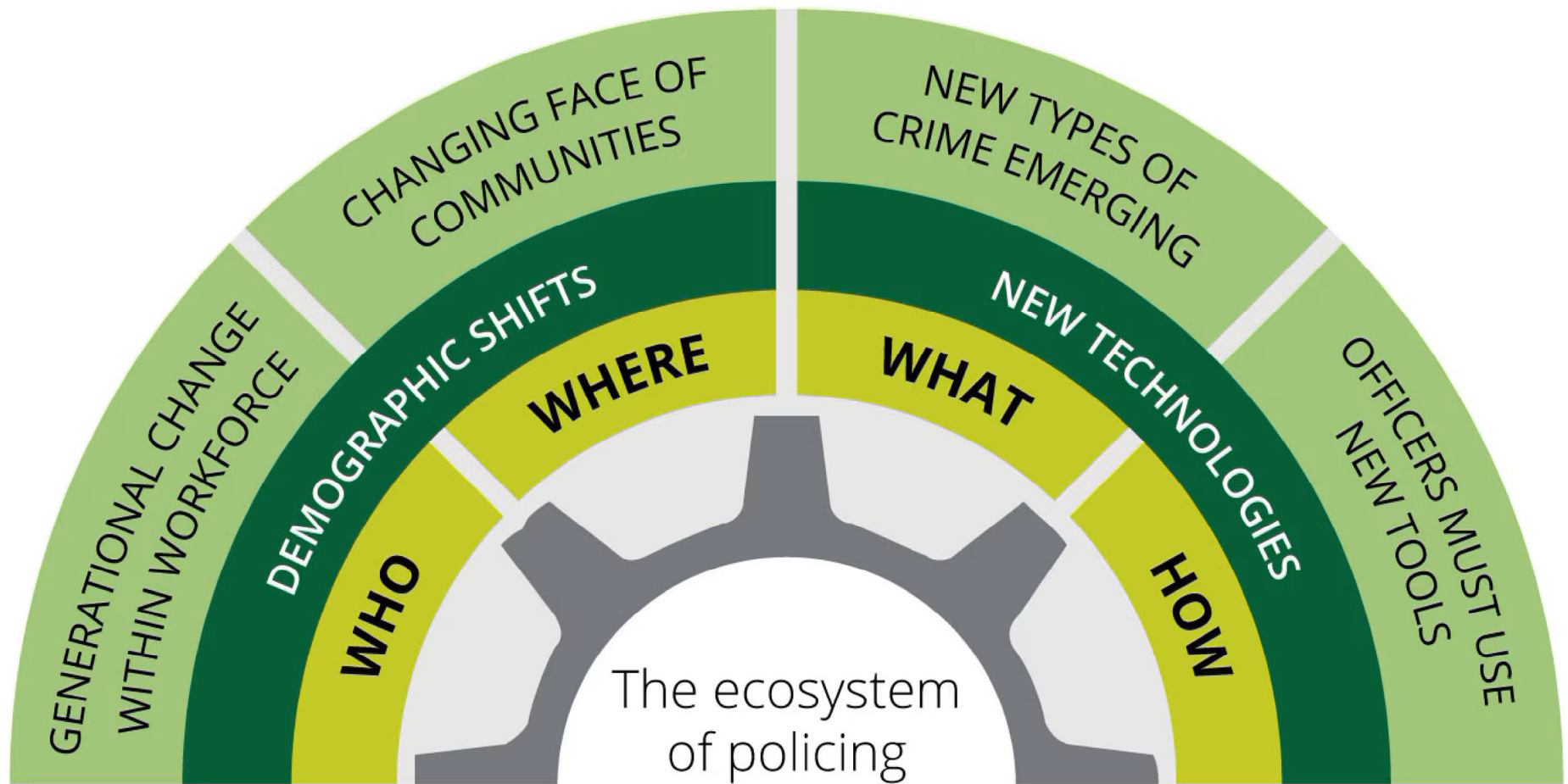
Our law enforcement solutions experts can help you reduce security risks and liability while protecting your critical assets and keys.

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demographic and technological trends are changing law enfor

ances



analysis.



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
May 2, 2024**

Agenda Item E.4.

LEGISLATION UPDATE

INFORMATION ITEM

ISSUE: There were many bills introduced in the California Legislature 2024-2025 Legislative Session that if signed into law will affect police agencies.

Attached is the list as of 3/28/24 of the bills POST is following for review and discussion.

RECOMMENDATION: Information only.

FISCAL IMPACT: None.

BACKGROUND: The Program Administrators continue to monitor the impact of these new bills as they make their way through the legislative process.

ATTACHMENT(S): Status of Current Legislation -Legislative Update – 3/28/24

Status of Current Legislation

Legislative Update

The following is a list of bills POST is monitoring during the 2024 Legislative Session. These bills could have an impact on POST operations or be of significant interest to law enforcement partners. It is not a complete list. (Updated 4/12/2024)

<p>AB 1839 Assembly Member Alanis</p>	<p>Peace officers: education and hiring grants Would, subject to an appropriation, establish the Law Enforcement Officer Grant Program under the administration of the Student Aid Commission to provide grants of up to \$6,000 per year to individuals enrolled in a modern policing degree program at a California community college who commit to work for 4 years as a peace officer at a law enforcement agency, as specified. The bill would require grant recipients to agree to repay the grant to the state if certain conditions for the grant are not met, except as specified.</p>	<p>Status: 3/13/2024-Coauthors revised. From committee: Do pass and re-refer to Com. on PUB. S. (Ayes 10. Noes 0.) (March 12). Re-referred to Com. on PUB. S.</p>
<p><u>AB 2020</u> Assembly Member Bonta</p>	<p>Survivors of Human Trafficking Support Act Under current law, human trafficking is a crime and law enforcement officers who are assigned field and investigative duties are required to complete minimum training pertaining to the handling of human trafficking complaints. Current law generally provides support services for</p>	<p>Last Amend: 4/9/2024 Status: 4/11/2024-Re-referred to Com. on PUB. S. pursuant to Assembly Rule 96.</p>

	<p>individuals who are survivors of human trafficking, including public social services and address confidentiality, as specified. Existing law authorizes each county to establish an interagency sexual assault response team. Current law requires each county with a sexual assault response team to meet certain requirements. This bill would require a county that has an interagency sexual assault response team to establish a survivor review board, for the purpose of soliciting, accepting, and reviewing feedback from survivors regarding their experience with service providers, as specified. This bill would require the Commission on POST to develop model policy for law enforcement personnel interactions with survivors of human trafficking. By no later than January 1, 2026, each law enforcement agency shall establish and maintain a written policy regarding interactions with survivors of human trafficking, as specified.</p>	
<p>AB 2042 Assembly Member Ramos</p>	<p>Police canines: standards and training</p> <p>Would require the Commission on Peace Officer Standards and Training, on or before January 1, 2026, to develop standards and training guidelines, as specified, for the use of canines by law enforcement. The bill would require each law enforcement agency in California, on or before January 1,</p>	<p>Last Amend: 3/21/2024</p> <p>Status: 4/10/2024-From committee: Do pass and re-refer to Com. on APPR. (Ayes 6. Noes 1.) (April 9). Re-referred to Com. on APPR.</p>

	<p>2027, to adopt a policy for the use of canines that, at a minimum, complies with the standards developed by the commission, and to require regular and periodic training for all canines and canine handlers that covers, at a minimum, the training guidelines developed by the commission. Because the bill would impose additional requirements on local law enforcement agencies, the bill would impose a state-mandated local program.</p>	
<p><u>AB 2621</u></p> <p>Assembly Member Gabriel</p>	<p>Law Enforcement Training</p> <p>Current law requires the Commission on Peace Officer Standards and Training, in consultation with specified subject matter experts, to develop a course of instruction that trains law enforcement on, among other things, indicators of hate crimes and techniques, responses to hate crime waves against certain groups, including Arab and Islamic communities, and methods to handle incidents of hate crimes in a noncombative manner. This bill would require instruction to include identifying when a gun violence restraining order is appropriate to prevent a hate crime and the procedure for seeking a gun violence restraining order. The bill would additionally require instruction on responses to hate crime waves against specified groups, including the LGBTQ and Jewish communities.</p>	<p>Last Amend: 4/4/2024</p> <p>Status: 4/8/2024-Re-referred to Com. on APPR.</p>

<p><u>AB 2710</u></p> <p>Assembly Member Lackey</p>	<p>Active Shooter Incidents</p> <p>Would require the Commission on Peace Officer Standards and Training (POST) to convene a panel of law enforcement experts to report to the Legislature and the commission, by January 1, 2027, specified topics related to active shooter incidents, including successful trainings and response protocols that have been demonstrated in active shooter incidents and the use of school resource officers on campus for threat prevention, detection, and assessment. The bill would repeal these provisions as of January 1, 2031.</p>	<p>Last Amend: 4/8/2024</p> <p>Status: 4/9/2024-Re-referred to Com. on PUB. S.</p>
<p><u>AB 2923</u></p> <p>Assembly Member Jones-Sawyer</p>	<p>Peace officers: public complaints.</p> <p>Current law requires each department or agency that employs peace officer to establish a procedure to investigate complaints by members of the public against the personnel of the department or agency. This bill would require a form used during the complaint process to include a provision inquiring whether the complaint includes an allegation of racial or identify profiling and a space to describe the allegation. The bill would define “complaint” for these purposes to mean a report, given either in writing or verbally, that brings to the attention of a department or agency an incident during which the complainant</p>	<p>Status: 4/2/2024-In committee: Set, first hearing. Failed passage. Reconsideration granted.</p>

	perceives that a department or agency employee engaged in misconduct, as specified.	
<u>AB 3021</u> Assembly Member Kalra	<p>Criminal procedure: interrogations</p> <p>Current law prohibits the prosecuting attorney, attorney for the defendant, or investigator for either the prosecution or the defendant from interviewing, questioning, or speaking to a victim or witness whose name has been disclosed by the defendant pursuant to current law without first clearly identifying themselves and identifying the full name of the agency by whom they are employed, and identifying whether they represent, or have been retained by, the prosecution or the defendant. Under current law, if an interview takes place in person, the party is also required to show the victim or witness a business card, official badge, or other form of official identification before commencing the interview or questioning. This bill would require a peace officer, as defined, a prosecuting attorney, or an investigator for the prosecution, prior to interviewing a family member of a person who has been killed or seriously injured by a peace officer, to clearly identify themselves, if the interview takes place in person, to show identification, and to state specified information, including that the family member has the right to ask</p>	<p>Status: 4/3/2024-From committee: Do pass and re-refer to Com. on APPR. (Ayes 6. Noes 1.) (April 2). Re-referred to Com. on APPR.</p>

<p><u>AB 3038</u></p> <p>Assembly Member Essayli</p>	<p>about the status of their family member prior to answering questions, has the right to remain silent, and before speaking with the interviewer, can consult with a trusted person and can have that person with them while they speak to the interviewer.</p> <p>School safety: armed school resource officers.</p> <p>Existing law authorizes the governing board of a school district to establish a security department under the supervision of a chief of security as designated by, and under the direction of, the superintendent of the school district. Existing law also authorizes the governing board of a school district to establish a school police department under the supervision of a school chief of police and to employ peace officers. This bill would require a school district or charter school to hire or contract with at least one armed school resource officer, as defined, authorized to carry a loaded firearm to be present at each school of the school district or charter school during regular school hours and any other time when pupils are present on campus, phased in by certain grade spans, as provided. By imposing an additional requirement on school districts and charter schools, the bill would impose a state-mandated local program.</p>	<p>Last Amend: 4/1/2024</p> <p>Status: 4/4/2024-In committee: Set, first hearing. Failed passage.</p>
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<p><u>AB 3241</u></p> <p>Assembly Member Pacheco</p>	<p>Law Enforcement: police canines</p> <p>Would require the Commission on Peace Officer Standards and Training (POST) to adopt uniform, minimum guidelines regarding the use of canines by law enforcement, including legal standards established by the bill, and to certify courses of training for all law enforcement canine handlers and those law enforcement supervisors directly overseeing canine programs, as specified. The bill would require, on or before July 1, 2025, each law enforcement agency to maintain a policy for the use of canines by the agency that, at a minimum, complies with the guidelines adopted by POST, and would require law enforcement agencies to establish a training regimen that includes a course certified by the commission. Because the bill would impose additional duties on local law enforcement agencies, the bill would impose a state-mandated local program.</p>	<p>Status: 4/10/2024-From committee: Do pass and re-refer to Com. on APPR. (Ayes 8. Noes 0.) (April 9). Re-referred to Com. on APPR.</p>
<p>SB 400</p> <p>Senator Wahab</p>	<p>Peace officers: confidentiality of records</p> <p>The California Public Records Act generally requires public records to be open for inspection by the public. Current law provides numerous exceptions to this requirement. Under current law, the personnel records of peace officers and custodial officers are</p>	<p>Status: 2/29/2024-Chaptered by Secretary of State - Chapter 3, Statutes of 2024</p>

<p>SB 1020</p> <p>Senator Bradford</p>	<p>confidential and not subject to public inspection. Current law provides certain exemptions to this confidentiality, including the reports, investigations, and findings of certain incidents involving the use of force by a peace officer.</p> <p>This bill would clarify that this confidentiality does not prohibit an agency that formerly employed a peace officer or custodial officer from disclosing the termination for cause of that officer, as specified.</p> <p>Law enforcement agency regulations: shooting range targets</p> <p>Current law requires law enforcement agencies to maintain specified policies, including policies regulating the use of force and the use of certain defensive weapons. Current law requires each peace officer to complete all pre-service and in-service training mandated by the Commission on Peace Officer Standards and Training.</p> <p>This bill would require each law enforcement agency and police academy to prohibit the use, as specified, of ethnic shooting targets, as defined.</p>	<p>Status: 3/19/2024-From committee with author's amendments. Read second time and amended. Re-referred to Com. on PUB S.</p>
<p>SB 1122</p> <p>Senator Seyarto</p>	<p>Peace officers: educational requirements</p> <p>Current law requires the office of the Chancellor of the California Community Colleges to develop a modern policing degree program, with the Commission on Peace Officer Standards and Training and</p>	<p>Status: 4/8/2024-Read third time. Passed. (Ayes 37. Noes 0.) Ordered to the Assembly. In Assembly. Read first time. Held at Desk.</p>

	<p>other stakeholders to serve as advisors, as specified, and to submit a report on recommendations to the Legislature outlining a plan to implement the program on or before June 1, 2023. Current law requires the report to include, among other things, recommendations to include both the modern policing degree program and a bachelor's degree in the discipline of their choosing as minimum education requirements for employment as a peace officer. Current law requires the commission to adopt the recommended criteria within 2 years of when the office of the Chancellor of the California Community Colleges submits its report to the Legislature. This bill would specify that a bachelor's degree or an associate's degree required for employment as a peace officer under these provisions may be obtained after completion of the Peace Officer Standards and Training program and within 36 months of employment as a peace officer.</p>	
<p>SB 1489 Senator McGuire</p>	<p>Peace officers: Peace Officer Standards Accountability Advisory Board</p> <p>Current law creates the Peace Officer Standards Accountability Advisory Board, the Commission on Peace Officer Standards and Training, and the Peace Officer Standards Accountability Division.</p>	<p>Last Amend: 3/20/2024</p> <p>Status: 4/9/2024-From committee: Do pass and re-refer to Com. on APPR with recommendation: To consent calendar. (Ayes 5. Noes 0.) (April 9). Re-referred to Com. on APPR.</p>

	<p>Current law requires the board to report annually on the activities of the division, board, and commission relating to peace officer certification, including the number of applications for certification, the events reported, the number of investigations conducted, and the number of certificates surrendered or revoked. This bill would require the board to prepare the report no later than February 1 of each year.</p>	
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BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
May 2, 2024**

Agenda Item E.5.

TECHNOLOGY DISCUSSION

INFORMATION ITEM

ISSUE: The Police Risk Management Committee members will be asked to discuss their experiences with their departments' body cameras, license plate cameras, robots, drones, or other emerging technologies. A new training application called Performa is one such technology.

Performa is a revolutionary mobile-based training accelerator, custom designed for peace officers to hone their policing skills, focused on de-escalation, use of force training, and other required key skills. Performa has been approved for training and continuing education credit by number of states, including the state of California, and is now being deployed across the US.

Performa was originally designed to help professional athletes make better decisions in critical, high-stress situations. Tech entrepreneur [Andree Berengian](#), along with a team of law enforcement professionals, neurocognitive scientists and technology experts have leveraged the same training framework they created for sports and applied it to provide peace officers with realistic situations unlike any other to improve their decisioning making, de-escalation skills and understanding of pre-force conduct, implicit bias, and more. The technology platform has been deployed for over 4 years to sworn peace officers in California and the data shows incredible improvements to decision making by officers.

California POST (Commission on Peace Officer Standards and Training) has approved Performa as the first ever self-guided training and has certified the product for CPT and PSP continuing education credits. Performa has onboarded or are onboarding nearly 200 police departments in California and have deployments and trials set with many other states.

RECOMMENDATION: Review and comment on Performa or other technology items.

FISCAL IMPACT: None.

BACKGROUND: None.

ATTACHMENT(S): None



BACK TO AGENDA

Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
May 2, 2024

Agenda Item E.6.

ROUND TABLE DISCUSSION

INFORMATION ITEM

ISSUE: The floor will be open for discussion including potential future training topics.

- Training Topics for Future Meetings
- Law Enforcement Training Day November 6, 2024

RECOMMENDATION: Review and provide feedback regarding risk management issues or training topics.

FISCAL IMPACT: None expected from this item.

BACKGROUND: Alliant and Sedgwick organize the NCCSIF Police Risk Management Committee meetings. These meetings are held on a quarterly basis, where a Round Table Discussion Item is included in the agenda.

ATTACHMENT: Reference - 6 keys steps to improve police recruitment and retention [How to find and hire new police officers \(police1.com\)](#)

“This article was reprinted with permission from Police1.com”



TRENDING TOPICS | [BUILDING A REAL TIME CRIME CENTER](#) | [‘SLOPPY’ COPS CRACKDOWN](#) | [WOMEN IN LAW ENFORCEMENT](#)



From critical leave to off-duty, Chief Marcia Harnden is focused on fitness and wellness



How top-rated NYPD officers are preparing for retirement with a bonus



Next-Gen Leadership: M... leadership in law enforcement



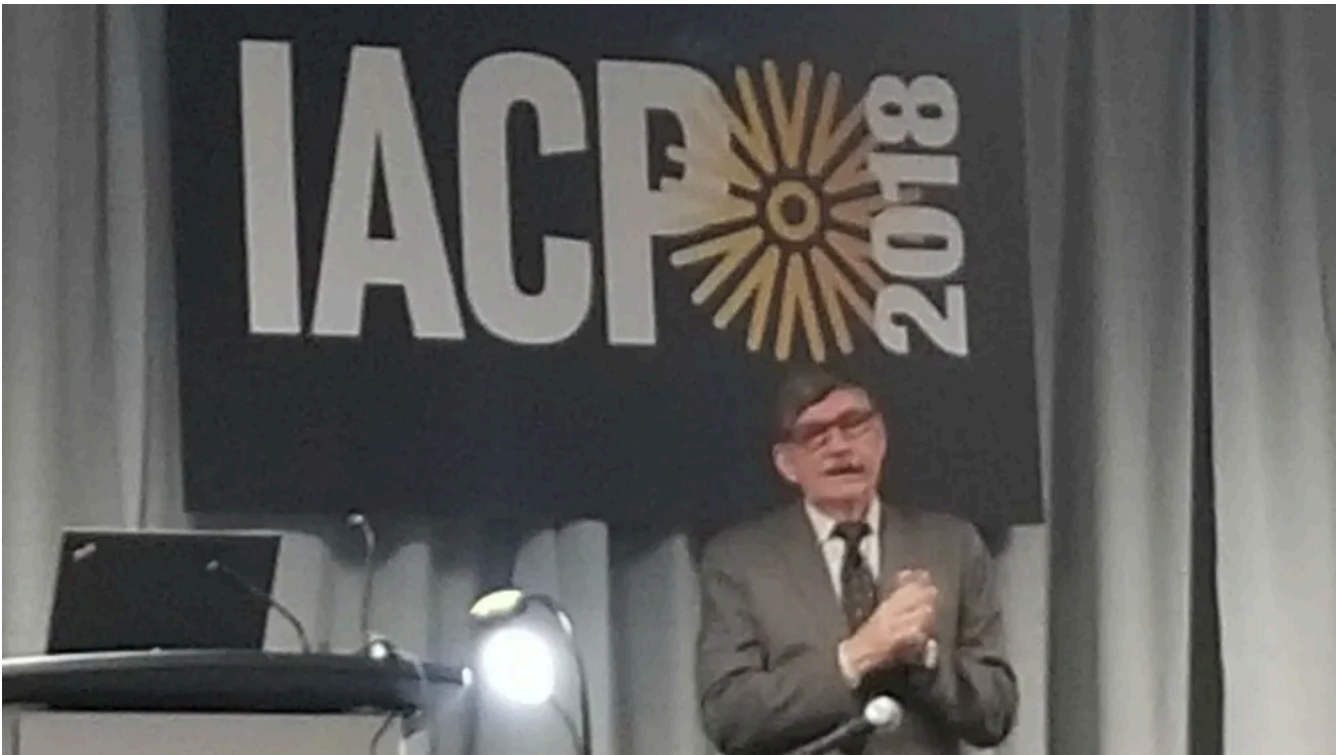
Weed, seed, water and fertilizer: How law enforcement is preparing new recruits for success

Recruiting

6 key steps to improve police recruitment and retention

Gordon Graham shares his top tips for how police leaders can attract the right candidates who will stay the distance

November 01, 2018 06:53 PM • Nancy Perry



Gordon Graham speaks to IACP 2018 attendees.

Photo/PoliceOne

Getting and keeping good people is critical to the effectiveness of all law enforcement agencies. In many regions around the United States, the law enforcement applicant pool is small and competitive, so it is no surprise police leaders list recruitment and retention as the [top challenge they face](#)

Here are key steps in the police recruitment process that can help law enforcement leaders attract the right candidates.

1. Ensure every cop is a recruiter

Every time the police recruitment pool dwindles into a puddle, said Graham, there is a tendency to lower standards to try to increase the size of the pool, but there is a price to pay for that downstream. Departments should research strategies that expand recruitment without [lowering hiring standards](#).

“You do not have to lower standards to increase the size of the applicant pool,” said Graham. “I would make everyone a recruiter. While cops are on duty, as part of their job, they need to recruit. We meet great people every day. Grandma has her house burglarized, and her 20-year-old grandson is helping her on the scene, which is a potential recruit. If everyone could find one good woman or man in their career, it would help departments keep up with attrition. If you found one a month, you’d increase your applicant pool by 12 times.”

2. Select the best recruitment officer

It is no secret that departments don’t necessarily assign their brightest and best cops to serve as recruitment officers. “You screwed up every other job in our department, we will put you in recruitment’, is not the right approach,” said Graham.

You need someone with both good communication and customer service skills who can walk candidates through what is often an overwhelmingly rigorous selection process.

Farming out the [background investigation](#) is also fraught with risk, said Graham, where investigators can be rude and aggressive, or even worse, there have been cases of investigators trying to pick up female candidates.

3. Project the right image

In this day and age, a company’s website is its [recruitment calling card](#), and that is just as true for law enforcement as any other profession. For many new recruits, the first step on their journey to becoming a police officer starts when they visit your agency’s website.

“The kids coming on board today want to make sure they are going to make a difference,” said Graham. “Does your agency’s website reflect the primary mission of public safety – the preservation of life? Does it have information on how employees in your department are making a difference in your community?”

Your website should feature a message from the chief that explains what your LE agency is all about, as well as your vision and value statement, notes Graham.

Do you have a section on your website dedicated to praising your employees? While many agencies have a citizen complaint form front and center on their website, consider posting a personnel commendation form to show your agency focuses on the positive difference LE makes in your community.

4. Maintain communication with applicants during the recruitment process

Compared to other professions, applying to become a police officer can be a long and arduous process. If recruitment takes so long that people leave to go to another agency, what can you do to shorten the process at your agency? Can you give people a preliminary job offer to keep them around while you do the background investigation?

5. Recruit where good candidates hang out

While you may find potential candidates at job fairs, the next generation of police officers can be found in many different places.

“Military bases are filled with great candidates, colleges are filled with great candidates, volunteer organizations are filled with great candidates,” notes Graham.

In addition, consider a candidate’s life experience.

“Backgrounds today are much more complex than they used to be. The new generation has had different experiences. Many have never been in a physical confrontation so getting punched in the face is a foreign concept to them. In their mind, it might justify deadly force. Strive to hire people who know about life. A lot of people who know about life may have some criminal problems in their past. So what? Think it through. Find out the facts, not just the charge,” said Graham.

6. Recognize that recruitment drives retention

Recruitment is closely tied to retention. Once you attract the right people, you need strategies in place to keep them.

This means asking candidates, “Do you really know what you are getting into?” Folks need to understand that law enforcement is much different than what they see on TV or in the movies.

“What are you doing to build employee trust and pride in your organization?” asks Graham. “What options do personnel have in your department to advance or do something different? If employees think they are always going to be in patrol or working in the jail, they may choose to move on. Consider developing levels within positions where you can keep people, increase their pay, and keep their skills and abilities up to date.”

Final thoughts

At the close of his session, Graham had one request for attendees: “Please do not lower standards, instead, revisit the way you recruit. Revisit the hiring process, the background investigation process, the academy process, the FTO process and the evaluation process, all with the goal of getting and keeping good people.”

ADDITIONAL POLICE RECRUITMENT TIPS AND RESOURCES FROM POLICEONE

- [12 police recruitment ideas every agency should consider](#)
- [6 best practices that should be part of every agency’s recruitment strategy in 2019](#)
- [5 police recruitment videos that think outside the box](#)
- [What law enforcement recruiters can learn from the military](#)
- [Readers respond: Strategies to combat the recruitment & retention crisis](#)

- [A profession in crisis: Addressing recruitment and hiring practices in law enforcement](#)

This article, originally published 11/01/2018, has been updated.

Command Staff - Chiefs / Sheriffs

IACP 2018

IACP Annual Conference

Leadership

Police Recruitment

Recruiting



Nancy Perry

Nancy Perry is Editor-in-Chief of Police1 and Corrections1, responsible for defining original editorial content, tracking industry trends, managing expert contributors and leading the execution of special coverage efforts.

Prior to joining Lexipol in 2017, Nancy served as an editor for emergency medical services publications and communities for 22 years, during which she received a Jesse H. Neal award. In 2022, she was honored with the prestigious G.D. Crain Award at the annual Jesse H. Neal Awards Ceremony. She has a bachelor's degree in English Literature from the University of Sussex in England and a master's degree in Professional Writing from the University of Southern California. Ask questions or submit ideas to Nancy by e-mailing nperry@lexipol.com.

NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
23/24 Organizational Chart
Updated as of 3/21/24

MEMBER ENTITY	BOARD OF DIRECTORS		BOARD ALTERNATES	RISK MANAGEMENT COMMITTEE	POLICE RISK MANAGEMENT COMMITTEE
City of ANDERSON	*EC	Christy White	Vacant	Christy White	Chief Joe Poletski
City of AUBURN	*EC	*Jennifer Leal	Sean Rabe	Jennifer Leal	Chief Ryan L. Kinnan(Vice-Chair)
City of COLUSA		Ishrat Aziz-Khan	Shelly Kittle	Ishrat Aziz-Khan	Chief Josh Fitch
City of CORNING		Brant Mesker	Vacant	Brant Mesker	Chief Jeremiah Fears
City of DIXON	P/EC/CC	**Rachel Ancheta (Chair)	Kate Zawadzki	Rachel Ancheta Kim Staile Jim Ramsey Anjmin Mahil - Alternate	Chief Robert Thompson
City of ELK GROVE	*CC	*Melissa Rojas	Kara Reddig		Assistant Chief Paul Soloman Commander Brian Lockhart Lt. Lou Wright
City of FOLSOM	*EC	Allison Garcia	Steven Wang	Allison Garcia	
City of GALT		Dawn Cortesi	Rachelle Jennings	Dawn Cortesi	Chief Brian Kalinowski
City of GRIDLEY		Martin Pineda	Jodi Molinari	Jodi Molinari	Chief Rodney Harr
City of IONE		Jodi Steneck	Amy Gedney	Vacant	Chief John Alfred
City of JACKSON		Vacant	Dalacie Blankenship	Yvonne Kimball	Interim Chief Chris Mynderup
City of LINCOLN		Veronica Rodriguez	Claire True	Veronica Rodriguez	Chief Matt Alves
City of MARYSVILLE	S / EC/CC	*Jennifer Styczynski	Vacant	Jennifer Styczynski	Chief Chris Sachs
City of NEVADA CITY	*EC	Sean Grayson	Gabrielle Christakes	Sean Grayson	Chief Dan Foss
City of OROVILLE		Liz Ehrenstrom	Vacant	Liz Ehrenstrom (Chair)	Lt. Gil Zarate
Town of PARADISE		Vacant	Crystal Peters	Crystal Peters	Chief Eric Reinbold
City of PLACERVILLE		Dave Warren	Cleve Morris	Dave Warren	Chief Joseph Wren
City of RED BLUFF	*EC	Paul Young	Tom Westbrook	Paul Young	Chief Kyle Sanders (Chair)
City of RIO VISTA	T/*EC	Jennifer Schultz	**Jen Lee, CPA	Jennifer Schultz	Chief Jon Mazer
City of ROCKLIN	EC	Tameka Usher	Vacant	Tameka Usher	Chief Rustin Banks
City of WILLOWS	EC	Vacant	Marti Brown	Marti Brown	N/A
City of YUBA CITY	VP/EC/CC	**Spencer Morrison (Vice-Chair)	Natalie Springer	Sheleen Loza	Chief Brian Baker

OFFICERS		
		Term of Office
President (P)	Rachel Ancehta	7/1/2023- 6/30/2024
Vice President (VP)	Spencer Morrison	7/1/2023- 6/30/2024
Treasurer (T)	Jen lee	7/1/2022- 6/30/2024
Secretary (S)	Jennifer Styczynski	7/1/2022- 6/30/2024

Executive Committee (EC) - membership on the EC rotates annually based on a rotation schedule and each member serves for a two-year term, with the **President** serving as **Chair of the Committee**.

Claims Committee (CC) - members of the CC are annually selected by the EC. CC is traditionally made up of at least five members of the EC, with the **Vice President** serving as **Chair of the Committee**.

CJPRMA Board Representative Elizabeth Ehrenstrom appointed 6/17/2021

CJPRMA Alternate Board Representative Vacant

PROGRAM ADMINISTRATORS (Alliant Insurance Services)		CLAIMS ADMINISTRATORS (Sedgwick for Liability LWP For Workers' Compensation)	RISK CONTROL CONSULTANTS (Sedgwick formerly York/Bickmore)	ADVISORS
Marcus Beverly	Conor Boughey	Amber Davis (WC)	Shane Baird	Byrne Conley (Board Counsel)
Jenna Wirkner	Evan Washburn	Stacey Bean (WC)	Tom Kline (Police RM)	James Marta, CPA (Accountant)
		Brian Davis (Liability)		



PROGRAM YEAR 24/25 MEETING CALENDAR

Thursday, August 1, 2024, **Police Risk Management Committee** at 10:00 a.m.

Thursday, September 19, 2024, ** **Claims Committee** at 9:00 a.m.
Executive Committee at 10:30 a.m.

Thursday, October 17, 2024*, **Risk Management Committee** at 10:00 a.m.
Board of Directors at 12 noon

Thursday, November 7, 2024, **Police Risk Management Committee** at 10:00 a.m.

Thursday, December 12, 2024* **Board of Directors** at 10:00 a.m.

Thursday, February 6, 2025, **Police Risk Management Committee** at 10:00 a.m.

Thursday, March 27, 2025, ** **Claims Committee** at 9:00 a.m.
Executive Committee at 10:30 a.m.

Thursday, April 17, 2025,* **Risk Management Committee** at 10:00 a.m.
Board of Directors at 12 noon

Thursday, May 8, 2025, **Police Risk Management Committee** at 10:00 a.m.

Thursday, May 22, 2025, ** **Claims Committee** at 9:00 a.m.
Executive Committee at 10:30 a.m.

Thursday, June 19, 2025* **Board of Directors** at 10:00 a.m.

Meeting Location: Rocklin Event Center - Garden Room
Rocklin Event Center – Ballroom *
2650 Sunset Blvd., Rocklin, CA 95677
Zoom**

Note: Additional Claims Committee Meetings may be scheduled as needed for Claims Authority approval which will be held via teleconference.



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
May 2, 2024**

TRAINING SESSION AT 11:30 A.M.

INFORMATION ITEM

TOPIC: NCCSIF-PRMC TRAINING - Improving Police Performance

DATE AND TIME: 5/2/24 from 11:30 am to 1 pm

ATTACHMENT(S): Training Announcement

Improving Police Performance

Everyone wants to get better but two important questions must be answered: what is better and how do I do it? Getting better is a process and can be learned. Every examination of police performance revolves around the idea of how well the performance met what are accepted professional standards. It is important to know how well we are prepared right now. I am an independent police auditor and I assist police departments in getting to and maintaining that standard. My goal is to help you understand that preventing poor performance, and the costs associated with it, is far better than paying for it with scarce budgets, bad morale and damaged reputations.

REGIONAL TRAINING MAY 2nd 11:30a.m.- 1:30p.m. IMPROVING POLICE PERFORMANCE

by Mark J. Wittenberg

Topic Includes:

Everyone wants to get better but two important questions must be answered: what is better and how do I do it? Getting better is a process and can be learned. Every examination of police performance revolves around the idea of how well the performance met what are accepted professional standards. It is important to know how well we are prepared right now. I am an independent police auditor and I assist police departments in getting to and maintaining that standard. My goal is to help you understand that preventing poor performance, and the costs associated with it, is far better than paying for it with scarce budgets, bad morale, and damaged reputations.

Date and Time:

Thursday, May 2nd, 2024, 11:30a.m. – 1:30p.m.

Location: Rocklin Event Center (Garden Room)
2650 Sunset Blvd
Rocklin, CA 95677

Register:

Jenna.Wirkner@alliant.com or (916) 643-2741

Please reach out to Jenna Wirkner if you have any questions. (916) 643- 2741 or Jenna.Wirkner@alliant.com



Presenter:

Mark J. Wittenberg

Mark J. Wittenberg has been training police from all ranks for over 30 years and consistently provides new and dynamic ways to approach issues we face. Mark is a former police manager who presents training in some of our most demanding areas. He is a facilitator at the Museum of Tolerance in Los Angeles, teaching cultural diversity for police and how to build respect and trust in the community. He is a long time, POST certified Team Building Workshop Coordinator, working with agencies of all sizes and has taught auditing principles in the POST Executive Development Course. He is an independent police auditor and has addressed sensitive, workplace issues for many departments. He is also the former National Trainer Public Safety trainer for the Josephson Institute of Ethics, where he has engaged departments across our country in decision making and risk exposure.