

*COUNCIL
BRIEFING –*

*POLICING IN
LAKEWAY*

July 6th, 2020

Chief of Police Todd Radford

The organizational overview

*WHO PROVIDES
YOUR POLICE
SERVICE?*


Department Overview

- 51 fulltime employees
 - 35 police officer positions (3 vacancies)
 - 23 officers assigned to patrol (includes 1 motor, 1 K9, 1 APO)
 - 5 detectives
 - 4 Executives – 2 Lieutenants, 1 Captain, 1 Police Chief
 - 10 telecommunicators (2 vacancies)
 - 3 Civilian Administrators
 - 1 Property / Evidence / Crime Scene Tech
 - 1 Telecommunications Manager
 - 1 Victims Services Coordinator
- 32 currently filled sworn officer positions
 - 6 female / 26 males – 2 black, 7 Hispanic, 23 white
 - Very closely resembles our community demographics...


Foundational policies

*HOW IS THE
POLICE SERVICE
PROVIDED?*

Texas Best Practices Program

- The Lakeway Police Department first became a recognized police agency in **2010**. since then we have been re-recognized in **2014, and in 2018**.
 - The Law Enforcement Recognition Program is a voluntary process where by police agencies in Texas **prove their compliance with 166 standards**. These Best Practices (standards) were carefully developed by Texas Law Enforcement professionals to assist agencies in the **efficient and effective delivery of service, the reduction of risk and the protection of individual's rights**.
 - Every 4 years we turn in random policy samples to the Recognition Program of the various standards, **evidence of compliance, and staff testing**. Once we pass this portion of the assessment, a team of assessors comes to the department to conducts a **multi-day on site visit**. During this visit they interview staff, do ride outs, review various practices and inspect more policies to ensure our practices are in line with our stated policies.
 - A Committee of nine Police Chiefs then conducts the final review of an agency's efforts and awards "Recognized" status.
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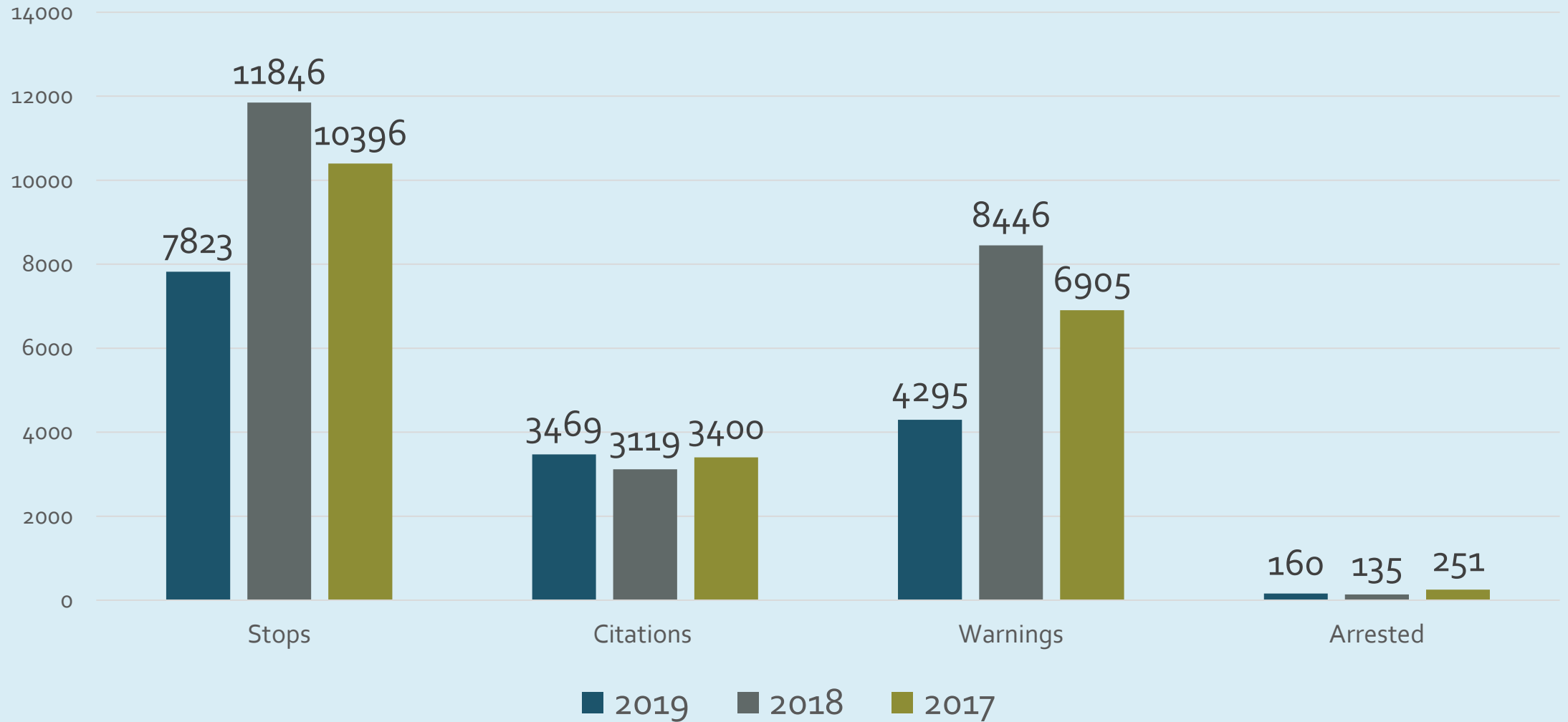
Best Practices & Policies

- **2010, 2014, 2018** – Recognized agency by Texas Police Chiefs Association
 - Out of **2500~** Texas eligible agencies / **170** are recognized / only **47** are three time re-recognized....we are setting the standard!!
 - 166 Best Practices Standards support the policy manual, as an example,
 - **12.08 Inventory of Property/Evidence**
 - **2.04 Internal Investigations**
 - **2.11 Sexual and Other Unlawful Harassment**
 - Additionally, we have many other policies that address issues specific to our community and to our PD.
 - LPD Policy is reviewed continually by staff
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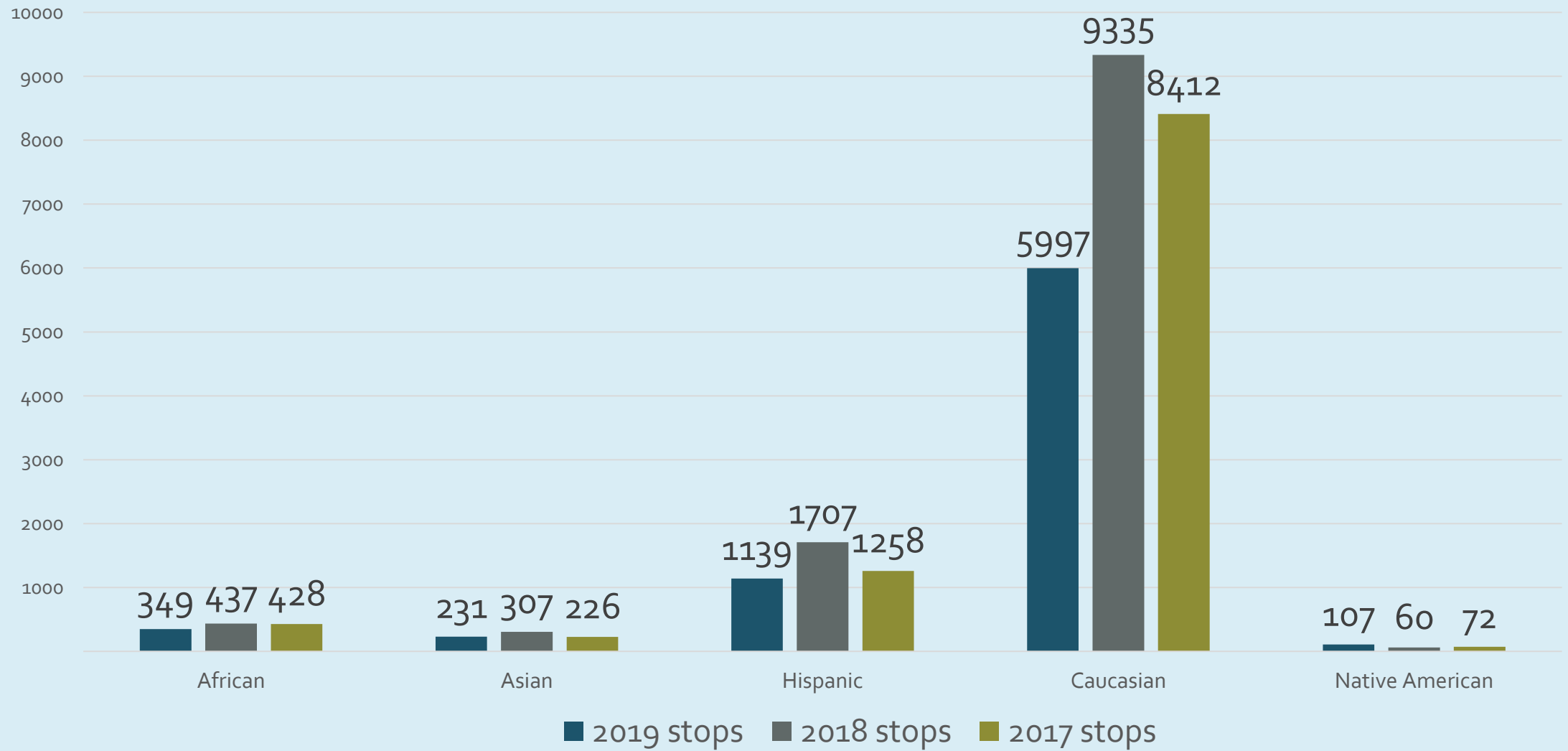
What does the data reveal about engagements?

SERVICE ENGAGEMENT

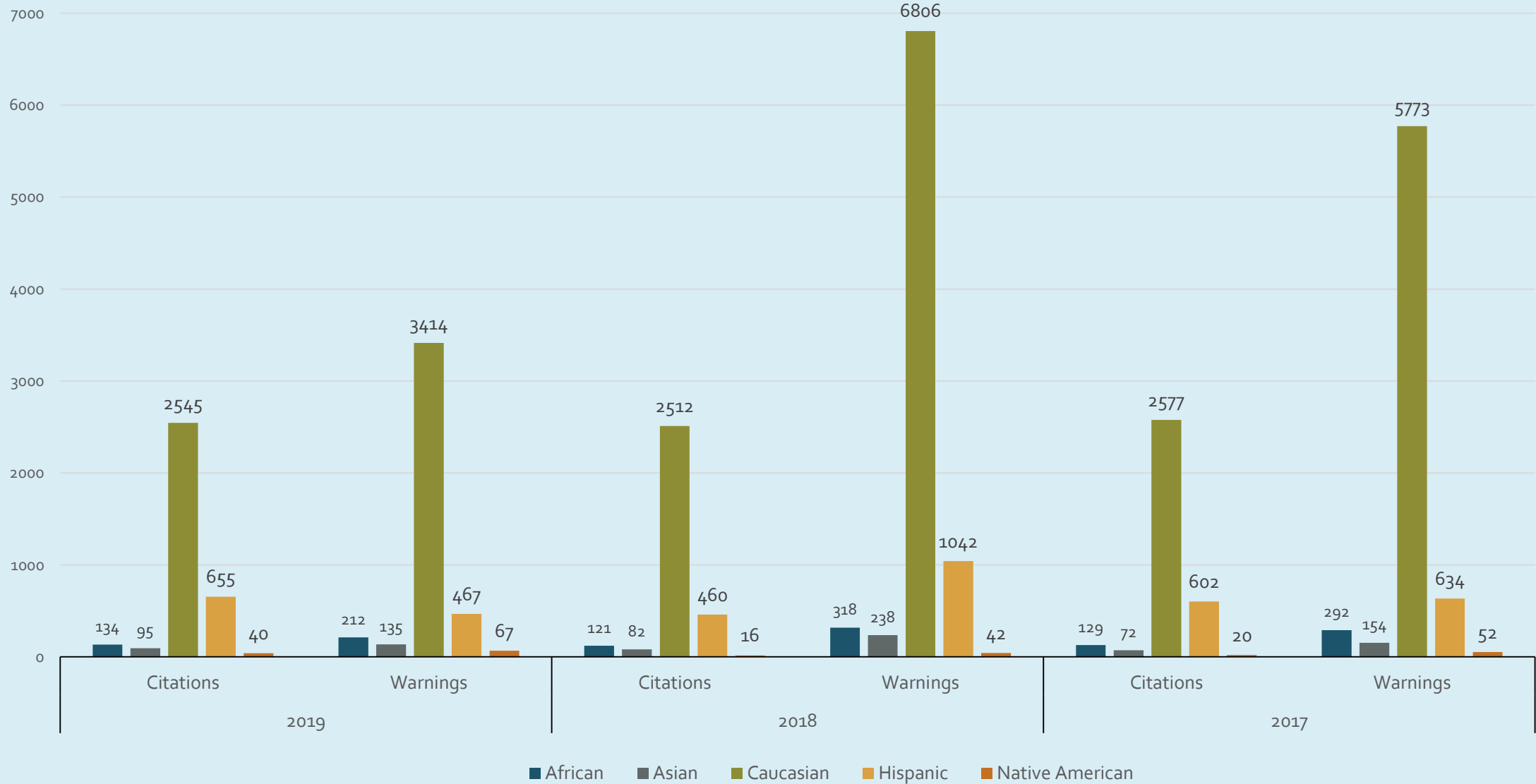
Traffic Stop Activity Data for 2019-2017



Traffic Stop Totals by Race 2019-2017



Citations & Warnings Issued by Race for 2017-2019




What does the data reveal?

*WHEN VOLUNTARY
COMPLIANCE
FAILS, WHAT
HAPPENS?*

*All Officers
must
consider the
following
before
acting...*

- US, Texas, & Case Law
 - Graham vs Conners (Objectively Reasonable)
 - Tennessee vs Garner (Fleeing Felon)
- Policies
 - TX Best Practices
- Professional Policing Practices
 - Decision Making Models vs Force Continuums
- Situational Awareness and De-escalation strategies
 - Training
- Preservation & Sanctity of Life
 - Others and Theirs

Incidents of Use of Force LPD

- **Force** is defined as the *"amount of effort required by police to compel compliance by an unwilling subject"* (IACP)
 - **2017** – 19,371 CFS / 388 arrests / 21 use of force incidents
 - **2018** – 24,098 CFS / 348 arrests / 8 use of force incidents
 - **2019** – 17,528 CFS / 284 arrests / 7 use of force incidents
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Type of force used LPD

- **2017**
 - 4 empty hand controls,
 - 1 pointed Taser,
 - 19 pointed firearms,
 - 6 firearms un-holstered but not pointed
- **2018**
 - 2 empty hand controls,
 - 1 Taser deployed,
 - 1 Taser pointed,
 - 6 firearms pointed
- **2019**
 - 6 empty hand controls,
 - 1 pointed firearm
- All instances were accompanied by verbal communications and de-escalation strategies used when feasible

Incidents of Use of Force


Race, Gender & Injuries

- Racial Make up & Gender of Suspects/Arrestees
 - **2017** – All White – 17 males / 4 females
 - **2018** – 6 White, 1 Black, 1 Hispanic – All males
 - **2019** – All White - 3 males / 4 females
- Injuries to Suspects / Officers
 - **2017** – 0 / 0
 - **2018** – 1 (cut climbing fence) / 0
 - **2019** – 0 / 0

Body cameras, training, supervision and tactics

*MITIGATING
STRATEGIES
RELATED TO
SERVICE DELIVERY*

Body Cameras

- 2011 we were one of the first in Texas to start using body cameras
 - Supervisors monthly review videos of their officers
 - The focus is to constantly improve and to have a dialogue reference any areas of concern
 - Training
 - Use of video footage to critique actions of the officers, for the purpose of improving our reactions to situations
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Mandatory Training by The Texas Commission on Law Enforcement (TCOLE)

- De-escalation training – 2020 - ALL Officers completed
- Civilian Interaction training – 2019 – ALL Officers completed
- Basic Certification (9 officers)
 - Graduate an academy (696 hrs.) or equivalent; 1 year service; complete an Field Training Program; Human trafficking course
- Intermediate Certification (2 officers)
 - Time in grade and formal education equivalent and training hours
- Advanced Certification (3 officers)
 - Time in grade and formal education equivalent and training hours
- Masters Certification (18 officers)
 - Time in grade and formal education equivalent and training hours

LPD Additional Training Mandates


- All Officers & Telecommunicators go through an Field Training Officer program
- All LPD officers are trained in:
 - Mental Health Officers; Response to active shooters; Medical/Self Aid – Buddy Aid; Ethics
- Formal shift trainings on various topics throughout the year

LPD Additional Training

- ALL LPD officers are trained in the following critical skills such as...

Subject	Time
Firearms Training	Quarterly (OT restrictions) TCOLE 1 time a year
Intermediate Weapons Training	Every 2 years
Unarmed Tactics Training	Every 2 years
Police Driving Training	Every 2 years
Firearms Simulator / Decision Training	Every 6 months

Upcoming 2020-2021 initiatives...

- LPD to attain training provider status with Texas Commission on Law Enforcement (TCOLE)
 - Continue to have conversations about implicit and explicit bias...
 - Recognition, engagement, and professional conduct
 - More Supervisor Training
 - Coaching, and counseling skill development
 - SPARK assessments for all staff
 - More unarmed tactics training to instill options and confidence
 - De-escalation!
 - Decision making model versus the continuum
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*Final thoughts...
it is a powerful
& highly
accountable
job*

- We continue to set the standards for policing innovation by...
 - Texas Best Practices
 - Body Cameras & Fleet cameras
 - Wellness Program – Medical /Psychological /Nutrition /Financial /Spiritual /Fitness
 - Community Engagement
 - Professional Development & Training
- Continue to analyze processes and policies...
 - Constant Improvement for efficient and effective police service

Our mission, is to keep this community safe!



Thank you for your continued support of your Lakeway police department!

QUESTIONS / COMMENTS

*EXTRA
MATERIAL*

BAN CHOKEHOLDS & STRANGLEHOLDS



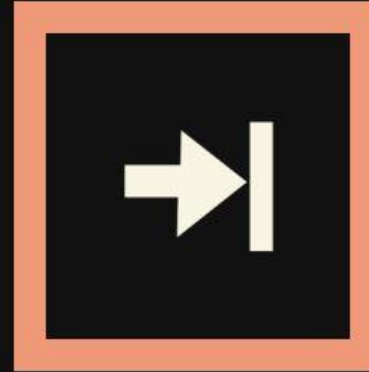
REQUIRE DE-ESCALATION



REQUIRE WARNING BEFORE SHOOTING



REQUIRES EXHAUST ALL ALTERNATIVES BEFORE SHOOTING



DUTY TO INTERVENE



BAN SHOOTING AT MOVING VEHICLES



REQUIRE USE OF FORCE CONTINUUM



REQUIRE COMPREHENSIVE REPORTING



PPCT Resistance/Control Continuum

*Sample
Force
Continuum*

