

# Huntington Beach Police Department Overview



July 6, 2020

Police Chief Robert Handy

# Purpose of Presentation

- Review HBPD
  - Staffing
  - Hiring
  - Training
  - Supervisor/manager/executive development
  - Common questions
  - Community outreach
  - Complaints/accountability data
  - Use of force data
  - Moving forward



## Value Statements

*Our values reflect the fundamental principles of who we are as we serve our community. They guide how we interact with those we come into contact with, no matter the reason for the encounter. Our values also represent our conduct and actions with each other. By following these values, the department can improve our quality of work and morale.*

### Accountability

We recognize the importance of accountability and personal responsibility to our community, to each other and to our Department. We shall model this behavior in our organization and implement accountability at all levels.

### Respect

We are committed to treating others with dignity, taking responsibility for our words and actions with respect to all people, regardless of our differences. We strive to provide a safe, supportive environment in which the community and employees are valued and encouraged to communicate their ideas and opinions.

### Trust

We have committed ourselves to elevated standards of trust, responsibility and discipline while promoting justice in a fair and impartial manner. We maintain the trust of the community by being honest, compassionate and consistent in our actions. We hold ourselves responsible to the highest standard of personal, professional and ethical conduct.



## Service

We value the opportunity to provide service which is courteous, responsive, firm, fair, and effective. We are devoted to the enforcement of laws, crime prevention activities and involvement with our community. We regard the members of our community as partners and a valuable resource in a combined policing effort.

## Teamwork

We collaborate with our residents and businesses to preserve peace, improve quality of life, and protect life and property in the best interests of our city and the community we serve. We work together towards the common goal of providing the best service to our city.

## Integrity

The accuracy of our actions will be defined by professional ethics and personal conduct. We resolve this to be true and consistent, despite the perception or level of difficulty. These values are implemented in all decisions, regardless of its magnitude.



## Vision Statement



*The Huntington Beach Police Department is committed to maintaining a safe and positive working atmosphere that emphasizes accountability, respect, trust, service, teamwork, and integrity. We will adapt, innovate and evolve utilizing a participative management style through highly trained and disciplined employees using the latest technology. We value and respect the accomplishments made by those that came before us, those that are with us, and those that will come after us, as our employees are our most valued asset.*



## *Serving With Honor.*



*The slogan of "Serving with Honor" has been displayed on the Huntington Beach patrol cars for several years. We recognize that working in the field of law enforcement is a noble and honorable profession.*

*At The Huntington Beach  
Police Department we define  
"Serving with Honor" as:*

***Serving the community  
with dignity and respect  
while striving for the  
highest level of public safety.***

# Hiring Process

- Applications: Continuous Recruitment for Sworn Officers and Dispatchers
- 364.5 Total Funded Positions 2019/2020
  - 222 sworn positions
  - 142.5 civilian full and part time
- Current Vacancies
  - 6 sworn
  - 11 civilian

# Hiring Process for Sworn

- Application
- Written Exam
- Physical Fitness Test
- Oral Board Interview
- Invasive Background Check
- Polygraph
- Chief's Interview
- Extensive Psychological Written Test and Interview with Psychologist
- Medical Evaluation



# New Hire Training

- 6 Months Academy Training
  - 1004 hours of State mandated training with extensive testing throughout
- 2 Week Orientation Training with HBPD
- 6 Months of Field Training with HBPD Officer
- 1 Year Probationary Period
- Regular Annual Training

# In Service Training

- 12-24 Hours of Mandated Training Required by State
- HBPD Each Officer Receives 120-200 Hours per year
  - Domestic violence, firearms, first aid, de-escalation, crisis intervention, driving, ACT, tactics, Simunition & Simulation, DTB's (policy training) and various other specialty areas and topical training
- Simulation Training
  - Latest technology to create realistic video scenarios
- Simunition Training
  - Realistic scenarios using actors
- Instructor Development
  - 10-20 hours additional per year for each specialty (firearms, ACT, etc.)
- Outside Classes
  - 2019 \$196k spent on outside development, includes travel expenses or expenses to bring instructors in to HBPD

# Supervisory/Management Development

- New Sergeants:
  - 2 Week P.O.S.T. Supervisor School
  - After 2 years, P.O.S.T. Supervisory Leadership Institute (SLI)
- New Lieutenants
  - 3 Week P.O.S.T. Management School
- Senior Leadership Training: Senior Lieutenants or Captains
  - One or more of multiple schools: FBI National Academy, ELI @ Drucker, Harvard/Kennedy School, P.O.S.T. Command College, PERF SMIP Class or P.O.S.T. Executive Development



# Equipment Investments

- Equipment investments to improve performance under stress, lower levels of force required and reduce injuries to suspects and officers
  - Simulation lab
  - Simunition/practical scenario based training equipment
  - Tasers
  - Less lethal tools: 40mm and Pepper Ball technology
  - Body worn cameras

# Common Recent Questions

- De-Escalation
- California State Senate Bill (SB) 230
  - Requires officers to use de-escalation techniques, crisis intervention tactics and other alternatives to deadly force whenever feasible. Requires duties to be carried out fairly without bias
- Duty to Intervene
  - Required by state law and our policy
- Shooting at Moving Vehicles
  - Limited by our policy to situations where no other reasonable means exists to stop the threat

# Common Recent Questions

- Use of “Choke Holds”
  - HBPD has never used “choke holds’ but have utilized the carotid control technique in the past. Recently suspended the use of the carotid control technique
- Comprehensive Reporting
  - Use of force reporting required, supervisor investigations approved up through the Assistant Chief
- Use of Force Continuum
  - Outdated, not practical or current industry standard. Use of force options, more like a menu of reasonable options given specific circumstances versus a linear stair step continuum is current industry standard



# Common Recent Questions

- Require Alternatives Before Shooting
  - HBPD policy requires evaluation of other techniques or resources if reasonably available
  - Established State and Federal Law recognizes the requirement to evaluate officers decisions based on what the officer knew at the time, the totality of circumstances and a reasonable officer standard. Established law also eliminates the hindsight argument recognizing officers make split second decisions with limited information.

# Community Outreach and Relationship Building

- Community Based Policing (CBP)
  - Building trust/legitimacy
  - Preventing and solving crime
  - Problem solving
  - Establishing and maintaining a safe and healthy community
- Various systems and mechanisms put into place to enhance CBP
  - Geographical policing
  - Huntington Beach Police and Community Foundation
  - Search and Rescue
  - Volunteer Programs
  - Internships

# CBP Programs

- Citizens Academy
- Spanish Citizens Academy
- “With a Cop” programs
  - Coffee, shop, surfing, fishing
- Equestrian partnerships
  - At risk and special needs
- HB LEAD-youth leadership





# CBP Programs

- Neighborhood Watch
- Geographical policing
  - Downtown, Southeast, Southwest, Northwest, Northeast
- Know Your Limit program
- Downtown ambassadors
- Every Fifteen Minutes program



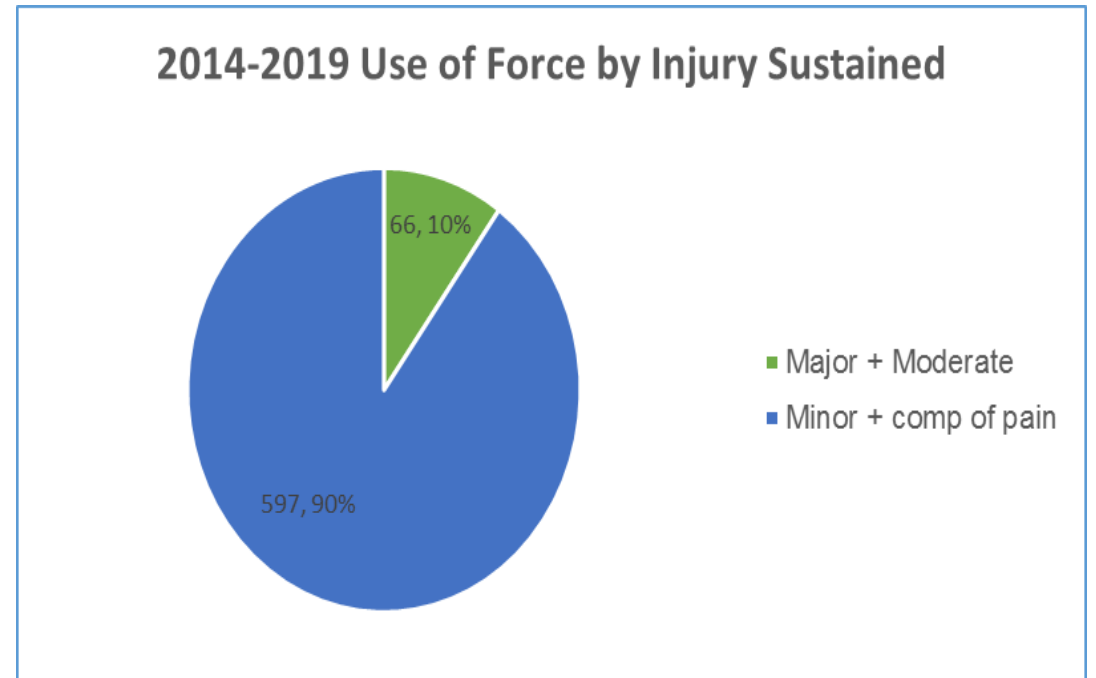
# CBP Programs

- Probation partnerships
- Mental health clinician partnerships
- Homeless outreach efforts
- Underage drinking education and prevention
- Juvenile diversion and dispute resolution partnerships with Waymakers



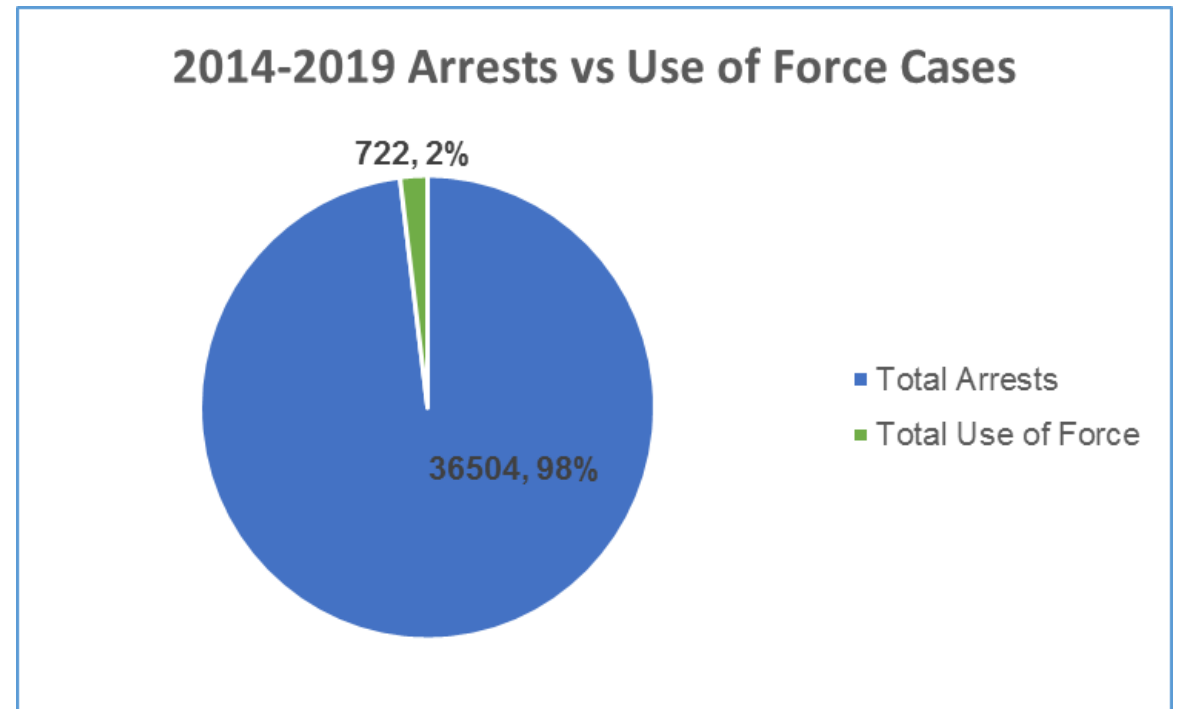
# Use of Force Data

- 90% of uses of force involve minor injury or complaint of pain
- 10% involve moderate or major injury



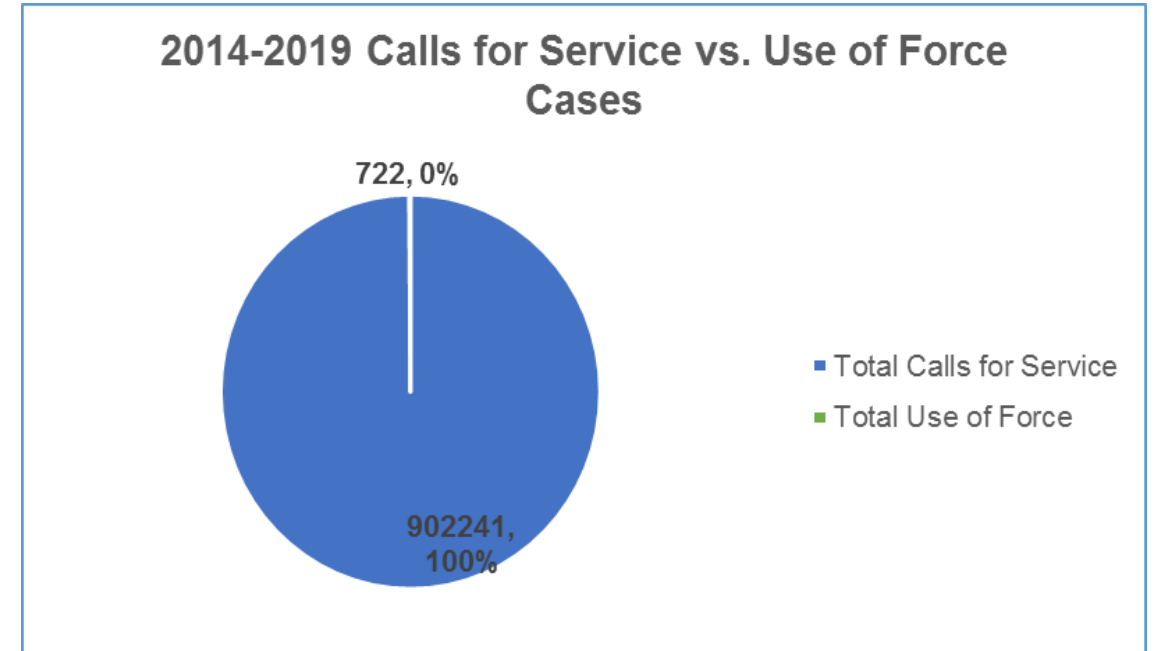
# Use of Force Data

- Since 2014 less than 2% of arrests involve a use of force
- 67% of uses of force occur on a call for service
- 33% of uses of force occur during officer initiated activity



# Use of Force Data

- Since 2014 less than .01% of calls for service result in use of force



# Body Worn Cameras

- Program began in 2015
- Started with volunteers
- Expanded to patrol officers, all uniformed officers, all sworn officers
- Policy on usage
  - Originally officer discretion
  - Critical situations now mandatory



# Complaint Data

- Government Code requires us to investigate citizen complaints
- Many involve issues over enforcement such as “I did not deserve this citation,” etc.
- More and more are easily resolved with body worn camera footage
- Complaints are generated externally by stakeholders or internally by supervisors
- Every complaint is investigated thoroughly and reviewed by a manager and member of the executive team
- Average number of complaints per year over last 5 years
  - 59 total complaints
  - 23 citizen complaints
  - 36 internally generated
  - 26 were sustained

# Employee Accountability Data

- We have non discipline systems in place to improve performance: Training Logs, Sergeant Logs or “Comment Logs” and employee evaluations are all used to improve performance and minimize mistakes
- Since 2014 we have served formal discipline 160 times
  - Official reprimand, suspension or termination
- Separations
  - 11 employees (sworn and civilian) have left over the last 5 years either through resignation, retirement or termination due to internal investigations

# Moving Forward

- Establish a Community Advisory Board
- Broaden mandatory use of body worn cameras
- Complete a thorough review of Department training
- Complete a thorough review of Department's use of force review procedures and policies
- Work with the City Manager's Office to determine what, if any, community issues/concerns could be handled by non-sworn personnel in other departments

# Questions