



Use of Force Recommendation

#65

*Commending
de-escalation techniques*



Agenda

- Objective
- Recommendation Highlights
- Current Policy
- Gap Analysis
- Industry Trends
- Pros and Cons
- Proposed Action
- Questions



Objective

Promote employee wellness with proper recognition for excellent performance.



Recommendation Highlights

MPD should commend officers who demonstrate appropriate use of force or restraint in accordance with department policy and who practice de-escalation techniques in the field.

It is important for MPD to track positive behavior related to use of force in addition to tracking areas for improvement. Doing so will help reinforce training and potentially increase morale. The Los Angeles Police Department, the Denver Police Department, and the Philadelphia Police Department are among the many departments that have implemented awards for officers who demonstrate de-escalation techniques in the field.

Current Policy : *DPM 1.11.30* *Awards & Commendations*



	Award	Qualifier
1	Medal of Honor	Awarded to the member who distinguishes him/herself conspicuously by gallantry, heroism, and courage at the risk of his/her life, above and beyond the call of duty, when faced with a violent conflict involving themselves or a third party.
2	Medal of Distinction	Awarded to a member who distinguishes him/herself by bravery in action in a potentially hazardous situation. The act performed must render the recipient well above the standard expected.
3	Lifesaving Medal	Awarded to members directly responsible for saving a human life where the recipient was not placed in personal danger.
4	Medal of Excellence	Contribution to the Mesa Police Department in an exemplary manner, which typifies excellence in the mission and values of the organization and have contributed to the police profession in an outstanding manner.
5	Commendation	Recognition of outstanding performance on difficult police operations, or situations requiring exceptional dedication

Recommendation

Gap Analysis

Current Policy



PERF suggests to designate an award such as a;

“Preservation of Life Medal”.

Heroic example;

[“EIGHT DENVER POLICE DEPARTMENT OFFICERS AWARDED FOR SHOWING RESTRAINT WHEN GUNFIRE WOULD HAVE BEEN JUSTIFIED.”](#)

When Denver police Cpl. William Bastien IV saw a gun barrel pointed toward him, it looked as wide as the mouth of a coffee mug.

The world went silent as he watched a 14-year-old aim at him.

Bastien, though, did not fire his gun. Instead, he realized he had enough protection from his car and ordered the boy to drop the gun.

The boy listened, dropped his pistol and lay on the ground. The incident, which unfolded in a matter of seconds in a park in Montbello, ended peacefully.

“I didn’t want to shoot a kid,” Bastien said Thursday. “He had the drop on me. He was ready. Hopefully, he never forgets that day. Hopefully, he remembers me for the rest of his life, and it stops him from doing stupid things.”

-Denver Post
April 19, 2018

- 1. Medal of Honor**
 - Courage at the risk of their own life
- 2. Medal of Distinction**
 - For an act performed that renders the recipient well above the standard expected.
- 3. Medal of Excellence**
 - Exemplary contribution to the mission and values of the organization.
- 4. Commendation**
 - Outstanding performance

Agency	Policy specifically to address de-escalation
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Buckeye	<i>No</i>
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Chandler PD	<i>No</i>
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MCSO	<i>No</i>
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Phoenix	<i>No</i>
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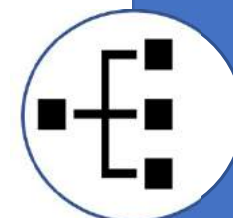
San Diego	<i>No</i>
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Surprise PD	<i>No</i>
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Tempe PD	<i>No</i>
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Tucson PD	<i>No</i>
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Industry Trends



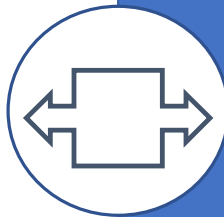
Pros and Cons

*Reasons **for** adopting the recommendation*

- *Improve officers experience (PERF)*
- *Re-enforce the department's values*

*Reasons **against** adopting the recommendation*

- *Adding more department medals weakens the value and traditions of our existing medals*
- *Four of the current MPD awards are applicable to the Denver scenario presented earlier*
- *The regional trend is to recognize de-escalation techniques with current award structure*
- *The agencies PERF referenced were surveyed*
 - *LAPD response "No, we've never heard of such an award"*
 - *Denver now uses an award called Superior Tactics and Response Award, aka STAR*



Proposed Action

Adopt PERFs recommendation that;

MPD should commend officers who demonstrate appropriate use of force or restraint in accordance with department policy and who practice de-escalation techniques in the field but use existing department awards for this purpose.



Discussion