



# Use of Force Recommendation

## #65

Guidance for

*Commending  
de-escalation techniques*



# Agenda

---

- Recommendation Highlights
- Gap Analysis
- Discussion Points
- Committee Feedback
- Further Analysis
- Final Guidance



# 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.

# Gap Analysis

## Recommendation

PERF suggests the designation of an award such as ;

**“Preservation of Life Medal”.**

## Current Policy

### 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.

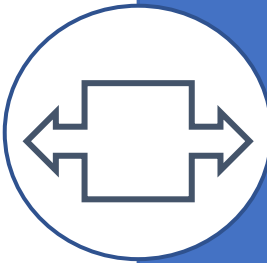
### 4. Commendation

- Outstanding performance



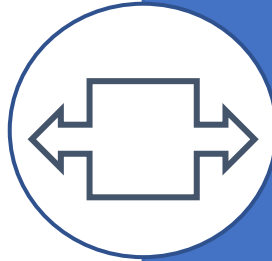
## *Reasons **for** adopting the recommendation*

- *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*
- The regional trend is to recognize de-escalation techniques with current award structure*



# Committee Feedback

- Labor organizations had no opposition to recommendation
- Community members supported the proposal to;
  - Recognize members for using restraint
  - Keep current award structure
  - Requested the dept to find a way for the public to see this through the media
  - This would encourage and recognize officers who did the right thing
- Members recognized that often situations are part of doing your job and may not be medal deserving
  - Lives saved with use of Naloxone was exemplified



# Further Analysis

PERF recommended following the lead of three other agencies and offered magazine articles dated 2012, 2016 and 2018 as examples of successful uses.

Each agency was contacted.

- One had changed the name of the Award to Superior Tactics and Response Award.
- The other two agencies no longer use the award.





## Final Guidance

MPD should partially adopt PERF's recommendation to 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 instead of creating a new medal.



Discussion