

## BERKELEY POLICE DEPARTMENT

DATE ISSUED: January 1, 2017

GENERAL ORDER U-1

SUBJECT: USE OF FORCE TRAINING REVIEW BOARD

### PURPOSE

- 1 - This policy establishes a Use of Force Training Review Board (TRB) to review use of force incidents by department employees in order to identify organizational and individual employee training needs.

### POLICY

- 2 - The Berkeley Police Department will objectively evaluate all use of force incidents by its employees to ensure that applied force is consistent with department authorized training and best practices. A TRB will be established to review all use of force reports. The TRB's review will be independent and not related to any internal or external administrative investigation. The board shall consider use of force trends, as well as individual employee and departmental training needs.

### BOARD COMPOSITION

- 3 - The TRB will be made up of the following members:
  - (a) Personnel and Training Bureau Lieutenant or his/her designee;
  - (b) Firearms Training Unit Coordinator or his/her designee;
  - (c) Defensive Tactics Unit Coordinator or his/her designee.
  - (d) Additional subject matter experts may be included at the discretion of the Personnel and Training Bureau Lieutenant.

### REVIEW PROCESS

- 4 - The TRB will meet monthly to review all use of force incident reports and referrals. The department will use these reviews to help shape departmental training priorities and content and to identify individual employee training needs. They will summarize the findings from the monthly meeting in a memorandum sent to the Chief of Police via the Professional Standards Division Chain of Command.
- 5 - If an individual employee training need is found during a review, the board will identify and recommend remedial training if they feel it is needed, and submit their recommendations to the Chief of Police via the Professional Standards Division Chain of Command. Any approved training will be coordinated through the Personnel and Training Bureau.

**\*Entire General Order is new.**

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### REFERRALS

- 6 - The Chief of Police may refer use of force related complaints to the TRB for remedial training if he or she determines the complaint was generated from a specific training need and is best resolved through training rather than discipline. The TRB will identify the training need, and submit a recommended remedial training plan to the Chief of Police via the Professional Standards Division Chain of Command. Any approved training will be coordinated through the Personnel and Training Bureau.
- 7 - If an Internal Affairs Board of Review is called to evaluate a use of force incident, that process will run separate from the TRB. If a Board of Review identifies training issues during their evaluation they will include training recommendations or TRB referral for training in their findings to the Chief of Police.
- 8 - Any supervisor may refer an incident to the TRB that does not have a use of force report associated with it, but identifies a use of force related training need. Supervisor referrals should be sent to the Personnel and Training Bureau Lieutenant who will distribute them to the TRB.

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