

# WE WILL NEVER WAIT

A COMMITMENT TO OUR COMMUNITY



## SAN RAFAEL POLICE DEPARTMENT



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## MESSAGE FROM THE CHIEF OF POLICE

Police professionals across our nation are being asked to address issues of use of force, racial injustice, and to look at practices and procedures in a new light. As the leader of the San Rafael Police Department I want to assure our community that our department is committed to being part of the solution and working with City leaders and our community to find better ways for us to serve. We in law enforcement must continue to improve and hold ourselves to a higher standard.

The men and women of the San Rafael Police Department are committed to providing professional, fair, compassionate, and dedicated law enforcement with integrity and respect. We place the highest value on human life and that value supports our training in areas such as de-escalation, use of force options, and Crisis Intervention Training. We strive to hire officers who are empathetic, compassionate, have a strong duty to serve, and who want to make a positive difference in their community. No officer wants to use force in the course of his or her duties.

I am proud of the work that each of our officers and professional staff perform each day for our community. I believe we conduct ourselves with the community's best interests in mind and give our best effort every day. Our community is watching as City leaders and our Police Department respond to the challenges facing us. People are waiting for actions, not words. I stand ready, along with my fellow officers, to work with our community to listen and make changes that guarantee the safety and security of human and civil rights for all people in San Rafael.

Diana Bishop  
Chief of Police





## REQUIRE DE-ESCALATION

The San Rafael Police Department has been a leader in California regarding de-escalation and force options training. We have incorporated de-escalation as part of our defensive tactics, firearms and less than lethal weapons curriculum for decades. Since 2003, the San Rafael Police Department committed to provide Crisis Intervention Training (CIT) to our officers. Our patrol officers attend a 32-hour course on Crisis Intervention to educate them on interacting with people suffering from mental illness. We employ a licensed therapist as a Mental Health Outreach Liaison to assist officers in interacting with and finding resources for those with mental illness and those experiencing homelessness in our community.

## VERBAL WARNINGS

San Rafael Police Officers continually train, that where feasible, the officer shall, prior to the use of force, make reasonable efforts to identify themselves as a peace officer and to warn that deadly force may be used, unless the officer has objectively reasonable grounds to believe the person is aware of those facts.

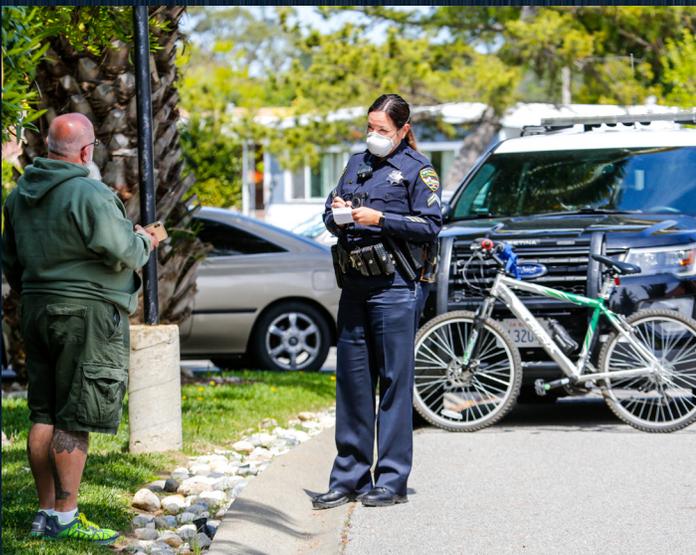
When safe and reasonable, San Rafael officers are trained to use other available resources and techniques when determining whether to use deadly force.



## EVALUATE ALL REASONABLE ALTERNATIVES

The San Rafael Police Department trains all our officers in de-escalation techniques.

San Rafael Police Officers are trained that when it is safe and reasonable to do so under the totality of the circumstances, officers should evaluate the use of other reasonably available resources and techniques.



## USE OF FORCE CONTINUUM

Police officers are required to make split second decisions in rapidly changing situations and environments. Our officers are trained and required to be objectively reasonable and choose the appropriate level of force based on the totality of the circumstances.

This is consistent with our use of force policy, is in line with Penal Code Section 835a, and Use of Force Reform Bill AB392.

Vesting officers with the authority to use reasonable force and to protect the public welfare requires monitoring, evaluation and a careful balancing of all interests. The Department recognizes and respects the value of all human life and dignity without prejudice to anyone.

*“The San Rafael Police Department is a well-trained and professional department. We take pride in practicing the tools obtained in de-escalation, racial profiling, and bias based policing trainings. On a consistent basis we have open discussions with all personnel about events that have occurred locally as well as across the United States. We evaluate each situation and take the opportunity to learn and improve. It is with these steps that we all become better at what is a very dynamic profession. This is one way we hold ourselves to a higher standard.”*

Diana Bishop  
Chief of Police



## DUTY TO INTERVENE

Any San Rafael Police Officer present and observing another officer using force that is clearly beyond that which is objectively reasonable under the circumstances shall, when in a position to do so, intercede to prevent the use of unreasonable force. An officer who observes another employee use force that exceeds the degree of force permitted by law should promptly report these observations to a supervisor.

## BAN CHOKEHOLDS & STRANGLEHOLDS

The San Rafael Police Department does not train our members on the use and application of strangleholds, chokeholds, or the carotid control hold; therefore, it is prohibited by our officers to apply these holds.

## BAN SHOOTING AT MOVING VEHICLES

Our policy limits and restricts our police officers shooting at moving vehicles. Shots fired at or from a moving vehicle are rarely effective.

An officer should only discharge a firearm at a moving vehicle or its occupants when the officer reasonably believes there are no other reasonable means available to avert the threat of the vehicle, or if deadly force other than the vehicle is directed at the officer or others. Officers are trained that they should not shoot at any part of a vehicle in an attempt to disable the vehicle.

## REQUIRE COMPREHENSIVE REPORTING

San Rafael Police Officers who are involved in any use of force are required to promptly notify their supervisor and document the incident in a detailed report. The supervisor then fills out an independent Use of Force report that is sent to the police department's command staff. All body worn camera footage is reviewed by supervisors to determine if the officer is out of policy or more training is warranted. The report is forwarded to the Chief of Police for final review.

All uses of force are tracked by type of force used and the officer(s) using the force. This tracking allows command staff to identify any training needs and acts as an early warning system.

## OVERSIGHT AND ACCOUNTABILITY

The Chief of Police reports directly to the City Manager who reports to the City Council. Significant matters of employee discipline and misconduct are coordinated with the City's Human Resources Department and the City Attorney's Office. Both entities are completely independent of the Police Department and nonpolitical and nonpartisan.

San Rafael Mayor Phillips has assembled a committee that includes community representatives, local elected officials, and city staff to meet to discuss the eight points regarding police use of force brought forward by Campaign Zero. The work of this group will be shared with the broader community through public meetings such as our City Council meetings. The group's first meeting is scheduled for June 24, 2020.



**2019**

In 2019, there were **66** reports taken requiring the use of force.

**49,105** Calls for Service

**2,189** Calls for Service Resulting in an arrest

**2,443** Arrests (254 reports with more than 1 arrest)

**66** Use of Force Reports\*

**4%** of calls for service resulted in an arrest

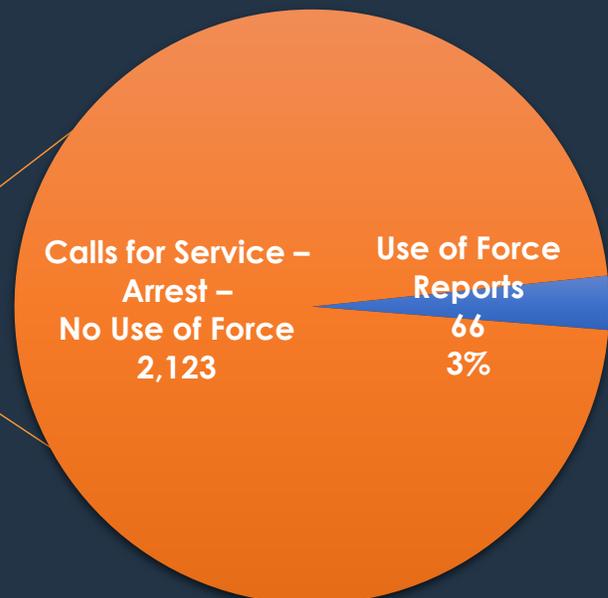
**3%** of arrest reports required use of force

**Calls for Service Resulting in an Arrest**



Total: 49,105

**Calls for Service Resulting in an Arrest Requiring Use of Force**



Total: 49,105

**0.13%** of calls for service resulted in the use of force

\* None of the uses of force involved an officer discharging a firearm, and none resulted in great bodily injury or death.

## BODY-WORN CAMERAS

In 2014, the San Rafael Police Department became the first department in Marin County to utilize body worn cameras agency wide. Every uniformed officer in the department, to include the Chief of Police, wears a body worn camera while on duty and engaging with the community.

The use of recorders is intended to enhance the mission of the Department by accurately capturing contacts between members of the Department and the public.

Our body worn camera program policy states, "The portable recorder is expected to be activated prior to, or upon arrival to any call for service, including self-initiated activity."



## POLICE OFFICER TRAINING

The San Rafael Police Department has been a leader in California regarding de-escalation and force options training. We have incorporated de-escalation as part of our defensive tactics, firearms and less than lethal weapons curriculum for decades. We utilize scenario and reality-based training and testing to ensure our officers understand the concepts of de-escalation.

The San Rafael Police Department committed to provide Crisis Intervention Training (CIT) to officers beginning in 2003. Officers attend a 32-hour course on Crisis Intervention to educate them on interacting with people suffering from mental illness.

The San Rafael Police Department has conducted regular training in Racial Profiling and Bias Based Policing since 2003. Two San Rafael Police supervisors are certified Bias Based Policing Instructors. They received their certification from the Museum of Tolerance – Simon Wiesenthal Center. The original training block was specific to Racial Profiling. It was expanded to recognize that all people have personal biases, but officers must remain fair and impartial in their actions and decisions.

Every recruit who attends a California Police Academy receives training in Bias Based Policing. Our officers attend an instructor facilitated refresher course every other year.

The San Rafael Police Department is scheduled to conduct our update training in December of 2020.

## TRANSPERANCY AND POLICIES

A copy of our complete policy manual can be found on the San Rafael Police Department website at [www.SRPD.org](http://www.SRPD.org) under the transparency tab.

We have included a direct link to the entire policy manual:  
[www.srpd.org/downloads/SB978/San\\_Rafael\\_PD\\_Policy\\_Manual.pdf](http://www.srpd.org/downloads/SB978/San_Rafael_PD_Policy_Manual.pdf)

## CONNECT WITH US

[www.srpd.org](http://www.srpd.org)

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