



OFFICE OF INDEPENDENT REVIEW

**REPORT FOR THE PERIOD OF
OCTOBER 1, 2020 TO DECEMBER 31, 2020**

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Independent Reviewer**

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Community Coordinator**

ABOUT THE OFFICE OF INDEPENDENT REVIEW

The Office of Independent Review (OIR) works to strengthen community trust in the Fresno Police Department (FPD) by providing a neutral, third-party review of police policies, procedures, strategies, and Internal Affairs (IA) investigations. The OIR operates independently of the FPD and will provide City leaders and the public with an objective analysis of policing data, actions, and outcomes. The OIR analyzes complaints filed by citizens and those initiated by the department to ensure they have been investigated fairly and thoroughly. Periodically, the OIR will provide an objective analysis of individual units within the FPD to ensure compliance with policy and procedure, best practices, and the law. This includes recommendations and findings to increase thoroughness, quality, and accuracy of each police unit reviewed.

The work of the OIR is guided by the following principles:

- Independence
- Fairness
- Integrity
- Honesty
- Transparency
- Participation of Stakeholders, both internally and externally
- Acceptance, Cooperation, and Access
- Obedience to Legal Constraints

In addition, a Citizens' Public Safety Advisory Board, hereafter referred to as the Board, worked to enhance trust, accountability, transparency, and promote higher standards of services in the FPD. This was to increase public confidence in the FPD and work to strengthen and ensure the application of equal protection under the law for everyone in the City of Fresno. The Board also advised the Independent Reviewer (IR) in helping to define, assess, and further develop Community Based Policing citywide. Article VIII of the Board's bylaws provided the board would sunset on December 10, 2020, which has occurred.

The recently established Fresno Commission for Police Reform recommended the formation of a Citizens Oversight Board (COB), which would be created by and approved by Council. Once formed, appointment of members to the COB will be made by the Mayor, subject to a supermajority Council approval. Recommendation #2 states the COB will consist of 11-13 voting members. Nominees may be recommended by community-based organizations, fellow residents, or by self-application.

The Mayor currently is considering potential candidates to serve on the COB. The selections will reflect the racial, ethnic, and socio-economic diversity of the City. To the extent possible, the potential candidates considered will comply with the directives set forth in Recommendation #2.

Mayor Dyer will be contacting councilmembers to discuss potential candidates for the COB.

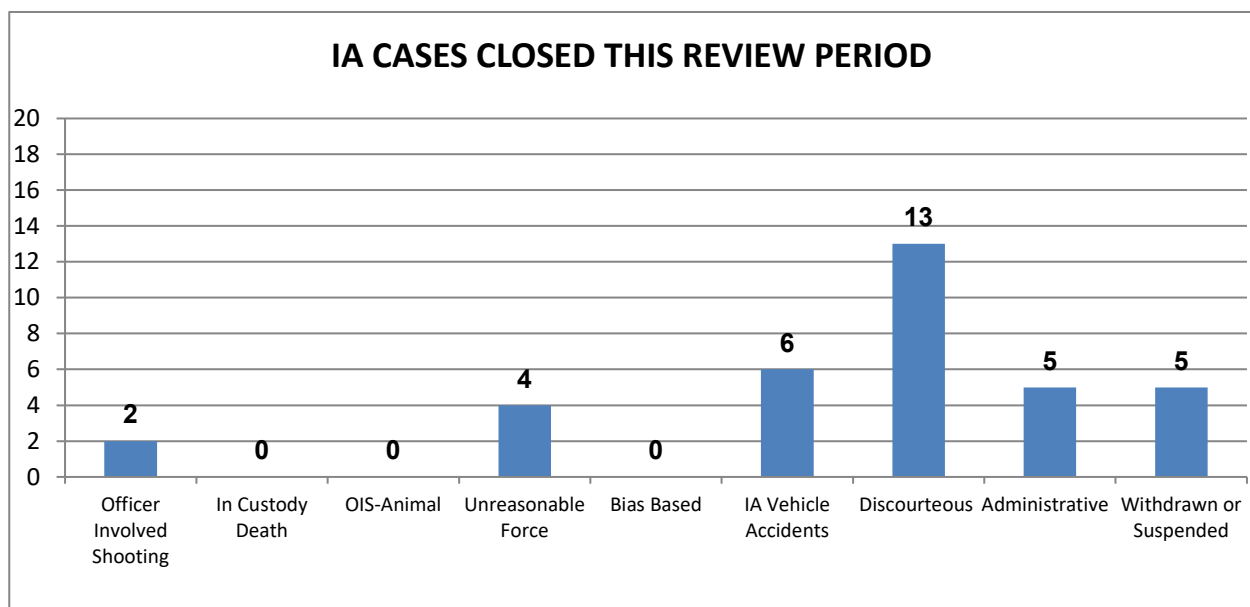
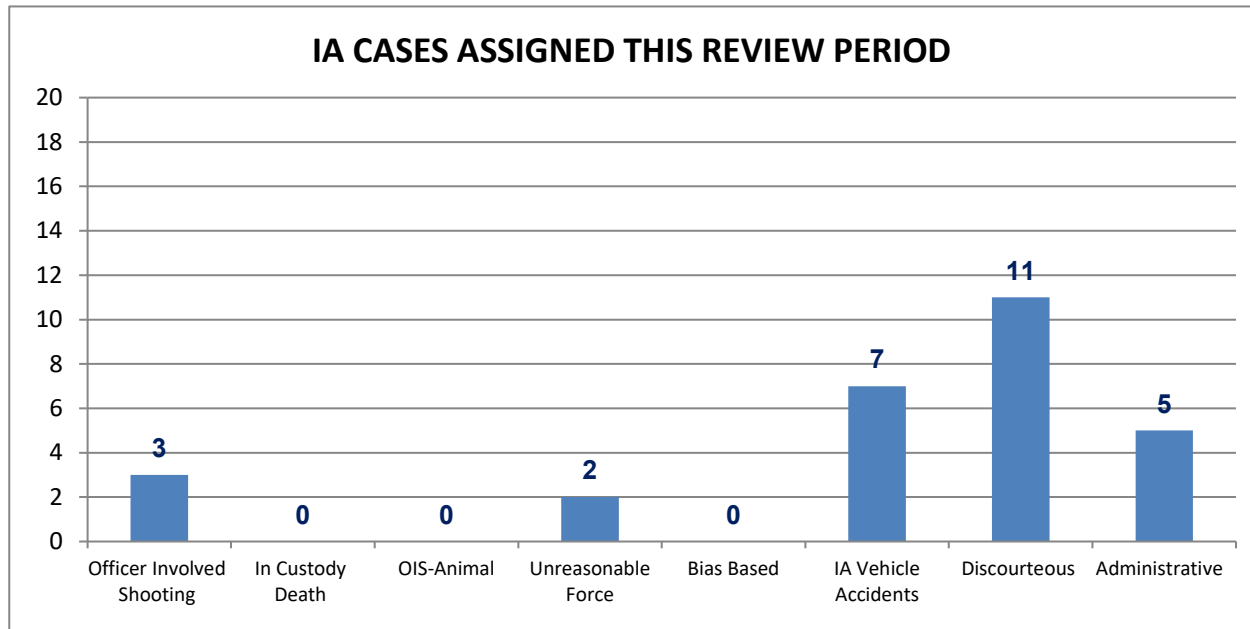
OIR REPORT FORMAT

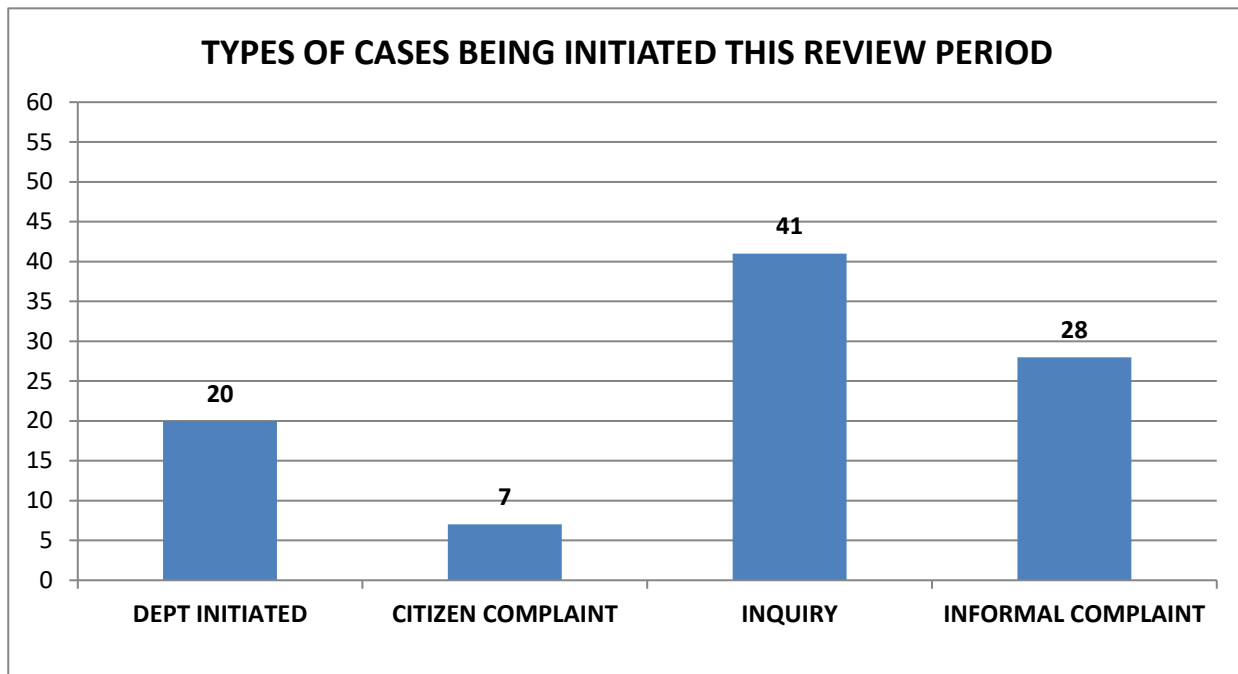
The OIR adheres to the following guidelines, format, and definitions in all quarterly reports:

- Definitions for the terms used are consistent with the definition of terms used in California Legislative documents and the FPD.
- Officers are referred to as “O” and where there is more than one officer involved they will be identified as O1, O2, and so on depending on the total number of officers.
- The charts are grouped by incident type and cases appear in order of case number.
- The incident type charts list all cases which were pending, assigned, or closed during the review period, and where applicable a Year to Date (YTD) chart will be listed.
- All cases in which the FPD IA determined the officer(s) was Exonerated, Unfounded, or Not Sustained are reviewed by the OIR. The findings reached by the OIR for these cases will also be listed. If IA and the OIR have not reached the same decision the OIR explanation will appear following the chart. Cases in which IA deemed officer(s) Sustained will not be reviewed by the OIR.
- All closed Informal Complaint cases, which were addressed by supervisors, are also reviewed by the OIR.
- Cases are not reviewed by the OIR until IA has completed their investigation and the case is classified as closed by IA, thus allowing for all information to be reviewed.
- In the event the OIR proposes a recommendation or corrective action, it will appear directly following the chart summarizing the cases within the specific incident type.
- Recommendations or corrective actions which are not directly related to a charted incident type will appear at the end of the report prior to the summary.
- Activities of the Board and Community Coordinator will appear before the summary.
- The report is previewed by Mayor Jerry Dyer, Assistant City Manager Francine Kanne, Assistant City Attorney Tina Griffin, and Chief Paco Balderrama, prior to finalization. This allows the respective parties an opportunity to respond to recommendations and/or findings, and those responses may be included in the final report. However, their reviews and responses will not alter the recommendations or corrective actions made by the OIR. Responses will appear following the summary.
- All FPD responses to OIR recommendations, to include if the FPD implemented policy or procedure change(s) in response to recommendation(s) listed in the previous quarterly report will be addressed before the summary section of this report.
- Previously when the officer or employee’s employment status changed the cases were no longer listed as pending or closed which created doubt on their status. The cases are now listed as SUSP (Suspended). The FPD still reviews the information to improve training and/or policies and procedures when applicable. In view of the fact the officers or employees are no longer with FPD the cases will not be reviewed by the OIR. A bill requiring the investigation be completed, regardless of employment status, did not pass in 2020 but is under consideration for 2021.
- Beginning with the fourth quarter 2019 report, Officer Involved Shootings involving an animal are now listed in the charts on page four. Per FPD Policy 300.6.1(a) (c), an officer is within policy to use deadly force to stop a dangerous animal, such as a dog.

REVIEW OF INTERNAL AFFAIRS INVESTIGATIONS

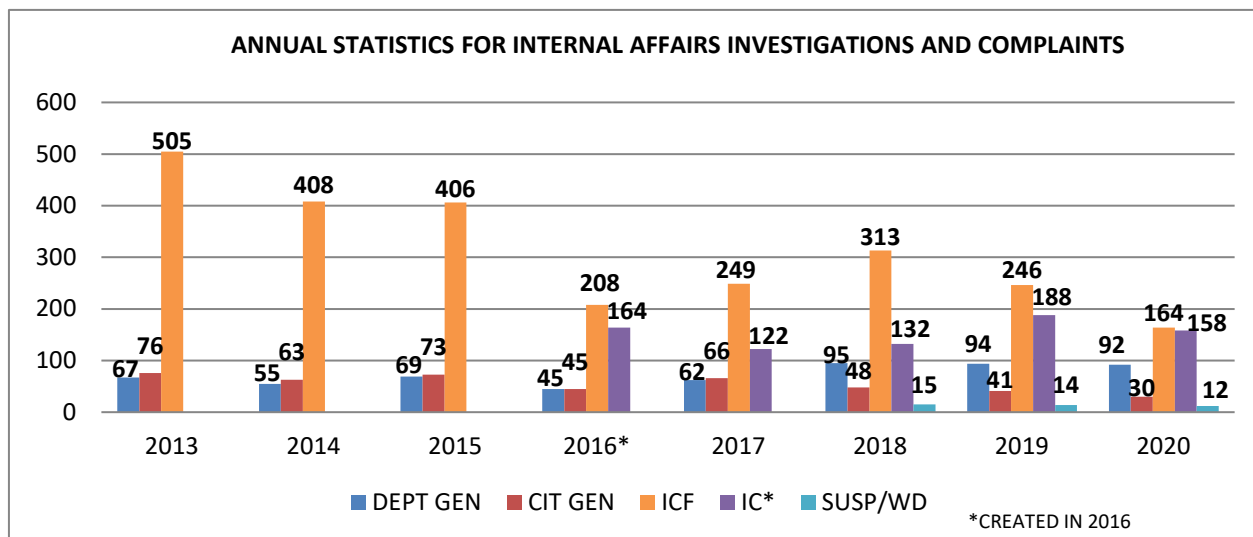
The following charts list the number and types of IA cases assigned and closed during the fourth quarter of 2020. For classification purposes, Discourteous Treatment also includes cases in which the officer was accused of conduct unbecoming of a police officer. The classification of Administrative Matters includes officers accused of violating policies or procedures which do not involve responding to a call for service or interacting with the public.





Inquiry: An inquiry involves a question about the policy or procedures of the FPD. Inquiries may be documented via an Inquiry Complaint Form (ICF).

Informal Complaint: A matter which can be handled at the supervisor level within a district/division and is not reasonably likely to result in disciplinary measures. Generally, complaints handled via this process include minor allegations or general violations. A finding of Sustained, Not Sustained, Unfounded, or Exonerated is required.



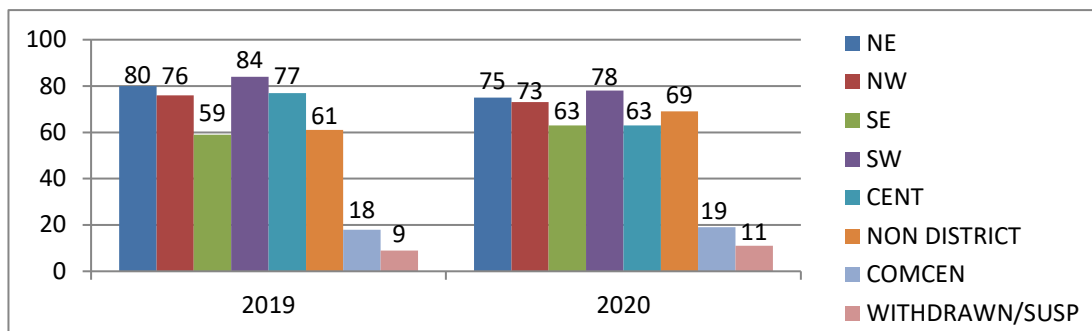
COMPLAINTS ASSIGNED BY POLICING DISTRICT

The following charts reflect the complaints assigned by policing district for the fourth quarter of 2020 and an annual comparison. The purpose of displaying the below is to show the public the level of transparency Mayor Dyer and Chief Balderrama are working to achieve. Four of the five policing districts realized a reduction in complaints in 2020 compared to 2019.

EXPLANATION OF TERMS IN CHART	
NE	NORTHEAST
NW	NORTHWEST
SE	SOUTHEAST
SW	SOUTHWEST
CENT	CENTRAL
NON-DISTRICT	NOT ATTRIBUTED TO A SPECIFIC DISTRICT (OFF-DUTY, ETC)
COMCEN	COMMUNICATION CENTER (DISPATCH)
WITHDRAWN/SUSPENDED	COMPLAINT WAS WITHDRAWN BY CP OR EMPLOYEE IS NO LONGER WITH FPD

COMPLAINTS ASSIGNED BY POLICING DISTRICTS FOR THE FOURTH QUARTER OF 2020									
ASSIGNED	NE	NW	SE	SW	CENT	NON DISTRICT	COMCEN	WITHDRAWN/SUSPENDED	TOTAL
IA CASES	0	4	8	6	2	5	2	1	28
INFORMAL COMPLAINTS	4	3	3	4	4	5	5	0	28
INQUIRIES	9	8	4	11	5	4	0	0	41
4th QTR TOTALS	13	15	15	21	11	14	7	1	97

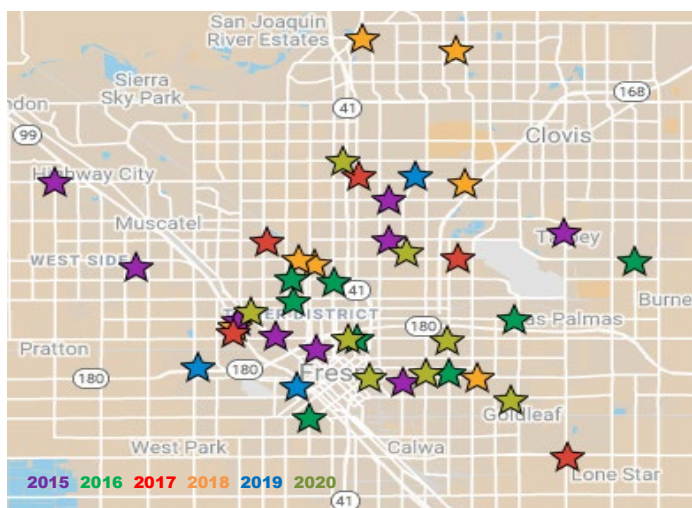
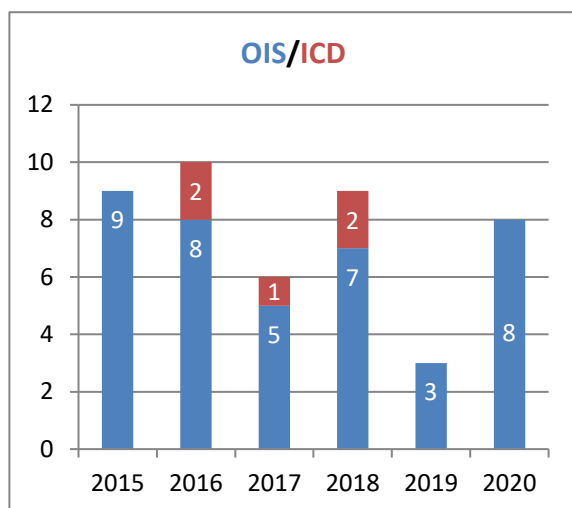
ANNUAL COMPARISON OF COMPLAINTS BY DISTRICT



EXPLANATION OF TERMS AND ABBREVIATIONS

UNF	UNFOUNDED: THE INVESTIGATION CLEARLY ESTABLISHED THE ALLEGATION WAS NOT TRUE. COMPLAINTS WHICH ARE DETERMINED TO BE FRIVOLOUS WILL FALL WITHIN THE CLASSIFICATION OF UNFOUNDED [PENAL CODE 832.5(C)]
EX	EXONERATED: THE INVESTIGATION CLEARLY ESTABLISHED THE ACTIONS OF THE PERSONNEL WHICH FORMED THE BASIS OF THE COMPLAINT DID NOT VIOLATE THE LAW OR FPD POLICY
NS	NOT SUSTAINED: THE INVESTIGATION FAILED TO DISCLOSE SUFFICIENT EVIDENCE TO CLEARLY PROVE OR DISPROVE THE ALLEGATION WITHIN THE COMPLAINT
SUS	SUSTAINED: THE INVESTIGATION DISCLOSED SUFFICIENT EVIDENCE TO PROVE THE TRUTH OF THE ALLEGATION IN THE COMPLAINT BY THE PREPONDERANCE OF THE EVIDENCE.
P	PENDING: THE INVESTIGATION HAS NOT BEEN COMPLETED
O	OFFICER: IF FOLLOWED BY A 1, 2, 3, ETC., INDICATES MORE THAN ONE OFFICER WAS BEING INVESTIGATED
RAI	REQUESTED ADDITIONAL INFORMATION WAS MADE BY OIR BEFORE A DECISION COULD BE MADE
NR	NOT REVIEWED: OIR DID NOT REVIEW THE CASE DUE TO FPD FINDING OF SUSTAINED OR THE CASE WAS SUSPENDED
CP	COMPLAINING PARTY: THE PERSON WHO FILED THE COMPLAINT
SUSP	SUSPENDED: THE OFFICER/EMPLOYEE RESIGNED OR RETIRED PRIOR TO THE CONCLUSION OF THE INVESTIGATION
BWC	BODY WORN CAMERAS: Device affixed to uniforms which records audio and video of interaction with public
DATE ASSIGNED IS THE DATE THE CASE WAS ASSIGNED TO AN IA INVESTIGATOR, NOT THE ACTUAL DATE OF OCCURRENCE	

OFFICER INVOLVED SHOOTINGS (OIS) & IN-CUSTODY DEATHS (ICD) 2015 THROUGH 2020



COMPLETED AND PENDING OFFICER INVOLVED SHOOTING

OFFICER INVOLVED SHOOTING (OIS) AND IN CUSTODY DEATHS (ICD)					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
19-0135	11/22/2019	10/7/2020	W/IN POL SUS	W/IN POL NR	O1 & O2 SHOT SUSPECT ARMED WITH A PISTOL, LATER DETERMINED TO BE A BB GUN; NON-FATAL O1 ACTIVATED BODY CAMERA BUT FAILED TO POSITION IT CORRECTLY
20-0031	3/22/2020	P			Os SHOT SUSPECT ARMED WITH A PISTOL LATER DETERMINED TO BE A PELLET GUN; FATAL OFFICER USED POOR DISCRETION ON BARRICADED SUSPECT
20-0032	3/24/2020	11/9/2020	W/IN POL	W/IN POL	Os WERE SHOT AT BY SUSPECT FIRST, NO INJURIES

OFFICER INVOLVED SHOOTING (OIS) AND IN CUSTODY DEATHS (ICD)					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
20-0061	6/9/2020	P			Os SHOT AT SUSPECT WHO CALLERS STATED WAS POINTING A GUN AT PASSING CARS AND WHO ALSO FAILED TO COMPLY WITH Os COMMANDS; NON-FATAL
20-0089	9/8/2020	P			Os SHOT SUSPECT WHO APPROACHED THEM WHILE HOLDING A REPLICA .45 HANDGUN; NON-FATAL
20-0093	9/19/2020	P			O SHOT SUSPECT WHO REFUSED COMMANDS AND REACHED FOR A WEAPON IN HIS WAISTBAND (REPLICA); NON-FATAL
20-0096	10/2/2020	P			O SHOT SUSPECT WHO CHARGED HIM WHILE BRANDISHING A KNIFE; FATAL
20-0098	10/17/2020	P			Os SHOT SUSPECT WHO HAD JUST MURDERED FAMILY MEMBER AND ADVANCED ON Os WHILE ARMED; NON-FATAL
20-0099	10/18/2020	P			Os SHOT SUSPECT ARMED WITH RIFLE WHO REFUSED COMMANDS TO DROP THE WEAPON; FATAL

During the fourth quarter three new OIS case investigations were initiated and two investigations were completed by IA. IA determined each of the completed OIS investigations were within department policy. This office also reached the same finding and the following reviews, which appear below, explain how the decisions were made.

IA2019-0135: On November 22, 2019, at approximately 11:00 PM, FPD received a 9-1-1 call from a security guard on patrol in a marked security vehicle regarding a man brandishing a gun. The subject told the guard to “call the cops.” Responding officers arrived on scene within four minutes of the call being received. The first officer on scene was met by the security guard who provided a description of the subject. The guard pointed out the area the subject was last seen, which prompted the officers to drive into the large fenced-in parking lot of the business to make contact with the subject.

The first two officers on scene located the subject who was holding a dark colored handgun. Officers immediately began giving commands for the subject to drop the handgun. The subject refused to drop the gun and told the officers to “pull the trigger.” Over the next six minutes the officers tried to get the subject to peacefully surrender. During this time frame the officers tried to get compliance 25 times by attempting to engage in conversation with the subject. In addition to attempting to engage in conversation with the subject the officers instructed the subject to drop the gun 35 times.

A sergeant arrived on scene approximately five minutes later and instructed one officer to utilize the department issued less-lethal (beanbag) shotgun. The officer issued notice to the subject prior

to the deployment of the less-lethal rounds unless he put down the gun. The subject refused resulting in the officer firing three less-lethal rounds, striking the subject one time in the upper torso. The less-lethal had little effect on the subject and he began running across the parking lot away from the officers.

The subject was now running in the direction of a semi-truck which had pulled into the area. Witness and officer statements confirmed a semi-truck pulled into the lot and appeared occupied as the headlights and flashers were illuminated. A vehicle in the background could also be seen on an officer's BWC recording. Concerned for the safety of the driver of the semi-truck the officers pursued the subject.

The two officers and one sergeant followed the subject while advising him to drop the gun five more times. The subject turned towards the officers while still holding the gun in his right hand. One officer and the sergeant fired their duty weapons striking the subject several times. The wounds were non-fatal and first-aid was immediately administered by the officers while they awaited medical aid to arrive.

The following factors were considered when determining if the use of deadly force was within policy:

1. FPD received a 9-1-1 call from a security guard advising a man brandished a handgun and told the guard to call the police. A description was provided.
2. This information was broadcast to the responding units
3. The guard remained on the line until making physical contact with the first officer to arrive on-scene. The guard relayed the same information directly to the second officer to arrive on-scene.
4. The officers entered the business lot and observed a male matching the description. The male was holding what appeared to be a handgun in his right hand.
5. The officers attempted to establish communication with the subject but his responses were either profanity or no response to the officer's questions.
6. At one point the subject responded by telling the officers to "pull the trigger!"
7. Between the three officers, the command to drop the gun was issued approximately 35 times over a six-minute period.
8. Approximately 25 times over the same six minute period, the officers also attempted to obtain compliance by engaging the subject in conversation by asking questions or stating they did not want to hurt him.
9. Following the officer's announcement he was going to fire less-lethal, the subject still refused to drop the weapon he was holding.
10. The officer fired three less-lethal rounds, striking the subject at least once. The subject responded by running away from the officers in the direction of a parked semi-truck which appeared to be occupied.
11. The officers followed the subject instructing him to drop the gun five more times.
12. The subject turned towards the three officers who were now in pursuit with minimal protective cover while the subject was still holding the weapon.
13. Fearing for their own safety in addition to the driver of the semi-truck one officer and the sergeant fired their department issued firearms striking the subject several times

14. Witness statements confirmed the fact the subject was holding a weapon when he approached the guard.
15. Witness statements also confirmed a semi-truck had entered the area and was parked with lights illuminated during the confrontation.
16. All three officer had activated their BWC prior to engaging with the subject, which recorded their commands and application of deadly force
17. Follow-up interviews of the involved officers and witnesses were consistent with one another and the BWC recordings.
18. During an in-hospital interview following the OIS, the subject advised he had used methamphetamine the day of the shooting and had been up for several days. The toxicology report confirmed the presence of methamphetamine.
19. The weapon the subject was holding was later determined to be a BB pistol. However, per the below photograph, it resembles an actual firearm.



Based upon the listed factors, the officers were within [FPD Policy 300, Use of Force](#). Although not factored into the consideration, a letter issued by the Fresno County District Attorney's Office, dated September 21, 2020, stated the officers were justified in the use of deadly force and not subject to criminal charges.

One of the officers was determined to be in violation of the BWC Policy due to the fact he had placed his camera in his pocket during a previous personal break and neglected to reposition the camera prior to arriving on scene. The officer did activate his BWC camera in adherence to policy but only audio was captured as the camera remained in his pocket. The officer's actions were recorded and documented by the BWCs of the other officers. IA arrived at a finding of sustained for this allegation. Matters in which IA reaches a finding of sustained are not reviewed by this office.

The tactics utilized by the officers when following the subject could raise a certain amount of scrutiny as they pursued an armed subject with little or no cover in an open parking lot. However, there was significant concern the subject was trying to make his way to an occupied semi-truck. In view of that concern the officers disregarded their own safety to prevent the subject from creating a possible hostage situation. It was also noted the sergeant was directing the officers to stay behind parked vehicles as they made their way towards the subject. The presence of the occupied semi-truck was also confirmed by non-FPD witnesses at the scene. Attempts to identify and locate the driver of the semi-truck, who immediately left the area, were unsuccessful and his/her identity remains unknown at this time.

In view of the information and evidence reviewed, the use of deadly force in this incident was determined to be **within policy**.

IA2020-0032: On March 24, 2020, at 5:40 PM, officers were on routine patrol and attempted to view the license plate of a vehicle to determine if it was stolen. When the FPD marked patrol vehicle, occupied by two officers, got behind the vehicle the driver sped away at a high rate of speed. The officers then activated their lights and siren. The vehicle began driving erratically and refused to yield. The subject's vehicle was now driving through a residential neighborhood and the officers recognized the potential danger to the public and elected to turn off their emergency equipment. Although not in pursuit, the officers continued to follow the vehicle from a distance.

The subject failed to negotiate a turn and collided with a fence. As the officers pulled up behind the vehicle the driver and passenger exited and ran in opposite directions. The driver was observed carrying a shotgun which he pointed in the direction of the officers. The officers shouted commands for the driver to drop the shotgun however he continued to run while firing the shotgun. Each officer fired one round in the direction of the subject but neither round made contact. The subject refused to drop the shotgun and one officer fired one more round at the subject which did not strike him.

A citizen, who was an off-duty security guard with a permit to carry a concealed weapon, had just exited his apartment and was about to get into his car. The citizen heard the gunfire and observed the subject running at him while still holding the shotgun. The citizen drew his weapon and fired several rounds at the approaching subject striking him one time. The subject dropped the shotgun and ran into the courtyard area of a nearby apartment building.

The officers immediately established a perimeter and gave commands for the subject to get on the ground which he refused to do. The subject broke the window of an apartment and continued to refuse the officer's commands. Another resident of the apartment building who was watching the incident ran past the officers that were on the perimeter and tackled the subject. The officers then moved in and placed handcuffs on the subject and began administering first aid while awaiting medical personnel. As a result the off-duty guard's shots the subject sustained a non-fatal gunshot wound.

The below photograph depicts the shotgun the subject was carrying and firing as he fled.



During a post-arrest interview the subject admitted he was intentionally trying to confront "cops" because he "did not want to live any longer." The subject questioned investigators on why the officers "did not shoot him even after he dropped the shotgun and began reaching into his pocket

for ammunition?” The subject stated he pointed the shotgun at the officers hoping they would shoot and kill him. He added “if I knew it was going to play out like this I would have just shot myself.” During his jail booking process the subject admitted to being an active member of an area street gang. A toxicology analysis revealed the subject had methamphetamine and ketamine in his system at the time of the FPD encounter.

In view of the following facts it is the opinion of this office deadly force was justified:

1. The subject initially failed to yield during the attempted traffic stop and then exited his vehicle while holding a shotgun
2. The subject pointed the shotgun at the officers
3. The subject fired the shotgun as he ran through a residential neighborhood
4. At one point the subject dropped the shotgun and picked it up again which was in defiance of the officer’s commands to surrender.
5. All of the above took place at 5:40 PM, with traffic and residents in the immediate area being subjected to the threat of an individual discharging a shotgun

The following portions of the [FPD Policy 300, Use of Force](#), are applicable:

POLICY 300.6.1 GUIDELINES

“An officer may use deadly force:

(a) To protect himself/herself or others from what he/she reasonably believes would be an immediate threat of death or serious bodily injury.

(b) To effect the arrest or prevent the escape of a subjected felon in the following circumstances:

1. Where the officer has probable cause to believe the suspect has committed a felony involving the infliction or threatened infliction of serious bodily injury or death; and
2. The officer reasonably believes there is a substantial risk of serious bodily injury or death to others if the suspect is not immediately apprehended; and

In addition to the above, the following Supreme Court case also is also applicable in this incident:

Graham vs. Connor, 490 U.S. 396 (1989), which held that courts must look at whether the officer's actions were reasonable based on the information and circumstances confronting that officer at the time. The court stated that the 'reasonableness' of a particular use of force must be judged from the perspective of a reasonable officer on the scene, and its calculus must embody an allowance for the fact that police officers are often forced to make split-second decisions about the amount of force necessary in a particular situation. Not the best decision, only a reasonable decision.

Witness statements, along with body worn camera recordings, confirmed the officer’s accounts of the incident and factored into the finding the use of deadly force was **within policy**.

UNREASONABLE FORCE					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
19-0148	12/31/2019	12/31/2020	EX	EX	CP ALLEGED O1 USED UNREASONABLE FORCE
			SUS	NR	DEPT ALLEGED O2 LACKED DISCRETION
			NS	NS	DEPT ALLEGED O2 VIOLATED BWC
20-0019	2/24/2020	P			CP ALLEGED O USED UNREASONABLE FORCE
20-0028	3/16/2020	10/26/2020	EX	EX	DEPT ALLEGED Os USED UNREASONABLE FORCE
20-0034	3/31/2020	P			CP ALLEGED Os USED UNREASONABLE FORCE
20-0036	3/31/2020	P			CP ALLEGED O USED UNREASONABLE FORCE
20-0037	3/31/2020	P			CP ALLEGED Os USED UNREASONABLE FORCE
20-0037	3/31/2020	P			CP ALLEGED Os USED UNREASONABLE FORCE
20-0039	4/15/2020	11/9/2020	EX	EX	DEPT ALLEGED O USED UNREASONABLE FORCE
20-0059	6/2/2020	P			CP ALLEGED Os USED UNREASONABLE FORCE AFTER DOMESTIC DISTURBANCE
20-0078	8/10/2020	10/21/2020	EX	EX	CP ALLEGED O USED UNREASONABLE FORCE
20-0091	9/8/2020	P			CP ALLEGED Os USED UNREASONABLE FORCE
20-0116	12/22/2020	P			CP ALLEGED K-9 BITE CAUSED NERVE DAMAGE
20-0123	12/31/2020	P			DEPT ALLEGED O USED UNREASONABLE FORCE

During the fourth quarter IA completed four unreasonable force investigations. In each of the investigations IA determined the allegations of unreasonable force were exonerated. In case IA19-0135, IA determined the officer who the CP alleged used unreasonable force did not violate the FPD policy. However, during the course of investigating the allegation made by the CP the department determined another officer on-scene lacked proper discretion during the course of the arrest and arrived at a finding of sustained for this policy violation. The department also identified the second officer's BWC was not activated during the arrest. Although the BWC was not activated, the quickly evolving high threat level incident could fall under the one of exceptions of Policy 450.4, which reads in part:

At no time should an officer jeopardize their safety, or the safety of any other officer, in order to activate a recording device. Officers may use discretion when deciding whether or not to advise a citizen they are being recorded. Generally, officers should not cease recording solely based on the request or demand of a citizen (refer to section 450.14 below).

Based on this exception the IA determined the allegation was **not-sustained**. Each of the completed investigations was reviewed by this office and the IA findings were found to be

correct. Two new unreasonable force investigations were assigned during the fourth quarter. One case was initiated by a complaint filed by a CP, while the other was self-initiated by the FPD.

BIAS BASED					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
20-0074	7/24/2020	P			CP ALLEGED Os DISCRIMINATED AND USED UNREASONABLE FORCE

There was one case pending within this classification and there were no new investigations assigned during the fourth quarter.

DISCOURTEOUS TREATMENT OR CONDUCT UNBECOMING OF A POLICE OFFICER					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
19-0063	5/17/2019	P			DEPT ALLEGED O's DID NOT HANDLE DV CALL CORRECTLY
19-0132	11/15/2019	12/31/2020	SUS	NR	CP ALLEGED Os MISHANDLED INCIDENTS
19-0133	11/15/2019	P			FPD ESDs ALLEGED A CO-WORKER IS CAUSING A HOSTILE WORKPLACE
20-0003	1/9/2020	10/23/2020	SUS	NR	DEPT ALLEGED Os INVOLVED IN OUT OF POLICY PURSUIT
20-0013	2/10/2020	11/5/2020	SUS	NR	CP ALLEGED O CONTACTED HER ON A PERSONAL LEVEL
20-0015	2/13/2020	11/6/2020	SUS	NR	DEPT ALLEGED O1 FAILED TO ACTIVATE BWC AND
			SUS	NR	O1 & O2 FAILED TO PREVENT A PRISONER ESCAPE
20-0023	2/27/2020	12/14/2020	SUS	NR	CP ALLEGED O REQUESTED CITY CREW PICK UP TRASH AT O's PERS RES
20-0024	3/9/2020	11/20/2020	SUS	NR	DEPT ALLEGED O DID NOT OBTAIN CONSENT TO SEARCH
20-0025	3/10/2020	P			CP WAS UNHAPPY HOW O HANDLED HER DV CASE
20-0026	3/11/2020	11/20/2020	SUS x 2	NR	DEPT ALLEGED TWO EMPS WERE ENGAGED IN A HEATED ARGUMENT
20-0029	3/20/2020	P			CP ALLEGED Os DAMAGED AND TOOK PROPERTY DURING SEARCH WARRANT
20-0030	3/20/2020	P			DEPT ALLEGED O IS CREATING A HOSTILE WORKPLACE
20-0056	5/19/2020	10/21/2020	SUS	NR	DEPT ALLEGED MOTOR O INVOLVED IN OUT OF POLICY PURSUIT
20-0057	5/28/2020	P			DEPT ALLEGED O WAS INVOLVED IN AN OFF-DUTY DISTURBANCE/ASSAULT
20-0064	6/18/2020	10/6/2020	SUS	NR	DEPT ALLEGED O1 LOST KEYS TO BUSINESSES
			NS	NS	DEPT ALLEGED O2 LOST KEYS TO BUSINESSES

DISCOURTEOUS TREATMENT OR CONDUCT UNBECOMING OF A POLICE OFFICER					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
20-0065	7/8/2020	P			CP ALLEGED Os FAILED TO CONDUCT PROPER INVESTIGATION
20-0066	7/8/2020	12/22/2020	SUS	NR	CP ALLEGED O DROVE CITY VEHICLE TO A RESTAURANT/BAR
20-0067	7/8/2020	P			CP ALLEGED Os SEARCHED APT WITHOUT WARRANT
20-0072	7/17/2020	11/5/2020	SUS	NR	DEPT ALLEGED O WAS ARRESTED FOR OFF-DUTY DUI
20-0073	7/22/2020	P			IMPROPER CARE OF A FIREARM
20-0074	7/24/2020	P			CP ALLEGED Os MISREPRESENTED THE FACTS OF A TRAFFIC STOP/ARREST
20-0077	8/5/2020	P			DEPT ALLEGED O SUBMITTED INFORMANT PYMT DOCS LATE
20-0080	8/12/2020	P			CPs ALLEGED OFF-DUTY O WAS IN QUARANTINE BUT STILL ENGAGED IN RECREATIONAL ACTIVITIES
20-0083	8/17/2020	P			DEPT ALLEGED O DISPLAYED UNPROFESSIONAL CONDUCT
20-0090	9/8/2020	11/5/2020	EX	EX	DEPT ALLEGED O ENGAGED IN OUT OF POLICY PURSUIT
20-0092	9/18/2020	P			DEPT ALLEGED Os WERE INVOLVED IN OUT OF POLICY PURSUIT
20-0095	9/25/2020	10/26/2020	SUSP	NR	DEPT ALLEGED O WAS INVOLVED IN OFF-DUTY UNBECOMING CONDUCT
20-0097	10/12/2020	P			Os ALLEGED SGT HAS BEEN UNPROFESSIONAL
20-0100	10/19/2020	P			DEPT ALLEGED O WAS INVOLVED IN OFF-DUTY DISTURBANCE IN ANOTHER CITY
20-0101	10/19/2020	P			CP ALLEGED Os ALLOWED SUSPECTS TO ASSAULT HIM WHILE IN A HOLDING CELL
20-0103	10/26/2020	P			CP ALLEGED Os FAILED TO DOCUMENT A DV MATTER
20-0106	11/3/2020	P			CP ALLEGED EMP ACCESSED DATA SYSTEM FOR PERSONAL USE
20-0107	11/5/2020	P			CP ALLEGED O FAILED TO ACTIVATE BWC DURING ARREST
20-0108	11/5/2020	P			DEPT ALLEGED O DISPLAYED CONDUCT UNBECOMING ON AND OFF-DUTY
20-0109	11/5/2020	P			DEPT ALLEGED Os FAILED TO USE PROPER DISCRETION
20-0111	11/20/2020	P			CP ALLEGED OFF-DUTY ESD VIOLATED COURT ORDER

DISCOURTEOUS TREATMENT OR CONDUCT UNBECOMING OF A POLICE OFFICER					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
20-0113	12/9/2020	P			DEPT ALLEGED O WAS ARRESTED FOR POSSESSION OF CHILD PORNOGRAPHY
20-0119	12/29/2020	P			DEPT ALLEGED EMP VERBALLY THREATENED ANOTHER EMP

During the fourth quarter 13 case investigations were completed by IA. Of the 13 completed cases IA arrived at a finding of sustained (employee was in violation of a FPD policy) in 11 of the cases. One case was suspended due to the employee no longer employed by the FPD and one case was exonerated. The fact the FPD determined the employees were in violation of a policy in 85% of the investigation speaks to the department holding their employees to high standards. Eleven new case investigations were also assigned during the same period.

ADMINISTRATIVE OR PERFORMANCE MATTERS					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
20-0047	4/22/2020	11/6/2020	SUS UNF x 2	NR UNF x 2	DEPT ALLEGED O1 IMPROPERLY SEARCHED SUSPECT DEPT ALLEGED Os FAILED TO SEARCH VEHICLE
20-0048	4/23/2020	12/31/2020	SUS	NR	DEPT ALLEGED SGT WAS INSUBORDINATE AND MISUSED DISCRETION
20-0062	6/9/2020	12/15/2020	SUS	NR	DEPT ALLEGED FTO INSTRUCTED O TO DISREGARD NEG MIRANDA RESPONSE
20-0068	7/8/2020	P			DEPT ALLEGED O TEMPORARILY MISPLACED RIFLE
20-0082	8/12/2020	10/6/2020	SUSP	NR	DEPT ALLEGED O FAILED TO COMPLETE REPORTS
20-0086	8/26/2020	P			DEPT ALLEGED Os FAILED TO DETECT FIREARM ON PRISONER
20-0104	10/26/2020	10/26/2020	SUSP	NR	DEPT ALLEGED O LEFT RIFLE UNATTENDED IN SECURED PD LOT (RECOVERED)
20-0105	11/3/2020	P			CP ALLEGED PROPERTY WAS MISAPPROPRIATED
20-0114	12/14/2020	P			DEPT ALLEGED O WAS RESPONSIBLE FOR DAMAGED FPD PROPERTY
20-0115	12/22/2020	P			DEPT ALLEGED EMP ABUSED LEAVE POLICY
20-0117	12/22/2020	P			DEPT ALLEGED EMP HAD EXCESSIVE TARDIES AFTER BEING COUNSELED

During the fourth quarter, five case investigations were completed by IA. Of the five cases, three were determined to be sustained. The remaining two were classified as suspended due to the employee no longer employed by the FPD.

IA VEHICLE ACCIDENTS					
IA CASE NUMBER	DATE ASSIGNED	DATE COMPLETED	FPD FINDING	OIR FINDING	SUMMARY
19-0077	6/21/2019	P			DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0012	2/7/2020	P			DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0053	5/11/2020	P			DEPT ALLEGED O INVOLVED IN AT FUALT ACCIDENT
20-0060	6/4/2020	11/30/2020	SUS	NR	DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0069	7/8/2020	12/14/2020	SUS	NR	DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0071	7/15/2020	11/18/2020	SUS	NR	DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0076	7/28/2020	11/25/2020	SUS	NR	DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0079	8/11/2020	P			DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0081	8/12/2020	11/18/2020	SUSP	NR	DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0084	8/18/2020	P			DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0085	8/20/2020	P			DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0087	8/31/2020	P			DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0088	9/4/2020	11/25/2020	SUS	NR	DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0094	9/24/2020	P			DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0102	10/23/2020	P			DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0110	11/9/2020	P			DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0112	12/3/2020	P			DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0118	12/23/2020	P			DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0120	12/29/2020	P			DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0121	12/29/2020	P			DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT
20-0122	12/29/2020	P			DEPT ALLEGED O INVOLVED IN AT FAULT ACCIDENT

Six vehicle accident investigations were completed during the fourth quarter. In five of the completed investigations IA determined the officer was at fault in the accidents thus reaching a finding of sustained. The sixth case was placed in a suspended status due to the employee no longer employed with the FPD.

INFORMAL COMPLAINTS				
INFORMAL COMPLAINT	DATE CLOSED	FINDINGS	ALLEGATIONS	LOCATION
20-0131	10/23/20	SUSTAINED	BODY CAMERA ISSUES	NE
		NOT SUSTAINED	DISCOURTEOUS	
20-0132	10/23/20	SUSTAINED	ATTENDANCE	NON-DISTRICT
20-0133	10/23/20	UNFOUNDED	DISCOURTEOUS	CENTRAL
20-0134	10/23/20	UNFOUNDED	DISCOURTEOUS	SW
20-0135	10/23/20	SUSTAINED	DISCOURTEOUS	COMCEN
20-0136	10/23/20	UNFOUNDED	INFORMATION RELEASE	NON-DISTRICT
20-0137	10/23/20	SUSTAINED	DEPT PROPERTY - DAMAGED	CENTRAL
20-0138	10/23/20	SUSTAINED	DEPT PROPERTY - LOST	SW
20-0139	11/18/20	SUSTAINED	GENERAL CALL HANDLING	COMCEN
20-0140	11/18/20	UNFOUNDED	GENERAL RESPONSIBILITIES	SE
20-0141	11/18/20	EXONERATED	HANDCUFFING RESTRAINTS	SW
		SUSTAINED	FAILURE TO NOTIFY A SUPERVISOR	
20-0142	11/18/20	UNFOUNDED	DISCOURTEOUS	COMCEN
20-0143	11/18/20	UNFOUNDED	DISCOURTEOUS	NW
20-0144	11/18/20	UNFOUNDED	DISCOURTEOUS	NE
			RACIAL BIAS BASED PROFILING	

INFORMAL COMPLAINTS				
INFORMAL COMPLAINT	DATE CLOSED	FINDINGS	ALLEGATIONS	LOCATION
20-0145	12/31/20	UNFOUNDED	CONSCIENTIOUSNESS	SW
20-0146	12/31/20	NOT SUSTAINED	GENERAL CALL HANDLING	COMCEN
20-0147	12/31/20	UNFOUNDED	DISCOURTEOUS	CENTRAL
20-0148	12/31/20	NOT SUSTAINED	SUPERIOR/SUBORDINATE RELATIONSHIPS	COMCEN
20-0149	12/31/20	EXONERATED	GENERAL RESPONSIBILITIES	NE
20-0150	12/31/20	UNFOUNDED	DISCOURTEOUS	SE
20-0151	12/31/20	UNFOUNDED	INVESTIGATION HANDLING	NE
20-0152	12/31/20	UNFOUNDED	RACIAL BIAS BASED PROFILING	SE
20-0153	12/31/20	UNFOUNDED	UNREASONABLE FORCE	NON-DISTRICT
			DISCOURTEOUS	
20-0154	12/31/20	UNFOUNDED	UNREASONABLE FORCE	CENTRAL
20-0155	12/31/20	UNFOUNDED	GENERAL RESPONSIBILITIES	NON-DISTRICT
20-0156	12/31/20	UNFOUNDED	INFORMATION RELEASE	NW
20-0157	12/31/20	EXONERATED	GENERAL RESPONSIBILITIES	NW
20-0158	12/31/20	SUSTAINED	REPORT PREPARATION	NON-DISTRICT

During the fourth quarter, there were 28 Informal Complaints closed once the investigation was completed. This office reviewed each of the closed cases and determined the appropriate findings were reached by the FPD.

IA INVESTIGATION RESULTS

Below are the annual totals for the allegation findings following the investigations and the levels of discipline issued, or options chosen by the officers/employees, who were determined to be in violation of a FPD policy or procedure.

FINDINGS FOR FORMAL IA INVESTIGATIONS (Based on Closed Date)	TOTAL OF FINDINGS FOR IA CASES CLOSED IN 2020			
	DEPT	CP	OIS	TOTALS
SUSTAINED	68	15	0	83
NOT SUSTAINED	4	4	0	8
UNFOUNDED	1	5	0	6
EXONERATED	3	12	0	15
WITHIN POLICY* *OIS-Person/OIS Dog/Firearm Discharge/Lethal Force	0	0	4	4
WITHDRAWN/CASE SUSPENDED	13	1	0	14
TOTAL FINDINGS	89	37	4	130

DISCIPLINE ISSUED	2014	2015	2016	2017	2018	2019	2020
TERMINATIONS	3	5	7	3	2	8	5
RESIGNED IN LIEU OF	1	0	0	1	0	5	8
RETIRED	0	0	0	0	0	3	3
DEMOTION	0	0	0	0	0	1	0
SUSPENDED	14	13	16	17	32	29	52
PAYMENT IN LIEU OF	1	0	0	0	0	3	1
FINES	0	1	0	0	0	0	0
MEDICAL SEPARATION	NA	NA	NA	NA	NA	3	0
LETTERS OF REPRIMAND	7	11	9	10	15	19	15
TOTAL	26	30	32	31	49	70	84

MATTERS NOT RELATED TO AN IA CASE INVESTIGATION

OBSERVATION #1: Recently policing has undergone many changes and it is anticipated additional changes are forthcoming. This will require law enforcement agencies to further amend their training and policies in order to comply with the changes and creation of various state laws. In California, a state agency, [Commission on Peace Officer Standards and Training](#)¹ (POST) was established by the Legislature in 1959 to set minimum selection and training standards for California law enforcement. The POST organization, with more than 130 staff members, functions under the direction of an Executive Director appointed by the Commission.

POST funding comes from the General Fund and State Penalty Fund (SPF). The SPF receives money from penalty assessments on criminal and traffic fines. Therefore, the POST

¹ Commission on Peace Officer Standards and Training website, "About POST"

Program is funded primarily by persons who violate the laws that peace officers are trained to enforce. No tax dollars are used to fund the POST Program.

The POST Program is voluntary and incentive-based. Participating agencies agree to abide by the standards established by POST. More than 600 agencies participate in the POST Program and are eligible to receive the Commission's services and benefits which include:

- job-related assessment tools
- research into improved officer selection standards
- management counseling services
- the development of new training courses
- reimbursement for training, and
- quality leadership training programs

[Senate Bill 230](#) (Caballero), now codified in part as Penal Code 13519.10, set the following requirements of POST, referred to as the commission:

This bill would require the commission to implement a course or courses of instruction for the regular and periodic training of law enforcement officers in the use of force. The bill would require the commission to develop uniform, minimum guidelines for adoption and promulgation by California law enforcement agencies for the use of force, as specified. The bill would require law enforcement agencies to adopt and promulgate a use of force policy and would state the intent of the Legislature that each law enforcement agency adopt, promulgate, and require regular and periodic training consistent with the agency's policy that complies with the guidelines developed under this bill.

Also, Senate Bill 230 modified Government Code 7286. (b), to set the following for California law enforcement agencies, and reads in part:

(4) Clear and specific guidelines regarding situations in which officers may or may not draw a firearm or point a firearm at a person.

(12) Comprehensive and detailed requirements for prompt internal reporting and notification regarding a use of force incident, including reporting use of force incidents to the Department of Justice in compliance with Section 12525.2.

The requirement was to be implemented by no later than January 1, 2021. In order to comply POST published the [POST Use of Force Standards and Guidelines](#) in October 2020, which was revised in November 2020.

The publication contains 21 standards established by POST regarding, but not limited to, training, procedures, and reporting of the use of force. Standard #6 appears on pages 17 and 18 of the publication regarding the use of a firearm and reads as follows:

Standard #6: An agency shall provide clear and specific guidelines regarding situations in which officers may or may not draw a firearm or point a firearm at a person.

Within the standard are several detailed guidelines, which include #27:

27) Any intentional pointing of a firearm at an individual by an officer should be reported.

At the present time the FPD requires documenting the use of force in the following situations:

300.9 REPORTABLE FORCE DEFINED

Reportable force has occurred when:

- (a) Members (including canines) use force and a person is injured, has expressed a complaint of pain, or has been rendered unconscious;
- (b) Members strike a person with a body part (e.g., fist, foot, elbow, etc.) or any object (e.g., flashlight, clipboard, etc.); or
- (c) Members use (not merely display) a Department issued weapon (e.g., baton, chemical agents, Taser™, less-lethal, shotgun, firearm, etc.) against another.

When any member subjects someone to the use of reportable force, they shall immediately notify a supervisor. Supervisors should also be notified when an individual indicates the intent to pursue litigation, whether or not any force was used.

The United States Court of Appeals for the Ninth Circuit, which has appellate jurisdiction over the district courts in the Eastern District of California (Fresno) determined the “pointing of a loaded gun at a suspect, employing the threat of deadly force, is use of a high level of force.” This statement was made in deciding the case of *Espinosa v. City and County of San Francisco* in 2016. In a more recent case, *Thompson v King County Sherriff’s Department* (2018, the court again acknowledged “We have previously held, in the context of a residential confrontation, that “pointing a loaded gun at a suspect, employing the threat of deadly force, is use of a high level of force.” The decisions by the Ninth Circuit Court support when an officer points a firearm at a suspect the action should be viewed as a use of force.

A review of several departments’ use of force policies determined the following California law enforcement agencies presently require the reporting and documentation of when an officer points a firearm at an individual:

1. Los Angeles Police Department
2. Oakland Police Department
3. Sacramento Police Department
4. San Francisco Police Department
5. San Jose Police Department

RECOMMENDATION #1: As a result of Government Code 7286, the POST publication, and the decisions by the Ninth Circuit Court, it is recommended the FPD amend their policy of reportable use of force to include the pointing of a firearm at an individual. Although the requirement has been established, the manner of which the use of force is documented has been left to the discretion of the individual department. It is suggested the reporting process not impede the ability of the officer to defend themselves. If the process is overly cumbersome and viewed as an infraction an officer may subconsciously hesitate, or even refrain, from drawing their firearm when it is justified to protect their life or the life of another. The requirement to report does not include when an officer draws their weapon and maintains a “low-ready or depressed position.”

FPD RESPONSES TO OIR RECOMMENDATIONS

In the supplemental report released in September there were two recommendations made to the FPD. City leaders and members of the community have asked if the recommendations are considered or implemented by the FPD. To enhance transparency and trust it has always been the practice of this office to print the FPD's response to each recommendation in the subsequent report. The responses are printed verbatim as they are received from the FPD. Since the release of the report the following responses were received. Below is basis for the recommendation, the actual recommendation, and the respective response received from the FPD.

Observation #1: Per FPD Policy 450.10, which appears below, officers should review their BWC recordings before completing their report. Unfortunately, O1 did not capture the use of force on his BWC and therefore he was unable to review the incident before completing his report. In addition, the report was needed the following morning by the District Attorney's Office, allowing minimal time to access and view other officer's BWC recordings.

450.10 REVIEW AND USE OF RECORDINGS

Officers should review recordings to assist with their investigation, prior to the completion of their report. Recorded statements shall be summarized and documented within the narrative of the applicable report. Only official Department devices should be used to review AXON recordings.

This matter was further complicated by the statement included in O1's report, in which he noted his BWC recording was uploaded. O1 did not clarify he discovered his BWC did not begin recording until after the CP was handcuffed. The omission of this clarification created the perception by some that O1 falsified statements in his written report regarding the application of force.

Recommendation #1: FPD should consider amending Policy 450 and Procedure 450 to require officers to include a statement confirming the BWC was activated and functioned properly. The statement should also confirm the recording was reviewed prior to the submission of the report. In the event the recording was not reviewed it should be stated. It is recognized due to unforeseen circumstances there will be times the officers will not be able to review the recordings before completing every report.

In the event a report differs from what appears on the BWC recordings this change may explain the reason it differs and should enhance the trust within the community

FPD RESPONSE: (The text in blue represents the portion of the policy being changed)

450.10.1 REVIEW OF USE OF FORCE RECORDINGS

Officers who are directly involved in a reportable use of force incident shall review their BWC recordings prior to the completion of their report. Officers shall also include the following in their use of force reports;

- a) A statement that the recordings were reviewed prior to the submission of the report;*
- b) If the recording was not reviewed, a statement to that effect and the reason the recording(s) were not reviewed;*
- c) A statement that the BWC was functioning properly and activated at the time of the use of force. If not, then a description of the malfunction if known and/or why the BWC was not activated;*
- d) If the recording begins during the use of force incident, officers will note that in their report and document the portion of the use of force that was not recorded.*

Observation #2: The UOF was reported to the supervisor and a corresponding UOF form was completed and documented based on the information provided by the officer. No further action was requested and the matter was considered closed. However, in view of the fact the officer did not activate his BWC, the recollection of what transpired during the arrest could not be confirmed by viewing the BWC recording. Subsequently, the CP suffered injuries requiring medical treatment.

Recommendation #2: When significant injuries are sustained it is recommended the approving supervisor review available BWC recordings in order to determine if the matter warrants a referral to next level for consideration of an IA investigation.

FPD RESPONSE:

349.4.3 USE OF REPORTABLE FORCE FORMS – GENERAL INSTRUCTIONS

Supervisors shall thoroughly complete an electronic Use of Force Form via the IAPro BlueTeam web interface.

- (a) Whenever possible, the supervisor completing the Use of Force Form should also approve the officer's report documenting the reportable force.
- (b) When a supervisor has used reportable force, a non-involved supervisor shall complete the Use of Force Form.
- (c) Any police report documenting force that caused injury shall be approved by a supervisor. Use of Force Forms will not be completed for officer involved shootings (OIS).
- (d) *Supervisors shall review all available Body Worn Camera recordings which captured the use of force.*

Completion and routing of the Use of Force Form via BlueTeam:

- (a) A copy of the officer's report shall be electronically attached;
- (b) Supervisors shall highlight the portions of the report specifically detailing the use of force;
- (c) *All available Body Worn Camera recordings which captured the use of force shall be linked;*
- (d) *In the comments section of the form, the supervisor shall list the names of staff members in the*

SUMMARY

A collateral function of this office is to engage in community outreach. Since the creation of the Community Coordinator position in this office we have spoken to over 154 organizations, groups, businesses, and schools. However, due to the ongoing COVID-19 pandemic, group meetings and community events have been postponed. In an event to continue our outreach efforts we have begun offering to provide presentations via any of the virtual meeting platforms available, such as ZOOM, WebEX Meeting, and Microsoft Teams, to name a few. We have also recently created an [OIR Facebook](#) and [Twitter](#) page for the public to contact us or view our quarterly reports as they are released.

We recognize this is a very critical time regarding law enforcement accountability and community trust. There are several ways to contact this office and it is our policy to return all correspondence within a 24 hour period with the exception of communications received over the weekend. Our contact information is listed below.

<https://www.fresno.gov/oir>

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