

**Purpose**

This policy establishes uniform standards regarding the use of force by deputies of the Cecil County Sheriff's Office. The goal of this policy is to maintain a balance of self-protection for the deputy while securing the right of every citizen to be safe in his/her person and property.

It is nearly impossible, impractical and unrealistic to effectively predict every possible scenario a deputy might encounter in a use of force situation. Deputies are expected and trusted to use discretion based on training, experience and the facts and circumstances the deputies are faced with to determine a reasonable response in each use of force encounter.

If a deputy uses an improvised technique or tactic, in a dynamic and rapidly evolving situation, the deputy will specifically articulate the need to do so. In addition, the deputy shall articulate and describe the improvised technique or tactic.

We recognize that deputies need to make split-second, life or death decisions that are not capable of precise definition or mechanical application.

Deputies thus need not to avail themselves of the least intrusive means of responding to an exigent situation, they need only act within the range of conduct that is objectively reasonable and proportional.

**Policy**

The value of human life is immeasurable. Respect for the dignity of life of all persons and the value of human life shall guide deputies in their use of force. Sworn staff (deputies) have the responsibility to protect life and restrain wrongdoers, using force, when necessary, in order to fulfill their duties. Therefore, they must use the utmost prudence and restraint in exercising their authority to use force. Any force used must be objectively reasonable under the circumstances, proportional to the threat and consistent with constitutional principles. Members shall attempt to de-escalate prior to using force when appropriate and safe to do so.

**I. Definitions**

**A. Active Aggression** – Subject makes overt, hostile, attacking movements, which may cause injury to the deputy. This aggression may manifest itself through actions including, but not limited to, punching, kicking, striking out with any body part, biting, pushing, or display of a weapon.

**B. Active Resistance** – Subject is making physically evasive movements or behaviors to defeat the deputy's attempt to arrest or gain control. Physically evasive movements or behaviors may include, but are not limited to, physically bracing, twisting, pulling,

verbally signaling an intent to resist custody, and holding onto fixed objects to avoid apprehension.

**C. Conducted Energy Weapon (CEW)** – Less-lethal weapon that emits an electrical energy charge, which causes neuro-muscular incapacitation that affects the sensory and motor functions of the central nervous system.

1. Display - Visible presence of the CEW outside of the holster.
2. Deployment - Pointing a CEW at an individual.
3. Discharge - Delivery of an electrical energy charge via the probes or via drive stun.

**D. Deadly Force** – Any force likely to cause death or serious physical injury, whether the deputy intended to cause death or serious physical injury or not.

**E. De-escalation** – A combination of communication skills, sound deputy-safety tactics and continuous assessment of the threat level that may reduce the need for physical force through the use of verbal persuasion and verbal command(s). Members should use these techniques to prevent or reduce the need for force options when safe and reasonable to do so.

**1. Pre-Incident** – Taking action or communicating prior to a potential force encounter in an attempt to stabilize the situation and reduce the immediacy of the threat faced by the deputy so that time, options and resources may be utilized to resolve the situation without the use of force or with a reduction in the force necessary.

**2. Examples of pre-incident de-escalation include**, but are not limited to, tactical use of cover (using time, distance, positioning and/or barriers, requesting additional personnel or specialized units or equipment), and use of verbal communication strategies (exercising persuasion / offering advice / CIT).

**3. Incident Assessment** – Continually reassessing the situation to ensure the level need for force is still necessary / appropriate, and attempting to de-escalate the situation when possible.

**4. Post-Incident** – Taking action or communicating after a use of force to stabilize the situation. Examples of post-incident de-escalation include, but are not limited to, placing the individual into a recovery position, maintaining an open airway, transitioning custody to a non-involved deputy, establishing a professional rapport, rendering first aid techniques as soon as it is safe to do so, and immediately summoning emergency medical services when requested or necessary.

**F. Excessive Force** – Physical force that is grossly disproportionate to the actual or potential threat posed by an individual and exceeds the amount of force that a reasonable deputy would utilize in a given situation.

**G. Imminent Threat of Death or Serious Physical Injury** – When it is objectively reasonable to believe:

1. The individual's actions are immediately likely to cause death or great bodily harm to the deputy or others unless the deputy takes immediate action.
2. The individual has the means or instruments to cause death or great bodily harm; and
3. The individual has the opportunity and ability to cause death or great bodily harm.

**H. Inappropriate Force** – Application of force that is unauthorized or improper according to established departmental standards.

**I. Necessary and Proportional** – Requires deputies to assess a particular use of force by observable facts void of feelings and opinions, applying reasonableness from the perspective of a reasonable deputy on scene considering the facts and circumstances confronting the deputy at the moment force is used. Deputies must ensure the force is necessary and proportional.

**J. Passive Resistance** – A level of resistance exhibited by a person and characterized by nonviolence, lack of cooperation and inaction, which is common in peaceful protests. The subject refuses to respond to verbal or other direction from the deputy but exhibits no resistive movement. This level of resistance is less than that of active resistance or active aggression.

**K. Physical Force** – The application of contact, with or without a weapon, used to control or restrain another, or to overcome the resistance of another. Physical force can entail the use of any and / or all-human body parts. Physical force is divided into two categories:

1. Deadly Force - Force that is likely to cause death or serious physical injury.
2. Less-Lethal Force - Force that is not intended, nor reasonably likely to, result in death or serious physical injury.

Physical Force does not include the minimal physical contact used by a deputy to guide, direct or steer an individual in a given direction, or the mere application of handcuffs.

**L. Positional Asphyxia** - is a death that occurs when a subject's body position interferes with breathing. Positional asphyxia can occur when a subject's chest is restricted from expanding properly or the position of the subject's head

obstructs the airway

**M. Probable Cause** – Information or facts, together with rational inferences therefrom that would cause a reasonable deputy to believe that a crime has been committed or is about to be committed by a particular person, or that evidence of a crime or other contraband is in a place to be searched.

**N. Serious Physical Injury** - Physical injury which creates a substantial risk of death, or which causes serious and prolonged impairment of health, or prolonged loss or impairment of the use of any bodily function.

**O. Takedown** – Maneuver during which a subject is forcibly brought to the ground.

**P. Use of Force** – Any physical coercion used to effect, influence, or persuade an individual to comply with an order from a deputy, including but not limited to the following:

1. Physical Force (deadly force and less-lethal force).
2. Discharging a CEW or OC Spray.
3. Any use of force resulting in injury/pain or a complaint of injury/pain that is directly associated with a deputy's use of force.

## **II Use of Force**

**A.** The Fourth Amendment to the U.S. Constitution requires that any seizure of a person by law enforcement be reasonable. Deputies may only use physical force that is reasonable under the circumstances to affect lawful objectives in accordance with CCSO procedures, State law, and constitutional mandates. Included in the concept of reasonableness are the principles of necessity and proportionality. When the circumstances justifying a particular use of force no longer exist, that degree of force should be discontinued. De-escalation is an important part of the “necessary and proportional” evaluation. When time, circumstances, and safety permit, deputies must attempt to de-escalate the conflict and gain compliance to minimize the amount of physical force necessary. There are generally only four (4) instances when use of force is justified:

1. To effect a lawful arrest or a lawful investigative detention.
2. To prevent an escape of a dangerous person.
3. For self-protection; and
4. To protect others.

**B. Force Considerations.** When they must use force, deputies shall utilize an escalating scale of options and will not employ a more forceful measure unless they have determined that lower levels of force would not be adequate. The scale of options, in order of increasing severity, is set forth below:

1. Verbal persuasion.
2. Verbal command.
3. Open/closed hand and baton control tactics (e.g. come-along holds).
4. Oleoresin Capsicum (OC) Chemical Agent or Electronic Control Device.
5. Baton as a striking instrument.
6. Firearm removed from holster and suspect warned.
7. Firearm discharged.

**C.** When applying handcuffs to an arrestee, deputies should avoid kneeling, sitting, or applying pressure to the arrestee's back, unless necessary to accomplish the restraint. The pressure must be removed immediately once compliance is gained.

1. Deputies shall be cognizant of the medical condition of excited delirium and the injuries and/or death that could result from positional asphyxia. This is especially true when dealing with defendants that are large in stature. Every attempt shall be made to move defendants to a seated position as soon as practical and safe to do so.
2. Deputies shall never: restrain a subject's hands and legs together, leave a subject in control restraints lying on his/her back or stomach for an amount of time longer than necessary to get them into a better position; put weight on the subject's back/chest for a prolonged period or keep a subject waiting for transportation in a restrained position without proper monitoring. The risk of positional asphyxia increases in the presence of alcohol intoxication, drugs, physical ailments, delirium, or respiratory diseases. When feasible, deputies should handcuff an arrestee with both hands behind his/her back, palms outward. Although most deputies have no reason to expect death to result from restraining a subject, it can happen.

**C.** When a CCSO canine (K9) is requested for crowd control, the K9 handler shall treat any deployment of the K9 as a use of force and shall document such use in detail in an Incident Report and, if a bite occurs, a Use of Force Report form.

**D.** The use of deadly force is limited to those situations where the deputy reasonably believes it is necessary to prevent the imminent death or infliction of serious physical

injury to a deputy or to another person based on an objective assessment; evaluating all other means; and a totality of the circumstances

**E.** Deputies, when safe and practical to do so, shall identify themselves as Deputy Sheriffs prior to using deadly force.

**F.** Deadly force may be used in self-defense or in the defense of others when a deputy is confronted by what he / she reasonably believes is the imminent threat of death or serious physical injury.

**G.** Deadly force may be used as a last resort if necessary to prevent the escape of a suspect whom the deputy has probable cause to believe has committed, attempted, or threatened to commit, a crime involving the infliction of death or serious physical injury, and if not apprehended, the suspect poses an imminent threat of death or serious physical injury to the deputy or others. It is important to note that:

1. A verbal warning should be given prior to the use of deadly force, unless impractical or under exigent circumstances; and,
2. The deputy must reasonably believe that all other means of effecting the arrest are futile; and,
3. The decision on whether the suspect poses an imminent threat, if not apprehended, must be reasonably based on:
  - a) Information known to the deputy at that time.
  - b) The nature of the offense committed or attempted; and,
  - c) The circumstances surrounding the apprehension and the nature of resistance by the suspect.

**H.** Deadly force may not be appropriate when its use would threaten the safety of other persons, unless necessary to preserve life.

### **III. Prohibited Force**

**A.** Except in a situation where deadly force is authorized, deputies are prohibited from deliberately using the following tactics / techniques:

1. Strangle / choke holds or lateral vascular neck restraints which restrict the ability of an individual to breathe or restrict the flow of blood to the brain.
2. The deliberate placement of body weight on any portion of the neck or airway; and,
3. Intentional direct blows to the head *unless proportional to the threat and conducted in accordance with CCSO training standards.*

- B.** The discharge of firearms for use as “warning shots” is prohibited.
- C.** The discharge of firearms at or from motor vehicles is prohibited unless necessary to protect the deputy’s life or the life of another, and when no other reasonable options exist, and the deputy or others cannot avoid the path of the vehicle. Under no circumstances will deputies place themselves in a position where they make shooting at a vehicle necessary.
- D.** Deadly force is prohibited against a person who is a threat to only him / herself or to property.

#### **IV. Duty to Intervene**

- A.** If a deputy witnesses what he/she believes to be an excessive use of force or the deprivation of medical care, he/she has an affirmative duty to:
  - 1.** Intervene immediately and stop the excessive force and/or provide medical care, and
  - 2.** Immediately report the excessive use of force or deprivation of medical care to a supervisor.
- B.** All deputies are obligated to ensure compliance by themselves and other deputies regarding agency policy and the law.
- C.** Duty to intervene includes, but is not limited to, verbal intervention and/or taking physical steps to correct / stop the violation. Supervisors shall issue a direct order to stop the violation.
- D.** All interactions requiring such intervention shall be documented in detail on an Incident Report and on a Use of Force Form by the end of the shift.

#### **V. Medical Attention**

Once the scene is safe and as soon as practical, whenever an individual is unconscious, injured, complains of injury, or requests medical attention, deputies shall:

- A.** Immediately request appropriate medical care for the injured person via official communication channels.
- B.** Immediately provide appropriate medical care to the individual consistent with the deputy’s training. This may include actions taken at the scene or by arranging transportation to the nearest emergency medical facility.
- C.** Deputies shall treat all injured persons with dignity and respect, whether it is another deputy or member of the public.

## **VI. Less-Lethal Equipment**

**A.** Deputies will not be assigned or use any less-lethal equipment until they have received the proper training and certification. Deputies must maintain any required certification to continue use.

**B.** Deputies assigned to specialized units, such as the Cecil County Special Response Team (SRT) and the Mobile Field Force (MFF) may be issued additional firearms and less-lethal equipment. Deputies shall only utilize such equipment consistent with training and/or certification and in their official role as a deputy of the specialized unit.

**C.** Collapsible Straight Baton (CSB) – Intentionally striking areas such as the subject's head, sternum, spine, groin, and neck is only authorized if the deputy is justified in using deadly force. Any time the CSB is used, deputies shall complete an Incident Report and a Use of Force Form. Whenever the use of an CSB results in serious bodily harm or death, the responding supervisor shall place the CSB into evidence.

**D.** Conducted Energy Weapon (CEW) – The Conducted Energy Weapon is a less-lethal weapon that emits an electrical energy charge which causes neuro-muscular incapacitation that affects the sensory and motor functions of the central nervous system and may be utilized to gain control of a subject who is violent or who may imminently become violent. The authorized use of the CEW is outlined in Chapter 7 section 5 of CCSO policy and procedure.

**E.** Oleoresin Capsicum (OC) Spray – The Oleoresin Capsicum (OC) inflammatory agent (Spray) is considered a low-level control and restraint technique when applied in a manner consistent with CCSO training.

1. OC Spray shall not be used against a suspect in physical control of a vehicle in motion unless the driver poses an imminent threat of death or serious physical injury.
2. OC Spray shall not be used during civil disobedience situations (peaceful protests) or against subjects engaged in passive resistance.
3. Deputies utilizing OC Spray shall take immediate steps to decontaminate the subject when safe to do so, as per their training. Deputies shall notify Emergency Medical Services whenever requested by the individual and whenever the individual appears to be in significant distress, is injured, or appears to be having a severe reaction to the agent.
4. Deputies shall take reasonable precautions to prevent or minimize exposure of OC Spray to persons other than the target.



5. Uniformed civilians shall only use OC Spray in self-defense.
6. OC Spray canisters shall not be stored in direct sunlight or in places where the temperature may reach 120 degrees Fahrenheit, such as in the trunk of a car

## **VII. Firearms**

### **A. Handguns**

1. Deputies shall only carry, deploy and discharge their handguns consistent with training provided by a Certified Departmental Firearms Instructor.
2. Deputies shall take into consideration the following factors when deciding whether to use their handgun:
  3. Reduced ability to use empty-hand control techniques at the same time.
  4. Inability to handcuff the suspect until the handgun is holstered. Deputies shall not search or handcuff a suspect while holding their handgun.
  5. The likelihood that rounds may pass through their backdrop and strike an inadvertent target; and,
  6. The possibility of the weapon inciting or aggravating the situation, as opposed to being a protective measure.
7. Deputies shall complete both a Use of Force Form and an Incident Report when they discharge their firearm at an individual.
8. Approval, inspection, qualification and training shall be done in accordance with CCSO policy and procedure Chapter 7 section I.

### **B. Patrol Rifles**

1. Deputies shall only use the patrol rifle under appropriate circumstances in accordance with Chapter 7 of CCSO policy and procedure.
2. The decision to deploy a patrol rifle shall be in conformance with the training provided by a Certified Departmental Firearms Instructor and based upon the resources available to the deputy at the time, the risks created by the use of the patrol rifle, and the danger posed by the suspect.
3. Deputies shall complete both a Use of Force Form and an Incident Report when they discharge their patrol rifle at an individual.

4. Deputies shall consider the potential consequences / factors listed in Section II, Paragraph G of this policy when making the decision whether or not to use a patrol rifle.

### C. Shotguns

1. Deputies shall only carry, discharge their shotguns consistent with training provided by a Certified Agency Firearms Instructor.

2. Deputies shall take into consideration the following factors when deciding whether to use their shotgun:

a) Reduced ability to use empty-hand control techniques at the same time.

b) Inability to handcuff the suspect until the shotgun is secured. Deputies shall not search or handcuff a suspect while holding their shotgun.

c) The likelihood that rounds may pass through their backdrop and strike an inadvertent target; and,

d) The possibility of the weapon inciting or aggravating the situation, as opposed to being a protective measure.

e) Deputies shall complete both a Use of Force Form and an Incident Report when they discharge their shotgun at an individual.

## VIII. Reporting Use of Force

**A. In accordance with PS 3-514**, any time a deputy is directly involved in any use of force incident, he/she shall complete, prior to the end of shift, an Incident Report and the appropriate Use of Force Forms that detail the facts regarding the use of force, and that detail what actions were taken to de-escalate the situation. The deputy's supervisor shall ensure that all copies, with supervisory review through the chain of command.

**B.** Whenever a deputy uses deadly force or discharges his/her firearm (other than training or to euthanize an animal for a humane purpose), the deputy's chain of command shall ensure that a copy of both the Incident Report and the Use of Force Forms, with supervisory review, are forwarded via chain of command within twenty-four (24) hours.

**C.** Whenever an individual is injured, complains of injury, or requests medical attention as a result of an action taken by a Sheriff's Office deputy, the deputy shall complete an Incident Report describing the injury, as well as how and when the injury occurred. All deputies present at the incident shall detail their actions and observations in the Incident Report by the end of their shift in addition to completing the appropriate Use of Force Forms. As outlined in section A above.

**D.** Whenever a deputy discharges a Conducted Energy Weapon (CEW) at another person, the deputy shall submit an Incident Report and the appropriate Use of Force Form(s).

**1.** Display: The visible presence of a CEW (including holding it at “low ready”) shall be considered a “display” and no Use of Force report is required. When the simple display of a CEW serves as an effective deterrent in an escalating incident, deputies shall document this information in their Incident Report.

**2.** Discharge: The delivery of an electrical energy charge via probes or drive stun shall be considered a “discharge”. Deputies who discharge a CEW shall complete both an Incident Report, detailing the actions of the deputy and the suspect, and the appropriate Use of Force Forms.

**E.** OC Spray – Whenever a deputy discharges his/her OC Spray at an individual, the deputy shall complete an Incident Report and the appropriate Use of Force Forms.

**F.** When a deputy needs to discharge his / her firearm to euthanize an animal for humane or public safety reasons, the deputy shall notify his / her supervisor, prior to discharge when possible. In these situations, the deputy shall only complete an Incident Report detailing the circumstances.

**G.** In any use of force situation photographs will be included with the report of defendant(s) injury or a lack thereof.

### **IX. Investigating Use of Force**

**A.** A deputy who uses force shall notify his / her immediate supervisor as soon as possible. If the deputy’s immediate supervisor is not working, the deputy shall notify the on-duty Patrol Supervisor.

**B.** All deputies on-scene shall be responsible for the following, if appropriate:

1. Render first aid to any injured deputy or others.
2. Alert Cecil County Communications as to the situation and request medical assistance and additional personnel as necessary.
3. Secure any suspects, injured or otherwise, according to established procedures.
4. Protect and secure the scene from any contamination of evidence.
5. Identify witnesses present and request that they remain on-scene; and,
6. Ensure the on-duty supervisor has been notified.

**C.** When the use of force involves the use of a less-lethal weapon and/or an injury to anyone as a result of the force encounter, an on-duty supervisor shall personally respond to the scene and gather all relevant evidence relating to the use of force. This includes:

1. Ensure that suspects and the scene have been secured.
2. Ensure that after care has been initiated and EMS is summoned as appropriate.
3. Identify and interview any witnesses who possess pertinent information about the incident.
4. Secure the involved weapon for placement into property and evidence as appropriate.
5. Ensure that the injury is photographed (include a facial photo for identification purposes).
6. Attempt to interview the injured person.
7. Ensure that any additional items needed to complete the administrative review are secured and / or processed; and,
8. Document his / her observations on an Incident Report and complete Use of Force Form – Supervisor Investigation / Review.
9. Gather and view all known video recordings of Use of Force incidents in accordance with **PS 3-524(f)2**

**D.** Whenever a deputy shoots, or a deputy seriously injures another person, the highest ranking on-duty supervisor / commander shall respond immediately to the scene, and shall:

1. Direct at least one deputy to remain with the body or the injured person. In cases where a suspect is taken to a hospital, the assigned deputy shall remain with the suspect, securing any physical evidence until relieved.
2. Direct at least one deputy to secure the scene.
3. Direct at least one deputy to remain with the involved deputy to assure his / her personal safety and well-being. The involved deputy shall not be questioned unnecessarily.
4. Ensure that notification is made to:
  - a) Operations Commander
  - b) Director Of Law enforcement

- c) The Chief Deputy; and,
- d) The Sheriff.

**5.** If the involved deputy was injured and taken to an emergency facility, a deputy or supervisor shall be sent to the emergency facility to act as a liaison between medical and CCSO personnel.

**6.** Secure the involved deputy's weapon(s), and in the case of firearms, all ammunition carried in the incident. Firearms are to be left loaded with the magazine positions undisturbed. If appropriate, the supervisor / commander shall ensure that the involved deputy's weapon is replaced as soon as practical.

**7.** The supervisor / commander shall be cognizant of not taking the deputy's weapon in the presence of the suspect or witnesses.

**8.** All personnel at the scene shall be directed to submit a detailed supplemental report describing their actions and observations. This report must be submitted prior to the end of their shift.

**9.** The first supervisor arriving on the scene, prior to the arrival of the highest-ranking supervisor / commander, shall be responsible for the direction of subordinate personnel until relieved, consistent with the Incident Command System. Control of the scene shall be transitioned to, and shall remain the responsibility of, the highest-ranking supervisor / commander or his/her designee until the Operations Division Commander arrives.

**E.** Upon learning of a Deputy-Involved death or potential death a supervisor will respond to the scene. This includes death or serious injuries involving pursuits, transports, or any in custody injury in law enforcement.

**1.** The on-scene supervisor, upon verifying the action, will contact MSP headquarters duty officer at (410) 653-4474 and notify the duty officer of the situation and seriousness of injuries. The supervisor will also provide contact information for the supervisor or commander at the scene. In addition, the following information will be provided if known:

- a) Date and time of incident
- b) Location of the incident
- c) Other crime scenes
- d) Number of potential witnesses
- e) Type of incident that occurred requiring officers to respond
- f) Number of involved and witness deputies
- g) Status of media on scene or in route

**2.** On scene supervisor will make sure the crime scene is secure and will hold the crime scene until MSP completes the initial investigation and releases the crime scene.

**3.** MSP FSD is responsible for the collection and processing of evidence at the scene. The only time the supervisor may decide to collect evidence prior to the arrival of MSP-FSD is if the evidence is in danger of being lost, destroyed, or contaminated unless action is taken. If the supervisor decides to collect the evidence, the normal protocols of the Sheriff's Office will be followed.

**4.** If the supervisor has additional questions and MSP has not arrived on scene, the supervisor may contact the Independent Investigations Division at (410) 576-7070.

**F.** The following additional steps shall be taken whenever the use of force results in death or serious physical injury:

**1.** The involved deputy shall be placed into an administrative assignment, pending an internal CCSO review of the incident and the deputy's ability to resume his / her normal assignment (independent of the internal investigation). The Sheriff may order the deputy to be placed on Administrative Leave until the Sheriff, or his / her designee, authorizes a status change.

**2.** The involved deputy may return to duty only after the following have been completed:

- a) A preliminary review of the investigative facts by the Sheriff.
- b) A psychological assessment conducted with the involved deputy.
- c) If the incident involved a firearm, the involved deputy is issued another firearm and must complete a firearm qualification session with the new weapon under the direction of a Certified Agency Firearms Instructor; and,
- d) Authorization by the Sheriff.

**3.** Deputies shall not converse with the media or make statements to citizens about any part of a use of force investigation without authorization from the Chief Deputy or Sheriff.

**4.** Following a shooting or critical injury incident, the Division Commander shall:

- a) Contact a Critical Incident Stress Management (CISM) Team to assist the involved deputy as appropriate.
- b) Ensure that follow-up medical support is provided to the involved deputy; and,
- c) Ensure that the involved deputy meets with a psychologist or psychiatrist selected by the Department to assist the deputy in dealing with the incident and to provide the CCSO with necessary information for appropriate assignments.

**G.** The Supervisor, Division Commander, and Director of Law Enforcement shall review each Use of Force Form and related Incident Reports and shall make sure each use of force complies with policy and is reasonably objective and proportional. Any force deemed inappropriate may be addressed via remedial training and documentation, and / or via Administrative Procedures “Internal Complaint Process”. Any force deemed excessive shall be addressed via Administrative Procedures “Internal Complaint Process”.

**H.** The Supervisor, Division Commander, Director of Law Enforcement, Chief Deputy, and Sheriff shall ensure that no retaliation is taken against a deputy that reports a violation of this policy.

### **X. Policy Review, Training, and Force Analysis**

**A.** Annually, all sworn deputies shall sign the “**Sanctity of Life Pledge**” as a declaration to respect every human life and act with compassion toward others.”

**B.** All sworn deputies shall review Policy and Procedure **Chapter 7: “Use of Force”**, and “**Conducted Energy Weapon**” annually. The Training Coordinator shall ensure this requirement is accomplished via scheduled training with test. questions. Additionally, each sworn deputy will receive this training during firearms training at least annually.

**C.** All deputies authorized to carry a firearm shall receive entrance-level training in the use of the firearm and at least annual in-service training with the firearm and on use of force policies. Deputies must demonstrate proficiency with all approved firearms. This includes achieving required qualification scores.

**D.** All deputies shall receive documented training / certification in the use of any issued less-lethal equipment prior to being authorized to carry the weapon. Biennial in-service training will be required for OC Spray and CSB.

**E.** All deputies shall receive training in approved weaponless control techniques and de-escalation techniques at entrance-level training and ongoing in-service training.

**F.** The Use of Force form will be completed before the end of shift and forwarded to a supervisor who will ensure it is distributed to the Lieutenant of their respective Division. The Use of Force form and all completed and approved incident reports will be forwarded through the chain of command to the Director of Law Enforcement through of their respective division commander within 10 days.

**G.** The Director of Law Enforcement shall complete, in January, an annual analysis of all use of force incidents to reveal patterns or trends that could indicate the need for training modifications, equipment upgrades, and / or policy modifications, and for potential activation of the Early Intervention System”. The Director shall include a table with a list of all uses of force, the date, the involved deputies, any remedial training conducted, whether the use of force was within policy or not, and a

recommendation regarding any potential problematic patterns. This report shall be forwarded through chain of command to the Sheriff.