




## CHARLOTTE COUNTY SHERIFF'S OFFICE Operations Manual

	<b>General Order Number:</b> 11.19	<b>Subject:</b> Use of Force	
	<b>MUST BE PUBLISHED ANNUALLY</b>		
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	<b>Authority of</b> Sheriff of Charlotte County		
<b>Related References/Accreditation Standards:</b> 4.1.1, 4.1.2, 4.1.3, 4.1.5, 4.1.6, 4.1.7, 4.2.1, 4.2.2, 4.2.3, 4.2.4; 4.3.3, 4.3.4 Brief 104; FCAC 9.01, 9.04; G.O. 11.41, 11.42, 11.43, 11.17, 11.18			
<b>Change Notice:</b> Section P.3.a.1			

- A. [CALEA 4.3.4] This Order is for Office use only and does not apply in any criminal or civil proceedings. The policy of this Office should not be construed as a creation of a higher legal standard of safety or care in an evidential sense with respect to third party claims. Violations of this Order should only form the basis of Office administrative sanctions. Violations of law should form the basis for criminal and civil sanctions in a recognized judicial setting. All certified members will be issued a copy of and be instructed in the policies governing use of force, firearms, less lethal weapons and special weapons before being authorized to carry a weapon. These policies are distributed to the member electronically through Power DMS. Additionally, members responsible for criminal and administrative procedures for the investigation of the use of force and other police actions resulting in death or serious bodily injury will be trained in the management of such critical incidents. [CALEA 11.3.4 (e); CFA 4.02]
- B. [FCAC 9.01] In vesting certified members with the lawful authority to use force to protect the public welfare, a careful balancing of all human interests is required. A sworn member is empowered by state statutes to use that amount of force which is deemed reasonable and necessary to defend himself/herself or another from bodily harm while making an arrest, during an act of aggression from a subject/inmate, to prevent escape, to quell a disturbance, or when a subject/inmate exercises any physical resistance to a lawful command. Use of force may range from verbal persuasion to lethal force. Use of force training will be completed annually which shall include awareness training regarding criminal and administrative procedures for the investigation of the use of force and other police actions that result in death or serious bodily injury for all personnel potentially impacted. [CALEA 11.3.4 (f)]
1. When safe to do so, members will first attempt to use de-escalation techniques. This requires you to organize your thinking and calmly respond to the situation using appropriate personal space, body language, and effective listening skills in an attempt to de-escalate the disruptive behavior.
  2. Where use of force is warranted, members should assess the incident in order to determine which technique or weapon will reasonably de-escalate the incident and bring it under control safely.

3. Absent the immediate threat of death or great bodily harm to himself/herself, or another, Deputies may identify themselves as Law Enforcement, and issue a verbal warning prior to discharging a firearm.
4. Deputies are authorized to use deadly force when a subject/inmate makes overt, hostile, attacking movements, with or without a weapon, with the intent to cause death or great bodily harm to the Deputy or others.
5. [Executive Order 13929] Deputies are prohibited from using chokeholds and vascular neck restrictions, except in situations where the use of deadly force is allowable by law. "F.S. 776.012(2): A person is justified in using or threatening to use deadly force if he or she reasonably believes that using or threatening to use such force is necessary to prevent imminent death or great bodily harm to himself or herself or another or to prevent the imminent commission of a forcible felony." [CALEA 4.1.6, 4.1.7]
6. [CALEA 1.2.10] All members/contract employees have a responsibility and duty to protect human life. Any member/contract employee present and observing another agency employee or an employee of another public safety agency using force that is clearly unreasonable under the circumstances must, when in a position to do so safely, intervene to prevent the use of excessive force. All members/contract employees must promptly report any excessive or unreasonable force to a supervisor.
7. [Executive Order 13929] Charlotte County Sheriff's Office use of force policies adhere to all applicable federal, state, and local laws.

#### C. **Civil Rights Demonstrations**

**Individuals engaged in nonviolent civil rights demonstrations will not be subjected to excessive force when encountered by members of this Office. The use of force by members during civil rights demonstrations will be in accordance with the policy and procedures of the Office.**

**[24 CFR 91.325] The Charlotte County Sheriff's Office enforces applicable State and local laws against physically barring entrance to or exit from a facility or location that is the subject of such non-violent civil rights demonstrations within its jurisdiction**

#### D. Definitions [CALEA 4.1.2]

1. Reasonable Belief or Probable Cause - to make an arrest without a warrant exists when facts and circumstances within arresting officer's knowledge, and of which he or she had reasonably trustworthy information, are sufficient in themselves to justify a person of average caution in belief that a felony has been or is being committed.
2. Deadly Force - which is likely to cause death or great bodily harm.
3. Non-deadly Force - Force which is not likely to cause death or great bodily harm.
4. Restraining Force - Force, which is limited to holding and restraining persons, which includes arm lock and take down holds, but does not include any form of choke hold, carotid artery restraint or maneuver that constricts airflow.
5. Physical Force - inflicting submission to overcome resistance to arrest.
6. Defensive Tactic/Force - Physical battery with hands, feet, or defensive equipment to overcome violent resistance or to protect self or others from assault or injury.
7. Service Firearms - Firearms which are carried or used in conjunction with the duties and authority of members of the Office.
8. Primary Service Firearms - Primary service firearms for Sheriff's law enforcement and Detention members is the service handgun.

9. Secondary Service Firearms - Secondary service firearms for law enforcement are the shotgun and rifle.
10. Alternate service firearms – for Law Enforcement members are those weapons issued by the office which are specifically assigned to special unit personnel.
11. Concealed Firearms - Concealed firearms carried by members of the Office as secondary weapons or off duty weapons and firearms which are specifically approved by the Sheriff or Chief Deputy for official use in special covert assignments.
12. Authorized Service Handguns - Authorized service handguns for members of the Office while on duty or in uniform refer to firearms possession section of this manual.
13. Authorized Service Shotguns and rifles - carried by members of the Office will be those issued by the Sheriff's Office.
14. Imminent Death - When the apparent extinction of life, as manifested by absence of heartbeat and respiration is near at hand.
15. Serious Physical Injury - Means physical injury which creates a substantial risk of death or which causes serious, permanent disfigurement, or protracted loss or impairment of the function of any bodily member or organ.
16. High Risk – Situations which present grave danger to members of the agency and demand development of plans which detail the responsibilities of persons involved.
17. Objectively Reasonable – The way the Courts will review the series of events leading to a use of force from the perspective of a reasonable officer on scene.
18. Show of Force Report – A report to record the display of force in order to gain compliance of a subject, and there was no actual use of force
19. Use of Force Report – A report to record the escalation from a display of force to the actual use of force to gain compliance of a subject.
20. Discharge of a Firearm Report – A report to record any time a firearm is discharged not related to a use of force on a subject. For example, euthanization of an animal or an accidental discharge.
21. Vascular Neck Restriction – Relies on the temporary disruption of blood flow to the brain for incapacitation.

E. [CALEA 4.1.1] When force is used, members will only use reasonable force to accomplish lawful objectives. All members will act in good faith in the exercise of defensive action.

1. The following policies, procedures and guidelines for office members govern:
  - a. The possession of authorized firearms by Sheriff's Office members.
  - b. The proper training in the carrying and use of firearms.
  - c. The proper training in the carrying and use of the defensive baton.
  - d. The use of non-deadly force and its associated reporting requirements, and
  - e. The use of deadly force and its associated reporting requirements.
2. [CALEA 4.3.3; FCAC 9.01, 9.04] This policy applies to all members authorized to carry lethal and less lethal weapons. Members are instructed in policies and procedures prior to being authorized or assigned to carry a weapon. Proficiency training will only be conducted by certified weapon or tactics instructors. Refer to G.O. 11.17 (Firearms). All certified members and those working under a temporary assignment (TEA) are trained in approved methods of self-defense, defensive tactics and the agency use of force policy prior to assignment to duties where force may be used and annually thereafter. TEAs working under a temporary assignment are discouraged from using force unless as a means of self-defense or to prevent serious bodily harm to another. (Refer to G.O. 4.03)
3. The Most Important Purpose of Law Enforcement is the Protection of Human Life: In order to be consistent with that purpose, the use of deadly force must be limited to situations involving the protection of human life. There can be no justification for risking the lives of innocent persons for the purpose of apprehending a felon. The use of non-deadly force

must be limited to situations involving resistance to arrest, defense against physical assault or force necessary to perform official duties.

4. [CALEA 4.1.5] In every instance where a use of force results in an injury, the member will administer the appropriate first aid and request additional medical assistance, if necessary. (Refer to G.O. 11.41, 11.42)

F. Detention Use of Force Considerations:

1. DETENTION FACTORS: Factors to determine reasonableness or unreasonableness:
  - a. The relationship between the need for the force used and the amount of force actually applied;
  - b. The extent of any injuries to the inmate;
  - c. Any effort made by the officer to limit the amount of force;
  - d. The severity of the security problem;
  - e. The threat reasonably perceived by the officer;
  - f. Whether the inmate was actively resisting.
  - g. The need for spontaneous force vs. opportunity to de-escalate and plan other options
2. Within the Detention facility there are many classifications of inmates and many concerns regarding the type, amount, and implementation of force. The secure setting allows for a potential resolution of crises to be completed without utilization of physical force. The primary focus is to resolve the situation with de-escalating techniques or a reasonably objective amount of force.
3. Spontaneous use of force includes but is not limited to incidents where immediate action is required to minimize or stop a sudden attack, serious physical injury, or substantial damage to property. These incidents require the deputy involved to immediately utilize an objectively reasonable amount of force to quell the incident with the resources available at that time.
4. Incidents that are non-spontaneous allow for de-escalation, planning, and gaining of resources. These incidents include inmates that are contained, or can be contained, in an area that no person or property is immediately available for harm. In these incidents the primary focus is a non-violent solution through communication, appropriate staff utilization, and potential show of force.
5. Any non-spontaneous incidents will require the following items to be completed prior to physical force;
  - a. Medical contacted for any psychological or medical concerns the inmate may have.
  - b. Housing Supervisor contacted to be made aware of the incident and medical information.
  - c. A non-involved CIT Deputy brought to the scene to attempt de-escalation prior to any force option.
    - 1) In the event a CIT deputy isn't available, the Housing Supervisor will be responsible for de-escalation duties.
  - d. In the event that security staff is notified an inmate is currently under medical or psychological care, the Housing Supervisor will notify the Watch Commander of

the situation and will stand-by for the Watch Commander to formulate a strategy that will allow for the more reasonable strategy to be implemented.

- e. Objective reasonableness will be used if the non-spontaneous event becomes more unstable and requires immediate action to prevent severe injury to a person or severe damage to the facility. The tipping point for this event will be documented and reviewed by the Watch Commander. The Levels of Resistance Forms will be completed and further reviewed for validity of force used.
  
- f. Utilization of less-lethal equipment will be done by deputies that are trained in the proper usage of the equipment, within the appropriate policies (i.e. G.O. 11.41, G.O. 11.42, and G.O. 11.43), and within reasonably objective standards. The use of Office issued pepper spray and Taser equipment in a non-spontaneous incident will be ordered by the responding supervisor and they will be the incident commander for the scene. It is the supervisor's responsibility to assure that the amount of spray used, type of spray used, and amount of Taser cycles are reasonable and not punitive. The incident commander will complete an Incident Report to be included with the Levels of Resistance Form documenting the rationale that caused the utilization of a less-lethal tool.
  
- g. All deputies involved in the resolution of the incident will complete an Incident Report. The Incident Report will contain all steps utilized in resolving the incident. The report will also delineate the officers concerns and rationale for the strategy taken to resolve the incident. This includes reasoning of why other options were not available or used for resolution.
  
- h. In the event of a CERT deployment (i.e. P-07-003 and P-07-004), the CERT team leader will become the incident commander for the use of force situation and will assume all decision making. The Housing Supervisor, or previous incident commander, will be in control of remaining parts of the scene and staffing changes that may need to be completed. Both on scene commands will be responsible for updating the Watch Commander.

G. SUBJECT FACTORS: Factors that must be considered when making use of force decisions include:

- 1. Seriousness of crime committed by the subject.
- 2. Size, age, and weight of the subject.
- 3. Apparent physical ability of the subject.
- 4. Number of subjects present who are involved, or who may become involved.
- 5. Weapons possessed by or available to the subject.
- 6. Known history of violence by the subject.
- 7. Presence of innocents or potential victims in the area.
- 8. Whether the subject can be recaptured at a later time.
- 9. Whether evidence is likely to be destroyed.

H. DEPUTY FACTORS:

- 1. Size, physical ability, and defensive tactics expertise of the deputy.
- 2. Number of deputies present or available.
- 3. Immediate reaction in the case of sudden attack.
- 4. Weapons or restraint devices available to the deputy.
- 5. Legal requirements.
- 6. Agency policy.

- I. USE OF DEADLY FORCE [CALEA 4.1.2] Members are authorized to use Deadly Force when there is reasonable belief that the action of such force is necessary:
1. In defense of human life of the member or another individual.
  2. In defense of any person in imminent danger of serious physical injury.
  3. Apprehend the perpetrator of a felony which involved the use or threatened use of deadly force, and the individual who is sought poses an immediate threat to the life and/or safety of the member or other individual(s).
  4. As a general rule, members will not draw their weapons unless there is sufficient justification. If affecting the arrest of potentially dangerous suspects or in "high hazard situations," members may display a firearm for the purpose of obtaining and maintaining control of the situation. Under no circumstances will a weapon be "cocked" unless the member is in the process of firing. When a member draws/displays their weapon to gain compliance, a level of resistance/use of force report will be completed. (Refer to Section on Reporting Use of Force.)
- J. [CALEA 4.1.3] Firing warning shots constitutes use of deadly force. Therefore, **UNDER NO CIRCUMSTANCES WILL WARNING SHOTS BE FIRED!**
- K. Shooting AT a moving vehicle will be avoided in all instances except those which are justified by a life or death situation. **Shooting FROM a moving vehicle is PROHIBITED UNDER ALL CIRCUMSTANCES.**
- L. Members will not use deadly force to apprehend:
1. Perpetrators of non-violent crimes against property.
  2. Person(s) suspected of having committed a forcible felony unless there is imminent threat of death or serious bodily injury to themselves or others.
  3. A fleeing felon - unless the conditions specified previously are met.
- M. Administrative relief from duty (non-disciplinary).
1. [CALEA 4.2.3] In every instance in which a member uses deadly force or whose actions in an official capacity results in death or serious physical injury, the member will be immediately relieved from operational assignments pending an administrative review.
  2. Assignment to a relieved duty status will be administrative (non-disciplinary) with no loss of pay or benefits.
  3. Relief from duty with full pay and benefits is intended to serve two purposes:
    - a. To address the personal and emotional needs of the member involved in the use of deadly force; and,
    - b. To assure the community that verification of the facts surrounding such incidents are fully and professionally explored.
    - c. Members so relieved from duty will remain on a "relieved duty" status during the initial twenty four hour period following the incident, after which the member may be reassigned to duty status at the discretion of the Bureau Commander with approval of the Sheriff or Chief Deputy. Members so relieved from duty will ensure their availability to Sheriff's investigators until the investigation of the incident is concluded.
- N. Prohibited Weapons

1. The Sheriff's Office prohibits members carrying, either on their person or in their assigned vehicle, any weapon not issued or authorized by the Sheriff's Office, whether on or off-duty.
2. Prohibited weapons include, but are not limited to, the following:
  - a. Brass knuckles.
  - b. Nunchakus
  - c. Saps, including flat, leather bound style and spring loaded "slap jack".
  - d. Billy Clubs, including Blackjacks.
  - e. Any other non-issued nightstick or baton. Non-issued restraining devices, such as thumb cuffs, leg irons, etc.
  - f. Weighted gloves, such as "sap gloves".
  - g. Any non-issued flashlight which operates with "C" or "D" size batteries.
  - h. Any type of non-authorized or non-issued electronic "stun gun" or similar devices.
  - i. Any type of non-authorized or non-issued chemical gas delivery system or OC spray.

O. [CALEA 4.2.1] REPORTING USE OF FORCE/LEVELS OF RESISTANCE

1. LEVELS OF RESISTANCE/USE OF FORCE REPORT

- a. [CALEA 4.2.1(a)(b)(c)(d)] An appropriate Levels of Resistance Report will be submitted through the IA Software whenever a member discharges a firearm for other than training, euthanizing an animal, or recreational purposes; draws/displays their weapon to gain compliance; takes action that results in, or is alleged to have resulted in injury or death of another person; applies force through the use of lethal or less lethal weapons including use of stop stick; or applies weaponless physical force. EXCEPTIONS: Non-arrest and arrest situations where the subject is restrained by handcuffs or verbally directed by a deputy will be documented in RMS. A Use of Force report will be completed when force is used upon an animal, except for euthanizing an animal.
- b. DETENTION- When a detention deputy discharges a firearm, uses OC spray or any weapon or uses physical force, the Detention Deputy involved will notify the control center clerk by radio.
  - 1) The Detention Deputy will forward the completed Levels of Resistance/Use of Force Report in the IA Software along with an attached incident report to their immediate supervisor.
  - 2) Each deputy involved in the incident will submit a statement in the form of a Corrections Incident Report.
  - 3) All Levels of Resistance/Use of Force Reports and videos taken must be submitted through the members' chain of command for review until reaching the Division Commander who will review all of the available materials and sign off on LOR report/memorandum.
  - 4) A levels of resistance/use of force report, corrections incident report and all other related documentation will be forwarded to Internal Affairs for review and entry into RMS.
  - 5) In cases of policy violation and/or excessive force, the reviewing member will attach a detailed memo and forward through the chain of command, who will refer the Levels of Resistance/Use of Force report to Internal Affairs immediately with a copy submitted to Training.
  - 6) A recommendation for an Internal Investigation may also be sent to Internal Affairs if any of the following conditions are present after review by the members' chain of command:

- a) If the individual complains of injury.
  - b) If the Office member complains of injury.
  - c) In some cases of hospitalization.
- 7) A copy of the Levels of Resistance/Use of Force Reports and video that resulted in an internal Investigation and the original report will remain part of the case in RMS under supporting documents reports.
- a) In those cases where the investigation reveals retraining is required, a written report of the findings will be submitted to the Chief Deputy detailing the incident, along with the recommendation for remedial training.
  - b) Once remedial training has been provided, the Training Section will issue a memorandum to that effect and forward it to Internal Affairs and the Chief Deputy. A copy of all training records will be maintained in the member's training file.
- c. LAW ENFORCEMENT - Sworn personnel who use or display force as described in subsection (a) will forward the completed report to their supervisors for approval in the IA Software system.
- 1) When more than one member is involved in the use of force in the same situation, each officer will complete the appropriate report for their actions in the IA Software system.
  - 2) [CALEA 4.2.2] All written reports will be routed through the members' chain of command for documented review in IA Software system until reaching the Division Commander who will, upon approval, select the option to forward the report to Internal Affairs and copy Training through the IA Software database.
    - a) In cases of policy violation and/or excessive force, the reviewing member will attach a detailed memo and forward through the chain of command, who will refer the Levels of Resistance/Use of Force report to Internal Affairs immediately with a copy submitted to Training.
    - b) Upon review through the chain of command a recommendation may be sent to Internal Affairs if any circumstances warrant a potential Internal Investigation.
    - c) A copy of the Levels of Resistance/Use of Force Reports that resulted in an internal Investigation and the original report will remain part of the case in RMS under supporting documents reports.
      - (1) In those cases where the investigation reveals retraining is required, a written report of the findings will be submitted to the Chief Deputy detailing the incident, along with the recommendation for remedial training.
      - (2) Once remedial training has been provided, the Training Section will issue a memorandum to that effect and forward it to Internal Affairs and the Chief Deputy. A copy of all training records will be maintained in the member's training file.



2. On any contact application, a detailed description of the type of force, location of force to the body, and resulting injuries from the force will be documented in the narrative of the main report, and supplemental narrative reports for additional members involved.
3. All incidents of use of force will be reported to the employee's immediate supervisor.
4. Use of Force- Injury Involved - Medical Treatment
  - a. In every instance where a use of force results in an injury, the member will administer the appropriate first aid and request additional medical assistance, if necessary. (Refer to G.O. 11.41, 11.42)
  - b. The member's supervisor will be notified as soon as possible.
5. All Levels of Resistance/Use of Force reports in the IA Software are automatically routed to Internal Affairs and Training for review.

P. DISCHARGING OF FIREARM/USE OF FORCE RESULTING IN DEATH OR SERIOUS INJURY

1. Members who discharge a firearm under any circumstance with the exception of training, euthanizing an animal or recreational purposes will immediately report the incident to an on-duty supervisor who will notify the chain of command. Members will complete a Levels of Resistance/Use of Force report and a written incident report relating all pertinent facts concerning the use of deadly force. Members discharging a firearm for the purpose of euthanizing an animal will notify their supervisor and complete a Firearm Discharge Report in the IA Software, attaching a copy of the RMS report. The IA Software report will be sent through the chain of command to the Bureau Commander for a final review.
2. When members use deadly force or accidentally discharge a firearm resulting in personal injury, death, or serious property damage, immediate notification will be made to the Sheriff, Chief Deputy, State Attorney's Office, Internal Affairs, and the Bureau of Law Enforcement Commander/District Commander of the member involved.
  - a. The member who is in charge of the scene will also complete form INV-RP.575.042417 (Officer Involved Death/ Serious Injury Checklist).
3. The investigation of incidents involving the use of force resulting in death or serious injury and accidental discharge of firearms resulting in personal injury, death, or serious property damage will be directed by the Major Crimes Unit.
  - a. The Major Crimes Unit will be responsible for conducting the criminal investigation into the shooting/use of force incident. Internal Affairs will be responsible for conducting the administrative investigation to ensure that all Sheriff's Office policy and procedures were followed appropriately. Upon completion of their investigation, Major Crimes and Internal Affairs will forward a written report of the facts of the investigation to the Chief Deputy. [CALEA 11.3.4 (a)(b)]
    - 1) When a shooting/use of force resulting in death or serious injury occurs involving a member of the Sheriff's Office, the **Law Enforcement Shift Supervisor** will immediately notify the Major Crimes Unit and Internal Affairs of the incident and the location.
    - 2) Upon notification, Major Crimes and Internal Affairs will immediately respond to the location of the incident. The case agent will provide a

careful walk-through of the scene and give Internal Affairs a synopsis of what had occurred.

- b. The Major Crimes case agent assigned to the incident will be responsible for providing Internal Affairs and the Chief Deputy a complete chronological case report on the entire investigation once it has been completed. Internal Affairs will use this report as a guide to conduct their administrative investigation into the incident.
  - c. Prior to release of the crime scene, the Major Crimes case agent assigned to the incident will contact Internal Affairs to determine if further access to the crime scene is needed prior to its release.
  - d. Once Internal Affairs concludes its administrative investigation, they will forward their findings to the Chief Deputy who will enact the Use of Force Review Board (UFRB). The UFRB's purpose is to determine if the facts reveal any policy violations.
4. The UFRB will consist of:
- a. One Bureau Commander as designated by the Sheriff or Chief Deputy.
  - b. Two Command Officers as designated by the Bureau Commander.
  - c. The Bureau Commander will act as Chairman.
  - d. The Board Chairman may call investigators, specialists, or technicians required to present evidence and facts concerning any shooting incidents.
  - e. The UFRB will review any facts and pertinent testimony, and forward the findings and its recommendations to the Chief Deputy for final disposition.
  - f. Within three working days after the Board hearing, the member involved and the respective Bureau Commander will be formally apprised in writing of the findings and recommendations of the Board and of the Chief Deputy's final disposition. The Sheriff will also be forwarded a copy of the Report of Findings.
  - g. A copy of the final report of the Use of Force Review Board will be forwarded to Training for review
  - h. The Chief Deputy will ensure a copy of the Investigative report, administrative report and the review board report will be forwarded to the Chief Investigator of the State Attorney's Office who will handle the case according to their protocol. [CALEA 11.3.4 (c)]
5. Public Information Plan [CALEA 11.3.4 (d)]
- a. Timely notification of the public is critical toward maintaining public trust and confidence. As such, coordination of the release of public information should be considered at the earliest possible juncture where it will not detract from the quality and effectiveness of the investigation.
  - b. Prior to the release of any information to the public, the content of such release(s) shall be approved by the Sheriff, Chief Deputy or designee.
  - c. Whenever practical, information will be delivered to the public through a singular source, such as the agency's Public Information Officer (PIO).
- Q. [CALEA 4.2.1(c)] USE OF NON-DEADLY FORCE - The member will immediately inform his/her supervisor of each incident whenever a member uses non-deadly force, restraining force, force applied through the use of a non-lethal weapon, or an action is taken that results in (or is alleged

to have resulted in) injury of another person, is used by a member. (For reporting use of force, refer to section above in this policy.)

R. [CALEA 4.2.4] Annual Analysis of Use of Force:

1. Internal Affairs will complete an annual analysis of Use of Force activities, policies and practices. The analysis shall identify:
  - a. Date and time of incidents
  - b. Types of encounters resulting in use of force
  - c. Trends or patterns related to race, age and gender of subjects involved
  - d. Trends or patterns resulting in injury to any person including employees, and
  - e. Impact of findings on policies, practices, equipment and training.
2. A copy of the analysis will be provided to the Training section commander and Accreditation.

S. [CALEA 4.2.5] Annual Review of Assaults on Law Enforcement Officers:

Annually, Training will conduct a review of all assaults on Law Enforcement Officers to determine trends or patterns, with recommendations to enhance officer safety, revise policy, or address training issues.