



OKLAHOMA CITY POLICE DEPARTMENT



Oklahoma City Police Department | 2020 Annual Report

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“Our mission is to deliver exceptional police services to our community with integrity, compassion, accountability, respect, and equity.”

A Message to Our Residents

2020 was a year of unprecedented challenges and change for the Oklahoma City Police Department.

The COVID-19 pandemic created unique challenges for the department, with a focus on ensuring the safety of employees and residents while simultaneously continuing to provide uninterrupted police services. All employees approved for a quickly developed telework program were equipped with either a laptop or all-in-one office computer to allow them to work from home.

In May of 2020, the death of George Floyd in Minnesota sparked a social movement focused on change and accountability within police departments nationwide. The local response to this movement highlighted the need to enhance communication with our community by making timely and complete information readily available about critical incidents. It also emphasized the importance of sharing information about department statistics, programs, outreach efforts, directives, and training. In addition to working toward these internal adjustments, the department has collaborated with 21CP Solutions, the Mayor's Task Force and the Community Policing Working Group to develop innovative solutions for the complex issues we face as a police department.

Operationally, the department experienced a significant restructuring. We combined the four patrol divisions under the command of a single deputy chief and created the Special Operations Bureau. In early 2021, we divided the Operations Bureau into two bureaus and added a fifth deputy chief position. 911 Communications and the Operations Administration division transitioned to the command of the Operations deputy chiefs.

Two recruit classes, totaling 117 recruits, graduated from the police academy in 2020. Recruit training was adapted to ensure recruits remained safe during the COVID-19 pandemic, while still receiving the education and training necessary to prepare them for their field assignments. Recruits observed social distancing during classroom instruction, with three daily temperature checks. All recruits were required to wear masks and were tested multiple times for COVID-19, both before the academy began and before group training blocks. Training staff's proactive approach to safety resulted in only a few recruits testing positive throughout the course of recruit training in 2020.

The department purchased a software program called Dragon Speech, a law enforcement speech recognition program designed to convert speech into text for report writing. This was purchased primarily to help users with disabilities.

We are committed to providing exceptional services to our community. Moving forward, our goals are to ensure our core values become the most fundamental representation of our department, and that our officers and employees embody those values. Public safety is the task with which we have been entrusted and we will ensure our actions and level of service reflect the ideals of the people we serve.

Our country and our community continue to face challenging and unprecedented times. As one of the largest cities in the country, we remain on the forefront of effecting positive change within the law enforcement community. We look forward to continuing to grow with our community and we greatly appreciate the support of our residents who make Oklahoma City such a wonderful place to serve.



Chief Wade Gourley

From the Chief

When I became Oklahoma City's 50th Police Chief on July 8, 2019, I could not have anticipated how much our department and our city would change over the course of the next year and a half. 2020 was an incredibly challenging year for everyone. The COVID-19 pandemic has touched all of our lives in some way, but has also been an opportunity to witness the resiliency of our community and the members of the Oklahoma City Police Department who serve that community.

The pandemic tremendously affected our ability to interact with the community using traditional methods and made outreach and communication more challenging than ever. Despite those challenges, the department was able to host or participate in crime prevention, community relations, public safety, and youth outreach events throughout 2020.

Proactive engagement with the people we serve has been important to our department for many years but is even more critical during times of tremendous social change. We are determined to ensure the public we serve has confidence and trust in their police department, and we look forward to continuing to expand our community outreach efforts to develop meaningful relationships with the public as we move forward.

Our department's most basic mission is to serve you, the people of Oklahoma City, with integrity, compassion, accountability, respect, and equity. These five words represent our department's core values and are embedded in the fiber of who we are and why we serve. Our core values spell out the acronym, "I CARE." We do care and we are here for you. We hope this report will help to provide you with a deeper understanding of our agency and demonstrate our willingness to be transparent with you.

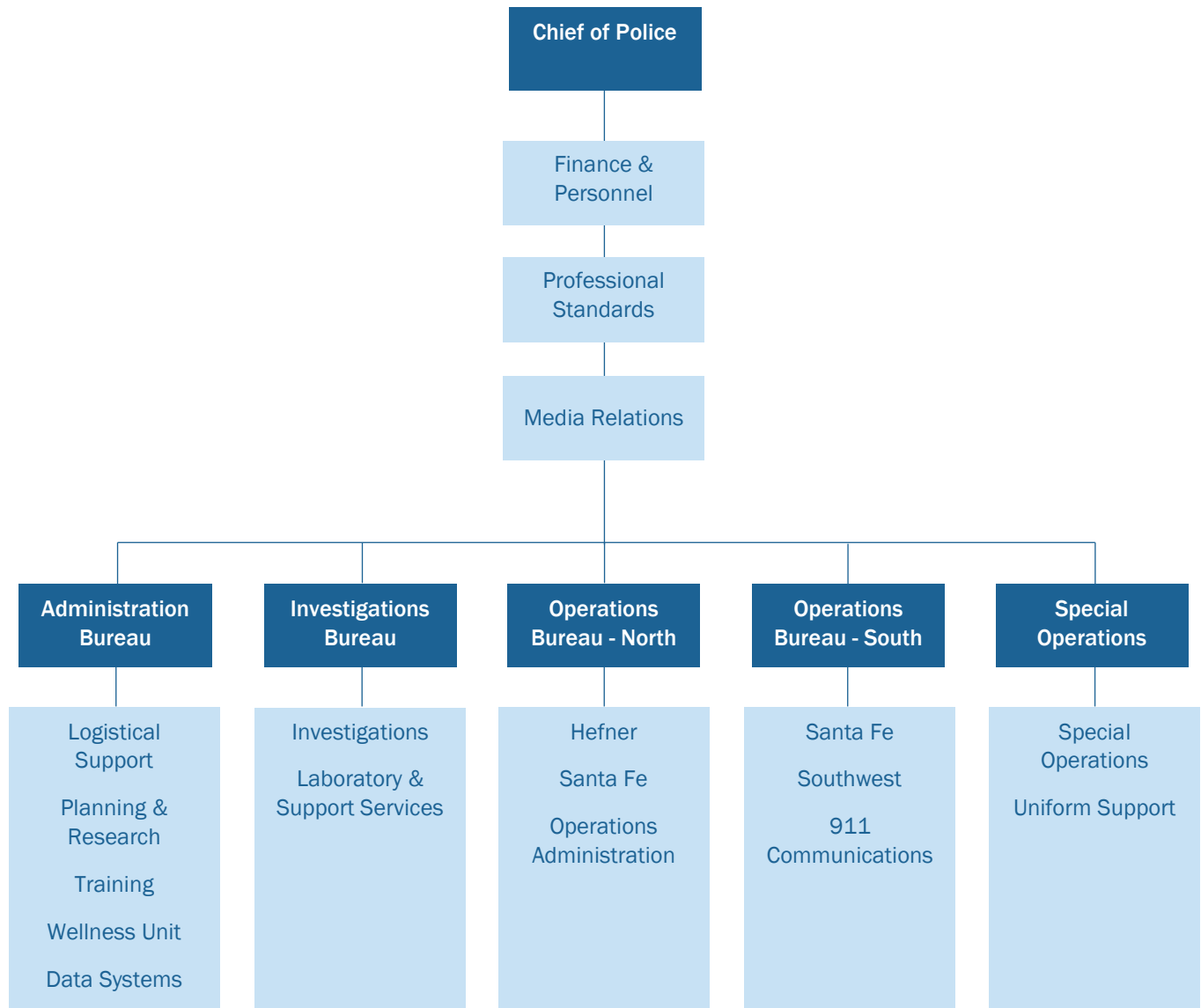
It is my honor to serve as the Chief of Police for the Oklahoma City Police Department and I appreciate your trust in me to uphold my office with dignity and respect for all members of our community.

I CARE

Integrity • Compassion • Accountability • Respect • Equity

Oklahoma City Police Department

Organization



For more information about OCPD, visit: www.okc.gov/departments/police

Overview

The Oklahoma City Police Department has an authorized strength of 1,235 sworn police officers and 304 civilian employees. These employees provide various services, including general patrol, traffic enforcement, investigations and administrative responsibilities for the agency.

The command structure of the department includes the Chief of Police, 5 deputy chiefs, 11 majors, 33 captains, and 155 lieutenants. Other personnel include sergeants, officers and non-sworn professional staff members. Each deputy chief is responsible for one of the five bureaus: Operations North, Operations South, Special Operations, Investigations and Administration. The Office of Professional Standards, Office of Media Relations, and Office of Finance and Personnel all report directly to the Chief of Police.



**Administration Bureau,
Deputy Chief Bobby Tompkins**

Conducts recruiting, hiring and training of police officers. The bureau also provides the fleet management function, planning and research resources, data systems support, and other administrative support for the Police Department.

The bureau is further responsible for developing all department directives and maintains the Police Operations Manual. The Wellness Unit is housed in the Administration Bureau and provides full-time coverage for all employees in need of mental health and wellness services.

Operations

Maintains a safe and secure city for residents through the efficient and effective use of police patrol. Operations personnel respond to 911 calls for service, report and investigate crimes and traffic collisions, and identify locations requiring selective enforcement.



**Operations Bureau – North,
Deputy Chief Vashina Butler**

Encompasses Hefner Division, Springlake Division and Operations Administration. Operations Administration includes the office which supports patrol by managing staffing, supplies and equipment, the CIT program, and

several units which specialize in police-community relations and early intervention, including School Resource Officers, Family Awareness and Community Teamwork, Youth Enrichment Services and the Police Athletic League.



**Operations Bureau – South,
Deputy Chief Ron Bacy**

Encompasses Santa Fe Division, Southwest Division and 911 Communications, which serves as the central hub for all emergency communications in our city. The 911 Communications Unit processes over one million

calls for service each year and provides unparalleled support to field units responding to calls for service.



**Investigations Bureau,
Deputy Chief Jason Clifton**
Conducts initial and follow-up investigations of crimes against people and property, presents investigative information to prosecuting authorities and provides detailed courtroom testimony. The bureau also provides

resources and support to victims and witnesses of crimes. Personnel in the Laboratory and Support Services Division conduct technical investigations and examinations of evidence.



**Special Operations Bureau,
Deputy Chief Brian Jennings**
Includes the Special Operations Division and Uniform Support Division. Special Operations includes Violent Crimes Investigations, the Violent Crimes Apprehension Team, and support units like the Bomb Squad, Tactical Unit, and Canine Unit. Vice

enforcement, major narcotics investigations and interdiction fall under Special Operations. Uniform Support provides specialized services throughout the city and includes the Airport Unit, Air Support, Emergency Response Team, Homeless Outreach Team, fatality collision investigations, motorcycle traffic enforcement, parking enforcement, and school crossing guards. The Bricktown Bicycle Unit provides police protection and services in Bricktown and the downtown business district.



Patrol Divisions

Divisions & Calls for Service • 2020

Division & Patrol Area	Landmarks	Calls for Service
Hefner 3924 NW 122 St. NW quad., 133 sq. mi.	Mercy Hospital, Quail Springs Mall, INTEGRIS Baptist Medical Center, Lakes Hefner and Overholser	131,451
Santa Fe 9000 S. Santa Fe Ave. SE quad., 191 sq. mi.	Lake Stanley Draper and INTEGRIS Southwest Medical Center	132,378
Springlake 4016 N. Prospect Ave. NE quad., 146 sq. mi.	OKC Zoo, Remington Park, OU Health Sciences Center, Chisholm Creek, St. Anthony Hospital, Downtown	129,221
Southwest 5501 S. Portland Ave. SW quad., 172 sq. mi.	Will Rogers World Airport, State Fair Park, Stockyards City	128,015
Bricktown 219 E. Main St.	Bricktown Entertainment District, Cox Convention Center, Chesapeake Energy Arena, Chickasaw Bricktown Ballpark, Myriad Botanical Gardens, Riversport Adventures	5,734

PCR Officers

Hefner

MSgt. Bob Skalla
(405) 316-5035
robert.skalla@okc.gov

Santa Fe

MSgt. Jurden Brown
(405) 316-4493
jurden.brown@okc.gov

Springlake

MSgt. Erick Huff
(405) 316-5138
erick.huff@okc.gov

Southwest

MSgt. Michael Loruse
(405) 316-4525
michael.loruse@okc.gov

Each patrol division has the following:

Police Community Relations Officer (PCR)

PCR officers make contacts with residents, businesses and neighborhood associations. They gather intelligence through resident contacts and communicate information to the division's Intelligence-Led Policing officers. A PCR officer gives crime prevention and awareness presentations and helps build relationships with the community by organizing informal gatherings where residents can speak with officers one-on-one.

IMPACT Unit

The IMPACT unit investigates complaints of drug activity and other crime within the division as directed by the division commander. It also helps patrol officers with significant drug-related arrests.

Intelligence-Led Policing (ILP)

Intelligence-Led Policing officers work to identify crime trends and locate areas with high criminal activity within the division. ILP officers work closely with the division's IMPACT unit to effectively investigate and reduce crime.

Accreditation

CALEA Accreditation

“The Gold Standard in Public Safety”

Oklahoma City Police Department participates in a voluntary accreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA®). Our department has been a CALEA-accredited agency since 2007. The department received its most recent accreditation award in March 2020, after an on-site assessment in the fall of 2019. CALEA improves our department’s processes and helps us identify and apply best practices in law enforcement.

CALEA was created in 1979 as a credentialing authority through joint efforts between law enforcement’s major executive associations: International Association of Chiefs of Police (IACP), National Organization of Black Law Enforcement Executives (NOBLE), National Sheriffs’ Association (NSA), and the Police Executive Research Forum (PERF).

There are 181 best practice standards within the law enforcement accreditation module. CALEA best practices include topics like required training, use of force and deadly force review, less lethal weapons, mental health response, bias-based training, community involvement, victim and witness assistance, pursuits, disciplinary procedures, recruiting, academy training and promotional practices. For each CALEA standard, our agency must provide proof that we comply with it.

Annually, an assessor for CALEA reviews our written directives to ensure we remain in compliance with the standards. Every fourth year, a team of CALEA assessors conducts an on-site assessment, where they interview staff, city officials and residents to ensure the department is compliant with best practices. The assessors report the results of the on-site assessment to CALEA, after which the agency is presented to CALEA’s commission for final approval. The 21-member commission consists of 11 law enforcement practitioners and 10 people selected from the public and private sectors. Generally, the commission has representatives from local, state/provincial, and international law enforcement and public safety organizations, businesses, academia, the judiciary, and state/provincial and local governments.

CALEA accreditation provides many benefits to police departments. The accreditation process provides objective evidence of an agency’s commitment to excellence in leadership, resource management and service delivery. CALEA standards provide the Chief of Police with a proven management system of written directives, required training standards and routine reports that support informed decision-making and resource allocation.

Visit www.calea.org for more information.



Budget FY20-21

Each year the Police Department presents a budget to the City Council for approval. Our budget is broken down into three categories:

Operating Expenditures

The bulk of the department's budget is allocated to operating expenditures. That includes the majority of the department's personnel costs and direct services to the community. Operating expenditures are broken down into four categories:

1. Administration
2. Investigations
3. Operations
4. Public safety support

Capital & Non-operating Expenditures

Includes improvements to structures, like briefing stations and other police buildings, plus fleet replacement.

Transfers to City Funds

Represent funds paid back to the City. This fiscal year, transfers to City funds included a 911 subsidy as well as a wage adjustment from the Police Sales Tax.

The Police Department budget is sourced from a variety of funds, but the primary funding sources are the General Fund, Police Sales Tax, Better Streets Safer City Use Tax, and 911 Communications Fund. Learn more about the City budget at okc.gov/budget, and municipal taxes at okc.gov/tax. Visit the link below for the OCPD's approved budget for fiscal year 2021.

<https://www.okc.gov/home/showpublisheddocument/18802/637299843848970000>

Staffing

Personnel in 2020							Authorized Positions	
Race	Sworn			Civilian			Sworn	1,235
	Male	Female	% Sworn	Male	Female	Civilian	Civilian	304
White	833	106	81.6%	58	151	73.3%		
Black	63	9	6.3%	7	29	12.6%		
Hispanic	72	6	6.8%	3	8	3.9%		
Asian	10	1	1%	1	7	2.8%		
American Indian/ Alaska Native	44	4	4%	3	15	6.3%		
Native Hawaiian/Other Pacific Islander	1	0	.1%	0	1	.4%		
Unknown/Multiracial	1	1	.2	1	1	.7%		
Totals	1,024	127	100%	73	212	100%		
Grand Totals	1,151			285				

Fleet

Vehicle Programs

The department has Take-Home Vehicle and Home Storage Vehicle Programs.

Take-Home Vehicle Program

A take-home vehicle is a marked unit assigned to an officer or sergeant within one of the Operations Bureaus. The department has 305 take-home vehicles.

Home Storage Vehicle Program

A home storage vehicle may be marked or unmarked and stored at a police employee's home to accommodate after-hours responses. Home storage vehicles may be rotated between detectives subject to call-out or assigned to supervisors in the patrol divisions. The department has 383 home storage vehicles.

Participants in either program may use their City vehicle to commute to on-duty law enforcement assignments. Off-duty use is restricted to official police business (i.e., court appearances, training sessions, neighborhood group meetings, vehicle maintenance, etc.) and commuting to extra-duty employment.

Fleet by Equipment Type

461	Marked Sedans
234	Marked Utility Vehicles (SUVs)
217	Unmarked Sedans
48	Unmarked SUVs
20	Motorcycles
60	Trucks
21	Vans
2	Helicopters
6	Boats
1	Mobile Command Center
9	Parking Enforcement Vehicles



Crime in OKC

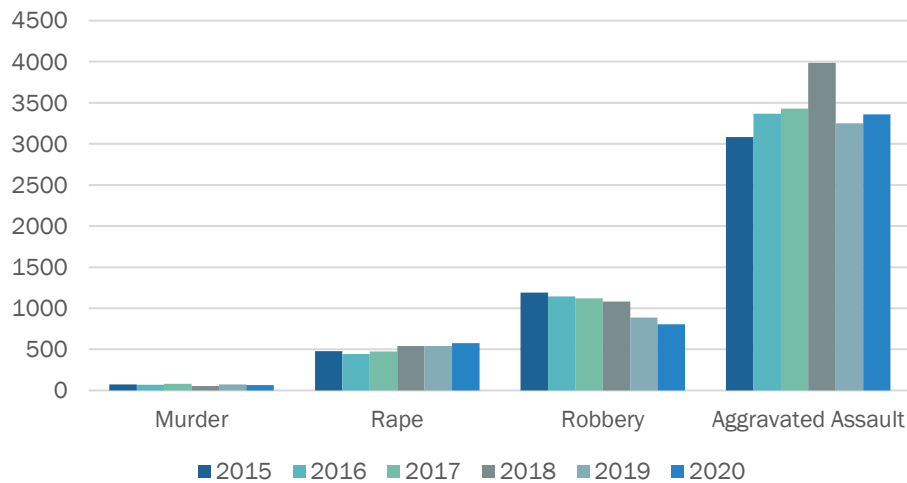
Violent Crimes

In 2020, OKC reported the offenses at right to the FBI's Summary Reporting System for Part I violent crimes/persons crimes.

Offenses Reported

4,750	Total Violent Crimes
67 ¹	Murder/Nonnegligent Manslaughter
575	Rape
805	Robbery
3,359	Aggravated Assault

Persons Crimes in Oklahoma City • 2015 - 2020



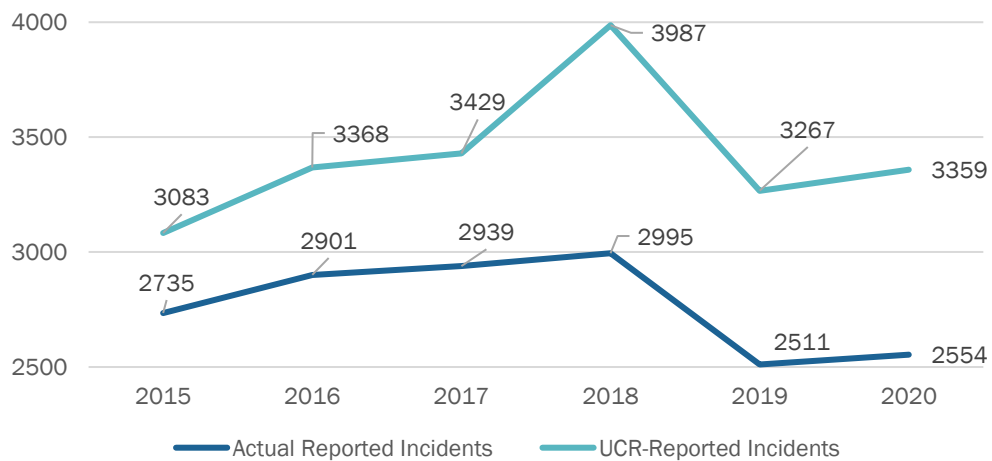
Data from 2015–2019 regarding persons crimes in OKC was taken from historical Uniform Crime Report (UCR) publications, available through the Federal Bureau of Investigation. The 2020 data was taken from the department's Crime Comparison Reports, generated from a National Incident Based Reporting System (NIBRS) conversion done by the Oklahoma State Bureau of Investigation.

¹ Only homicides meeting the NIBRS definition of murder/nonnegligent homicide are reported on the department's Crime Comparison Reports. The NIBRS definition of murder/nonnegligent homicide is "the willful (nonnegligent) killing of one human being by another."

Aggravated Assaults

The UCR-reported number of aggravated assaults for 2020 was significantly higher than the actual number of incidents reported to OCPD. It's important to understand that UCR requires every victim to be counted separately, meaning one incident of assault with multiple victims is listed as multiple incidents in the UCR. From 2019 – 2020, the total number of victims reported to UCR increased by 92, but the number of actual incidents reported increased by only 43. Aggravated assaults in Oklahoma City increased 1.7%² from 2019 to 2020.

**Aggravated Assaults in Oklahoma City
Actual vs. UCR Reported Incidents • 2015 - 2020**

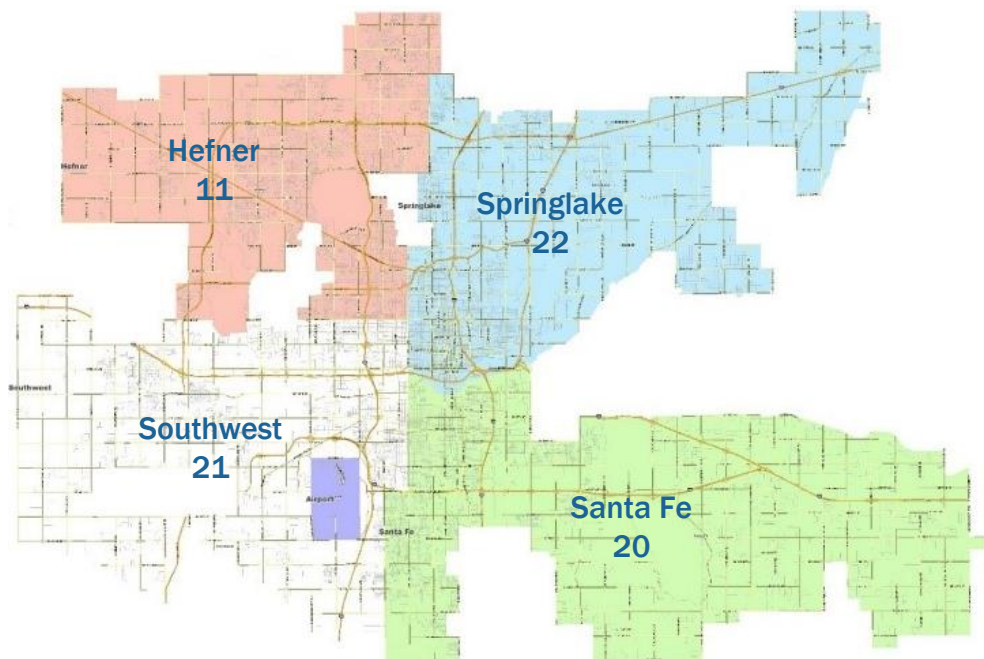


² This decrease was calculated using the actual reported incidents for 2020, not the UCR-reported incidents.

Homicides

In 2020, the department investigated 76³ homicides. Fifty-nine were cleared, resulting in a 77.6% clearance rate for the year, as compared to the national average of like-sized cities of 54.7% in 2019. The total number of homicides was categorized by patrol division⁴, showing the following number of homicides investigated in each quadrant of the city.

Homicides by Patrol Divisions



³ The Homicide Unit investigates a variety of offenses, including homicides, deaths ruled lawful self-defense (non-officer), officer-involved deadly force incidents, in-custody deaths, fire deaths, and any agency assist investigations during the calendar year. Their investigations would encompass all offenses listed in the NIBRS homicide offenses section, including murder/nonnegligent manslaughter, negligent manslaughter and justifiable homicide.

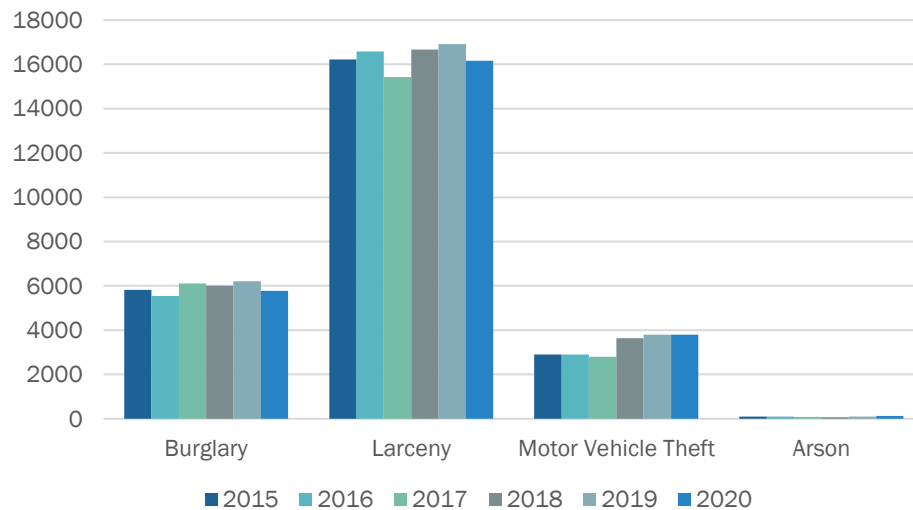
⁴ One homicide occurred in the Bricktown entertainment district and one occurred at an unknown location. Those homicides are not reflected on the patrol map above.

Property Crimes

In 2020, Oklahoma City reported the offenses listed below to the Federal Bureau of Investigation's Summary Reporting System for Part I property crimes:

Property Crimes Reported	
25,849	Total Property Crimes
5,770	Burglary
16,168	Larceny
3,790	Motor Vehicle Theft
121	Arson

Property Crimes Reported in Oklahoma City • 2015 - 2020



Data from 2015–2019 regarding property crimes in OKC was taken from historical Uniform Crime Report publications, available through the Federal Bureau of Investigation. The 2020 data was taken from the department's Crime Comparison Reports, generated from a National Incident Based Reporting System (NIBRS) conversion done by the Oklahoma State Bureau of Investigation.

The Global Pandemic

The widespread impact of the COVID-19 pandemic altered Police Department operations tremendously during 2020. In addition to the safety precautions implemented by City government to protect both employees and the public, the department modified a variety of police activities to minimize the risk of transmission:

1. Handling of potentially contaminated evidence
2. Police vehicle sanitization
3. Suspension of pre-shift officer briefings
4. Limitations on community relations events
5. Screening calls for service for potential risks
6. Transporting mental health patients to health facilities
7. Modified traffic enforcement procedures
8. Training restrictions and increased use of distance learning
9. Modified promotion and retirement ceremonies
10. Expansion of telework options

The list above is not exhaustive but provides a look at the widespread impact of the pandemic on department operations. The largest impact experienced by the department was a disruption in staffing. A significant number of employees were required to quarantine after exposure occurred. The chart below demonstrates the number of employees, sworn and non-sworn, who were directly affected by the virus.

COVID-19 Employee Data • 2020

Impact	Sworn	Non-Sworn	Total Employees
Quarantine / Emergency Leave	487	121	608
On-Duty Exposure	389	47	436
Positive Tests	187	46	233

Officers of the Year



Capt. Frank Barnes



Staff Sgt. Kim Holmes

Two Police Department employees were honored by the South Oklahoma City Kiwanis Club for their service in 2020.

Police Capt. Frank Barnes, a City employee for 21 years, was honored as the employee of the year. Barnes is Emergency Manager, overseeing the City's Office of Emergency Management and coordinating with numerous community partners. He performed his already considerable duties beyond expectations while serving tirelessly as the point person for the City's overall COVID-19 response.

Staff Sgt. Kim Holmes was honored as the police officer of the year. Holmes, an Airport Police Unit member and 14-year Police Department veteran, used her extensive background as an advanced practice registered nurse on assignment to the City's Medical Monitoring Unit. She helped keep staff safe across the entire City workforce with her work on guidance, reporting, screening and more.

Use of Force Investigations

Police officers are responsible for the protection of life and property and the apprehension of criminal offenders. The use of force to achieve those means is one of the most serious responsibilities entrusted to police officers, and as such, is also the most scrutinized.

All force used by police officers must be reasonably necessary based on the totality of circumstances, meaning the officer's decision to use force must be reasonable based on the information known to them before using it. Reasonableness is not determined by looking at an incident with the benefit of hindsight, but by evaluating the incident from the perspective of the officer on the scene.

A variety of factors are used to determine if force is appropriate. Those factors may include if a person is suspected of a crime, the severity of the crime or problem at issue, if the person poses an imminent threat to the safety of officers or others, if the person is actively resisting arrest or attempting to evade arrest by flight, and any suspected or obvious medical or mental conditions. Ultimately, the totality of circumstances known to an officer at the time of the incident determines if force is appropriate.

Oklahoma City Police Department Written Directives

Our officers must only use force when necessary. Our directives and training ensure our officers are prepared to respond to potential force situations appropriately. OCPD is committed to developing and revising directives which enhance the safety of our officers and the public we serve. Our department regularly reviews our use of force directives for anything that requires clarification or updates. We consistently train our officers on those directives and their application in real-time situations. Significant directives related to the application of force are described below.

Policy 554 Use of Force

This policy was updated in February 2020 to reflect recent trends in case law. Significant changes to the policy included new factors officers should consider before using force, a statutory obligation to report excessive force, and an obligation to intervene when another officer is using excessive force. The objective of this update was to ensure officers are using lawful force, thereby enhancing the public's safety.

Procedure 150 Use of Force Investigations

This procedure governs when use of force investigations are conducted and the steps that should be taken to complete those investigations. A use of force investigation is required for every incident when an employee resorts to the use of any degree of physical force, including the use of lethal weapons or less lethal devices. The only circumstances under which a use of force investigation will not be conducted are as follows:

1. After routine handcuffing, escorting and searching, when there is no physical resistance by the person being handcuffed, escorted or searched;
2. When a hobble restraint (ankle restraint) only is applied to the ankles of a person in custody;
3. When a violent prisoner transport restraint, which is a specific restraint system designed to prevent a combative or resistive subject from thrashing their upper body or banging their head during transport, is applied alone or in conjunction with a hobble restraint; or
4. When an ankle hobble (ankle restraint system permitted for use only in medical facilities) is used.

Procedure 150 Use of Force Investigations Cont.

Officers are required to immediately notify a supervisor any time physical force is used. The supervisor is responsible for conducting a use of force investigation, except for certain incidents which are investigated by the Office of Professional Standards. Follow-up investigation for a use of force includes: interviews of involved employees, suspects and witnesses; a review of all reports submitted; photographing injured parties; photographing damage to property, uniforms, or equipment; review of body-worn camera video; and submission of appropriate paperwork through the department's administrative investigation tracking system.

Every use of force is reviewed and evaluated by the department's Use of Force Screening Committee, comprised of three majors who serve on a rotating basis. The committee determines if the officer's actions were consistent with department directives. If the committee finds the employee's actions were anything other than unanimously justified and appropriate, the investigation is referred to the deputy chief of the affected bureau for disposition.

Procedure 152 Less Lethal

This procedure provides direction to officers on a variety of devices and options considered less lethal (see below). For the devices and options listed in this procedure, use and deployment guidelines, medical follow-up and training are addressed.

1. Conducted energy weapons (e.g., TASER®);
2. Impact munitions (e.g., bean bag shotgun);
3. Oleoresin capsicum or pepper spray; and
4. Baton.

Procedure 153 De-Escalation

De-escalation was officially implemented into department directives in 2018. This procedure describes the process for de-escalation review as part of use of force follow-up investigations (see p.21).

Procedure 220 Police Vehicle Operations

1. *220.75 Vehicle Disabling Maneuvers*

This procedure specifically prohibits the use of vehicle disabling maneuvers by officers.

2. *220.80 Ramming*

This procedure addresses ramming as a use of force tactic and describes the very limited circumstances under which it may be used.

“Although we have been delegated the tremendous responsibility of apprehending criminal offenders and protecting property, at all times these responsibilities are secondary to the protection of life...Sanctity of life must be the foundational principle that guides us through the complex situations we face.”

Chief Wade Gourley
Chief's Directive 21-02

2020 Uses of Force in Review

This is a summary of uses of force by officers in 2020. Use of force reporting requirements for our department are outlined in Procedure 150 (see above).

Office of Professional Standards records indicate 528 use of force investigations were conducted in 2020. Officers had 872,414 interactions with the public during calls for service. Police-resident interactions resulted in a use of force in .06% of interactions.

In 2020, 13,702 custodial arrests⁵ were made. A use of force occurred in about 4% of those incidents.

Police-Resident Interactions Resulting in Use of Force • 2020

872,414 police-resident interactions



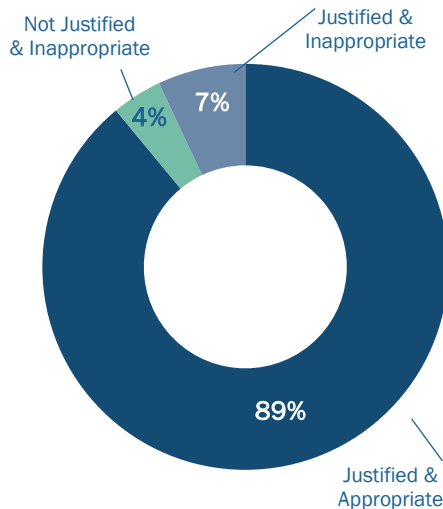
528 total uses of force



.06% of interactions resulted in use of force

⁵ Custodial arrests are arrests where a person is taken into physical custody rather than released in the field

Use of Force Investigation Dispositions • 2020



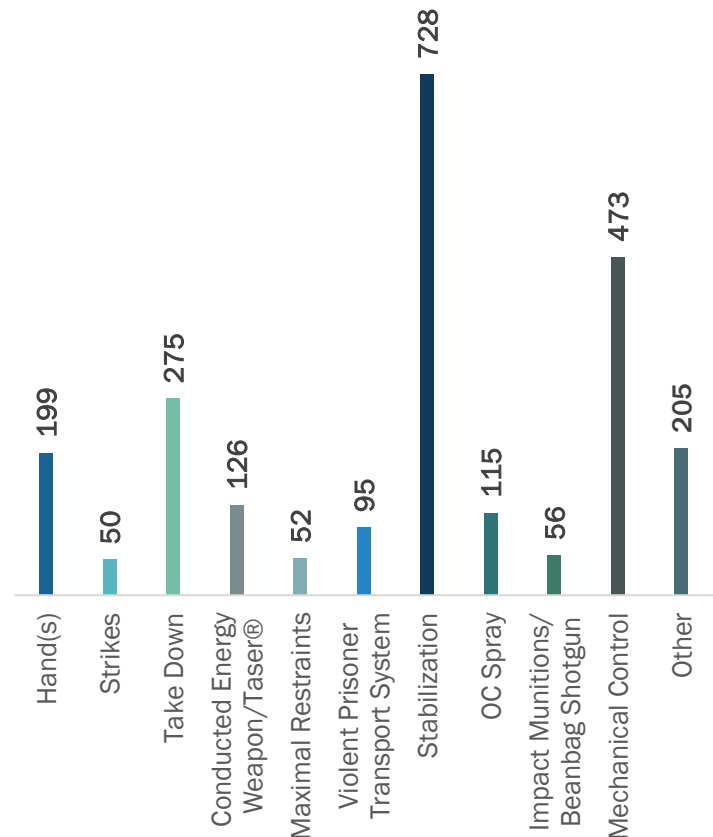
Uses of force are classified in two ways at the culmination of every use of force investigation:

1. Justified or not justified
2. Appropriate or inappropriate

Of the 527 use of force investigations completed for 2020, 471 (89.4%) were ruled “justified and appropriate,” meaning both the use of force itself and the force applied by the involved officer(s) were reasonable.

The Use of Force Screening Committee determined 20 incidents were “not justified and inappropriate.” This means the use of force itself was not justified and the force applied by the involved officer(s) was not appropriate. The committee found 36 incidents were “justified but inappropriate,” meaning the use of force itself was justified, but the force applied was not appropriate.

Most Common Types of Force Applied During Use of Force Incidents • 2020



Multiple types of force and/or techniques may be used during a single use of force incident. At times, multiple officers and/or multiple subjects/suspects are involved in a single use of force incident. The bar chart above shows different techniques applied/used during use of force incidents in 2020. Mechanical control and stabilization were the most commonly applied techniques. The “other” category includes any technique applied less than 50 times during 2020, including temporary reflexive inhibition, arm(s), elbow(s), knee(s), leg(s)/feet, baton impact, baton mechanical, hobble (leg strap only), vehicle, firearms and pain compliance.

De-Escalation

While de-escalation tactics and techniques have always been taught to and used by officers, de-escalation was formally implemented into the department's training curriculum in April 2017. We developed and implemented a directive the following February, marking the first time we had issued a formal directive on the subject.

De-Escalation Training

De-escalation is a core component of conflict resolution for police officers. All officers, including those who graduated the police academy prior to the formal implementation of de-escalation into the training curriculum, learned de-escalation tactics and techniques as part of their initial training. New recruits now receive a 4-hour block of instruction devoted exclusively to de-escalation. Throughout the academy, recruits receive 215 hours of both classroom and practical training which require de-escalation to be discussed, demonstrated and evaluated.

Beginning in the recruit academy, de-escalation concepts are a central component of training, but that doesn't stop when a recruit graduates from the academy. In-service training classes for all officers incorporate de-escalation strategies into a variety of resident encounters, including mental health intervention, domestic violence situations, and active threat response.

De-escalation has become a fundamental component of both recruit and in-service training within the department. In 2020, the department's De-Escalation Control and Defensive Tactics refresher training for officers was adapted in response to the COVID-19 pandemic and was offered in an electronic format to officers. Despite this challenge, the training incorporated drills in which the use of de-escalation tactics and techniques was demonstrated to officers.

The department evaluates officers' actual use of de-escalation tactics in the field and areas for improvement to develop the most effective training possible. We continue to improve training experiences for all officers.

De-Escalation Reviews

As part of the adoption of a formal de-escalation directive, the department implemented de-escalation reviews for administrative investigations, use of force follow-up investigations and Use of Force Screening Committee reviews. We were the first law enforcement agency in the country to implement this practice, setting a national standard for the law enforcement community in the United States.

A de-escalation review assesses whether an officer appropriately used de-escalation tactics and techniques during a given incident. Leadership can simultaneously identify and understand individual officers' use of de-escalation, and any patterns that reveal gaps in training, by reviewing the use of de-escalation.

In 2020, appropriate de-escalation tactics were applied in 470 out of 527 incidents, or 89.2% of the time. When de-escalation was deemed inappropriate and no other misconduct was identified, officers received a training review on de-escalation tactics and techniques. One officer received a written reprimand.

Officer-Involved Shootings

Oklahoma City Police Department officers were involved in 11 shootings in 2020, six of which were fatal. All 11 subjects were male. Four officer-involved shootings involved a White person and seven involved a Black person.

Each person fired on by officers was armed with a handgun, shotgun or knife.

Officer-involved shootings occurred on a variety of call types, with multiple shootings resulting from traffic stops or person-with-gun calls, and one each resulting from domestic, suspicious vehicle, robbery in progress, person-with-knife and homicide suspect calls.

Each incident was investigated by the Homicide Unit and presented to the district attorney, who determined the disposition of each case.

Call Types Resulting in Officer-Involved Shootings • 2020

3	1	1
Traffic Stop	Person with Knife	Domestic Related
3	1	1
Person with Gun	Robbery in Progress	Suspicious Vehicle
	1	
	Homicide Suspect	

Officer-Involved Shootings, 2020

Male, White • 2020-0001259

Officers were investigating a kidnapping and located the suspect using a phone ping. Officers encountered him, armed with a long knife, in tall grass. He was given verbal commands to drop the knife. He started walking away, then turned toward officers and waved the knife. Officers deployed Tasers three times and fired bean bag shotguns, striking him multiple times, without effect. He advanced toward an officer while wielding the knife, and officers shot him. Paramedics took him to the hospital, where he died.

Male, Black • 2020-0006025

Officers and Homeland Security Investigations personnel were attempting to locate a man wanted for a federal felony warrant. Officers encountered three people in a vehicle and attempted to contact them. Two of them ran away as officers approached and officers observed one carrying a handgun. Officers fired at him. He was not hit and surrendered. A second person also surrendered and was in possession of a firearm. The third person remained in the vehicle and did not flee.

Male, Black • 2020-0034624

An officer initiated a traffic stop and the driver pulled into a gas station. The officer determined the man did not have a valid driver's license. When the officer asked him to step out of his vehicle, he observed the man had a gun in his right hand. The officer retreated while firing two rounds at him, missing with both. The man threw his gun across the parking lot and got back in his vehicle. Other officers arrived and helped arrest him. He was not injured.

Male, White • 2020-0055643

An officer responded to a call of people breaking into a vehicle at a business. While checking the area, he saw two Cleveland County deputies nearby on a traffic stop. He went to help the deputies and determine if the stop was related to his call. As he was approaching the vehicle, the rear seat passenger pulled out a gun and officers fatally shot him. The two other people in the vehicle were unharmed.

Male, Black • 2020-0058831

Officers responded to a call of shots fired. A responding officer saw a dark colored SUV speeding away from the scene as a man inside fired shots at a crowd. The officer shot at the gunman. The SUV sped away and the gunman was not located.

Male, Black • 2020-0061318

Officers were at the scene of a call when they observed a man, who was uninvolved, walking down the street and racking the slide on a handgun. Officers told him to drop the gun and he refused, raising it toward officers instead. Officers shot him. Paramedics took him to the hospital, where he received treatment and survived.

Male, Black • 2020-0080411

An officer responded to a call of shots fired. He contacted the suspect who refused to follow commands to show his hands and made a motion with his hand from his sweatshirt pocket. The officer fired once at the man, who immediately complied and laid on the ground. Officers recovered a silver pocketknife from him. No one was injured, and the man was released after officers interviewed him.

Male, Black • 2020-0086440

Officers were searching for a homicide suspect, and attempted a traffic stop after seeing him driving. The driver tried to speed away. Officers deployed stop sticks, stopping the man's vehicle. He began shooting at officers. He ran away and continued exchanging gunfire with officers. Officers shot him multiple times, and he died from his wounds. The man shot one officer, who was saved by a ballistic vest.

Male, White • 2020-0088832

Officers responded to a man outside with a long gun. Officers made contact and he raised a shotgun towards them. Officers shot him with rifles. He died at the scene.

Male, White • 2020-0089789

Officers responded to an armed robbery at a gas station where the clerk had locked the suspect inside. Upon arriving, officers surrounded the store and began communicating with him. He exited the store through the drive-thru window armed with a handgun. He dropped the gun on the ground and immediately reached for his waist. Several officers shot him. Paramedics took him to a hospital, where he died. The district attorney's office filed charges against officers in this incident and the case is awaiting disposition through the criminal process.

Male, Black • 2020-0094140

Officers responded to a call of a man harassing customers. Officers encountered the man, who was holding a knife. Officers told him to drop the knife, and he did not comply. Officers deployed pepper spray and a Taser without effect. The man ran toward an officer with the knife and the officer retreated while shooting at him. Another officer dropped his Taser and shot at him. The man died at the scene. The district attorney's office filed charges against an officer in this incident and the case is awaiting disposition through the criminal process.

In-Custody Deaths

Deaths are classified as “in-custody” when death occurs in furtherance of or as a result of an officer’s actions during or after detainment, arrest, protective custody, transport, or use of force. Deaths where an officer is present but did not take direct enforcement action, like a death by suicide from an overdose, are not classified as in-custody.

In-custody death investigations may include deaths occurring when a person is physically in OCPD custody, unexplained deaths, deaths involving devices considered to be less-lethal (e.g., conducted energy weapons/Tasers, impact munitions, etc.), and cases involving positional asphyxia or other medical events.

In 2020, the Homicide Unit investigated three in-custody deaths. Each incident was presented to the district attorney for review. The district attorney found each officer’s actions were necessary and lawful. One incident was ruled a death by suicide by the Oklahoma State Medical Examiner’s Office.

The Medical Examiner’s Office conducts an independent investigation into each death. The Medical Examiner reports on a variety of factors, including probable cause of death, significant conditions contributing to death, injuries and toxicology. The findings are presented in conjunction with the Homicide Unit’s completed investigation to the appropriate district attorney. A synopsis of each incident in 2020 is provided here to help you understand how each death occurred.

In-Custody Deaths, 2020

Male, Black • 2020-0023965

Officers received a call of a man trespassing in another person’s hotel room. The reporting party asked him to leave, but he refused and said the room belonged to him. An officer contacted him, then requested backup and arrested him. The man resisted, and officers used pepper spray and a Taser to be able to handcuff him. The man then began showing signs of medical distress. Officers called for paramedics and began CPR. Paramedics took him to a hospital, where he died.

Male, Black • 2020-0035763

Officers were at a hospital on an unrelated call when a nurse asked for help with a combative patient who assaulted medical staff and was restrained by hospital security. An officer placed his knee across the man’s leg to keep him from kicking while handcuffed. Hospital staff signed a citation for assault and battery and released him from care. Officers took him to the Oklahoma County Detention Center. Detention officers carried him inside, then put him in a wheelchair. During booking, he began to show signs of medical distress. He was placed on the floor and life saving measures were started. Paramedics took him to a hospital, where he died.

Male, White • 2020-0036914

An officer responded to a single-vehicle collision on a bridge. The man said he was the driver and appeared to be intoxicated. The officer told the subject to put his hands behind his back, and he became irritated and noncompliant. The officer secured one handcuff on the man, who then broke free and jumped over the bridge’s concrete wall. The officer tried to hold onto the man but couldn’t. Paramedics took him to the hospital, where he died.

Citizens Advisory Board

The department established a Citizens Advisory Board (CAB) in 2005 after a resident captured a use of force incident on video, shedding light on the need for community input regarding significant police incidents.

The CAB is entrusted with representing the community and providing several important oversight functions to the Police Department.

The 9-member board meets every other month. CAB meetings are closed meetings because of the confidential information shared with board members. Incidents under review contain personnel information, which is expressly protected from public dissemination. Each board member is required to sign a confidentiality agreement.

Types of Cases Reviewed by the CAB

- > Formal resident complaints
- > Complaints alleging excessive use of force or police brutality
- > In-custody deaths
- > Officer-involved shootings
- > All other incidents the board deems to be of public concern

Citizens Advisory Board Duties

1. Review the investigative process and results of:
 - Completed departmental investigations of formal complaints.
 - Completed administrative investigations of complaints alleging excessive use of force or police brutality.
 - All other incidents involving police employees the board deems to be of public concern.
2. Provide comments, suggestions, and recommendations to the Chief of Police regarding department policy, procedure and rules.
3. Provide feedback regarding the department's procedure for receiving, investigating and reviewing complaints.
4. Meet or attend public forums to establish an exchange with the community.

Administrative & Internal Investigations

The Office of Professional Standards tracks all resident complaints and internal administrative investigations completed each year.

Resident Complaints

Resident complaints are formal complaints generated outside of the police department (e.g., phone, letter, email, social media, in person).

Internal Administrative Investigations

(Department-Initiated)

Internal investigations are administrative investigations or reviews generated within the department.

Criminal Investigations

Criminal investigations are investigations of employees for violations of criminal law. In 2020, there were three employees involved in criminal investigations. This number does not include officer-involved shootings and in-custody death investigations conducted by the Homicide Unit or criminal investigations conducted by other law enforcement agencies.

Investigations Involving Employees • 2020

Type	Total	Disposition					
		Not sustained	Sustained	Withdrawn	No further action ⁶	Resigned amid investigation	Investigation ongoing
Resident Complaints	49	21	21	7	0	0	0
Internal Administrative Investigations	61	6	49	0	2	1	3

⁶ A disposition of “no further action” means there were no specific allegations, but the incident needed to be further investigated to verify there were no allegations. These incidents were reviewed/investigated, but no misconduct was discovered and no allegations were presented.

Recruiting

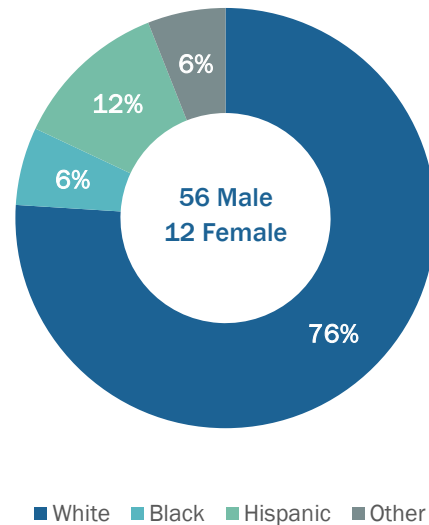
In 2020, OCPD hired one academy class:

1. Recruit Class #141 – began in May

1,327 applicants

People learned about openings in the department from: ads, career fairs, social media, employment websites, officer referrals and other sources.

Sworn New Hires by Race • 2020



Recruitment of Minority Applicants

Our Recruiting Unit worked diligently to attract minority applicants in 2020, despite the challenges of recruiting during the COVID-19 pandemic.

Outreach efforts included:

- > Multiple college campus visits for criminal justice classes, and mock hiring boards
- > Career fairs at Northeastern University and the University of Oklahoma
- > Involvement in the OCPD Cadet Program, with young Oklahoma City residents
- > Military readiness events for people separating from the military
- > Recruiting events for specific minority communities, including:
 1. *Asian Americans in Law Enforcement*
 2. *Women in Law Enforcement*

Community Outreach

Department employees regularly attend community events like neighborhood meetings, sporting events and school functions to connect with residents. In 2020, the pandemic significantly disrupted community outreach initiatives, but the department still hosted 181 events attended by 23,747 people.

Senior Residents – The Triad Program

Older residents are often vulnerable to victimization. The TRIAD program strives to prevent this. TRIAD stands for the triangle partnership between the Oklahoma City Police Department, Oklahoma County Sheriff's Office and older residents to work together within the community to make it safer for everyone. TRIAD has active members from three Seniors and Law Enforcement Together (SALT) Councils in northwest, south and northeast OKC. TRIAD sponsors crime prevention and victim/witness programs for older people, and recruits and trains volunteers to help law enforcement. It also staffs reassurance programs for older people to reduce fear and provide moral support and provides a forum for law enforcement and the community to share needs and concerns and develop solutions. TRIAD unites seniors, sheriffs and the local police to develop and implement communitywide solutions for problems affecting seniors.

The resources and support this program provides to older residents are invaluable. The program makes every effort to ensure older people are supported by the department and the community.

Community Events by Patrol Division • 2020

Patrol Division	Events	Resident Attendance
Hefner	53	2,233
Springlake	63	14,950
Southwest	22	969
Santa Fe	11	414
Total	149	18,566

Youth Outreach

The department sponsors and participates in programs and activities focused on at-risk youth. These programs are designed to help youth make choices that will prepare them for a successful future. Young people can develop trusting relationships with police officers, many of whom become positive mentors to the kids they serve.

Family Awareness and Community Teamwork (FACT)

The Family Awareness and Community Teamwork (FACT) program was established in 2007 and originated as a one-person unit dedicated to participating in community events and conducting gang interventions. In 2010, the program was expanded to include four officers and one supervisor.

The unit develops relationships with churches, non-profit organizations and service providers to develop solutions to crime, delinquency and other problems. The unit uses partnerships with organizations that interact with young people as part of the criminal justice system to develop proactive practices aimed at prevention, intervention and mentoring. The goal is to help young residents and alter their perspectives on life, school and their potential for success.

Officers working within FACT are known as “youth outreach officers” and manage several year-round and seasonal programs focused on reaching various demographics. Some of the unit’s programs include the Juvenile Intervention Program, the Man Up mentoring initiative, Movie Night outreach, Jamming Hoops Fest and We Rise. These programs give officers the chance to regularly interact with youth from a variety of socioeconomic and ethnic backgrounds. They provide intervention at critical points in the lives of young people and significantly affect families in positive ways.

Juvenile Intervention Program

The Juvenile Intervention Program (JIP) is a partnership between OCPD and Oklahoma City Municipal Courts focused on giving first-time juvenile offenders a second chance and reducing the likelihood of future criminal behavior. JIP is a 6-week core curriculum mentoring program used as an alternative to fines or community service. Kids in the program are mentored by police officers one day per week, for six consecutive weeks on topics such as truancy, education, gang awareness, drug & alcohol abuse, domestic violence, peer pressure, and breaking the cycle of the “school to prison pipeline.” Kids successfully completing the program attend a graduation, and the Municipal Court waives all fines.

Youth Leadership Academy

The Youth Leadership Academy (YLA) is a mentoring and training program with OCPD youth outreach officers. YLA partners with the non-profit STIR and the Boat-house District to provide an atmosphere of teamwork, community and discipline. Participants come from other OCPD youth services programs like the Police Athletic League (PAL), Truancy Unit, School Resource Officers (SRO), Family Awareness and Community Teamwork (FACT) and the Juvenile Intervention Program (JIP). Students must show high potential in academics, leadership and willingness to learn. YLA is one Friday per month for five months. It includes enrichment speakers and teambuilding exercises like ropes courses, kayaking and rowing. The curriculum includes topics like financial responsibility, the college application process and career selection.

Police Athletic League

The Oklahoma City Police Athletic League (PAL) is a youth crime prevention and mentoring program that was formed in 1991. OKC PAL is the local chapter of National PAL. PAL provides healthy, organized activities to underprivileged children from high-risk neighborhoods as an alternative to negative influences. PAL is a non-profit organization funded through private and corporate donations, grants and fundraising activities. The PAL Community Center at 3816 S Robinson Ave. opened in October 2009 to serve the Capitol Hill community on the south side of OKC.

The Oklahoma City PAL program supports football, volleyball, boys/girls basketball, boys/girls soccer and cheerleading. PAL also has a competitive martial arts team, a tournament wrestling team, a youth baseball team in the OKC Dodgers league and two volleyball teams outside of the school-supported sports programs.

As the COVID-19 pandemic increasingly limited interactions between officers and youth in the community, PAL had to identify creative ways to bridge that gap. In May of 2020, the PAL Esports League, a virtual mentoring and gaming community, was born. The program became an immediate success and the department developed relationships with OU Esports and Equinox. PAL held virtual tournaments throughout the year and by the end of 2020, collegiate recruiters visited with OKC PAL esports students twice.

The Oklahoma City PAL program primarily serves the OKC Public School District, with about 3,200 student-athletes and over 500 teacher, police officer and community volunteers serving as coaches. PAL exists with the belief that children can avoid negative lifestyle choices like gangs and drugs when offered positive, healthy alternatives. PAL is not like any other program. It is driven by a philosophy of teamwork, fair play, courtesy and consideration for others. It's about "Cops Helping Kids Succeed!"



Youth Enrichment Services (YES)

The Truancy Unit was originally established in 1989 to keep students in school and decrease the daytime crime rate attributed to truant young people. The program has morphed over time and officers now try to contact the guardians of truant students to determine why they are absent. Truancy officers offer help or referrals to appropriate community resources.

In 2018, the Truancy Unit implemented the Youth Enrichment Program. It provides families on-the-spot resources like food, clothing and other basic living needs. In extreme cases, officers have helped families get utilities turned back on so they can send their children back to school immediately. The YES program has developed partnerships with churches, food banks and other community-based organizations to help families and address truancy issues by ensuring the needs of students are met at home so they can attend school more regularly.

Officers primarily identify students who have been referred through the Handle With Care system. Officers work closely with the OKC Public Schools Attendance Advocacy Unit to identify students who have been exposed to trauma, displaced or referred by a school staff member.

Police Cadet Program

The program was developed as a community outreach and recruiting tool for young residents. We strive to improve recruiting tactics to become more reflective of our community's demographics.

The program focuses on mentoring young residents from the Oklahoma City Public School System (OKCPS) who aspire to have a career in law enforcement. During their junior and senior years of high school, students complete the two-year program and acquire over 700 CLEET hours, along with various law enforcement related certifications. After that time, participants are eligible to apply for the Police Cadet Program, where they receive guidance, mentoring and support from their police officer mentors while pursuing a law enforcement career. Cadets receive tuition assistance through OSU-OKC and OCCC, employment in various service-oriented positions, and conduct monthly community service hours and training. The very first cadet applied and was hired for OCPD academy class #138 in 2019.

Police cadets serve as representatives and ambassadors of the Oklahoma City Police Department and its values, goals and virtues. Cadets attend and participate in community functions, OCPD-sponsored events, neighborhood outreach and special events. Positive and educational interaction with young adults in the program helps them in developing life skills, the ability to communicate effectively with others and appropriate decision-making skills. The program promotes a community service-oriented attitude and is designed to mold the cadets into viable candidates for employment with the OCPD.