

A Message to the Community

This week the Mayor and Vice Mayor requested that information about the Police Department's training and policies be posted to the Town's website. Tiburon Police Officers are held to the highest standards of police conduct. The Tiburon Police Department Policy Manual, which includes a strict prohibition of bias-based policing, can be found on the Town's website.

The Police Department's Use of Force Policy has also been reviewed and recently modified to address some of the concerns raised by the 8cantwait campaign. A matrix including this information is attached to this document.

We have the utmost confidence in the leadership of Police Chief Michael Cronin, and in the professionalism, compassion, and training of the Department's staff. We are also committed to seeking additional training opportunities to ensure the Tiburon community is being served in the safest, and most respectful way possible.

SUMMARY OF CHANGES TO TIBURON POLICE DEPARTMENT

<u>ISSUE</u>	<u>8CANTWAIT.ORG</u>	<u>TIBURON POLICE DEPT.</u>
Ban chokeholds and strangleholds	Allowing officers to choke or strangle civilians, in many cases where less lethal force could be used instead, results in the unnecessary death or serious injury to civilians	We have reclassified the “Carotid Control Hold” as a “Deadly Force Application”
Require de-escalation	Require officers to de-escalate situations, where possible, by communicating with subjects, maintaining distance, and otherwise eliminating the need to use force	De-escalation is implicit in the department’s Use of Force policy. It will be amended to require the use of de-escalation techniques insofar as circumstances permit
Require warning before shooting	Require officers to give verbal warning, when possible, before shooting at a civilian	Officers are trained to identify themselves as police officers and when possible, to warn before using any force
Exhaust all other means before shooting	Exhaust all other means before shooting	Officers are only permitted to use that amount of force necessary to accomplish their purpose
Duty to Intervene and stop excessive force by other officers	Requires officers to intervene and stop excessive force used by other officers and report those incidents immediately to supervisors	Department policy requires officers to intervene and immediately report the use of excessive force by other officers
Ban shooting at vehicles	Restrict officers from shooting at moving vehicles, which is regarded as particularly dangerous and ineffective tactic	Department policy recognizes the risks inherent in shooting at vehicles and allows it only in the most extreme circumstances
Require use of force continuum	Develop a force continuum that limits the types of force and/or weapons that can be used to respond to specific types of resistance	The department’s policy requires consideration of all relevant factors in applying only the minimal amount of force necessary on a case by case basis
Require comprehensive reporting	Require officers to report each time they use force or threaten to use force against civilians. Comprehensive reporting includes requiring officers to report whenever they point a firearm at someone, in addition to all other types of force.	Any use of force by a member of the department shall be documented promptly, completely and accurately in an appropriate report depending on the nature of the incident.