



Berkley Public Safety Video Update Part 3

You've mentioned your public outreach opportunities that you have with your Public Safety. That sentiment holds true. I want to bring up a specific unofficial or incident that occurred, and it kind of sputtered via our social channels and regarding one of our Berkley public safety officers: specifically with that incident, can you touch on how you and your department responded to that? I know that this isn't just this special case, incidents like this are kind of how you guys handle most things, could you kind of share a little bit more details regarding that.

Going back years at my former department and here, we are always trying to learn. If we make a mistake we'll say we made a mistake and try to learn from it. Quite often we will get people that call and say that they were treated rudely or maybe disrespected or officers were unprofessional, and we will have them come in and look at the video. In most cases it is not the way they remember, it is a stressful situation. Videos are not perfect because it doesn't show everything, it's two-dimensional but it is certainly helpful when it comes back to recollection. We did hear recently, there was some social media about a traffic stop: I understand that it sounded really bad. First of all, we were able to find the traffic stop. It took us a little bit of time because we didn't have enough information. Several of us looked at the traffic stop and we thought it was very professional. We are not perfect but it was pretty close to perfect. I called the gentleman who made the original social media post and asked him to come in and help us out. We wanted to learn from this and had him tell us what he was feeling? We sat down, spent about an hour together, but we watched the video with him, myself, and Lieutenant Miller, (Administrative Lieutenant), who runs our training. We thought if there is some way we can use this for training we would like to do that. We watched the video and quite honestly his perception was different from ours, but his perception is his reality, and he had some life experiences that we did not have. We were able to talk for quite a while, I think he gave us some things to think about and I think we gave him some things to think about, and we are learning from that. The traffic stop was just about perfect, you couldn't get much more professional, but he took it a different way and that is what we need to learn. This is what I try to get across to the officers, our point of view is our point of view but different people have different perceptions and we have to be cognizant of that. It was a good learning experience for us, and that happens all the time that just was a recent example. We want to learn from it too, and we also want to teach people: we did this because of that, or that is our procedure, this is why we do what we do, and that is what we are looking to do.

Can you elaborate more, you mentioned that one of your Administrative Lieutenants came and sat down who probably was not even the officer involved. Can you touch more when it comes to incidents that occur, whether it is an unofficial incident or an



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actual official incident with the procedural process that occurs: from the bottom of the totem pole all the way up could you share that in that process?

We do not get many, but we will get inquiries about why we do something. Most of the time the frontline supervisor, the sergeant that works in patrol, or if it's an investigative thing one of the supervisor investigations can explain that it is a procedural thing or a misconception. A lot of times when we explain why we do things because we use best practices, we are not just winging it here, we are doing what we are trained to do. A lot of times it can be explained to people and they are happy with that.

We do get occasional actual complaints and we investigate them completely. We talk to everybody we can, any video we have we will look at. If we make a mistake, we will call and tell somebody we made a mistake. Most of the complaints we get in, thinking about it right now, there has not been one sustained complaint since I have been here: other than a misperception. I'm not saying their opinions are wrong, because it is their opinion so it can not be wrong. A lot of times it is a misunderstanding for the most part, but we take it very seriously. With the new budget, we're starting a new program to even track a little bit closer. We have been using kind of the old school spreadsheets and now we'll be moving to an early warning system to make sure we're up to speed. It gives instant feedback not only to the supervisors and administration, but also the officers too. I should also mention, things that happen in other parts of the country, and other parts of the world we will learn from those also on the police and fire and and the medical. What happened in Minneapolis, we put out new implicit bias and de-escalation training. Is that reactive, yes, but why shouldn't we be reactive. We are proactive, but we should also be reactive. If something happens in the world that we can for lack of a better term take advantage of to make a point in our training we do that. That is very important, I have always believed that you can not stick your head in the sand and say it doesn't apply here, because everything applies everywhere with the way open communication and social media is now.