

COMPLAINT DEADLINES REPORT

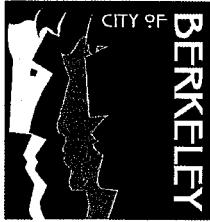
COMPLAINT INVESTIGATIONS										
NO.	Complainant	Filed Date	Incident Date	Notice of Allegations Due (20 Bus. Day)	Notice of Allegations Issued	BOI Packet (80 days)	BOI Packet Issued	BOI Findings Report Goal (105 days)	120 Days	STATUS
2419		06/14/17	Jun-17	07/12/17	06/19/17	09/02/17		09/27/17	10/12/17	On hold; ofc unavail. to 8/13
2429		10/20/17	Aug-17	11/17/17	10/27/17	tbd		tbd	tbd	On hold; comp criminal case; court date 8/1/18
2439		01/31/18	Jan-18	02/28/18	02/05/18	04/21/18		05/16/18	05/31/18	BOI ready; comp unavailable
2441		05/07/18	Apr-18	tbd		tbd		tbd	09/04/18	On hold; comp criminal case; court date 8/31/18
2442		06/22/18	May-18	07/20/18	06/29/18	09/10/18		10/05/18	10/19/18	Investigation
		05/29/18				08/17/18		09/11/18	09/26/18	IA deadlines

POLICY COMPLAINTS									
NO.	Complainant	Filed Date	Notice of Complaint to BPD	Due to Comm (30 days or next mtg.)	Initial Commission Meeting Date	Commission Approval Date	Commission Resolved? y/n	Policy Issue	STATUS
2433		11/27/17	12/7/17	12/27/17	12/13/17	2/28/18	n		policy investigation

BOARD OF INQUIRY APPEALS (CALOCA)										
NO.	Complainant	Officer Appeal Filed	PRC Records Due (60 days)	PRC Records Filed	Officer Brief Due	PRC Brief Due	PRC Brief Filed	OAH Hearing Date	OAH Decision Due	STATUS
2434		3/9/18	5/8/18	5/8/18	6/27/18	7/11/18	7/11/2018	7/25/18	9/21/18	awaiting OAH decision

MEDIATIONS									
NO.	Complainant	Filed Date	Date of Comp's Election	Notice of Election to Officer Due (5 bus day)	Notice of Election Issued to Officer	Officer Agreed to Mediation	Date of Mediation Session	Closure Due (2 wks after mediation)	STATUS
2443		06/29/18	07/13/18	07/20/18	07/16/18	1 of 2			awaiting 2nd ofc.'s election, due 7/26





Office of the City Manager

July 19, 2018

To: Honorable Mayor and
Members of the City Council

From: Dee Williams-Ridley, City Manager

Subject: Memo from Police Chief Regarding Urban Shield
Tactical Trainings

In an effort to assist you in your upcoming discussion about Urban Shield tactical training, please see the attached memo from Police Chief Andrew Greenwood regarding the community and departmental impact and benefits of this training. If you have any questions, please contact me.

cc: Paul Buddenhagen, Interim Deputy City Manager
Andrew R. Greenwood, Chief of Police
Matthai Chakko, Assistant to the City Manager
Farimah Brown, City Attorney
LaTanya Bellow, Director, Human Resources
Dave Brannigan, Fire Chief
Mark Numainville, City Clerk
Ann Marie Hogan, City Auditor

July 19, 2018

To: Dee Williams-Ridley, City Manager

From: Andrew R. Greenwood, Chief of Police

Re: **INFORMATION REGARDING IMPACTS OF URBAN SHIELD TACTICAL TRAINING**

I believe it is critical to allow the Berkeley Police Department to continue to test Berkeley's policies and procedures in the regionally-designed Urban Shield tactical training to:

- Ensure the community's ongoing safety;
- Continue the Department's ability to put properly trained and equipped staff in position to address crises and pre-planned high-risk situations;
- Increase staff ability to address dynamic and evolving threats to our religiously and ethnically diverse community through training;
- Best practices and current technology;
- Stabilize and improve employee retention and recruitment;
- Allow influence on changes to Urban Shield tactical training; and
- Preserve the City of Berkeley's local control of tactical operations and responses to our greatest threats.

IMPACT OF RECOMMENDATIONS

The Berkeley Police Department's Special Response Team has a demonstrated history of success safely serving our community without demonstrable negative outcomes. In fact, Berkeley SRT has been exceptional in delivering safety to the community in accordance with its values. Force is rarely used during SRT operations; shootings far rarer: in its 40 years of existence, there have been only two shootings by SRT – the most recent being in 2002. SRT personnel have pioneered the use of de-escalation: a Berkeley SRT leader developed the state's first, certified de-escalation training. Given the fact that Urban Shield tactical scenarios are evolving with community input in mind, the potential to specifically exclude and deny eight SRT members from participating would create immediate repercussions within the Department, threatening the City's ability to safely field a team and safeguard our community.

Within hours of the Ad Hoc Committee's initial, June decision to recommend the withdrawal of BPD SRT members from Urban Shield tactical training, it became immediately apparent that staff were deeply dispirited. SRT members volunteer themselves for highest risk operations, such as arresting violent murderers, responding to barricaded and armed subjects. Training is essential to their personal safety. These individual officer's skills, expertise, and Urban Shield experience have benefits across the department, from incident response, to informal training and leadership, to supervision and command levels.

Many SRT members feel a lack of support so severe that they question why they would put themselves in this high level of jeopardy. Two of the most senior and respected team members have declared their intention to resign from the team should SRT be banned from training in Urban Shield scenarios. Many more have informed SRT commanders that they are seriously considering resigning from the team,

creating the very real possibility that the team will not be able to safely operate, potentially causing SRT to disband.

The potential loss of team members is likely to include not only tenured tactical team members, but also the negotiators, who work to de-escalate and reach peaceful outcomes through dialogue and verbal instruction. Should SRT's ranks be suddenly diminished through the loss of both tactical operators and negotiators, we will suffer a tremendous loss of capability; damage which will take years to repair. Our ability to safeguard our community will be compromised.

Loss of Berkeley Control to Alameda County Sheriff's Office SWAT Response

Should the Department lose its ability to operate a properly staffed, active Special Response Team, these are the immediate impacts:

- **In an Emergency Response, the Alameda County Sheriff's Office** would respond with their SWAT team, using their agency's policies, tactics and tools, in place of the BPD SRT. Response times would be impacted by logistics and ACSO countywide operations and priorities, including the location of their team members and other factors. This added delay caused by calling an outside team would endanger the community and the officers on scene while they wait for a properly trained and equipped team to arrive.
- **In Pre-planned Operations:** Our ability to manage safely conduct operations using our proven, community-informed policies, tactics, and trained personnel would be *severely* compromised. *Neither the Sheriff nor the region's police chiefs are required to offer their tactical teams into Berkeley's pre-planned operations, such as serving of a high-risk arrest warrant against a violent, armed suspect.* When our risk assessment process calls for a tactical team's participation, it is crucial that we have our SRT, tactical, negotiators, and others to safely plan and manage these operations in a tactically sound manner, in line with our own policies, tactics, and values. Replacing our existing risk management and operational planning processes, and working through the myriad of safety and related issues would be *extremely* challenging, to say the least.
 - As an example of pre-planned operations, consider that the Department has responded to a number of recent shootings recently involving multiple suspects and a large number of shots fired. The April 12 shooting on Russell St. in South Berkeley involved numerous shooters operating in a coordinated fashion, who fired a large numbers of shots at their target in a large apartment building. SRT involvement, with multiple warrant services in multiple locations, was crucial to the safe conduct of warrants arising out of this investigation and is a crucial element when considering risks to our people, subjects of our investigation and those uninvolved people who may be present – such as during the service of a high risk search warrant.
<http://www.berkeleyside.com/2018/05/25/police-feud-between-rival-berkeley-gangs-sparked-april-shootings-2-men-charged>

Losing our Special Response Team would cause irreparable damage to the Berkeley Police Department, and undermine the City's efforts to keep our community safe.

Retention

A decision to prohibit Berkeley Police officers from the training in high-risk tactical scenarios at Urban Shield tactical training will have a major impact on retention of our employees. The current staffing crisis in the Berkeley Police Department has led to the suspension of many specialized units, including Special Enforcement Unit Narcotics, Bike patrols, reduced Traffic/Motor enforcement, multiple unfilled investigations spots. These are no longer being staffed so that we can fill daily patrol shifts.

The Special Response Team remains one of the few special assignments left. At least two experienced SRT members resigned to join other agencies, and we are aware of others contemplating employment elsewhere. A decision to prevent SRT members from essential tactical and safety training will exacerbate the Berkeley Police staffing crisis as we seek to retain our skilled, proven, veteran officers, drive people away from the Department and erode our ability to safeguard our community.

Recruitment

A decision to prevent officers from this training will have a major impact on Berkeley's recruitment efforts. We are striving to recruit the best possible qualified applicants in an increasingly competitive market. Amidst a backdrop of a local and national staffing shortage, it's vitally important that our Department also provide officers with opportunities to address the most high-risk threats facing our community. At this time, learning and training for the complex dynamics involved in successfully and peacefully resolving high risk situations as part of SRT is an attractive possibility for people considering coming to BPD. They seek opportunities for professional development and meaningful work across many aspects of their profession. We want our officers to be safe. We want them to keep up with best practices. We want them to learn state of the art techniques. We want Berkeley to lead, and not fall behind.

Data-based Justification

We understand from staff that a decision to exclude Department members from participation would be felt as an unreasonable and unwarranted lack of support and confidence in our people, who've dedicated themselves to the safety of our community. SRT members choose to undergo a higher level of training, and commit to placing themselves in a higher level of personal danger than a less-trained officer.

Given a *decades*-long, proven history of resolving dangerous incidents with a minimum of harms to all involved – including a decade of having trained in Urban Shield tactical scenarios -- staff are frustrated that this training would be denied without any justification based on results of their performance.

Officers have told me they believe that their training is being impacted based on criticisms of the Alameda County Sheriff, rather than because of their actions and accomplishments. There is a strong sense that Berkeley officers are being penalized unjustly and caricatured, for reasons and issues outside of their control and actual behavior.

The Alameda County Board of Supervisors conducted extensive research about Urban Shield tactical scenarios, and, based on this extensive study, voted to allow it to occur in 2018. Recent commitments by the Alameda County Sheriff's Office reflect a willingness to address community concerns.

It is my professional assessment as well that of Department leadership that Urban Shield tactical training provides an unmatched opportunity to prepare for and address critical, dangerous incidents. The Berkeley Police Department's record of consistent, outstanding performance is not an accident. It is the result of years of dedication, experience and training, and commitment to the highest level of professionalism on the part of our people. Our Department and the SRT are widely respected in their profession. SRT members were an integral element in our increasingly effective response to the unprecedented, social media-driven convergence of violent, extremist groups in Berkeley over eight months in 2017. Much larger agencies from around the nation came to learn from Berkeley SRT and our strategies. Berkeley Police SRT's accomplishments are widely acknowledged, and our people supported, through continued participation in Urban Shield tactical training. Berkeley's Special Response Team effectively responds to potentially volatile situations by striving to avoid harm to any who may be present at a dynamic scene: victims, suspects, community members and officers.

Financial Considerations

Participation in Urban Shield tactical training carries moderate costs depending on staffing and backfill needs. There is no admission charge, or other cost.

However, the consequences that may arise out of a Council action to exclude BPD from training in Urban Shield tactical scenarios is significant but difficult to calculate. Replacing employees who choose to resign is expensive and time consuming, both to process and train a new employee, and to ensure minimum staffing through overtime.

The Special Response Team is used on pre-planned operations such as high risk arrest and search warrants only when our formal risk-management assessment is completed. This assessment is fact-based, and race neutral. The Department formally identifies risk and formally mitigates that risk through the deployment of more highly trained personnel—SRT, who include some of our most skilled de-escalation tacticians. Without the ability to mitigate those risks, City liability exposure will increase. If a police operation results in serious injury or death, and safety measures—e.g. deploying SRT—were not used, potential litigation will be extremely hard to defend against, and risk to the City will increase.

CURRENT SITUATION AND ITS EFFECTS

The Berkeley Police Department's primary mission is to safeguard our community. This is achieved through a variety of means, including the fielding of a highly professional, well-trained team of officers, supervisors and commanders who comprise the Special Response Team (SRT).

The Special Response Team works using BPD policies which reflect our community values, including training and awareness of mental health issues, respect for all regardless of their background, and a commitment to resolving matters as peacefully as possible. Eschewing a reliance on brute force, the Berkeley Police Department's Special Response Team has a forty year-long history of safely resolving dangerous situations with a minimum of harms to all involved. There have only been two shootings during Special Response Team operations in its forty years of existence, in 1990 and in 2002. There have been no serious force injuries during SRT operations to officers, community members, or suspects since 2002, including the past decade during which SRT has trained in Urban Shield tactical scenarios each year.

Supporting the Ad-Hoc Subcommittee's work; Transparency in Action

Upon Council's decision to create the Ad-Hoc Subcommittee on NCRIC and Urban Shield, the Department committed to full support of the Subcommittee's research, including facilitating attendance at last year's Urban Shield tactical scenarios.

With transparency as a goal, I provided the Council Ad-Hoc Subcommittee on NCRIC and Urban Shield tactical training with unparalleled access to the Special Response Team in an effort to create an opportunity to fully understand SRT operations, including strategies designed to absolutely minimize the likelihood of force being used during operations.

Further, in an unprecedented presentation, Department members publicly shared their personal stories and reflections about their participation in Urban Shield tactical training, and how their experience and training helped them provide the high level of service and professionalism during real-life critical incidents.

The Ad-Hoc Subcommittee and the Police Review Commission were also invited to observe Yellow Command exercises on Sept. 6 and Sept. 7, 2018 which focused on care and shelter activities in the aftermath of an earthquake.

We acknowledge the work and time commitment of the Ad Hoc Subcommittee on NCRIC and Urban Shield and their efforts to seek knowledge and understanding about these important issues.

Value of Scenario-Based Training

Each year for the past decade, eight members of the SRT volunteer to test themselves through a series of realistic scenarios and challenges at the Urban Shield trainings. Participating in the tactical scenarios allow our staff to validate our Department's policies, strategies and tactics under the most stressful training environment possible. BPD Team members have excelled, receiving accolades from City Council in 2013 following their achievements at Urban Shield training. Two years ago, the team received the highest scores of any non-full-time team—another extraordinary accomplishment. These scenarios allow us to test whether our tools, policies and strategies designed with Berkeley in mind are effective in real life scenarios. Urban Shield tactical training has helped teach us that they are.

Our Department derives tremendous value from the challenge of addressing the two-day long set of scenarios based on real-life multi-casualty and terrorism incidents. These scenarios test our response capabilities, our tactics and strategies, all the while using our department's policies.

The department gains further benefits from Urban Shield tactical scenarios by having several different officers train each year. The lessons learned from exposure to the scenarios are therefore spread across the department. Over the 10 years we've trained in Urban Shield scenarios, we've exposed officers and sergeants (many of whom went on to become lieutenants and captains) to the training, with a demonstrated history of positive outcomes in the 700,000+ incidents we've managed over the past ten years.

Stress-testing realistic scenarios with the potential for deadly force provide officers an opportunity to make mistakes, to learn from them, to assess and adjust our tactics. Training allows this to happen *without* resulting in the awful harms one may see in a real-life situation.

SRT and Community Safety

Since Council's decision to allow training in the 2017 Urban Shield tactical scenarios, the Special Response Team and as individual officers have continued to operate through a myriad of operations, with a minimum of harms to involved parties.

In a half dozen incidents since May 1st, 2018, SRT personnel helped safely resolve incidents including:

- a June 13, Essex Street shooting in South Berkeley where SRT personnel provided life-saving first aid to a victim and safely took the suspect into custody;
- a July 3 robbery/domestic violence case in Downtown where the suspect was safely taken into custody;
- the May 2 and 3 surveillance and subsequent support of a search warrant on the rape suspect who'd attacked a juvenile in walking distance from City Hall;
- a July 5 report of a stabbing and possible barricade involving a child in West Berkeley;
- May 17 support in the service of multiple warrants following a multi-suspect shooting in south Berkeley.

Threats to Community Safety; Gun Violence on National and Local Levels

Urban Shield's tactical training helps us prepare to protect Berkeley from emerging and evolving threats. Gun violence is a reality in Berkeley.

In the wake of school shootings around the country, Berkeley Police SRT members are working with the Berkeley Unified School District to train staff and faculty in active shooter survival training. Berkeley SRT has led drills with school security officers. Berkeley SRT members are working on training plans for all of the teachers in the district. The work with BUSD is in addition to requests from other educational institutions throughout the City, which are also asking for the same training. This work is informed by experience in Urban Shield tactical scenarios, which evolve to mirror the trends of these tragic but far too frequent events.

Berkeley Police have partnered with a local Muslim institution to provide active shooter training for students and staff. That, too, was informed by work in Urban Shield tactical scenarios.

As evidenced by the events of 2017, neither Berkeley nor the region is immune to extremist violence. Oakland has seen a mass school shooting. The FBI thwarted a Christmas Day terrorist plot at Pier 39 in San Francisco. Last year, a 22-year-old was arrested for planning to bomb a gay nightclub in San Francisco, UC Berkeley dorms and set fire to the Berkeley hills. He pled guilty on Wednesday. The Toronto van attack on April 23, 2018 *closely resembled an Urban Shield scenario* faced by our officers last September -- and observed by several members of the subcommittee. Since just last fall, we've seen many mass casualty events, including:

- the Oct. 1st Route 91 Music Festival shooting in Las Vegas; 59 dead, 440+ injured;

- the Oct. 31 Manhattan, NY Bike path truck attack; 8 dead, 11 injured;
- The Nov. 5th First Baptist Church shooting in Sutherland Springs, TX; 27 dead, 20 injured;
- the Nov. 14th Rancho Tehama Elementary School shooting; 6 dead, 12 injured;
- the Dec. 31st Douglas County, CO, dom. violence ambush shooting; 2 dead, 6 injured;
- the Jan. 23rd Marshall County School shooting in Benton, KY; 2 dead, 14 injured;
- the Feb. 14th Stoneman Douglas School shooting in Parkland, FL; 17 dead, 17 injured;
- the March 9th Veterans Center shooting in Yountville; 4 dead;
- the April 3rd YouTube Headquarters shooting in San Bruno; 1 dead, 3 injured;
- the April 20th UPS facility shooting in San Francisco; 4 dead, 2 injured;
- the April 23rd Toronto van attack; 10 dead, 16 injured;
- the May 18th Santa Fe, Texas school shooting; 10 dead, 10 injured;
- the June 17th Arts Festival Shooting in Trenton, New Jersey; 22 injured; and most recently
- the June 28th Capital Gazette shooting in Annapolis, Maryland; 5 dead, 2 injured (newspaper targeted based on articles that had appeared in it)

(The Gun Violence Archive lists 154 mass shootings between January 1 and June 28th of this year. The Archive defines a mass shooting as any shooting incident in which 4 or more people were injured or killed (excluding the shooter) <http://www.gunviolencearchive.org/reports/mass-shooting>)

These incidents exemplify scenarios that our community expects the Berkeley Police Department to be immediately prepared to address. Realistic scenario training provides our staff with experience in addressing threats that we rarely ever see, but which *could* quite conceivably occur in Berkeley: An active shooter in a neighborhood or a business district, a school, café, theater, business, or on a BART train or AC Transit bus; a person using a vehicle to attack others; a threat at a critical infrastructure site; a hostage rescue, search warrant service, or an assault on a dignitary.

Simply put, Berkeley is *not* immune from the occurrence of gun violence, and we therefore need to be able to safely respond to and resolve such events. Thus far in 2018 alone, our officers have responded to at least ten shootings, where—even if no victim was located—officers determined that gunfire had occurred. In these incidents, the greatest safety risk is in the initial response to gunfire, and the potential confrontation with armed suspects, such as in these cases:

- The April 12 shooting in the 1600 block of Russell in South Berkeley, with *multiple* suspects firing a *large* number of rounds into an apartment building;
- The May 13 shooting on the 2300 block of 8th St. in West Berkeley, where at least one person was found to have been shot.
- The June 1 shooting at Oregon/Sacramento in South Berkeley, where many rounds were fired, and one person known to have been shot.
- The June 13 shooting in the 2100 block of Essex in South Berkeley

(Note: Arrests have been made and guns have been recovered in some of these incidents, and investigations are active in *all* of them.)

Guns are frequently used during robberies; we have seen 34 robberies committed via firearm thus far in 2018, and we had about 100 robberies committed via gun in 2017.

Guns are also discovered by our officers during car stops and other investigations; at least eleven guns have been recovered thus far in 2018, and over twenty guns were recovered in 2017. It should be noted that these *do not* include cases where investigations—e.g. into shootings, robberies, drug dealing—has *also* resulted in seizures of guns.

Given this environment, the Police Department is directly responsible for the safety of our community and for the ability to address threats and dangers in a rapidly unfolding, multi-casualty shooting incident. It's imperative that we focus on meaningful training that is valuable to our officers when they are faced with the demands of immediately responding to a multi-casualty incident.

Medical Training Benefits

In addition, our officers derive great benefit from the exposure to tactical medical responses stressed at Urban Shield tactical trainings. The trade show provides training where participants are exposed to training and tools, e.g. the tourniquet about which we have commented multiple times. During the vendor show, teams have been exposed to state-of-the-art medical equipment and realistic, remote-control training dummies. Part of the team members' check-in at the vendor show has training with tourniquets, chest seals, and *quik clot* gauze on these training dummies, which "stabilize" only when correct medical care techniques are applied.

This vendor show training prepares teams for Urban Shield tactical scenarios, which include medical components. Teams such as Berkeley SRT are expected to assess injuries as presented through live role-players, or these specialized training dummies. Once the tactical threat is managed, teams are evaluated on their medical assessments and the application of correct medical treatment, as well as how they integrate with EMS personnel.

With this report, we are including photographs taken at Urban Shield (and provided to the Ad Hoc Committee as well). The first from the trade show, shows BPD officers applying medical treatment to a training dummy. **Please note: the lower right portion of the photo shows a "chest seal" being utilized on a sucking chest-wound type injury. Our officers used this exact technique recently while working on life-saving efforts on the victim of the shooting on the 2100 block of Essex St.**

We are also including photographs showing BPD personnel carrying out medical treatment in the midst of Urban Shield scenarios. These show BPD SRT (and in one, Berkeley Medical Reserve Corp. members). Note that the officers and medics are being evaluated by medical professionals during these scenarios. Role-players have realistic make-up applied, simulating traumatic injury for training purposes (this is known as "moulage"). In some photos, realistic training dummies and body parts are also visible.

Participation in Urban Shield Development

We support guidelines issued by the Alameda County Sheriff's Office in March, 2018, to the Board of Supervisors. These commitments clearly indicate that concerns are being heard. We understand that as of July 12, the Sheriff's Office has seen to it that ICE will not be participating, and that international teams are being vetted regarding potential human rights violations.

Our Department's ongoing participation in Urban Shield well prepares us to influence the evolution of Urban Shield's tactical scenarios. We stressed to the Ad Hoc Committee that we believe a "re-constituted" set of exercises could and should include substantial tactical scenario training, which could

be administered *without attributing offenders' motivations or beliefs* to the tactical teams. We would like to explore conducting scenarios without ascribing offender motivations or beliefs to the tactical team, and thereby reduce community concerns over the tactical scenarios.

We advocate for several training needs:

- Create Substantial, varied, realistic, scenario based tactical scenarios
- Test the mental, physical, and technical skills and capabilities of participants
- Include stressful, challenging tactical scenarios
- Scenarios should be based on real-life terrorism or multi-casualty incidents, but—for the tactical teams' consideration. Offenders' motivations could no part in their response.

Our officers develop their skills from a combination training and experience. We have a great deal of successful *experience* conducting operations *without* using force. Our officers de-escalate situations virtually every day they work on the street. We therefore desire to balance our lack of real-life experience in multi-casualty events with meaningful *training* that realistically simulates these most challenging events. As a re-constituted Urban Shield evolves in the future, we want them to continue to include challenging tactical scenario trainings, based on real-life incidents. We believe they can be constructed *without* focus on suspect motivation or belief, and provide the highest level of training and experience for the women and men of the Berkeley Police Department, our colleagues across the Bay Area and beyond.

We also recognize and appreciate the value of basing tactical scenarios on real-life incidents. This focus ensures tactical scenarios represent current potential threats that exist in our region, our country, and the world. We also recognize that from a tactical training perspective, motivations are of little importance; far more important are the variables within a given scenario: the number of offenders, victims and hostages; the particular characteristics of the site or location, and the particular dynamics and challenges within a given scenario.

CONCLUSION

Banning the Special Response Team from Urban Shield tactical scenarios will create immediate negative repercussions within the Department and directly hamper its ability to protect the community when responding to evolving patrol incidents as well as the most dire, critical incidents.

This decision would undermine the Special Response Team's extensive history of successfully serving our department and community with numerous positive outcomes and without any demonstrable negative outcomes. These results have been achieved through committed staff and trainers who are constantly evaluating training to ensure that our team and staff are prepared.

Staff throughout the department benefit from and value this training, and the department's autonomy to make training decisions. A decision to prohibit BPD from participating in Urban Shield tactical scenarios would be viewed as a political, rather than a data-driven decision based on outcomes and benefits. These concerns are even greater, given that Urban Shield tactical scenarios are evolving and developing with community input in mind *and has already incorporated all of the recommendations provided by members of the Subcommittee into this year's event.*

This report identifies a wide range of compelling reasons for the Berkeley Police Department Special Response Team to continue to train in Urban Shield tactical scenarios, and it is with this in mind that I recommend Council support our department and the safety of our community by continuing to allow SRT to do so.

Appendix A

Special Response Team Activity; Operations and Patrol Response, partial list, 2017-2018

Date	Type of Service	Reason for SRT Involvement
7/5/2018	Domestic Violence Reports of Stabbing	On duty SRT responded to report of stabbing / possible barricade. Secured victim and safely got kids and suspect out (stabbing proved not so) 18-37813
7/3/2018	Domestic Violence/Robbery involving Parolee	On duty SRT responded to a Robbery/Domestic Violence case with parolee contained in an apartment; shields and robot used 18-37399
6/13/2018	Attempt Homicide Patrol Call	On duty SRT provided first Aid (chest seal) and then cleared SU house after he was taken in custody.
5/17/2018	High Risk Warrant Service	Assault with deadly weapon via gun - Full SRT call out to assist DD Homicide with securing 3 locations in Berkeley and Richmond
5/3/2018	Search Warrant Service	Small squad of SRT supplemented DD for the service of rape investigation warrant.
5/2/2018	Surveillance	SRT conducted overnight surveillance of rape suspect target house.
5/2/2018	Armed Barricade	SU brandished brother with a pistol and then barricaded in house. SRT established perimeter and negotiation. De-escalated and left through negotiation and continued risk assessment.
2/27/2018	Possible Barricade, proved not so	SU believed to be in attic, possibly armed. SRT used robot to clear and then patrol SRT hand cleared attic.
12/23/2017	Barricade, suicidal subject	On Duty-SRT coordinated a response, evacuated apartments and de-escalated the situation
12/5/2017	High Risk Warrant	Arrest and search warrant for shooting suspect (Richmond)
12/5/2017	High Risk Warrant	Arrest and search warrant for shooting suspect (South SF)
11/17/2017	High Risk Warrant	Arrest and search warrant
11/24-27/2017	Protest response	Arrest and Response Team for protest (negotiators deployed)
10/4/2017	Patrol Response Less Lethal Use	Arrest 5150 meth user with a knife after multiple less lethal use
9/27/2017	Protest Response	UC Free Speech Week Events
9/26/2017	Protest Response	UC Free Speech Week Events
9/25/2017	Protest Response	UC Free Speech Week Events
9/24/2017	Protest Response	UC Free Speech Week Events
9/14/2017	Protest Response	UC Berkeley Speaker; Arrest and Response Team deployed
9/5/2017	Vehicle Barricade, Water Rescue	SRT Negotiators and Tactical on Duty Members used
8/27/2017	Demonstration Response	Arrest & Response Team for protest (negotiators deployed)
8/12-13/2017	Protest Response (Phone Stand-by)	2 Days of phone stand by for protests in Oakland and Berkeley
8/8/2017	High risk Warrant	Arrest and search warrant for shooting suspect
7/10/2017	Dignitary Protection	Dig Pro for Mayor at State of the City speech

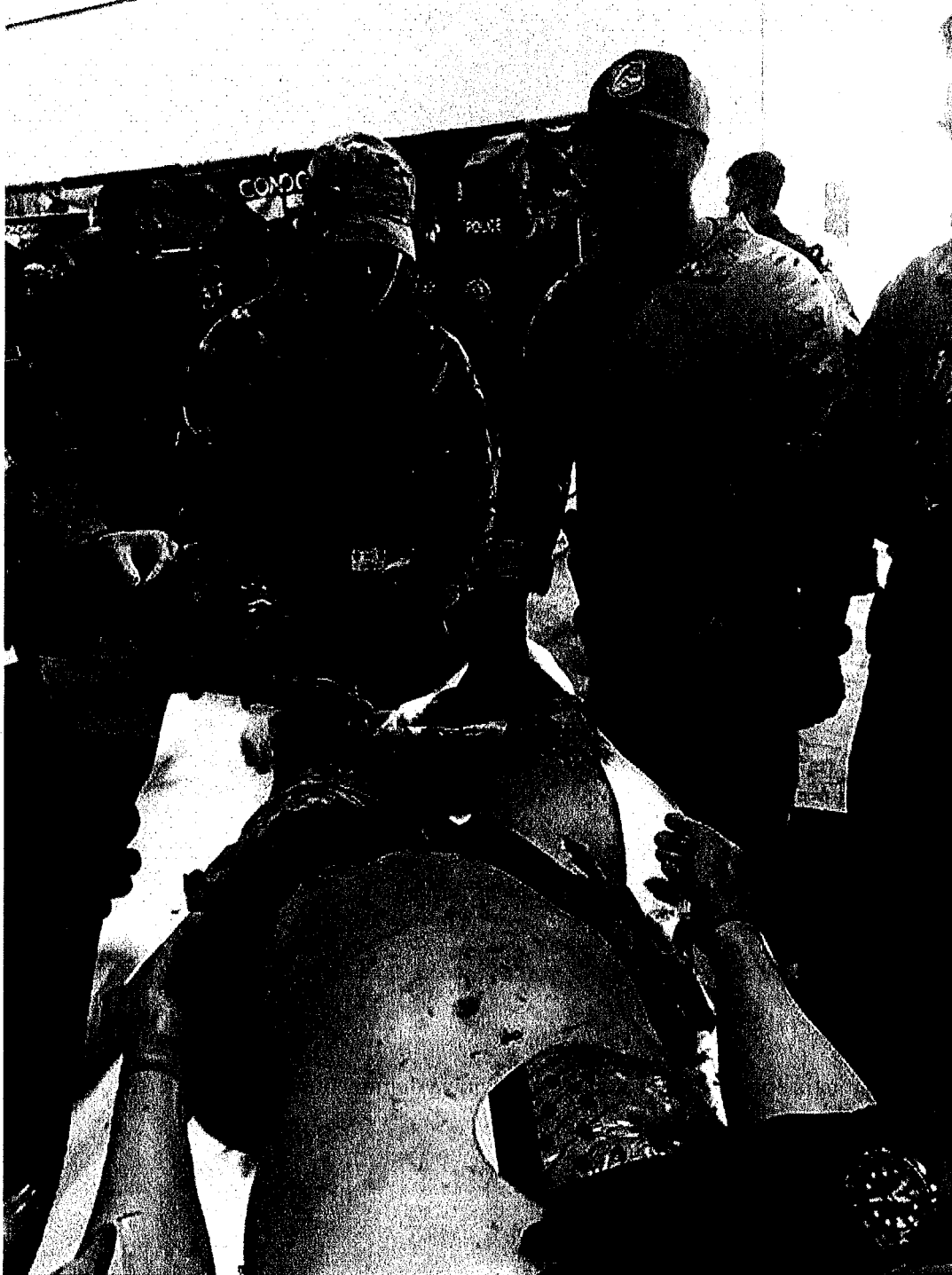
6/27/2017	Dignitary Protection	Dig Pro at City council meeting.
5/23/2017	Patrol Response with Negotiators	SRT Negotiators (on duty Team 1) spent hours talking down a violent 5150
4/15/2017	Protest Response	Arrest & Response Team for protest (negotiators deployed)
3/15/2017	Protest Response	Arrest & Response Team for protest (negotiators deployed)
3/4/2017	Protest Response	Arrest & Response Team for protest (negotiators deployed)
2/22/2017	Man with a sword	SRT ATL used LL and de-escalation training to safely apprehend suspect (Gilman St.)
1/31/2017	Barricaded Subject/Hostage	Subject experiencing MH issues w/ 5 month-old infant; threatened to jump
1/12/2017	High Risk Warrant (search)	PC 187 (via handgun); suspect has violent arrest history

Appendix B

Photographs from Urban Shield Training

The following pages contain photographs depicting Berkeley Police Department Special Response Team member working in realistic tactical scenarios which feature life-like simulated physical trauma while participating in Urban Shield Tactical Training.

(Not attached. Will be passed around during PRC meeting and available for viewing in public binder.)



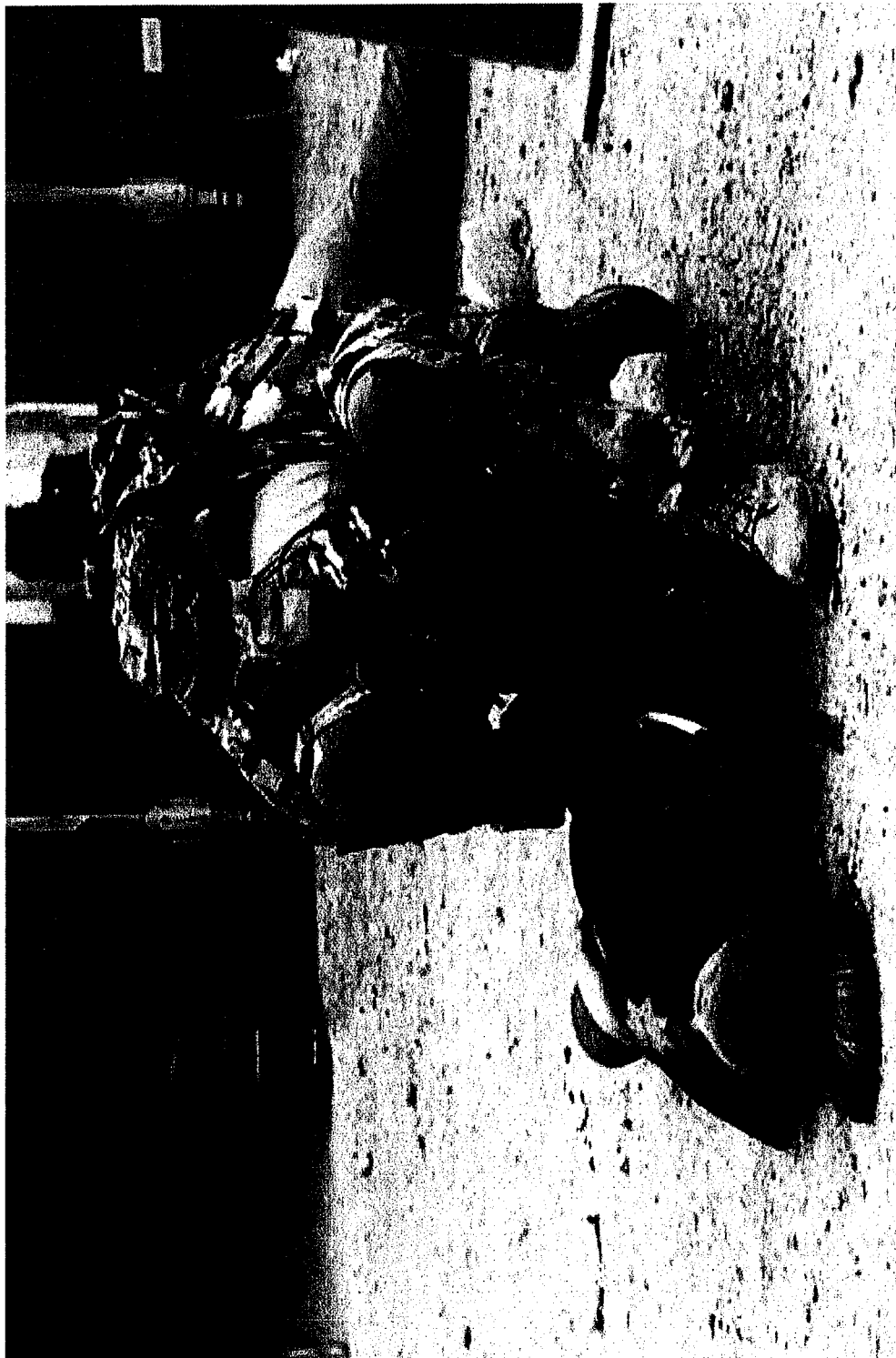
BPD SRT members training on applying a tourniquet and chest seal dressing. A chest seal has been applied to the training dummy, seen at lower right.



BPD SRT members applying a tourniquet to a training dummy during a hostage rescue scenario.



BPD SRT member applying a tourniquet to a simulated injury.



BPD SRT member applying a tourniquet to a role player.



BPD Team member support additional EMT personnel in medical treatment.

