



**CITY OF GRANITE SHOALS
POLICE DEPARTMENT**

ANNUAL REPORT

2021



The vision of the Granite Shoals Police Department is to instill a sense of pride to each and every citizen within our community.

**CITY OF GRANITE SHOALS
POLICE DEPARTMENT**

Gary A. Boshears, M. P. A., LCC Chief of Police
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INTRODUCTION

To the citizens of Granite Shoals, the Honorable Will Skinner, Mayor of Granite Shoals, members of the City Council, and City Manager Jeffrey Looney. It is my pleasure to present the Granite Shoals Police Department's Annual Report for the calendar year 2021. This is the fifth year that this report has been completed and made available for review. The purpose of this report is to highlight areas of accomplishment for the department during the past year, provide you with information as to the functions and structure of the department, and to provide you with statistical information relevant to the operations of the police department. This will also outline our strategic goals for 2022 and moving forward.

We continue to follow the vision statement of the department as a guiding principle in our day to day actions. *The vision of the Granite Shoals Police Department is to instill a sense of pride to each and every citizen within our community.* Despite some unusual circumstances and challenges this year has presented, we believe we have made many positive strides aligned with our vision during this past year. The past year was the 21st year of my law enforcement career. In the introduction to our 2020 Annual Report, I stated that year was the most unique and challenging of my career. Looking back on the past year, 2021 is at least tied for that distinction. Much like the previous year, this year brought new and unique challenges that led to lots of learning and adapting on the go as we continued to strive to provide the highest quality of service to our citizens.

During 2021, we continued to face some challenges associated with the COVID-19 Pandemic. While not as prevalent as during 2020 and while we were able to resume operating close to normal conditions, the pandemic did present some challenges that we had to work through during this past year and continue to work through into 2022. Additionally, February of 2021 saw a historic snow and freeze event impact the city and all of the surrounding area. These unique events along with the more 'normal' challenges of staffing, vehicles, and other issues, led to some creative solutions and problem solving throughout the year. Despite these challenges, I can confidently say that during the last year, we have provided a level of service to our citizens consistent with our high expectations.

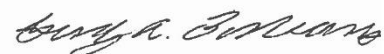
While I believe that the high level of service we provide to our citizens is constantly exemplified, there may be no better example than during the winter freeze event in February of 2021. Not only did we maintain 24 / 7 law enforcement coverage in the city during this event, our officers also provided up-to-date information to citizens, assisted citizens in reaching warming shelters, helped turn off water in houses with broken pipes, assisted other city departments, and with the help of our community partners, distributed over 2,000 free hot meals to our residents over the course of several days. This was done all while the police department building was without heat and power and officers working out of our mobile command vehicle the majority of the time. Several of our officers slept at the office and volunteered additional time to provide for our citizens. This is truly an example of our vision, core values, and what we strive for our department to be.

Despite some of the unique challenges from the past year, our department has made many significant accomplishments over the past year. We responded to a record high number of calls for service, conducted a significant amount of traffic enforcement, cleared the majority of criminal offenses reported to our department, provided multiple professional development opportunities for our officers, greatly improved our Code Compliance processes, and found multiple opportunities to engage with our community. People often rise to challenges and overcome them to be better than before, this is what our department has accomplished in 2021.

While we are excited and pleased with what our department has accomplished, we continue to look to the future for new opportunities and potential challenges. With the recent staffing increase approved by council, our staffing levels are at a point we are finally comfortable with. The infrastructure of the Police Department and our associated departments are a major concern moving forward. We have an aging vehicle fleet that is leading to significantly increases in maintenance costs and longer down time on vehicles as they are repaired. Vehicles need to continue to be replaced on a regular basis. The facility for the Police Department has also surpassed its end of life and available space. Construction of a new facility needs to be a priority in the future for our department to continue providing a high level of service to our citizens, particularly with anticipated future growth in the city.

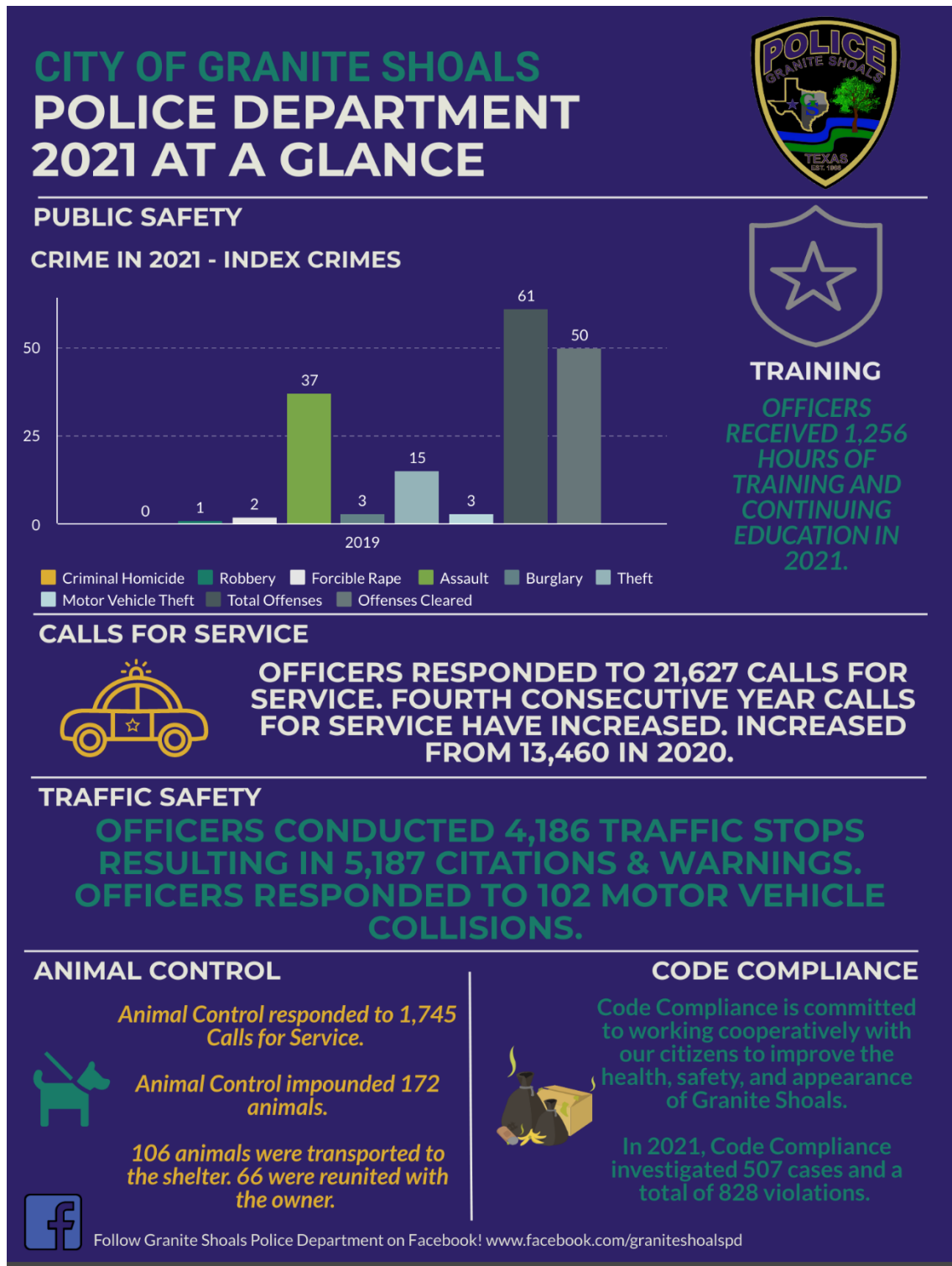
I hope that the information contained in this report will be informative and useful to you as a driver for decisions moving forward. As always, I am at your disposal to answer any questions or assist with any issues. On behalf of our entire team, we thank you for the opportunity to serve this incredible community.

With thanks and appreciation,



Gary A. Boshears, M. P. A., LCC
Chief of Police

2021 AT A GLANCE INFOGRAPHIC



VISION STATEMENT AND CORE VALUES**CITY OF GRANITE SHOALS VISION STATEMENT**

The City of Granite Shoals commits to a safe and secure community with focus on efficient, effective, and professional services to our citizens.

POLICE DEPARTMENT VISION STATEMENT

The vision of the Granite Shoals Police Department is to instill a sense of pride to each and every citizen within our community.

POLICE DEPARTMENT MISSION STATEMENT

We strive to serve our community with integrity and professionalism while providing proactive, two-way interaction with the residents, businesses, and schools to enhance the safety and security for all.

CORE VALUES

Integrity - We value candor, honesty, and ethical behavior in members of our department. We are committed to uphold our positions of trust by maintaining the highest ethical standards.

Community – We believe that we are part of the community that we serve. We value partnerships with individuals and groups within the community and desire to work collaboratively to identify and solve problems and improve quality of life for our citizens.

Pride and satisfaction in our profession - We believe our work to be a source of self-satisfaction and pride. We are proud of our accomplishments as a department. Each member serves with the awareness of the heightened sense of responsibility and duty it brings and we do so with immeasurable pride in being able to be a part of this community as well as the law enforcement community. We will be mindful of our behavior, both on- and off-duty, to ensure we earn the support and trust of our community.

Service - We value the opportunity to provide service in a manner which is fair, courteous, responsive, effective, and efficient. An attitude of respect for and the protection of the worth, dignity, and rights of all people are the foundations of our department.

Professionalism - We value professionalism by having a clear sense of commitment, perspective, direction, and dedication. Professionalism is developed by creating an environment that encourages teamwork, innovation, and constant self-improvement. A professional attitude is dedicated to quality, timeliness, and excellence in our service to the community. We will be responsible and accountable for our actions, willing to admit our mistakes, and ensure that we learn and improve upon them.

ORGANIZATIONAL STRUCTURE

Current Police Department Personnel as of January 1st, 2022

Chief of Police	Gary Boshears
Captain	Christopher Decker
Captain	John Ortis
Environmental Crimes	Chris Cowan
Patrol Officer	Allen Miley
Patrol Officer	Ronald Branch
Patrol Officer	Joshua Gomez
Patrol Officer	Kirk Jowers
Patrol Officer	Chad Taliaferro
Patrol Officer	Shane Mahoney
Patrol Officer	Raleigh Gosdin
Patrol Officer	John Gillespie
Animal Control Officer	Reymundo Salinas
Code Compliance Officer	Preston Williams
Code Compliance Officer	Bryan Wendt

2021 PATROL & CRIME STATISTICS

The Granite Shoals Police Department consists of twelve full-time sworn peace officers. The current makeup of the department is one Chief of Police, two Captains, and nine patrol officers with one of these patrol officers assigned to conduct specialized environmental crime investigations. Basic responsibilities of the department include but are not limited to responding to calls for service, enforcement of traffic laws, investigation of motor vehicle collisions, proactive patrol of the city, proactive criminal enforcement, investigation of criminal offenses, public relations, and providing security for the Granite Shoals Municipal Court. The department provides 24 / 7 law enforcement and public safety services to the citizens of Granite Shoals. Our patrol officers and sergeant work 12-hour shifts. With recent staffing additions, we have achieved our goal of having two patrol officers on-duty at all times. This is a major accomplishment for the safety of our officers and the public. The Chief of Police and Captains work varying schedules as determined by the needs of the department and city. While we try to maintain two officers on-duty, due to staffing levels, there are times during non-peak hours when only one officer is on-duty.

The year 2021 saw a significant increase in the number of Calls for Service handled by our department from the year 2020. Calls for Service increased by 60.68% from 2020 to 2021. Please note, that the total number of Calls for Service includes Traffic Stops. There is significant research data that shows correlations between police department proactive activities, such as traffic stops, and crime rates in jurisdictions. We believe that proactive activity such as traffic stops is an effective crime management tool. Some of this increase in activity can be attributed to increased staffing levels which has led to increased amounts of proactive law enforcement activity. While our activity levels continue to increase, we are proud to note that we are maintaining an average response time of 3 minutes and 53 seconds to all calls for service, which is lower than our response time in 2020. Our reported Index Crimes increased slightly this year by 8.93% from 2020. We continue to experience low crime rates along with a high clearance rate of criminal offenses. Included in this section is detailed information on 2021 department statistics. Also included is a four-year comparison of major statistics for the department.

2021 Statistics

Calls for Service	21,627
Traffic Stops	4,186
Citations / Warning	5,187
Motor Vehicle Collisions	102
Average Response Time	3 minutes, 53 seconds

Calls for Service – Days of the Week

Sunday	2760
Monday	2900
Tuesday	3250
Wednesday	3095
Thursday	3038
Friday	3293
3291	2117

2021 Crime Statistics for the City of Granite Shoals

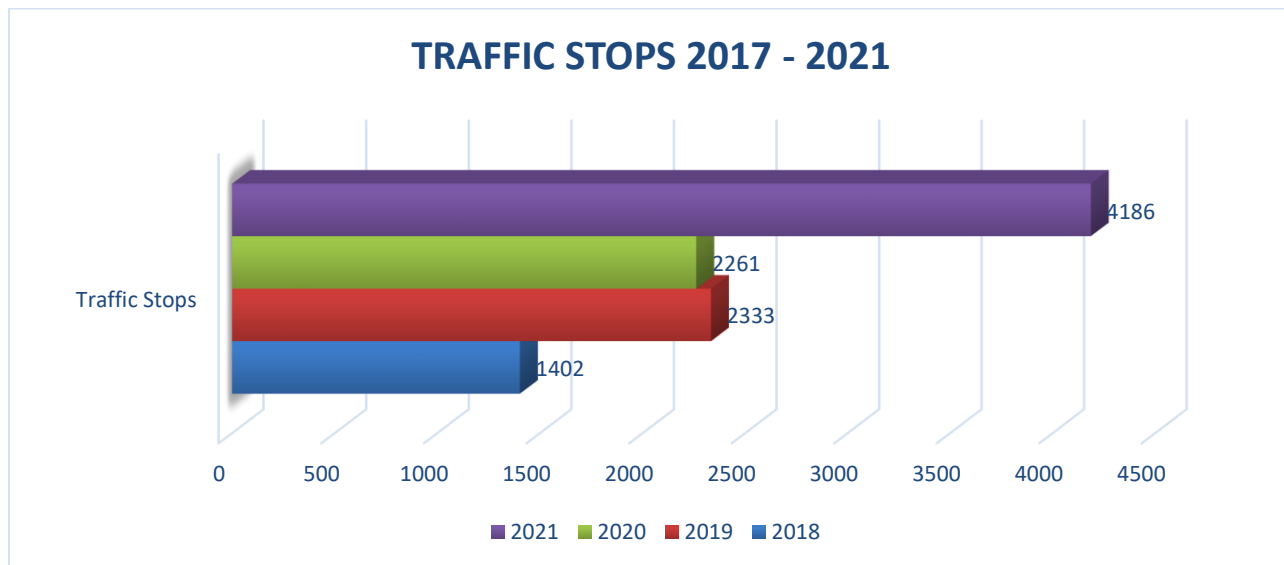
Offense	Reported	Cleared
Criminal Homicide	0	0
Forcible Rape	2	2
Robbery	1	1
Assault	37	34
Burglary	3	3
Larceny-Theft	15	10
Motor Vehicle Theft	3	0
Total	61	50 *

- Clearances include offenses from a previous year that were cleared in 2021.

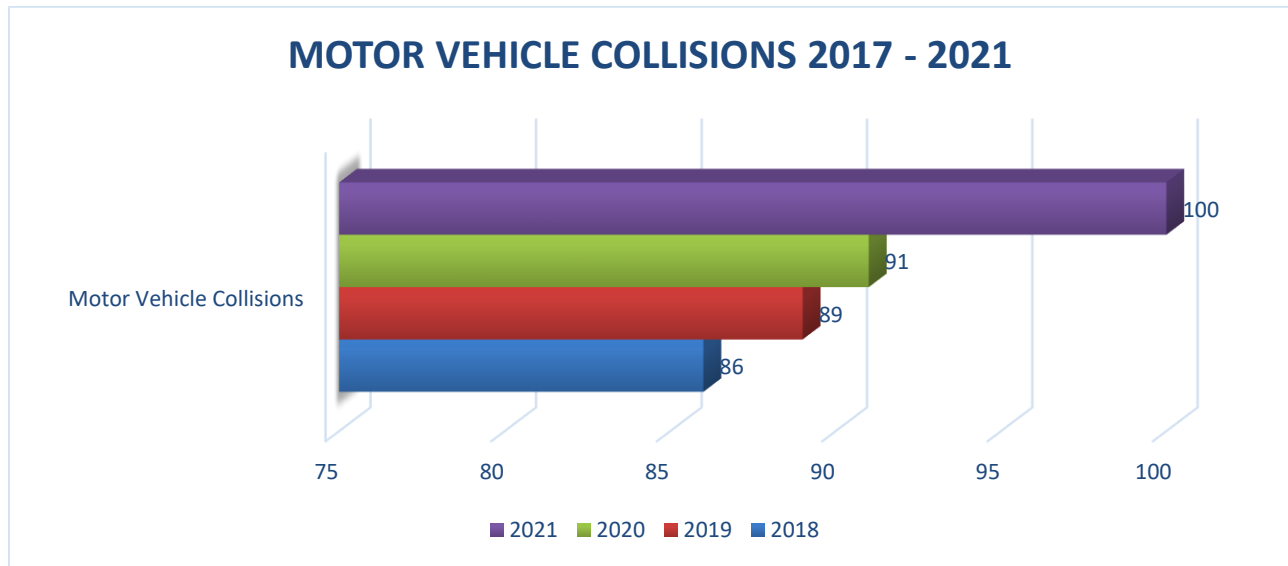
Calls for Service 2017 – 2021



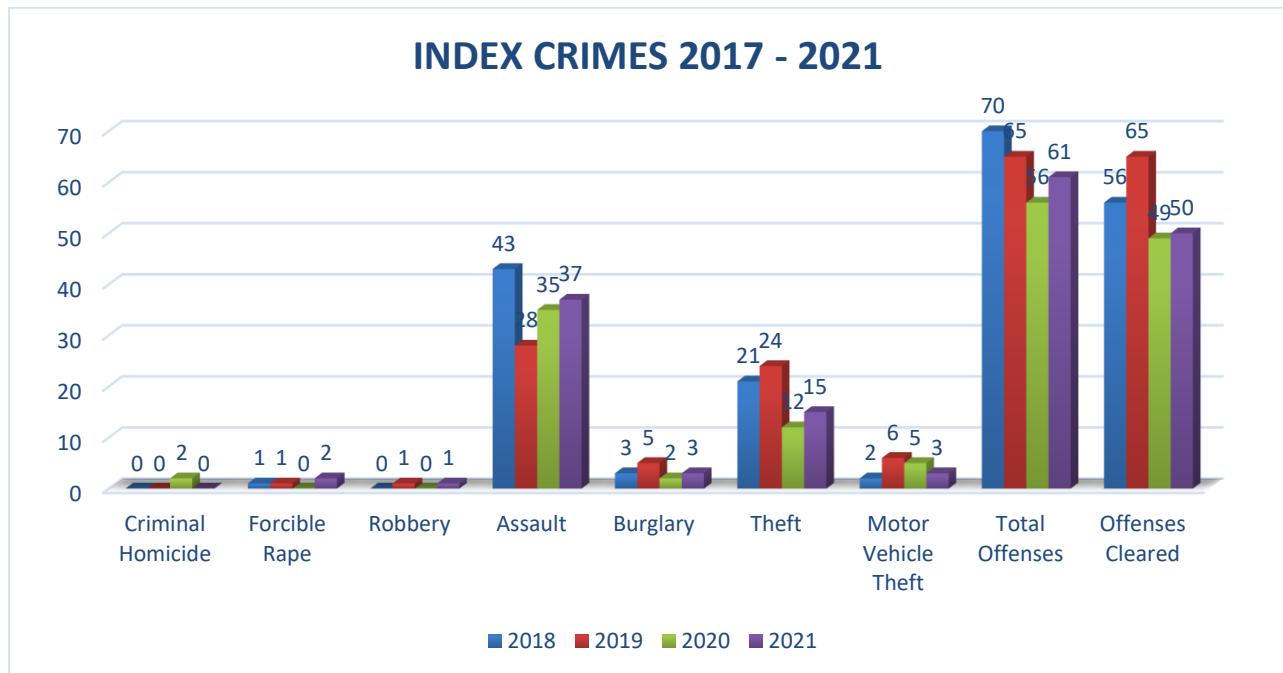
Traffic Stops 2017 – 2021



Motor Vehicle Collisions 2017 – 2021



Uniform Crime Reporting Index Crimes 2017 – 2021



***Note: The majority of crimes listed in the Assault category are non-stranger, domestic violence related crimes. Domestic violence has been and continues to be a major issue in the City of Granite Shoals.**

ANIMAL CONTROL

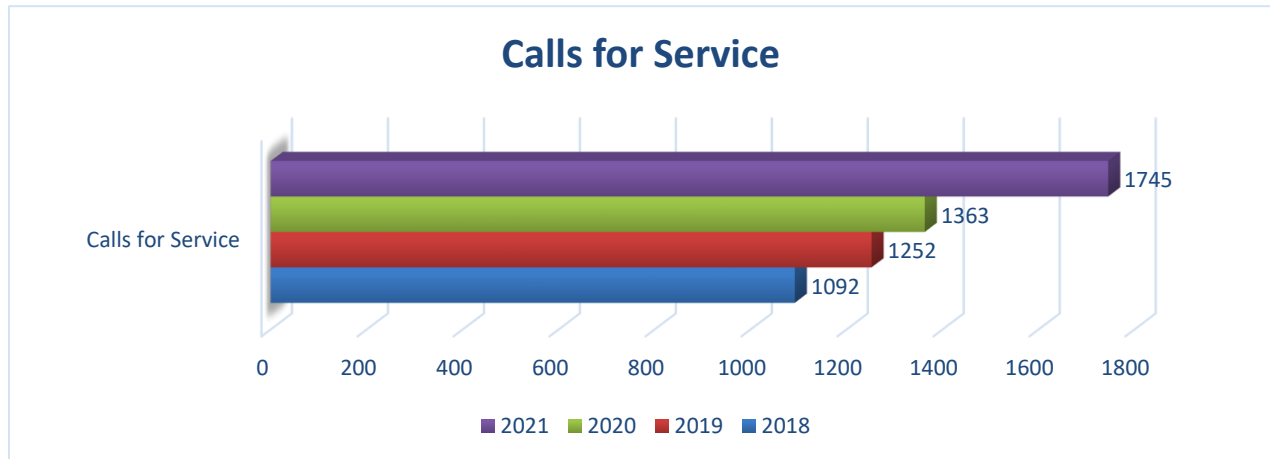
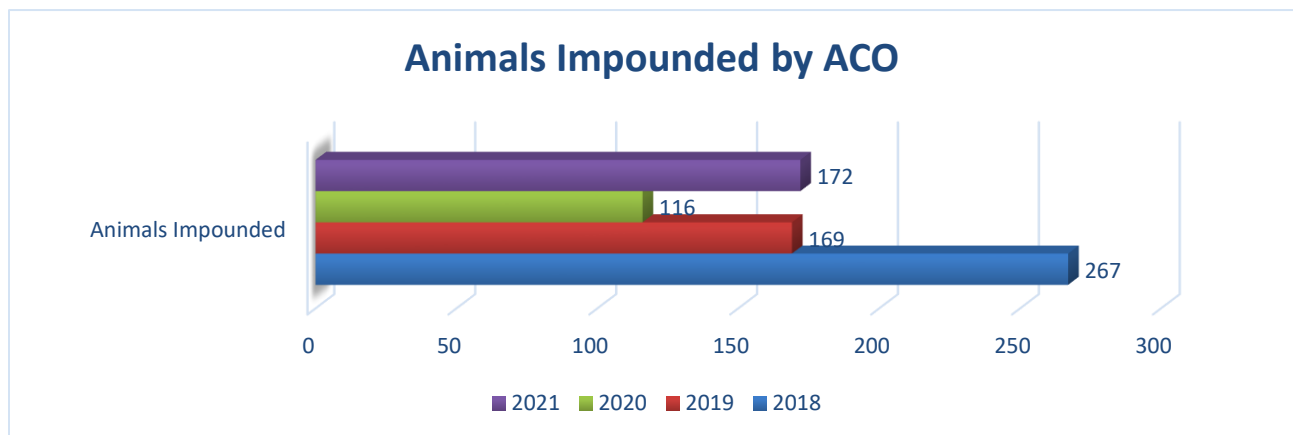
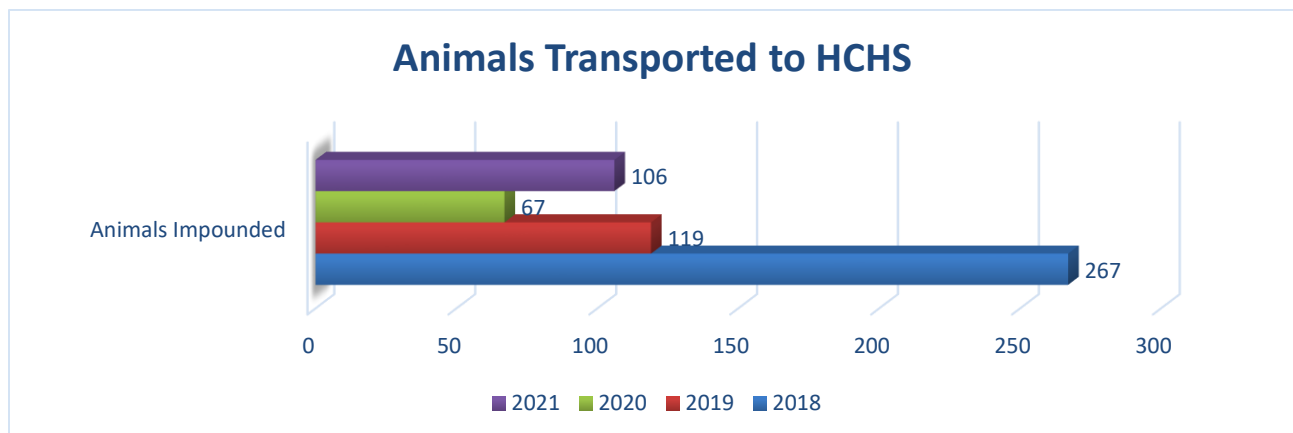
The Animal Control Division for the City of Granite is staffed by one officer and supervised by the Captain and the Chief of Police. The Animal Control Officer provides animal control services to the citizens of the City of Granite Shoals on a rotating schedule. Basic services provided by the Animal Control Officer include patrol for at-large animals, responding to calls for service, animal carcass removal, and animal cruelty investigations.

The City of Granite Shoals contracts with the Hill Country Humane Society for animal shelter services. Animals impounded in the city may be temporarily housed at our impoundment facility and then transported to the Hill Country Humane Society. The city has contracted with the Hill Country Humane Society for several years and the city council approved a new contract with the society beginning in October of 2021. Over the last year, we have been aggressively tracking more statistical data as it relates to animal control and reporting this data in a separate monthly report.

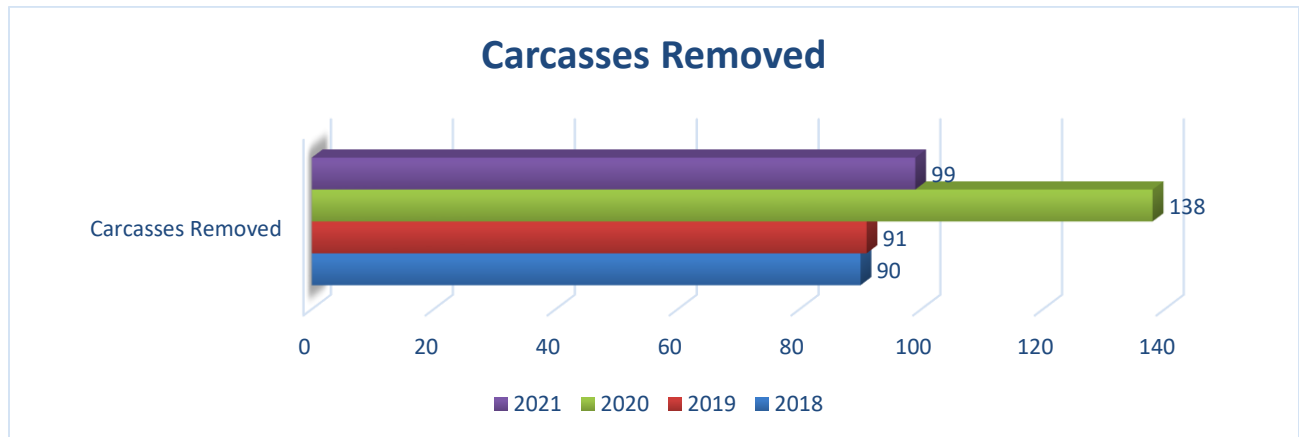
Animal Control continues to be a priority and focus for the police department. We have taken several efforts over the past year to address animal control issues in the city. These efforts include but are not limited to expanding animal control coverage on nights and weekends, increasing public awareness and education efforts, and proactively addressing violations of city ordinance.

2021 Animal Control Statistics

Calls for Service	1,745
Animals Impounded	172
Animals Transported to HCHS	106
Carcasses Removed	99

Animal Control Calls for Service 2017 – 2021**Animals Impounded by Animal Control Officer 2017 – 2021****Animals Transported to Hill Country Humane Society 2017 – 2021**

Carcasses Removed 2017 – 2021



CODE COMPLIANCE

The Code Compliance Division for the City of Granite Shoals was placed under the supervision of the Police Department in May of 2019. The Code Compliance Division is staffed by two Code Compliance Officers and supervised by one of the Police Department Captains and Chief of Police. The basic responsibilities of the department include enforcing Granite Shoals City Ordinances, preparing cases for court, conducting follow-up on cases as necessary, and preparing the necessary paperwork. The most common ordinances violations handled by the department are Junk Vehicles, Property Maintenance (Open Storage, Trash Debris, and Objectionable Matter, etc.), House Numbers, Unsafe Structures, and Other Zoning Violations.

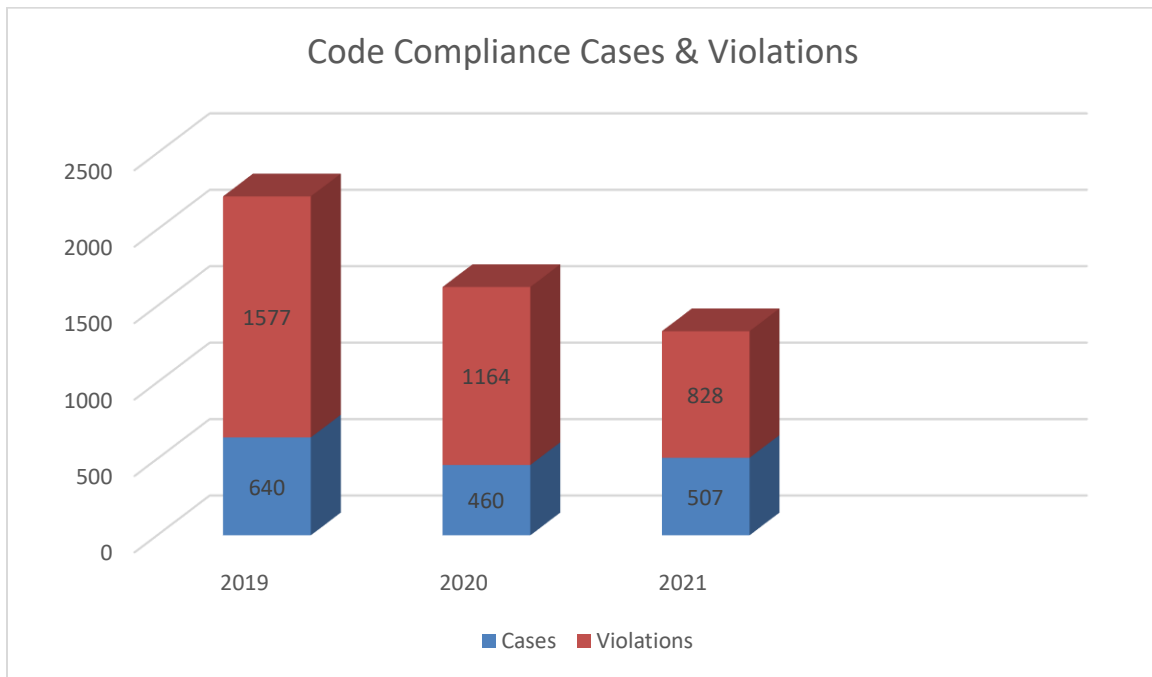
The process used by this division in enforcing city ordinances is to work in a certain section of town, go street to street in that section, and identify all violations. Once violations have been identified, the property owner is mailed a Notice of Violation letter and given a specific amount of time to bring the property into compliance and contact Code Compliance. The property owner may also contact Code Compliance to request additional time to address their violations. Our goal for this division is to work cooperatively with property owners to bring their properties into compliance without the need for additional enforcement action. If the property owner does not contact Code Compliance or bring their property into compliance, the case is referred to the municipal court for additional enforcement. Additionally, the police department has a specially trained peace officer assigned to conduct environmental crime investigations for cases that may be too large or outside the realm of Code Compliance.

Beginning in January of 2021, we shifted our strategy on how Code Compliance activity was conducted. Previously, Code Compliance officers would go street to street and document any and every violation of city ordinances. This process had mixed results. We shifted to a strategy of targeting specific violations that met certain criteria such as high-visibility violations and those that constitute health and safety hazards. Code Compliance would then go street to street and focus on one particular violation until all violations of this type in the city were addressed. We have completed this process to date with Dilapidated Buildings and Junked Vehicles as well as beginning the process on House Numbers. We are encouraged by the results we have seen so far.

A major goal of ours is to educate the public regarding the Code Compliance process and issues. We have been active in publishing this information on social media as well as producing content for the city newsletter, "The Rock", with information about this. We plan to continue to increase the public education aspect of the Code Compliance Division moving forward.

2021 Code Compliance Statistics

Total Cases	507
Total Violations	828



PROFESSIONAL DEVELOPMENT

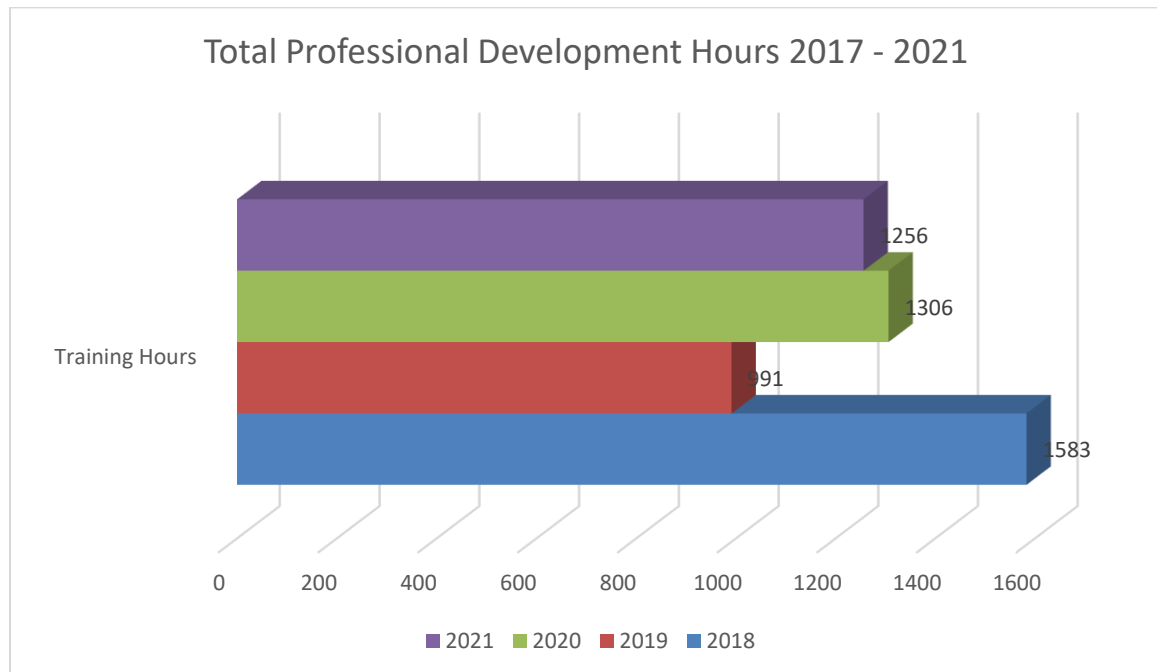
The City of Granite Shoals Police Department is committed to the professional development of our employees. The department operates under the philosophy that a highly trained staff provides our citizens with a higher quality of professional service. The department is grateful to the city administration and city council for providing the resources to allow us to maintain a high level of training for our staff. In 2021, our officers received a total of 1,256 hours of training. During 2021, some of our certified instructors were also afforded the opportunity to teach classes at other agencies across the state.

During 2021, Captain Chris Decker attended the final two modules and graduated from the Leadership Command College of the Bill Blackwood Law Enforcement Management Institute of Texas at Sam Houston State University. Out of over 80,000 certified peace officers in the State of Texas, only slightly over 3,000 have graduated from Leadership Command College, approximately 3%. Captain John Ortis also completed the first module of Leadership Command College and will likely complete the program during 2022.

Below is a list of some of the topics on which our officers received continuing education training during 2021:

- Leadership Command College
- Internet Crimes Against Children Training
- New Supervisor's Training
- Conducted Energy Weapon Training
- Standardized Field Sobriety Training
- LESO Training
- E-Tag Enforcement Training
- Focus on Reducing Impaired Driving Among Youth
- Police Chief's Continuing Education
- Criminal Investigations
- Intimate Partner Strangulation Train the Trainer
- Health & Physical Fitness
- Social Media Investigations
- Eye-Witness Identification Training
- Canine Encounters
- Interacting with deaf or hard of hearing drivers.
- Intermediate Crime Scene Investigations
- Cultural Diversity
- Investigating Sexual Offenders

- 87th Legislative Update
- Sexual Assault Family Violence Investigations
- Marine Safety Enforcement Officer
- DWI / DUI Detection
- Sex Offender Registration Training
- Advanced Human Trafficking
- Post Critical Incident Seminar
- Roadside Interview Techniques
- Child Safety Alert Checklist
- Missing and Exploited Children



COMMUNITY OUTREACH

Community service and building community partnerships are a key part of the vision and mission of the City of Granite Shoals Police Department. We firmly believe in working with our community to address public safety problems and also address the perception of public safety in our city. Our officers view the City of Granite Shoals as much more than the place they come to work every day. Our officers logged countless hours working on community relations, attending community events, and interacting with members of our community. In addition to interacting with the community, we have also made an effort to keep our citizens informed about police department activities.

After a year in 2020 where our community engagement was significantly impacted by the COVID-19 Pandemic, 2021 returned to much more normal methods of engaging with our community. Community engagement encompasses major events such as National Night Out, which was held at Quarry Park, the annual Easter Egg Hunt, Fill the Boat school supply and toy drives, and others. It also includes everyday activities our officers participate in such as stopping at children's birthday parties, visiting the senior citizen activity center, and others. Our department was also heavily involved with city sponsored events throughout the year such as Splash Day, the Santa Run, and Breakfast with Santa.

Below are some pictures of different community engagement opportunities throughout the past year.



Granite Shoals Police and Fire Departments held National Night Out for our citizens at Quarry Park.



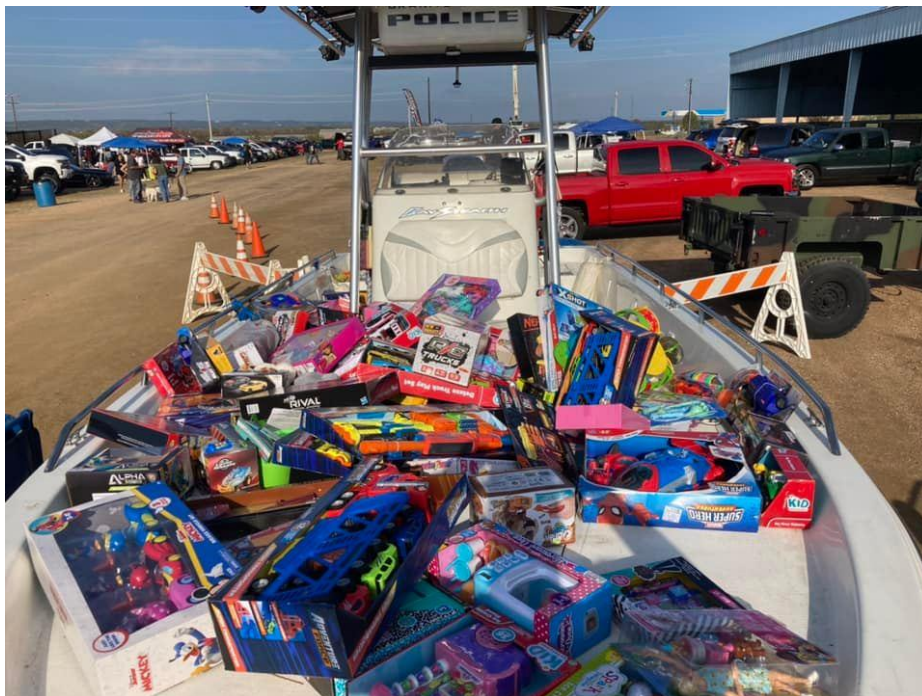
Animal Control Officer Rey Salinas supports a local car wash fundraiser at Anthem Bank.



Captain Chris Decker serves snow cones at National Night Out. Also done at city Splash Day.



Chief Gary Boshears delivers an update on our department at the Senior Activity Center.



The Operation Fill the Boat Truck show was a huge success and contributed to Christmas for several families.



Officer Raleigh Gosdin poses for Christmas pictures with a family in front of the City Hall Christmas tree.



Animal Control Officer Rey Salinas delivers school supplies from the Fill the Boat drive to Highland Lakes Elementary.

STRATEGIC GOALS

We have recently developed new strategic goals for the department. We believe these new goals are ones that are oriented to the vision and mission of the department as well as actionable from our staff. We are in the process of developing specific action steps and performance measures for each of these goals. Updates on the progress of our strategic goals will be presented in monthly reports beginning with the monthly report for January 2021.

Strategic Goals for 2021:

1. **Develop and strengthen community partnerships and relations.**
2. **Improve quality of life and provide superior public safety for our residents.**
3. **Commit to the engagement and development of our team.**
4. **Effectively manage resources and improve department infrastructure.**

LAW ENFORCEMENT SUPPORT OFFICE PROGRAM (DEPARTMENT OF DEFENSE EQUIPMENT)

In October of 2018, our department was approved to participate in a program where we can obtain surplus Department of Defense equipment at zero cost. This has allowed us to obtain a variety of equipment that benefits multiple areas of the city that the city would not have otherwise had the funds to purchase. To date, we have obtained ***approximately \$2,100,000*** worth of equipment at extremely minimal costs of traveling to retrieve the equipment. This equipment has benefited not only the police department but has provided a substantial benefit to other areas of the city as well.

FUTURE OUTLOOK

As we look to the year 2021 and beyond, we have multiple projects and ideas we wish to work towards implementing. We must also continue to be mindful that, despite recent additions, police department staffing needs to remain a point of consideration in the future, especially with the possibility of substantial growth in our community. Additionally our vehicle fleet is rapidly aging and experiencing maintenance issues, and facilities for the police department have become inadequate. Over the next year we plan to: complete a comprehensive review of the department's policies and procedures, develop and implement standard operating procedures for code compliance, revise the department's strategic plan, implement a physical fitness and overall wellness program for our staff, continuing to evolve and expand our environmental crimes program, and implement new community outreach programs possibly including but not limited to a public safety town hall meeting, Coffee with Cops, and a Community Camera Program. Public education regarding animal control and code compliance will also continue to be a significant point of emphasis. Many of these were programs we had planned to accomplish in 2021 that were deferred as a result of having to respond to the COVID-19 pandemic among other unanticipated issues.

POLICE DEPARTMENT STAFFING

With the addition of a new Patrol Officer position in the 2021 – 2022 Fiscal Year Budget, the police department staffing levels have reached a point that we are comfortable with for the time. This recent addition allows us to have a minimum of two officers working at all times, day and night, with often three or more officers on-duty. This is critical for the safety of our officers and community.

While we are comfortable with the current staffing levels and do not anticipate the need for additional patrol staffing in the coming year, there are some staffing considerations to still take into account. Code Compliance staffing could become an issue within the next year. As new ordinances are passed that may require enforcement, additional resources will need to be considered as current enforcement efforts already have our Code Compliance resources maxed out. Additionally, as Animal Control calls for service increase, there may be a future need to consider additional resources in this area.

Further, as our community experiences growth, there may be a future need to add additional police resources to accommodate for this growth which will lead to increased activity for the police department and increased demand for police services.

POLICE DEPARTMENT VEHICLE FLEET

Our vehicle fleet is aging, we are experiencing increased maintenance issues associated with age and mileage, and there is a need to replace a significant number of vehicles in the near future. We have begun to include a breakdown of all vehicles including current mileage in the monthly reports our

department submits. The 2021 – 2022 Fiscal year budget included funding for four replacement vehicles which have been ordered and we anticipate being delivered in Q1 or Q2 of 2022. As a reminder, we purchased new vehicles for new positions in 2021. Prior to this year, we have not purchased any replacement vehicles since 2018 and before those, we have not purchased any since 2016. The department needs to replace a minimum of two vehicles and optimally four vehicles in the 2022 – 2023 budget to keep all of our officers in a reliable, patrol-ready vehicle. Additionally, we need to plan to replace a minimum of two vehicles in every fiscal year moving forward. Our officers need reliable vehicles and equipment to effectively carry out their duties and we are behind on replacing vehicles, creating a critical need.

POLICE DEPARTMENT FACILITY

Additionally, as we move forward, there is a critical need to consider construction of new facilities for the Police Department. Our current building is over 40 years old and we are at maximum capacity in regard to employees we are able to accommodate and available space. At a minimum, a facility for the police department needs space to accommodate: offices for the chief of police, two captains, a sergeant, two code compliance officers, workable space for up to four patrol officers at one time with room for future growth, a secure evidence room, secure file storage room, secure equipment storage, and a vehicle storage maintenance area. Space is also preferred for a physical fitness area, interview room, conference room, kitchen, training room, which could also be used for community events, and locker/shower rooms. Any facility conversations regarding the police department in the future need to be mindful that the above is the minimum requirement that would make an effective facility. There is not currently a single facility in the city with adequate space for all of these functions.

CONCLUSION

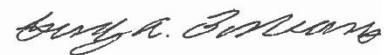
The goal of this report is to provide you with a detailed look at public safety in the City of Granite Shoals. Transparency in operations is a key goal of our department and this report is reflective of that. As you can see, this has been both a busy and productive year for the department. I hope that you have found the information provided useful and informative. We are constantly looking for ways to improve our department and increase transparency to our citizens.

As you can see from this report, the past year was extremely productive for the Police Department, Animal Control, and Code Compliance despite the unique challenges associated with the circumstances of the past year.

Granite Shoals is a safe, family-friendly, attractive Highland Lakes community thanks in large part to the continued support and partnerships we enjoy with our citizens, city council, and management. Thank you for your time in reviewing this important information and I would appreciate any feedback you may have. We are always seeking ways to improve our officers, department, and public safety in the city, your comments and suggestions are crucial in shaping our plans.

Thank you again for your commitment to public safety in the City of Granite Shoals. This is truly an amazing and unique community that we are blessed to be a part of. We could not do this job without you. As we continue working to improving the safety of our community, we thank you for your continued support.

Respectfully,



Gary A. Boshears, M. P. A., LCC
Chief of Police

APPENDIX A – 2021 RACIAL PROFILING PREVENTION REPORT

In 2017, the Sandra Bland Act (S. B. 1849) made a number of changes to Racial Profiling reporting requirements for law enforcement agencies. In response to these changes, this document contains detailed racial profiling information for stops made by the Granite Shoals Police Department from 01/01/2021 to 12/31/2021. This document also contains a comparison of the percentage of vehicle stops by race and gender compared to the demographics of our area. This demographic data is from 2020 and obtained from the United States Census Bureau. You will see there are only very minor differences between our percentage of vehicle stops and demographics of the area, this can be largely attributed to officers coming into contact with individuals who do not reside in this area.

This report has been prepared by Chief of Police Gary Boshears. Texas law requires that this report be submitted to the governing body of a municipality as well as the Texas Commission on Law Enforcement. The report has been submitted to the Texas Commission on Law Enforcement as is required by law. The complete report is included at the end of this document.

As required by law, the Granite Shoals Police Department has policies and procedures allowing individuals to file complaints on the basis of Racial Profiling. During the time period of 01/01/2021 to 12/31/2021, the Granite Shoals Police Department received ***no complaints*** based on racial profiling. Additionally, during this year, Granite Shoals Police Department supervisors have randomly reviewed videos to ensure compliance with our racial profiling policy. We have additionally checked the accuracy of information entered into our computer system which collects the racial profiling data.

Also included in this document, for reference, is the Granite Shoals Police Department policy on Racial Profiling. This policy is a model policy from the Texas Police Chief's Association. The Granite Shoals Police Department routinely verifies that data being entered into citations is accurate as to what is being reported in these reports.

Based on all available data, the Granite Shoals Police Department has complied with the law regarding racial profiling.

**GRANITE SHOALS POLICE DEPARTMENT****Policy 2.2 Bias Based Policing****Effective Date: 01/01/2017****Replaces: Previous Version****Approved:** _____

Chief of Police

Reference: TBP 2.01**I. POLICY**

We are committed to a respect for constitutional rights in the performance of our duties. Our success is based on the respect we give to our communities, and the respect members of the community observe toward law enforcement. To this end, we shall exercise our sworn duties, responsibilities, and obligations in a manner that does not discriminate on the basis of race, sex, gender, national origin, ethnicity, age, or religion. All people carry biases: in law enforcement, however, the failure to control our biases can lead to illegal arrests, searches, and detentions, thus thwarting the mission of our department. Most importantly, actions guided by bias destroy the trust and respect essential for our mission to succeed. We live and work in communities very diverse in population: respect for diversity and equitable enforcement of the law are essential to our mission.

All enforcement actions, particularly stops of individuals (for traffic and other purposes), investigative detentions, arrests, searches and seizures of persons or property, shall be based on the standards of reasonable suspicion or probable cause as required by the Fourth Amendment to the U. S. Constitution and statutory authority. In all enforcement decisions, officers shall be able to articulate specific facts, circumstances, and conclusions which support probable cause or reasonable suspicion for arrests, searches, seizures, and stops of individuals. Officers shall not stop, detain, arrest, search, or attempt to search anyone based solely upon the person's race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable group. Officers shall base all such actions on a reasonable suspicion that the person or an occupant of a vehicle committed an offense.

All departmental orders are informed and guided by this directive. Nothing in this order limits non-enforcement contacts between officers and the public.

II. PURPOSE

The purpose of this order is to provide general guidance on reducing the presence of bias in law enforcement actions, to identify key contexts in which bias may influence these actions, and emphasize the importance of the constitutional guidelines within which we operate.

III. DEFINITIONS

Most of the following terms appear in this order. In any case, these terms appear in the larger public discourse about alleged biased enforcement behavior and in other orders. These definitions are intended to facilitate on-going discussion and analysis of our enforcement practices.

- A. Bias: Prejudice or partiality which may be based on preconceived ideas, a person's upbringing, culture, experience, or education.
- B. Biased policing: Stopping, detaining, searching, or attempting to search, or using force against a person based upon his or her race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable group.
- C. Ethnicity: A cluster of characteristics which may include race but also cultural characteristics or traits which are shared by a group with a common experience or history.
- D. Gender: Unlike sex, a psychological classification based on cultural characteristics or traits.
- E. Probable cause: Facts or apparent facts and circumstances within an officer's knowledge and of which the officer had reasonable, trustworthy information to lead a reasonable person to believe that an offense has been or is being committed, and that the suspect has committed it.
- F. Race: A category of people of a particular decent, including Caucasian, African, Hispanic, Asian, or Native American descent. As distinct from ethnicity, race only refers to physical characteristics sufficiently distinctive to group people under a classification.

- G. Racial profiling: A law-enforcement initiated action based on an individual's race, ethnicity, or national origin rather than on the individual's behavior or on information identifying the individual as having engaged in criminal activity.
- H. Reasonable suspicion: Articulable, objective facts which lead an experienced officer to suspect that a person has committed, is committing, or may be about to commit a crime. A well-founded suspicion is based on the totality of the circumstances and does not exist unless it can be articulated. Reasonable suspicion supports a stop of a person. Courts require that stops based on reasonable suspicion be "objectively reasonable."
- I. Sex: A biological classification, male or female, based on physical and genetic characteristics.
- J. Stop: The detention of a subject for a brief period of time, based on reasonable suspicion. A stop is an investigative detention.

IV. PROCEDURES

A. General responsibilities

1. Officers are prohibited from engaging in bias based profiling or stopping, detaining, searching, arresting, or taking any enforcement action including seizure or forfeiture activities, against any person based solely on the person's race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable group. These characteristics, however, may form part of reasonable suspicion or probable cause when officers are seeking a suspect with one or more of these attributes. (TBP: 2.01)
2. Reasonable suspicion or probable cause shall form the basis for any enforcement actions or decisions. Individuals shall only be subjected to stops, seizures, or detention upon reasonable suspicion that they have committed, are committing, or are about to commit an offense. Officers shall document the elements of reasonable suspicion and probable cause in appropriate reports.
3. Officers shall observe all constitutional safeguards and shall respect the constitutional rights of all persons.
 - a. As traffic stops furnish a primary source of bias-related complaints, officers shall have a firm understanding of the warrantless searches allowed by law, particularly the use of consent. How the officer disengages from a traffic stop may be crucial to a person's perception of fairness or discrimination.

- b. Officers shall not use the refusal or lack of cooperation to justify a search of the person or vehicle or a prolonged detention once reasonable suspicion has been dispelled.
- 4. All personnel shall treat everyone with the same courtesy and respect that they would have others observe to department personnel. To this end, personnel are reminded that the exercise of courtesy and respect engenders a future willingness to cooperate with law enforcement.
 - a. Personnel shall facilitate an individual's access to other governmental services whenever possible, and shall actively provide referrals to other appropriate agencies.
 - b. All personnel shall courteously accept, document, and forward to the Chief of Police any complaints made by an individual against the department. Further, officers shall provide information on the complaints process and shall give copies of "How to Make a Complaint" when appropriate.
- 5. When feasible, personnel shall offer explanations of the reasons for enforcement actions or other decisions that bear on individual's well-being unless the explanation would undermine an investigation or jeopardize an officer's safety. When concluding an encounter, personnel shall thank him or her for cooperating.
- 6. When feasible, all personnel shall identify themselves by name. When a person requests the information, personnel shall give their departmental identification number, name of the immediate supervisor, or any other reasonable information.
- 7. All personnel are accountable for their actions. Personnel shall justify their actions when required.

B. Supervisory responsibilities

- 1. Supervisors shall be held accountable for the observance of constitutional safeguards during the performance of their duties. Supervisors shall identify and correct instances of bias in the work of their subordinates.
- 2. Supervisors shall use the disciplinary mechanisms of the department to ensure compliance with this order and the constitutional requirements of law enforcement.

3. Supervisors shall be mindful that in accounting for the actions and performance of subordinates, supervisors are key to maintaining community trust in law enforcement. Supervisors shall continually reinforce the ethic of impartial enforcement of the laws, and shall ensure that personnel, by their actions, maintain the community's trust in law enforcement.
4. Supervisors are reminded that biased enforcement of the laws engenders not only mistrust of law enforcement, but increases safety risks to personnel. Lack of control over bias also exposes the department to liability consequences. Supervisors shall be held accountable for repeated instances of biased enforcement of their subordinates.
5. Supervisors shall ensure that all enforcement actions are duly documented per departmental policy. Supervisors shall ensure that all reports show adequate documentation of reasonable suspicion and probable cause, if applicable.
6. Supervisors shall facilitate the filing of any complaints about law enforcement service.
7. Each quarter, a supervisor shall review a minimum of three (3) dash camera or body camera videos per officer to ensure compliance with this policy.
8. When conducting random, quarterly, supervisory reviews of officer's video supervisors are not required to watch each incident of an 8, 10, or 12 hour shift; however, reviewing the footage in a manner intended to gain an understanding of that officer's performance and adherence to policy and law is required.

C. Disciplinary consequences

Actions prohibited by this order shall be cause for disciplinary action, up to and including dismissal.

D. Training (TBP: 2.01)

1. Officers shall complete all training required by state law regarding bias based profiling.

V. COMPLAINTS

- A. The department shall publish “How to Make a Complaint” folders and make them available at all city facilities and other public locations throughout the city. Whenever possible, the media will be used to inform the public of the department’s policy and complaint process.
- B. Complaints alleging incidents of bias based profiling will be fully investigated as described under Policy 2.4.
- C. Complainants will be notified of the results of the investigations when such investigation is completed.

VI. RECORD KEEPING

- A. The department will maintain all required records on traffic stops where a citation is issued or where an arrest is made subsequent to a traffic stop pursuant to state law.
- B. The information collected above will be reported to the city council annually.
- C. The information will also be reported to TCLEOSE in the required format.

APPENDIX B – 2021 ANNUAL USE OF FORCE ANALYSIS**1. Introduction**

This analysis was conducted for the purpose of reviewing the Granite Shoals Police Department's Use of Force for the calendar year 2021. The Granite Shoals Police Department takes its obligations seriously to provide the most effective and efficient police service with the least adverse impact on our citizens. The Granite Shoals Police Department is committed to protecting the rights of all persons and in using force only when necessary, and to the extent necessary, to achieve legal objectives. This analysis is conducted each year to attempt to identify methods for reducing the number of incidents and the inherent risks involved.

Officers are trained by the department to use only the level of force necessary to bring a person under control and complete a legal objective. Police/citizen encounters can, however, change instantly, and officers may be required to react quickly in using force to subdue a resisting subject. While officers prefer to escalate their level of force in an orderly manner in order to use the lowest level possible, the response of a subject may limit that ability and force officers to use whatever level of force is immediately available to protect themselves and the public. Officers received use of force training including the use of deadly force and the use of less-lethal weapons during 2021. Officers further received training in de-escalation tactics and techniques.

Granite Shoals Police Department Policy Section 6.1, requires a written report to be completed any time an officer uses force. On March 1, 2015, the Granite Shoals Police Department, hereafter referred to as 'department', adopted a new policy manual requiring a specific form to be completed by an officer following each use of force incident. This form was transferred from paper to an electronic reporting system in 2021. These practices and policies also require a supervisory and command level review of each use of force incident to determine if those incidents are in compliance with the department's policy on use of force.

2. Methodology

In evaluating incidents from the year 2021 as well as equipment carried by officers, the department is defining six types of use of force for reporting purposes: Weaponless Control, Oleoresin Capsicum (OC) Sprays, Conducted Energy Weapons, Impact Weapons, Display of Firearm, and Discharge of Firearms. In analyzing use of force for the year 2021, data was drawn from all Use of Force forms submitted during the year.

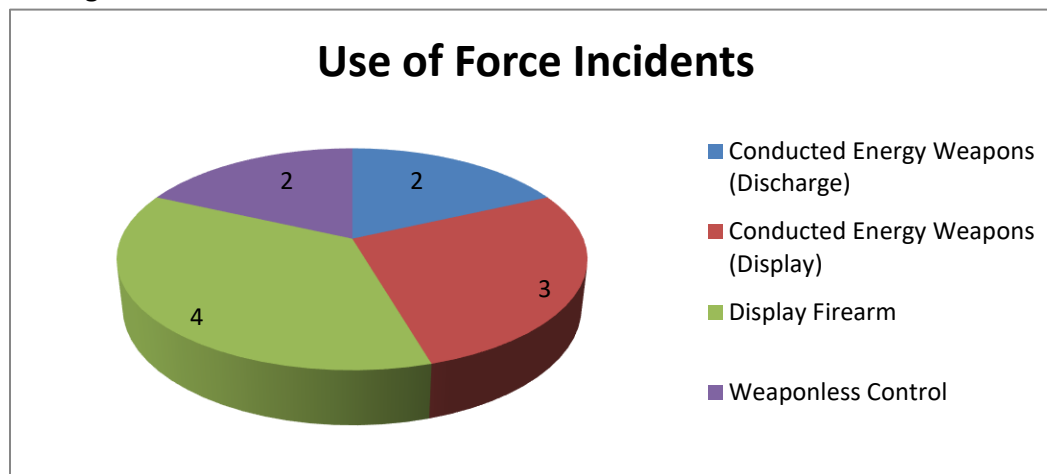
3. Definitions

- a. **Weaponless Control** – Included in this category are all those instances where simple use of or issuance of verbal commands was not sufficient or effective. It includes those instances where officers place their hands on a subject and use more force than simply a strong grip, must forcibly handcuff a person and the use of pressure point control tactics or other soft hand techniques. This category also includes taking the person to the ground in order to forcibly handcuff.
- b. **OC Spray** - Oleoresin Capsicum is a chemical compound derived from various pepper plants and is mixed with a propellant that is used by many law enforcement agencies as

a less-lethal alternative to higher and more injury producing levels of force. The chemical spray is usually directed at a resisting subject's face and the spray immediately causes a burning of the eyes, nose, and mouth causing the subject to close their eyes and in most cases stops any physical resistance. The burning will usually dissipate within 30 minutes and most often has no long term after effects.

- c. **Impact Weapons** - Include the use of the personally owned expandable Batons, the use of a closed fist or any other implement that was used to deliver a strike to a person.
- d. **Conducted Energy Weapons** - Electronic Control Devices, commonly called Tasers, are pistol type devices that fire two small darts that are designed to embed themselves in the skin or clothing of a resisting or combative suspect. The darts are connected to the device by small flexible wires which transmit a short 5-second high voltage/low amperage charge through the darts. This causes disruption of muscle activity and is accompanied by pain which most often temporarily disables the individual. There are usually no long-term side effects of the use of the device on healthy individuals.
- e. **Display of Firearm** - Firearms are by definition Deadly Force, and their use is very restricted. Officers must comply with not only their intensive training but with the department's Deadly Force Policy and state law. Officers may display their firearm in a situation where there is a possibility deadly force would be justified or where an unknown level of danger exists. Often the mere display of the firearm is enough to gain compliance.
- f. **Discharge of Firearms** - Firearms are by definition Deadly Force, and their use is very restricted. Officers must comply with not only their intensive training but with the department's Deadly Force Policy and state law. When an officer fires their weapon in the line of duty, whether or not an individual is hit, a detailed investigation is undertaken to determine if that use was in compliance with both policy and law.

4. Findings



During 2021, the department was found to have engaged in 11 use of force incidents. The breakdown of these incidents by the type of force used is as follows: 2 – Weaponless Control, 3 – Conducted Energy Weapon (Display), 2 – Conducted Energy Weapon (Discharge), 4 – Display of Firearm. The department did not have any documented instances of a use of Impact Weapons, OC Spray, or Discharge Firearms. While there are 11 documented uses of force, some of these are during the same incident but reported as a separate use of force.

Upon review of every use of force incident during 2021, supervisory review on the use of force and command staff review of the use of force showed that each use of force incident was within established department policy and procedures.

Upon review of the 2 Weaponless Control incident, officers in this incident were able to restrain a subject with a minimal amount of force and these incidents did not result in any injuries to officers or suspects.

Upon review of the 5 total Conducted Energy Weapon incidents, 3 gained compliance by mere display of the weapon while two resulted in discharge of the weapon which also gained compliance.

Upon review of the 2 Display of Firearm incidents, the incidents involved the officer encountering a potentially dangerous situation where suspects were reported to be armed or a level of danger to the officer was uncertain. In this incident, the display of the firearm gained compliance from the suspects. As previously noted, there were no Firearm Discharges in 2021.

5. Citizen and Internal Complaints Regarding the Use of Force

During 2021, the department received no citizen-generated or internally generated complaints of unnecessary or inappropriate use of force.

6. Observations

During 2021, the number of documented use of force incidents did increase from the previous year.

In three out of the eleven use of force incidents during the year 2021, compliance from a potentially combative or resistive suspect was obtained through the mere display of a CEW and/or laser from the CEW. A review of these incidents shows that officers' use of force was within the boundaries of the Granite Shoals Police Department policy. These uses of force were effective in accomplishing a law enforcement objective.

In the other incidents, officers were able to obtain compliance utilizing a minimum amount of force necessary to accomplish a law enforcement objective. These uses of force were effective in accomplishing a law enforcement objective.

All incidents of use of force were reviewed by a first-line supervisor and found to be in compliance with policy. All incidents of use of force were further reviewed by a command officer and found to be in compliance with policy.

There does not appear to be a significant disparity in the use of force instances among the officers of the department. No single officer engaged in significantly more reported uses of force than other officers.

7. Recommendations

Based on a review of this information, the following recommendations regarding the use of force are made.

- No specific policy recommendations at this time.
- Supervisors instructed to ensure documentation of incidents is completed.
- Continue training officers in deadly force, use of firearms, use of less-lethal weapons, and weaponless control tactics.
- Continue training in de-escalation tactics and techniques.
- Continue practice of use of force reporting, documentation, and review.
- Continue regular review of and training on use of force policy.
- Continue the practice of equipping our officers with the latest technology, specifically Conducted Energy Weapons, as in approximately 25% of incidents, the mere display of the weapon was enough to gain compliance from a suspect.

8. Command Review

Command review finds that all use of force incidents were properly reported and reviewed and were within established policies and procedures of the Granite Shoals Police Department, with one violation of policy that was appropriately addressed through established policies and procedures. Command review concurs with above recommendations.

APPENDIX C – 2021 ANNUAL VEHICLE PURSUIT REPORT**1. Introduction**

On March 1, 2015, the Granite Shoals Police Department adopted new policies. These policies require separate and individual reporting of any vehicle pursuit that the department engages in. These policies also require a supervisory and command staff review of each vehicle pursuit the department and engages in. The policy of the Granite Shoals Police Department seeks to mitigate some of the inherent liability issues associated with vehicle pursuits while still allowing our officers the ability to pursue individuals for suspected violations of the law. During 2021, our department engaged in two vehicle pursuits. Not included in this is minor instances where a violator may “fail to yield” to the officer for a short amount of time before finally pulling over.

2. Methodology

Granite Shoals Police Department policy requires officers to complete a vehicle pursuit form when they engage in a pursuit. This form was migrated from paper to an electronic reporting system in 2021. These forms for 2021 were reviewed for the completion of this report. Our officers engaged in four vehicle pursuits during 2021. All pursuits were reviewed and found to be justified and in compliance with Granite Shoals Police Department policy.

3. Findings

During the calendar year 2021, the department engaged in four vehicle pursuits. In two of the pursuits, the suspect stopped voluntarily and was apprehended. In the other two pursuits, the officer terminated the pursuit.

4. Citizen and Internal Complaints Regarding Pursuits

During 2021, the department received no complaints from citizens or internally regarding pursuits.

5. Observations

All pursuits were initiated and conducted in compliance with policy.

The total number of vehicle pursuits our department engaged in increased during 2021 from 2020.

6. Recommendations

Upon review of this report, there are no identified recommendations for changes to training, policy, or procedures.

7. Command Review

At the time of this report, there are no identified needs for changes in policy at this time. Command staff agrees with the above recommendations of this report.