

# Rick Wall Consulting

Consulting, Investigations, Training



*Helping You Put The Pieces In Place*

## Agency Review Proposal, May 7, 2021

### I. Agency Review – Overview

Rick Wall Consulting and Investigations (RWCI) will conduct an Agency Review of current policies and procedures being utilized by Agencies identified by the Monterey Bay Area Self Insurance Authority (MBASIA) to determine if the Agency is utilizing best practices in law enforcement and if the Agency's policies and procedures are being followed. At the request of MBASIA, RWCI will assign an assessor to conduct the review. The Assessor will be experienced in current law enforcement policies and procedures to complete the review.

### II. Scope of Work

The purpose of this Agency Review is This review will consist of several parts:

1. A review of department policies and the department policy manual. This review will primarily focus on:
  - a. Use of force;
  - b. Pursuits;
  - c. Personnel complaints, with an emphasis on those involving complaints of bias and excessive force;
  - d. Body worn camera (BWC) and/or in car camera (ICC) use and record retention;
  - e. Training, with an emphasis on pursuits, use of force, de-escalation, and protocols involving the mentally ill; and
  - f. Wellness programs and/or protocols.
2. A review of practices to assist in determining compliance with department policies and procedures. This will consist of:
  - a. A review of all officer involved shootings in the last two years.
  - b. A review of a minimum of ten use of force investigations.
  - c. A review of a minimum of ten pursuits.
  - d. A review of all personnel complaints (IAs) involving excessive force in the last two years.
  - e. A review of a minimum of 20 arrest reports with an eye on probable cause, reasonable suspicion, and obtaining medical treatment for arrestees when requested or identified that a need exists.
  - f. A review of all personnel complaints (IAs) involving bias in the last two years.

- g. A review of department audits and retention records of BWC and ICC during the last two years (or since the Agency began using this technology, if they have it).
  - h. A review of training records for sworn personnel and dispatchers to determine POST compliance (24 hours every 24 months), as well as compliance with perishable skills training mandates.
  - i. Interviews of the Chief, Deputy Chief (or second in command), and at least two supervisors to determine understanding and application of policies and procedures.
  - j. A review of wellness programs and/or training.
3. Preparation of a report indicating findings and recommendations for the client.

**The cost for an Agency review will be \$4,500 per review plus reasonable travel, lodging, and per diem expenses.**

### **III. Training Issues**

Currently, there are two areas where the client has asked for training. The first is in the area of de-escalation and suicide. The other is in the area of officer wellness. We have two recommendations below:

#### ***Suicide by Cop: Assessment and De-escalation.***

This is an 8-hour course designed to:

- 1) Develop an understanding of the need for proper interviews to assist dispatchers, call takers, and first responders to identify potential acts of SbC and properly communicate critical information to first responders.
- 2) Have a better understanding of tactics and de-escalation techniques with the goal of reducing violent encounters with suicidal subjects thereby reducing the number of SbC incidents.
- 3) Should an incident of SbC occur, participants will better understand the need to conduct a parallel investigation into the incident of suicide (SbC) perpetrated by the subject with the goal of reducing civil liability, assisting with the administrative adjudication, and assisting the involved officer(s) in their recovery from their part in this tragic incident.

This course is offered by Rick Wall Consulting and Investigations and is approved for **POST Plan V**. Tuition is usually \$150.00 dollars per student for the 8-hour course, but Plan V approved courses are free to all California POST agencies (including sworn officers and dispatchers). It is currently available in both an in-person and online formats. Information on available courses can be found on my website at RickWall.Consulting or at [Rick Wall Consulting Events | Eventbrite](#) or by calling (323) 810-7709.

***Science of Wellness (Renamed to Strategic Trauma and Resilience Training or START)***

This is an 8-hour course focuses on resilience and its capacity to recover quickly from difficult situations and adversity.

Members of the police profession historically have suffered high rates of divorce, depression, alcoholism, self-medication, and suicide. Resiliency is grown and strengthened through specific strategies and tactics consciously and unconsciously applied. Students will learn these strategies, tactics, and how the impacts of stress and trauma affect the mind and body via classroom presentation, group breakout sessions, peer to peer activities, and individual exercises. Students will learn strategies and tactics for coping with stress and cumulative trauma which promote wellness approaches, mindfulness, best practices, and improved mental and physical health outcomes while building resiliency into their personal and professional lives.

This course is offered by Nick Wilson and the Resiliency Project and qualifies for POST Plan V which is free to all California POST agencies (including sworn and dispatchers). Information on this course can be found at NJW Resilient Consulting ( [nick@resilientconsulting.org](mailto:nick@resilientconsulting.org) ) or (619) 788-1023

If you have any questions please contact me at [rick@rickwall.consulting](mailto:rick@rickwall.consulting) or 323-810-7709,

All the best,



Rick Wall