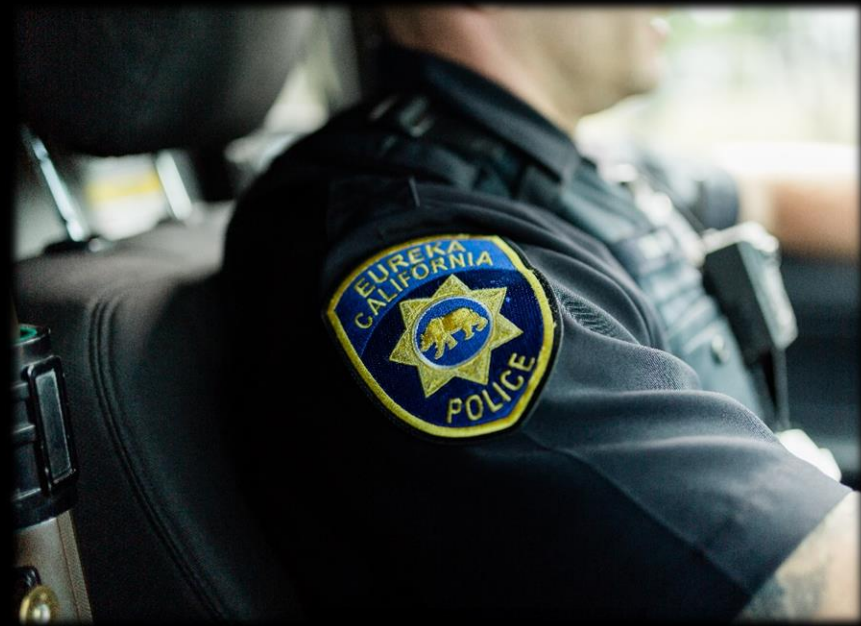


THE CITY OF  
**EUREKA**  
POLICE DEPARTMENT



Report to the Community on  
**21<sup>st</sup> CENTURY POLICING**

**2021**



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# A Message to the Community

On behalf of the Eureka Police Department, I am proud to present our first **Report to the Community on 21<sup>st</sup> Century Policing**.

In December 2014, President Barack Obama issued an Executive Order appointing an 11-member task force on 21<sup>st</sup> Century Policing in response to “a number of serious incidents” between law enforcement and community members.<sup>1</sup> *“The task force was created to strengthen community policing and trust among law enforcement officers and the communities they serve—especially in light of recent events around the country that have underscored the need for and importance of lasting collaborative relationships between local police and the public.”* It was comprised of a diverse group of stakeholders, including leaders and experts from law enforcement, academia, civil rights organizations, police unions, and the community.



The task force identified best practices and offered recommendations on how to promote effective crime reduction while building public trust and fostering officer wellness, safety, training and education. These recommendations and related action items were organized within six broad pillars covered in the report. Our own report to the community reflects both existing and aspirational programs and goals to help us better serve you. As we stand here over 6 years later, the issues that produced the President’s Task Force on 21<sup>st</sup> Century Policing still exist at a national level. This is unacceptable and must change. Justice and equity demand purposeful action, not more platitudes and words.

EPD is committed to being an accountable, transparent, and community service-focused agency. We believe policing is about relationships based on partnership, understanding, and shared responsibility. We understand the public only confers legitimacy on those whom they believe are acting in procedurally just ways. Building and nurturing trust and legitimacy in our community is one of our most foundational priorities. We also recognize we still have much work to do, and we are dedicated to continual improvement while owning our inadequacies.

I am immensely proud of the exceptional service, dedication, and perseverance demonstrated by our officers, dispatchers, and professional staff throughout the many daunting challenges our community and nation has faced over this past year-plus. As the promise of 2021 and beyond unfolds before us, the kindness, resiliency, and care our community has shown to each other and to the Eureka Police Department has given me renewed confidence and hope in our shared future. We are immensely grateful for your participation and support. We are truly blessed to serve, protect, and partner with you.



Your safety and satisfaction matter to us. Together, let’s continue to build a safer and more livable and inclusive Eureka.

*Stephen M. Watson*  
Chief of Police

May 2021

## PILLAR 1: BUILDING TRUST & LEGITIMACY

The Eureka Police Department is committed to being a community and customer service-oriented agency. Partnership, understanding, and trust are core tenets of any successful policing program. We recognize the public's trust is our lifeblood. This trust is won or lost by our daily actions, both on and off duty. It must be continually earned and refreshed. We foster confidence in the police when we are receptive, respectful, and responsive in equal measure to *all* those we protect and serve. Legitimacy is built upon the pillars of transparency, accountability, and procedurally just behavior.<sup>ii</sup>

*"To recognize always that the power of the police to fulfill their functions and duties is dependent on public approval of their existence, actions and behavior, and on their ability to secure and maintain public respect."*  
~Sir Robert Peel

Some examples of what we are doing to foster trust and legitimacy in our community:

### *Principled Policing*

The Eureka Police Department has prioritized procedural justice training since 2018. We sent a sergeant and a field training officer (FTO) to a California Commission on Peace Officer Standards and Training (POST) certified, evidence-based implicit bias and procedural justice instructor training course, "Principled Policing."<sup>iii</sup> The curriculum is now being taught department-wide by our own certified instructors and is an essential component of our training program. 5 classes have been presented to date with 67\* EPD members and 6 citizens participating (about 75% of our officers received the training within the first year).<sup>iv</sup>

Procedural justice in policing is key to our legitimacy and the public's trust and support. Principled Policing emphasizes the four tenets of procedural justice which are: *voice*, *neutrality*, *respect*, and *trustworthiness*. We teach our police officers and professional staff about implicit bias and what science and history has taught us about human behavior. We brainstorm ideas on how to move past the barriers created by implicit biases and build bridges between law enforcement and our whole community. We discuss strategies to help implement these ideas in our everyday work. Other topics covered include ethics, legitimacy, policing goals, cynicism, and history of police-community relations (including past/present injustices).



### 4 TENETS OF PROCEDURAL JUSTICE

**Voice**

**Neutrality**

**Respect**

**Trustworthiness**



CALIFORNIA COMMISSION ON  
PEACE OFFICER STANDARDS AND TRAINING

### EPD Chief Steve Watson

*"This training reflects our continuing commitment to building trust and legitimacy within our community and organization. Each day EPD officers have hundreds of interactions with citizens. We understand the nature and manner of an encounter can be even more impactful than its outcome in shaping a community member's appraisal of their experience."*

*"Our legitimacy as police officers is derived not only by what we do, but by how we do it. Each police-citizen interaction represents a new opportunity to create an affirmative experience that informs the beliefs people hold about officers and the institution of policing. Procedural justice concepts, when embedded into the culture of an agency, have the potential to strengthen trust and understanding between law enforcement and our communities."*

## PILLAR 1: BUILDING TRUST & LEGITIMACY



People are more likely to obey the law when they believe that those who are enforcing it have the legitimate authority to tell them what to do . . . . The public confers legitimacy only on those they believe are acting in procedurally just ways.

President's Task Force on 21<sup>st</sup> Century Policing



### *Sanctity of Life & De-escalation Training*

One of the core tenets of the Eureka Police Department is our respect for the sanctity and value of all human life. While not every incident can be successfully resolved without use of force, de-escalation skills and tactics can assist officers in defusing situations involving persons in crisis including those who may be experiencing a mental health crisis.

EPD has been a community leader in the implementation of de-escalation and Crisis Intervention Team (CIT) training and procedures. In mid-2019, we hosted a train-the-trainer course for defusing critical incidents. 36 law enforcement students from a dozen agencies participated in this two-day de-escalation and tactical communication course. The training is modeled on a nationally-recognized program created by the Police Executive Research Forum (PERF) called Integrating Communications, Assessment, and Tactics.<sup>y</sup> ICAT provides officers the tools, skills, and options needed to successfully defuse a wide range of critical incidents.



EPD officers during the classroom portion of ICAT



ICAT is anchored by the **Critical Decision-Making Model** that helps officers assess situations, make safe and effective decisions, and learn from their actions. The training blends in-depth discussion and realistic scenarios requiring students to apply the tactics and communications skills they have learned. Topics include: critical decision-making, crisis recognition, tactical communications, and operational tactics.

*“EPD embraces a ‘guardian’ mentality of law enforcement. Reducing the need for use of force where feasible through effective de-escalation and tactical communication practices enhances an agency’s legitimacy and trust in the eyes of the community. It also helps keep our officers and citizens safe as we strive toward the goal that ‘everyone goes home.’”*

In Nov. 2018, Chief Watson established the “**Guardian Award**” to recognize officers who successfully preserve human life through the exceptional use of tactical restraint and de-escalation techniques under dangerous conditions.

## PILLAR 1: BUILDING TRUST & LEGITIMACY

The Eureka Police Department is committed to providing on-going de-escalation, CIT, and procedural justice training for our officers. 6 ICAT classes have already been held with around 79\* EPD members attending these. Additional courses are being planned on a continual basis.

The true test of authentic organizational culture change is measured through action and efficacy in the real world, where it matters the most.

### Phone call taken from an appreciative citizen in March 2021:

*“I just received a call from a citizen that witnessed the male subject in an altered state, dancing nude in the roadway near Pat’s Market. She wanted to commend all of the officers involved saying they did an excellent job and were absolutely incredible to watch. She couldn’t re-iterate enough the exceptional work they did. She said that she is very sensitive to people with mental illnesses, she works in the community, recognized the situation was not an easy one, but said how all the officers were very sensitive to the male and handled him and the situation phenomenally. She was actually choked up on the phone about it.”*

### Oversight, Transparency & Accountability

The Eureka Police Department is committed to a culture of transparency and accountability which are essential elements of 21<sup>st</sup> century policing. To further these goals, we maintain a robust social media presence and a responsive relationship with our local media outlets. EPD regularly reports back to our city council and community about important issues such as homelessness, crime trends/statistics, police programs and activity.

EPD adopted mandatory use of officer **body-worn cameras** in 2016. Officers are required to activate their cameras when responding to all calls for service including enforcement activities, traffic stops, investigations, and field contacts. In February 2021, we equipped our officers with 42 new, state-of-the-art body-worn cameras with improved capabilities. EPD now has enough cameras to outfit 100% of our special teams and field operations officers.

The purpose of the City of Eureka’s **Citizen’s Advisory Board** is to increase the transparency of, and public confidence in, policing matters, including the complaint process. The 5-7 member CAB serves as an advisory body to the Chief of Police on police-community relations and police operations including community engagement, crime prevention and control efforts. The CAB gives counsel, support, advice, and recommendations to the Chief of Police for the purpose of improving transparency and accountability while building trust and fostering stronger police-community relations.

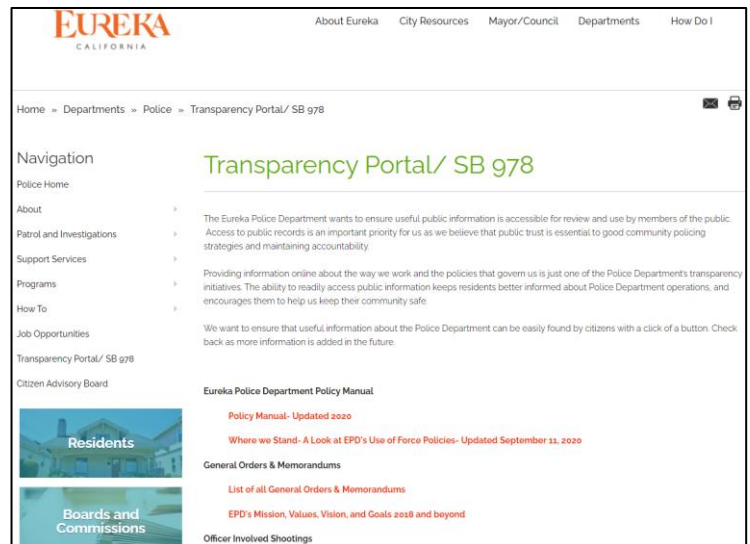


Officers work to defuse a suicidal male holding a knife during ICAT scenario training.



# PILLAR 1: BUILDING TRUST & LEGITIMACY

Through our website’s [Transparency Portal](#), the Eureka Police Department ensures relevant information is easily accessible for review by members of the public.<sup>vi</sup> Access to public records is a priority for EPD as we believe transparency is vital to maintaining accountability and effective police-community relations. Providing information about our policies, procedures, and activities is just one of many transparency initiatives we’ve implemented such as critical incident community briefing videos. New state transparency laws under SB 1421 and AB 748 have also dramatically increased our ability to share certain formerly confidential police personnel records such as officer-involved shootings and significant uses of force resulting in death or great bodily injury.<sup>vii</sup>



## Positive Community Engagement

EPD promotes and encourages open communication, constructive dialogue, and cooperation between the police department and citizens, recognizing policing in the City of Eureka is a shared responsibility. We purposefully strive to build relationships and connect with citizens in a variety of positive ways. Just a few examples follow:

**Coffee with the Captains** is a monthly opportunity for citizens to meet with our Chief, Captains, and other members to discuss concerns, learn about crime prevention, and brainstorm ideas to make our neighborhoods safer all while enjoying a free cup of coffee together. Events are hosted by local businesses and community groups.

The **EPD Valor-Service Challenge Coin Award Program** is a way for the department to recognize citizens who commit acts of extraordinary kindness, unselfishly give of themselves to help others, or perform other good deeds that go above and beyond the normal courtesies society expects. Recipients are nominated by members of the department and honored for their demonstration of our cherished values of **VALOR, SERVICE and COMMUNITY**. Over 26 well-deserving individuals have received the prestigious award to date since its inception in January 2013.

Since 2014, Eureka Police Department has hosted **Shop with a Cop** in cooperation with local businesses and community organizations to provide holiday cheer and gifts to children in need. Members of the department join with other public safety agencies for a special morning of making memories while sharing breakfast, laughter, and Christmas shopping through the aisles of Target.

## PILLAR 1: BUILDING TRUST & LEGITIMACY



Children are nominated by organizations such as the City of Eureka’s CAPE Program, Big Brothers Big Sisters, and the Betty Kwan Chinn Homeless Foundation. Approximately 220 kids have participated so far. Generous contributions from about 35 donors (with an estimated \$30,000 raised) make this memorable day possible.

EPD’s Community Safety Engagement Team partners with the St. Vincent de Paul Dining Facility to host collaborative **BBQs and Community Service Fairs**. These events are intended to connect those experiencing homelessness with resources while improving their health and wellbeing. They also help build positive relationships between service providers, the homeless, and officers. Nearly 1,000 plates of food were served during one of these barbecues, which also included about 40 service provider participants.



**CSET BBQ**

**“Life is better when we can all come together.”**  
 ~Marylee Price, head cook SVdP



As the warm summer months approach, children eagerly await EPD’s annual **“Ice Cream with a Cop”** event. Kids get the opportunity to hang out with the cops and enjoy a free ice cream cone! Around 500 ice cream cones and cups have been served over the 6 years we have been running this fun program. The events are held at various locations throughout the city to encourage participation from all our neighborhoods.



## PILLAR 1: BUILDING TRUST & LEGITIMACY

### Diversity & Inclusion

Diversity in the workplace should mirror our community. In 2020, the City of Eureka engaged Fogbreak Justice to develop a comprehensive diversity and inclusion program. The Eureka Police Department is fully participating in this program, which is still in-progress. Fogbreak conducted a series of initial interviews and surveys, and the findings are being used to finalize the strategy for moving forward with the program.<sup>viii</sup>

Survey results show a City that “inspires a sense of belonging and has created a supportive work environment.” Key findings show most respondents (80%) feel proud to work for the City of Eureka and feel accepted by their co-workers (80%). However, like many communities, Eureka still faces “systemic forces around race and equity that are deeply entrenched and will need to be addressed in a comprehensive way.” While we have made great strides, much work remains to be done and our leaders must continue to demonstrate their commitment to a “unifying vision around equity and inclusion.”



The following recommendations were suggested for the police department: “Provide more training and a more sustained commitment to education on issues related to race, equity and inclusion and consider including those as ‘part of leadership tests.’ For example, procedural justice and implicit bias training.” EPD has provided this training for its members on an ongoing basis since 2018. As we continually seek to improve, we will look for ways to increase the diversity of our staff through our recruiting efforts while ensuring all members feel valued.

### Community Satisfaction Surveys

EPD is blessed to enjoy a tremendous amount of community support as evidenced by positive social media messaging and the constant signs of appreciation flowing into our department--cards, letters, emails, and goodies. However, to obtain a deeper measure of community satisfaction with our services, we plan to conduct annual surveys in partnership with our local university and/or other collaborators. The results will be shared publicly on our website.

These community surveys can be used to collect information about the public’s perception of our department’s performance, program outcomes, and neighborhood crime and quality of life conditions.<sup>ix</sup> They will also help us listen and better respond to community feelings and concerns.



## PILLAR 2: POLICY & OVERSIGHT

Members of the Eureka Police Department have been given an extraordinarily weighty and complex duty. We are asked to do our jobs under the most trying of circumstances and expected to be correct every time we make a decision. We make choices that affect life, liberty, and community well-being, including the most vulnerable among us. We gladly accept this responsibility with the solemnity and deep devotion it deserves.



EPD has established a policy and procedures manual to inform and guide our conduct in a consistent, professional, and lawful manner that protects the Constitutional rights of all citizens.

This manual is continuously being updated to reflect the latest case law and best practices. Our policy provider, Lexipol, defines policies as “guiding principles intended to influence decisions and actions.” They reflect and explain the rules governing an organization and employee conduct. Each member is responsible for understanding and adhering to the policy manual.

*EPD’s policies aid our efforts to prevent and control crime in a constitutional democracy. Their existence help instill community confidence as they establish limits to police authority and provide transparency and accountability.*

Here are just a few examples of how policy and oversight inform and guide our actions.

### *Credibility through Transparency & Access*

The Eureka Police Department’s policy manual is easily accessible through the [Transparency Portal](#) on our website so that you can be assured we, as your guardians, are acting responsibly and in your best interests. We understand the manner in which we police must be reflective of community values.

Effective January 1, 2020, SB 978 requires California law enforcement agencies to conspicuously post on their websites all current standards, policies, practices, operating procedures, and education and training materials that would otherwise be available to the public through a California Public Records Act (CPRA) request.<sup>x</sup> It was the Legislature’s intent that by making this information readily available online, it would help educate the public about policing matters and increase trust, transparency, and communication.<sup>xi</sup>



Combined with other recent California legislative changes under SB 1421 and AB 748 (effective January 1 and July 1, 2019 respectively), these new transparency laws have increased our ability to share previously highly confidential police personnel records such as acts of dishonesty, sexual assault, and significant officer use of force incidents (all shootings and force resulting in death or great bodily injury) along with body-worn camera videos of critical incidents.<sup>xii</sup> All of this information is available for the public to review on our [website](#).

### *Use of Force*

***“The department recognizes and respects the value of all human life and dignity without prejudice to anyone.”***

The Eureka Police Department’s use of force policy includes a clearly stated “sanctity of life” philosophy.

## PILLAR 2: POLICY & OVERSIGHT

Vesting officers with the authority to use reasonable force to protect the public's safety and welfare requires vigilant monitoring, regular evaluation, and a careful balancing of all interests. Our policies include a **duty to intercede** to prevent the use of unreasonable force when “*observing another law enforcement officer or an employee using force that is clearly beyond that which is necessary.*” They also include a **duty to report excessive force**.

Officers are required to use alternate **de-escalation tactics** to reduce the need for using force as time and circumstances reasonably permit, and to provide or procure **medical assistance** for any person injured in a use of force incident. EPD officers are not authorized to use a carotid restraint control hold or chokehold.

In addition to responding to any reported use of force, if reasonably available, EPD supervisors are expected to evaluate the circumstances surrounding the incident and initiate an administrative investigation if there is a question of policy non-compliance or if for any reason further investigation may be appropriate. As an additional layer of oversight, supervisors are also required to complete a department **Use of Force Review Form**, which is reviewed through the chain of command by the Captains and Chief of Police.

For a deeper look at the use of force policies of the Eureka Police Department, see our special report, [Where We Stand](#), on our Transparency Portal.

### UOF Data Collection & Reporting

CA DOJ Use of Force Incident Reporting (URSUS data [link](#))

The Eureka Police Department annually reports statistical data to the California Department of Justice regarding all officer-involved shootings and incidents involving use of force resulting in serious bodily injury as required by Government Code § 12525.2. For 2020, we reported three incidents meeting this threshold including one officer-involved shooting and two other cases where significant force resulting in injury was used to effect arrests with resisting suspects. We reported only one significant force incident for 2019.

EPD is also voluntarily participating in a national FBI project that is encouraging law enforcement agencies to report their officers' use of force incidents. This program began in 2018 and is for the purpose of compiling national statistics and data at a level that currently doesn't exist. The criteria for reporting are similar to CA DOJ's but includes a range of circumstances about each incident. Participation in this project is not mandatory.

EUREKA POLICE DEPARTMENT  
**Use of Force Review**

To be completed by the Sergeant or Acting Watch Commander (AWC) for any significant Use of Force including force resulting in injury to any individual, or upon referral by Sergeant/AWC. For purposes of this review process, injury is described as a complaint of pain, visible injury or the subject(s) rendered unconscious.

Case #: \_\_\_\_\_ Date: \_\_\_\_\_ Time: \_\_\_\_\_  
Location: \_\_\_\_\_ Officer(s): \_\_\_\_\_  
Suspect: \_\_\_\_\_ DOB: \_\_\_\_\_

**Sergeant/AWC Review:**  
FORCE USED BY OFFICER(S): \_\_\_\_\_

**BEHAVIORS:**

None  
 Signs of Alcohol Impairment  
 Signs of Developmental Disability  
 Signs of Drug Impairment  
 Signs of Mental Disability  
 Signs of Physical Disability

**WEAPONS:**

None  
 Firearm  
 Firearm Replica  
 Knife, Blade, Other Stabbing Instrument  
 Blunt Object: \_\_\_\_\_  
 Other Dangerous Weapon - Describe: \_\_\_\_\_

**RESISTANCE LEVEL:**

Active Resistance  
 Assaultive  
 Life Threatening  
 Passive Non-Compliance

**FORCE USED BY SUSPECT:**

None  
 Yes, Describe Type(s): \_\_\_\_\_

EPD #173 - 4/2020

EPD Form 173 - front page



## WHERE WE STAND

A look at the use of force policies of the **Eureka Police Department**

Updated 09/11/2020

## PILLAR 2: POLICY & OVERSIGHT

A recent progress [report](#) from 2020 indicates that 27% of all federal, state, local, and tribal law enforcement agencies (5,030 out of 18,514), representing 42% of all officers in the nation, contributed by providing their use of force data. We believe this is the community's information and we are proud to volunteer this data in the interest of transparency. More information about the program can be found at this [link](#).

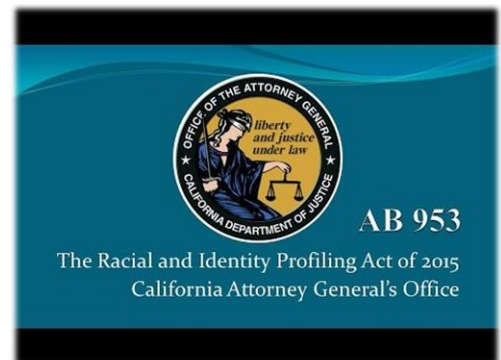
### Stop Data Collection

The Eureka Police Department is committed to providing law enforcement services to the community that are fair, impartial, and objective with due regard for the racial, cultural or other differences of those served. **Bias-based policing is strictly prohibited.**

***"It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group."***

We provide all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers. (Penal Code § [13012](#) and § [13020](#).) For 2020, EPD had no complaints alleging racial or identity profiling to report as defined in PC [13519.4\(e\)](#). We had two "unfounded" complaints for 2019.

The Racial and Identity and Profiling Act of 2015 (RIPA, [AB 953](#)) requires state and local law enforcement agencies to collect perceived demographic and other detailed data regarding pedestrian and traffic stops, detentions and/or searches of citizens and report this data to the California Attorney General's Office by April 1<sup>st</sup> annually.<sup>xiii</sup> This information is collected via our records management system, RIMS, and reported to the Department of Justice Stop Data Collection System (SDCS). LEAs with 1-333 officers must begin collecting stop data January 1, 2022 and reporting it April 1, 2023.



***"EPD is proud to have volunteered to 'go live' with our stop data 6 months ahead of schedule. We will be participating early with about 20-plus agency (out of more than 400) who are required to begin collecting the data by January 2022.***

***During this early adoption phase, we are sharing policies and procedures with other early adopter agencies and meeting bi-weekly with CA DOJ representatives to ensure our agencies are poised to begin this important data collection process with solid understanding and support."***

~EPD Records Manager Amanda O'Neill~

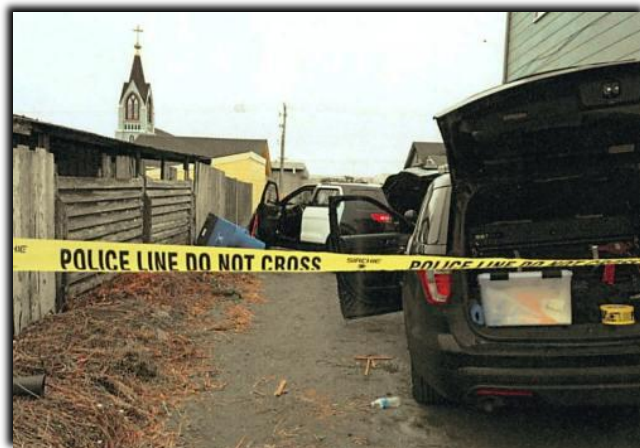
Data collected about each stop includes three categories of information: 1) information about the stop itself, 2) information perceived by the officer about the person stopped, and 3) information about the officer making the stop.<sup>xiv</sup> Once available, EPD will share our RIPA stop data with the community via our website's Transparency Portal. EPD initiated our early adoption phase of Stop Data collection on April 5, 2021.

(A fact sheet on the 2021 RIPA report is available [here](#). Also, CA DOJ RIPA Board [Video](#).)

## PILLAR 2: POLICY & OVERSIGHT

### *Use of Force Review Board*

A Use of Force Review Board (UOF) may be convened when the use of force by a member of the Eureka Police Department results in very serious injury or death to another. The UOF Review Board will also investigate and review the circumstances surrounding every discharge of a firearm, whether the employee was on-or off-duty, excluding training or recreational use. The Chief of Police may request the Board to investigate the circumstances surrounding any other use of force incident.



Up to two members of Eureka's Citizens Advisory Board (CAB) may be selected to serve on the five member UOF Review Board along with law enforcement officials and subject matter experts. The UOF Review Board is empowered to conduct an administrative review and inquiry into the circumstances of an incident. This review process may be in addition to any other internal or outside review or investigation, administrative or criminal, that may be conducted.

The Board's purpose is to assist the Eureka Police Department in objectively evaluating the use of force by its members to ensure that their authority is used lawfully, appropriately and is consistent with training and policy. The Board may make recommendations regarding training needs, policy, and best practices. The Chief of Police will review the Board's recommendations, make a final determination as to whether the employee's actions were within policy and procedure, and will determine whether any additional actions, investigations or reviews are appropriate.

**EPD has requested CIRT's assistance for every department OIS since at least 2016 (3 to date)**

### *Critical Incident Response Team*

The Humboldt County Multi-Agency Critical Incident Response Team (CIRT) is comprised of representatives from various Humboldt County law enforcement agencies who receive specialized training in the handling of critical incident investigations such as officer-involved shootings. The Humboldt County District Attorney's Office participates as a co-lead investigating agency in CIRT investigations with the primary and assisting law enforcement agencies. Completed CIRT investigations are submitted to the District Attorney for review and to ultimately determine if any criminal liability exists.

In accordance with California Penal Code §832.7 (SB 1421, 2019) and in the interest of public transparency, the Eureka Police Department releases all records associated with officer-involved shootings. Once available, this material can be accessed through the Transparency Portal on our website under the section "Officer Involved Shootings." Records and files released include:

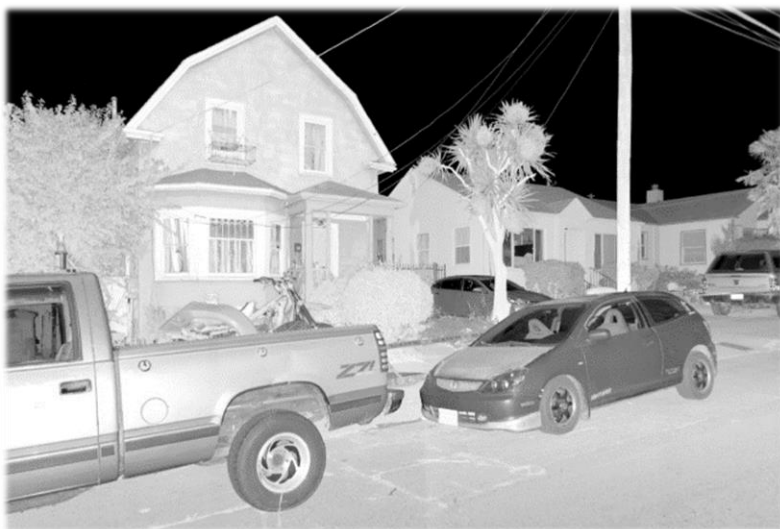
- All investigative reports
- EPD internal administrative shooting review and Use of Force Review Board findings
- EPD and CIRT criminal investigation documents
- Photographic, audio and video evidence
- Transcripts and recordings of interviews
- Autopsy reports

## PILLAR 3: TECHNOLOGY & SOCIAL MEDIA

Advancing technology and social media have fundamentally changed the way we police, engage and communicate with our communities. New and emerging biometric-surveillance technologies have near-limitless possibilities for furthering public safety and law enforcement interests. The Eureka Police Department recognizes the evolution of these increasingly diverse and powerful tools often outpaces legal and regulatory frameworks that could curb their potential misuse by government and private/commercial parties, creating new privacy and civil rights concerns. We are committed to best practices for responsible, transparent, and accountable utilization of these technologies in a manner that proactively engages key stakeholders while substantively addressing privacy, policy, and ethical concerns.<sup>xv</sup>

Here are a few ways in which the Eureka Police Department is using technology and social media to more effectively protect and serve Eureka.

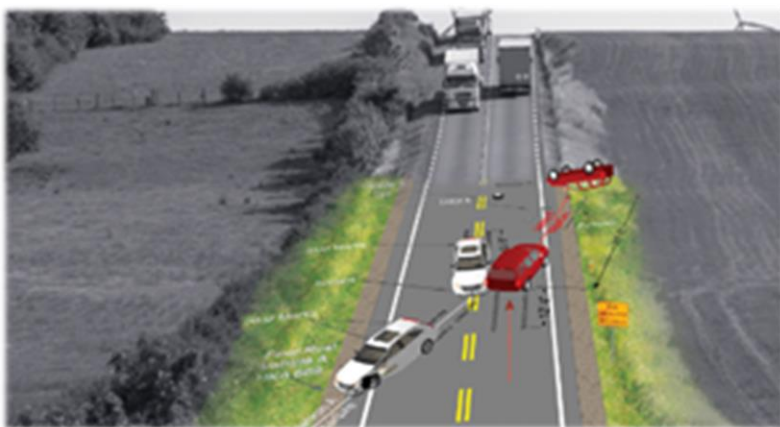
### 3D Laser Scanners



3D crime scene scans and measurements.

The Eureka Police Department utilizes a FARO Focus Laser Scanner to capture 3D measurements and images of crime scenes and serious injury traffic collisions. The scanner allows investigators to capture measurements of entire buildings and intersections within minutes and preserves 3D copies of scenes for indefinite review.

**EPD deployed our Faro Focus Laser Scanner approximately 10 times in 2020 for various major crime and vehicle collision scene investigations.**



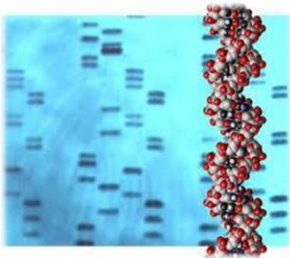
Vehicle collision reconstruction.

Laser scanners are designed for highly accurate measurements, both indoors and outdoors, in a variety of industries including public safety, engineering, architecture, and construction. According to FARO, these devices “capture real world information in the digital world” to ensure accuracy in crime scene forensics, enabling investigators to secure detailed crime scene evidence quickly and accurately with advanced 3D reality capture technology. The scanners can also assist with vehicle collision reconstruction to identify the human, mechanical, and speed-related factors with 3D scene scans.<sup>xvi</sup>

## PILLAR 3: TECHNOLOGY & SOCIAL MEDIA

### Private DNA Lab

The Eureka Police Department utilizes a private, accredited DNA laboratory to rapidly develop DNA profiles from evidence and reference samples collected at crime scenes. Resulting DNA profiles are entered into a local database for comparison within 30 days of submission. Use of the private laboratory has made it possible to test samples left at property and other nonviolent crime scenes that may not have traditionally been candidates for processing through state-funded laboratories.



The ability to perform this type of analysis has led to the identification of multiple suspects connected to various residential and vehicle burglaries in the city. Since adoption of this service in 2019, EPD has submitted over 140 swabs for DNA analysis resulting in suspect identification/confirmation for 5 criminal cases. In one 2020 case, investigators linked crucial evidence to the suspect in a particularly violent murder.

As part of increased accountability measures implemented by Chief Watson in 2018, EPD improved how we accept, classify, investigate, and track citizen complaints. With the assistance of a highly experienced law firm, we also revised our *Personnel Complaints* and *Standards of Conduct & Discipline Procedures* policies. Between 2018 and 2020, EPD saw an **18 - 22% reduction** in citizen complaints against officers.

### Body-Worn Cameras

The Eureka Police Department was an early adopter of body-worn camera technology in Humboldt County. Since 2016, our officers have been equipped with these important evidentiary, transparency, and accountability tools. EPD has robust policies and procedures for the use of body-worn cameras including mandatory activation under most circumstances. All video data is stored on a secure and durable local server with CJIS-compliant storage and encryption, and redundant back-up options. A video evidence management system or “Evidence Library” provides tightly controlled access and an audit trail for this data. EPD is currently exploring options to manage, store, and share digital evidence in the “cloud,” or a hybrid of both systems.

In February 2021, we replaced our old, failing models with 42 latest generation (V300) body-worn cameras from WatchGuard-Motorola. EPD has sufficient cameras to outfit 100% of our special teams and patrol officers. The new cameras cost about \$80,000 and their purchases was partially funded by a federal JAG grant.

Our experience with body-worn cameras over the past 5 years has only reinforced our commitment to this technology and the significant benefits it provides to our department, officers, and community. Body-worn cameras promote transparency and accountability, enhance police-citizen interactions, and aid in evidence collection and court proceedings. They can also reduce both officer use of force and citizen complaints by increasing self-control and awareness.<sup>xvii</sup> Body-worn cameras essentially serve as impartial, third-party witnesses to events. However, it is important to also understand their limitations.



## PILLAR 3: TECHNOLOGY & SOCIAL MEDIA

### Integrated Public Safety Software

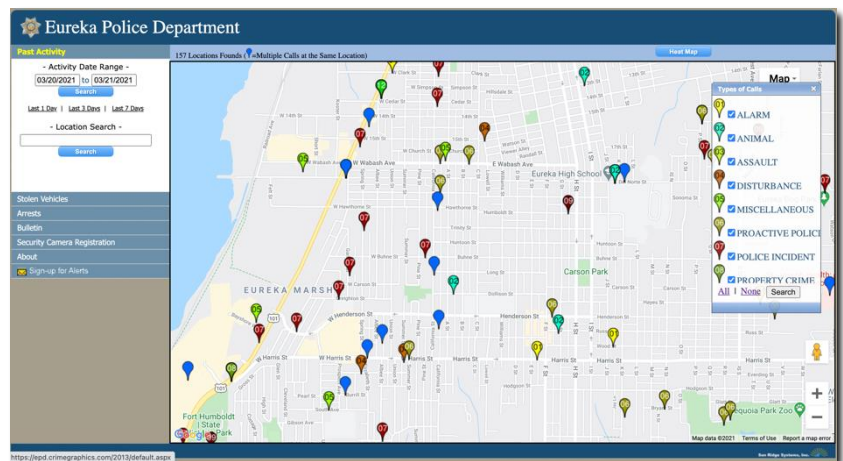
In November 2017, the Eureka Police Department rolled out a new Records Management (RMS) and Computer Aided Dispatch (CAD) system, RIMS, developed by Sun Ridge Systems Inc. RIMS' integrated public safety software represents a much more powerful, modern, and capable system than our previous CAD/RMS package. RIMS delivers comprehensive statistical data, allowing officers to better track, map, and address crime trends and problem spots in the city. This enriched flow of information has enabled EPD to provide our community with more efficient, effective, and directed service.

Policing is a shared responsibility, and we understand people want access to public safety-related information and records. Increased transparency and partnership further enhance positive police-community relationships. Through a fully integrated feature called **Citizen Rims**, selected crime data is readily available to our community via our website.<sup>xviii</sup> Key features include:

- Live and historical incident mapping
- Crime mapping and charts
- Agency arrests
- Stolen vehicles
- Daily media bulletin
- Security camera registration
- And much more...

Interested in viewing what is occurring in your neighborhood?

[Check out Citizen RIMS here.](#)



Citizen Rims helps our community become more informed and connected. View calls for service happening in near real-time.

**RIMS Collaborate** provides EPD with powerful tools to seamlessly connect with other law enforcement agencies across our region and beyond. **Collaborate** integrates directly with RIMS' CAD, RMS, and Mobile applications. Participating RIMS agencies can securely share and view CAD/RMS records. Each agency controls their own data and decides which information to share. RIMS Collaborate also offers agencies an encrypted, private means of sending and receiving crucial communications to each other.



### 2020 COMMUNICATIONS

Eureka Police and Fire Communications Center  
Public Safety Answering Point (PSAP).

- 28,395 911 calls
- 87,966 inbound and outbound administrative calls
- 116,361 total (Average of 319 a day)



The Eureka Police Department is a very busy agency with the highest, most concentrated calls for service volume in our county. Our officers handled over 67,253 police-related incidents in 2019 (average of 183 a day), took 8,401 written reports, and made 4,579 arrests. This includes 3,522 individual jail bookings – more than double any other agency in Humboldt County.

2020 saw a modest overall reduction in reported activity as compared to 2019, likely due to the impacts of the COVID-19 pandemic.



## PILLAR 3: TECHNOLOGY & SOCIAL MEDIA

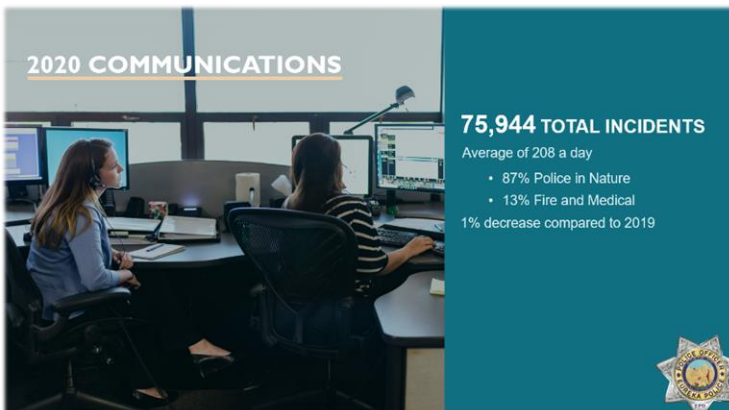
### *P25 Radio Communications System Upgrades*

In October 2018, the City of Eureka entered into a professional services agreement with Day Wireless Systems to implement a complete radio system upgrade of our critical public safety communications network. This modernization effort was necessary as our radio system equipment and infrastructure were at end of life and failing. Performance and reliability had been declining for years, seriously jeopardizing public safety and police/fire services.

The entire project is now complete at a total cost of over 3.1 million dollars, much of it grant funded.



The project began with an engineered study and consisted of 4 main phases/components: 1. Purchase and installation of latest generation dispatch console system (Motorola MCC7500 E consoles, 6 positions), 2. Microwave/antenna system infrastructure replacement, 3. P25 compliant radio communication system upgrade, and 4. Radio subscriber replacement and digital software upgrade (86 - APX 6000 portable radios, 50 - APX 6500 mobile radios). *Project 25 (or P25) is a set of standards for interoperable two-way digital products developed primarily for mission critical public safety communications.*



EPD's Communications Center is the only one in our area that dispatches all three public safety disciplines--police, fire, and emergency medical services/dispatching. A reliable, modern radio communications system is crucial for our ability to protect and serve the community, and for the safety of our officers and firefighters. EPD was the first agency to fully upgrade their radio system in Humboldt County. This system represents newest generation technology and should serve our community well for the next decade and beyond.

### *Community Connection through Social Media*

Social media is a powerful vehicle for positive community interaction, engagement, and information sharing. The Eureka Police Department has an active presence on several social media platforms including [Facebook](#), [Twitter](#), [Nextdoor](#), [Instagram](#), and [YouTube](#). We have over 12k followers on Facebook and growing, and another 4.19k subscribers on YouTube. These social networking sites allow EPD to share important crime information and alerts with our community, while also engaging their help in preventing and solving crime. We also use social media to highlight positive stories, community partnerships, and great work done by our staff. We appreciate and encourage constructive feedback to help us better protect and serve you.



## PILLAR 4: COMMUNITY POLICING & CRIME REDUCTION

It is our philosophy that community policing is a shared responsibility based on building and strengthening relationships, partnerships, mutual trust and cooperation. We believe officers should “enforce the law *with* the people not just *on* the people.”<sup>xix</sup> We rely on our community to partner with us to reduce and prevent crime, improve the quality of life, and protect the future of Eureka. Our greatest “force multiplier” is you—the people of our community. We invite you to collaborate with us in our creative crime fighting, prevention, intervention, and problem-solving efforts. We agree with the “Father of Modern Policing,” Sir Robert Peel, who said:

*“To maintain at all times a relationship with the public that gives reality to the historic tradition that **the police are the public and that the public are the police**, the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.”*

### Volunteers - Community Policing in Action

The Eureka Police Department deeply values and appreciates our many amazing citizen-volunteers who selflessly give so much of themselves to make our department and city better. Here are several examples of ways our volunteers help serve their community. If interested, be sure to ask us how you can serve too!

#### Eureka Volunteer Patrol



Our uniformed Eureka Volunteer Patrol (EVP) members conduct high visibility foot and vehicle patrols in Eureka’s commercial and residential neighborhoods. They provide additional eyes and ears for EPD’s sworn officers and immediately report any suspicious activity observed to our Communications Center.

Other services provided by EVP include vacation and business checks, residential security inspections, school and park patrols, traffic and crowd control at special events, perimeter security at major crime scenes, reporting hazardous or unusual conditions within the city (such as inoperable street or traffic lights), neighborhood watch, and other duties as requested.

#### Abandoned Vehicle Abatement Team

Abandoning a vehicle is a violation of both city and state laws. Since its inception in January 2015, the all-volunteer Abandoned Vehicle Abatement Team (AVA) has worked tirelessly to address the blight, quality of life, and crime issues surrounding abandoned vehicles in the City of Eureka. Primarily comprised of 3 volunteers, AVA members have logged over 5,000 hours and removed a staggering 1,391+ vehicles as of July 2020. (The COVID-19 pandemic significantly curtailed AVA’s activity in 2020.) The bulk of the vehicles the team deals with stem from complaints by neighbors. Of the thousands of vehicles AVA has “tagged” with warning stickers over the past 6 years, the great majority were resolved through voluntary compliance by the owners.



**Volunteers do what they do not for recognition, but for love of their community**

## PILLAR 4: COMMUNITY POLICING & CRIME REDUCTION

### Graffiti Removal & Abatement Team

Graffiti vandalism is a crime, but our Graffiti Removal & Abatement Team is **GR&AT**! First launched in September 2016. GR&AT is a collaborative effort between EPD, the City of Eureka, and our community partners to abate graffiti vandalism in Eureka. GR&AT is staffed by citizen-volunteers and substantially supported by generous donations from local businesses as we work together to help keep Eureka beautiful and graffiti free. Volunteers with the GR&AT program work in small teams to remove graffiti on public property including parks, streets, sidewalks, traffic signals, streetlights, walls, water hydrants, signs, utility boxes and poles. On a more limited basis, GR&AT volunteers also occasionally provide assistance in situations where the removal of graffiti from one's private property presents a real hardship.



GR&AT volunteers prepare to roll out in their fully equipped work van. Materials donated by local businesses.



Prompt and persistent removal of graffiti, ideally within 24 hours, has been proven to be an effective deterrent against repeat vandalism. Although graffiti vandalism is often considered a low-level crime, communities are seriously impacted when blight and damage are not addressed. GR&AT helps ensure that neighborhood safety, beauty, and property values are preserved. GR&AT seeks to help residents and business owners take control and restore neighborhood pride.

### Eureka Police Explorers Post #104

Our Explorer Program is designed for young adults ages 14 to 21 years old. Police Explorers learn about themselves and what they are capable of accomplishing. Teamwork, self-worth, respect, leadership, confidence, and a community-service oriented mentality are just a few of the values and character traits Explorers discover and develop through this program. Experienced volunteer advisors (current and former peace officers) teach, mentor, and assist program participants. Explorers receive classroom and hands-on training about what police officers do. They learn basic law enforcement skills such as handcuffing, searching, drug recognition, building searches, and portable radio use. They are taught the value of earning and safeguarding the public's trust. Explorers meet monthly and volunteer their time to the department and community in a variety of ways including assisting with special events.

EPD has had the privilege of mentoring about 75 Explorers since 2009.



## PILLAR 4: COMMUNITY POLICING & CRIME REDUCTION

### Neighborhood Watch

Do you know your neighbor? The City of Eureka has about 27 registered Neighborhood Watch (NW) groups that meet on a semi-regular basis with the goal of building relationships in order to enhance their neighborhoods' safety and quality of life. Block captains are appointed within the groups to organize and lead meetings and activities such as walking patrols, community clean-ups, and block parties. A Neighborhood Watch can also include a group of businesses that work together with law enforcement to make their area a safer, cleaner, and more positive experience for their employees and customers.



Want to start or join a Neighborhood Watch in Eureka?  
Call (707) 441-4371

Members of the Eureka Police Department regularly join Neighborhood Watch meetings to discuss community safety and nuisance concerns, teach crime prevention strategies, answer questions, report crime trends, and share information about police operations. Citizens learn about how NW programs benefit both community members and the police department by building bonds and partnerships to reduce crime, improve safety and quality of life, and restore neighborhood pride.



One Eureka NW group formed and became very active due to a chronic nuisance house in their neighborhood. The City of Eureka's police department and code enforcement unit partnered with neighbors to abate the property, which was eventually vacated and boarded up in January 2021. In the two months prior to this abatement action, 64 incidents associated with the property were reported to EPD. Only 11 incidents were reported during the following two months, an 83% decrease. Police-neighborhood partnerships work!

*“One reason we started a Neighborhood Watch group was the numerous burglaries in our neighborhood, both from cars and homes. We knew we needed to find a solution and that solution was Neighborhood Watch. We needed to first recognize the neighborhood problems and then we set out to find a safe approach to get them fixed. They say, ‘It takes a village’—well, we believe it ‘takes a neighborhood’ to work together to keep all of us safe.”*

*“We were able to meet with our neighbors in a positive way, and in doing so, issues and problems in the neighborhood became solvable. We can win when we know what to do to stay safe and assist our police department. Just being the eyes and ears for our neighborhood with increased visibility discouraged unwanted activity.” ~ Bob and Jerrie Bartley, NW Block Captains*



# PILLAR 4: COMMUNITY POLICING & CRIME REDUCTION

## Crime Prevention through Environmental Design

Crime Prevention Through Environmental Design (CPTED, pronounced “sep-ted”) has been defined as a multi-disciplinary approach to deterring criminal behavior through environmental design. CPTED proposes that intelligent, purposeful (and creative) design of landscaping, structures, and outdoor environments can deter crime and disorder problems. At its core, CPTED is about reducing criminal opportunity by creating spaces that are less conducive to exploitation and misuse.

CPTED relies upon changes to physical environments that encourage or force potential offenders to make particular behavioral changes. Through intelligent design and more effective use of the constructed environment, we can reduce fear and the incidence of crime while improving quality of life in our community. CPTED relies upon partnerships and collaboration between all stakeholders—property/land managers, environmental and building designers, law enforcement professionals and other community advocates. CPTED requires the community’s active participation and help. The reality today is we simply cannot arrest our way out of many of our community’s most pressing crime and disorder problems. Other creative strategies and solutions are needed and CPTED provides a vital option.



Example of CPTED applied. A planter box occupies an alcove once frequently occupied by subjects loitering and littering.

In collaboration with the City of Eureka, EPD formed a CPTED team in 2018. Team members include staff from several city departments and sections including police, code enforcement, community services, building/public works. This multidisciplinary design enhances the knowledge and skills of the team and allows a more collaborative approach. The CPTED team meets once a month to discuss cases and strategies. The team also provides CPTED site surveys to businesses upon request.

**CRIME PREVENTION THROUGH ENVIRONMENTAL DESIGN (CPTED)**  
**JUNE 4-8, 2018 LOCATION: HUMBOLDT BAY FIRE CLASSROOM @ 3030 L STREET, EUREKA**  
 Traffic Calming, Barriers, Walls, Landscaping, Lighting for Safety, Writing a CPTED Ordinance, Planning & Zoning, Field Assessments, Fencing, and

**For Law Enforcement (Patrol Officers, Crime Prevention Officers, Supervisors) City Planners, Architects, Security Consultants, City/County Staff, School Educators, and Others**

**\$350**  
 Registration/Prepaid

Taught by the National Institute of Crime Prevention of Tampa Bay, Florida

Sponsored by the Eureka Police Department

**FOR MORE INFORMATION:**  
 Eureka Police  
 Sarah Quilty  
 707 441-4271  
 sarahquilty@eureka.ca.gov  
 or  
 National Institute of Crime Prevention  
 www.nicp.org

*Participants will learn how the design and use of the environment can control human criminal behavior and reduce the fear of crime.*

**This is a Professional Certification Course**

Community CPTED class - 2018



## PILLAR 4: COMMUNITY POLICING & CRIME REDUCTION

### Vehicle Security Report Cards

If you happen to find one of these “Vehicle Security Report Cards” on your windshield sometime don’t worry, it is *not* a ticket. In late 2016, EPD started a new crime prevention program aimed at reducing the number of vehicle-related thefts occurring in the city. Police officers and volunteers on foot patrol in our business districts randomly spot check parked vehicles and occasionally place these report cards on their windshields as a courtesy notice. Officers rate the security of each vehicle by marking PASSED or FAILED on the card based on the vehicle’s susceptibility to theft. Vehicles “fail” the inspection for reasons such as unlocked doors, open windows, keys left inside, and valuables left in plain view.

One afternoon shortly after the program began, an officer briefly inspected over 20 parked vehicles in one commercial district and found that approximately 40% had valuable property plainly visible inside including smart phones, purses, backpacks, and electronics.

Theft from vehicles is a frequent but easily preventable crime. These courtesy notices are intended to inform people of security risks they may have overlooked and encourage them to do their part to safeguard their own property. Help EPD prevent crime in Eureka and remember to... **Remove it, lock it, or lose it.**



### Community Safety Engagement Team



The Eureka Police Department's Community Safety Engagement Team (CSET) embodies what community-oriented policing is all about. Envisioned and formed by Chief Watson in July 2018, CSET's mission is *“to proactively address quality of life, crime and disorder problems in Old Town, along the waterfront, and in city parks while developing strategies to ultimately improve upon or eliminate these issues.”*

CSET is staffed with a police sergeant, Mobile Intervention & Services Team (MIST) officer, Old Town foot beat officer, two Parks/Waterfront Rangers, and a volunteer substance abuse/mental health professional. CSET also shares two Homeless Outreach Workers (HOW) with the City's UPLIFT Eureka program. (Click here to view the [2020 CSET Presentation to Council](#).)

MIST was formed in January 2015 as a joint program of the Eureka Police Department and Humboldt County Department of Health and Human Services (DHHS). MIST began as an innovative co-responder program pairing a specially trained officer with licensed mental health

## PILLAR 4: COMMUNITY POLICING & CRIME REDUCTION

clinicians and case workers to meet those experiencing homelessness where they are at on the streets and in our open spaces. MIST was initially primarily intended to build relationships with homeless individuals experiencing significant mental health issues and connect them to services before their situation further deteriorates. MIST has evolved over the years and is now part of CSET's daily efforts to provide outreach and services to those experiencing homelessness, addiction, and mental health issues.

CSET operates under the following **philosophies**:

- Homelessness is not a crime, but the criminal behavior (i.e., thefts, assaults, open drug use and sales, prostitution/human trafficking, victimization of others etc.) frequently associated with the homeless community is.
- Focus on criminal behavior and causes behind crime.
- Balance accountability with compassion and outreach while trying to address the underlying causes of an individual's criminal behavior, which often negatively impacts the community.
- Reach people in their own environment, where they are, not where we want them to be.
- A one-size-fits-all approach to addressing homeless is not effective. Each person who is homeless is an individual and an individualized approach is necessary.
- "Cut the red tape" – remove barriers to streamline services to those experiencing homelessness and poverty.

CSET operates using the following **strategies**:

- High visibility, proactivity, and presence.
- Building relationships and working in partnership with those within the homeless community, government and private social service providers, businesses, and other community stakeholders.
- Identifying locations and individuals responsible for high emergency calls for service and developing long-term solutions toward reducing their needs through a judicious balance of outreach and accountability.
- Developing long-term solutions to address criminal quality of life and safety concerns through firm but fair accountability and outreach strategies.
- Connecting those homeless with resources including public sector, private, non-profit and faith-based community partners (addiction treatment, mental health services, social services, food, clothing, shelter, employment, etc.).
- Bridging and filling other existing service gaps in our community.
- Connecting people with resources including when taking accountability actions.
- Partnering closely with the City's UPLIFT Eureka program.
- Utilizing Crime Prevention through Environmental Design (CPTED).



COMMUNITY  
SAFETY  
ENGAGEMENT  
TEAM

*"There comes a point where we need to stop just pulling people out of the river. We need to go upstream and find out why they're falling in."*

~Archbishop Desmond Tutu



*Since its inception in July 2018 through the end of 2020, CSET has made about 139 "warm handoffs" of willing homeless individuals in need of substance abuse treatment to organizations like Waterfront Recovery Services. Over 85% of CSET's activity is self-initiated and proactive in nature versus in response to traditionally dispatched calls for service.*

*From January – March 2021, CSET handled 33.2% of EPD's mental health-related calls for service (87 of 262) and 36.1% of all our mental health crisis holds (5150 W&I). This does not include when assisting as secondary officers.*

## PILLAR 5: TRAINING & EDUCATION



We believe the path to professional excellence leads through a culture of accountability and *continual improvement* in service to our community. Our citizens and our noble profession deserve no less. Peace officers are asked to do an incredibly complex and difficult job today. The expectations, roles, and responsibilities society places upon law enforcement's shoulders continue to evolve and expand, often unrealistically. Police officers are held to a higher standard than most because a democratic society needs them to be.

These demands require officers, dispatchers, and professional staff members who are well-trained and equipped to meet both old and emerging challenges like the escalating mental health and homelessness crises, advancing technologies, and ever-changing laws. The Eureka Police Department values and is committed to continual training and education to prepare our members to better serve and protect you.

### *Continuous Improvement through Commitment to Training*

The Eureka Police Department has allocated a total of \$215,000 to our training budget over the last 3 fiscal years (2018-19 - \$65k, 2019/20 - \$75k, 2020/21 - \$75k) and spent approximately \$220,000. EPD participates in the California Commission on Peace Officer Standards and Training (POST) [Reimbursable Program](#) where we request reimbursement for our employees who attend POST-certified training courses. By submitting training reimbursement requests to POST for eligible courses, significant portions of our costs are returned to the city's general fund.



### **POST Perishable Skills & Continuing Professional Training (PSP/CPT)**

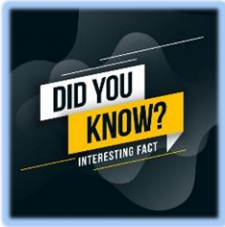
All California peace officers (except reserve officers and jail deputies) below middle management positions are required to complete a minimum level of [Perishable Skills](#) and Communications (PSP) training in each 2-year period.<sup>xx</sup> A total of 12 hours is required with a *minimum* of 4 hours each in the following areas: 1) Arrest and control, 2) driver training/awareness or driving simulator, and 3) tactical firearms or Force Options Simulator (FOS). An additional minimum of 2 hours of communications training, either tactical or interpersonal, is required during each 2-year period. [Continuing Professional Training](#) (CPT) is also required for certain peace officer and dispatcher personnel employed by POST participating agencies.<sup>xxi</sup> According to POST, the purpose of CPT is to “maintain, update, expand, and/or enhance an individual’s knowledge and/or skills.” Every specified peace officer and dispatcher must satisfactorily complete the CPT requirement of 24 or more hours of POST-qualifying training during every 2-year CPT cycle. These minimum training requirements are above and beyond department-specific training and education requirements, and other [legislative mandated training](#).

***“For the previous (PSP/CPT) cycles (2015-2016 and 2017-2018), you had 100% compliance with respect to peace officers, which is exemplary, particularly for an agency that is geographically isolated from many of the training resources available elsewhere in the state.”*** ~Andrew Mendonsa, Region I Manager, POST Training, Delivery, and Compliance Bureau

(A report by the Executive Director to the Commission in March noted there was a 25% decrease in training hours across the state in 2020, from almost 4 million hours per year down to 2.9 million. This is likely due to the impact of the COVID-19 pandemic.)



## PILLAR 5: TRAINING & EDUCATION



*EPD's current patrol schedule allows for a full 10-hour training day for half the department's sworn officers each month. Teams 1 and 2 alternate training monthly.*

### *Interactive, Reality-Based Training*

Advanced Force Options Simulators (FOS) incorporate modern technology to provide peace officers with interactive, real life, scenario-based training simulations using high definition audio/video equipment and replica laser devices. FOS provide a mix of hands-on training and critical decision-making skills under simulated high-stress conditions. The training includes a classroom portion covering current use of force law and the Constitution.

FOS deliver a more dynamic, efficient, and cost-effective way to train compared to static, traditional methods. These simulators help officers recognize threats, de-escalate situations, manage stress, and use force in manner consistent with the law and department policy.<sup>xxii</sup>



Members of the local media participating in FOS scenario training with an EPD instructor (2014, College of the Redwoods, Law Enforcement Training Center)

The College of the Redwoods' Administration of Justice/Criminal Justice Training Center provides a Force Options Simulator for local law enforcement training. Over the years, EPD members past and present have continued to serve as support and instructional staff for the basic police academy, FOS, and PSP training.

### *Growing Tomorrow's Leaders Today*



Inaugural class of the CPCA Executive Leadership Institute at Drucker (August 4, 2017).

[SBLSI](#) is an intense, 8-month (192 hours) program based on experiential learning techniques "designed to stimulate personal growth, leadership, and ethical decision-making in California law enforcement front-line supervisors." Other leadership training EPD members have recently attended include the California Police Chiefs Executive Leadership Institute at Drucker and Narcotic/Specialized Unit Supervisors Course.

Mentoring and developing leaders within our department is vital to the future of the City and our community. As society's expectations and demands for policing continue to increase, we must equip and prepare our supervisors and managers for success. We support and encourage our leaders to attend advanced training beyond the minimum requirements set by POST through the mandated 80-hour Supervisory Course and 104-hour Management Course. For example, both of EPD's current Captains have attended the FBI National Academy. Since 2019, we have sent 2 sergeants to the Sherman Block Supervisory Leadership Institute (SBSLI).



## PILLAR 5: TRAINING & EDUCATION

### *Crisis Intervention Team (CIT) Training*

In addition to ongoing de-escalation (ICAT), implicit bias, and procedural justice (Principled Policing) training, the Eureka Police Department is also heavily invested in Crisis Intervention Team (CIT) training. We understand the value of CIT and our goal is to send every department member through this vital week-long training. Since 2017, two EPD officers have been recognized as the Humboldt County “CIT Responder of the Year.”

The 5-day CIT course teaches law enforcement personnel how to identify major mental health disorders and other disabilities, while increasing awareness of how these conditions may influence an individual’s behavior. These crucial skills can help officers de-escalate a mental health crisis and divert those in crisis into treatment rather than the criminal justice system.

The Humboldt County Department of Health and Human Services (DHHS) has been partnering with local law enforcement agencies and other community organizations to host these state-certified trainings since 2007.<sup>xxiii</sup> According to DHHS, nearly 450 people have completed the CIT course locally over the last 12 years. EPD has been proud to collaborate with DHHS in helping organize and provide CIT training for many years now.



### *Incentivizing Education through Professional Certification*

The POST [Professional Certificate Program](#) promotes increased training, education, competence, and professional excellence in law enforcement.<sup>xxiv</sup> California peace officers and dispatchers who achieve increasingly higher levels of education, training, and experience may be awarded professional certificates once they achieve certain benchmarks as specified by [Commission Regulation 1011](#).

Any employee who is eligible to participate in the professional certification pay plan pursuant to the conditions set forth above shall be entitled to receive professional certification pay in accordance with the following schedule:

<u>Sworn Officers</u>	
“Intermediate”	7% of Basic Salary
“Advanced”	14% of Basic Salary
<u>Dispatchers</u>	
“Intermediate”	7% of Basic Salary
“Advanced”	14% of Basic Salary
<u>Civilian Members</u>	
“Intermediate”	2% of Basic Salary
“Advanced”	4% of Basic Salary

Through an educational reimbursement program, the City of Eureka encourages and supports educational and training programs which provide its employees the opportunity for career development related to their positions. Sworn police officers and dispatchers are also eligible to participate in a professional certification compensation plan. Qualified employees are entitled to receive 7% of base salary for their POST Intermediate certificate and 14% of base salary for their Advanced Certificate.

## PILLAR 5: TRAINING & EDUCATION

### NARCAN Training Saves Lives

The Eureka Police Department's NARCAN (naloxone) program went live on March 1<sup>st</sup>, 2019. All EPD officers, front office staff, and field support personnel were trained and equipped with NARCAN rescue kits. These kits are also positioned throughout the department to ensure that all EPD employees are ready to respond to an emergency throughout the building in case of secondary exposure while handling/testing drugs.

Each student attended a POST-approved, 10-hour First Aid/CPR/AED course which included an hour of instruction specifically on NARCAN use. This training was also reviewed by members of DHHS's overdose prevention program and approved by North Coast Emergency Medical Services. All employees are required to complete a 10-hour refresher course every two years.

As of March 31, 2021, EPD officers have administered NARCAN to 28 patients (one patient was provided Narcan during two separate incidents and survived both overdose events). Of those incidents, **24 patients survived the overdose event** and 4 patients succumbed to the overdose and/or other medical problems.

Each overdose incident is unique and requires our officers to quickly evaluate the scene for safety concerns as well as assess the patient and provide care. Overdoses frequently require CPR and often require more than one administration of NARCAN in order to reverse the overdose. EPD Officers have administered 44 total doses of NARCAN.



**Detective Corrie Watson**  
First Aid/CPR & NARCAN  
Instructor

Tragically, overdose deaths continue to skyrocket despite the current global COVID-19 pandemic. According to the Centers for Disease Control and Prevention (CDC), over 70% of drug overdose deaths in 2019 involved an opioid and 72.9% of those opioid involved deaths involved a synthetic opioid (like Fentanyl). In the month of February 2021, EPD administered NARCAN on 5 separate occasions in the span of 15 days. Prior to that month, EPD had not had to use NARCAN since October 2020.

NEWS > CRIME AND PUBLIC SAFETY

### Police use Narcan to revive two overdose victims in Eureka



By **SHOMIK MUKHERJEE** | smukherjee@times-standard.com | Times-Standard  
November 1, 2019 at 3:57 p.m.

## PILLAR 6: WELLNESS & SAFETY

The expectations and demands imposed upon law enforcement personnel today are immensely complex and challenging. Officer wellness and safety must be holistic—touching upon every aspect of their well-being including physical, mental, and emotional survival. We owe it to the men and women who serve to support them in not only surviving their careers, but also thriving afterwards. Employee development and wellness is a top priority for our City and department. It was specifically identified by the City Council and management team as a strategic goal and initiative during this year’s strategic visioning workshop.

### Officer Wellness in an App

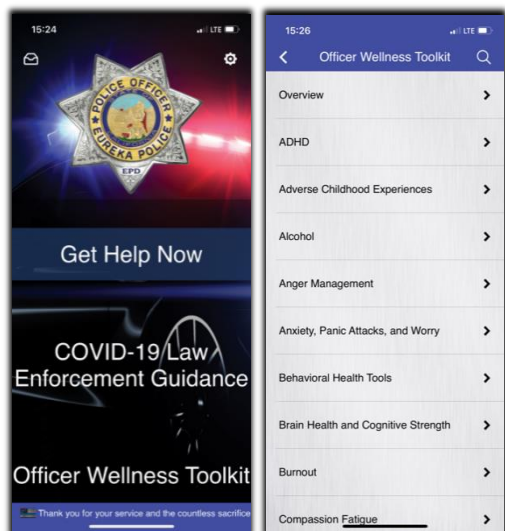


On October 3<sup>rd</sup>, 2019, Eureka Police Chief Steve Watson was pleased to announce plans to provide his officers, dispatchers, and professional staff members with an interactive, high-tech officer wellness solution to proactively support their mental health and well-being. Department members now have a powerful and easy to use wellness tool in the palm of their hands. (This information is also available to their immediate families.)



The Eureka PD Wellness App, created in collaboration with the City’s Human Resources Department and Cordico, provides access to therapists, peer support, and the [leading officer wellness solution available nationwide](#) offering confidential, in-hand, on-demand 24/7 access to more than 40 modules on topics such as alcohol, depression, trauma, emotional health, burnout, compassion fatigue, family support, financial fitness, physical fitness, nutrition, healthy habits, mindfulness, psychological first aid, resilience, sleep optimization, stress management, and wellness self-assessment tools.

Since inception through May 1<sup>st</sup>, 2021, the app’s Officer Wellness Toolkit was visited approximately 806 times, self-assessment tests were taken 282 times, and the peer support section has been used over 236 times. All of this activity is anonymous and confidential.



*“I worry constantly about the safety and well-being of the officers, dispatchers, and professional staff who serve and protect others. Our law enforcement first responders are regularly exposed to a toxic soup of stress, trauma, and tragedy. We recognize their families serve too and also need our support. EPD is fully committed to taking care of our people.*

*Officer safety should be holistic. It isn’t just about body armor, weapons, and tactics but also about overall well-being including resiliency, physical, mental, social, spiritual, financial, and emotional wellness. This mobile app will provide our members with continuous private and confidential access to mental health and wellness help and support.”* -Chief Watson

**EPD also has Peer Support & Chaplain programs!**

## PILLAR 6: WELLNESS & SAFETY



Eureka Police Officers Association Gym

### *Making Room for Exercise*

Physical fitness is essential to officers' health, safety, and longevity. The Eureka Police Department provides space within our headquarters facility for an employee exercise room. Through the generosity and support of a local couple, *"In honor of the officers and K9's that protect our city,"* the Eureka Police Officers Association (EPOA) was able to completely renovate its gym in early 2017. This well-equipped exercise room is available 24/7 for all department members and volunteers to use.

### *Adorni Recreation Center – "Redefining Fitness"*

The Adorni Memorial Recreation Center was made possible by a generous bequest from the late Harry J. Adorni to the City of Eureka. Developed and operated by the City, this multi-use public recreation [center](#) is a fitness facility that includes many services reserved exclusively for its members. These services include drop-in gymnasium, unlimited aerobic and fitness classes, unlimited use of the weight room, personal trainer consultations and private locker rooms. City employees enjoy free membership at the Adorni Center and discounted membership for spouses and dependent children.



Adorni Memorial Recreation Center

### *Mental Health Therapy & Support for First Responders*

First responders like police officers, dispatchers, firefighters, and emergency medical workers face more trauma and stress on a daily basis than most other groups. The emotional impacts of these adverse experiences often carry over into their personal and family lives.

Due to the arduous demands their duties place upon them, first responders have unique needs and concerns requiring specialized care including healthy coping strategies and ways to process trauma. They deserve our understanding, encouragement, and support. We are committed to giving it to them. In collaboration with the City's Human Resources Department, EPD contracted in April 2021 with a well-respected family counseling center specializing in serving first responders and their families.

The center's Clinical Director and her licensed therapists will be providing confidential debriefing and counseling services to all EPD employees on an annual basis via 30-minute individual sessions. These private wellness check-ins are intended to be an initial starting place for those members wanting and needing additional support.

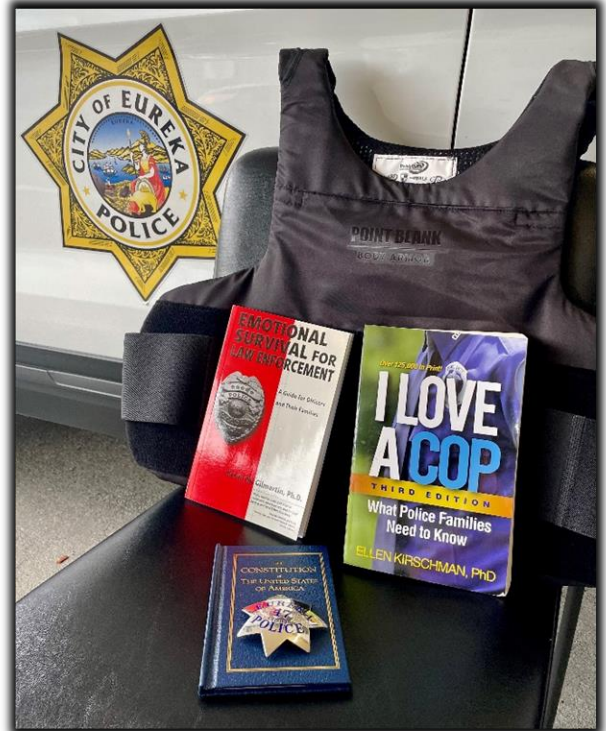


## PILLAR 6: WELLNESS & SAFETY

### *Officer Safety is More than Body Armor*

Police officers and dispatchers are exposed to a tremendous amount of trauma, tragedy, and stress every day. We believe officers must be equipped with more than physical body armor for protection, but also mental and emotional armor to survive their profession unbroken and whole. Officer wellness and safety must be all-encompassing, touching upon every aspect of their well-being including physical, mental, emotional, spiritual, and relational. They need armor for the soul too.

The Eureka Police Department now provides every new officer a copy of Dr. Kevin Gilmartin's must read book, *Emotional Survival for Law Enforcement – A Guide for Officers and Their Families*, early in their careers. Dr. Gilmartin introduces his book as “a guide to keep good people good.” The book is “designed to help law enforcement professionals overcome the internal assaults they experience both personally and organizationally over the course of their careers.”



### *Our Families Serve Too*

2020 was an incredibly difficult year. Recognizing our spouses and families serve (and suffer) too, EPD hosted a special spouse support workshop, “We Serve Too,” at a private, offsite location in September 2020. The workshop was led by a top first responder and family therapist with a huge heart for serving those who serve others and their families. This catered event was held at a private, offsite location and fully-funded through a generous donation from the Eureka Police Foundation. Each of the 12 participants were given a copy of the book, “*I Love A Cop*” and other special gifts to show we care.

A letter from Chief Watson to the spouses, families, and loved ones of your Eureka Police Department officers and dispatchers:

*“Missed birthdays, recitals, games and other special events; holidays worked; canceled plans; lonely nights; cold dinners; postponed vacations. Loving the men and women who wear the badge with pride often entails family sacrifice, solo parenting, and facing your own worry, fear, and aloneness.*

*Supporting the badge means embracing the ways your hero is worn down and changed by the trauma they experience and the losses they suffer on the job continuously. It also sometimes means embracing their pain, sorrow, anger, silence and irritability—especially after a particularly bad shift or event. Much to our regret, the truth is we often find it easier to be a hero at work than a hero at home where it matters most.*

*It is a volatile and difficult time to be a police officer (and loved one of an officer) in America but they are needed now more than ever. But supporting the badge also means embracing the honorable calling they serve and the pride that swells in your heart at the sight of your officer/dispatcher in uniform. It means embracing the commitment, trust, and belief you have in each other. Tested relationships that endure are lasting relationships that flourish.*

*I want you to know we recognize “you serve too” and you are forever part of the larger family of the Thin Blue Line. We find strength and courage in each other and our community. From the bottom of our hearts, thank you for believing in us, supporting us, loving and forgiving us. Thank you for embracing the badge and oft weary man/woman who comes with it. We can’t do what we do without you, and you forever have our deepest respect and appreciation.” ~September, 4, 2020*

## PILLAR 6: WELLNESS & SAFETY

### Tactical First Aid/Trauma Kits



Tactical combat casualty care teaches proven, life-saving techniques and strategies to greatly enhance officer and citizen survival during the precious minutes until professional emergency medical assistance arrives. All Patrol and specialty unit vehicles in the Eureka Police Department's fleet are outfitted with compact tactical trauma kits. Since December 2019, all officers are also issued a personal tourniquet and carrying case. Officers are trained on the use of these tourniquets and trauma kits in addition to the POST-required First Aid/CPR/AED training every two years. Officers have successfully applied tourniquets to seriously injured citizens to control severe bleeding approximately 3 times in the past 18 months. In one case, an officer was credited by responding emergency medical personnel with saving a man's life by so quickly and effectively controlling his hemorrhaging.

### Personal Body Armor for our Guardians

All Eureka Police Department officers are issued high quality body armor vests that meets or exceeds the standards of the National Institute of Justice, along with level 3A ballistic helmets and face shields for their protection. EPD Policy #1023 requires officers to wear body armor when working in uniform or taking part in Department range training. Officers are also required to wear body armor anytime they are in a situation where they could reasonably be expected to take enforcement action. EPD participates in the Bureau of Justice Assistance (BJA) [Bulletproof Vest Partnership](#) grant program. In 2020, we were awarded \$6,686 toward ½ the cost of each new vest purchased.

In February 2018, Chief Watson authorized external vest carriers for all EPD uniformed Patrol officers. This decision was first preceded by a period of research and wear-testing reinforced by positive officer and community feedback.

EPD also conducted a week-long local Facebook poll in which 1.3k people (97% of all respondents) voted in favor of the external vest carriers. Our community overwhelmingly supported their officers' safety, comfort, and performance.

Steve Watson created a poll.  
January 19 at 12:37pm

Hey Eureka, what do you think of external vest carriers for your patrol officers?  
A couple of EPD officers are currently wear-testing external vest carriers like the one Officer Jon Omei is modeling in the photos I included with this post. External vests are gaining in popularity across the nation's law enforcement community.

Proponents reason that outer vest carriers provide increased:

1. Safety
2. Comfort
3. Performance
4. Lower risk of lower back/hip problems

Lower back pain and injuries are a real hazard for officers who have to wear up to 20 pounds of equipment on their duty belts in addition to the added 5-6 pounds from their body armor. Removing much of the weight of the duty belt off their hips and lower back can help mitigate this issue and allow officers the ability to perform at a higher level with more comfort.

With that being said, we are a community/customer service-oriented agency and I want our officers to appear professional and approachable. Community involvement and positive community relationships are important to us. I prefer a professional appearance that does not appear overly militaristic or tactical. I also care about my officers' health and well-being so balance is needed.

I happen to be pleasantly surprised with the quality and look of the external vest Officer Omei is wearing but we want to hear what you think. (We are also testing another external vest carrier that even more closely resembles a uniform shirt though I believe the one depicted here is better constructed). If approved, officers who wished to wear these vest carriers would pay for them out of their own uniform/equipment allowance.

We'd like your input so please take the poll included with this post. (And remember, you are evaluating the vest not the person.) 😊

97% 3%

Wednesday, January 31, 2018 at 6:33 PM

Steve Watson  
January 31, 2018

The results are in from the week-long Facebook poll I conducted regarding the external vest carrier Officer Jon Omei has been wearing-testing for EPD. Over 1,300 people took the poll...it was real close (insert sarcasm here) but I think the public has made their feelings clear.

97% of respondents supported EPD officers wearing the external carriers for uniformed Patrol duty vs. only 3% who didn't approve. More precisely, 1.3K people voted in favor of the vests as a voluntary option for our officers versus only 36 individuals who disagreed.

While of course we shouldn't make important decisions about police operations and equipment based on poll results and public sentiment, I thought this process would be fun, enlightening, and educational--and it has been. My biggest takeaway from the poll is the incredible level of respect, appreciation and support shown by our community toward the men and women of the Eureka Police Department. Clearly, the overwhelming majority want and support what is best for our officers' safety and comfort, as do I. We are blessed to protect and serve in a caring community like Eureka.

With that being said I am authorizing the External Vest Carrier for Patrol duty. I want to thank everyone who took the time to take our poll and share their thoughts and opinions.

# APPENDIX A:

## Mission, Values, Vision, and Goals for EPD



THE CITY OF EUREKA  
EUREKA POLICE DEPARTMENT

### M E M O R A N D U M

DATE: March 16, 2018  
TO: All EPD Personnel  
FROM: Stephen M. Watson, Chief of Police  
SUBJECT: Mission, Values, Vision, and Goals for EPD

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As we work together to move the Eureka Police Department forward in a positive direction for 2018 and beyond, it is important for everyone to understand the vision, values, and goals we hold in support of our mission. These five broad Departmental purposes should operate in *balance* and harmony, guiding all that we do. EPD's leadership team has met and with your input, identified a number of strategies and objectives to achieve these goals. At the end of the year, we will report back to you on what ~~we~~ **#TeamEPD** has accomplished in 2018.

- 1) **Create a culture of accountability and professional excellence.**
- 2) **Build a positive work environment and an atmosphere of trust.**
- 3) **Find our identity as a customer/community service-oriented department.**
- 4) **Cultivate and support creative, collaborative crime fighters.**
- 5) **Safeguard and enhance public trust.**

As for expectations, my philosophy of leadership and service is this: "Do what's right, do the best you can, and treat people the way you'd like to be treated."

## Mission

The Mission of the Eureka Police Department is to:

Work in partnership with the community to prevent and reduce crime, to safeguard public trust, improve the quality of life and protect the future of Eureka through dedicated professional service.



## APPENDIX B:



My name is Leonard La France. I'm a Sergeant at EPD with CSET. CSET is the **Community Safety Engagement Team**. It's a quasi-progressive outreach team that works with homelessness in the community, individuals suffering from mental health, and addiction issues. UPLIFT is our sibling unit. We're kind of like kind of a right-hand left-hand approach. In CSET, we house our officers, and UPLIFT houses our outreach workers. In the community, CSET covers various areas, including the Waterfront Trail and Old Town. *With any mental health calls, we cover the whole city.*

CSET is made up of five officers. A supervisor, a sergeant – which is myself – an Old Town officer, and a MIST officer who works primarily with mental health clients. We also have two park rangers.

Common in the daytime, *first thing I often do is speak with our community partners*. I talk to Betty Chinn, I talk to the Rescue Mission. I talk to the folks down at Free Meal, and occasionally check in with Salvation Army. Then, *we problem solve*. We usually have a project to start the day with and we have a general idea of what we want to do. We go out and address any issues with people illegally camping in certain locations, redirect them towards resources or provide resources, or conduct follow-up with them about housing, going to treatment, employment, a wide variety of things. Once we address those issues in the morning, we dive in and wait to see what the day brings.

*Often, we respond to about 30% of all mental health calls for the City of Eureka.* That keeps us pretty busy. On an average day, we spend about one to four hours at St. Joseph Hospital addressing mental health, folks in crisis, and/or people on mental health holds.

I think the biggest success stories for us is when we look at individuals that are causing massive amounts of calls for service that have an addiction problem or a mental health problem, and *we're able to collaborate with our partners and move them towards treatment, and then eventually towards housing. But it really initially starts with street work and street outreach work with them, getting to know them on our first name basis. They know us, they have our cell phone numbers. We're able to effectively communicate with them, build a relationship, and then move them towards services.* When I look back at COVID, *a lot of it is for me is partnership building.* We had strong partnerships already with the trifecta: Betty, the Mission and Free Meal, but we built strong relationships. I consider Betty one of my good friends. I consider the folks at the Mission my good friends. The folks at the Free Meal, my good friends. *Those bonds help us move forward when we have other challenges, and we can really kind of come together, look at things from different perspectives, and make the best decisions to get the best outcome that we want.*

It really progressed from us addressing homelessness and COVID from a public health standpoint, ensuring that our community partners were taken care of. That Betty, the Mission, and Free Meal had what they needed. That included wash stations, bathrooms, setting up social distancing systems, masks, gloves, hand-washing stations, a wide variety of things, and coming together and formulating a plan to really work with individuals that have mental health problems. They're not thinking about COVID, they're not thinking about the impact. How do we keep those people safe and keep the entire community safe? After we addressed the public health issue for about three to five months, we really transitioned into behavior issues, where we're seeing a lot of unwanted behavior. Most of the folks that we were able to get housed or that could advocate for themselves, they got housed. We were able to actually house them either through UPLIFT, or through the Home program through the County. Those that are remaining on the streets right now are the significant mentally ill or addicted. We're really trying to address the behavior while still trying to do outreach with them.

What I really enjoy, especially with my job here with CSET, is *the ability to look at law enforcement from a different perspective, a very non-traditional, very progressive perspective. We're still solving crimes, but from a completely different perspective. We're looking at underlying causes, looking at things like childhood trauma. We're looking at addiction, we're looking at mental health, and once we address those issues, we're actually solving crime issues.* But also, we're doing police work, we're doing investigations. If we have some kind of a violent assault or some kind of incident with our homeless community, we can also often solve those quickly because *we know people, we know the communities, they know that we actually care about them,* and we're usually able to get information pretty quick and solve those issues. **Video Link:** [https://youtu.be/ID4J3d\\_t0iE](https://youtu.be/ID4J3d_t0iE)

# CSET – Community Policing through Relationships

**Eureka Police Department**  
Published by Brittany Powell · Yesterday at 10:10 AM ·

In honor and support of Autism Awareness Month, EPD's CSET had these custom name patches made to wear through the month of April.

Although the Eureka Police Department recognizes there are various symbols used for Autism Awareness and each have their own unique meaning, EPD has chosen to use the most recognizable symbol – the multicolor puzzle piece. Since Autism is present in the day-to-day lives of several EPD families, this issue is close to home.

Over the past two years, EPD has taken steps to ensure all officers receiving internal and external trainings in regards to interacting with people with Autism.



6,124  
People Reached

Like Comment Share

Comment as Eureka Police Department

**Donna Newbie**  
My teenage guy is at ease with law enforcement & admires them in a large part because EPD spent time talking to him at various meet & greet events. You listened to my concerns & were genuinely interested. You talked directly to him & even bought him ... See More

Like · Reply · Message · 4h

**Tiffany Settles Morais**  
Great support! I am honored to work closely with many of you both at the VA and the HCCF! Stay safe!

Like · Reply · Message · 1d

**Able Young**  
Autism is only one of many symptoms that you need to address... Maybe understanding the Vets will be the next step.

Like · Reply · Message · 1d

↳ 2 Replies

**Donna Newbie**  
Thank you for caring!

Like · Reply · Message · 1d

**Whitney Rose Petri**  
Thank you EPD Department for your support. I know you have helped many.

Like · Reply · Message · 1d

**Brandey Nichole Wheeler**  
Thank you EPD for taking the time to listen and learn.

Like · Reply · Message · 17h

**Rick Mitchell**  
Thank You EPD for YOUR SUPPORT to OUR COMMUNITY!

Like · Reply · Message · 7h

**Danielle Wingett**  
That's so amazing 😊

Like · Reply · Message · 1d

**Rachel Plympton**  
Officer Swanson is a hero of Old Towne!

Like · Reply · Message · 1d

**Bill Schertz**  
You guys are awesome.

Like · Reply · Message · 1d

**Katrina Lynn Palmer**  
Awesome! As an autism mama, I love this! ❤️

Like · Reply · Message · 1d




Meet Officer Ryan Swanson:

CSET/Mobile Intervention & Services Team

2019 Humboldt CIT Responder of the Year

2019 EPD Officer of the Year

<https://youtu.be/TrfD9RKIDZg>

I Joseph  SR would like to recognize Officer Ryan Swanson as a hero in our community. He has saved my life by helping me through a rough spot in my life. He didn't give up on me like most people in my life. He took me to water front recovery and now I am clean and sober. Today I feel like a hero friend, and he gave me hope for life and I give a huge amount of ~~thanks~~ thanks a now I'm off the street and talking to my children again.

Thank Officer Swanson  
for saving my  
life.



## **EUREKA POLICE DEPARTMENT**

### **MISSION**

**The Mission of the Eureka Police Department is to:**

**Work in partnership with the community to prevent and reduce crime, to safeguard public trust, improve the quality of life and protect the future of Eureka through dedicated professional service.**



## **EUREKA POLICE DEPARTMENT**

### **VALUES**

**EPD will dutifully fulfill our obligations as crime fighters and problem solvers.**

**EPD will lead through effective communication and a willingness to make tough decisions that protect the integrity and reputation of EPD.**

**EPD will practice fidelity and loyalty to the constitution, law, community, each other and our families.**

**EPD will behave in a manner that is morally and legally honorable, on and off duty.**

**EPD will put aside fear to act with moral and physical courage.**

**EPD will strive for excellence by who we hire, how we perform and how we supervise.**

## ENDNOTES

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- <sup>i</sup> COPS Office. (2015). President's Task Force on 21st Century Policing Implementation Guide: Moving from Recommendations to Action. Washington, DC: Office of Community Oriented Policing Services.
- <sup>ii</sup> Final Report of President's Task Force on 21st Century Policing. (2015, May). Retrieved from [https://cops.usdoj.gov/pdf/taskforce/taskforce\\_finalreport.pdf](https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf)
- <sup>iii</sup> Stanford SPARQ, & California Department of Justice. (n.d.). Principled Policing Procedural Justice and Implicit Bias Training. Retrieved March 06, 2021, from [https://oag.ca.gov/sites/all/files/agweb/pdfs/law\\_enforcement/principled-policing-white-paper.pdf](https://oag.ca.gov/sites/all/files/agweb/pdfs/law_enforcement/principled-policing-white-paper.pdf)
- <sup>iv</sup> The Eureka Police Department currently has 46 sworn peace officer positions allocated (as of the fiscal year 2020/21 budget) including 2 police captains, 9 sergeants, 34 officers, and 1 parks/waterfront ranger. This does not include the Chief of Police. However, we rarely are fully-staffed due to ongoing recruiting and retention challenges. EPD lost 6 fulltime positions, including 4 officer positions, during this budget cycle, which saw massive citywide cuts due to pandemic-related economic impacts and existing budget deficits. \*Some EPD members have attended both Principled Policing and ICAT training more than once.
- <sup>v</sup> PERF. ICAT. Retrieved March 07, 2021, from <https://www.policeforum.org/icat-training-guide>
- <sup>vi</sup> [https://www.ci.eureka.ca.gov/depts/police/transparency\\_portal\\_\\_sb\\_978/default.asp](https://www.ci.eureka.ca.gov/depts/police/transparency_portal__sb_978/default.asp)
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- <sup>ix</sup> IACP. (2018, August 15). Sample community Surveys. Retrieved March 07, 2021, from <https://www.theiacp.org/resources/sample-community-surveys>
- <sup>x</sup> Liebert Cassidy Whitmore. (n.d.). Sb 978 – Requires Law Enforcement Agencies to Publish Standards, Polices, and Practices Online. Retrieved March 15, 2021, from <https://www.lcwlegal.com/news/sb-978-requires-law-enforcement-agencies-to-publish-standards-polices-and-practices-online-1>
- <sup>xi</sup> [https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill\\_id=201720180SB978](https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201720180SB978)
- <sup>xii</sup> Howard, J., Shaw, S., & Tibbet, W. (2019, October 17). Everything You Need to Know about SB 1421 and AB 748. Retrieved March 14, 2021, from <https://www.cacities.org/Resources-Documents/Member-Engagement/Professional-Departments/City-Attorneys/Library/2019/2019-Annual-Conference/10-2019-AC;-Jordan-Shaw-Tibbet-Everything-You-Need.aspx>
- <sup>xiii</sup> <https://oag.ca.gov/ab953>; See also 2021 RIPA Board Report, <https://oag.ca.gov/sites/all/files/agweb/pdfs/ripa/ripa-quick-facts-2021-01.pdf>
- <sup>xiv</sup> Racial and Identity Profiling Advisory Board - Annual Report 2020. (n.d.). Retrieved March 14, 2021, from <https://oag.ca.gov/sites/all/files/agweb/pdfs/ripa/ripa-board-report-2020.pdf>
- <sup>xv</sup> IACP. (2014, January). IACP TECHNOLOGY POLICY FRAMEWORK. Retrieved from <https://www.theiacp.org/sites/default/files/all/i-j/IACP%20Technology%20Policy%20Framework%20January%20202014%20Final.pdf>
- <sup>xvi</sup> <https://www.faro.com/en/Application/Forensic-Analysis-and-Pre-incident-Planning>

- <sup>xvii</sup> IACP. (2014, January). IACP TECHNOLOGY POLICY FRAMEWORK. Retrieved from <https://www.theiacp.org/sites/default/files/all/i-j/IACP%20Technology%20Policy%20Framework%20January%202014%20Final.pdf>
- <sup>xviii</sup> <https://sunridgesystems.com/home/applications/records-management/citizen-rims/>
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- <sup>xxiii</sup> <https://humboldt.gov/CivicAlerts.aspx?AID=2363>
- <sup>xxiv</sup> <https://post.ca.gov/POST-Professional-Certificates>

**Building a safer, more livable and inclusive Eureka together.**



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[www.ci.eureka.ca.gov/depts/police](http://www.ci.eureka.ca.gov/depts/police)