

2025

**Sand Springs Police Department Policing Plan
Sand Springs, Oklahoma**



Retired Chief of Police - Daniel Bradley

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This years Policing plan is dedicated to the memory of Retired Chief Daniel Bradly, who passed away on February 28th, 2025 after a courageous battle with cancer.

Chief Bradley began his career in Law Enforcement with the Sand Springs Police Department.

He became Chief in 1995 and upon graduation from the FBI National academy in Quantico, Va., he set out to change the culture of the Police Department. He implemented Total Quality Management, which in simple terms means he gave ownership to his employees about how the department would develop for the future. Within TQM, he set up avenues, like the steering committee, for any employee to develop plans and programs that officers were interested in as long as they benefitted the community. As examples, The drug team, bike team, mounted patrol, MPO program, MAITS team all formed under this model, started by officer's with an idea and cultivated by the Chief's office.

This Policing plan is the brain child of CM Mike Carter, who worked for Chief Bradley as his Deputy Chief for 10 years before becoming Chief himself in 2015. You can see that Chief Bradley's Legacy continues, to this day, in the men and women who have benefitted from his mentorship, his leadership, his character, and his dedication to his employees and to the citizens of this community. We are forever grateful to the man who had the courage, wisdom, and character to lead this department into the future with humility and grace.

This years plan continues to follow the standard set before with initiatives that cultivate community engagement, community partnerships, transparency, and technology and we look forward to working with the community as we build for the future.

CITY ADMINISTRATION AND COUNCIL



Mayor – James O. Spoon

Vice Mayor – Beau Wilson

Ward 1 – Councilor Cody Worrell

Ward 2 - Councilor Matt Barnett

Ward 3 – Councilor Mike Burdge

Ward 4 - Councilor Nancy Riley

Ward 6 – Councilor Brian Jackson

Michael S. Carter - City Manager

David Weatherford - City Attorney

EMPLOYEES OF THE SAND SPRINGS POLICE DEPARTMENT

Chief John Mars	DCOP Todd Enzbrenner	Capt. Eric Kimura	Capt. Jody Fogleman
Lt. Gary Everett	Lt. Hunter Garrison	Lt. John Tillman	Lt Kyle Alexander
Lt. Jerrod Raglin	Sgt. Mathew Donsife	Sgt. Kristie Behar	Sgt. David McCage
Sgt. Dan Llewellyn	Sgt. Chris Perz	Ofc. Tim Freeman	Ofc. Matt Lemon
Ofc. James Holforty	Ofc. Brian Tomsovic	Ofc. Will Paarmann	Ofc. Cody Ziegler
Ofc. Tyler Kruse	Ofc. Mason Million	Ofc. Shawn Lindamood	Ofc. Jonathan Noah
Ofc. Kaleb Louviere	Ofc. Danielle Burgess	Ofc., Dylan Hurt	Ofc. Jackson Lawless
Ofc. Michael Kennedy	Ofc. Levi Lemon	Ofc. Cage Edgmon	Ofc. Mitch Hoffman
Ofc. Guillermo Ramirez-Cervantes		Ofc. Ben McKinzie	
Communications Manager Monty Balk			
Disp. Kathy Schmidt	Disp. Vickie Davis	Disp. Betsy Cunningham	Disp. Jasmine Lierly
Disp. Jessica Schmidt	Disp. Hannah Spears	Disp. Aidan Britt	
Clerk Debi Pearson		Police Operations Administrator Barbara Abbott	



MUNICIPAL COURT STAFF

Janice L. Almy - City Clerk	Kenny Penrod - Deputy Court Clerk
Jill Walker - Assistant Court Clerk	Harlan Pinkerton - Prosecutor
Thomas Askew - Judge	Jay McAtee - Judge
Sharon Weaver - Judge	

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Introduction

Law Enforcement faces the many challenges related to outdated communication systems and operational inefficiencies. The criminal landscape continues to become more transnational and sophisticated, but Officers remain committed to removing any obstacles that may hinder public safety efforts. Using advances in technology, agencies are finding new ways to improve efficiency in communications, data-sharing, crime prevention, and apprehension strategies. Law Enforcement strives to recruit and retain officers, and specialized training is implemented to protect our officers and better serve our citizens.

The Sand Springs Police Department hired a specialized civilian employee to manage the 911 Telecommunication Center. The Telecommunication Center is a vital link for citizens when they need help. Public Safety Telecommunicators provide seamless communication between citizens and first responders. The Telecommunications Manager is responsible for improving overall service quality by optimizing processes, improving response times, and ensuring better support for both telecommunicators and officers. The Telecommunications Center management involves utilizing leadership skills, resources, and partnerships to effectively deliver emergency communication services and maintain compliance in preparation for the “Next Generation 911 Upgrades.”

The Sand Springs Police department has partnered with the Tulsa Job Corps launching a training program for Job Corps students.

Job Corps is the nation’s largest, free residential career training and education program for low-income young adults ages 16 through 24 and offers training and education in 10 industries.

It is our shared hope to create opportunities for Job Corps students and build a pipeline of employees for the demanding yet rewarding Public Safety Telecommunications profession.

The Sand Springs Police department received a 2025 SAFE Oklahoma Grant. The grant focuses on intervention, increases to staffing, and a technological component to enhance our ability to apprehend people committing crimes. We purchased Unmanned Ariel Vehicles (Drones) as a force multiplier for criminal interdiction and community outreach. These drones can be used in conjunction with the fire department’s drone to find missing people, identify fire lines in difficult terrain, aid in search and rescue operations, map traffic collisions, and many more applications. Our program has been set up to ensure that a drone is available for deployment at any time to serve the community in these areas.

The Sand Springs Police department has partnered with the Oklahoma Municipal Assurance Group (OMAG) to institute the Active Bystandership for Law Enforcement (ABLE) program for our Police Officers. The ABLE program was developed by Georgetown University to assist Law Enforcement in the prevention of misconduct, policing mistakes, and for the promotion of officer health & wellness. The ABLE program supports the culture of the Sand Springs Police Department by promoting the practice of intervention and promoting the acceptance of intervention when an officer’s emotions escalate during stressful situations. The program benefits both our police officers and our community.

The Policing Plan is the product of a joint effort between the Citizens of Sand Springs, employees and administrators of the Sand Springs Police Department, and the Sand Springs Municipal Court.

The 2025 Policing Plan was reviewed by the Administration of the City of Sand Springs. The Sand Springs City Council adopted the 2025 Policing Plan by Resolution in an open meeting. Every effort is made to reaffirm that the philosophies discussed herein are those of the community as a whole and not just the police department.

John Mars
Chief of Police



Pillar 1 - Building Trust and Legitimacy

Collective Bargaining Contract Provisions (1.0.A - 1.0.E)

1.0.A Probationary Officers

To reduce the potential of retaining an incompetent officer, new officers are “at will” employees thus allowing the Department an adequate amount of time for evaluation. Our FOP Lodge supports this policy as it helps ensure retention of officers that meet the high standards we all expect of a Sand Springs Police Officer. The contract language reads as follows:

Probation Period shall consist of the following:

- 1. 12 months from the date of initial hire if that person was already certified or achieves his or her certification from the CLEET Collegiate Officers Program.*
- 2. 12 months from the date of graduation from the police academy if employed by the City of Sand Springs while attending the academy.*

(In compliance with the Final Report of the President’s Task Force on 21st Century Policing recommendation 1.4.2)

1.0.B Just Cause for Suspension or Termination

Some departments across the nation struggle in dealing with officers arrested for criminal offenses or for using excessive force in dealing with suspects. The problem is exacerbated when arbitrators of the Federal Mediation and Conciliation Service (FMCS) leave such behavior unchecked and reverse dismissals. In response to such cases seen nationally, our police union and administration came together and formed a solution that keeps the integrity of the discipline process while insuring an officer’s fair and impartial due process. Our FOP Lodge and administration contract language states in part:

To suspend, demote, discharge or take other appropriate disciplinary action against members of the Police Department for just cause in accordance with appropriate procedures as set out in Article 9 hereof or, in alternative thereto, the Personnel Policy and Procedures for employees of the City of Sand Springs. For purposes of this agreement, the parties stipulate and agree that in addition to what may otherwise constitute just cause, just cause shall exist for immediate suspension with or without pay, at the discretion of the Chief, of any Police Officer who has criminal charges filed against them for any felony or for any misdemeanor charge of assault and battery related to a claim of excessive use of force directed at a suspect or prisoner who is in the custody of the officer. Further upon a finding at a preliminary hearing that the Officer shall be bound over for trial, or upon a waiver of preliminary hearing without an immediate dismissal of the charges, just cause shall exist for termination. Upon acquittal or dismissal of charges, the Officer may be eligible for re-employment with the City with back pay and applicable benefits, at the discretion of the Police Chief;

(In compliance with the Final Report of the President’s Task Force on 21st Century Policing recommendations 1.4 and 1.4.2)

1.0.C Replacement of FMCS with Retired Local Judges

As previously noted, it is not uncommon for the arbitrators of the Federal Mediation and Conciliation Service (FMCS) to leave certain behaviors unchecked and reverse dismissals made for unlawful or serious policy violations. The Sand Springs Police Department is unique in our approach to this matter. Our philosophy is that if our judges are qualified enough to hear cases both criminal and civil, they are qualified to hear these types of arbitrations. The judges, having a vested interest in our community, would have an interest in seeing an innocent officer return to duty and a problem officer receive appropriate discipline. This provision has only been needed once, and the officer was dismissed for "Incompetence" which is rare in the police community. In said case, the complaining party was the officer's fellow police officers. The contract language that our administration and our FOP Lodge have agreed upon states in part:

The parties shall submit the matter to arbitration. The FOP shall submit a list of five retired Judges from the State of Oklahoma (Appellate, District, Associate, or Special) from Tulsa County and/or any County which shares a common border with Tulsa County, who shall be the proposed panel for selection. From said list, the City shall select one arbitrator.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.4 and 1.4.2)

1.0.D Body Camera Footage

We have agreed with our union that body cameras are in place as a supplement to reveal the truth about a situation. Critics of this type of arrangement will often say that involved citizens do not get to see the video before making a statement, but that is not true. Citizens cannot be compelled to speak with police as a right of the constitution. Our officers are afforded the same rights as any other human being in the United States. The *Presidential Task Force on 21st Century Policing Final Report* makes the following recommendation, "Law enforcement leadership should examine opportunities to incorporate procedural justice into the internal discipline process, placing additional importance on values adherence rather than adherence to rules. Union leadership should be partners in this process". Ultimately, what matters to the department and our community is the truth.

The contract language reads as follows:

All Police Officer's shall have the right to view, listen to or obtain a copy of any video or audio recording produced by equipment worn or used by that officer on or off duty before making a statement or being interrogated in regard to a complaint or investigation. They may not have the right to view other recordings not made by the officer under investigation. The discretion to allow this will be that of the Chief of Police or his designee.

The parties acknowledge there may be instances in which an individual employee may have a basis to allege that the document or video should not be "immediately" released. In order to fully protect the interest of the employee in those instances, to protect the interest of the public set forth in the Open Records Act, and to allow the City to have a clear direction of how to proceed, the City retains the management right to determine whether a record is subject to public disclosure, and any objection to disclosure should be made as soon as possible and may require legal action by the employee to delay or preclude disclosure. The City acknowledges and will uphold the confidentiality of employment records as allowed by the Open Records Act.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.4 and 1.4.2)

1.0.E Supervisory Notices

Documentation is key in recognizing positive employee behavior as well as negative traits that need to be corrected in an employee. Too many times, positive actions are overlooked and there is a built in barrier to documenting minor infractions if the employees feel that the process is too formal. To correct this issue, we have developed the “Supervisory Notice” program which is exactly what it sounds like. It is a form to document positive and negative issues that our supervisors notice. This is well received by our officers and supervisors as it allows for good behavior to be celebrated while providing a less adversarial way to correct minor negative issues.

The contract language in reference to this program follows:

Documentation of ongoing employee performance may be taken care of through a SUPERVISORY NOTICE. This document will detail the officer’s deficiency/achievement on the prescribed form. This will be routed through the chain of command and be placed in a file to be held by the Human Resources Department after approval by the Chief of Police. This file will be kept separate from the normal personnel file. This notice will only be retained on file for 1 year and will be automatically purged. These notices may be used for documentation related to an officer’s evaluation. If the officer feels that the Supervisor Notice is not warranted, he may appeal this decision to the Chief of Police, whose decision will be final. For the purposes of this article, Supervisory notices are not considered discipline, but a management tool to keep employees and management aware of ongoing employee performance. They may be implemented for positive or negative performance.

This is an example of how the organization sets the tone for procedural justice internally and also acts as an example of how our agency expects those same concepts to be applied externally.

(In compliance with the *Final Report of the President’s Task Force on 21st Century Policing* recommendations 1.4. and 1.4.2)

1.1 Transparency

We have also adopted the policy of not charging fees for electronic document requests that fall under the Open Records Act. However, a fee is still charged for extraordinary requests involving an unusual amount of staff time. The Department continues to look for alternatives that allow correct information to reach the public as soon as possible. We also are always looking for new ways to disseminate information to the public and this has come to include social media instead of solely relying on traditional forms of media outlets. We also will try to release video of officer involved shootings within three (3) business days of the incident. This must be cleared through the Oklahoma State Bureau of Investigation as we use their agency to investigate any officer involved shootings or in custody deaths that involve our officers.

(In compliance with the *Final Report of the President’s Task Force on 21st Century Policing* recommendations 1.3 and 1.3.2)

1.2 Business Cards

All Sand Springs Police Department officers have been issued business cards which identify them by name and badge number. In 2019, we changed our cards to include a website address to file an online compliment or complaint. The cards are also formatted to allow officers to note case numbers to assist citizens who wish to obtain copies of police records.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 2.11.1, and 4.4)

1.3 Complaint and Discipline Processes

The Sand Springs Police Department has taken steps to ensure that citizens may file a complaint for investigation. The Police Department instituted a special menu item on our phone system for Internal Affairs as well as an online form for citizen complaints or concerns. New forms for the processing of complaints and a due process tracking form follow the officer through the discipline process. Discipline allows the Department to maintain high level standards and is approached with the goal of helping our great employees to be to be even better. While discipline is not an everyday occurrence, our officers accept correction with professionalism. The police union has filed only one grievance since 1993, showing its resolve to have order within its ranks.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1 and 4.4)

1.4 Municipal Lock-Up Facility (Jail) Suicide Prevention

The design of the lock-up facility in the Billie A. Hall Public Safety Center has centered around the health and welfare of our citizens who find themselves being detained there. Too often society has viewed anyone who may be taken into custody as a bad person and relegated their safety as a secondary concern. As professionals in the criminal justice field, we cannot take that attitude and are taking proactive steps to help prevent those in our care from harm, including specifically self harm. Each component of the facility has been evaluated to eliminate hang points that a person in crisis may use for that purpose. Most persons in our custody will be housed in a dormitory style cell with more space available than is required by state and national standards. We also have specified inmate bunks to be anti-ligature as well as all of the other furnishings inside the cells. The facility will also have an abundance of security cameras which will help our certified jail staff keep the people under our care viewable while still maintaining their modesty. The phone in each dorm will be flush mounted as an anti-ligature measure. We will also provide a television to keep these people occupied during their stay, but the TV will be flush mounted as an anti-ligature measure. The jail shower will also be designed to keep any hang points from being accessible.

All of the certified jailers are required to take training in excess of that required by the State of Oklahoma. This program has been recommended and provided by the Oklahoma Municipal Assurance Group which is our insurance provider. Among the training available, our staff takes annual training on jail suicide prevention. We also make sure to pre-screen the people under our care for potential suicide ideations as well as act proactively if we detect the person is indeed in crisis by taking them to a mental health facility for treatment.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1,1.3, and 1.4)

1.5 Municipal Lock-Up Facility – Access to Phones

In many facilities across the country, inmate phones are used as a way to offset costs of the facility. This means that the people in custody are relegated to using phones that are very expensive. This cost is also not normally borne by the person in custody, but rather by their loved one who accepts the collect phone call. The Sand Springs Police Department sees the value in making phones available free of charge to the person in custody as we feel that it will help them make bond faster, and help foster an environment of positive order. This also helps demonstrate our concern for treating all persons with dignity and respect. This effort results in mitigating problems for the facility, staff, and inmate as well as the family.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, 1.3, and 1.4)

1.6 Municipal Lock-Up Facility Hygiene Policy / Facilities

The Sand Springs Police Department has designed the municipal lock-up facility at the Billie A. Hall Public Safety Center with more shower availability than was available at our previous facility. This is accompanied by a policy that requires people to dress out in jail uniforms if they are to be held at our facility for more than a few hours. Inmates awaiting transport to the David L. Moss Center, or other facilities will be held in a smaller holding cell and not placed in the dormitory style cells or dressed out in uniforms. This will reduce the amount of people who will have contact with the main cells, thus reducing the probability of spreading any infestation or illness.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, 1.3, and 1.4)

1.7 Immigration Enforcement

The Sand Springs Police Department will help any person, regardless of race, color, religion, creed, national origin, ancestry, sex, age, physical disability, mental disability, veteran status, sexual orientation, or citizenship status. Any person may approach our officers and request help without fear that they will be mistreated as a consequence of one of these areas. In these types of situations, it is not our policy to inquire as to a person's immigration status as it is not relevant to the issue at hand.

The Tulsa County Sheriff's Office participates in the 287g program which deals with immigration violations and serious offenders that the Sand Springs Police Department takes into custody. The offenders are vetted through this program by deputies who are trained to spot people who meet the criteria of the program. The Sand Springs Police Department lacks the jurisdiction to independently enforce federal immigration laws. Our officers also lack training and funding to act in this capacity even if current laws were to be changed.

However, it is important to note, that the Sand Springs Police Department will assist any other law enforcement agency in the lawful performance of their duty. If our department receives a request for assistance to accompany other local, state, or federal law enforcement to ensure the safety of all parties, we will always assist. This includes, but is not limited to, federal immigration officers. We will also honor any holds placed on prisoners in our custody by immigration officials.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.9 and 1.9.1)

1.8 Access to Language Services

The Sand Springs Police Department has an agreement with the AT&T Language Line. This service allows us to provide language services for over 170 different foreign languages that our dispatchers and officers may encounter. The service is available from our dispatch console and will help in situations where a person of limited English proficiency calls our department for assistance. The Sand Springs Police Department currently has two officers on staff that are fluent in Spanish language interpretation.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.9 and 1.9.2)

1.9 PREA Partnership with the Tulsa County Sheriff's Office

The Sand Springs Police Department was approached by the Tulsa County Sheriff's Office with a request to assist in their efforts to comply with the Prison Rape Elimination Act (PREA). They needed an independent third party to act as a call center to receive complaints from inmates at the David L. Moss Center in Tulsa. If an inmate has a complaint in reference to sexual assault or harassment, they have access to a phone in their holding pod and directions on how to file a PREA complaint. Upon placing the call, it is answered by a Sand Springs Police Dispatcher who then logs the call into our Computer Aided Dispatch System. This allows for complaints to be audited and verified at a later date. The Sand Springs dispatcher then forwards the complaint information to the Tulsa County Sheriff's Office for investigation. This program is a benefit not only to the inmates taken to the David L. Moss Center by the SSPD, but to all inmates in the facility. It is part of our commitment to serving all people with dignity and honor as well as strengthening our good relationship with the Tulsa County Sheriff's Office.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1,1.3, and 1.4)

1.10 Increased Traffic Violation Warnings

Currently almost half of our stops result in warnings when you account for stops that result in verbal warnings. Our department allows officers the discretion to determine the appropriate outcome of a traffic stop for a traffic infraction. Many times, a warning to a violator serves as the best kind of enforcement as it keeps the focus on the behavior. With many more fees being attached to citations for revenue purposes at the State level, our agency wants to make sure our citizens do not misunderstand why we undertake traffic enforcement efforts. Our agency wants to highlight improved safety as our primary role, not acting as de facto tax collectors for the city or state. In 2020, we received a request from a citizen that we concentrate more traffic enforcement on our residential streets. We will seek to do this by requesting at least one hour of each officer's shift be dedicated toward this effort as calls for service allow.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 2.9, 4.1.1, and 4.4)

1.11 Intermediate and Advanced Law Enforcement Certifications

The Sand Springs Police Department officers will participate in and achieve the certification levels offered by CLEET. These certifications are achieved by a combination of training, college, and years of service. Numerous members of the department have already achieved these distinctions. This is one more way that our officers can demonstrate their commitment to excellence.

(Exceeds recommendations of *President's Task Force on 21st Century Policing*)

1.12 Officer Uniforms

As we have placed more focus on giving alternatives to lethal force, more equipment must be carried by officers. Therefore officers are allowed to utilize the external body armor carrier that has the ability to carry a higher load of equipment, but weapons are not allowed on the front of the vest keeping a more approachable look. In 2020, we also started to allow officers to wear ball caps, not only as a way to appear more approachable, but to protect officers from harsh sun conditions and other weather that they may encounter. In the coming year, we also plan on setting a new standard for a class B uniform which will be utilized for special events and that does not require dry cleaning to help us with sanitization during a possible second wave of COVID-19.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, and 4.4)

1.13 Employee Empowerment

The Sand Springs Police Department is very proud of the relationship that exists between our officers and administration. The department has an impressive record of only one grievance filed since 1993. One way this is accomplished is by giving ownership of the department to our officers. The department allows officers to be innovative and empowers them to solve problems rather than just adhering to the traditional model of following directives from higher authority. One form that this empowerment takes is the ability of every officer to have a voice in respect to policies, programs, equipment, training, and even this policing plan.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.4, 1.4.1 and 1.4.2)

1.14 Collaboration with Local Businesses for Economic Development

The Sand Springs Police Department worked with local businesses and developers to incorporate the Billie A. Hall Public Safety Center into a new business district. It is our hope that these efforts will serve a two-fold purpose. The first being that by placing the new facility in close proximity as well as using a complimentary building design in relation to the Economic Development zone, we will enhance community policing efforts and have a facility more open and inviting to the public we serve. Our second being that we hope the proximity will help serve as a crime deterrent for the area. We are also working with area businesses to meet and find solutions for problems involving drug manufacturing and aggressive panhandling that interfere with their operations. Our agency also works very closely with the Sand Springs Chamber of Commerce to improve business relations and quality of life to in our community.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1 and 1.3.2)

1.15 Tulsa Metro Area Law Enforcement Initiative to Hire and Retain Police Officers

The Sand Springs Police Department and Tulsa Metro Area Law Enforcement Officials started an initiative to promote hiring and retention of police officers. This will ensure recruitment and retention of police officers is a top priority. They work to convince the Mayor, City Manager, City Council, or other local officials to designate resources and personnel for this responsibility. The best practice is to develop a strategic recruitment and retention plan and monitor it for effectiveness. One of the missions of law enforcement leaders is to counter the negative images of police officers in the media. This affects recruitment, as the attacks on the reputation of law enforcement severely hamper agencies' ability to attract a large pool of candidates. Law enforcement is also in serious competition with private industry and other departments for the best qualified applicants.

The purpose of the recruitment plan is to attract numerous job seekers to apply or test for open sworn and non-sworn positions. This will allow law enforcement agencies to be highly selective in whom they hire, while maintaining the high standards of the law enforcement profession. Agencies should strive for continuous improvement by hiring and retaining people with a broad range of diversity who are motivated, engaged, and community oriented.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1 ,1.8, and 1.8.2)

1.16 Tribal Investigations

The Sand Springs Police Department embraces a philosophy of procedural justice. The tenants of procedural justice are fairness, transparency, voice and impartiality. Procedural justice is modeled from within the department beginning with police administration. A foundation of justice through fairness, transparency, voice, and impartiality prepares each officer to uphold his or her oath to protect and serve while acknowledging the inherent worth and dignity of all persons.

The 2020 landmark ruling, *McGirt v. Oklahoma*, continues to have a profound effect on law enforcement interactions with tribal members. Questions of jurisdiction continue to cloud which law enforcement agency is responsible for investigating crimes involving tribal members. The confusion delays investigations, jeopardizes evidence collection and witness interviews, and leaves family members without support. Police reporting systems have been modified to include collection of tribal specific data. Documenting tribal affiliation and sharing information with the tribes benefits members of each community.

Sand Springs Police Officers act as liaisons between the Federal Bureau of Investigation (FBI) and the Muscogee Creek Nation (MCN). Each Police Officer attended numerous training courses and was certified as a Special Deputy United States Marshals Task Force Officer (TFO) under the direction of the FBI. TFO status enables officers to continue the investigation of Major Crime Act (MCA) crimes with a Federal Agent assisting.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, 1.2, and 1.6)

1.17 Cash Bond Initiative

The Sand Springs Police Department in conjunction with the Municipal court developed a program whereby anyone arrested for a Municipal charge or warrant that exceeds \$100 in fees or fines may Bond out of Jail for a \$100 Cash Fee. If a person has existing fines or fees this cash payment will go directly to their fines when in the past it did not. The purpose of this program is to reduce the burden on citizens who may be struggling financially and are trying to get back on their feet. Incarceration affects a persons ability to work and be productive citizens. This idea for this program came from Officers who deal with these issues and saw a need and a solution and it's important to highlight The fact that our employees have bought into Social Justice issues that affect our citizens and are willing to come up with solutions and bring them forward.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 2.2.6, 2.8 and 4.5.2)

1.18 Internship Program

The Sand Springs Police Department has established an intern program for young adults in High school and College who are interested in Law Enforcement. This program offers students, a rewarding and insightful experience by providing an educational program working in various areas within the Sand Springs Police Department. The student intern will be given the opportunity to learn and observe general law enforcement methods and the procedures of the Sand Springs Police Department. The intern will work with experienced police officers, and other non-sworn employees to further their opportunities for a career as a sworn police officer.

Prior to unit placement, Sand Springs Police Department conducts a background investigation. Once placed in a unit, interns are provided with a supervisor who will then serve as the primary point of contact.

Interns are expected to work between 6-12 hours per week between the hours of 7 am and 4 pm Monday through Friday. Ride-alongs and dispatch shadow can be scheduled in the evenings or weekends.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 2.2.6, 2.8 and 4.5.2)

1.19 Job Corps

The Sand Springs Police department has partnered with the Tulsa Job Corps to establish a training program for their students in our telecommunications division.

Job Corps is the nation's largest free, residential career training and education program for low income young adults ages 16 through 24 with more than 10 industries to choose from.

It is our shared hope to create a pipeline of employees for the demanding, yet rewarding telecommunications field.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 2.2.6, 2.8 and 4.5.2)

Pillar 2 - Policy and Oversight

2.1 Community Members Involvement in Review Processes

One of the accomplishments the Sand Springs Police Department is most proud of is our relationship with the community. In 2017, we optimized this relationship by involving community representatives to act as independent monitors for the Chief of Police. These representatives act as passive monitors in police Use of Force or complaint review boards and report any concerns to the Chief of Police, City Manager or City Council. They are also able to forward any concerns to Federal or State Authorities if they feel that there is a need. The representatives receive training in Use of Force policies before participating, so they are able to formulate educated and informed opinions. We have also tried to make sure that the members are diverse in their makeup to allow for evaluations of conduct to be through many perspectives.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 2.2.6, 2.8 and 4.5.2)

2.2 Investigations into Use of Deadly Force

There are many who feel that the police should not investigate themselves in matters of a serious nature due to a perceived conflict of interest. To alleviate this concern, the Sand Springs Police Department became the first department in the State of Oklahoma to formalize an agreement with the Oklahoma State Bureau of Investigation to conduct investigations into any officer involved shooting or in-custody death involving our officers. We use the District Attorney of the appropriate county to review and prosecute, if needed, cases of officer involved Use of Force, shootings resulting in injury or death, and in-custody deaths. Further, we make all data related to these incidents available to the Federal Government. We feel these steps are another way our citizens can have confidence in the way we police the community, hold ourselves accountable, and welcome transparency.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 2.2.2, 2.2.3 and 2.2.4)

2.3 Adoption of the Lexipol Policy Manual

The Sand Springs Police Department has adopted the Lexipol Policy Manual which has participating departments nationwide. This manual has been modified for the specifics of Sand Springs Police Operations. The Lexipol Policy Manual provides the advantage of having a manual containing policies vetted by other professionals with standards that meet and/or exceed state and national standards. This policy manual is available to our employees online or on a phone application so they have the benefit of being able to access policies in the field.

Our department posts the policies online for the public's inspection; we believe the document should be accessible as an Open Record.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 2.13 and 2.2)

2.4 Fair and Impartial Policing – Training and Policies

The Sand Springs Police Department has two instructors who attended the *Fair and Impartial Policing—Train the Trainer* that was sponsored by the COPS office of the Department of Justice. This training has allowed the Sand Springs Police Department to train our officers in anti-bias policing. The training centers on the concept that all people have some implicit bias. If this is understood, it may be controlled and lessen the chance that it will become a factor in the policing decisions made by an officer. In addition to the topic of implicit bias, the training covers the concepts of procedural justice and past injustices involving policing. The Sand Springs Police Department has and will enforce policies that prohibit policing by discriminatory practices of protected classes.

(In compliance with the *Final Report of the President’s Task Force on 21st Century Policing* recommendations 1.1, 2.13, 2.4 and 4.4)

2.5 Fine Revenue — Reporting

It has been a goal of the Police Department to change how income from fines has been budgeted to reduce the perception that our community uses fine revenue as a hidden tax upon our citizens. Unfortunately, accepted accounting practices do not allow for us to modify the way revenue is budgeted for, so we have changed our focus in this area. Working with our Finance Department and City Administration, we have stopped reporting this income as part of the monthly reports to diminish any concern that our City may ask for a modification of police activity to bolster the budget. It has never been an issue in actuality, but perception drives public attitudes toward their relationship with police agencies. We do not want to have this area as a barrier to our partnership with the citizens of Sand Springs.

(In compliance with the *Final Report of the President’s Task Force on 21st Century Policing* recommendations 1.1 and 2.9)

2.6 #8cantwait Policies Evaluation

When the Policing Plan concept was started at the Sand Springs Police Department, we wanted to look at ourselves through the lens applied to Ferguson, Missouri, in the Department of Justice Report. In subsequent years, we looked to racial justice activists like Black Lives Matter to see if ideas they presented made sense to use in our community. We have now taken a look at requests from other law enforcement reform groups to see where we can find common ground in policy language. There is a group that has put forward the #8cantwait initiative. This effort highlights eight policies meant to reduce shootings by police departments. We comply with some of these or will evaluate them for inclusion in our policy manual this year.

The policies follow:

- Ban Chokeholds and Strangleholds
- Duty to Intervene
- Shooting at Moving Vehicles Prohibited
- De-Escalation
- Use of Force Continuum
- Require Verbal Warning Before Shooting
- Comprehensive Reporting
- Exhaust All Alternatives Before Shooting

(In compliance with the *Final Report of the President’s Task Force on 21st Century Policing* recommendations 1.1, 1.3, 1.4.1, 1.5.4, 1.6, 2.2, and 2.2.1)

2.7 Allow Tattoos on Officers to Match Community Standards

Our agency ran an online poll that asked our public, “Do you think it is acceptable for an officer to have visible tattoos on the full length of an arm or both arms (sleeves)? The answer that came back to us was an overwhelming 93% of the responses was in favor of allowing this practice. In the past we have restricted this to comply with the sensibilities of our public. We have now changed this policy to reflect the current community standards.

(In compliance with the *Final Report of the President’s Task Force on 21st Century Policing*

2.8 Mobile Field Force

The City of Sand Springs and the Sand Springs Police Department support the freedom of expression guaranteed by the U.S. Constitution. Events across the nation have demonstrated the unique challenges law enforcement can face in balancing the support of free expression and public safety.

Regardless of the depth and complexity of that challenge, the Sand Springs Police Department is committed to support all Constitutional rights and our Mission, including, but not limited to the protection of life, prevention of crime, enforcement of laws, and maintenance of order.

The formation of the Mobile Field Force (MFF) is a result of that commitment. The MFF will respond to actual or anticipated public order management incidents, or other incidents as directed by the Chief of Police, and work to support citizen’s Constitutional rights and our Mission.

These public order management incidents include, but are not limited to, the following: riots, civil disturbances, unlawful assemblies, protests, counter protests, demonstrations, rallies, gatherings, marches, parades, missing person/amber alert, criminal investigation task forces, natural disasters, and dignitary protection.

(In compliance with the *Final Report of the President’s Task Force on 21st Century Policing* recommendations 2.7, 2.7.1 and 2.7.2)

2.9 Homeless Crisis Intervention

The Sand Springs Police Department understands the homeless crisis is an issue to be solved rather than an enforcement matter that can be addressed by arresting or relocating homeless persons.

Most police agencies do not receive adequate funding or the necessary resources to responsibly help the homeless. Police agencies must develop partnerships with social service agencies, fire and medical services, and nonprofit and faith-based communities to bring about a positive impact.

Police forces continue to evolve and meet their expanded role through officer training and the development of specialists within the department. Each officer receives training and resources as it relates to established programs and available resources addressing homelessness.

To better serve the needs of the homeless, the Sand Springs Police Department formed a partnership with the Mental Health Association of Oklahoma, (Homeless Outreach & Rapid Response Team) and Tulsa’s Community Mental Health Officer.

(In compliance with the *Final Report of the President’s Task Force on 21st Century Policing* recommendation 2.1 and 2.13)

2.10 Critical Incidents involving arrested subjects

Any time an Officer is forced into a critical incident based on the actions of the suspect and that suspect is arrested it is the policy of the Sand Springs Police Department that the suspect will be handled by another officer not involved in the critical incident until such time that the affected officer has time to decompress. We are all human and are susceptible to human emotions and critical incidents can be very emotional. This policy change is not an implication that this is a problem within the police Department but an acknowledgment that taking an officer out of a critical incident as soon as practical is a best practice that we endorse.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, 3.1.3, 3.3.3 and 4.4)

2.11 Oklahoma Law Enforcement Accreditation Program (OLEAP)

The Sand Springs Police Department is proud to acknowledge that we are one of only twenty agencies in the State of Oklahoma out 700 plus agencies to be accredited through OLEAP.

This program provides Law Enforcement agencies within the State of Oklahoma with an avenue to demonstrate that they meet or exceed commonly accepted standards and best practices for efficient and effective operations.

This accreditation benefits our community by creating greater accountability, reduce risk and liability, a much stronger defense against civil litigation, staunch support from government officials, and it promotes community cooperation and understanding.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, 3.1.3, 3.3.3 and 4.4)

2.12 Communications Manager

The Sand Springs Police department, in an effort to enhance productivity and compliance with next Gen upgrades, has hired a civilian employee to manage the communication center. The Communication center is the most important link to our citizens when they are in need of help and a lot of responsibility is placed on our employees to provide the quality service that our citizens deserve. This position was created to help our employees provide the best service possible by having a person responsible to increase training and equipment and to streamline processes to improve the quality of citizen experiences when they call for help.

Pillar 3 - Technology and Social Media

3.1 Body Cameras

The Sand Springs Police Department has been using body cameras since approximately 2008. We deployed them department wide in 2014. This has been accomplished at great expense to our city, but has been fully embraced by our officers. Body cameras are now the norm and will continue to be used as a preventative measure against misconduct by citizens and officers. All parties tend to act better when under the eye of a camera. We have had instances where officers have failed to utilize their body camera as required, and they were disciplined as a result. This issue has since become very uncommon as it is now thought of as a positive part of the way our officers conduct their duties and a way to protect not only the public, but the officers as well. We have also had several false complaints that were able to be investigated and the truth of the situation revealed, so officers have faith that the body cameras will protect them from such claims.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, 3.1.3, 3.3.3 and 4.4)

3.2 Body Camera Video Retention

Our agency feels so strongly about the benefits of utilization of body cameras, we have expanded our retention schedule for footage captured by our cameras. In 2019, our agency contracted with Evidence.com for expanded storage and set the base retention at 5 years for all video. We also have the ability to hold any video needed for an unlimited amount of time. Major felony cases, use of force, or cases of unusual interest may be retained indefinitely.

It is our goal to show that level of commitment that we have to transparency and accountability to our public. The cost of the video storage and equipment replacement agreement is approximately \$18,000 per year.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, 3.1.3, 3.3.3 and 4.4)

3.3 Social Media

The Sand Springs Police Department started a Facebook page in March of 2016. Since its inception, we have received great community support. Some posts have reached over 250,000 people with content that most often centers around crime prevention. We also use this media to educate the public about ongoing crime problems, crime trends, and investigations that we need the public's assistance in solving.

Social media also helps us reach a population that may not be able to travel to engage with us such as the elderly and disabled.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 3.2.3, 3.3.3 and 4.1)

3.4 Patrol Rifle Program

As our country has seen more violent acts by people targeting school children, workplaces, entertainment venues, and even directly at police officers, our department realized a need to provide our officers with patrol rifles. All of our patrol officers have been taken through a patrol rifle school, so they are trained and qualified on these weapons. The officers were also equipped with electronic locks in their patrol units to ensure that the weapons may only be accessed by authorized personnel. While we hope that the need never arises where these weapons need to be deployed, we are confident that our officers are now equipped to handle situations that may require that level of force to be used. The decision to deploy these weapons was made after bringing the issue before our City Council and allowing for public comment on the topic. It is important for decisions such as this to not be made in a vacuum, but to be made in concert with our public to keep the relationship and confidence of the people we serve.

(Exceeds recommendations of the *President's Task Force on 21st Century Policing*)

3.5 Pursuit Termination Options

There are people injured or killed every year in the United States due to high speed pursuits. The Sand Springs Police Department is committed to using technology to reduce the risk of harm to citizens, officers, and suspects during pursuit situations. Every patrol unit is equipped with a Stinger tire deflation unit to help end pursuits. Pursuits and the use of the tire deflation devices are governed by our Lexipol policy project.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, 3.1.3, 3.2 and 3.5)

3.6 Tasers

The Sand Springs Police Department is committed to using only the most reasonable and necessary force needed to affect an arrest or to bring a person in a mental health crisis into protective custody. To keep that philosophy effective in practice, it is important to keep our officers in the most current version of less lethal weapons that are available. Our department has had mixed results using the Taser X26 model, which has had a disappointing reliability rate in stopping subjects in which they have been deployed. We have now upgraded all of our officers who are carrying tasers to the newest model, the X2. Benefits of the X2 include the fact that the device has the capability of deploying a second discharge in cases where the first round proves to be ineffective. Like all of our efforts in using less lethal technology, we hope this will minimize times that a situation could escalate to a deadly force encounter.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 2.2 and 3.2)

3.7 Pepperball

As discussed above, our taser devices have proven to be effective only about 50% of the time when deployed. The general public has come to have an unrealistic expectation when it comes to incidents involving taser deployments by believing that a taser is always effective. There are a multitude of reasons that a taser may be ineffective during an incident, so the Sand Springs Police Department has started a pilot program to look at alternatives to this technology. We have deployed nine pepperball pistols with the goal of generally having two per shift. This will allow officers to have another means of bringing a combative and non-compliant subject into custody without resorting to extreme levels of force when circumstance allow. The pepperball equipment that has been acquired will have two different rounds available. One that is a traditional paintball shape and another that is a rifled round that will allow for longer shots to be deployed against a subject. Due to the unrest in the United States with numerous riots and violent persons co-opting peaceful protests for their own goal of committing violence, we have also acquired 6 new pepperball rifles to be used in such situations, or when needed as a less lethal option for other calls such as a violent person call.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 2.2 and 3.2)

3.8 School Security Technology Assistance

The City of Sand Springs, through the Sand Springs Police Department, has provided the Sand Springs School District \$250,000 for security measures. This partnership has provided new security cameras, lobby guard units to detect sex offenders and violent crime offenders; as well as emergency planning software. This partnership helps establish a strong relationship affecting the school populace safety when in session.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1 and 1.5.3)

3.9 Electronic Submissions of Cases to the Tulsa County District Attorney Office

The Sand Springs Police Department has started submitting cases to the Tulsa County District Attorney's Office through an FTP site. We are also on track to be one of the first departments to interface directly with the D.A. by means of an API from our records management system to their prosecution software system. This will allow for a more timely exchange of information between the agencies. It will also hopefully allow for those offenders who may be able to be released from pre-trial custody. Expeditious electronic submissions will work to minimize the negative impacts upon offenders and provide for a better fiscal result for Tulsa County as it relates to the costs of housing people who are arrested for non-violent crimes. This program will also allow for better protection of the public by helping communication between the D.A's office and the Police Department.

(Exceeds recommendations of *President's Task Force on 21st Century Policing*)

3.10 CAD/RMS/MOBILE/AVL

The Sand Springs Police Department replaced our Computer Aided Dispatch, Records Management System and Mobile Computer System. This has brought many enhancements to our agency and community. One of the goals has been to move our agency to be compliant with NIBRS/SIBRS standards in crime reporting. This national and state effort should allow us to give more detailed information as it relates to crime. The system should allow for us to produce more records showing who we arrest and why. It will also let us explore more investigative techniques by mining data to look at trends and connections of individuals who have been in our system previously. Among the best new features that will be seen on the system will be Automatic Vehicle Location (AVL) technology. This will allow for our dispatchers to see the current location of our emergency responders (Police and Fire) at any given time while they are on duty. It will help us send the closest and most appropriate assets to incidents. It will also let us monitor where units are during an incident and allow supervisors to deploy those assets strategically to their greatest advantage. The records management portion of the system will also help us achieve our goal to move more toward a paperless system, thereby making our operations more efficient as well as being more eco-friendly by reducing the volume of paper that we consume.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, and 2.6)

3.11 Thermal Imaging Cameras on Patrol Units

The City of Sand Springs greatest crime problem revolves around property theft. Burglary of automobiles sets the bar in this category and is one of the most difficult crimes to solve. Suspects involved in these cases tend to use darkness as a way to avoid detection and to escape when caught in the act. Our agency has found a tool we believe will help us to mitigate that trend and bring suspects into custody. We equipped 15 of our patrol units with the Noptic NV3 thermal imaging system that will allow our officer to detect the heat signature of prowlers, burglars, and others that use the night time to their advantage. We hope this will lessen the frustration of our citizens by reducing the amount of criminal activity in the area. This system cannot see into homes and will be used in accordance within the guidelines set forth by court case law.

(Exceeds recommendations of *President's Task Force on 21st Century Policing*)

3.12 Trauma First Aid Kits

Our commitment to care for people also includes officers who may be injured, or suspects who may have in one moment been trying to kill or injure an officer and in the next moment may be seriously wounded by that officer. In those cases, our officers are trained and now equipped with basic trauma first aid kits that will allow them to render aid until advanced life support EMS personnel arrive on scene to take over care. These kits may be also be used to help render aid at serious traffic collisions and other scenes where a citizen may be injured with severe bleeding.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, and 6.4)

3.13 Bike Team Enhancements

The Sand Springs Police Department has purchased six Fuji Police Bikes for use by our bike team officers. While the public is accustomed to seeing these at special events, our officers also do random patrols of neighborhoods late at night to target car burglary suspects. The officers are able to affect this problem by riding silently and are not as easily identifiable as an officer in a car. The bike team also works to help secure safety on our trail system and in our parks. Our officers have also worked with kids in the schools to help them with learning how to ride bikes safely. Each officer goes through an extensive bike training school at Oklahoma State University to prepare for their duties in Sand Springs. The bicycles will be stored at the Billie A. Hall Public Safety Center, and each officer will have a rack and hitch on their vehicle to transport the bikes to events and specialized patrols. We also think this is a great way to get our officers into closer contact with citizens which will further cement our great relationship with our community.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 1.5., 3.2 and 4.2, 4.5 and 6.2)

3.14 Pistol Optics

Sand Springs Police Department Instructors recently completed a pistol optics class specifically addressing the use, training, and validity of the RMR (ruggedized miniature reflex) pistol optic.

By far the greatest advantage of the RMR is to allow the officer to focus on the target/threat instead of the front sight of the weapon. The concept of the RMR is to focus on the target and place the dot on the target; the traditional focusing on the front sight causes the target/threat to appear fuzzy. The RMR allows the target/threat to remain clear allowing the officer to see hands, abrupt movements, and any other acts, threats or compliance while still maintaining a clear sight picture and intended target. Simply put, it enhances the officer's decision making process and shooting abilities.

With the knowledge of most shootings being at close range, the RMR allows the shooter to get rounds off quicker with less sight alignment. Instead of lining the back sight to the front sight, the officer only needs to place the dot (regardless of where the dot is on the glass) on the target, thus making target acquisition quicker.

Another benefit of the RMR is eyesight. Acquiring the dot is far easier for those with deteriorating vision. This would greatly reduce the risk of missed shots, poorly placed shots, or potential collateral damage.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 3.1.1 and 3.2)

3.15 Laser Measurement System - Zone3D Software

The Sand Springs Police Department's Criminal Investigation Division and the Major Accident Investigation Team utilize the 3D laser scanner to quickly and more accurately measure crime and traffic collision scenes.

The point and shoot systems allows one investigator to point the laser at a target and the system records the position in a 3D labeled point cloud with just one click.

This system replaces the traditional method of manually laying multiple, long tape measures on the ground in a time consuming, less accurate measurement process requiring multiple measurements to the same object in order to create a limited 2D diagram.

The point cloud data is imported into the software and can be used to create an accurate, to scale, 3D model and 2D diagram of the scene. The software can also be used to create 3D animations for jury viewing on a TV screen or in a virtual reality system.

The combination of both systems saves time, improves accuracy, and provides a better product for jury presentation in criminal court proceedings. Roadways are cleared expeditiously, and a better product of evidence is available for trial.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 3.1.1, 3.1.3 and 3.2)

3.16 Flock Camera system

The Sand Springs Police department has purchased six flock cameras spread throughout the City. They were installed June 1st and 2nd and are now a part of our crime prevention tool box.

This system is a license plate reader and acts as a force multiplier for Law enforcement.

Flock Safety serves HOAs, neighborhood associations, businesses, law enforcement agencies, schools, cities, and counties to provide them with the tools they need to increase the effectiveness of their public safety efforts, target crime efficiently and objectively, and help provide the information police need to stop crime.

Some communities that have these cameras have reported over 70% crime reduction, including 60% reduction in non-residential burglaries, and an 80% reduction in residential burglaries.

We have been given permission to use other local agency's cameras that are installed in our area. As a result, we were able to clear a residential burglary by entering a vehicle description into the system and then matching it to other similar vehicles until we found the right one.

This will greatly enhance the officers ability to find suspects who commit property crimes in our neighborhoods and businesses and gives the public the peace of mind that these tools are available to help solve their crimes and hopefully recover any lost property.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 3.1.1, 3.1.3 and 3.2)

3.17 Axon Investigate Pro

The Sand Springs police department was awarded a five year grant to purchase software to enhance our investigative abilities by having the capability of viewing video with greater detail.

Video is the most prolific source of evidence available to investigators today. Axon investigate Pro protects truth by providing an intuitive interface that unlocks the power of video evidence in an efficient, forensically-sound manner.

Axon Investigate Pro helps our agency by protecting the truth, saving officers up to ten ours per week using the new software, managing and organizing hundreds of video files efficiently, and providing a better picture for the judge/jury during court testimony.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, 3.1.3, 3.3.3 and 4.4)

3.18 Unmanned Ariel Vehicle Program

The Sand Springs Police department was awarded a 2025 SAFE Oklahoma Grant focusing on intervention and increased staffing along with a technological component to enhance our ability to catch people committing crime. We chose to purchase Unmanned Ariel Vehicles as a force multiplier for criminal interdiction and community outreach. These drones can be used in conjunction with the fire department's drone to find missing person's, identify fire lines in difficult terrain, search and rescue operations, traffic collision mapping, and many more applications. Our program has been set up to ensure that a drone is available for deployment at any time to serve the community in these areas.

Pillar 4 - Community Policing and Crime Reduction

4.1 SWAT Team Protocols

The Sand Springs Police Department participates in a multi-jurisdictional SWAT team with the cities of Bixby, Sapulpa and Jenks. The team is called South-West Area Tactical. One of the philosophies adopted by the team is a recommendation from the National Tactical Officer's Association in regard to suicidal subjects. The standard sets that outside of extenuating circumstances, the SWAT team will not respond or engage with a subject who is alone in a residence who has indicated they wish to end their own life. The department may have patrol officers monitor the situation, but we will not escalate the situation. The SWAT team has a full complement of crisis negotiators which have received training in advanced levels of mental health.

During the team's history, they have not injured or killed any subject of a call out.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 1.5.4 and 4.4)

4.2 Community Outreach

The Sand Springs Police Department has a philosophy of community involvement through positive contacts. One of the best ways to meet with groups of citizens is to meet with them in the context of Neighborhood Watch meetings. Officers hear first hand concerns from our community. We also look for other opportunities to interact with citizens. Social media plays a role in our outreach and helps educate citizens about the role law enforcement plays as well as limitations we may have.

In 2020, we began offering meeting space for Home Owners Associations to meet for annual HOA meetings. This allows our officers to build relationships with citizens from the associations and to address concerns or to follow up on ideas that come from the meetings.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 4.1, 4.4.2, 4.5, 4.5.1)

4.3 Traffic Fines

The Sand Springs Police Department has never worked on quotas or taken fine revenue into account as it relates to enforcement efforts. The department is diligent in our efforts to ensure fines are reasonable, and our fines are some of the lowest in the metro area. Our city continues to monitor fines and take appropriate steps to minimize increases. If fines become so intrusive for minor infractions that people feel it is not within their ability to pay them, they may fail to appear at court. If a warrant is issued, a person may choose to flee, resist arrest, or assault an officer. Fines that are more affordable can lead to more people showing up for court, less warrants, and less conflict between officers and citizens. This area was discussed in the DOJ report on Ferguson, Missouri. We have worked to adapt their findings to areas that help people have more confidence in their local government.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, 2.9 and 4.1.1)

4.4 Traffic Stop Citation Limitations

One complaint critics of law enforcement have regarding citations is the large amount of citations written by an officer during a traffic stop. The Sand Springs Police Department instituted controls through a policy requiring supervisor approval when issuing more than three (3) citations to one individual. While there may be occasions when more than three citations are necessary, it should be the exception rather than the norm.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 2.2.1, 2.9, 4.1.1 and 4.4)

4.5 Fine Alternatives

In 2016 the Sand Springs Municipal Court instituted a program to allow for alternatives to fines or jail time. It was initially met with limited success, but we continue our efforts to help reduce the strain for people with limited abilities to pay fines. The initial program allowed citizens to help at one of our local festivals and receive credit to reduce or eliminate their obligation to the city. Our Municipal Court also conducted a Food for Fines Program that allowed anyone who had an outstanding warrant or fine to reconnect with the court and have a portion of their fines forgiven. This was a very successful effort. We are now looking at different ways to insure compliance and bring success to the program.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1 and 4.1.1 and 4.4)

4.6 Warrants - Recall Alternatives

The City of Sand Springs continues to look for ways to give people alternatives to take care of existing warrants. A program will be established to look at community service, time pay orders, and fine reduction if existing warrants are taken care of before law enforcement intervention takes place. We also continue to allow citizens who have warrants to voluntarily surrender at the Court Clerk's Office and make arrangements for court appearance, or to enter a plea at the window with a time pay order or community service agreement. This is accomplished without fear of arrest by the Police Department.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 2.2.1 and 4.1.1)

4.7 Procedural Justice

The Sand Springs Police Department embraces a philosophy of procedural justice. The tenants of procedural Justice are fairness, voice, transparency, and impartiality. These tenants were not always held by all law enforcement in the past. The aspects of the Policing Plan 2017 are meant to further these tenants and to provide a culture within our organization of procedural justice in everyday operations. We are committed to fairness, voice, transparency, and impartiality in our relationship with the public and with our employees. We feel that our officers tend to police the way they are managed.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 1.2 , 1.3, and 4.4)

4.8 Holding Limitations on Open Municipal Charges

If a person is in the Sand Springs municipal jail on municipal open charges, they are released upon oral recognizance within 72 hours as a matter of policy of the court. As previously discussed, it can be counter-productive if we hold someone in jail and he or she loses employment. Loss of employment reduces the ability of a person to pay his or her fines and may have other untold costs such as family strife, medical issues, etc. This program is a good example of responsible and wise use of tax dollars.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 4.1.1 and 4.4)

4.9 Reduce Municipal Incarceration

The Sand Springs Police Department and the Municipal Court will begin collaborating to identify people who have been repeatedly jailed for the same underlying charge. Many people who do not have the means to pay their fines or bond outright, get caught in a loop of fail to pay or fail to appear on outstanding charges. This leads to warrants for the individual and some spend multiple ten-day jail stays. Our officers, court staff, and judges now work together to identify these individuals and when appropriate, seek a modification of the sentence to limit this occurrence. We will also seek to educate individuals coming into the Sand Springs municipal lock up facility about the process to help them avoid warrants to begin with.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 4.1.1 and 4.4)

4.10 Prosecution of Schedule I and II Drug Crimes

Previously, the Sand Springs Municipal Court did not hear cases involving simple possession of schedule I or II drugs. With the State of Oklahoma passing State Questions 780 and 781, these crimes have now become simple misdemeanors. While many would think that the District Court would be in a better position to adjudicate these crimes, it is our opinion that the Municipal Court has more time to deal with the offender on an individual basis. We modified the City of Sand Springs ordinance relating to drug possession to include these offenses. It is our goal to look for opportunities to encourage these individuals to seek treatment rather than simply pay a fine.

Another impact this has is a diminished amount of officer's time related to the prosecution of these offenses. Offenders may be eligible for citations for these offenses, rather than being arrested and taken to jail. For those who comply with provisions set forward by the court, this will lessen the impact on their lives while dealing with this problem. This will also be a more efficient way of adjudicating these offenses and keep officers on the street to deal with more serious crimes in our community. Felony offenses will still be prosecuted at the District Court level.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 4.1.1 and 4.4)

4.11 Meadow Valley Flood Preparedness Meetings

The Meadow Valley subdivision in our city has had a problem with flooding numerous times since it was built. As more of the homes have been occupied by renters rather than owners, they may not realize that the issue exists or what to do when it occurs. In 2019, our agency gave over two days notice of the impending flood event, but some residents did not heed the warning. It is our intent to hold a meeting in the first part of March each year to educate residents of the area as to the potential risk for flooding. Providing education to mitigate impact in case of a flood event and signing up residents for our emergency phone notification system will better prepare residents in the case of an impending emergency.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 4.1, 4.2, 4.2.1, 4.3, 4.4, 4.4.2, 4.5.)

4.12 Drug Takeback Program

It is no secret that our country has faced an ongoing epidemic involving the abuse of opioid medications. To help this, our department asked the Oklahoma Bureau of Narcotics and Dangerous Drugs Control to install a drug takeback box inside our station. It has been reported to us that we are the most active takeback site in the state; leading us to ask for a second takeback box. Learning that there has been such demand, we plan on offering a drive up take back event with the help of the Tulsa County Health Department, OBNDD and the DEA.

(Exceeds recommendations of the *Final Report of the President's Task Force on 21st Century Policing*)

4.13 Boys and Girls Club Safety Committee Member

The Sand Springs Police Department expanded our community outreach this year with the opportunity to serve on the Boys and Girls Club Safety Committee. The board-led safety committee leads the safety and security direction of The Salvation Army Boys & Girls Clubs of Metro Tulsa. The committee is responsible for identifying safety needs, recommending new and enhanced operating policies and practices, and assisting organization in making critical safety-related decisions as necessary.

We will participate in planning activities, review safety reports and data, attend meetings, and participate in projects.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 4.7, 4.7.1 and 4.7.2)

4.14 Junior Achievement Inspire Career Fair

The Sand Springs Police Department continued their mission of fostering community partnerships in 2021 by participation in the Junior Achievement Inspire Virtual Career Exploration Fair. Officers designed a virtual career fair exhibitor booth and virtually communicated with students throughout the day.

The interactive career exploration fair showcased Police careers and more than 65 other organizations from around the state including health sciences, human services and resources, industrial, manufacturing, engineering, business, marketing, communications and information technology sectors.

JA Inspire is a coalition of educators and industry leaders, led by Junior Achievement of Oklahoma. At the center of their work is a powerful event that is massive, both in square feet and impact. Junior Achievement's mission is to inspire and prepare young people to succeed in a global economy.

JA Inspire offers students the opportunity to virtually learn about careers directly from industry representatives before planning their high school course work to better prepare for life after high school graduation.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 4.7, 4.7.1 and 4.7.2)

4.15 Gilcrease Hills Baptist Church Partnership

The Sand Springs Police Department practices a philosophy of community involvement through positive contacts. This year the Sand Springs Police Department, Sand Springs Fire Department, and the Sand Springs Public Schools entered a partnership with Gilcrease Hills Baptist Church to distribute food to families, seniors, and other individuals in need.

School administrators provided information to staff for distribution to families, seniors, and others in need.

On Saturday, January 29, 2022, members of the church, police, and fire departments met at Gilcrease Hills Baptist Church and distributed milk, meat, bread, vegetables, and cereal donated or purchased by the church.

(In compliance with the Final Report of the President's Task Force on 21 st Century Policing recommendation 4.2.2, 4.4.2 and 4.5)

4.16 Crime reduction initiative

The Sand Springs Police department has developed a policy to increase proactive police work through the Crime reduction Initiative. The initiative offers our officers the opportunity to work outside of their assigned duties and concentrate on directed enforcement. This opportunity also benefits our officers with additional training and experience in all aspects of policing.

Officers will set their schedules and focus on high crime areas, outstanding warrants, and traffic concerns. During these periods they will not be subject to normal calls for service so they can focus entirely on their mission.

They will also serve as extra manpower for the shift that's on duty for major events that require immediate attention.

This program will also benefit the officers, in that it gets them away from their normal work activity and allows them to be more proactive with flexible schedules targeting the needs of the community more efficiently.

It's important to note that this initiative came from the rank and file and it demonstrates that our officers are bought into our culture and that they have a desire to find creative ways, with a department our size, to serve their community more effectively, reducing crime for our citizens

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, and 2.2.1)

4.17 Special Needs Alert & Identification Program

The Sand Springs Police department has developed a program to better serve our most vulnerable citizens.

The S.A.Id (Special Needs Alerts and Identification) Program provides local First Responders with the resources to identify and assist individuals with special needs who find themselves in an emergency situation.

This program allows parents, guardians or caregivers the opportunity to complete a simple information form that gives the Sand Springs Police Department permission to create a specialized alert in our Records Management System (RMS). The S.A.Id alert defines the individual's condition and/or needs prior to arriving to an incident to improve the response, interaction, and communication with the individual.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, and 2.2.1)

4.18 Special Olympics

Special Olympics is a global movement of people creating the new world of inclusion and community, regardless of ability or disability.

The Sand Springs Police Department continues to increased our participation with Special Olympics. The goal is to support the Law Enforcement Torch Run (LETR) organization through fund raising and exposure in our Community. We recently unveiled a LETR specific police car which increases the awareness and participation with Special Olympics in our community. This was accomplished with community partners, Special Olympic athletes, and our police department. This demonstrates the commitment and dedication of our officers that are continuously involved in community outreach, building trust through relationships, and making positive contributions to our community.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, and 2.2.1)

Pillar 5 - Training and Education

5.1 De-Escalation Training

The Sand Springs Police Department fosters a culture in which officers are expected to use the minimum force necessary. This is enhanced by the fact that all Sand Springs Police Officers are trained in de-escalation techniques. This training compliments our other training such as CIT, verbal skills, use of force, and implicit bias training. When evaluating what training to enjoin for our officers, we have found that there is no set standard across the country for this training. We have elected to work with the Oklahoma Municipal Assurance Group (OMAG) who has sent members of their staff to become certified in the Integrating, Communications, Assessment and Tactics (ICAT) system.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, and 2.2.1)

5.2 Positional Asphyxiation and Excited Delirium Training

The death of George Floyd in 2020 brought about a conversation on banning chokeholds or other tactics that reduce blood flow in a suspect. We also want to guard against tactics which block the ability of a suspect to breath properly, thereby inducing death or injury to the suspect. We also wish to be on guard against Excited Delirium Death Syndrome. This syndrome is thought to come into play when a person has been using drugs or is in withdraw from a substance and is in a very strenuous encounter with police. We want our officers to be able to recognize signs of this and to act promptly to get a potential victim of this syndrome help before it results in a death or serious injury. We intend, during the next 12 months, for every Sand Springs Police Officer to receive refresher training on Positional Asphyxiation and Excited Delirium to help guard against these being an issue at our agency.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, and 2.2, 2.2.1)

5.3 Humane Leg Restraints

When the video of George Floyd was released, most saw the need to develop tactics other than remaining on top of a person after a physical conflict. Officers staying on top of an individual sometimes occurs as the officer feels the person may flee, kick, or continue to struggle even when handcuffed. The Sand Springs Police Department has purchased a set of nylon humane leg restraints for every officer in order to counter this at our agency. Officers will receive training on these systems when they go through the Positional Asphyxiation and Excited Delirium training mentioned above.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, and 2.2, 2.2.1, 3.2.3,)

5.4 Crisis Intervention Team (CIT) Training

All Sand Springs Police Officers have been certified in the Crisis Intervention Team concept or an equivalent advanced mental health training. We will continue to train new officers in these concepts as well as refresh training for officers annually. This will help us to always provide our citizens who suffer from mental illness with the best level of service. We are committed to treating all of our community, including those in crisis, with dignity, empathy and respect.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 4.3.3 and 4.4)

5.5 Use of Force Training

All Sand Springs police officers attended use of force simulator training instructed by the Oklahoma Municipal Assurance Group. The training not only covered shoot/don't shoot simulations, but covered other use of force scenarios such as verbal intervention and less lethal. One topic that caught the officers' attention was avoiding commands that place officers and suspects at risk for a violent encounter. We intend to have this course repeated periodically to keep the lessons involved fresh, as this also helps reinforce other training such as de-escalation and active listening. We also are seeking to possibly acquire our own use of force simulator to allow for more ongoing training in the future.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 1.2 and 4.4)

5.6 Custody and Control Training

It is mandatory for all Sand Springs Police Patrol Officers to attend annual training on the topic of custody and control techniques. Annual training helps to insure that our officers are trained and accomplished in techniques that allow for the minimum force necessary to effect and arrest. We also allow instructors to perform non-punitive debriefs with officers who have been involved in use of force incidents.

Our current policies outline the following:

- When use of force is appropriate; discouraging use of force on children, elderly persons, pregnant women, and people with disabilities.
- Education of victims/families regarding the investigative process.
- Provision of information regarding victim/family rights. Victim rights may include the right to restitution, the right to a victim's advocate, the right not to be excluded from criminal justice proceedings, and the right to speak at criminal justice proceedings.
- Assistance in helping victims restore a sense of safety and security, which includes informing a victim of resources available through state and community assistance programs.

This year we participated in the National Crime Victims' Rights Week "Day of Hope" at Tulsa's Promenade Mall.

(Exceeds recommendations of the *President's Task Force on 21st Century Policing*)

5.7 Firearms Training and Certification

The Sand Springs Police Department requires all Sand Springs Police Officers to train and certify twice a year. This guideline ensures our officers' skills are adequate and allows our instructors to train officers on the department's use of force policy. Officers are required to score 84% on a more complicated course of fire for qualification, which is a higher standard than required by the State of Oklahoma. We also allow instructors to perform non-punitive debriefs with officers who have been involved in use of force incidents.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 2.3)

5.8 Autism Awareness Training

All Sand Springs Police Officers have already completed training that is specific to awareness in how to deal with citizen's of our community who have autism. Autism refers to a large range of conditions that can manifest itself in people as challenges in social skills, repetitive behaviors, speech, and communication problems. It is reported that autism affects as many as 1 in 59 children in our country. This can lead to problems in interactions with officers who may not recognize the signs of autism and may misinterpret the intent of a person who may be in crisis. Our want is to best serve all in our community and to police in a manner which brings us closer to our public, not to have conflict. We will continue to train new officers in our employment in autism awareness.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 4.3.3 and 4.4)

5.9 Accreditation

One major goal of the Sand Springs Police Department is achievement of National or State Accreditation. Accreditation will help us maintain standards set forth by an organization outside of the internal influence of our department and community. Accreditation standards are developed with input from a broad spectrum of perspectives.

(Exceeds recommendations of the *President's Task Force on 21st Century Policing*)

5.10 Jail Suicide Prevention and Training

The Sand Springs Police Department is taking strides to mitigate the possibility of a suicidal person in the custody of our jail. We are training our dispatchers/jailers in suicide prevention through the annual certification process made available by the Oklahoma Municipal Assurance Group. Our new jail facility is being designed free of potential hang points with attention to any other ways that a suicidal subject may use the facility while in crisis. Facility design combined with CIT training will lessen the chance of a tragic situation while a person is in our care.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1and 4.4)

5.11 Victims of Crime Advocate

The Sand Springs Police Department is committed to providing guidance and assistance to the victims and witnesses of crime. The members of the Sand Springs Police Department will show compassion and understanding for victims and witnesses and will make reasonable efforts to provide the support and information identified in our policy as follows:

- Interacting with victims, and/or family members of victims, in criminal cases handled by the Sand Springs Police Department.
- Assisting Sand Springs Police Officers by communicating with victims and/or their families.
- Educating victims about the investigative and criminal justice processes.
- Informing victim/family about their rights. Victims' rights may include the right to restitution, the right to a victim's advocate, the right not to be excluded from criminal justice proceedings, and the right to speak at criminal justice proceedings.
- Helping victims restore a sense of safety and security, which includes informing them about resources available through state and community assistance programs.

This year we participated in the National Crime Victims Rights Week "Day of Hope" at Tulsa's Promenade Mall.

(Exceeds recommendations of the *President's Task Force on 21st Century Policing*)

5.12 Leadership Training for Law Enforcement

The Sand Springs Police Department is preparing for a retirement surge. Law enforcement officers from the baby-boom generation will soon be handing off the future of the profession to the next generation of officers. Even though departments have anticipated these retirements, they are finding it difficult to fill the void. Underfunded and underdeveloped recruitment programs as well as recruitment rates in law enforcement are at all-time lows.

Naturally, it would make sense for officers who have risen through the ranks to oversee department operations from senior-level positions. Career officers understand the climate and have the resources and experience to perform the highly dedicated work of a police officer.

Experienced officers offer a seamless transition and are equipped to lead while providing improved safety and quality of life for communities. Promoting from within strengthens moral. Officers feel a sense of pride seeing one of their own leading the force. They also see an opportunity for advancement and promotion.

For many agencies, officers from the current millennial era will naturally rise through the ranks to fill leadership positions. Are they ready? Sand Springs Police Department is actively preparing leaders with formal leadership and management training.

Department supervisors are beginning FBI LEEDA (Law Enforcement Executive Development Association) training. Each officer and supervisor receives a minimum of 16 hours of leadership training.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 5.3 and 5.3.3)

5.13 Active Shooter training

The Sand Springs Police department is focused on providing our officers with the best training and equipment available.

Most of our officers have been trained on the ALERRT and LASER training systems, which are nationally recognized programs.

These programs were developed through a partnership with the Justice Department and Louisiana State University To train officers how to respond to an active shooter event (ALERRT) and then, single officer deployment for an active shooter event (LASER).

As part of this training it is recommended that officers have additional supplies/tools at their disposal during and event so that they can best be successful.

We have provided every officer with an active shooter response kit/ tactical go bag, that includes medical supplies, extra ammunition, and a specialized tool to access locked doors.

This go bag will increase and officers chances of being successful to stop the threat, preserve life and render aid as quickly as possible.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 1.1, and 2.2.1)

5.14 Active Bystandership for Law Enforcement (ABLE)

The Sand Springs Police department has partnered with the Oklahoma Municipal Assurance Group (OMAG) to institute this program in our agency. The Program was developed by Georgetown University to assist Law Enforcement with training to prepare officers to successfully intervene to prevent harm and to create a culture in which officers routinely intervene and to accept intervention when officer's emotions escalate during stressful situations to prevent misconduct or mistakes. This benefits all of our stakeholders and police officer's.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendations 1.1, 2.2.6, 2.8 and 4.5.2)

Pillar 6 - Officer Wellness and Safety

6.1 Support of Our Police Officers

Our department is proud of how we support our officers. We continue to ensure that officers receive the best training available and equip them with the best tools and resources. We are also committed to progressive policies that utilize cutting edge philosophies and best tactics. We will not forget officers are citizens just like the people they serve, and we will not reduce their constitutional rights and protections for the sake of political expediency.

We provide every officer with body armor and tactical tourniquets to help ensure safety while performing their duty. We also require that body armor and seatbelts be used as a matter of policy.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 6.4)

6.2 Resisting and Assault and Battery on Police Officer Charges

By making allowances for citizens' safety, not oppressing citizens with fines, and giving citizens an outlet to file truthful complaints, we feel citizens have a duty to act as good citizens in return. While our department does not have a reputation of excessive force and preventative steps have been taken, it is still incumbent upon our citizens to not resist, assault, or otherwise hinder our officers. Citizens must comply with officers; and if they disagree with the charges placed on them or with the overall conduct of an officer, they must go to court or file a complaint for redress. If an officer encounters someone who resists or assaults them, the officer will book the citizen to state court instead of the courtesy of remaining in municipal court. As a civil society, citizens must understand the appropriate response to an arrest they feel is unjust must be expressed within the judicial system and not during the arrest. We reject the notion that there is now a right of the public to resist a police officer while he or she is performing his or her sworn duty.

(Exceeds recommendations of the *President's Task Force on 21st Century Policing*)

6.3 Officer Fitness and Testing

The Sand Springs Police Department has made a conscious effort to help officers maintain a healthy life style which we believe will help officers not only in the performance of their duties, but will help officers enjoy a lengthened career. Our efforts in this area have been centered around paying \$100 per officer toward a gym membership and allowing accesses to the city fitness center. We also have entered into a Memorandum of Understanding with the University of Tulsa which allows officers to be physically tested by students in the Exercise and Sports Science Program. The program tests officers for cardiovascular endurance, muscular strength, muscular endurance, flexibility, and body composition. It is our goal to work with the Sand Springs Fire Department to build a fitness facility for officers and firefighters on the grounds of the Billie A. Hall Public Safety Center.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* Recommendation 6.2)

6.4 Critical Incident Inoculation Training

Officers across our country are subject to seeing and experiencing things that can grossly impact their psychological well being, which in turn can affect their physical condition. All Sand Springs Police Department officers have attend training presented by Doctor Doug Gentz called Critical Incident Inoculation Training. Doctor Gentz has worked with Law Enforcement for many decades, and he has worked with the Tulsa Police Special Operations Team for many years. The training he presents will prepare officers to cope with the rigors of police work, understand and help minimize the impact on them, and help them understand when they may want to seek out help. PTSD, depression, and other conditions can be mitigated if signs are recognized and treatment is sought. Suicide is one of the leading causes of death among police officers, and it is our intent to help prevent that at our agency in any way we can.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* Recommendation 6.2)

6.5 Counseling Services for Officers

The Sand Springs Police Department takes not only the physical wellbeing of our officers to heart, but mental health as well. Our officers have the ability to go for counseling services discretely to protect their privacy and to avoid anyone feeling a stigma attached to requesting services. We also offer this to officers who have been involved in a deadly force encounter or those who have been to a very traumatic crime or accident scene. There should be no stigma attached to an officer seeking to preserve their mental health just as there is none for an officer who goes to see a medical doctor. Our agency bears the cost of these services, and we believe it serves a greater good in the name of public service.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* Recommendation 6.2)

6.6 Sick Leave Donation Pool

This year, the City and FOP worked together in a non-contract negotiation year to amend the collective bargaining agreement. This effort was to allow for officers to donate their sick time to fellow officers in the case of a critical health situation in which the officer did not have enough time to cover missing work for treatment. This effort is another example of procedural justice and how we implement it not only with our citizens, but with our employees.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* Recommendation 6.2)

6.7 Mourning Bands: Retired Officer Death

Retired Officer Death: A sworn Law Enforcement Officer who has either retired from law enforcement or was actively employed with the agency and left under good standings; the deceased officer could be a full-time or part-time employee.

Retired Officer Deaths not only have a tragic effect on the surviving family members, but can also have a devastating effect on officers and civilians within the department, especially those that have knowledge of and/or worked directly with the officer who has died.

Over four hundred years of tradition stand behind the black band as a symbol of mourning. Whether it is a strip of black over a badge or a black armband, it is a symbol of grief that is readily recognized.

No national standard exists concerning the wearing of a black band, and it was not department policy to wear a mourning band for a retired officer death. The policy was amended to reflect the department's commitment to honor those who served our community and the Sand Springs Police Department. Officers now wear a mourning band for a retired Sand Springs Police Department officer death, from the time of death until midnight on the 14th day after the death.

The Chief of Police, or similar authority, can also instruct officers under his or her command, or within the agency, or jurisdiction to wear mourning bands on days deemed appropriate.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 6.1, 6.2 and 6.2.1)

6.8 Physical Fitness Facility

The Sand Springs Police Department has made a conscious effort to help officers maintain a healthy life style which we believe will help officers not only in the performance of their duties, but will help officers enjoy a lengthened career.

The Sand Springs Police department continues to assist our officers with their physical fitness goals and wellness programs.as much as we can.

We know that maintaining a level of fitness is important for officers overall mental and physical health, and longevity in this career field.

In 2022 construction of a new physical fitness center began on the BAHPSO campus and was opened to officers and fireman to use in February of this year.

This facility is also open to any City of Sand Springs employee to use if they wish.

In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 6.1, 6.2 and 6.2.1)

6.9 Mental Health Wellness Program for Police and Dispatchers

The Sand Springs Police Department recognizes the importance of providing our first responders with the ability to manage their well being through physical health as well as mental health.

First responders are the backbone of our community, facing challenging and often traumatic situations on a daily basis.

Our program is designed to enhance coping skills, build resilience, and prevent burnout.

This program precedes the State Legislatures adoption of Senate Bill 1457, which allows officers to claim PTSD as a legitimate condition for the purposes of workers compensation. Without a program of this type our ability to serve our community decreases. Being able to deal with mental wellness issues from the onset gives us the ability to guide officers towards healing real time.

(In compliance with the *Final Report of the President's Task Force on 21st Century Policing* recommendation 6.1, 6.2 and 6.2.1)

Sand Springs Police Department Mission Statement

The Mission of the Sand Springs Police Department is the protection of constitutional rights, protection of lives, reduction of criminal activity, and fostering of community partnerships. This shall be accomplished by each employee being empowered to provide the best service possible. Our relationship with the Citizens of Sand Springs shall be the foundation for this success. Our legacy within this community will be service with honor, treatment of people with dignity, and dedication to excellence.



**Officer of the Year
Kyle Alexander**



**Employee of the year
Kathy Schmidt**

Sand Springs Police Department Statistics by Calendar Year

* In 2019, SSPD started using a new Records Management System. The transition and difference in the way data is maintained and counted has led to some apparent discrepancies in the total number of calls for service and the way arrests are counted.

Category	2020	2021	2022	2023	2024
Calls For Service	13707	14625	17011	18775	19342
Enforcement					
Physical Arrests	461	459	320	396	526
Citations	1951	2077	2749	3436	3393
Warnings	591	730	1051	2398	2583
UCR Crime Stats					
Homicide	0	5	0	0	1
Rape	8	7	9	11	17
Robbery	7	6	4	6	4
Assaults	191	170	186	167	159
Burglary	158	108	88	71	50
Larceny	699	648	647	631	481
Motor Vehicle Theft	118	128	82	59	55
Use of Force					
Use of Deadly Force	0	0	2	2	0
Tactical Vehicle Intervention	0	0	0	0	0
K-9 Bite	0	0	0	0	0
Taser	2	2	0	7	1
Pepperball	0	0	0	1	0
Other Launched Less Lethal	0	2	0	0	0
Impact Weapon	0	0	0	0	0
Physical Control - Injury	0	3	4	6	2
OC Spray	0	0	2	0	0
Vehicle Pursuits	13	11	14	34	13