

Fremont PD is looking for some assistance. We are looking at the possibility of using a peer group to review officer-involved pursuits and/or officer-involved accidents. The idea is to use a couple of the officer's peers and a sergeant to review each pursuit situation and/or officer involved accident. The only issue they would be reviewing is from a training perspective. If there are clear violations of policy then those situations can be handled by Internal Affairs.

I recall talking to someone who had a set of procedures outlining the duties of a peer review process, but because of old age, I cannot remember whom I talked with about this matter.

Even if we your not the one I had a discussion with about this but you have a process which allows for peer review and recommendations around training for pursuits and/or accidents would you mind letting me know and e-mailing or faxing me a copy of the process.

Thanks,

Craig Steckler  
Fremont PD  
510-790-6801 [Fax]  
[csteckler@ci.fremont.ca.us](mailto:csteckler@ci.fremont.ca.us)

PS, make your snide remarks about my memory here \_\_\_\_\_

Craig,

Our's is not exactly a peer review, but we do involve line officers in the review. A panel consisting of a lieutenant, sergeant and officer review all accidents and "selected" pursuits. Those pursuits where there is some indication they might be out of policy are reviewed. If this looks like it may be of any interest to you, I'll send you our policies.

John

1.0 PURPOSE: To provide a process for departmental review of collisions involving sworn Roseville Police Department personnel.

2.0 POLICY: It shall be the policy of the Roseville Police Department to review all collisions involving on-duty Roseville Police Officers.

3.0 PROCEDURE:

3.1 Accident Review Board Proceedings:

3.1.1 Whenever a sworn member of the Police Department is involved in a collision resulting in property damage or injury while operating a departmental vehicle, or any other vehicle during the course of their employment, a Police Department Accident Review Board will be convened, and an accident review board file opened.

3.1.2 The Police Department Accident Review Board will consist of lieutenant assigned to the same unit as the involved employee, who will chair the board, a police sergeant and a police officer selected by the lieutenant.

3.1.3 When a collision has occurred, the chairman will notify the board members of the date and time of the collision review. Appropriate reports and memos, including the supervisor's recommendations, will be given to the members for their review prior to the meeting.

3.1.4 If the board finds that there is cause for a PREVENTABLE finding, the involved officer will be notified of the preliminary finding of PREVENTABLE. The officer may request to appear before the board to make a statement and answer questions concerning the accident, before a final determination is made. The officer may bring department witnesses, present evidence, and have a representative accompany them. All rights

outlined in the Public Safety Procedural Bill of Rights, Government Code Sections 3300 to 3311, are applicable to appearances before an accident review board.

3.1.5. Officers shall be given at least five days notice prior to appearing before the board. The board may call other witnesses to present testimony and answer questions concerning the collision.

3.1.6 If the board finds the collision was NON-PREVENTABLE, it may not be necessary to require the involved officer or other witnesses to appear.

3.1.7 Accident Review Board findings are reported in memorandum format to the division commander.

3.1.7.1 Both before and after board meetings, the Lieutenant will examine the driving records of each employee on the agenda. This is to ascertain if there were any PREVENTABLE accidents within one year of the accident under review. This is to insure that all employees are properly forewarned of jeopardy, as well as insuring that all documentation necessary for discipline has been completed.

3.1.8 Department Orders on department vehicle accidents allow for discipline to accompany the careless, reckless, or negligent operation of a department vehicle. Conceivably, a suspension can be given after a single PREVENTABLE accident. However, a safe driving program allows for a single accident to be followed by a period of probation. Receiving discipline usually means that the recipient has had a second accident within a specified probationary period.

### 3.2 Disciplinary Action:

3.2.1 The Operations Division Commander will collate all reports, memorandums, photographs, and evidence that will be necessary to support a disciplinary action.

3.2.2 The package, including the Division Commander's recommended discipline, will be transmitted to the Chief of Police.

3.2.3 The imposition of disciplinary action against any officer shall be accomplished in accordance with established city, department, and California Government Code rules and statutes.

### 3.3 Accidents Involving Non-sworn Department Personnel:

3.3.1 All collisions involving on-duty, non-sworn police personnel will be reviewed in accordance with established City Accident Review Board procedures.

BY ORDER OF:

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JOHN A. BARROW, CHIEF OF POLICE

4.17 Review and Assessment: A mandatory review and assessment will be conducted of all pursuits.

4.17.1 The supervisor of the unit initiating the pursuit will be responsible for submitting a written report outlining the details of the pursuit as outlined in Section 4.16.2 of this order.

4.17.2 The pursuit will be reviewed by a patrol lieutenant who will make a determination as to whether the pursuit was conducted "within policy." If determined to be within policy, no further action is required. If the patrol lieutenant determines additional review is warranted, a formal review will be conducted.

4.17.2.1 The formal review will be conducted by a review board. The review procedures, as outlined in the vehicle accident review board policy will be followed.

4.17.3 The review is designed to serve several purposes:

4.17.3.1 To assist in determining if the pursuit was necessary and whether it was conducted within prescribed guidelines.

4.17.3.2 To assist in identifying further training needs.

4.17.3.3 To assist in determining if a change in policy is needed.

4.17.3.4 To collect data which can reveal trends and demonstrate specific risk factors associated with pursuit driving.

4.17.3.5 To demonstrate to department members and others that the department is concerned about pursuits and aggressively manages this use of force.

4.17.4 The review and assessment may include a review of all reports and memoranda, radio tapes, officer statements, and other material pertaining to the incident.

4.17.5 The committee conducting the review and assessment will forward its findings to the division commander.

4.18 Training:

4.18.1 Supervisors should review this policy with subordinate personnel annually.

4.18.2 The Personnel and Training Coordinator is responsible for initiating this policy review.

Craig,

I am faxing you a copy of our policy at Chowchilla P.D. Bruce Praet's Law Firm is currently updating this policy. The Central San Joaquin Risk Management Authority is paying for all departments in our region for standardized Policy Manuals with local changes added. The policy I am faxing to you was from my predecessor.

John J. Robinson

Craig,

You probably heard it from Tefank. We have had what we term a "Safety Committee" that is comprised of the Traffic Lt., a Sgt., and two officers who review all officer involved traffic collisions and give 2 findings. First, whether it was preventable or not, and Second, what level of discipline is recommended. We have used this for years and it is accepted and very effective.

Let me know if your interested and I will send you a copy of the Policy and Procedure regarding the Safety Committee and the forms they use.

Gary Hicken

Chief Steckler,

I am Ken Covert, the Traffic Lieutenant for Buena Park. Chief Hicken asked me to get the information on our Safety Committee to you. The committee determines if the accident was preventable and if it is subject to discipline (in or out of policy). Under Chief Hicken, I then evaluate the employees prior accidents and disciplines and make a recommendation for discipline.

I waited a day too long and the Secretary who has our policies on disk is on vacation, so I'll have to FAX it to you. I'm sorry. I will fax that to you right now and have attached a copy of my last Safety Committee report, with recommendations. If there is anything else I

can do for you, please don't hesitate to ask. And again, I apologize for this taking the better part of a week to get to you.

Lt. Coovert

MEMORANDUM

TO: Captain Robert Chaney  
FROM: Lieutenant Ken Covert  
DATE: Tuesday, November 12, 2002  
SUBJECT: Traffic Safety Committee

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The Traffic Committee, consisting of Lieutenant Covert, Sergeant Jackson, Corporals Hainley and Harbert, was convened on Wednesday, January 2, 2002. Listed below are the Traffic Safety Committee rulings on the most recent incidents involving damage to city police vehicles:

CR 01-09962	Date of Occurrence	11-18-01
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On 11-18-01 Officer XXX was attempting to catch a pursuit leaving our city. He entered the E/B 91 freeway at Valley View and lost control of his vehicle, striking the raised curb with the left tires of the police vehicle, damaging both. Officer XXX stated in his vehicle damage report that it was foggy and wet, and the white painted lines were slick and caused his to fishtail.

The Safety Committee ruled this accident was preventable and subject to discipline.

Additional factors in this incident were detailed in the supervisor's comments. Officer XXX had a Citizen Academy ride-a-long, was trying to catch up to a pursuit he was a couple of miles away from, where he wasn't needed, and he was driving too fast.

I agree with the Safety Committee's finding. Officer XXX has 3 prior disciplines for vehicle damage. A written reprimand in 1999, a written reprimand in 2000, and 1 day off without pay in 2000. I am basing my recommendation on his prior disciplines, and his violation of the below listed sections of our Rules and Regulations and Policy and Procedures. I recommend 2 days off without pay for violation of section 3.27A.1 of our rules and regulations: unsafe or improper operation of a police vehicle and violation of section 1033.5A of our Policy and Procedures: Not properly caring for or taking proper safety precautions for the safety of a ride-a-long. I also recommend he be scheduled for driving school.

CR 01-09879	Date of Occurrence	11-15-01
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On 11-15-01 Cpl. XXX was pulling out of his assigned marked parking stall and struck the pole supporting the carport roof.

The Safety Committee ruled this accident was preventable and subject to discipline.

I agree with the Safety Committee's finding. XXX has had one very minor, preventable incident in the past year in which he received a written reprimand. I recommend a written reprimand for violation of section 3.27 of our rules and regulations: unsafe or improper operation of a police vehicle and he be scheduled for driving school.

CR 01-10173                      Date of Occurrence                      11-25-01

On 11-25-01 Officer XXX was at a structure fire on Roland. He had pulled his car forward to talk to a motorist and when he started to back up to place his vehicle in the same position in the middle of the roadway, another motorist had pulled in behind him and he struck the front of the motorist' vehicle with the back of his police vehicle.

The safety committee ruled that this was a preventable accident and subject to discipline.

I agree with the Safety Committee's finding. Officer XXX has had a few accidents, but they have all been preventable, but justified. I recommend a written reprimand for violation of section 3.27A.1 of our rules and regulations: unsafe or improper operation of a police vehicle and he be scheduled for driving school.

CR 01-10299                      Date of Occurrence                      11-29-01

On 11-29-01 Officer XXX was driving to a Juvenile Hearing in the City of Fullerton. He entered the intersection of Amerige and Harbor on a green light when a second vehicle ran the red light for S/B Harbor and struck Officer XXX Police Vehicle.

The Safety Committee ruled the accident was non-preventable and not subject to discipline.

The Fullerton Police Report lists Officer XXX as D-2, and found that the other driver was in violation of section 21453(a) CVC.

I agree with the Safety Committee's finding and recommend no further action.

CR 01-10717                      Date of Occurrence                      12-11-01

On 12-11-01 Officer XXX was driving authorized code three to a call when he entered the intersection E/B Crescent at Beach. By witness accounts, he stopped and looked around to check for vehicles not yielding. He saw no vehicles and started to accelerate into the intersection when the other driver struck the right rear of his police vehicle.

The CHP investigated the accident and found that the other driver was at fault and there was no other associated factor, involving fault on the part of Officer XXX.

The Safety Committee ruled this accident was non-preventable, and not subject to discipline.

I agree with the Safety Committee's conclusion and recommend no further action.

CR 01-10729

Date of Occurrence

12-12-01

On 12-12-01 Officer XXX was backing from an alley to the rear of 8530 Commonwealth and struck a trash dumpster with the front left portion of the police unit. There was minor damage to the unit.

The Safety Committee ruled this accident was preventable and subject to discipline.

I agree with the Safety Committee's findings. Officer XXX has not had an at fault accident or damage to any City Vehicle. I recommend a written reprimand for violation of section 3.27A.1 of our rules and regulations: unsafe or improper operation of a police vehicle and he be scheduled for driving school.

CR 01-10774

Date of Occurrence

12-12-01

On 12-12-01 Officer XXX was working the driver's License checkpoint when a driver ran that checkpoint. Officer XXX went after the suspect and caught up to him at the Southern most dead end of Rostrata. The suspect rammed Officer XXX in his unit in an attempt to escape. This caused extensive damage to the front end of Officer XXX Unit (23-20).

The Safety Committee ruled this accident was non-preventable and not subject to discipline.

I agree with the Safety Committee's findings and recommend no further action.

CR 01-10858

Date of Occurrence

12-14-01

On 12-14-01 Corporal XXX (Driver) and Officer XXX (passenger) were working a two-man unit. They were driving E/B La Palma approaching Dale in an attempt to catch up to a suspicious vehicle. A red pick up truck at Dale started to turn in front of them. Corporal XXX swerved to avoid the truck and lost control of his vehicle, striking a light pole.

The Anaheim Accident investigation and our investigation revealed the following:

1. Corporal XXX speed was an associated factor in causing the collision.
  - a. His minimum speed entering the intersection was 53 mph to 62 mph.
  - b. This area is zoned for 40 mph.
  - c. The roadway was damp from a prior rain.
2. The Officers were not wearing their seatbelts.

The Safety Committee ruled this accident was preventable and subject to discipline for both officers. Corporal XXX for his driving and not wearing his seat belt and Officer XXX for not wearing his seat belt.

In considering discipline I looked at the following:

1. Corporal XXX has been disciplined 6 times over the past three years for preventable accidents and/or damage to City Vehicles.
  - a. He received a written reprimand in 1998.
  - b. He received a written reprimand, 1 day off, and 2 days off for three incidents in 1999
  - c. He received a day off in 2000
  - d. He received a day off and driving school in 2001
  
2. Although the injuries each officer suffered more than disciplined them for their violations of our rules and Regulations, I don't believe an injury should replace discipline.

I agree with the ruling of the Safety Committee. Based on the above prior vehicle damage incidents for Corporal XXX and the two listed violations of our policy, I recommend two days off without pay for Corporal XXX for violation of section 3.27A.1 of our rules and regulations: unsafe or improper operation of a police vehicle and section 3.27F of our Rules and Regulations: failing to wear seat belts when operating or riding in a City owned or controlled motor vehicle. I also recommend he be sent to driving school upon his return to full duty.

I recommend a written reprimand for Officer XXX for his violation of section 3.27F of our rules and regulations: failing to wear seatbelts when operating or riding in a City owned or controlled motor vehicle.

CR 01-11133	Date of Occurrence	12-22-01
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On 12-22-01 Officer XXX was attempting to make a three-point-turn and struck a parked truck. There was very slight damage to the rear bumper of the police vehicle (unit 23-5) and no damage to the old truck XXX ran into.

The Safety Committee ruled this accident was preventable and subject to discipline.

Officer XXX has no prior discipline for damage of city property.

I agree with the findings of the Safety Committee. I recommend a written reprimand for violation of section 3.27 of our rules and regulations: unsafe or improper operation of a police vehicle and XXX be scheduled for driving school (2-4 months after she completes the FTO program).

CR 01-11331	Date of Occurrence	12-30-01
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On 12-3-01 Officer XXX was attempting to transport a combative arrestee. The arrestee struck the right rear window with this head and knocked the window off of its track. The damage was completely repairable, and was repaired at the time of this report.

The Safety Committee ruled this incident was non-preventable and not subject to discipline.

I agree with the Safety Committee's finding and recommend no further action.

Cr 01-11356

Date of Occurrence

12-31-01

On 12-31-01 Officer XXX was driving S/B Beach turning left (east) at Crescent. He thought the light was green and turned in front of oncoming traffic. His police unit (23-15) was hit on the right side and back causing major damage (Due to high mileage, totaled). Officer XXX was not wearing his seat belt at the time of the collision.

The CHP report lists Officer XXX as a fault and Driver 1. The primary collision factor is a red light violation. All three of the other members of the Safety Committee were at the scene of the accident and had first hand knowledge of the accident. They ruled the accident was preventable and subject to discipline.

At this time, the CHP report is not available, so I will make my recommendations on discipline when I have all of the reports.

Officer XXX has no prior accidents, but due to the major damage and blatant violation, I recommend a day off without pay for violation of sections 3.27-A.1 of our rules and regulations: unsafe or improper operation of a police vehicle and 3.27F of our rules and regulations: failing to wear seatbelts when operating or riding in a City owned or controlled motor vehicle. I also recommend he be scheduled for driving school.

Craig,

I'll bring a copy of our directive to the GVS/SACNET policy board meeting on Tuesday.

Randy

Craig,

I have something like that in place here for both. I use an operational review committee that is chaired by a Lt (division commander, then a cross section of organization, Sgt, Cpl, officer or two, non-sworn and a "POA" type" (could be one of the officers). They review the accidents to determine if 1. It was preventable or non-preventable. 2. Any mitigating circumstances or other recommendations relative to training, equipment needs. Pursuits are reviewed to see if they are 1. In policy or out of policy 2. Training equipment or policy issues apparent. In both cases these findings and or recommendations are forwarded to me then I send to wherever they need to go if anywhere (e.g. IA or supervisor for discipline/disposition recommendation, training committee for overall changes etc. Or, I have found, to recognize good practice and commend it) Determinations are made by the reports and other info like dispatch tapes etc. Involved Officers/employees are invited to attend but not required. If they wish to speak they can and if they want a rep present (since some could result in discipline), we allow that. Their choice. After the initial

suspicion I was looking for new and varied ways to screw the troops there is nary a whisper now. Once I agree with the finding, officers review the file with their supervisors and sign off on it. Hoped this helps. BTW. We bring in subject matter experts where necessary but if you have a traffic or accident expert just include them for that expertise as a board member. OE3, which handles the POA, is OK with this after the initial few reviews. This is a good audit tool as well.

Craig, I'm no longer there but OPD had a program years ago that worked quite well. George Hart probably can provide info or perhaps Rich Word could have Training or Personnel staff digs it up. Good Luck.

Craig:

We had a peer review process for incidents of employee misconduct (including traffic accidents) when I arrived here at Lompoc, called the P.A.R.B. (Personnel Action Review Board). It was advisory only, and consisted of a chairman and two board members. The chair was a sergeant, appointed for 18 months by the chief. The two Board members were selected by the POA and served a term of one year.

Referral by the chief was optional upon completion of an administrative investigation. The P.A.R.B. could request that the involved employee or the investigating officer appear before it to clarify specific issues. The employee had the option to decline.

The P.A.R.B. could request further investigation to clarify specific issues or circumstances. The P.A.R.B. would prepare a report for the chief with its conclusions and supporting information re: the employee's compliance with department regulations and applicable laws.

In cases of accident or personal injury, the board would make a determination of:

1. No negligence
2. Negligence
3. Contributory negligence
4. Gross negligence

The Board could also make recommendations on:

1. Existence of mitigating circumstances
2. Suggested revisions of dept. procedures, tactics or practices.
3. Suggested remedial training
4. Recommended disciplinary action

The findings would then be considered by the Staff Advisory Board, composed of the chief and the command staff, before final disposition by the chief.

Board members were admonished that all info submitted to it was confidential and not to be disclosed to other employees or the public.

Like most programs, I'm sure it was an idea stolen from another agency. I discontinued the use of the P.A.R.B. for several reasons. One was a personal belief that it abrogated management responsibility to some degree, and that it put the officers in an awkward and untenable position, i.e. the appearance that they had anticipated / rubber stamped the administration's position, or that they put themselves in conflict with it. The process also was cumbersome and used up considerable staff time. I also thought it was improper, perhaps even illegal, to officially furnish details on personnel and disciplinary matters to an officer's peers, even with the confidentiality admonishment. I believe that the long-term ramifications of such disclosure, especially in a small agency, outweigh any benefits.

The process might work better on a larger agency, but I doubt it. It could also potentially be subject to changes in the political barometer, i.e. if the chief and the association are not getting along for some other reason.

If after reading all of this you are still interested, let me know and I'll fax you the details.

And I won't even make any disparaging remarks about your fading memory.

Regards,

Bill Brown

Craig:

Ed Nowicki was doing this at Charlotte Mecklenburg PD in North Carolina with use of force. You could contact Darryl Stephens who is now the chief (I have his e-mail if you want) and Bill Geller worked with them on it (a good police consultant). I have contact information on both of them.

Thanks.

Michael

Craig, Santa Cruz had a very fair process including peers/POA and outside CHP perspective that seemed to work well for them. Don't know if Steve Belcher has continued it though.

Mike.

Sir -

I am currently also looking at implementing some form of a review board for traffic collisions for our agency. If it is possible, could you forward any policies and procedures you receive from other agencies? I would greatly appreciate any help you could give me. Thank you in advance for your time and assistance.

Lieutenant Dan Bellini  
Woodland Police Department  
[dan.bellini@cityofwoodland.org](mailto:dan.bellini@cityofwoodland.org)

Craig,

El Monte PD used a Review Board back in 75 when I left there, so I imagine they still do and probably have some type of formal guidelines.

Larry W. Woessner, Captain  
Westminster PD  
714.898.3315, Ext. 302

Craig:

Attached is our policy see section 12. This is very close to peer review and has served us well.....we have only had to overturn our board one time. They are not burdened with any part of the punitive action if any. Officers may be subject to progressive discipline for preventable accidents. This policy is being reviewed but won't change much.  
Pete

#### EMPLOYEE-INVOLVED ACCIDENTS

12. All traffic collisions involving on-duty police department personnel or police department vehicles will be investigated by the on-duty watch commander or his designee. The on-duty watch commander will oversee the investigation and shall have the authority to call out on-duty Traffic Bureau personnel if he/she feels there is a need. The CHP shall be requested to investigate the following on-duty employee-related accidents:
  - A. When possibility of City liability exists and there is either injury or a minimum of moderate damage to other than City property.
  - B. When there is the possibility of criminal action on the part of the employee (e.g. driving while intoxicated, reckless driving).
  - C. In any case that the Watch Commander feels that an outside agency should investigate (e.g. possible pending internal affairs violation or likely to bring a lot of public attention).

13. If there are no injuries, minimal damage, and the probability of no liability, the supervisor shall prepare a memorandum and send it via the chain of command to the Chief of Police. This type of incident can be classified as operational damage.
14. An Accident Review Committee, as selected by the Traffic Supervisor, shall review all employee-involved accidents. The committee shall be comprised of two employees from the Traffic Investigation Unit and one employee as selected by the involved officer, none of which shall have been involved in the accident or events leading up to it.
  - A. When an employee is a member of the Traffic Investigation Unit, the traffic supervisor shall select committee members that will include at least one Traffic Bureau member and one supervisor (sergeant or lieutenant). .
  - B. The employee may attend (optional) the committee's meeting to answer any questions or make any comments they feel are pertinent.
15. The Accident Review Committee shall determine whether the accident was preventable or non-preventable.
  - A. Preventable Accidents. A preventable accident is one in which the driver was responsible, did not use proper defensive driving techniques and/or did not follow departmental policy. Preventable accidents will be classified as follows:
    1. Category One: An accident, which occurred because of misjudgment of clearance, failure to drive defensively or not anticipating another driver's movements.
    2. Category Two: An accident, which occurred because the employee violated or failed to comply with city or departmental policy and/or procedures.
    3. Category Three: An accident, which occurred because the employee flagrantly or willfully disregarded safety.
  - B. Non-Preventable Accidents. A non-preventable accident is one in which the driver was not at fault and could not have reasonably prevented.
16. The Traffic Supervisor will oversee and/or participate in the review of each accident to determine whether it is preventable, non-preventable, or no vehicle accident and, if preventable, whether it fits into Category No. 1, 2 or 3 of Section 15A above. All accidents will be reviewed within ten (10) calendar days after the date of occurrence (unless the investigating agency is not able to produce the finished collision report on time) or upon the delivery of said finished collision report.

The Traffic Supervisor will record the disposition of all Accident Review Boards and forward a memorandum to the involved officer's immediate supervisor, the Inspectional Services Lieutenant and the Operations Bureau Lieutenant r. The Traffic Bureau Supervisor will maintain a permanent driving file for all police department accidents and prepare a quarterly report of police equipment accidents and discipline taken.

17. A. Upon receiving a preventable accident report, the Traffic Supervisor will give the concerned employee an opportunity to submit a written rebuttal to the determination that the accident was preventable and/or to the category assigned.
- B. The written rebuttal, together with all reports, will be returned to the Traffic Supervisor for a second evaluation and modification, if appropriate, after considering any new information that has been provided. This information will also be shared with the Accident Review Committee.
- C. If no changes are to be made, the involved officer shall be so notified and will have ten (10) days to submit a written request for a hearing before the Accident Appeals Board, via the Traffic Supervisor. If there is no rebuttal, the Traffic Supervisor will forward the report to the Commander of the employee's division for any further action.
- D. The Accident Appeals Board will consist of a sergeant, a lieutenant and the deputy chief, none of which are a part of the original review committee.
- E. The Board will make the final determination on whether an accident is preventable or non-preventable, the category of the accident and whether or not it was properly reported.
- F. Findings will be submitted to the Chief of Police for disposition.

Peter M. Hewitt  
Chief of Police

Craig, The SFPD uses what is called a DABOR, (Department Accident Board of Investigation) involving the EVOG training instructor, one member of the command staff, one accident trained investigator at the rank of officer, and (I am pretty sure,) one POA association member. They review all major officer involved accidents and all pursuit forms at their monthly meetings.

They also convene a monthly board of inquiry to conduct hearings and suggest discipline to the Chief... obviously, it almost always involves training, and sometimes policy recommendations.

Contact person is Jane Walleth, (415) 553-1426, out of the Traffic

Chief Craig T. Steckler  
Fremont PD  
11/12/02

Division, she is the officer assigned to the administration of DABOR...

See you in Anaheim...

Susan E. Manheimer  
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(650) 522-7600 OFFICE  
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Chief Steckler,

The below listed passage is contained in our Pursuit procedure policy. If you have any additional questions, please feel free to contact me.

- D. Pursuit review committee
  - 1. All pursuits will be reviewed by the Pursuit Review Committee.
  - 2. The committee will consist of one Commander, one Sergeant, at least two Senior Police Officers or Police Officer II's, and one Public Safety Dispatcher III selected by the Patrol Services Assistant Chief.
  - 3. The committee will review the pursuit incident from two areas of concern:
    - a. Was the pursuit justified?
    - b. Did all dispatchers, officers and supervisors comply with the current pursuit policy?
  - 4. The committee will forward its findings to the Patrol Services Assistant Chief.
  - 5. The committee will not make any discipline or personnel recommendations to the Patrol Services Commander.
  - 6. Officers, dispatchers and supervisors will be notified of the date and time that their pursuits will be reviewed.
    - a. Although not required, involved officers, dispatchers and supervisors may attend to monitor the process. This time will not be compensated.
  - 7. All information should be in the related reports.

OPOA representatives, officers or board members may attend committee meetings, without compensation, to monitor the process.

Doug Wiley  
Training Sergeant  
805.385.7777

Craig,

If you get some info, I would like to see it. We have looked at the idea, but have not done anything.

Thanks,

Stan Henry