

# Introduction

The Falmouth Police Department welcomes the opportunity to provide information to the community on Department policy, training, operations, enforcement demographics, and situational use of force by our Officers. We recognize the importance of transparency and its role in positive police-community relationships.

As with any opportunity, we aim to enhance public confidence in the police services offered by this agency, while furthering our commitment to the safety and well-being of the residents in Falmouth.

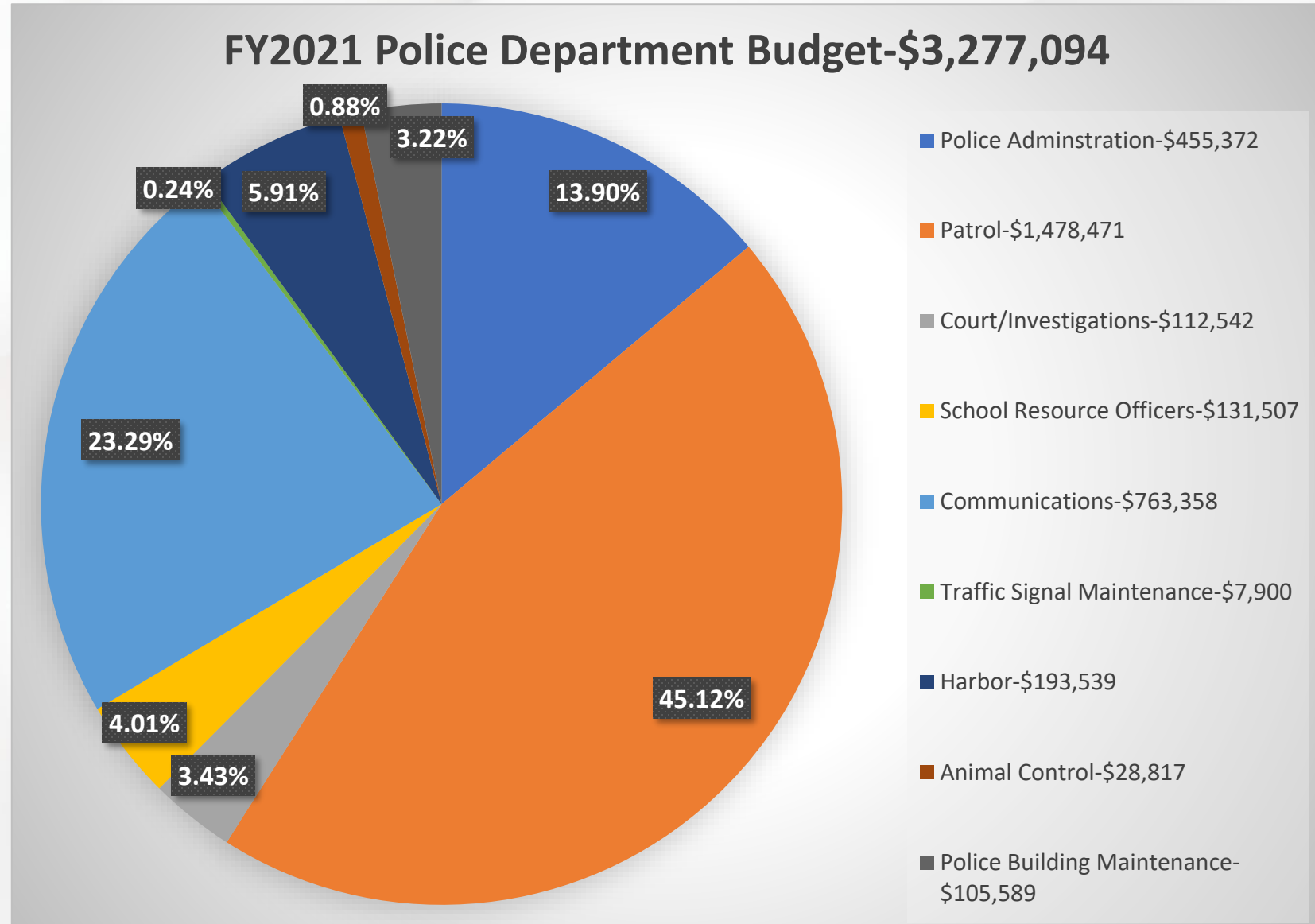


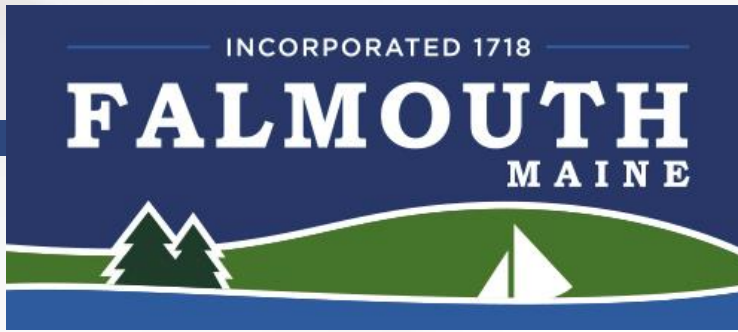
# Police Department Budget

The Police Department budget accounts for 23.7% of the Municipal Budget.

The Police Department budget accounts for 5.9% (including County) of total Town budget (Municipal and School Department).

The School Resource Officers are paid through the Police Department budget which is included in the Municipal budget.



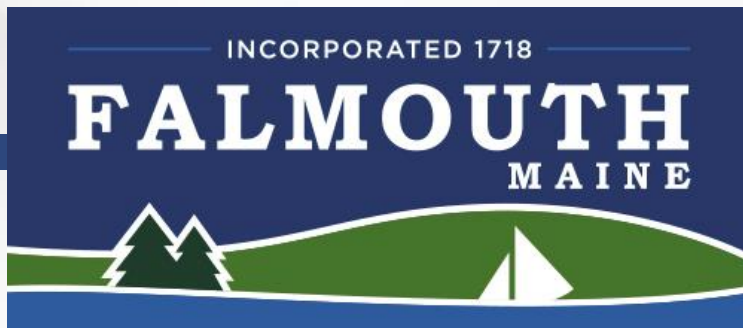


# By the Numbers

The Falmouth Police Department consists of 20 full-time sworn law enforcement officers, six reserve officers, eight full-time communications officers, three reserve communications officers, and one full-time public safety administrative coordinator.

There are three officers on the day shift, three officers on the evening shift, and two officers on the overnight shift. Additional officers may be added at busier times.



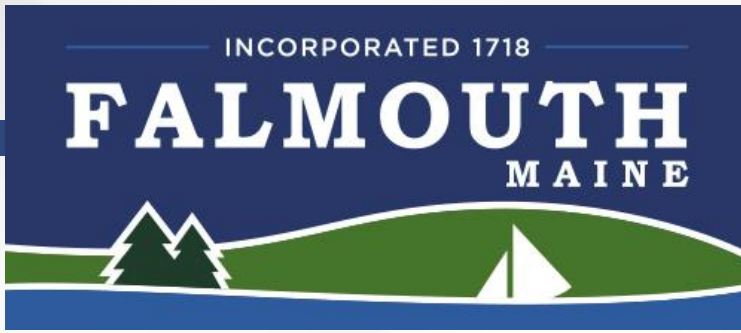


# Fundamental Services

Foremost in our mission is the protection of life and property. Specifically, Officers are responsible for:

- the maintenance of peace;
- enforcement of laws and ordinances;
- the detection, identification and apprehension of criminals;
- the prevention and investigation of crimes;
- regulation of traffic; and
- the performance of any service that will improve quality of life by providing for the security and safety of its citizens.

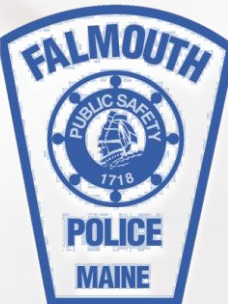




# Additional Services

We also provide numerous lesser-known services to the community, including:

1. Community Outreach
  - Seniors, Youth, Citizens, Businesses, Religious, Town Safety, Schools, and Social Media
2. Opioid Drug Misuse Epidemic
  - Recovery Coach Program
3. Reassurance Program
4. Traffic Management
5. Property Checks



# Policy 1: Law Enforcement Role & Authority

**Purpose:** To define the basic role and authority of the Falmouth Police Department including the department's purpose, goals, programs, priorities, and the limits of officer authority and the use of force.

## FALMOUTH POLICE DEPARTMENT STANDARD OPERATING PROCEDURE

Effective Date: March 10, 1994	Number: 1
Distribution: All Personnel	Rescinds:
Subject: Law Enforcement Role and Authority	
Signature, Chief of Police:	
Reviewed/Revised: June 24, 1994, Sept. 19, 1994, Nov. 21, 1994, Jan. 13, 1997, Jan. 16, 1998, Feb. 1, 1999; Oct. 15, 2005; December 29, 2008; October 1, 2013; Dec. 10, 2019	
Refer to: SOP 85	

### PURPOSE

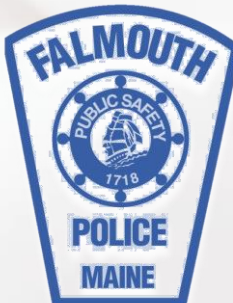
To define the basic role and authority of the Falmouth Police Department including the department's purpose, goals, programs, priorities, and the limits of officer authority and the use of force.

### POLICY

The mission of the Falmouth Police Department is to provide service, leadership, protection and community involvement with our citizens, who in partnership with us, strive to make the Town of Falmouth a safer and more pleasant community in which to live. This agency believes it is our responsibility to provide, without prejudice, the highest degree of service and commitment to the citizens it serves.

Foremost in this mission is the protection of life and property. Specifically, officers are responsible for the maintenance of peace; enforcement of laws and ordinances; the detection, identification and apprehension of criminals; the prevention and investigation of crimes; regulation of traffic and the performance of any service that will improve the quality of life by providing for the security and safety of its citizens.

Officers shall adhere to the Law Enforcement Code of Ethics and shall diligently and efficiently carry out their responsibilities. All persons shall be treated courteously, respectfully and fairly, regardless of the officer's personal attitudes or bias. Officers shall not allow their actions to be affected by a person's race, religion, sex, sexual orientation or political affiliation. Officers are expected to maintain excellence in the performance of duty and the highest standards of integrity and ethics.



# Policy 1A: Situational Use of Force

**Purpose:** To provide officers with guidelines on the limits of officer authority and the use of deadly and non-deadly force and its reporting requirements.

## FALMOUTH POLICE DEPARTMENT STANDARD OPERATING PROCEDURE

Effective Date: December 14, 2005	Number: 1A
Distribution: All Personnel	Rescinds: Use of Force section, which has been removed from SOP #1
Subject: Situational Use of Force	
Signature, Chief of Police:	
Reviewed/Revised: Dec. 14, 2005; May 24, 2010; Dec. 21, 2010; Dec. 21, 2011; Oct. 1, 2013; March 8, 2019; June 24, 2020	
Refer to: Policy #126	

### PURPOSE

To provide officers with guidelines on the limits of officer authority and the use of deadly and non-deadly force and its reporting requirements.

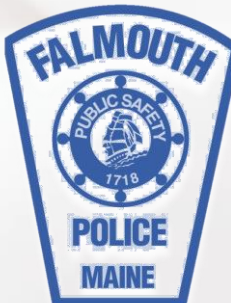
### POLICY

The Falmouth Police Department recognizes and respects the value and integrity of each human life. In vesting law enforcement officers with the lawful authority to use physical force to protect the public welfare, a careful balancing of all human interests is required. At times officers are confronted with situations in which control is required to affect an arrest, to protect the public or to ensure officer safety. Every attempt will be made to achieve control through advice, warnings, or persuasion. When resistance to police action or a threat to life or safety is encountered, however, law enforcement officers have a duty to exercise their authority and to use physical force to protect themselves and the public they serve. An officer may use only that physical force that the officer reasonably and actually believes is necessary to effectively bring an incident under control while protecting the officer or another, including the use of an electronic weapon and less-than-lethal munitions, if applicable.

The use of force, whether deadly or non-deadly, shall at all times be in accordance with the requirements of Title 17-A. All officers are responsible for being familiar with Title 17-A MRSA § 15, 106 (6) 107, 108, 110 and all other applicable statutes, as well as Chapter 2 of the Maine Law Enforcement Officer's Manual.

Officers must abide by this policy as it applies to all standards of the Maine Criminal Justice Academy Board of Trustees.<sup>1</sup>

<sup>1</sup> 25 M.R.S. § 2803-B



# Policy 2: Use of Firearms

**Purpose:** The purpose of this policy is to establish regulations and guidelines for the use of firearms by sworn members of this Department.

## FALMOUTH POLICE DEPARTMENT STANDARD OPERATING PROCEDURE

Effective Date: September 19, 1994	Number: 2
Distribution: All Personnel	Revises: 
Subject: Use of Firearms	
Signature, Chief of Police: 	
Reviewed/Revised: Jan. 22, 1996, Jan. 13, 1997, Jan. 16, 1998, Feb. 1, 1999, Aug. 20, 1999; Oct. 15, 2005, Dec. 1, 2012; Oct. 1, 2013; Feb. 3, 2020	
Refer to: Policy 1A	

### PURPOSE

The purpose of this policy is to establish regulations and guidelines for the use of firearms by sworn members of this Department.

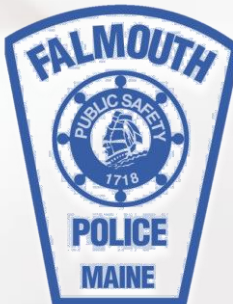
### POLICY

The policy of this Department is that officers shall consider every other reasonable means of force before resorting to the use of a firearm. This policy shall be carried out and reviewed from a reasonable perspective of the officer at the time and occasion of the use of a firearm.

The regulations within this directive provide more stringent requirements than the law because these policies are necessarily based upon an estimation of the degree of protection needed by the citizens of the Town of Falmouth and the kind of action they will support.

It is generally agreed upon that no other single police activity has such far-reaching consequences for all persons involved as when a police officer uses a firearm against another person. Whether used properly or not, damaging after-effects on the officer, the department and the community must be anticipated. To deal with this, rather than simply disarming the police or restricting an officer's use of firearms to the extent of making them a tool without a use, a firearms policy is necessary as a guideline.

When making the decision to utilize a firearm, officers must consider whether such use is authorized, justified, and within proper police procedure. All three criterions must be met. Authorization generally deals with the permissible use of firearms by a law enforcement officer as specified in Section 107 (2) of Title 17-A, Maine Criminal Code. Justification deals with the level of force appropriate and necessary in a given situation to accomplish a valid police task. Proper police procedure deals with using a firearm in a manner which will not unreasonably endanger officers or innocent persons.





# Policy 5: Standards of Conduct

**Purpose:** It is the purpose of this policy to provide specificity to the standards of conduct embodied in the law enforcement officer's code of ethics and this agency's statement of values and mission.

## FALMOUTH POLICE DEPARTMENT STANDARD OPERATING PROCEDURE

Effective Date: January 6, 1995	Number: 5
Distribution: All Personnel	Revises: Professional Conduct and Responsibility
Subject: Standards of Conduct	
Signature, Chief of Police:	
Reviewed/Revised: Jan. 22, 1996, Jan. 13, 1997, Jan. 16, 1998, Feb. 1, 1999; Oct. 15 2005; Oct. 1, 2013; June 30, 2014; Dec. 10, 2019	

### PURPOSE

It is the purpose of this policy to provide specificity to the standards of conduct embodied in the law enforcement officer's code of ethics and this agency's statement of values and mission, so that officers have a clear understanding of agency expectations pertaining to conduct and activities while on and off duty. Non-Union personnel are expected to uphold the non-union code of ethics and must adhere to the rules in the Town's Personnel Policies.

### POLICY

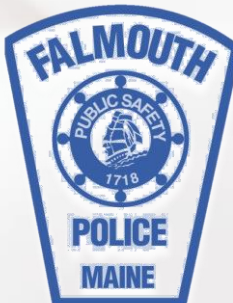
It is the policy of the Falmouth Police Department that officers conduct themselves both on and off duty in a manner that reflects high ethical standards consistent with the values and mission established by this agency and the expectations of the jurisdiction it serves.

### DEFINITIONS

- A. **Accountability:** The duty of all officers to truthfully acknowledge and explain their actions and decisions when requested to do so by an authorized member of this agency without attempting to conceal, divert, or mitigate any culpability by falsehoods or omission—and an obligation or willingness to accept responsibility for such actions.

### PROCEDURES

- A. General Conduct
1. Officers shall be truthful in all matters and shall not lie, falsify, conceal, purposely distort, diminish, embellish, or fail to fully disclose facts associated with any law enforcement business.



# Policy 35: Hate or Bias Crime

**Purpose:** The purpose of this policy is to assist employees in identifying incidents motivated by bias, in reporting such incidents, and in defining appropriate steps for assisting victims, apprehending suspects, and to prohibit employees from bias-based profiling.

## FALMOUTH POLICE DEPARTMENT STANDARD OPERATING PROCEDURE

Effective Date: October 20, 1995	Number: 35
Distribution: All Personnel	Revises:
Subject: Hate or Bias Crimes	
Signature, Chief of Police:	
Reviewed/Revised: Jan. 13, 1997; Jan 16, 1998; Feb. 1, 1999; Jan. 25, 2005; Dec. 21, 11; Oct. 7, 2013; Dec. 10, 2019.	
Refer to: Policy #65	

### I. Purpose

The purpose of this policy is to assist employees in identifying incidents motivated by bias; based on race, ethnicity, gender, sexual orientation, gender identity, religion, socioeconomic status, age, national origin, or ancestry, in reporting such incidents, and in defining appropriate steps for assisting victims, apprehending suspects, and to prohibit employees from bias-based profiling.

### II. Policy

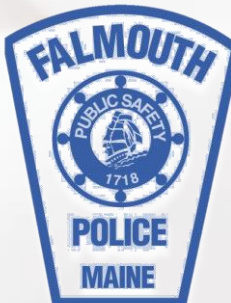
It is the policy of the Falmouth Police Department to safeguard the state and federal rights of all individuals without regard to race, ethnicity, gender, sexual orientation, gender identity, religion, socioeconomic status, age, national origin, or ancestry. Any bias-motivated acts including violence, threats of violence, property damage, or the threat of property damage, harassment, intimidation, or any other bias-motivated crime or act will be given the utmost priority.

Bias-based profiling and/or any other discriminatory practice by members of the Falmouth Police Department is strictly prohibited. This includes stops, detentions, or asset seizures and forfeitures efforts based on race, ethnicity, gender, sexual orientation, gender identity, religion, socioeconomic status, age, national origin, or ancestry. The Falmouth Police Department also requires that individuals are only stopped or detained when legal authority exists to do so and that members of this agency base their enforcement actions solely on an individual's conduct and behavior or specific suspect information.

It is the responsibility of each officer to be familiar with the Maine Civil Rights Act and applicable criminal standards. Given this is a statutorily mandated policy, officers must abide by this agency's policy as it applies to all standards of the Maine Criminal Justice Academy Board of Trustees.

### III. Definitions

**Bias-Motivated Incident:** Means any incident motivated in whole or in part by bias-motivated conduct. The bias motivation would include bias based on race, ethnicity, gender, sexual orientation, gender identity, religion, socioeconomic status, age, national origin, or ancestry.



# Policy 37: Response to Mental Illness

**Purpose:** It is the policy of this agency to assist individuals who appear to be mentally ill or experiencing a mental health crisis. This assistance will include, as appropriate, placing individuals in protective custody and participating in the involuntary commitment or “blue paper process.”

## FALMOUTH POLICE DEPARTMENT STANDARD OPERATING PROCEDURE

Effective Date: May 27, 2010	Number: 37
Distribution: All Personnel	Revises: Deviant Behavior
Subject: Response to Mental Illness and the Process for Involuntary Commitment	
Signature, Chief of Police:	
Reviewed/Revised: Jan 13, 1997; Jan. 16, 1998; Feb. 1, 1999; Oct. 15, 2005; May 27, 2010; Dec. 21, 2010; Jan. 23, 2012; Oct. 7, 2013; Dec. 1, 2017	
Refer to:	

### POLICY

It is the policy of this agency to assist individuals who appear to be mentally ill or experiencing a mental health crisis. This assistance will include, as appropriate, placing individuals in protective custody and participating in the involuntary commitment or “blue paper process.”

The Falmouth Police Department requires that 20% of its full-time law enforcement officers receive at least 8 hours of nationally recognized or best practice in-person training in Mental Health Identification Awareness for Law Enforcement Officers by January 1, 2018. After this date, the ratio will be maintained and reported annually to the Maine Criminal Justice Academy.

Given this is a statutorily mandated policy, officers must abide by this agency's policy as it applies to all standards of the Maine Criminal Justice Academy Board of Trustees.<sup>1</sup>

### PURPOSE

The purpose of this policy is to provide guidance to members of this agency on the options and resources available to assist individuals who appear to be mentally ill or experiencing a mental health crisis. This policy is intended to satisfy the mandatory policy requirements set by the Legislature regarding “Deviant Behavior” and “Response to Mental Illness and Involuntary Commitment.”<sup>2</sup>

### DEFINITIONS

<sup>1</sup> 25 M.R.S. § 2803-B

<sup>2</sup> 25 M.R.S. § 2803(1-C)

<sup>3</sup> 25 M.R.S. § 2803(1-L)



# Policy 54: Community Relations

**Purpose:** The purpose of this policy is to formally establish the community relations function with the Department.

## FALMOUTH POLICE DEPARTMENT STANDARD OPERATING PROCEDURE

Effective Date: February 5, 1996	Number: 54
Distribution: All Personnel	Rescinds:
Subject: Community Relations	
Signature, Chief of Police:	
Reviewed/Revised: Jan. 13, 1997; Jan. 16, 1998; Feb. 1, 1999; Oct. 15, 2005; Oct. 7, 2013; Dec. 12, 2019	
Refer to	

### PURPOSE

The purpose of this policy is to formally establish the community relations function with the Department.

### POLICY

It is the policy of the Falmouth Police Department to establish and maintain close ties with the community. The goal is to create open lines of communications between the Department and the community so that mutual understandings exist, and the Department is better able to respond to the needs of the community.

### PROCEDURE

#### A. Responsibility

1. The Chief of Police or his/her designee is responsible for developing and coordinating the Department's community relations programs.
2. Community relations programs may be formal or informal and may be implemented on a permanent or temporary basis.
3. Community relations programs may be implemented by any component of the Department at the direction of the Chief of Police.
4. The responsibility for achieving the Department's community relations objectives is shared by all Department employees through their daily efforts to provide quality services.



# Policy 58: Hiring Process

**Purpose:** The people of the Town of Falmouth expect the best-qualified individuals to be employed as law enforcement officers or civilian employees for the police department. It shall be the policy of this department to have a competitive process for selection of law enforcement agency employees.

## FALMOUTH POLICE DEPARTMENT STANDARD OPERATING PROCEDURE

Effective Date: December 12, 2003	Number: 58
Distribution: All Personnel	Rescinds: Recruitment and Selection of Personnel #31
Subject: Hiring Process	
Signature, Chief of Police:	
Reviewed/Revised: December 12, 2003; Oct. 15, 2005; Oct. 7, 2013; Feb. 10, 2020	
Refer to: Policy #41	

### I. POLICY:

The people of the Town of Falmouth expect the best-qualified individuals to be employed as law enforcement officers or civilian employees for the police department. It is essential that individuals applying for employment be afforded the rights guaranteed by the U.S. Constitution. The Town of Falmouth is also an equal opportunity employer. It shall be the policy of this department to have a competitive process for selection of law enforcement agency employees.

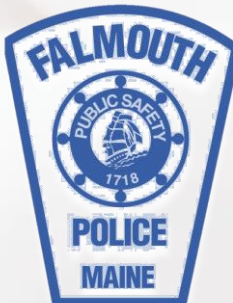
### II. PURPOSE:

It is the purpose of this policy to guide the law enforcement administration through a competitive, fair process for law enforcement agency employment. It is also the purpose of this policy to establish some guidelines, not all-inclusive, for hiring of civilian personnel. The last purpose is to inform prospective candidates of the process outlined in this policy.

### III. PROCEDURE FOR HIRING LAW ENFORCEMENT OFFICERS:

Each candidate shall be required to fill out, take and successfully pass, to the satisfaction of this agency, the following: application, resume, MCJA physical agility test at the minimum standard, MCJA ALERT Test written exam, oral board questioning, Personal History Statement, extensive background check, medical physical, polygraph test, psychological test, and the Chief Law Enforcement Officer's interview.

- A. **Advertising:** The Town of Falmouth website, the Maine Criminal Justice Academy website, and any other websites or publications utilized by the Town of Falmouth to advertise vacant positions.



# Policy 65: Internal Affairs

**Purpose:** The image of this agency depends on the personal integrity and discipline of all agency employees. This agency must competently and professionally investigate all allegations of misconduct by employees and complaints bearing on the agency's response to community needs.

## FALMOUTH POLICE DEPARTMENT STANDARD OPERATING PROCEDURE

Effective Date: December 17, 2013	Number: Policy #65
Distribution: All Personnel	Revises:
Subject: Internal Affairs and Complaints Against Law Enforcement Personnel	
Signature, Chief of Police:	
Reviewed/Revised: Oct. 7, 2013, December 17, 2013; Jan. 30, 2020	
Refer to: Policies #5, 66, 84, 85	

### POLICY

The image of this agency depends on the personal integrity and discipline of all agency employees. To a large degree, the public image of this agency is determined by the professional response of this agency to allegations of misconduct against it or its employees. This agency must competently and professionally investigate all allegations of misconduct by employees and complaints bearing on the agency's response to community needs.

Given that this is a statutorily mandated policy, officers must abide by this agency's policy as it applies to all standards of the Maine Criminal Justice Academy Board of Trustees.<sup>1</sup>

### PURPOSE

To describe procedures for making complaints against agency personnel, investigating complaints, and to list and define the dispositions of complaints.

### DEFINITIONS

- A. **Complaint:** Means any allegation of employee misconduct which, if true, would constitute a violation of law or the standard operating procedures of this agency.
- B. **Employee:** Means any full-time or part-time person, whether paid or volunteer that represents or works for this agency and approved by the Chief Law Enforcement Officer (CLEO) or designee.
- C. **Investigator:** Means any supervisory officer who is assigned by the CLEO or designee, to formally investigate, or assist in the formal investigation of, any complaint of employee misconduct.

<sup>1</sup> 25 M.R.S. § 2803-B



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Reviewed/Revised: Oct. 7, 2013, December 17, 2013; Jan. 30, 2020	
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# School Resource Officer

## Job Summary/Purpose:

Responsible for planning, coordinating and delivering proactive education to the students within the Falmouth system. Provides guidance and refers students to support services both inside and outside of the school environment. Keeps order and enforces the law within the school campus and community, as necessary.

## SCHOOL RESOURCE OFFICER

### Job Summary / Purpose

Responsible for planning, coordinating and delivering proactive education to the students within the Falmouth system. Provide guidance and refer students to support services both inside and outside of the school environment. Keep order and enforce the law within the school campus and community as necessary.

### Essential Duties and Responsibilities: (Other duties may be assigned)

1. In addition to their sworn responsibilities as a law enforcement officer, the police school resource officer will abide by school board policies and shall consult with and coordinate activities through the school principal but shall remain fully responsive to the chain of command of the law enforcement agency in all matters relating to employment and supervision. In the event of any discrepancy between school board policies or the school principal and police department policy or orders, the school resource officer shall follow police department policy or orders.
2. Develop expertise in law-related education.
3. Encourage individual and small group discussions about law enforcement related matters with students, faculty and parents.
4. Refrain completely from functioning as a school disciplinarian. If the principal believes an incident is a law violation, they shall contact the police school resource officer who shall then determine whether law enforcement action is necessary.
5. Attend meetings of parent and faculty groups to solicit their support and understanding of the police school resource program and to promote awareness of law enforcement functions.
6. Make themselves available for conferences with students, parents, and faculty members to assist them with problems of a law enforcement or crime prevention nature. (Nothing herein requires that confidential information obtained be disclosed)
7. Be familiar with all community agencies, which offer assistance to youths and their families such as mental health clinics, drug treatment centers, etc. and may make referrals when appropriate.
8. Confer with the principal to develop plans and strategies to prevent and / or minimize dangerous situations on or near the campus or involving students at school-related activities.
9. Perform duties as determined by the principal other than those regularly assigned to school personnel such as lunchroom or hall duty. (Nothing, herein, is intended to preclude the officer from being available in areas where interaction with students is expected)
10. Unless directed otherwise by police department policy or orders, abide by school board policy concerning interviews should it become necessary to conduct formal police interviews with students or staff on property or at school functions under the jurisdiction of the Falmouth Public Schools.
11. Take law enforcement action as necessary and notify the principal as soon as possible.

## School Resource Officer

Page 2

12. Provide D.A.R.E. education within the Falmouth Public Schools.
13. Give assistance to police officers in matters regarding the duties of resource officers whenever necessary.
14. Promote citizen awareness of law enforcement efforts, to assure the peaceful operation of school-related programs, and to build support with students, police school resource officers will, whenever possible, participate in or attend school functions.
15. Police school resource officers will reaffirm their roles as law enforcement officers by wearing their uniforms unless doing so would be inappropriate for scheduled school activities or unless directed otherwise by police department policies or orders. The uniform will also be worn at events where it will enhance the image of the officer and their ability to perform their duties.
16. Police school resource officers will arrange their work schedule to coincide with that of the school in which they are assigned.

QUALIFICATION REQUIREMENTS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily with or without reasonable accommodation for disability. The requirements listed below are representative of the knowledge, skill, and / or ability required.

EDUCATION and / or EXPERIENCE: A minimum of 2 years of college is preferred and at least 3 years previous experience as a police officer. The selected officer will be required to complete the one week SRO Basic Training (prior to appointment) as well as any other training required by the School Department.

The SRO will be required to successfully complete the D.A.R.E. Instructor Certification Program.

CERTIFICATES, LICENSES, REGISTRATION: Official Certification as a full-time Police Officer holding a license from the Maine Criminal Justice Academy. Ability to obtain and maintain D.A.R.E. Officer certification through MCJA.

OTHER SKILLS and ABILITIES: Personal computer skills. The ability to apply knowledge of current research and theory in the specific field. The ability to establish and maintain effective working relationships with students, staff and the School community. The ability to speak clearly and concisely both in oral and written communication.

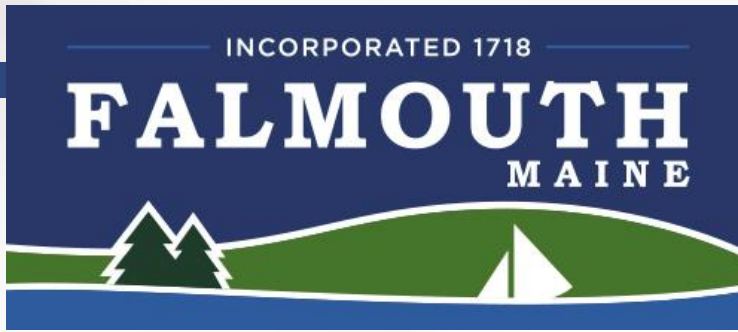
Occasionally, yet essential to this position, the individual must meet deadlines with severe time constraints, interacting with the public and other workers. The employee has a direct responsibility for the safety and well being of other people and must meet multiple demands from several people.

TERMS OF EMPLOYMENT: Shall be determined by the Chief of Police in consultation with the Superintendent of Schools.

EVALUATION: The Principal and the Chief of Police or their designees will evaluate Performance in this position.







# Policy Review and Accreditation



CREDIBILITY PROFESSIONALISM TRANSPARENCY EXCELLENCE

*Do you want a more professional police agency?  
Accreditation is proof that a law enforcement agency is meeting & maintaining the highest standards of professional excellence & accountability.*

**MLEAP SETS THE STANDARD FOR LAW ENFORCEMENT IN MAINE:**

- ★ State-of-the-art standards
- ★ Training for accreditation managers and on-site assessors
- ★ Triennial on-site assessment
- ★ Accreditation award

*"Our accreditation distinguishes our agency as being among the top in the nation." –Patrol Sergeant*

**CREDIBILITY** is the most significant and tangible benefit of accreditation. Show that your agency is transparent, above reproach, and among the very best in law enforcement.

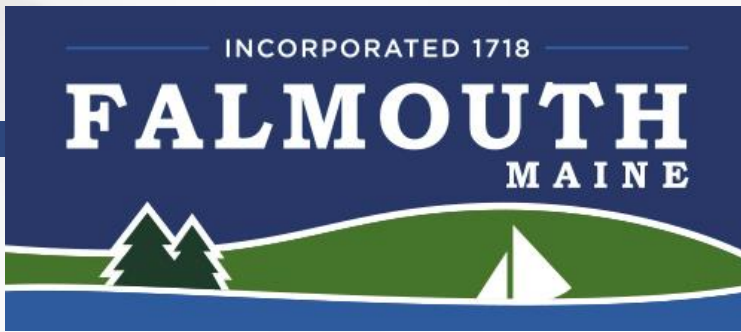
**CONFIDENCE.** Elected officials and city management can support a department that demonstrates professional excellence.

**REDUCED RISK & LIABILITY** exposure is another very real benefit of accreditation. Police departments represent significant exposure in terms of insurance claims, liability, and civil litigation. Accredited agencies are better able to defend themselves, often seeing fewer legal actions taken against them.

Accreditation sends a message to all citizens of Maine that we are committed to our communities and our profession, and that Maine law enforcement agencies are among the best in the country.

MLEAP is governed by the Maine Chiefs of Police Association (MCOPA).

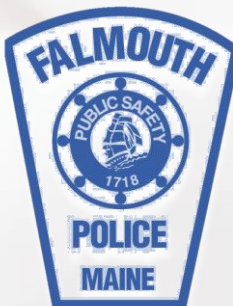




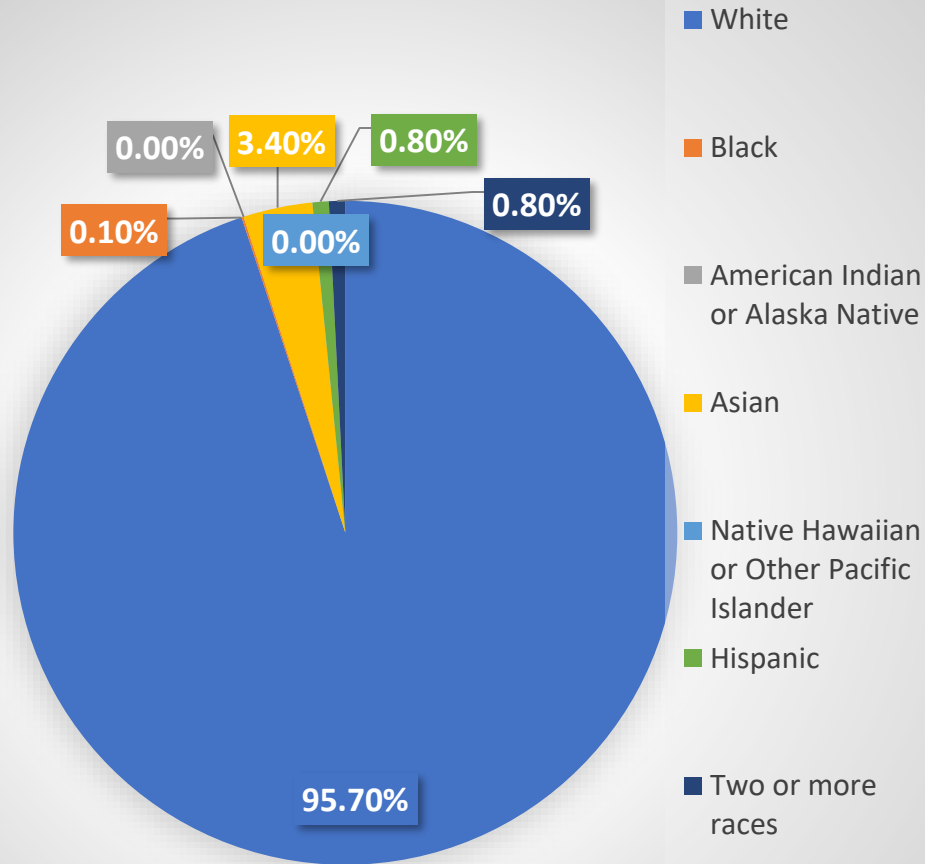
# Department Training

Falmouth Police Officers receive a minimum of 40 hours of Maine Criminal Justice Academy mandated training annually. Last year, Falmouth Police Officers received continued and advanced training in numerous areas including:

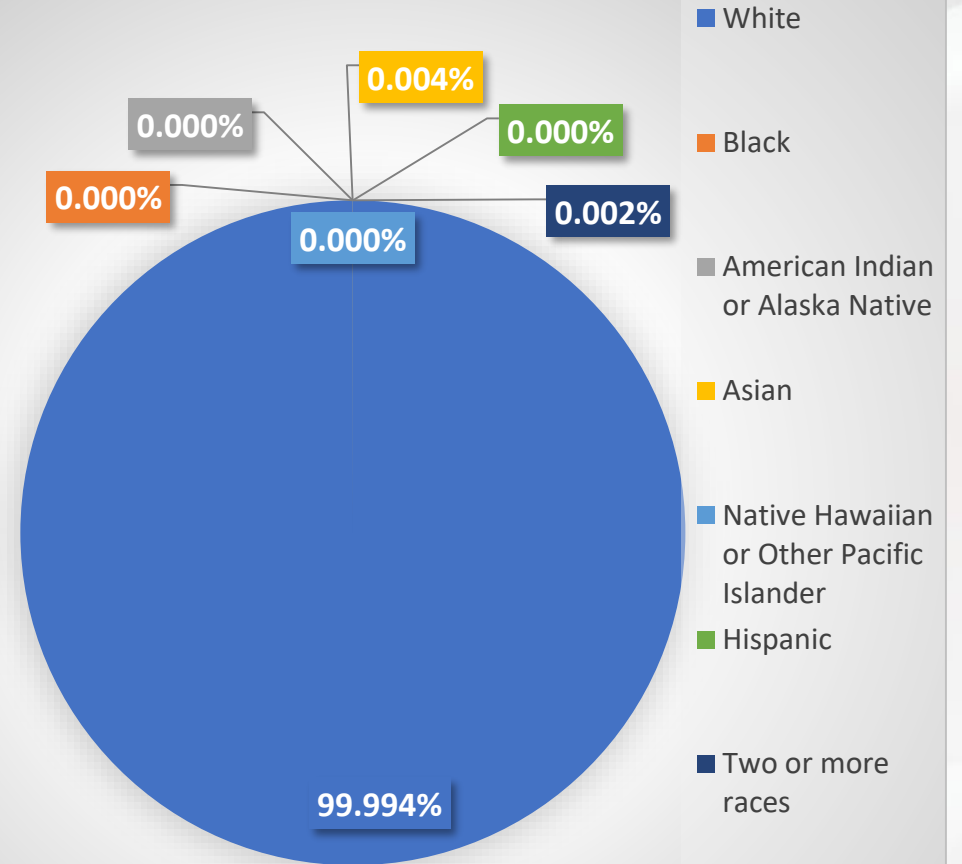
- Active Shooter Response
- Biased-Based Policing
- Chronic Stress
- Critical Incidents & PTSD
- Critical Thinking in Law Enforcement
- Digital Evidence Investigations
- Eyewitness Identification
- Generation Z in the Workplace
- Implicit Bias
- Mental Health First Aid
- Mixed Impairment Detection
- Officer Misconduct & Academy Decertification
- Opioid/Overdose Investigations
- Search & Seizure
- Vulnerable Populations
- Workplace Harassment Prevention



# Introduction to the Data

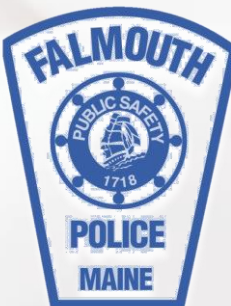
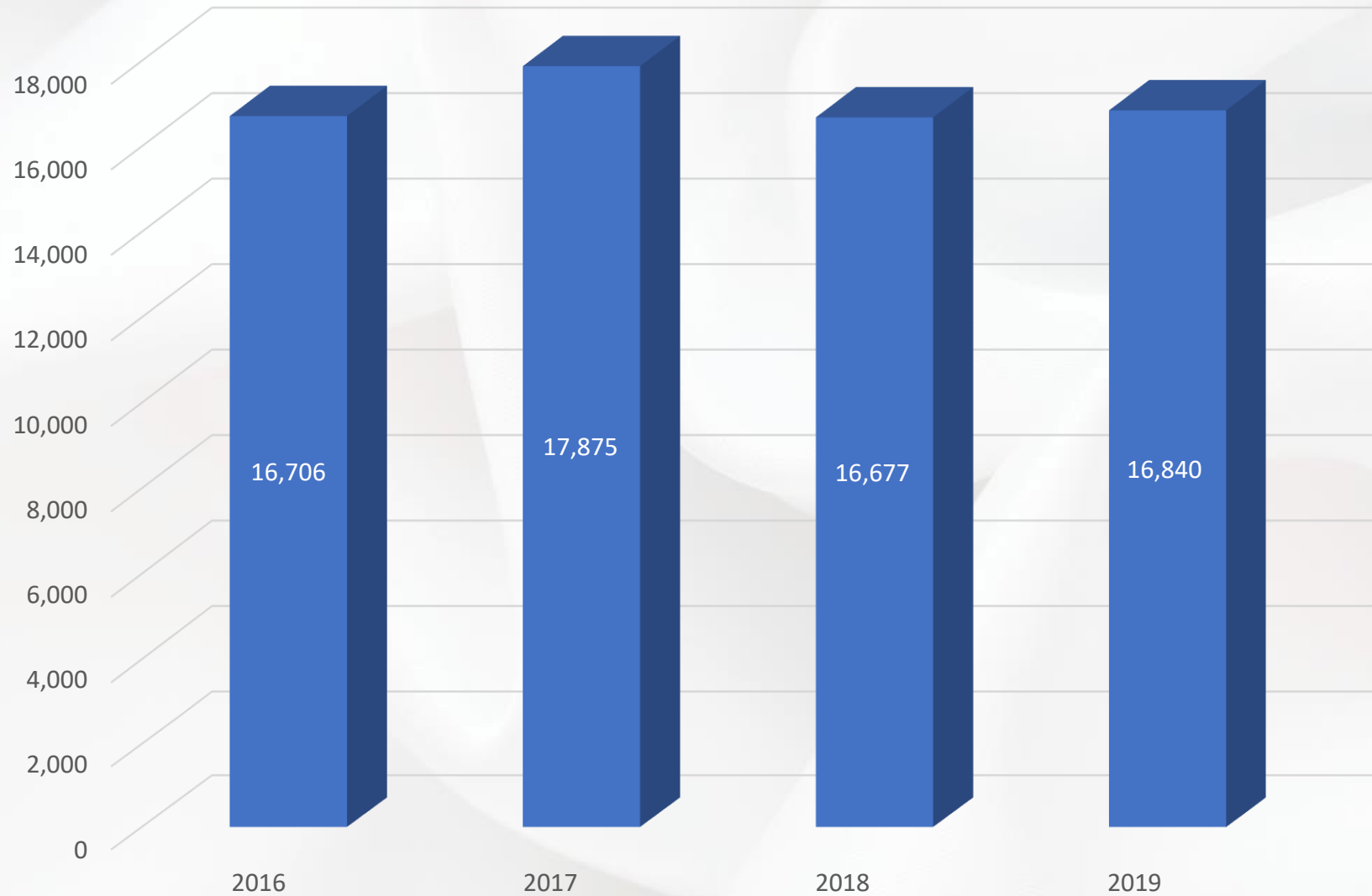


Falmouth Population: 2019 Census

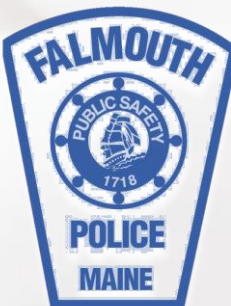


Falmouth Police: Falmouth Resident Arrests

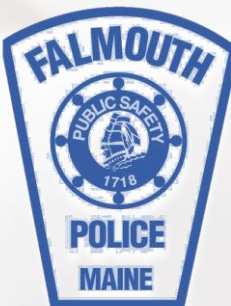
# Calls for Service



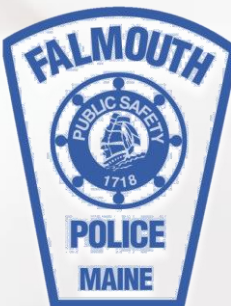
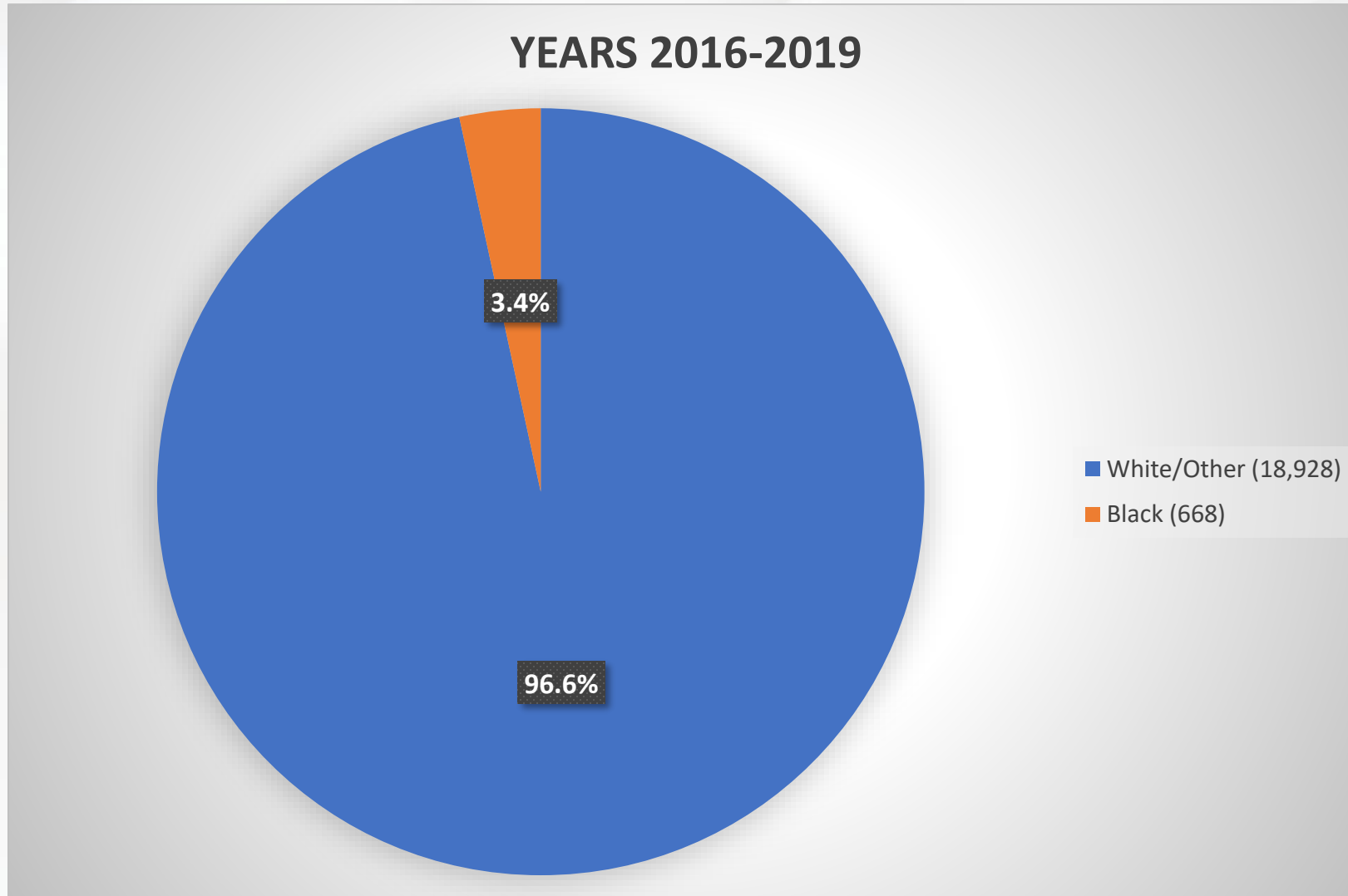
# Total Traffic Stops



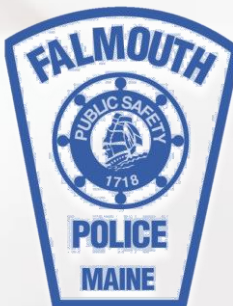
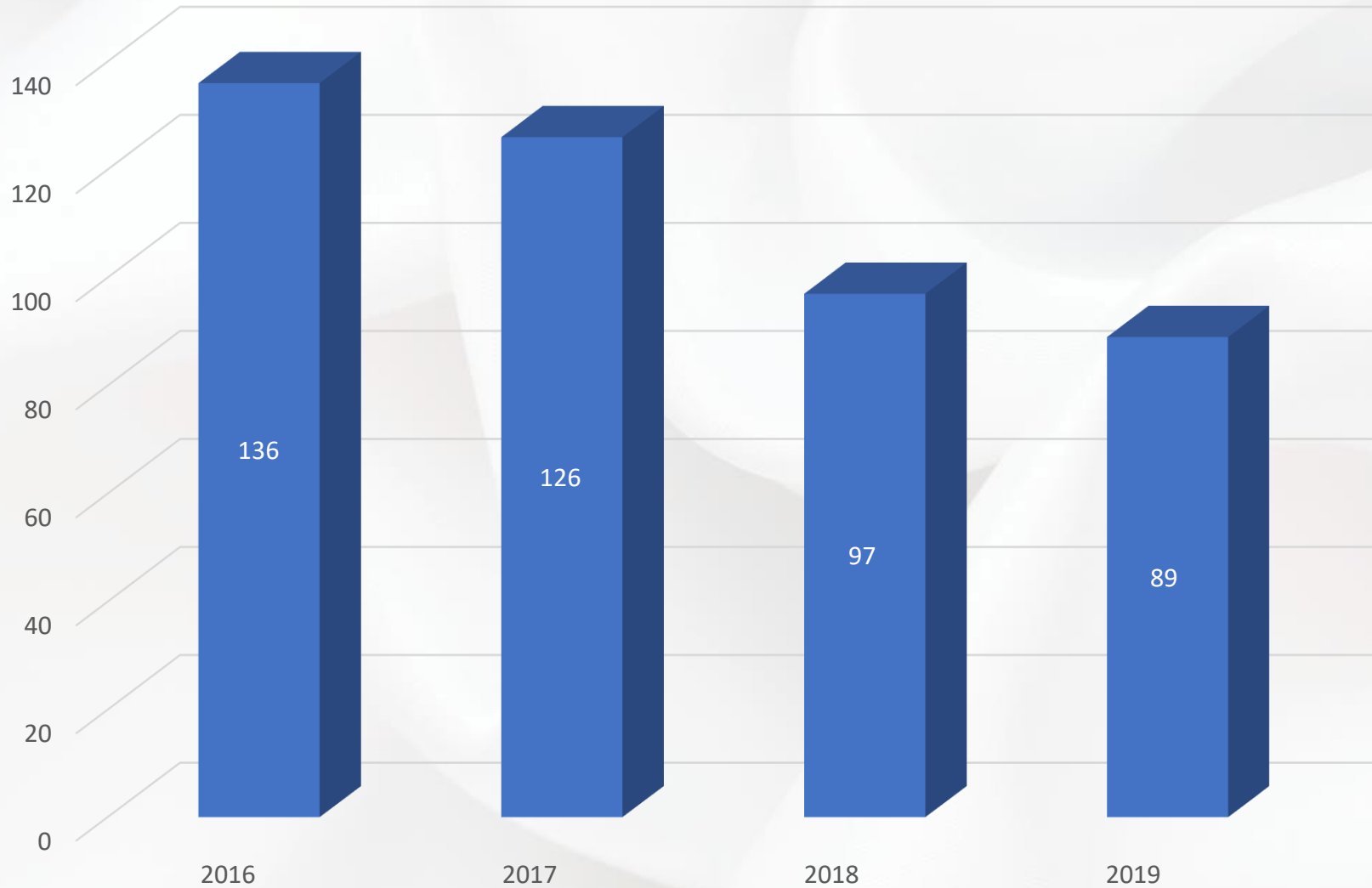
# Traffic Stops Demographics



# Traffic Stops Demographics

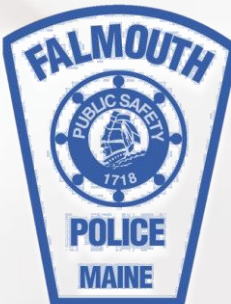


# Total Arrests



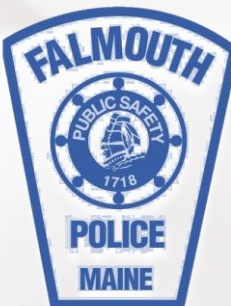
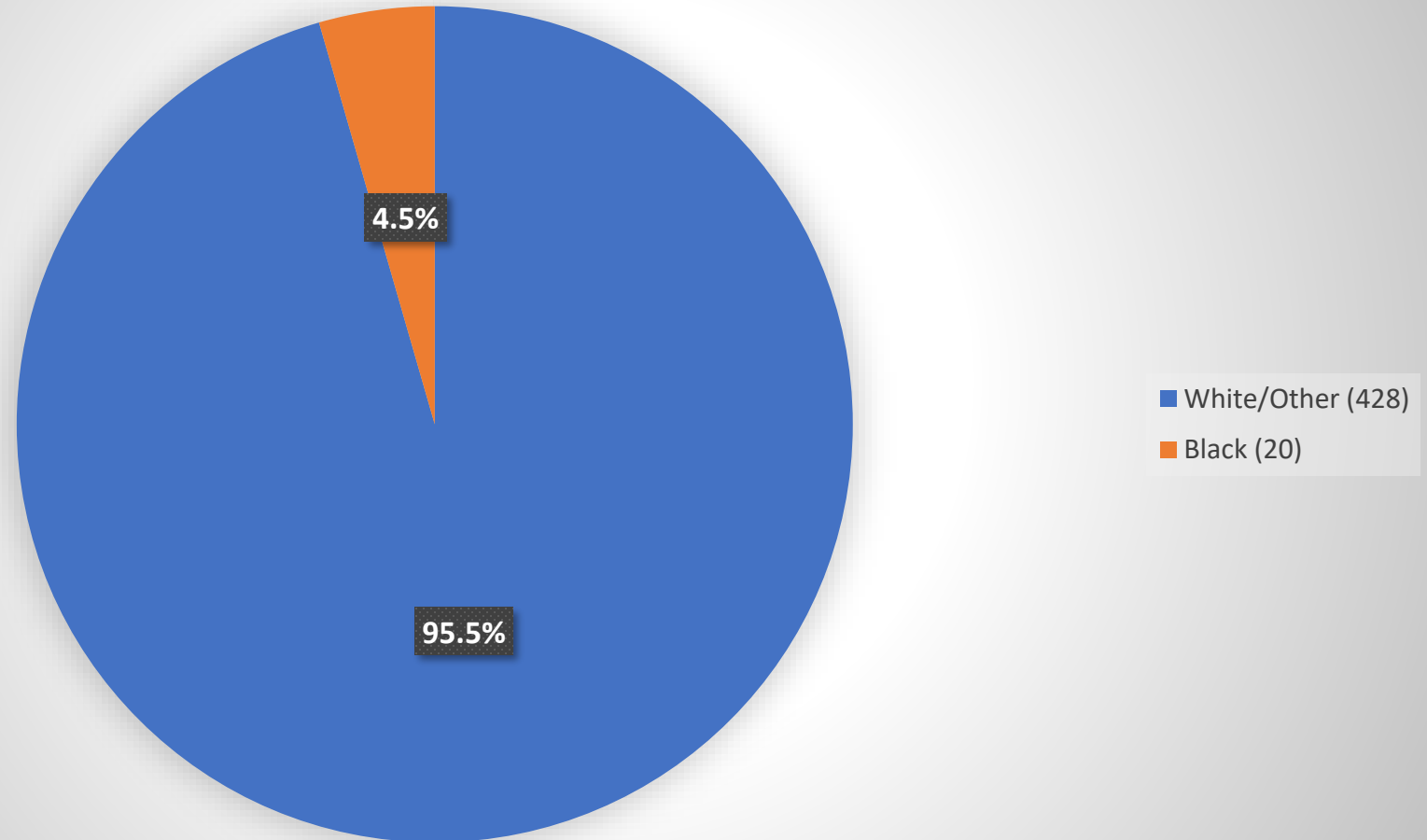


# Arrest Demographics



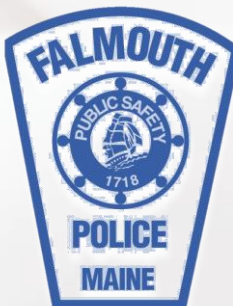
# Arrest Demographics

YEARS 2016-2019



# Use of Force Statistics

Year 2019					
<u>Date</u>	<u>Race</u>	<u>Gender</u>	<u>Age</u>	<u>Force Used</u>	<u>Incident</u>
2/7/2019	W	M	16	Taser Display	Aggravated Assault
2/8/2019	W	M	36	Compliance Technique	Burglary
2/21/2019	W	M	35	Compliance Technique	Assault on PO
2/24/2019	B	M	25	Display Firearm	Robbery
4/6/2019	W	M	22	Display Firearm	Robbery
5/8/2019	W	M	17	Compliance Technique	Threatening Officer w/Knife
5/14/2019	W	M	27	Compliance Hold/Baton	Aggravated Criminal Mischief
6/18/2019	W	M	61	Taser Display	OUI
7/17/2019	W	M	55	Compliance Technique	Aggravated Assault
8/1/2019	W	M	27	Compliance Technique	Assault on PO
8/8/2019	W	M	59	Compliance Technique	Burglary and DV Assault
8/17/2019	W	M	32	Display Firearm	OUI and Eluding an Officer
9/26/2019	W	M	40	Taser Deployment	Robbery
9/26/2019	W	M	18	Display Firearm	Crim. Threat w/Dangerous Weapon
10/21/2019	B	F	27	Compliance Technique	Criminal Trespass & Assault
12/7/2019	W	M	56	Display Firearm	Suicidal w/Knife



# Use of Force Statistics Continued

Year 2018					
<u>Date</u>	<u>Race</u>	<u>Gender</u>	<u>Age</u>	<u>Force Used</u>	<u>Incident</u>
3/10/2018	B	M	56	Display Firearm	Crim. Threat w/Dangerous Weapon
9/15/2018	W	M	30	Taser Deployment	Failing to Stop & Refusing to Submit to Arrest

Year 2017					
<u>Date</u>	<u>Race</u>	<u>Gender</u>	<u>Age</u>	<u>Force Used</u>	<u>Incident</u>
1/1/2017	W	F	25	Compliance Technique	Suicidal w/Knife
1/24/2017	W	M	60	Compliance Technique	Assault
2/5/2017	W	M	23	Displayed Firearm	Robbery
4/30/2017	W	F	25	Displayed Weapon	Failing to Stop & Refusing to Submit to Arrest
6/3/2017	W	M	31	Displayed Weapon	Failing to Stop/Criminal Speed/OUI



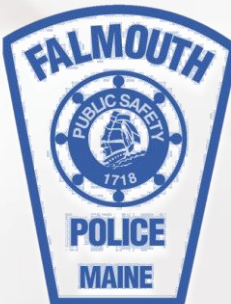
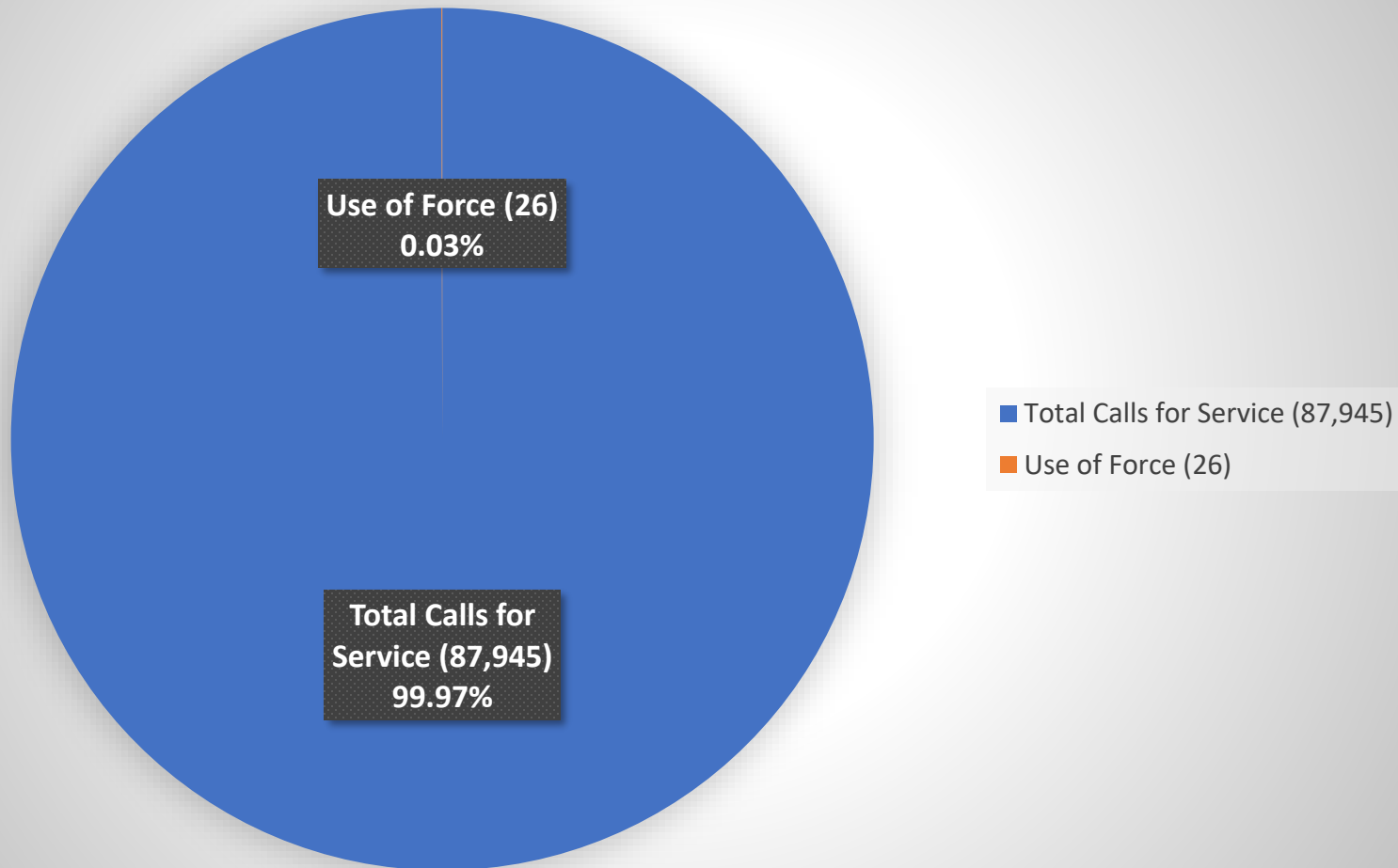
# Use of Force Statistics Continued

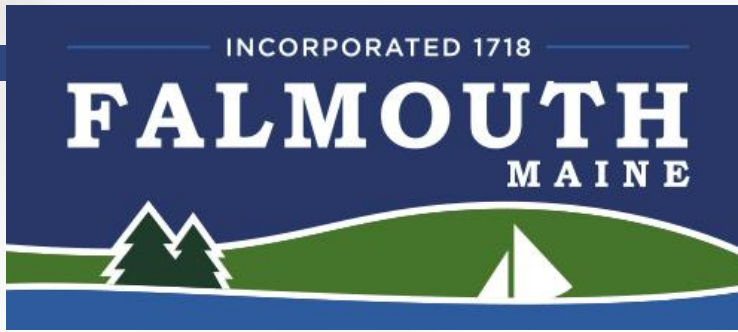
Year 2016					
<u>Date</u>	<u>Race</u>	<u>Gender</u>	<u>Age</u>	<u>Force Used</u>	<u>Incident</u>
6/25/2016	W	M	30	Compliance Technique	Refusing to Submit to Arrest
7/9/2016	W	M	35	Compliance Technique	Refusing to Submit to Arrest
8/7/2016	W	F	34	Compliance Technique	OUI & Refusing to Submit to Arrest



# Use of Force Percentage

YEARS 2016-2019





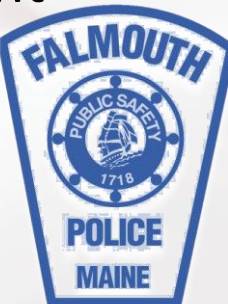
# What Does This Mean?

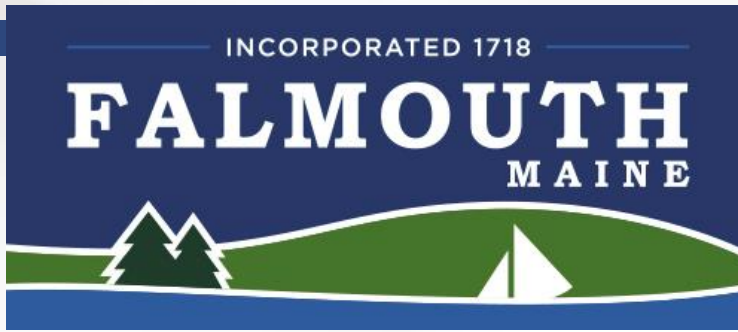
3.4% of all traffic stops made from 2016-2019 were of Black people.

4.5% of all arrests made from 2016-2019 were of Black people.

10% of all the instances of use of force from 2016 to 2019 were on Black people.

So, what now? Can we say the data indicates there is a problem? Can we claim that the data supports there are no issues? Or, does the data tell us we need more information and to continue monitoring and discussing Falmouth Police Department contacts with people who are identified as Black.



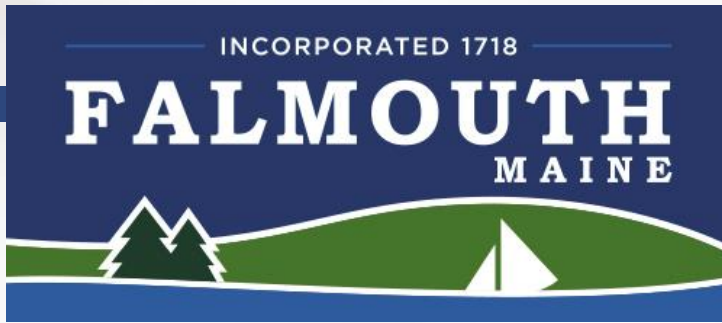


# What do we do next?

1. Gather public input this evening
2. Should the Town implement a plan to Improve data collection and analysis to provide more data to better identify issues, trends, and problems (the intent is to provide tools that will improve performance and outcomes).
3. Should the Town seek an independent review of Department policies and data as well as guidance on future data collection?
4. The Town is now sharing policing polices on the Town's website. Should the Town also post data to the website and are there other means to increase transparency?
5. Should the Town increase funding for training police officers and public education on racial bias and implicit bias?
6. Does the community see value in having SROs in the schools?
7. What else can or should we do or not do?







# Comments?

We want to hear from you.

Your thoughts, concerns, questions, and suggestions.

