

**CITY OF OCONOMOWOC POLICE DEPARTMENT
POLICIES & PROCEDURES**

DATE: December 7, 2020

HISTORY: August 14, 2002

SUBJECT: Post Deadly Force

POLICY NUMBER: 02-032

I. PURPOSE

The purpose of this policy is to protect the rights and interests of officers and citizens. In an effort to do so, the City of Oconomowoc Police Department shall maintain a follow-up procedure for all incidents involving the use of deadly force.

II. GENERAL

- A. Any incident involving the use of deadly force shall be investigated.
- B. Any employee(s) directly involved in an incident that involves the use of deadly force may be placed on Administrative Leave, without the loss of pay or benefits. The officer(s) will be assigned duties that do not require leaving the department if they are not placed on administrative leave.
- C. The department shall make all reasonable efforts to ensure that adequate emotional or psychological support is provided for the officer(s) involved. The department also encourages the family members of the officer(s) involved to participate in any subsequent counseling or debriefing sessions.

III. MEDIA INQUIRIES

- A. All media inquiries relative to an incident involving the use of deadly force shall be referred to the Chief of Police, Chief's designate or prepared media release.
- B. The employee(s) involved shall not discuss the incident with the media without the explicit permission of the Chief of Police or Chief's designate.
- C. In the event that a deadly force incident is investigated by an outside agency, all media requests shall be referred to that agency until notified otherwise.
- D. In order to not jeopardize or compromise the results of any investigation, any release of information concerning the incident shall be reviewed by the Department Administration prior to release.
- E. To ensure consistency, all releases shall be made through a formal press release.
- F. Identities of all parties involved or injured shall not be released until all appropriate notifications have been made.
- G. In the event that a deadly force incident results in serious or fatal injuries to an officer, family members shall be offered assistance with media inquiries.

IV. OFFICER RESPONSIBILITY

- A. Unless incapacitated, the officer(s) involved in the use of deadly force shall:
 - 1. Determine the physical condition of any injured person and request medical assistance as necessary.
 - 2. Notify the Communications Center of the incident.
 - 3. Protect duty weapon for examination.
 - 4. Remain at scene as required.
 - 5. Provide investigative information as required.
 - 6. Prepare statements and reports as required.
- B. Officers shall not discuss the incident with anyone, except Oconomowoc Police Department supervisors or investigative personnel. This excludes family members, legal counsel, representative or support personnel.
- C. Follow through with debriefing sessions or counseling as directed.
- D. In the event that the duty weapon is retained, the officer(s) shall be required to qualify with a replacement duty weapon as soon as possible.

V. SUPERVISORY RESPONSIBILITY

- A. Upon notification, immediately respond to the scene.
 - 1. Secure scene as appropriate.
 - 2. Ensure that all appropriate arrangements for medical assistance have been made.
- B. Request Dispatch to notify the following:
 - 1. Operations Captain
 - a. Upon notification, the Operations Captain shall be responsible for notifying the Chief of Police.
 - 2. Waukesha County Sheriff's Department
 - a. Request that they respond to conduct the investigation on Mutual Aid.
 - 3. On call Waukesha County District Attorney or Assistant.
- C. During any period of time where the officer(s) involved are required to remain at the scene, but has no immediate duties to fulfill, the officer(s) should be taken to a quiet area away from the scene of the incident. A peer or other supportive individual should remain with the officer(s) for as long as it is necessary.
- D. Only minimal preliminary questions should be asked about the incident. The officer(s) should be advised that more detailed information will be obtained at a later time.
- E. Inform officer(s) that they may seek legal counsel or have other representation present during any follow-up interviews.
- F. Ensure duty weapon is protected/retained as appropriate.
- G. The officer(s) should be encouraged to notify their family of the incident as soon as possible. If an officer is incapacitated, the supervisor shall arrange for family notification and arrange for their transportation to the hospital if necessary.
- H. Make arrangements for the officer to re-qualify with their duty firearm as soon as practical after the incident. In the event that the officer's duty weapon was retained, ensure that the officer qualifies with a replacement weapon.

VI. FOLLOW UP INVESTIGATION

- A. Upon completion of the investigation, the Chief of Police will appoint an individual to review the incident as it pertains to the policies and procedures of the City of Oconomowoc Police Department.

VII. ADMINISTRATIVE LEAVE

- A. Upon completion of an initial evaluation of a deadly force incident, a determination as to whether an officer(s) will be placed on Administrative leave shall be made by the Chief of Police.
 - 1. The duration of the leave shall be determined by the Chief of Police.
 - 2. Such leave will be without loss of pay or benefits.
- B. As a condition of being placed on Administrative Leave, at the direction of the Chief of Police, the officer(s) may be required to attend a debriefing session(s) with a specialist designated by the Department.
 - 1. The debriefing session(s) may include family members as appropriate.
 - 2. Any follow-up report provided by the designated specialist shall be considered as confidential.
 - 3. The content of any follow-up report provided to the department by the designated specialist shall be limited to the ability of the officer to return to work, and any recommendations for additional debriefing or counseling.
- C. Unless incapacitated, while on leave, the officer(s) involved shall make themselves available during normal business hours for official department interviews and statements, and shall be subject to being called back to duty at any time.

VIII. POST INCIDENT BRIEFINGS

- A. In order to minimize any inaccurate information concerning the incident, all department members shall be briefed as soon as practical.
- B. Following any deadly force incident resulting in death or great bodily harm, the department will schedule a debriefing session as soon as possible after the incident.

IX. EXCEPTIONS TO THIS POLICY MAY BE AUTHORIZED ONLY BY THE CHIEF OF POLICE

This policy is effective immediately
and will supersede any directives or understandings in conflict