

**LENOIR CITY COUNCIL  
TUESDAY, JUNE 16, 2020  
6:00 P.M.**

**PRESENT:** Mayor Joe Gibbons presiding. Councilmembers present were Todd Perdue, Ike Perkins, Jonathan Beal, Ben Willis and City Manager Scott Hildebran.

Staff present was Communications Director Joshua Harris.

**ABSENT:** Councilmember David Stevens.

**OTHERS PRESENT:** Brent Phelps, Police Chief and Kara Fohner, News-Topic.

**VIA TELECONFERENCE:** Participating via teleconference were Mayor Pro-Tem Crissy Thomas, Councilmember Ralph Prestwood, City Attorney T.J. Rohr and City Clerk Shirley Cannon.

Department Directors participating via teleconference were Donna Bean, Finance Director, Fire Chief Ken Hair, Recreation Director Kenny Story, Planning Director Jenny Wheelock, Economic Development Director Kaylynn Horn, Public Utilities Director Radford Thomas and Public Works Director Jared Wright.

**I. CALL TO ORDER**

- A. The meeting was opened by a moment of silence followed by the Pledge of Allegiance as led by Mayor Gibbons.

**EXPRESSION OF APPRECIATION:**

- B. On behalf of City Council, Mayor Gibbons thanked all Emergency Services Personnel (EMS), Fire and Police Department Staff along with the Sheriff's Department for all their hard work in keeping our community safe during this pandemic. Mayor Gibbons further expressed appreciation to all the doctors, nurses, health care workers, agencies, firefighters, police officers and City Staff who are working on the front lines during this crisis and asked everyone to keep them in their thoughts and prayers. Mayor Gibbons also reminded everyone to continue following the protocols of wearing masks, hand washing, and social distancing in order to be as safe as possible.

**II. MATTERS SCHEDULED FOR PUBLIC HEARINGS**

**DEFERRED; RESOLUTION; BLUE RIDGE HEALTHCARE**

- SYSTEM, INC.:** A. A public hearing was held to receive public comments regarding Blue Ridge Healthcare System, Inc.'s proposal by Resolution of tax exempt bonds (the "Bonds") that will be issued by the Public Finance Authority of the State of Wisconsin (the "Authority") for the benefit of Blue Ridge Healthcare System,

Inc. in order to refinance its existing debt (the 2010A Bonds and the 2016A Bonds) and finance improvements to its hospital facilities.

While all of the new improvements being financed are located in Burke County, as are most of the facilities to be refinanced, there is one counseling office location in Lenoir at 212 Mulberry Street that the acquisition of was financed by bonds that are now proposed to be refinanced. The proposed Bonds to be issued will not constitute a debt of the City of Lenoir nor will the City of Lenoir have any obligation to repay the debt. The City Council's consideration of this item is only required due to Federal Tax law as described in the submitted documentation.

Mayor Gibbons opened the public hearing to receive public comments regarding the proposed resolution by Blue Ridge Healthcare, Inc.

Mr. Allen K. Robertson, Attorney, Robinson Bradshaw, participated via teleconference and restated the purpose of this request is required in order to comply with the Federal Tax law. Mr. Robertson also shared the location in Lenoir was purchased around twenty years ago.

There being no further public participation, Mayor Gibbons closed the public hearing and asked Council for action.

City Manager Hildebran recommended that Council defer taking action until the Committee of the Whole meeting scheduled for Tuesday, June 23 in order to comply with the new state statute allowing citizens the opportunity to submit any written comments for 24 hours after the close of the public hearing.

Upon a motion by Councilmember Perdue, Council voted 6 to 0 to defer action for the proposal by Blue Ridge Healthcare System until the June 23 Committee of the Whole in order to comply with the new state guidelines for remote meetings as described above and as recommended by City Manager Hildebran. **Note:** Mayor Gibbons took a roll call of the votes due to Mayor Pro-Tem Crissy Thomas and Councilmember Ralph Prestwood participating via teleconference.

### III. CURRENT EVENTS UPDATE

#### PRESENTATION; POLICE CHIEF

**PHELPS:** A. Brent Phelps, Police Chief, presented a power point presentation on departmental policies in response to the ongoing "Eight Can't Wait" national campaign for police reform. Chief Phelps stated a meeting is scheduled with members of the local NAACP Executive Board on Thursday, June 18 at 6:00 p.m. at the Community Center to discuss the following information:

Chief Phelps explained the Department's following policies for City Council and the general public:

-Current Use of Force policy

- Current body cam policy
- Chokeholds and strongholds
- De-escalation
- Duty to intervene
- Warnings before shooting
- Alternatives before shooting
- Shooting at moving vehicles
- Use of force continuum
- Comprehensive Reports

(A copy of the power point presentation regarding Policy Discussion and a copy of the handout regarding the Department's response to the local NAACP and national concerns is hereby incorporated into these minutes by reference. Refer to pages 102-122).

Chief Phelps reported the Department's policy to ban chokeholds and strangleholds states "The use of vascular neck restraints by properly trained officers shall be considered a viable option when other methods of control and/or defense have failed or are diminished. A vascular neck restraint in no way should affect the airway of the suspect." Chief Phelps stated officers should have this policy in place in order to be safe.

In addition, Chief Phelps further reported the North Carolina League of Municipalities Risk Assessment is reviewing the issue of chokeholds and the Department will comply with their findings. Also, Chief Phelps explained it is not always realistic or practical in some instances for an officer to give a warning before firing their weapon and cautioned Council to be careful should they do a blanket policy because it may result in setting the Department up for failure.

Chief Phelps further explained that other officers are mandated by the federal law to intervene in a situation if necessary and stated the City of Lenoir has had this included in its policy for years.

Councilmember Perkins stated the Department is taking an excellent step regarding transparency and commended Chief Phelps and the Police Department for all they do to keep the community safe.

Next, Chief Phelps reported the Department encourages by policy and practice the use of de-escalation in dealing with members of the public. We routinely have de-escalation training for officers and send some officers to specific training sessions for de-escalation. The Department is working on having all officers attend the 40-hour Critical Incident Training (CIT) class. He emphasized the Department's practice is to always attempt to de-escalate situations and use of force is a last resort if possible.

In addition, Chief Phelps related the purpose of this technique is to allow an officer to control a resisting suspect without having to strike them with fists or

batons. This is a method for officers to use to attempt to stop a suspect without injuring them. This is an area of debate for our profession and the current climate in our country.

In addition, Chief Phelps reviewed the list of changes the “Eight Can’t Wait” campaign is seeking:

- Ban chokeholds and strangleholds
- Require de-escalation
- Require Warning before shooting
- Requires exhausting all alternatives before shooting
- Duty to intervene
- Ban shooting at moving vehicles
- Require use of force continuum
- Require comprehensive reporting

Chief Phelps stated a group of individuals held a week long peaceful protest across from the Lenoir Police Department which ended on Saturday, June 20. Chief Phelps stated that Staff was in agreement for him to address the group of protestors as they decided it should only be one person. He emphasized the Department did not want any contention, but instead wanted to allow the protestors the opportunity to have their rights and voices heard. However, he reported five additional officers patrolled the downtown streets during the week due to the department’s concern of outside groups possibly coming and joining in the protests.

Chief Phelps also commented that Officer James Moore spoke with the protestors with positive results. In addition, Chief Phelps clarified for Council the Department was never asked to take down the American flag, but stated he didn’t think that was an appropriate step the City should take because it may possibly create issues with other organizations.

Chief Phelps stated the Lenoir Police Department and Command Staff are always willing to discuss policy and procedures with anyone in the public. We are willing to present to any community groups, discuss our operations, and explain why we do what we do. He commented the Department believes that communication can foster understanding and understanding can improve relationships.

Councilmember Willis stated he has received several calls and e-mails from citizens complimenting the Police Department for all they do. Several other Councilmembers extended praise to the Department as well.

On behalf of City Council, Mayor Gibbons commended Police Chief Brent Phelps and Staff for their assistance during the peaceful protests that were held recently in downtown Lenoir in response to the tragic and unnecessary death of George Floyd that occurred in Minneapolis, Minnesota. Chief Phelps expressed appreciation of the community and local pastors for all of their support. Chief Phelps further commended Reverend James Wilfong who communicated with

the participants during the protests and whose presence assisted with the event being peaceful.

#### **IV. CONSENT AGENDA ITEMS**

- A. Upon a recommendation by City Manager Hildebran, the following Consent Agenda items were submitted for approval:
1. Minutes: Approval of the minutes of the City Council meeting of Monday, June 2, 2020 as submitted.
  2. Minutes: Approval of the minutes of the City Council Budget Work Session of Thursday, May 21, 2020 as submitted.
  3. Minutes: Approval of the minutes of the Committee of the Whole meeting of Tuesday, May 26, 2020 as submitted.

Upon a motion by Councilmember Willis, Council voted 6 to 0 to approve the above listed items on the Consent Agenda as recommended by City Manager Hildebran. **Note:** Mayor Gibbons took a roll call of the vote due to Mayor Pro-Tem Crissy Thomas and Councilmember Ralph Prestwood participating via teleconference.

#### **V. REQUESTS AND PETITIONS OF CITIZENS**

##### **COMMENTS; CHARLES SENF; LENOIR RESIDENT:**

- A. Mr. Charles Senf, Caldwell County resident, Hickory Hollow Lane, addressed City Council and read a statement listing his comments and thoughts on the recent death of George Floyd and how he believes police should respond to these types of action. Mr. Senf read a definition of manual strangulation from his statement along with a partial list of names of individuals who have lost their lives during police encounters.

##### **COMMENTS; WAYNE DOUGLAS; LENOIR RESIDENT:**

- B. Mr. Wayne Douglas, Ridge Street, addressed City Council regarding his belief that fireworks displays by the general public are illegal in North Carolina. Mr. Douglas referred to a letter he previously sent to City Council regarding why he believes selling fireworks to the public is illegal and how they should not be allowed to set them off in residential neighborhoods.

#### **VI. REPORTS OF BOARDS AND COMMISSIONS**

#### **VII. REPORT AND RECOMMENDATIONS OF THE CITY MANAGER**

- A. Items of Information

##### **LENOIR TOURISM DEVELOPMENT**

**AUTHORITY:** 1. The Lenoir Tourism Development Authority will conduct an electronic meeting on Thursday, June 18 at 4:00 p.m.

**LENOIR BUSINESS ADVISORY**

**BOARD:** 2. The Lenoir Business Advisory Board will conduct an electronic meeting on Thursday, June 18 at 6:00 p.m.

**CANCELLED; PLANNING**

**BOARD:** 3. The Planning Board cancelled its meeting of Monday, June 22. The next meeting is scheduled for Monday, July 27 at 5:30 p.m.

**COMMITTEE OF THE**

**WHOLE:** 4. The Committee of the Whole will conduct an electronic meeting on Tuesday, June 23 at 8:30 a.m. at City Hall, Third Floor, former Council Chambers.

**FOOTHILLS REGIONAL AIRPORT**

**AUTHORITY:** 5. The Foothills Regional Airport Authority will conduct an electronic meeting on Wednesday, June 24 at noon.

**HOLIDAY CLOSING:**

6. City offices will be closed on Friday, July 3 in observance of Independence Day. All City events are cancelled for July including the Fourth of July celebration and the fireworks events.

**CITY COUNCIL JULY**

**SCHEDULE:** 7. City Council will conduct one meeting in July on Tuesday, July 21 beginning at 6:00 p.m. at the City/County Chambers.

**B. ITEMS FOR COUNCIL ACTION**

**VIII. REPORT AND RECOMMENDATIONS OF THE CITY ATTORNEY**

**IX. REPORT AND RECOMMENDATIONS OF THE MAYOR**

**BOARD ANNOUNCEMENT; LENOIR TOURISM DEVELOPMENT**

**AUTHORITY:**

A. Mayor Gibbons announced Pam Pusteoska, General Manager, Hampton Inn and Suites, to be considered for appointment to the Lenoir Tourism Development Authority (LTDA). This appointment will be presented to Council for consideration of approval at the July 21 City Council meeting.

As information, Mayor Gibbons explained that members of this board have to be associated with businesses related to tourism and the collection of occupancy taxes.

**X. REPORT AND RECOMMENDATIONS OF COUNCIL MEMBERS**

**XI. ADJOURNMENT**

A. There being no further business, the meeting was adjourned at 7:13 p.m.

---

Shirley M. Cannon, City Clerk

---

Joseph L. Gibbons, Mayor



# **POLICY DISCUSSION**

**CHIEF BRENT PHELPS**

**JUNE 16, 2020**

# RECENT PROTEST AT DEPARTMENT

PHOTOS BY THE NEWS-TOPIC



# RECENT PROTEST AT DEPARTMENT

PHOTOS BY THE NEWS-TOPIC



# RECENT PROTEST AT DEPARTMENT

PHOTOS BY THE NEWS-TOPIC



# RECENT PROTEST AT DEPARTMENT

PHOTOS BY THE NEWS-TOPIC



# #8CANTWAIT

Recent events have led to a nationwide call for police departments to implement policy changes. #8CANTWAIT calls for the following policies:

1. BAN CHOKEHOLDS & STRANGLEHOLDS
2. REQUIRE DE-ESCALATION
3. REQUIRE WARNING BEFORE SHOOTING
4. REQUIRES EXHAUST ALL ALTERNATIVES BEFORE SHOOTING

# #8CANTWAIT

Continued ...

5. DUTY TO INTERVENE
  6. BAN SHOOTING AT MOVING VEHICLES
  7. REQUIRE USE OF FORCE CONTINUUM
  8. REQUIRE COMPREHENSIVE REPORTING
- 

# BAN CHOKEHOLDS & STRANGLEHOLDS

*OUR POLICY: “The use of vascular neck restraints by properly trained officers shall be considered a viable option when other methods of control and/or defense have failed or are diminished. A vascular neck restraint in no way should affect the airway of the suspect.”*

- The purpose of this technique is to allow an officer to control a resisting suspect without having to strike them with fists or batons. This is a method for officers in to use to attempt to stop a suspect without injuring them. This is an area of debate for our profession and the current climate in our country.

# REQUIRE DE-ESCALATION

- Our department encourages by policy and practice the use of de-escalation in dealing with members of the public. We routinely have de-escalation training for officers and send some officers to specific training sessions for de-escalation.
  - We have been working to have all our officers attend the 40 hour training class “CIT, which is Critical Incident Training.” Our practice is to always attempt to de-escalate situations and force is a last resort if possible.
- 

# REQUIRE WARNING BEFORE SHOOTING

*OUR POLICY :The force used by an Officer shall be the minimum degree reasonably necessary, under the circumstances at the time, to overcome the suspect's level of resistance. Officers shall never use more force than is reasonably necessary at the time to control a suspect.*

- Our use of force policy does not mandate a warning before an officer fires a weapon. Officers are encouraged to de-escalate and use other methods of control if reasonably necessary before using deadly force.

# **REQUIRES EXHAUST ALL ALTERNATIVES BEFORE SHOOTING**

- **Officers are trained to use other options first if reasonably necessary at the time. It is not practical or realistic to mandate that officers “exhaust all alternatives.”**
- **If we get to place where we do not allow Officers to protect themselves against acts of violence, we will have a hard time finding anyone to serve our communities as Law Enforcement Officers.**

# DUTY TO INTERVENE

*OUR POLICY: Officers of the Lenoir Police Department are required to intervene, if a reasonable opportunity exists, when they know that another Officer is using excessive force.*

- For more than two decades the law in almost every federal circuit has been clearly established that officers have a duty to intervene when unreasonable force is being used as long as it is apparent to the officer that unreasonable force is being used and there is an opportunity to safely intervene.

# BAN SHOOTING AT MOVING VEHICLES

*OUR POLICY: Firing at a moving vehicle is prohibited except where the immediate probability of serious injury or death exists for a police officer and/or for an innocent third party if the Officer does not do so. Before discharging a firearm at a moving vehicle, Officers must reasonably believe that the only immediate means of protecting themselves and/or an innocent third party is the use of deadly force.*

- If someone is using a moving vehicle as a weapon, officers may need to fire at the person and vehicle.

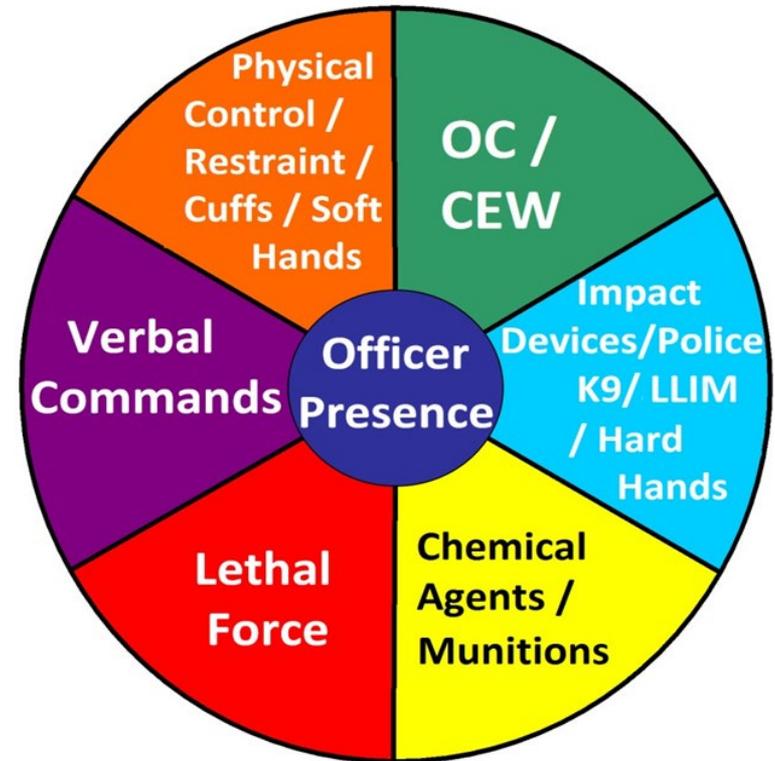
# REQUIRE USE OF FORCE CONTINUUM

*OUR POLICY: The Lenoir Police Department Use of Force Options Chart is a model to show the various use of force options available to trained Officers for the effective and reasonable control of suspect resistance, based upon suspects actions and the Officer's perception of threat."*

- LPD refers to a continuum as a Control Options Chart.

# CONTROL OPTIONS CHART

*OUR POLICY: The force used by an Officer shall be the minimum degree reasonably necessary, under the circumstances at the time, to overcome the suspect's level of resistance. Officers shall never use more force than is reasonably necessary at the time to control a suspect.*



# REQUIRE COMPREHENSIVE REPORTING

*OUR POLICY: When an Officer uses force, he/she will submit a Use of Force Report by the end of their next tour of duty.*

- Our Officers are required to report and document all incidents in which force was used. Reviews are done for the purpose of ensuring compliance with department policy and coaching for best practices.
- Our department requires officers to report pointing a firearm at a citizen, even if they do not discharge the weapon. This has been in our policy my entire 25 years at the Lenoir Police Department.

# QUESTIONS?

**The Lenoir Police Department Command Staff are always willing to discuss policy and procedures within anyone in the public. We are willing to present to any community groups, discuss our operations, and explain why we do what we do.**

**We believe that communication can foster understanding, and understanding can improve relationships. 828-757-2100.**



*Brent Phelps*  
Chief

# CITY OF LENOIR POLICE

1035 West Avenue NW  
Lenoir, NC 28645  
828-757-2100



*Scott Hildebran*  
City Manager

To: City Manager Scott Hildebran  
From: Chief Brent Phelps  
Ref: Information for response to local NAACP and national concerns.

These are the items I will be discussing with our local NAACP executive board on Thursday June 18<sup>th</sup>, at the Community Center.

- **Current Use of Force policy** – Our use of force policy is always being evaluated for best practices and current legal rulings. The department’s last revision was March 1<sup>st</sup>, 2020. The policy is 21 pages in length and covers a multitude of areas to include deadly and non-deadly force, excess force, duty to intervene if officers are using excess force, and mandated reporting if force is used.
- **Current body cam policy** – Our Body-Worn Camera policy has been in place since March 5<sup>th</sup>, 2015. The policy is 8 pages in length and covers mandated use and defines special circumstances for non-use of this equipment. Since the implementation, BWC’s have become an invaluable tool for the members of our department. We do train and coach officers with the use of our captured footage. However, this tool has been priceless in capturing the specific events for court and dealing with complaints from the community. Overwhelmingly this tool has helped show that our officers are acting as professional law enforcement officers. I cannot imagine being a Chief without this tool.
- **Chokeholds and strongholds** – The department’s use of force policy does not approve of chokeholds as an approved practice. The department does allow for properly trained officers the use of vascular neck restraint. Our policy states, *“The use of vascular neck restraints by properly trained officers shall be considered a viable option when other methods of control and/or defense have failed or are diminished. A vascular neck restraint in no way should affect the airway of the suspect.”* The reasoning for this technique is to allow an officer to control an actively resisting suspect without having to use fist or batons in striking. This is a tool for officers in attempts to not injure a resisting suspect but stopping their actions.
- **De-escalation** – Our department encourages by policy and practice the use of de-escalation in dealing with members of the public. We routinely have de-escalation training for officers and send some officers to specific training sessions for de-escalation. We have been working to have all our officers attend the 40 hour training class “CIT, which is Critical Incident Training.” Our practice is to always attempt to de-escalate situations and force is a last resort if possible.
- **Duty to intervene** - Our use of force policy specifically states *“Officers of the Lenoir Police Department are required to intervene, if a reasonable opportunity exists, when they know that another Officer is using excessive force.”*

- **Warnings before shooting** - Our use of force policy does not mandate a warning before an officer fires a weapon. With that being said, throughout our policy and practices, officers are encouraged to de-escalate and use other methods of control if reasonably necessary before using deadly force. Our policy states, *“The force used by an Officer shall be the minimum degree reasonably necessary, under the circumstances at the time, to overcome the suspect’s level of resistance. Officers shall never use more force than is reasonably necessary at the time to control a suspect.”*
- **Shooting at moving vehicles** – Our policy specifically addresses shooting at moving vehicles. It states, *“Firing at a moving vehicle is prohibited except where the immediate probability of serious injury or death exists for a police officer and/or for an innocent third party if the Officer does not do so. Before discharging a firearm at a moving vehicle, Officers must reasonably believe that the only immediate means of protecting themselves and/or an innocent third party is the use of deadly force.”*
- **Use of force continuum / How many levels are in the continuum?** - Our policy does not refer to a use of force continuum. We refer to a continuum as a Control Options Chart. Our policy states, *“The Lenoir Police Department Use of Force Options Chart is a model to show the various use of force options available to trained Officers for the effective and reasonable control of suspect resistance, based upon suspects actions and the Officer’s perception of threat.”* It further states, *“The force used by an Officer shall be the minimum degree reasonably necessary, under the circumstances at the time, to overcome the suspect’s level of resistance. Officers shall never use more force than is reasonably necessary at the time to control a suspect.”* There are seven different categories in the Lenoir Police Department Control Options Chart to include: Officer Presence, Verbal Commands, Physical Control/Restraint/Cuffs/Soft Hands, OC/CEW, Impact Devices/Police K9/LLIM/Hard Hands, Chemical Agents/Munitions, and Lethal Force. I will provide a copy of this chart to view.

**Are knee-holds acceptable in the use of force continuum?** - Our policy does not specifically discuss knee-holds. Our defense tactics instructors teach officers the proper methods in controlling suspects, and at no point do or have our officers been taught to put a knee on a suspect’s neck area. In the basic law enforcement training lesson plans, it does go over using an officer’s knee in handcuffing a suspect in the prone position to control the arms and body of a suspect. Officers are shown how to place a knee across the torso of a suspect, but again; not the neck.

- **How officers report force** - Our Officers are required to report and document all incidents in which force was used. Our policy states, *“When an Officer uses force, he/she will submit a Use of Force Report by the end of their next tour of duty.”* The reviews are done for the purpose of ensuring compliance with department policy and coaching for best practices. Clarification questions may be asked and additional information/corrections documented on supplemental reports. However, supervisors are not to dictate documentation of use of force incidents to their subordinates. Our department requires officers to report pointing a firearm at a citizen, even if they do not discharge the weapon. This has been in our policy my entire 25 years at the Lenoir Police Department.

- **Officer Accountability: What structure does the Lenoir Police Department follow?** – Our department structure is set up from a Patrolman I to the Chief of Police. Officers are to address concerns and issues to their immediate supervisors in the command structure. Our department’s core principles are Courage, Character, and Accountability. We define Accountability in holding ourselves and our colleagues to an unimpeachable standard of professional behavior and service. These core principles are the fabric of our department and I contend our profession. We will make mistakes, mostly because we are human beings and due to the fact that our men and women are processing information and making split second life and death decisions. Our department can teach and coach each other when mistakes happen, however we will not accept or tolerate intentional acts of misconduct.
- **Does Lenoir use federal grant money to purchase military-grade equipment?** – We do receive some federal funds for ballistic vests for officers on an annual basis. The only “military-grade” pieces of equipment that our department uses on a normal basis are the two armored vehicles we have thru the NC LESS program. These vehicles provide a level of protection for our officers in certain situations which allow us to better serve our community. We typically use them on search warrants where there is known information that the individuals are armed. They also give us the ability approach locations during hostage type situations and provide a safer way to transport citizens that may be in harm’s way. They can also be used as a rescue vehicle during times of flooding.
- **Thoughts on militarization, no-knock raids** – Civilian police work should not be compared to the military. Where there are some similarities with rank structure, the practices in war time settings are not practices for professional civilian police work. No-Knock raids are predominantly prohibited by state and federal law. There are some exceptions in which extreme danger would exist to the officers if an announcement was made, however legal guidance and professional policing practices all strongly caution against the use of No-Knock raids. In my 25 years of experience in Law Enforcement, I have never participated in a planned No-Knock Raid. These should only be used in extreme situations.
- **Officers responding to mental health crisis** – Our officers have received training in dealing with special populations during annual in-service training. We also are attempting to get all of our officers CIT trained. The CIT certification course is a 40 hour training session which specifically helps officers to know community resources and gives them individual tools in dealing with individuals in a mental health incident. We currently have 50% of our officers that have attended training. This is one of the areas that Law Enforcement has been tasked to deal with that is not necessarily in our area of responsibility. This is a community problem that we have to help address. But at the end of the day, it is not a criminal matter most of the time.

A nationwide campaign attempting to bring change has been called “the 8 that can’t wait.” The areas this campaign is asking for change are the following:

- **Ban Chokeholds and Strangleholds** – I have addressed above what our policy states with this area. This is an area of debate for our profession and the current climate in

our country. The leadership team and I will be reviewing and researching to improve our wording of this practice in policy or potentially removing from policy depending on our information we gather. I will make the overall decision in what is the right call for our department and community at this present time.

- **Require De-Escalation** - This is addressed above.
  
- **Require Warning before Shooting** – This is addressed above.
  
- **Requires exhaust all alternatives before shooting** – As a part of training and professional police practices, officers are trained to use other options first if reasonably necessary at the time. It is not practical or realistic to mandate this for officers. If this was in place, it has the potential to cause citizens and officers to be severely injured up to death. If we as a society get to the place in which we do not allow Officers to protect themselves against the acts of violence they experience, we will have a hard time finding anyone to serve our communities as Law Enforcement Officers.
  
- **Duty to Intervene** – This is addressed above.
  
- **Ban Shooting at moving Vehicles** – This is addressed above with the specific wording in our policy. We do have to give officers the ability to evaluate the totality of the circumstances in the area.
  
- **Require Use of Force Continuum** – This is addressed above.
  
- **Require comprehensive reporting** – This is addressed above.