

Wheat Ridge Police Department

Use of Force

Use of Force: 25-F-0010

Case Type:	Use of Force	Case #:	25-F-0010	Report #:	WR25-003531
Call Type:	Criminal Trespass	Incident Date:	5/6/2025	Time:	00:42
Origin:	Call for Service	Date Reported:	5/7/2025	Time:	00:21
Location:	Valero				
Address:	3201 Wadsworth BLVD; Wheat Ridge, CO 80033				
Location1:	East	Location2:	2	Location3:	Location4:
Status:	Closed				Date Closed: 9/10/2025

Details

[REDACTED]

Employee

Employee: Bowdre, Carlos **Employee ID:** [REDACTED]
Supervisor At Incident: [REDACTED] **Supervisor ID:** [REDACTED]
Rank: PO **Position:** PO **Shift:** 3

Back-up
Justified

Control and Compliance

No

No

Subdued

:

Employee: [REDACTED] Employee ID: [REDACTED]
Supervisor At Incident: [REDACTED] Supervisor ID: [REDACTED]
Rank: PO Position: PO Shift: 3

Primary

Justified

Control and Compliance

No

No

Subdued

:

Employee: [REDACTED] Employee ID: [REDACTED]
Supervisor At Incident: Watson, Jamie Supervisor ID: [REDACTED]
Rank: PO Position: PO Shift: 2

Employee: [REDACTED] Employee ID: [REDACTED]
 Supervisor At Incident: Bowman, John Supervisor ID: [REDACTED]
 Rank: PO Position: PO Shift: 1

Notes:	Updated 6/17/2025 4:24:25 PM by 5353 [Hunt, Lucas]		
Group Assigned To:	Chief/Division Chief	Employee Assigned To:	Kellogg, Eric
Role:	Review and Recommendations	Employee Assigned By:	Hunt, Lucas
Date Assigned:	6/17/2025	Due Date:	6/24/2025
Completion Date:	6/30/2025	Recommendation:	Forward for Review

Notes: Updated 6/17/2025 4:24:48 PM by 5353 [Hunt, Lucas]
Group Assigned To: Chief/Division Chief **Employee Assigned To:** Murtha, Christopher
Role: Final Review **Employee Assigned By:** Kellogg, Eric
Date Assigned: 5/23/2025 **Due Date:** 6/22/2025
Completion Date: 5/30/2025 **Recommendation:** Follow up Needed

Notes:
Group Assigned To: Administrators **Employee Assigned To:** Sailor, Elizabeth
Role: Review and Recommendations **Employee Assigned By:** Wardell, Anthony M
Date Assigned: 5/7/2025 **Due Date:** 5/21/2025
Completion Date: 5/13/2025 **Recommendation:** Forward for Review

Notes: Updated 5/13/2025 2:21:21 PM by 3767 [Sailor, Elizabeth]

This case has been tracked to DC Kellogg for review and recommendations.

B. Sailor 03-1
Group Assigned To: Administrators **Employee Assigned To:** Simpson, John
Role: Investigator **Employee Assigned By:** Murtha, Christopher
Date Assigned: 6/5/2025 **Due Date:** 7/5/2025
Completion Date: 6/12/2025 **Recommendation:** Forward for Review

Notes:
Group Assigned To: Sergeant **Employee Assigned To:** Wardell, Anthony M
Role: Initiation Report **Employee Assigned By:** Wardell, Anthony M
Date Assigned: 5/7/2025 **Due Date:**
Completion Date: 5/7/2025 **Recommendation:** Justified

Notes: Updated 5/7/2025 1:30:51 AM by 5073 [Wardell, Anthony M]

Action Taken

Action:
Suspension Hours: **Start Date:**
Due Date: **Action Date:**
Action Type: **Order Number:**
Hearing Date: **Time:**
Notes:

Notification

Exhibit

Type: Correspondence **Description:** Appeal Letter from Attorney
Date: 8/12/2025 **Number:** EX 40
Location:
Link: Item stored in the Database.
Notes: Updated 8/12/2025 11:22:10 AM by 4541 [Simpson, John]

Type: Correspondence **Description:** Bowdre - Appeal Determination
Date: 9/10/2025 **Number:** EX 41
Location:
Link: Item stored in the Database.
Notes:

Type: Correspondence **Description:** Bowdre - Form 13B
Date: 9/10/2025 **Number:** EX 42
Location:
Link: Item stored in the Database.
Notes:

Type: Correspondence **Description:** Bowdre - Garrity Advisement
Date: 6/6/2025 **Number:** EX 8
Location:
Link: Item stored in the Database.
Notes:

Type: Correspondence **Description:** Bowdre - Notice of Admin Leave
Date: 6/6/2025 **Number:** EX 6
Location:
Link: Item stored in the Database.
Notes:

Type: Correspondence **Description:** Bowdre - Notice of Investigaiton
Date: 6/6/2025 **Number:** EX 7
Location:
Link: Item stored in the Database.
Notes:

Type: Correspondence **Description:** [REDACTED] - Garrity Advisement
Date: 6/6/2025 **Number:** EX 23
Location:
Link: Item stored in the Database.
Notes:

Type: Correspondence **Description:** [REDACTED] - Notice of Investigation
Date: 6/6/2025 **Number:** EX 22
Location:
Link: Item stored in the Database.

Notes: Updated 6/6/2025 9:31:53 AM by 4541 [Simpson, John]

Type: Correspondence **Description:** Email exchange with Attorney

Date: 7/22/2025 **Number:** EX 37

Location:

Link: Item stored in the Database.

Notes:

Type: Correspondence **Description:** Email from Deputy [REDACTED]

Date: 6/10/2025 **Number:** EX 28

Location:

Link: Item stored in the Database.

Notes:

Type: Correspondence **Description:** Email with DDA [REDACTED]

Date: 6/11/2025 **Number:** EX 25

Location:

Link: Item stored in the Database.

Notes:

Type: Correspondence **Description:** Extension Memo #2

Date: 7/22/2025 **Number:** EX 38

Location:

Link: Item stored in the Database.

Notes: Updated 7/22/2025 4:05:35 PM by 3767 [Sailor, Elizabeth]

Extension Memo attached as an exhibit (Ex 38).

B. Sailor 03-1

Type: Correspondence **Description:** [REDACTED] - Garrity Advisement

Date: 6/6/2025 **Number:** EX 17

Location:

Link: Item stored in the Database.

Notes:

Type: Correspondence **Description:** [REDACTED] - Notice of Investigation

Date: 6/6/2025 **Number:** EX 16

Location:

Link: Item stored in the Database.

Notes:

Type: Correspondence **Description:** Notice of Disciplinary Action Being Considered

Date: 7/10/2025 **Number:** Ex 35

Location:

Link: Item stored in the Database.

Notes: Updated 7/10/2025 6:41:12 PM by 3767 [Sailor, Elizabeth]

Notice of Disciplinary Action Being Considered attached as an exhibit (Ex 35).

B. Sailor 03-1

Type: Correspondence
Date: 9/11/2025
Number: EX 43
Description: POST Request
Location:
Link: Item stored in the Database.
Notes:

Type: Correspondence
Date: 6/6/2025
Number: EX 20
Description: [REDACTED] - Garrity Advisement
Location:
Link: Item stored in the Database.
Notes:

Type: Correspondence
Date: 6/6/2025
Number: EX 19
Description: [REDACTED] - Notice of Investigation
Location:
Link: Item stored in the Database.
Notes: Updated 6/6/2025 9:30:17 AM by 4541 [Simpson, John]

Type: Evaluation
Date: 6/12/2025
Number: EX 31
Description: Bowdre ACT Test Part 1
Location:
Link: Item stored in the Database.
Notes:

Type: Evaluation
Date: 6/12/2025
Number: EX 32
Description: Bowdre ACT Test Part 2
Location:
Link: Item stored in the Database.
Notes:

Type: Extension Request
Date: 6/6/2025
Number: EX 33
Description: Extension Request
Location:
Link: Item stored in the Database.
Notes:

Type: Letter
Date: 6/30/2025
Number: EX 34
Description: Notice of Disciplinary Action - Signed
Location:
Link: Item stored in the Database.
Notes:

Type: Memorandum
Description: Bowdre Memo

Date: 5/7/2025 **Number:** EX 1

Location:

Link: Item stored in the Database.

Notes: Updated 5/7/2025 12:39:40 AM by 5073 [Wardell, Anthony M]

Type: Memorandum **Description:** [REDACTED] Memo

Date: 5/7/2025 **Number:** EX 2

Location:

Link: Item stored in the Database.

Notes: Updated 5/7/2025 12:40:01 AM by 5073 [Wardell, Anthony M]

Type: Memorandum **Description:** Final Disciplinary Action

Date: 8/4/2025 **Number:** EX 39

Location:

Link: Item stored in the Database.

Notes: Updated 8/4/2025 5:11:43 PM by 4541 [Simpson, John]

Type: Memorandum **Description:** Letter from Attorney

Date: 7/22/2025 **Number:** EX 36

Location:

Link: Item stored in the Database.

Notes:

Type: Photograph

Description: [REDACTED]

Date: 6/6/2025 **Number:** EX 10

Location:

Link: Item stored in the Database.

Notes:

Type: Photograph

Description: [REDACTED]

Date: 6/6/2025 **Number:** EX 11

Location:

Link: Item stored in the Database.

Notes:

Type: Photograph

Description: [REDACTED]

Date: 6/6/2025 **Number:** EX 12

Location:

Link: Item stored in the Database.

Notes:

Type: Photograph

Description: [REDACTED]

Date: 6/6/2025 **Number:** EX 13

Location:

Link: Item stored in the Database.

Notes:

Type: Photograph

Description: [REDACTED]

Date: 6/6/2025 **Number:** EX 14

Location:

Link: Item stored in the Database.

Notes:

Type: Photograph

Description: [REDACTED]

Date: 5/7/2025

Number: EX 4

Location: Evidence.com

Link:

Notes: Updated 5/7/2025 12:40:49 AM by 5073 [Wardell, Anthony M]

Type: Photograph

Description: [REDACTED]

Date: 6/6/2025

Number: EX 15

Location:

Link: Item stored in the Database.

Notes:

Type: Police Report

Description: Niche Report

Date: 5/7/2025

Number: EX 5

Location:

Link: Item stored in the Database.

Notes: Updated 5/7/2025 1:29:02 AM by 5073 [Wardell, Anthony M]

Type: Training

Description: 2023-2 Academy ACT Lesson Plan

Date: 6/11/2025

Number: EX 29

Location:

Link: Item stored in the Database.

Notes:

Type: Training

Description: 2023-2 Academy ACT Training Manual

Date: 6/11/2025

Number: EX 30

Location:

Link: Item stored in the Database.

Notes:

Type: Training

Description: Academy Firearms Day 15

Date: 6/11/2025

Number: EX 26

Location:

Link: Item stored in the Database.

Notes:

Type: Training

Description: Academy Firearms Day 16

Date: 6/10/2025

Number: EX 27

Location:

Link: Item stored in the Database.

Notes:

Type: Transcription

Description: Bowdre Interview

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Updated 5/12/2025 7:25:21 PM by 3767 [Sailor, Elizabeth]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

B. Sailor 03-1

Updated 5/23/2025 12:07:37 PM by 6220 [Kellogg, Eric]

I have reviewed the [REDACTED] and documentation associated with this case. The suspect was

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

E. Kellogg 23-5

Updated 6/5/2025 3:34:35 PM by 4541 [Simpson, John]

Wednesday, May 28th, 2025

I was assigned this case for follow up by Chief Murtha.

Thursday, May 29th, 2025

Division Chief Kellogg and I met with Officer Bowdre at the Wheat Ridge Police Department. Officer Bowdre was provided with a notice of investigative leave memorandum and advised he would be placed on paid administrative leave. This memorandum was uploaded as EX 6. Division Chief Kellogg notified IT to suspend Officer Bowdre's access to the city network.

I advised Officer Bowdre that I would plan on interviewing him Saturday morning if that time worked for him. Officer Bowdre advised this would work.

I spoke with [REDACTED] for the 1st Judicial District. I advised [REDACTED] about Officer Bowdre and other Officers conduct on this call. [REDACTED] advised that she did not believe charges were appropriate against the officers. [REDACTED] explained that the DAs Office would not have a reasonable likelihood of conviction at trial which is their standard for pursuing a criminal case.

Friday, May 30th, 2025

I confirmed with Officer Bowdre via text message that I would meet him at the Wheat Ridge Police Department at 1100 hours on Saturday.

Saturday, May 31st, 2025

I check my work phone Saturday morning and saw that Officer Bowdre had sent me a text on Friday evening asking for a copy of his UOF (Use of Force) memorandum. I responded to him and advised him that since the investigation is active and ongoing, I would not be releasing anything to him at this time. Officer Bowdre advised that it was fine and that he had meant to just have a copy to read, not to keep.

I met Officer Bowdre in the lobby of the Wheat Ridge Police Department at approximately 1050 hours. I brought Officer Bowdre to the upstairs investigations interview room where I conducted a recorded interview with him.

Officer Bowdre was provided with a written notice of investigation (EX 7) and given a Garrity Advisement EX 8). The interview was recorded on my [REDACTED] and the two interview room cameras. All three videos were uploaded to evidence.com and marked as a PSU

was the course of fire for Day 16 of Academy Firearms (EX 28)

Below is a portion of Deputy [REDACTED] email to me:

"...On the Day 15 file we discuss the two methods of contact shots (two handed and one handed) but only practice the two handed method live fire. On day 16 we practice the one handed method using simunition rounds and guns. We use sims because there is a greater risk of injury with the one handed method using live rounds.

In terms of any other supporting documentation, there really isn't any form of script or bullet points that we created on what we tell the recruits. We work off the POST manual firearms program. The POST manual calls them "contact wounds." The POST manual says:

2. Contact wound considerations

a. Reasons for a contact wound

(1) To end a violent, hands on fight, for example a suspect wrestling with another officer and Deadly Force is justified to end the fight.

(2) Suspect is on top of you and Deadly Force is justified to end the fight.

(3) Others

b. Issue with the slide of an auto pistol being pushed out of battery.

(1) Shooter can use support hand to hold the slide in battery and fire one round. Malfunction should be immediately cleared.

(2) Shooter can use thumb of strong hand pressed against the back of the slide (striker fired pistols only) to hold the slide in battery and fire one round. Malfunction should be cleared immediately.

(3) Weapons mounted lights can be used to create an "off set" to keep the slide from being pushed out of battery.

This can be found in the current POST manual "Program and Instructor Programs February 2025_0" page E-196

We discuss how to do each method and when it might be appropriate to use a contact shot.

We practice the method dry before practicing with live rounds

.

What we tell the recruits:

Contact shots should only be used in extreme situations. Typically when fighting with the suspect over the gun, or if normal shooting creates a greater, more substantial risk to others (i.e. suspect in extremely close proximity with others, back drop or field of fire concerns).

While contact shots may be legally justified, we caution recruits that they should heavily weigh the totality of the circumstances when choosing to perform a contact shot over normal forms of shooting. We tell them that using a contact shot will require an extra level of justification and articulation on top of the articulation of the use of deadly force. Recruits are told that they will also be required to articulate why they chose a contact shot over other acceptable methods of use of force. We start by reminding them that pressing the gun into a surface will most likely press the slide out of battery. Therefore we must handle the gun in such a way to force the slide to stay in battery through trigger manipulation. We also emphasize that a contact shot will create a malfunction because holding the slide will prevent the ejection of the fired casing. We practice and tell the recruits that after performing a contact shot they should follow up with an immediate action malfunction clearance and reassess whether continued force is needed.

Two handed method: Situation will dictate which hand the gun is in. In one hand, the hand

will be on the grip as normal. With the other hand, grip over top the slide very similar to normal slide operation (racking the slide). The shooter should push the slide away from their body while at the same time pulling the frame toward their body, forcing the gun to stay in battery. Maintain this counter pressure on the gun through the shot. Press the trigger and follow up the shot with an immediate action clearance while disengaging from the threat. Reassess for the need of continued force.

One handed method: Again situation will dictate which hand the gun is in. Hold the gun on the grip as normal. Overlap the thumb over the grip's beavertail and press on the end plate of the slide. Forcing the slide to stay in battery. Press the trigger and follow up the shot with an immediate action clearance while disengaging from the threat. Reassess for the need of continued force..."

Wednesday, June 11th, 2025

I spoke to Deputy [REDACTED] with the Jefferson County Sheriff's Office [REDACTED]. Deputy [REDACTED] is currently assigned to the Jefferson County Regional Academy.

I asked Deputy [REDACTED] if he could send me the ACT manual and lesson plan from the July 2023 Academy and was specifically interested in anything about prone control/handcuffing as well as cover officer weapons handling/placement. Deputy [REDACTED] advised he would send me the lesson plan as well as the ACT Student Manual from that academy class.

Deputy [REDACTED] also advised me that sometime around that Academy class, possibly before, there was an instructor who had potentially taught something about placing a gun to a suspects head and/or body. Deputy [REDACTED] advised that this had been corrected but that the former Academy Director, JCSO Commander [REDACTED], would have more details. I called and left a message for Commander [REDACTED] requesting he call me.

Shortly after this, I recieved an email from Deputy [REDACTED] with the 2023-2 Academy ACT Lesson Plan (EX 29) and the 2023-2 Academy ACT training manual (EX 30).

I reviewed the lesson plan and saw that Class 5 dated September 14th, covered prone control. Out of this portion of the lesson plan, I found the following information relevant to this investigaiton:

1. "This positional tactic is used for that high level of known risk where you can articulate the suspect is armed with a dangerous weapon"
2. "Proper Approach" - "Have a cover officer with lethal force (or Taser if appropriate)"

I did not find any additional information in this lesson plan about muzzle orientation for the cover officer or positioning of the cover officer.

I reviewed the 2023-2 Academy ACT Training Manual and found the following information relevant to this investigation:

- Page 8: "It will be the responsibility of each individual recruit to know his or her

department's policy and procedure that is applicable to this block of training. Areas of policy within departments that may be explored during ACT include, but are not limited to: Definitions, Use of Force, Deadly Force, Chemical Agents, Impact weapons, Taser, Less lethal force, Reporting use of force, Prisoner arrest and/or transport, Administrative reviews. Each recruit should make every effort to have these policies on hand and available for discussion during lectures and mat time."

- Page 13: Discusses the importance of controlling yourself, the subject, and the situation

- Page 14: Discusses that force must be reasonable and appropriate.

- Page 15-16: Discusses emotional considerations of officer and suspect that may interfere with clear thinking as well as compensating behaviors that come about from a lack of confidence.

- Page 22-26: Discusses use of force options and excessive force

- Page 28: Discusses De-escalation of force and *Graham v Connor*

- Page 31: Defines Cover Officer and responsibilities

- Page 32: Positioning of Officers "The cover officer should have an unobstructed view of the contact officer and his actions throughout the encounter. Utilization of the best cover while still permitting quick intervention to the cover officer is the best option. It is vital that the cover officer not leave his position unless it becomes obvious the contact officer is in imminent danger of losing a struggle with a subject. If there are other suspects present, the cover officer should radio for additional assistance as he goes to his partner's aid. The cover officer must position himself to attain a clear line of fire should it become necessary to defend himself and the contact officer with gunfire. The cover officer should avoid a crossfire situation. The contact officers should avoid blocking his or her covering partner's line of sight or fire throughout the contact. The contact officer is also responsible for calling for additional assist units if it appears that more help is required. If either officer becomes aware of a weapon, it is his responsibility to quickly notify the other officer by yelling "gun" and to physically intervene or draw a weapon and use the appropriate amount of force."

- Page 52: Prone Control: "Prone control affords you the most protection prior to approaching the suspect. This method should be used in high-risk situations where you know or suspect a gun to be involved. You should order additional suspects into a prone position if another officer takes a suspect down during a pat-down search, or if an officer is in a struggle with a suspect. You should not attempt to handcuff a proned out suspect without a cover officer unless it is absolutely necessary or unavoidable. Use a cover officer while you handcuff. The officer who is cuffing holsters his gun. It is up to the cover officer to provide cover and lethal force if necessary..

I called Deputy [REDACTED] and asked if he had Officer Bowdre's ACT tests. Deputy [REDACTED] advised he did and that he would email me two PDFs which covered Part 1 (EX31) and Part 2 (EX32) of the test. Deputy [REDACTED] told me that it appeared that Officer Bowdre failed his ACT test but that their excel sheet which tracks all academy grades showed he got an 80%. Deputy [REDACTED] advised he would reach out to Lakewood IT to see if they could locate the passing tests somewhere in PowerDMS. Deputy [REDACTED] told me that he thought he was unable to search for the passing tests because he did not have the correct access level.

Thursday, June 12th, 2025

I called Commander [REDACTED] again and did not receive an answer.

I was able to contact JCSO Deputy [REDACTED] who was the academy coordinator from

November of 2018 until December of 2024.

Deputy [REDACTED] told me that Deputy [REDACTED] had told him what I had requested. Deputy [REDACTED] told me the following:

- He remembers Officer Bowdre because his spelling on tests was "atrocious"
- He had graded Officer Bowdre's ACT tests and knows that Officer Bowdre had passed the ACT tests.
- There are two portions to the single ACT test, one portion is short answer and one portion is multiple choice.
- The multiple-choice test is graded in PowerDMS and PowerDMS showed that Officer Bowdre "failed" because it graded this multiple-choice portion as the only portion of the ACT test and did not include the short answer portion that had to be manually graded.
- This is why Deputy [REDACTED] reported that Officer Bowdre had "failed" the ACT test
- In reality, when the short answer portion was manually scored and combined with the Multiple Choice portion, Officer Bowdre had scored an 80 and passed the test
- He would not just "push" Officer Bowdre through
- He had failed other students on the test and made them retake it

I asked Deputy [REDACTED] about the information about an instructor teaching or talking about putting a gun to someone's head during an arrest. Deputy [REDACTED] told me the following:

- This incident had occurred in either 2019 or 2020 and was well before Officer Bowdre was in the academy
- The incident of this being "taught" occurred either during vehicle contacts training or the in-progress calls training
- It was never taught during ACT and several recruits brought it to the attention of Academy Staff
- The academy staff met with instructors to ensure this was not taught and then spoke to the entire class of recruits to ensure this was not a valid technique
- He knows for certain that Officer Bowdre was never taught to place a gun to a subject's head during an arrest.

Case tracked to CDR Hunt for Review and Recommendations.

Simpson 10-6

Updated 6/16/2025 9:06:07 AM by 5353 [Hunt, Lucas]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

his case is being forwarded to Division Chief Kellogg for review and recommendations.

L. Hunt 18-8

Updated 6/23/2025 11:12:52 AM by 4541 [Simpson, John]
Monday, June 23rd, 2025

I received a phone call from Commander [REDACTED] who told me the following:

- He was the Academy Director from [REDACTED]
- He does not remember which academy class this occurred in, but during an arrest control scenario, they observed a recruit put a gun directly against a suspect's head as part of the scenario
- The instructors corrected the recruit immediately, and the recruit stated that they couldn't remember who, but an unknown instructor had either shown them or talked about putting a gun to a suspect's head
- This was immediately addressed with all of the recruits in that academy, and all were told that this was not an approved technique and that any instructor teaching this was going out of bounds
- They were unable to identify the instructor, so he went to all of the lead instructors to ensure they all knew this technique was not appropriate or approved and that the leads would relay this to other instructors
- There was no documentation of this incident
- His only concern was that this technique could have been taught during a prior academy, and they never knew it was being taught because they had never observed it prior to this one incident
- He did not remember Officer Bowdre or what academy he was in.

I spoke to members of WRPD who attended the Academy when Commander [REDACTED] was in charge of the academy.

I found that Det. [REDACTED] attended Academy 22-1 which started in January of 2022.

I spoke to Det. [REDACTED] and asked him if he remembered anything specific about his ACT training in the academy. He advised that he could not recall anything specific or notable about his training in the academy but that it was "a while ago." I asked him if he remembered any instruction he received been corrected by academy staff and he didn't remember anything in particular about that.

I then asked him specifically if he remembered any instruction about putting a firearm towards a subject's head. Det. [REDACTED] stated that there was some instruction on this towards the end of the academy at the range, but it had to do with contact shots in a life-or-death situation. Det. [REDACTED] stated that during prone cuffing you would have your gun out and pointed toward the subject, and possibly his head, but that he doesn't remember anyone

pressing their gun into someone's head or being taught that. Det. [REDACTED] stated that he remembers using blue guns in the academy and he "never did that"

I found that Officer [REDACTED] attended Academy 22-2 which started in July of 2022.

I spoke to Officer [REDACTED] about some of the training he received in the academy, specifically about his ACT instruction. Officer [REDACTED] stated he couldn't think of anything at the moment, and I asked him if he remembered any miscommunication on instructors and he stated that he remembered times where one instructor would teach one thing and then another instructor would teach something different.

I asked him if remembered anything about use of firearms during ACT and miscommunication, and he said, "not at the moment." I then asked if he remembered anything about a firearm during prone control cuffing. Officer [REDACTED] stated that if he remembered correctly, the cover officer would have their firearm at the back of the suspect's head. Officer [REDACTED] stated that he remembers instructors teaching this. I asked Officer [REDACTED] if he remembered how far the gun was from the suspects head, and he stated he remembers it was "close to the head, but maybe not touching." Officer [REDACTED] said he couldn't remember if it was supposed to be an inch away, or six inches away, and that he couldn't remember that.

Officer [REDACTED] stated that he remembers the gun was suppose to be close, pointed at the suspects head. Officer [REDACTED] said that, "personally I don't remember anything about it touching the head" but he remembers it being close to the head and angled in a direction based on where the arresting officer is.

Officer [REDACTED] did want to emphasize that he clearly remembers there being issues with discrepancies between arrest control instructors. Officer [REDACTED] stated that he thinks prone cuffing was an area where Lakewood and Jeffco instructors would "butt heads" and they never had a cohesive way of teaching.

Tuesday, June 24th, 2025

I found that Officer [REDACTED] attended Academy 23-2, the same class as Officer Bowdre, which started in July of 2023.

I asked Officer [REDACTED] if he remembered anything being addressed with all the recruits in his academy class about ACT instruction he had recieved. Officer [REDACTED] told me that he didn't remember any inappropriate techniques being addressed and remembered that SGT [REDACTED] and Deputy [REDACTED] were the main instructors for ACT and they were there every day.

I asked Officer [REDACTED] to explain how prone handcuffing was instructed. Officer [REDACTED] told me the following:

- The suspect was told to put their hands out "like an airplane"
- You would move up, and put them into a "bent wrist" and move their hand towards the small of their back
- If it was just you, you would tell the suspect to bring their other hand to the small of their back and cuff both hands
- If you had a cover officer there, they would move into assist with grabbing the suspects

other hand

I asked Officer [REDACTED] if he was taught to prone handcuff as a single officer and he stated that the Academy showed them this, but it was preferred that two people were there. I asked Officer [REDACTED] to explain what the cover officer was doing during prone handcuffing and he told me the following:

- The second officer would cover the suspect by pointing thier gun towards the head or upper chest areas
- It was important to make sure there was not a crossfire and that the cover officer did not point the gun at the cuffing officer
- Once the cuffing officer had control of the hand, the cover officer would holster, grab the suspect's other hand and assist

I asked Officer [REDACTED] if they were ever instructed to place the gun directly on the head or chest of the suspect. Officer [REDACTED] told me the following:

- They were never taught to do that as a part of ACT
- As part of the firearms program, they were taught contact shots
- The contact shots were a way to avoid crossfire, if a bunch of people were fighting with a suspect who had a gun or knife and you had to use deadly force
- They were taught to place the gun directly against the target and put their hand on the back of the slide, then pull the trigger
- After shooting, they would step back and "tap rack"
- The contact shots were only for situations that were "deadly force" situations and it was taught to them just in case they had to do it
- They talked about contact shots in the classroom before doing it at the range but remembers those discussions being part of ACT, not firearms.

I asked Officer [REDACTED] when they were taught to use prone cuffing and he told me the following:

- They would use prone cuffing for "high risk" situations
- Specifically, for situations like a person who has a weapon, someone who had a weapon but just dropped it, felony stops or other "high risk things"

I advised Officer [REDACTED] not to discuss my conversation with him and that that the information he was being interviewed about was a part of an open PSU investigation. Officer [REDACTED] advised he understood.

Wednesday, June 25th, 2025

I found that Officer [REDACTED] attended Academy 23-1 which started in January of 2023.

I spoke to Officer [REDACTED] about some of the training he received in the academy, specifically about his ACT instruction and if there were any inconsistencies addressed with the recruit class. Officer [REDACTED] did not remember any of the academy staff talking to them about anything in particular. Officer [REDACTED] advised that he had been trained in a lot of different ACT techniques between learning things at the U.S. Army Military Police School, Weld County, the academy, and now at Wheat Ridge PD.

Officer [REDACTED] stated the only inconsistency he could really remember had to do with putting your knee on the back of someone when they are in a prone position. Officer [REDACTED] stated that after the George Floyd incident, it was important to make sure you were not kneeling on someone but that he seemed to recall at one-point years ago being taught it was ok to kneel on someone but that this was not ok to do anymore.

I asked Officer [REDACTED] if he remembered anything about prone cuffing and specifically anything about his weapon. Officer [REDACTED] stated, "when you are cuffing someone, you are supposed to holster your weapon. Sometimes the cover has lethal but when the suspect is in cuffs you holster your weapon."

I asked Officer [REDACTED] to expand more on lethal coverage and explain what that meant and he told me the following:

- The lethal cover was going up to the suspects head, but not "like on their head, but not on it"
- You are not making contact with the firearm but still pointed at the head and close so if you had to shoot you safely could

I asked Officer [REDACTED] if he had ever been taught to make contact with the suspect's head and he told me that, "if the cover officer is lethal, they are upper chest or head, where they could place a shot if they had to." Officer [REDACTED] stated that he had, "never been taught to place a gun to the head or chest, even in the Army MP school" and that, "you just have the gun on them, oriented towards them, sometimes closer, but never touching, point blank."

After speaking with Officer [REDACTED], Officer [REDACTED], Officer [REDACTED], and Officer [REDACTED], I was unable to determine when the issue of the academy teaching putting a gun to someone's head definitively occurred.

Deputy [REDACTED] thought this training occurred sometime in 2019 or 2020 however Commander [REDACTED] thought this training occurred sometime between 2022 and 2024 when he was in charge of the academy.

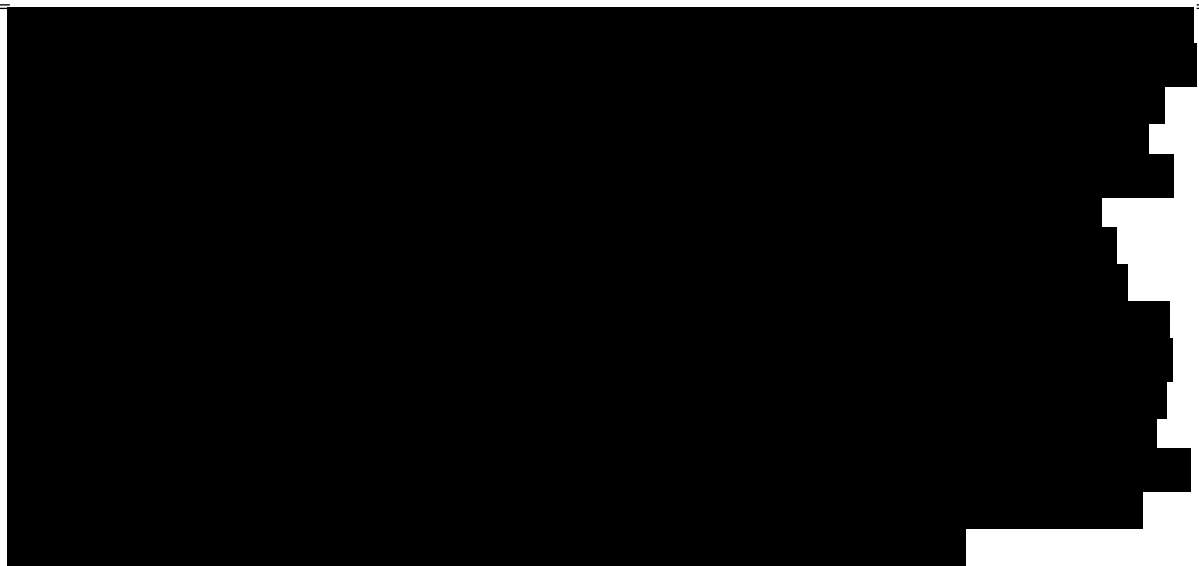
It seems likely that this training occurred in Officer [REDACTED] Academy class (22-2) as he reported that the gun could be at the back of a suspects head and that it was "close to the head, but maybe not touching" and that he couldn't remember if it was supposed to be an inch away, or six inches away.

Officer [REDACTED], who was in Officer Bowdre's Academy (23-2) did not report being taught this technique during ACT.

Submitted by:

Simpson 10-6

Updated 6/30/2025 12:29:56 PM by 6220 [Kellogg, Eric]





Updated 7/10/2025 6:42:35 PM by 3767 [Sailor, Elizabeth]

On 071025 I received the signed Notice of Disciplinary Action Being Considered from Chief Murtha. This document was signed by Chief Murtha as well as Officer Bowdre. I uploaded the document and attached it to this case as Ex. 35.

B. Sailor 03-1

Updated 7/22/2025 2:15:48 PM by 4541 [Simpson, John]

On 07/22/2025 I uploaded the letter Officer Bowdre's attorney sent me (Ex 36) as well as my email correspondence with her confirming that Officer Bowdre waived the seven day deadline for conclusion until after he returned from leave (EX 37)

Simpson 10-6

Updated 7/22/2025 5:02:48 PM by 3767 [Sailor, Elizabeth]

On 07/22/25 I submitted an extension memo to Chief Murtha reference this case. Chief Murtha approved the request and assigned a new due date of 08/15/25. This document was uploaded as Ex 38.

B. Sailor 03-1

Updated 8/4/2025 12:55:17 PM by 5830 [Murtha, Christopher]

I have reviewed all the relevant information, evidence, and associated statements with respect to this investigation. Based upon my review of this incident, the subsequent investigation, and Officer Bowdre's statements I have concluded that his conduct and behavior in this matter was unacceptable and in violation of police department policy and procedure. Officer Bowdre's actions also violated the City of Wheat Ridge Personnel Policies. This investigation has revealed information that can undermine the trust the public places in its public officials, especially police officers. Bowdre's actions can and may still greatly impact our standing in our community and bring negative attention to this agency. The inability of the District Attorney's Office to [REDACTED], due in large part to Bowdre's actions associated with this misconduct, is highly problematic. Bowdre's careless and excessive use of a firearm and subsequent statements used to intimidate a suspect is not just a reflection on him but on the entire department and to a greater extent on our profession.

I have weighed all the factors and evidence. I find that Sufficient evidence exists to SUSTAIN the charges of 3.42.06 RESPECT FOR OTHERS, 3.42.09 NEGLECT OF DUTY, and 3.42.12 RESPONSE TO RESISTANCE as well as City of Wheat Ridge Personnel Policies. The City of Wheat Ridge Personnel Policy violations are Section 9.5 (A)1 UNSATISFACTORY WORK PERFORMANCE, 9.5 (A)2 VIOLATION OF ANY PROVISION OF THESE PERSONNEL POLICIES, PROCEDURES, ORDINANCES AND ADMINISTRATIVE REGULATIONS OR ANY DEPARTMENTAL GUIDELINES, Section 9.5 (A)10 DISCOURTEOUS BEHAVIOR OR TREATMENT OF OTHERS THAT VIOLATES THE CITY VALUES OR DEPARTMENTAL CONDUCT STANDARDS, and Section 3.42 CODE OF PROFESSIONAL CONDUCT OF THE WHEAT RIDGE POLICE POLCE DIRECTIVES MANUAL. Carlos Bowdre's behavior towards a member of the community, while engaged in making an arrest, failed to meet the Police Departments Policy standards, the City of Wheat Ridge Personnel Policy and was a violation of all the above listed policies. In considering the charges I have looked closely and narrowly at Bowdre's behavior to determine what level of discipline is appropriate. I have considered all possible options, possible explanations, and Bowdre's response provided during the Loudermill Hearing. The only option that meets the level of misconduct in this event for the infractions listed is termination. It is my determination that the appropriate discipline for these infractions is TERMINATION.

Updated 8/4/2025 1:07:47 PM by 4541 [Simpson, John]

On Thursday, 07/31/2025, Chief Murtha met with Officer Bowdre and advised him he was being terminated. See DC Kellogg's BWC for full details.

Officer Bowdre was served with a memorandum of final disciplinary action ending his employment. This memorandum was uploaded as Exhibit 39.

Officer Bowdre has seven business days to appeal this decision to the city manager. If Officer Bowdre decides to appeal the decision, notification to the POST board will occur once the city manager makes a final decision. If Officer Bowdre does not appeal, notification to the POST board will occur after the seven-day period.

Simpson 10-6

Updated 8/12/2025 11:12:54 AM by 4541 [Simpson, John]

On Friday, August 8th, 2025, Mr. Bowdre's attorney, Kodie Clinton, sent an email to the city manager advising they wished to appeal the termination. The termination appeal has been uploaded as Exhibit 40.

Simpson 10-6

Updated 9/10/2025 8:52:03 AM by 4541 [Simpson, John]

On Wednesday, August 27th, 2025, the City Manager, Patrick Goff, affirmed the decision to terminate Mr. Bowdre. This letter was attached as Exhibit 41.

On Wednesday, September 10th, 2025, Chief Murtha Signed the Colorado POST Form 13B. Chief Murtha had been on vacation so the form had not been submitted until he returned. I sent the form to Colorado POST via email.

Case Closed.

Simpson 10-6

Updated 9/11/2025 4:33:25 PM by 4541 [Simpson, John]

I received a request from POST for the entire IA file and [REDACTED] This request has been attached as Exhibit 43. I will send the entire case over when I return from vacation.

Simpson 10-6

Signatures

_____ Reviewing Supervisor (Print Name)	_____ Signature	_____ Date
_____ Reviewing Supervisor (Print Name)	_____ Signature	_____ Date
_____ Reviewing Supervisor (Print Name)	_____ Signature	_____ Date
_____ Reviewing Supervisor (Print Name)	_____ Signature	_____ Date

Memorandum

TO: Sgt. Wardell

THROUGH:

FROM: 05/06/2025

DATE: 05/06/2025

SUBJECT: Use of force [REDACTED]

On 05/06/2025 at approximately 0042 hours, I was dispatched to the Valero gas station located at 3201 Wadsworth Blvd on an [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
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[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]



Bowdre 23-12 .

Memorandum

TO: Sgt. Wardell

THROUGH:

FROM: 05/06/2025

DATE: 05/06/2025

SUBJECT: Use of force. [REDACTED]

On May 6th, 2025, at approximately 0042 hours, I was dispatched to the Vallerio located at 3201 Wadsworth Blvd. Dispatch advised that the [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

I have nothing further to report.

[REDACTED]

Memorandum

TO: Carlos Bowdre, Officer
Patrol Operations Division

FROM: Christopher Murtha, Chief of Police

DATE: 05/29/2025

SUBJECT: Notice of Investigative Leave – PSR 25-F-0010

- 1) You are currently under investigation by the Wheat Ridge Police Department in regard to an internal affairs investigation regarding the use of force during PSR 25-F-0010/ [REDACTED]
- 2) Wheat Ridge Personnel Policy, 5:17 “ADMINISTRATIVE LEAVE” states:
 - A. *PURPOSE. Administrative leave is a general term for temporary removal from the workplace. Administrative Leave may be with or without pay.*
 - B. *UTILIZATION A standard employee may be placed on paid or unpaid Administrative Leave at the request of the supervisor and Department Director or Human Resources Manager for the following purposes:*
 1. *When retention of an employee at the work site may be detrimental to the interests of the City or injurious to the employee, his/her fellow workers, or the general public;*
 2. *When it is an emergency condition and no other leave option exists;*
 3. *When resolving situations that cannot be addressed under existing workforce policies;*
 4. *When it is deemed necessary to remove an employee from the workplace while an investigation or review ensues. For the purposes of conducting an investigation for alleged misconduct, the following will apply:*
 - a. *Administrative Leave will be granted with pay and benefits up to thirty (30) days with extensions available if granted by the City Manager.*
 - b. *Placing an employee on paid Administrative Leave for investigative purposes is not a disciplinary action and cannot itself be used as proof of wrongdoing. An employee who does not receive corrective action or discipline as a result of an investigation will not have the associated paid/unpaid leave held as a negative factor for purposes of evaluation of job performance.*
 - c. *Employees placed on unpaid Administrative Leave shall be afforded an opportunity to learn the business reasons for the action; unpaid leave is generally applied as a corrective action or disciplinary measure, but can sometimes result from extraordinary circumstances (I.e., an employee has been charged with a felony that, if true, would undermine the public confidence in the City’s ability to provide public safety).*
 - d. *If the City reprimands or otherwise disciplines an employee based on the*

underlying allegations that led to the Administrative Leave, it might reflect on the employee's performance evaluation or future employment.

C. While on Administrative Leave, the employee must follow any reasonable directives given regarding duties or assignments and will be expected to be available during regular work hours.

- 3) WRPD Policy Directive Manual 3.43.07 regarding Administrative Leave, states that there will be a meeting with the Chief of Police to determine future working status. This meeting is being waived due to the circumstances of your conduct and it is my decision that you will remain on Administrative Leave (with pay) until further notice, based on my determination that there is an allegation of policy violation and that the allegation is of a serious nature. In addition, disclosure of the allegation to the public could bring the department under potential disrepute. Under these circumstances, I determine that Alternative Duty is not an option in this case at this time.
- 4) Any police department member who has been placed on Administrative Leave shall not be eligible to participate in any police related off-duty employment.
- 5) Your status as a police officer remains in suspension. You may not act in an official capacity with the exception that you may testify in court proceedings. When attending court proceedings, you must enter as a civilian witness and follow the proper procedures.
- 6) At the conclusion of the investigation, you will be required to meet with me to determine whether you may return to duty, be extended on investigative leave, or subject to other action deemed appropriate under the particular circumstances of the case.
- 7) Wheat Ridge Police Department Policy Directives Manual requires you to keep this matter confidential and only discuss it with the assigned Professional Standards Unit Investigators, the Chief of Police or designee, or in consultation with an attorney. You are specifically ordered not to contact complainants or witnesses, inside or outside the department, in any manner.

Please contact Sergeant Simpson or Division Chief Kellogg if you have any questions, or need additional information.

Received By:  Date: 5-29-25 Time: // 23
(Officer's Name)

Christopher Murtha
Chief of Police

May 31st, 2025

NOTIFICATION OF INVESTIGATION

Officer Bowdre:

This letter is to advise you that you are the subject of a Professional Standards Investigation for The incident under investigation is related to [REDACTED] which occurred on or about 05/06/2025 at approximately 0042 hours.

The violations you are being investigated are listed below:

1. 3.42.02 Directives and Expectations
2. 3.42.03 Laws
3. 3.42.05 Conduct Unbecoming
4. 3.42.06 Respect for Others
5. 3.42.12 Response to Resistance

You have been ordered to appear and give a truthful and complete statement about matters strictly and narrowly related to your official duties and fitness for your job. If you comply with such an order, nothing you say can be used against you in any criminal proceeding. If you refuse to obey the order to appear or the order to give a truthful and complete statement, you may be subjected to internal discipline.

Wheat Ridge Police Department Policy Directives Manual requires you to keep this matter confidential and only discuss it with the assigned Professional Standards Unit Investigators, the Chief of Police or designee, or in consultation with an attorney. You are specifically ordered not to contact complainants or witnesses, inside or outside the department, in any manner.

The fact that an investigation exists does not mean that any policy or procedure was violated. Members of the department are presumed innocent of every allegation unless the allegation is sustained by a finding of fact. Often, the investigation shows that the personnel under investigation have performed to the highest standards. We promise you an impartial and prompt investigation of this case.

Respectfully,

Sergeant J. Simpson
Professional Standards Unit
Wheat Ridge Police Department



**PROFESSIONAL STANDARDS UNIT
POLICE EMPLOYEE ADMONISHMENT**

**POLICE EMPLOYEE ADMONISHMENT
(Garrity Advisement)**

PSU #	DATE	TIME	LOCATION
25-F-0010	31 MAY 25	1058	WRPD Interview Room

To: Employee's Name You are advised of the following:

- This interview is being recorded.
- Investigator is assigned to conduct an administrative investigation into the allegations expressed in PSU report PSU #. **25-F-0010**
- You are required to fully and completely answer questions, which are specifically, narrowly and directly related to this administrative investigation. If you fail to do so or refuse to do so, your actions will be deemed to be insubordination. For this act alone, you may be disciplined up to and including termination. This is a compelled statement. You are being ordered to give this statement. Your statement will not be used in any criminal proceeding regarding these matters. It is exclusively for use during this administrative investigation, however, your statements, any information, or evidence gained by such statements can be used in any subsequent civil legal proceeding.
- You are also required to fully and honestly assist in this investigation. Your oath of office and provisions of the Wheat Ridge Police Department Policy Directives Manual require this personal and professional response to this investigation. Your failure to do so may subject you to discipline for engaging in giving false and/or misleading statements during an administrative investigation. Providing false and/or misleading statements could result in a untruthfulness notification under 24-31-305(2.5) C.R.S. to the Colorado POST Board which will result in your POST Certification being permanently revoked.

- | | | |
|--|---|--|
| • Do you understand this admonishment? | ☒ YES | ☐ NO |
| • Is there anything you don't understand about your duties and responsibilities during this investigation? | ☐ YES | ☒ NO |
| • Is there any reason you are aware of that your involvement today in this investigation and interview cannot be accomplished in a reasonable and fair manner? | ☐ YES | ☒ NO |

Employee Signature

Interviewer Signature

10-6

Christopher Murtha
Chief of Police

June 1st, 2025

NOTIFICATION OF INVESTIGATION

Officer [REDACTED]

This letter is to advise you that you are the subject of a Professional Standards Investigation for The incident under investigation is related to [REDACTED] which occurred on or about 05/06/2025 at approximately 0042 hours.

The violations you are being investigated are listed below:

1. 3.42.02 Directives and Expectations
2. 3.42.12 Response to Resistance
3. 3.42.16 Duty to Intervene

You have been ordered to appear and give a truthful and complete statement about matters strictly and narrowly related to your official duties and fitness for your job. If you comply with such an order, nothing you say can be used against you in any criminal proceeding. If you refuse to obey the order to appear or the order to give a truthful and complete statement, you may be subjected to internal discipline.

Wheat Ridge Police Department Policy Directives Manual requires you to keep this matter confidential and only discuss it with the assigned Professional Standards Unit Investigators, the Chief of Police or designee, or in consultation with an attorney. You are specifically ordered not to contact complainants or witnesses, inside or outside the department, in any manner.

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Respectfully,



Sergeant J. Simpson
Professional Standards Unit
Wheat Ridge Police Department



**PROFESSIONAL STANDARDS UNIT
POLICE EMPLOYEE ADMONISHMENT**

**POLICE EMPLOYEE ADMONISHMENT
(Garrity Advisement)**

PSU #	DATE	TIME	LOCATION
25-F-0010	01 JUN 25	2052	WRPD Interview Room

To: You are advised of the following:

- This interview is being recorded.
- PSU has been assigned to conduct an administrative investigation into the allegations expressed in PSU report: **25-F-0010**
- You are required to fully and completely answer questions, which are specifically, narrowly and directly related to this administrative investigation. If you fail to do so or refuse to do so, your actions will be deemed to be insubordination. For this act alone, you may be disciplined up to and including termination. This is a compelled statement. You are being ordered to give this statement. Your statement will not be used in any criminal proceeding regarding these matters. It is exclusively for use during this administrative investigation, however, your statements, any information, or evidence gained by such statements can be used in any subsequent civil legal proceeding.
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- | | | |
|--|---|--|
| • Do you understand this admonishment? | ☒ YES | ☐ NO |
| • Is there anything you don't understand about your duties and responsibilities during this investigation? | ☐ YES | ☒ NO |
| • Is there any reason you are aware of that your involvement today in this investigation and interview cannot be accomplished in a reasonable and fair manner? | ☐ YES | ☒ NO |
-

Employee Signature

Interviewer Signature


 10-6

Christopher Murtha

Chief of Police

June 1st, 2025

NOTIFICATION OF INVESTIGATION

Officer [REDACTED]

This letter is to advise you that you are the subject of a Professional Standards Investigation for The incident under investigation is related to [REDACTED] which occurred on or about 05/06/2025 at approximately 0042 hours.

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Respectfully,



Sergeant J. Simpson
Professional Standards Unit
Wheat Ridge Police Department



**PROFESSIONAL STANDARDS UNIT
POLICE EMPLOYEE ADMONISHMENT**

**POLICE EMPLOYEE ADMONISHMENT
(Garrity Advisement)**

PSU #	DATE	TIME	LOCATION
25-F-0010	01/30/25	2:41	WRPD Investigations Room

To: You are advised of the following:

- This interview is being recorded.
- PSU has been assigned to conduct an administrative investigation into the allegations expressed in PSU report: **25-F-0010**
- You are required to fully and completely answer questions, which are specifically, narrowly and directly related to this administrative investigation. If you fail to do so or refuse to do so, your actions will be deemed to be insubordination. For this act alone, you may be disciplined up to and including termination. This is a compelled statement. You are being ordered to give this statement. Your statement will not be used in any criminal proceeding regarding these matters. It is exclusively for use during this administrative investigation, however, your statements, any information, or evidence gained by such statements can be used in any subsequent civil legal proceeding.
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- | | | |
|--|---|--|
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| • Is there anything you don't understand about your duties and responsibilities during this investigation? | ☐ YES | ☒ NO |
| • Is there any reason you are aware of that your involvement today in this investigation and interview cannot be accomplished in a reasonable and fair manner? | ☐ YES | ☒ NO |
-

Employee Signature

Interviewer Signature

10-6

Christopher Murtha
Chief of Police

June 1st, 2025

NOTIFICATION OF INVESTIGATION

Officer [REDACTED]

This letter is to advise you that you are the subject of a Professional Standards Investigation for The incident under investigation is related to [REDACTED] which occurred on or about 05/06/2025 at approximately 0042 hours.

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Respectfully,



10-C

Sergeant J. Simpson
Professional Standards Unit
Wheat Ridge Police Department



**PROFESSIONAL STANDARDS UNIT
POLICE EMPLOYEE ADMONISHMENT**

**POLICE EMPLOYEE ADMONISHMENT
(Garrity Advisement)**

PSU #	DATE	TIME	LOCATION
25-F-0010	01/30/25	2230	WRPD Investigators Interview Room

To: You are advised of the following:

- This interview is being recorded.
- PSU has been assigned to conduct an administrative investigation into the allegations expressed in PSU report: **25-F-0010**
- You are required to fully and completely answer questions, which are specifically, narrowly and directly related to this administrative investigation. If you fail to do so or refuse to do so, your actions will be deemed to be insubordination. For this act alone, you may be disciplined up to and including termination. This is a compelled statement. You are being ordered to give this statement. Your statement will not be used in any criminal proceeding regarding these matters. It is exclusively for use during this administrative investigation, however, your statements, any information, or evidence gained by such statements can be used in any subsequent civil legal proceeding.
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- | | | |
|--|---|--|
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| • Is there anything you don't understand about your duties and responsibilities during this investigation? | ☐ YES | ☒ NO |
| • Is there any reason you are aware of that your involvement today in this investigation and interview cannot be accomplished in a reasonable and fair manner? | ☐ YES | ☒ NO |
-

Employee Signature

Interviewer Signature


 10-6

From: [REDACTED]
To: [John Simpson](#)
Subject: Re: Request for Info - [REDACTED]
Date: Monday, June 9, 2025 6:00:52 PM
Attachments: [image001.png](#)
[Outlook-o0mdfx5x.png](#)

You don't often get email from coporter@cojefferson.co.us. [Learn why this is important](#)

Caution: This email originated from outside the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. Report any suspicious activities to the IT Division. Thank you.

Good afternoon Sergeant,

Happy to speak with you anytime about [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
Deputy District Attorney
Colorado First Judicial District Attorney's Office
[REDACTED] [@jeffco.us](#)



From: John Simpson <jsimpson@ci.wheatridge.co.us>
Sent: Monday, June 9, 2025 10:27 AM
To: [REDACTED]@co.jefferson.co.us>
Subject: --[EXTERNAL]-- Request for Info - [REDACTED]

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

DDA [REDACTED],

Would you be able to give me a call in reference to this [REDACTED] I spoke to [REDACTED] about this and wanted to touch base with you on it [REDACTED].

My cell is [REDACTED]

Thanks!

John

Sergeant J. Simpson

Wheat Ridge Police Department

Professional Standards

7500 W. 29th Avenue

Wheat Ridge, Colorado 80033

Office Phone: 303-235-2908

www.ci.wheatridge.co.us [ci.wheatridge.co.us]



ACADEMY FIREARMS DAY 15 – ROONEY VALLEY RANGE
Split Class 0800-1700, Tuesday 10/24/2023

0800-1200 Hrs (Team A)
1300-1700 Hrs (Team B)

Tactical Situations (3) 25.5/30 Hrs
Decisional Shooting (1) 9/12 Hrs

Weapon Inspections

Live Fire Drill:	Distance:	Round Count:
Qualification course 30-36 Practice scored 5-4-3 with turning target system Loadout: Full-Full-Full MRDS ON	30-36	30 Rounds

TOTAL ROUNDS: 30

SPLIT GROUPS

MAIN RANGE - SOUTH END

Barrel Drill

Live Fire Drill:	Distance:	Round Count:
3 barrels set approximately 1.5 yards apart on the 7 yard line 3 targets in front of each barrel Students will move in a serpentine pattern through barrels, engaging targets with 2 shots each as instructor calls target number that is the “threat” Loadout: 10-10-10 MRDS ON	7 Yards	30 Rounds
3 barrels stacked 2 barrels high (standing height), approximately 1.5 yards apart on the 7 yard line 3 targets in front of each barrel Students will move in a serpentine pattern through barrels, engaging targets with 2 shots each as instructor calls target number that is the “threat” Loadout: 10-10-10 MRDS ON	7 Yards	30 Rounds

TOTAL ROUNDS: 60



MAIN RANGE - SOUTH END

Shooting underneath cover

Live Fire Drill:	Distance:	Round Count:
Board placed across 3 step barricades on 7 yard line Students will engage targets from underneath barricade at instructors direction Loadout: 6-6-6 MRDS ON	7 Yards	18 Rounds

TOTAL ROUNDS: 18



TAC RANGE

Moving Targets

Live Fire Drill:	Distance:	Round Count:
Swinging Target placed with stationary innocent target in front Student will engage target with 12 rounds Complete 2 times Loadout: 6-6-6 MRDS ON	7 Yards	24 Rounds
Advancing target Student will engage target as it approaches with as many accurate rounds as they can Loadout: 8-8-8 MRDS ON	7 Yards	8 Rounds
Laterally moving target Student will engage target as it moves left to right, back, left to right and back again Loadout: 8-8-8 MRDS ON	7 Yards	16 Rounds

TOTAL ROUNDS: 48



Debrief - Recruits must articulate at what point they would be justified in using deadly force on an advancing target with consideration given to jeopardy, opportunity and ability.

MAIN RANGE – FULL GROUP

Introduced Contact Shots

2 hand technique practiced

1 hand technique discussed (perform with Simmunitions Day 16)

Live Fire Drill:	Distance:	Round Count:
Perform 1 contact shot, disengage and perform IAD Complete 2 times Loadout: 6-empty-empty MRDS ON	1 Yards	2 Rounds

TOTAL ROUNDS: 2

TOTAL LIVE FIRE ROUND COUNT: 158 ROUNDS (MAIN – 110 / TAC – 48)

ACADEMY FIREARMS DAY 16 – ROONEY VALLEY RANGE
Split Class 0800-1700, Thursday 10/26/2023

0800-1200 Hrs (Team B)

Tactical Situations (4)29/30 Hours

Instructor Martin provided a 30 Simmunition Safety Brief.

SPLIT GROUPS

MAIN RANGE

Review Distance shooting

Live Fire Drill:	Distance:	Round Count:
12 rounds prone – check targets after Loadout: 6-6-6 MRDS ON	25 Yards	12 Rounds
6 rounds standing – check targets after Loadout: 6-6-6 MRDS ON	50 Yards	6 Rounds
6 rounds kneeling – check targets after Loadout: 6-6-6 MRDS ON	50 Yards	6 Rounds
12 rounds prone – check targets after Loadout: 6-6-6 MRDS ON	50 Yards	12 Rounds
6 rounds position of choice – check targets after Loadout: 6-6-6 MRDS ON	25 Yards	6 Rounds

TOTAL ROUNDS: 42

Tasks

Live Fire Drill:	Distance:	Round Count:
Par timer for all attempts Loadout: Full-Full-Full MRDS ON	5 Yards	
1 round from holster Complete 8 times		8 Rounds
2 rounds (lock back) combat reload, 1 round Complete 4 times		12 Rounds
1 round from ready Complete 8 times		8 Rounds

TOTAL ROUNDS: 28

TAC RANGE

Texas Star

Day 16

Live Fire Drill:	Distance:	Round Count:
Texas Stars set up side by side for head to head competition Students required to manage ammunition prior to holstering, if they holster without a tactical reload they start the next relay short. Loadout: 8-8-8 MRDS ON	12 Yards	
Grudge match against another student		12 Rounds
Double elimination tournament		40 Rounds

TOTAL ROUNDS: 42

Dueling Tree

Live Fire Drill:	Distance:	Round Count:
Dueling Tree set up for head to head competition Students required to manage ammunition prior to holstering, if they holster without a tactical reload they start the next relay short. Loadout: 8-8-8 MRDS ON	12 Yards	
Grudge match against another student		12 Rounds
Single elimination tournament		40 Rounds

TOTAL ROUNDS: 42

RIFLE RANGE

Shooting from vehicles

Simmunition weapons used/no live fire on this range

Simmunition Only Drill:	Distance:	Round Count:
Students fire 8 rounds simmunition from each driver and passenger side of vehicle Loadout: 8-8	12 Yards	16 Rounds Simmunition

TOTAL ROUNDS: 16 Simmunition

Contact Shots (single hand)

Simmunition Only Drill:	Distance:	Round Count:
Students fire 2 rounds simmunition single hand contact shot Loadout: 8	1 Yards	2 Rounds Simmunition

TOTAL ROUNDS: 2 Simmunition

Review Close Combat shooting

Simmunition Only Drill:	Distance:	Round Count:
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Students fire 6 rounds simmunition from close combat Loadout: 8-8	1 Yards	6 Rounds Simmunition
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TOTAL ROUNDS: 6 Simmunition

TOTAL LIVE FIRE ROUND COUNT: 154 ROUNDS (MAIN – 70 / TAC – 84)

TOTAL SIMMUNITION ROUND COUNT: 24 ROUNDS

From: [REDACTED]
To: [John Simpson](#)
Subject: RE: Request for Lesson Plan
Date: Tuesday, June 10, 2025 10:06:38 AM
Attachments: [image002.png](#)
[image003.png](#)
[CRA Firearms DAY 15.pdf](#)
[CRA Firearms DAY 16.pdf](#)

You don't often get email from tcmartin@co.jefferson.co.us. [Learn why this is important](#)

Caution: This email originated from outside the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. Report any suspicious activities to the IT Division. Thank you.

Sarge,

Attached is the lesson plans for the two days we do contact shots in the academy. On the Day 15 file we discuss the two methods of contact shots (two handed and one handed) but only practice the two handed method live fire. On day 16 we practice the one handed method using simunition rounds and guns. We use sims because there is a greater risk of injury with the one handed method using live rounds.

In terms of any other supporting documentation, there really isn't any form of script or bullet points that we created on what we tell the recruits. We work off the POST manual firearms program. The POST manual calls them "contact wounds." The POST manual says:

2. Contact wound considerations

a. Reasons for a contact wound

(1) To end a violent, hands on fight, for example a suspect wrestling with another officer and Deadly Force is justified to end the fight.

(2) Suspect is on top of you and Deadly Force is justified to end the fight.

(3) Others

b. Issue with the slide of an auto pistol being pushed out of battery.

(1) Shooter can use support hand to hold the slide in battery and fire one round.

Malfunction should be immediately cleared.

(2) Shooter can use thumb of strong hand pressed against the back of the slide (striker fired pistols only) to hold the slide in battery and fire one round. Malfunction should be cleared immediately.

(3) Weapons mounted lights can be used to create an "off set" to keep the slide from being pushed out of battery.

This can be found in the current POST manual "Program and Instructor Programs February 2025_0" page E-196

We discuss how to do each method and when it might be appropriate to use a contact shot. We practice the method dry before practicing with live rounds.

What we tell the recruits:

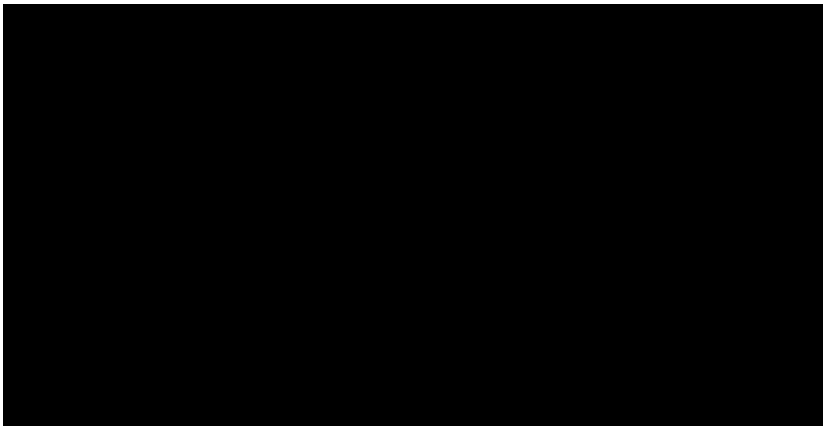
Contact shots should only be used in extreme situations. Typically when fighting with the suspect over the gun, or if normal shooting creates a greater, more substantial risk to others (i.e. suspect in extremely close proximity with others, back drop or field of fire concerns). While contact shots may be legally justified, we caution recruits that they should heavily weigh the totality of the circumstances when choosing to perform a contact shot over normal forms of shooting. We tell them that using a contact shot will require an extra level of justification and articulation on top of the articulation of the use of deadly force. Recruits are told that they will also be required to articulate why they chose a contact shot over other acceptable methods of use of force. We start by reminding them that pressing the gun into a surface will most likely press the slide out of battery. Therefore we must handle the gun in such a way to force the slide to stay in battery through trigger manipulation. We also emphasize that a contact shot will create a malfunction because holding the slide will prevent the ejection of the fired casing. We practice and tell the recruits that after performing a contact shot they should follow up with an immediate action malfunction clearance and reassess whether continued force is needed.

Two handed method: Situation will dictate which hand the gun is in. In one hand, the hand will be on the grip as normal. With the other hand, grip over top the slide very similar to normal slide operation (racking the slide). The shooter should push the slide away from their body while at the same time pulling the frame toward their body, forcing the gun to stay in battery. Maintain this counter pressure on the gun through the shot. Press the trigger and follow up the shot with an immediate action clearance while disengaging from the threat. Reassess for the need of continued force.

One handed method: Again situation will dictate which hand the gun is in. Hold the gun on the grip as normal. Overlap the thumb over the grip's beavertail and press on the end plate of the slide. Forcing the slide to stay in battery. Press the trigger and follow up the shot with an immediate action clearance while disengaging from the threat. Reassess for the need of continued force.

I hope this helps. Is there anything else you can tell me about your investigation that I might be able to further direct any help?

If you need anything else, please let me know.



From: John Simpson <jsimpson@ci.wheatridge.co.us>

Sent: Friday, June 6, 2025 11:02 AM

To: [REDACTED]@co.jefferson.co.us>

Subject: --{EXTERNAL}-- Request for Lesson Plan

This Message Is From an External Sender

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Good morning,

Thank you so much for your help. If you could send me the lesson plan and any documents you use for teaching contact shots (holding slide, ensuring it doesn't go out of battery, situations to use it in, etc) that would be great.

I'm specifically interested in any lesson plans pertaining to the academy class that started in July 23.

Thanks for your help!

John

Sergeant J. Simpson

Wheat Ridge Police Department

Professional Standards

7500 W. 29th Avenue

Wheat Ridge, Colorado 80033

Office Phone: 303-235-2908

www.ci.wheatridge.co.us [ci.wheatridge.co.us]



Recruit Academy Daily Outline/Schedule

Student will become familiar with:

- arrest control orientation
- use of force considerations
- de-escalation of force
- personal weapons/potential hazards
- alternatives to the use of deadly force
- balance and movement
- search and handcuffing techniques
- control techniques
- sudden custody death syndrome
- weapon retention and retrieval
- ground tactics and defense
- neck restraints
- impact instruments
- edged weapon awareness
- individual arrest control programs through fluid and dynamic drill training

Objectives: The student will be able to perform:

- Proper search techniques
- Proper handcuffing techniques
- Proper control techniques
- Appropriate takedown options
- Proper handgun retention and retrieval techniques
- Demonstrate knowledge of custodial care of high risk arrestees, and the causes of Sudden Custody Death Syndrome
- ASP baton openings, closings and strikes
- Ground fighting techniques

Recruit Academy Daily Outline/Schedule

Class 1/August 25th {Full Class Lecture, 4 hours} FULL CLASS

I. Arrest control orientation

- A. Introduction of instructors and students
- B. Practice expectations
- C. Skills and testing
- D. Safety
 - 1. Some degree of formality expected
 - 2. Respect for other students and instructors
 - 3. No horseplay, no exceptions
 - 4. Techniques must be done slowly at first and with no resistance until instructed to do so

II. Lecture—{4 hours} (Full class in lecture)

- A. Introduction to Arrest Control
 - 1. **PowerPoint Orientation of ACT (slides 1-66)**
- B. Introduction to handcuffs and cuffing (during lecture)
 - 1. Shape of the cuff vs. shape of the wrist
 - 2. How cuffs should be applied—snug, not too loose, not too tight
 - 3. How to double lock handcuffs
 - 4. How to unlock handcuffs
 - 5. How to remove handcuffs safely
 - 6. Proper maintenance of handcuffs

Recruit Academy Daily Outline/Schedule

Class 2/September 5th {Control Holds, 4 Hours}

I. Warm up—{15 minutes or less}

1. Warm ups will be completed before every class. Routines will vary based on what is being taught or what has been taught
2. Wrist stretches---twistlock, bent wrist, outside wrist takedown, and forearm prior to warm up. During warm up, students will practice with their partners assuming the various control holds to gain more reps
3. Moving forward use example in book for warm ups i.e. jog around mat/20 push-ups/50 air squats/15 burpees
4. Standing up to base reps

II. Intro Balance and Movement—{15 minutes or less}

A. Footwork (Teaching points)

1. Interview stance: *This MUST be stressed throughout the academy, and require that they use this stance throughout the class and into other classes, especially when doing scenarios*

Balanced stance

Knees slightly bent

Weight on balls of feet

Feet shoulder width apart

Gun side away from subject

Hands in front of you in a relaxed, but ready position

2. Combat stance/Ready Stance: An athletic stance prepared to fight
3. Shuffle step forward and backward (do not let feet come together)
4. Shuffle pivot (Getting off the tracks of an oncoming attack)
5. Progressive Pivot (Using progressive steps to change direction)

III. Intro Standing Compliant (Quick) Cuffing—{30 minutes}

- A. Put your hands up (visually inspect the front waistband for weapons)
- B. Turn around and face away from me
- C. Put your hand behind your back, palms facing out and back of hands together
- D. Spread your feet
- E. Bend forward at the waist, and don't move.
- F. Bring cuffs out single strand down
- G. When moving in, move at an angle, not directly behind subject
- H. Inside hand, pinky side down, grabs the hand in a modified twistlock putting a slight bend in the wrist pulling it slightly away from the body to expose the cuffing surface. There should be a slight dip in the shoulder indicating proper position
- I. This is a quick cuff technique. Right hand cuffs from right side, left hand cuffs from left side. First cuff goes on straight down. When at least one or

Recruit Academy Daily Outline/Schedule

two clicks are heard, inside hand moves across to subject's free hand grabbing at the fingertips or over the thumb and placing the second cuff on

IV. Release of the cuffs—{10 minutes}

- A. Officer can uncuff from either side
- B. Have subject separate feet for a balance advantage
- C. Release cuff furthest away from you first
- D. Control cuff on release, close the teeth
- E. Tell subject to put his free hand on his head
- F. Holding on to the free cuff and letting the chain freely move, step sideways and slightly back to extend subject's arm where you can see both the cuff and the subject (officer should not have to completely concentrate on the cuff)

V. Introduction to searching—{20 minutes}

Four search positions: Cursory, Standing Modified, Prone, Full
We start with Full Search also called a search incident to arrest

- A. This is a thorough in-custody search, as the suspect is in handcuffs
- B. Suspect should be kept off balance with feet spread apart and pressure down on the cuffs
- C. Search should be effective and efficient- done same way every time
 - 1. Upper Body
 - a. Front waistband
 - b. Front pocket
 - c. Up the front (address issues searching females)
 - d. Down the side
 - e. Sleeves (if they have them)
 - f. Down the back
 - g. Back waistband
 - h. Back pockets
 - 2. Lower body
 - a. down the front
 - b. up the inside
 - c. down the outside.
 - d. up the back

**(REMEMBER AFTER TEACHING SEARCHING TO START
PLANTING ITEMS ON PEOPLE TO FIND DURING SEARCHES)**

VI. Intro to position of advantage (Explain and demo) {10 minutes}

- A. Used as an escort position; this position transitions into other things
- B. You're dealing with someone who is "currently" cooperating (remember,

Recruit Academy Daily Outline/Schedule

you're dealing with a risk that is unknown until it becomes known)

- C. "Light touch" vs. grab
- D. Inside hand just above suspect's elbow
- E. Outer hand on suspect's forearm
- F. Start working in groups of three (2 cops, 1 bad guy)

VII. Introduction of control holds—{1 hour}

- Continue introducing Twistlock (Instructor demonstration at full speed)
- Start working from position of advantage
- Elements of proper twistlock (Teaching points)
 - a. C-Clamp on wrist
 - b. Hand twisted inward (little finger twisted over back of hand)
 - c. Hand at armpit level
 - d. Suspect's hand slightly in front of his/her body
 - e. Slight forward cant of suspect's wrist
 - f. Walking the subject forward and backward
(Remember to explain it is directional. Use the steering wheel and the accelerator illustration with twisting on the meaty part of wrist and the bend in the fingers)
- *Remember to show Mr. Koga's two minute you tube video on Twistlock*

VIII. Low profile twistlock handcuffing—{40 minutes}

(We generally search prior to cuffing; the purpose of this drill is to get the recruits used to touching each other and working with the handcuffs.) (Teaching points)

- A. From position of Advantage
- B. Inside hand on opposite shoulder to prevent movement
- C. Cup forearm and bring back
- D. Obtain Low Profile (c-clamp, adjust grip gain control of lower fingers)
- E. Hand on top of head
- F. Have subject look away
- G. Handcuff hand on head straight down on wrist
- H. Let cuff loop around
- I. Handcuff hand with Low Profile cuffing position



IX. Introduction to pat downs (Cursory Search)—{30 minutes}

Introduction to Cursory Search: meant to be a quick, thorough search for weapons with a degree of advantage for the officer. Consider when to use this type of search. Officer has legal justification to search, not to arrest, subject has demonstrated cooperation and is not a felony suspect, and no weapons are immediately observed. It is a searching position that does not restrict as much movement as other searching positions, but it does allow

Recruit Academy Daily Outline/Schedule

the officer to immediately control and check the high risk areas of a subject to eliminate the threat of an immediately accessible weapon.

- Direct subject to move (teach it this way to start)
- "check" subject's closet arm just above elbow with reaction hand
- Guide subject by lifting elbow turning subject away from you
- Slide gun hand underneath subject's armpit
- Reaction hand moves to lower back to displace balance
- Subject's feet should be separated with arms relaxed
- Subject's shoulders should be against officer's chest to keep balanced
- Officer is in a balanced ready position behind with subject off balanced
- Reaction hand immediately slides to front waistband
- Conduct systematic search
- Release or cuff (both options will be practiced)

X. Review—{10 minutes}

Recruit Academy Daily Outline/Schedule

Class 3/September 7th {Search/Cuff, 4 Hours}

I. Warm up—{10 minutes}

II. Review of Class 2 material—{1 hour}

Refer to Class 2 notes for explanation of techniques

- A. Balance and Movement
- B. Position of Advantage
- C. Low Profile Twistlock Cuffing
- D. Cursory Search

III. Review of Compliant cuffing/Full Search—{10 minutes}

Refer to Class 2 notes for explanation of techniques

IV. Intro Contingencies for resistance—{20 minutes}

- A. If subject suddenly becomes non-compliant, officer has two options depending on the behavior of the subject. Officer can drop the cuffs and move controlled hand into full twistlock position, or if the resistance appears more threatening, the officer can disengage and evaluate to respond with more appropriate force.

V. Kneeling quick cuffing—{30 minutes}

- A. Put your hands up (visually inspect the front waistband for weapons)
- B. Turn around and face away from me
- C. Go down to your knees
- D. Point your toes out behind you, sit on your feet
- E. Put your hands behind with palms up
- F. Bend slight forward at your waist
- G. Don't move

VI. Introduce various twistlock positions—{50 minutes}

- A. Obtaining Twistlock from the back
- B. Obtaining Twistlock from the front
- C. Sitting Down and Standing up

Remember to illustrate that the pressure is downward on the wrist, not turning up the hand to press down on it. The elbow will naturally start pointing toward the ground. When standing back up, ensure the students are keeping the hand on the fingers moving the other hand under the elbow to assist the subject back up then recovering their full twistlock

Recruit Academy Daily Outline/Schedule

D. Remember when gaining twistlock, from the front grab the fingers, when in back, grab the forearm

VII. **Introduction to Bent Wrist—{20 minutes}**

Elements of proper bent wrist

- Elbow down, wrist up and bent
- Hand over the top of bad guy's hand across knuckles
- Keep thumb out from under bad guy's wrist
- Be cognizant of the subject's other hand that is free

For demonstration purposes, class will be shown transition from bent wrist to rear wrist lock which they will see later

VIII. **Two officer cuffing with twistlock—{25 minutes}**

A. Communication is the key.

B. Generally, it is safer to cuff the hand that you do not control first as you maintain a control hold on the hand you already have. Cuffing officer can maintain control of his twistlock while the first cuff goes on

C. Cover officer lowers suspect's hand so the cuffing officer can cuff that hand first

D. Cuffing officer then lowers the hand he is controlling to allow for cuffing

E. If circumstances allow; you can cuff the hand you're controlling first as long as communication is maintained knowing what each officer is doing.

F. Full Search

IX. **Partner drills—{15 minutes}**

These are micro scenario drills where one partner is set up to give a stimulus to the officer's behavior. It should be directed by the instructor to be one stimulus only for the officer to respond to.

Recruit Academy Daily Outline/Schedule

Class 4/ September 12th {De-escalation, 1 hour/ Search/Cuff, 3 Hours}

I. Power point on verbal de-escalation (slides 67-81) {1 hour}

II. Warm ups—{10 minutes}

III. Partner drills—{10 minutes}

- A. Groups of 3 working through searching and cuffing techniques. Use contact and cover principles to get reps on quick cuff, low profile cuff

IV. Intro standing modified search—{1.5 hours}

- A. Emphasize that this will be the most commonly used search on the street.
 - 1. Explain the type of person to use this on
 - 2. Control is key
- B. Proper voice commands
 - 1. Put your hands up in the air
 - 2. Turn around and face the opposite direction
 - 3. Interlace fingers and place them behind your head
 - 4. Spread your feet apart
 - 5. Don't move
- C. Proper instructions and approach
- D. Non-gun hand is forward, so grasp to suspect's fingers is with non-gun hand
- E. Bow suspect's hips forward with gun hand
- F. Step in, thigh to thigh, gun side goes in first as the suspect's hands are tied up
- G. Keep non-gun elbow against suspect's back during search
- H. Use the upper body search sequence learned earlier
- I. Switch controlling hand
- J. Keep suspect's hips pressed forward with your hand, as you shift your body position 180 degrees
- K. Maintain thigh to thigh contact
- L. Search other side the same way

V. Intro rear wrist lock cuffing—{1 Hour}

- After standing modified search, officer reaches towards suspect's hand as he turns the hand upwards
 - 1. Officer's hand overlaps suspect's hand, palm over thumb
 - 2. Officer bends the suspect's arm; bends suspect's wrist
 - 3. Officer pins suspect's elbow against his/her hip
 - 4. Officer bows hip to allow suspect's arm to get behind him
 - 5. Shifts stance to 45 degree; planting left foot (if officer is right handed) next to suspect's left foot, on the inside. Right foot

Recruit Academy Daily Outline/Schedule

moves slightly away from suspect's body.

6. Officer's arm should be in the armpit of the suspect
7. The control is more from the shoulder than it is from the pressure on the wrist.
8. The wrist should be bent, suspect's fingers pointed upward
9. There should be pressure on the wrist, but it should not be too painful; the goal is to control, not to hurt.
10. Cuff upper hand, loop and bring around to back
11. Pistol grip cuffs, with same hand, pull bend wrist hand out.
12. Cuff the bent wrist and close cuffs on the subject's back.

DEMO TWO OFFICER CUFFING WITH REAR WRIST LOCK

VI. Review of the day—{10 minutes}

Recruit Academy Daily Outline/Schedule

Class 5/September 14th {Intro Prone, 4 hours}

I. Warm ups—{10 minutes}

II. Review of Standing modified search followed by Rear Wrist Lock cuffing—{30 minutes}

III. Review of quick cuff w/contingencies, bent wrist, two officer cuffing, twistlock with various positions and movement—{1 hour}

IV. Option for searching lower body prior to cuffing Twistlock pat down—{20 minutes}

- A. Using twistlock position, have subject put other hand on head
- B. Separate feet wide to compromise subject's balance
- C. Do a "pat down" of front waistband, pocket, and back waistband where weapons would be easily accessible. This may not entail the entire search sequence
- D. Pull subject to side prior to searching lower body
- E. As subject leans your direction, officer stays in a balanced, stable base
- F. Search areas where a weapon would be quickly accessible (i.e. ankle)
- G. When moving to other side, tell subject to bring his free hand behind his back
- H. Leaving outside hand grabbing fingertips, reach with inside hand and grab fingertips of subject's other hand. At this point, you have contact with both hands twisting on fingers
- I. As you move behind the subject, move with inside foot to protect against attacks from below like kicks to the groin.
- J. As you move the hand up into twistlock position, have subject put his free hand on his head
- K. Repeat steps A-F

V. Introduce Prone Control, cuffing, and searching—{2 hours}

- A. This positional tactic is used for that high level of known risk where you can articulate the suspect is armed with a dangerous weapon.
- B. This position affords you the tactical advantage over a suspect
- C. It is imperative that you know and understand the mechanics of this technique as well as knowing that all takedowns end up in prone control
- D. Proper Commands:
 - 1. Put your hands up in the air
 - 2. Drop down to your knees
 - 3. keeping your hands in front of you, lie flat on the ground
 - 4. Keep your hands above your head
 - 5. Cross your feet
 - 6. Turn your head to the side facing away from me

Recruit Academy Daily Outline/Schedule

7. Don't move

E. Proper approach

1. Have a cover officer with lethal force (or Taser if appropriate)
2. Inside hand grabs the subject's fingers and turns them up to expose palm
4. Free hand grabs the wrist with c-clamp. The hand that was on the fingers comes to elbow with thumb on top to ensure elbow stays straight
5. Sweep arm along ground, keeping elbow straight
6. Bring suspect's arm in between your legs as officer kneels down. There should only be slight pressure on suspect's back. Officer's knees should be pointed toward subject's feet
7. Hand switch: slide hand to fingertip and switch hands. Turn subject's palm up as you move his hand toward his lower back.
8. Prone control with hand over body is controlling suspect's hand. Hand is off the back
9. Cuff with single strand down and away toward subject's feet
10. Remember that the same hand and same leg should be controlling the back and the hand. To transition, pull up on loop with outside hand keeping cuffed hand and arm tight.
11. Move outside leg in and on top of subject's elbow to maintain control and pressure during transition.
12. Take the loop in a pistol grip with your inside hand which should be in contact with your inside leg, single strand pointed toward the subject's feet
13. Have subject bring free hand up towards his back grabbing at the fingertips and applying second cuff

F. Search

1. Grab subject's hip and inside of elbow, pull subject on to side.
2. Bring subject's leg back towards you and hook his leg with yours.
3. Apply downward pressure on top of the arm near the shoulder to decrease movement
4. Search in the same sequence as standing full search
5. Switch sides putting hands on subjects back as you move to other side and complete steps 1-4 again

Recruit Academy Daily Outline/Schedule

Class 6/September 19th {Pressure Points/Review, 4 hours}

I. Introduce Pressure Points—{1 hour}

- A. Pressure points are not 100% effective
- B. They require pressure/counter pressure
- C. They are directional/one point doesn't work for moving someone different ways
- D. Use loud repetitive verbal commands
- E. If the subject complies, relieve the pressure
- F. Different pressure points require different applications: touch pressure, stunning, striking techniques
 - 1. Mandibular Angle
 - 2. Infra-orbital
 - 3. Hypoglossal
 - 4. Brachial Plexus
 - 5. Suprascapular
 - 6. Jugular Notch
 - 6. Clavicle Notch
 - 7. Radial
 - 8. Medial
 - 9. Common Peroneal
 - 10. Femoral
 - 11. Tibial

II. Review—{1 hour}

- A. Position of Advantage
- B. Low Profile cuffing
- C. Standing/Kneeling Compliant Cuffing
- D. Full Search (Search incident to arrest)
- E. Cursory Search
- F. Twistlock/Bent Wrist
- G. Two officer cuffing

III. Suspect management/multiple officers, multiple suspects—{1 hour}

IV. Review of written test—{1 hour}

Recruit Academy Daily Outline/Schedule

Class 7/September 21st {Personal Weapons, 4 Hours}

Power point and lecture on Personal Weapons (slides 90-94)
Refer to the slides for what techniques we teach, but lecture and discussion occur on the mats during practice.

I. Stretching and warm ups {20 minutes}

A. Inclusive of stance review, mirror drill, shoulder tap.

II. Introduce personal weapons—{2 hours}

- A. Recap personal weapons being used against assaultive subjects
- B. Guiding principle #1 police role in an arrest is defensive
- C. These techniques are designed to injure. Don't do techniques half force.
- D. Safety Advisement; Pad holders: Hold pad as demonstrated for each strike against body or at a distance to absorb impact and prevent injury.
Strikers; avoid hyperextension of joints, strike target area on pad, cease if discomfort persists or pain. Turn face away from striker and close mouth.

Conduct: Introduce the technique

Demonstrate it from multiple angles Live and Dynamically

Explain: Teach it by breaking down into its integral parts

Apply: Get the students working as soon as possible

Utilize mirrors; segmenting the technique in two parts at a time then put together

Training partners alternate striking and pad holding.

- 1. Straight Punch; variations of advancing, low, retreating punches
 - a. Making a fist properly
 - b. Maintain combat stance
 - c. Drive off the legs to gain maximum power
 - d. Keep elbow down until very end of extension
 - e. Extend arm and fist forward
 - f. Rotate shoulder and hips forward to add power
 - g. Make contact with first two largest knuckles of fist
 - h. Rotate fist 45 degrees to add power
 - i. Penetrate target at moment of impact weight should be in punch
 - j. Recoil quickly to resume combat stance
- 2. Palm Heel Strike
 - a. Same mechanics as straight punch
 - b. Curl fingers of striking hand back
 - c. Strike with hard surface of base of hand
 - d. Rotate wrist upon contact to add power and protect wrist

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3. Hammer Fist Strike; Forward, Downward, Side, Back
 - a. Raise front hand in small wind up; chin to eyebrow height
 - b. Generate power by rotating shoulder and hip inward and forward
 - c. Drive with legs
 - d. Palm face target rotating fist just before contact to strike with meaty part of hand.
 - e. Downward Hammer Fist. Bend at knees not waist. Drop weight.
 - f. Side Hammer Fist. ID target. Bring both arms up and into the center line near the chest. Rotate hips, shoulder and arm toward target. Upon contact, elbow still somewhat bent with elbow passing target to penetrate and prevent hyperextension of joint, reset to combat stance.
 - g. Back Hammer Fist. Look over shoulder, move hands sideways and upward, as hand moves toward target rotate hip and shoulder, pivot outside foot and step in toward target, make contact with meaty part of hand.

4. Elbow Strikes (1 through 7)

Elbow #1 High Front Elbow Strike (Attacker in front)

- a. Modified Neutral Stance hands up
- b. Bring right hand in to shoulder creating firm bend in elbow
- c. Sharply swing elbow out horizontally in front to make contact with attacker
- d. Strike with point just below the tip of elbow
- e. Pivot as you strike to generate more power and follow through
- f. Recoil and return to fighting stance

Elbow #2 Sideways Strike (Attacker coming from side)

- a. Look to identify target
- b. Elbow is first raised up
- c. Create firm bend in elbow
- d. Elbow punched outward
- e. Lean in as you strike
- f. Contact is made just above tip of elbow
- g. Use legs for power
- h. Recoil and return to fighting stance

Elbow #3 Horizontal Backward Strike (Attacker from behind)

- a. Look to identify target
- b. Elbow is first raised up
- c. Pivot as you punch your elbow horizontally to the target behind you

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- d. Keep chin tucked
- e. Strike with point just above the tip of elbow
- f. Recoil and return to fighting stance

Elbow #4 Backward Low Strike (Attacker from behind)

- a. Look to identify target
- b. Elbow is brought straight back
- c. Strike with point just above tip of elbow
- d. Pivot at you strike to generate power
- e. Recoil and return to fighting stance

Elbow #5 Backward Vertical Strike (Attacker from behind)

- a. Look to identify target
- b. Elbow is brought upward in a rising motion
- c. Tilt shoulders forward to allow elbow to rise
- d. Strike with point just above the tip of elbow
- e. Recoil and return to fighting stance

Elbow #6 Vertical Strike Forward and Upward (Attacker in front)

- a. Bring right hand in to your shoulder creating a firm bend in elbow
- b. Swing elbow up
- c. Pivot hip and shoulder to generate more power
- d. Strike with point just blow the tip of elbow
- e. Recoil and return to fighting stance

Elbow # 7 Vertical Forward and Down Strike (Attacker in front and down)

- a. Bring right hand to shoulder
- b. Create firm bend in elbow
- c. Bend knees and drop weight down
- d. Swing elbow down
- e. Strike with point just above tip of elbow
- f. Recoil and return to fighting stance

5. Front Defensive Kick

- a. Fighting stance
- b. Use the back leg, bring the knee up
- c. Punch the foot, leg and hip forward
- d. Kick straight out in a stomp

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- e. Curl toes upward to top of shoe
 - f. Keep hands up
 - g. Recoil and plant foot either in front of back to fighting stance
 - h. Point of contact to attacker of top of hip, midsection, or chest
6. Front A Frame Kick
- a. Fighting stance
 - b. Swing the rear leg forward with knee bent
 - c. As hip comes forward snap foot out
 - d. Strike through target
 - e. Pivot slightly on base foot to open hips
 - f. Contact with foot/leg just above where you tie your shoes or if close, shin
 - g. Recoil and plant foot either in front or back to fighting stance
 - h. Keep hands up
 - i. Attempt with forward leg for quickness vs less power
7. Knee Strike (Attacker in front)
- a. Fighting stance
 - b. From either side, use your outside hand to grab attackers arm above elbow area
 - c. Use your inside arm to take hold of attackers shoulder / trapezoid grabbing handful of skin
 - d. Push your inside forearm against attackers neck, keeping elbow down preventing attacker from dropping down to shoot in on your legs
 - e. Pull attackers body forward and or down while bringing inside knee up sharply
 - f. Strike with surface just above kneecap
 - g. Drive hip forward
 - h. Spin to disorient, re position, defend against other attackers
 - i. Use Muay Thai head grip as a variation
 - j. Cross over hands utilizing positive contact to switch sides of attack
- III. **Intro 360-degree defense w/ambush attack response (10 min)**
- Basics:
- a. Focus on center of attacker's chest / collarbone area
 - b. Allow peripheral vision to see all attacks; don't turn head to each attack
 - c. Do not reach out too far; strike may not have reached you so don't block
 - d. Stopping defense
 - e. Reflexive response to hooks, punches, knife attacks, blunt objects
 - f. Keep 90-degree bend in elbows
 - g. Defend using the blade of the arm
 - h. Put weight behind the defense

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- i. Defend wrist to wrist
- j. Training will move both arms; street usually one arm

Conduct: Demonstrate each of the seven defenses with and without strike

Utilize mirror for visual feedback

Call out the number Defense to be performed

Utilize partners for attack

Utilize foam batons for attack variation

Drills: As a group, assume positions as called out

With partner, slow strike by order and then at will

Utilize foam batons with called out defense and attack

Position 1 Defending from attack straight down

Forearms raised above and slightly in front of head

Position 2 Defending from attack at 45 degrees above

Arms raised at an angle like a roof of a house

Position 3 Defending from attack to side of head

Forearms out parallel with floor like goalposts

Position 4 Defending against rising attack to ribs

Elbows in tight to body

Forearms angled slightly outward

Abs contracted

Position 5 Defending against rising attack to ribs

Fingers are down; opposite of Position 3

Position 6 Defending against rising attack to body

Bend at waist not knees; opposite of Position 2

Position 7 Defending against rising attack to center of body

Bend at waist, not knees opposite of Position 1

360 Degree Defense with simultaneous counterattack

a. Make same position motions

b. Add punch to face with free hand simultaneous to defense

c. Retract and resume fighting stance or further strikes

Inside Defenses (defending against straight punches to head or body (5 minutes)

Drill: With partner, alternate side and attackers

Mix inside and outside defenses

Redirecting Defenses

a. Fighting Stance; defenders hands up and slightly less than shoulder width apart

b. Defenses from same side not crossing

c. Move hand inward and forward 45 degrees push with forearm

d. Redirect strike

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- e. Move head outside and slightly forward
- f. Small hand / arm movement prevent feint and second attack
- g. Simultaneous Counterattack

IV. **Check out Drill (30 minutes)**

CONDUCT:

1. Instructor will be with Recruit throughout the three Sections
2. Pad Holders Stations will be labeled with placards designating which strike to be performed
3. Stations will be facing each other 10' across and 6' between
4. Stations 1,3,5,7 in a row to the left and stations 2,4,6,8 to the right in a zig zag pattern progressing until escorted to Section #3

Section #1: Prone with pad holder applying downward pressure
Squirm out to ground kick.

- Recruit begins on stomach, arms underneath
- Pad holder moderate pressing on back
- Recruit frees themselves and takes ground fighting defensive position to defend against single pad attacker.
- Recruit regains feet and moves to Section 2; Station 1 of zig zag drill

Section #2:

- Recruit will perform designated strike until Instructor tells them to go to the next station. This will be repeated until Station 8 is completed
- INSTRUCTOR WILL BE CONSTANTLY MONITORING THE RECRUIT AS THEY PROGRESS; WILL JUDGE WHEN TO PROGRESS THEM TO THE NEXT STATION AND CLOSELY MONITOR ENDING TOUCH DRILL. EIGHT TO TEN STRIKES LIMIT PER STATION. FEWER ALLOWED AT INSTRUCTOR'S DISCRETION.

Pad Stations:

- Pad #1: Palm Heel Strike
- Pad #2: Front Defensive Kick
- Pad #3: Hammer Fist High
- Pad #4: Hammer Fist on floor (not manned)
- Pad #5: A Frame Kick
- Pad #6: Elbow Strike call out by instructor
- Pad #7: Knee Strike with cross over
- Pad #8: Straight Punch

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Section 3:

- Recruit will be directed to stand in neutral stance with eyes shut
- Attacker will touch Recruit with pad with Recruit orienting themselves and performing strikes of their choice.
- While Recruit is attacking, approximately ten seconds, second Attacker will touch Recruit with pad
- Up to four pad touches to be conducted
- Assess for injuries.

End of Lesson.

IV. Physical skills test Review—{1 hour}

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Class 8/September 26th {Gun Retention, 4 hours}

I. Review of Personal Weapons—{1 hour}

Refer to Class Outline #7 for Instructor notes on this section

II. Introduce Gun Retention—{1.5 hours}

A. Gun retention from holster and hand

1. Officers should always lock the weapon in the holster and drop their center to establish a better fighting base

a. Officer can then target vital areas on the subject to disrupt his thought process of trying to take the gun and then use a peeling technique to loosen or remove the subject's grip from the weapon as the officer creates distance to order the subject into prone position. Officer should remember to clear any potential malfunctions on his weapon

b. Officer can also use his hips to generate a violent "twisting motion" from one side to the other which may release the grip of the subject from the gun. Officer would again create space ordering the subject into prone position

2. From the front

3. From the rear

B. Gun retention from the hand (out of the holster)

1. If the subject grabs gun on the non-gun side of officer, pull the gun backwards while stepping forward violently driving the gun out of the grip of the subject

2. If the subject grabs the gun on the gun side of the officer, the officer needs to drive the gun downward to keep muzzle away from him, swing to his non gun side, and then complete same tactic

3. If officer cannot complete one of the two options listed above due to environment, position, subject's hand placement, etc., officer can use their knees to break the grip by driving the gun downward then taking their knees on top of the subject's hand driving one of his knees downward and pulling the gun up with his hands driving the weapon out of the person's grip.

4. Introduce/Discuss long gun retention

III. Introduce gun takeaway—{1.5 hours}

1. If the subject has grabbed the officer's weapon or has a weapon pointed at the officer, an option is to employ a gun takeaway

2. From the front

a. Officer needs to move either hand up underneath the gun as close to the subject's hand as possible grabbing onto gun

b. At the same time he grabs, officer should be moving the muzzle to the side and his body out of the line of fire

c. Officer then uses his free hand to grab behind the slide at the backstrap of the gun

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d. Officer then drives the muzzle of the gun toward the subject and away from him driving the gun out of the weak part of the subject's grip

3. From the rear

- a. If the officer finds himself with a subject behind him, He first must push the muzzle offline. The officer needs to drop either one of his hands to come under the subject's arm while the officer steps back as he turns into the subject to drive the muzzle offline of his body with his back
- b. As the officer traps the subject's wrist and arm, he targets vital areas of the body striking them to disrupt the subject's thought process and potentially incapacitate him
- c. The officer then reaches across the subject's arm grabbing on to the weapon with an overhand grip like the officer is "looking at his watch"
- d. The officer then pulls the gun against the weak part of the subject's grip seizing control of the gun
- e. The officer can provide an additional strike on the way out to gain separation moving to his own weapon and ordering the subject into prone position

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Class 9/September 28th {4 hours}

I. Scenarios day 1--introducing a lower level of unknown risk

- A. Six stations---addressing lower levels of danger
 - 1. Location is TBD for each academy depending on availability
 - a. recruits work in teams of two.
 - b. cover safety rules and housekeeping

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Class 10/October 3rd {Baton, 4 hours}

- I. **Collapsible Baton ASP lecture—{30 minutes} {Slides 95-106}**
(ASP written test administered during class)

- II. **Stretching/Warm ups—{10 minutes}**
Use the Baton warm up sequence

- III. **Introduce footwork and spacing—{20 minutes}**
- A. Interview Stance (Baton is normally closed, held between waist and shoulders)
 - B. Combat Stance (Baton can be closed, but most likely is open. In either case, the end cap is pointed toward the threat)
 - C. Check: using reaction hand, weapon hand, or both to fend off the approach of a subject to maintain safe separation. Hand shoves against upper body of subject to push either subject or officer back
 - D. Re-direct: using footwork and movement in concert with reaction hand pushing off of subject to allow subject to pass by while officer maintains safe separation to address further threats. Officer should wait until the last possible moment to move in order to prevent subject from adjusting and continuing attack on officer. If baton isn't open at this point, it should be opened immediately with officer moving to combat stance.

- IV. **Introduce ASP modes and strikes—{2 hours}**
- A. Target areas
 - B. Closed mode strikes
 - 1. Weapon side strike
 - 2. Reaction strike (also known as a clearance strike)
 - 3. Straight strike
 - C. Opening the ASP
 - 1. To the sky
 - 2. To the ground
 - D. Closing the ASP
 - E. Open mode strikes
 - 1. Weapon side strike
 - 2. Reaction side strike (also known as a clearance strike)
 - 3. Straight strike
 - F. Drills.

- V. **Introduce baton retention and controlling force option—{1 hour}**
- A. Big circle strip
 - 1. Officer slides one hand to the other end of the baton to control as much of the baton as possible

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2. Officer creates a "big circle" with the end of the baton he's controlling rotating the end of the stick like the hands on a clock working the subject's hand into a compromised position
3. Officer then "strips" the baton out of the weak part of the subject's grip driving it out of the subject's hand as he steps back

B. Swim technique

1. Drive baton up with one hand while the other hand swims baton downward then swim bottom hand up while top hand swims down driving the baton over the wrists of the suspect weakening the grip so the baton can be retained

A. Baton as a come-a-long or compliance tool

1. Ankle nerve—Drive baton across the top of the ankle to generate compliance
2. Pry tool—When hands are hidden under body, drive baton from behind through the bend in the arm near the elbow

Recruit Academy Daily Outline/Schedule

Class 11/October 5th {Takedowns, 4 hours}

I. Power point on takedowns (slides 82-89)

The purpose for having the suspect off balance during a search is to give you a mechanical advantage in case you find a weapon, or have another reason to quickly take a person down to the ground

II. Warm up—{15 minutes}

1. Include back and side breakfalls as well as rolls from the knees forward and backward

III. Introduce twistlock forward takedown to control—{45 minutes}

1. Fly-cast the arm forward (for training, big, exaggerated movement)
2. Move around to front of subject
3. Shoulder is pinned against officer's thigh
4. Other hand is placed on subject crook of the back shoulder
5. Order subject to ground as officer drives shoulder to ground
6. Move into prone control

IV. Introduce bent wrist takedown—{30 minutes}

1. From bent wrist position, outside foot steps back
2. Using hips and leverage, pivot while dropping to inside knee
3. As subject goes down, straighten out arm locking the elbow
4. Move subject's arm over officer's arm to establish bar hammer
5. Once control is established, mover to prone cuffing position

IV. Introduce outside wrist throw—{1 hour}

1. Demonstration of various uses of throw
2. Officer's hand grabs subject's hand collapsing the subject's thumb in his grip with the officer's thumb positioned on the back of the hand at the pinky knuckle of the subject
3. Illustrate using the officer's other hand to push the pinky knuckle to the outside of the wrist like a "waterfall" traveling straight down to the ground
4. When completing the takedown, ensure officer is using the progressive pivot concept moving their feet in order to create the space for the subject to fall straight down **(avoid hand being thrown out to the side!)**
5. Once subject is down, keep the arm bent at the elbow, maintain wide base bent at the knees, move feet around subject's head, and rotate subject onto their stomach by driving the hand toward the pocket and pulling at the elbow to turn subject over
6. If subject rolls onto their free hand, control that hand as it comes out
7. For use in searching takedowns when suspect spins out

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V. Introduction Standing Modified Search Takedown—{1.5 hours}

1. Spin out from first point of contact
 - a. Use distraction followed by rear wrist throw technique
 - b. Roll over subject to finish in prone control
2. Dump the suspect without taking into control (gun you can get to)
 - a. If a suspect is armed with an easily accessible gun, take it, and by so doing you don't want to control both suspect and gun.
 - In doing takedown, ensure officer is in good starting position (knees slightly bent, strong base, thigh to thigh contact, subject off balance)
 - Direction for the takedown is officer controlling hand pulling down and toward his hip or pocket. This motion will bring the subject down sliding along the officer's leg minimizing any potential injury to the officer's knee. ****Remember to emphasize the concept of "seating" oneself in order for the technique to be effective. The officer must drop their center as a leverage and weight advantage to drive the subject down to the ground. This means the officer should drop into a lower stance with a wider base in order for the technique to be effective****
 - As the subject starts to go down, the officer should be letting go of the hands and stepping back while he maintains control of the gun.
 - Once space is created, officer should be transitioning to his own service weapon and ordering the subject into prone position
3. Taking the subject into control (gun you cannot get to)
 - a. If you find a gun that is so difficult to get to that you would have a hard time retrieving it, then it's reasonable to believe it will be hard for the subject to get to it as well. If that's the case, we would want to try controlling the subject before controlling the gun
 - b. Shoulder hook technique
 - Same initial position as before
 - Officer will drive the free hand through the subject's opening between forearm and shoulder locking the shoulder down
 - Use "seating" movement as officer pulls down toward his outside hip or pocket to drive the subject downward

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- Instead of letting go and moving back, the officer should let go of the hands to readjust his grip grabbing on to the hand of the shoulder that's being controlled. Officer's hand should grab the subject's hand on the thumb side with the officer's thumb across the back of the hand toward the pinky knuckle as they would with a rear wrist throw
- Complete the technique by moving the subject to his stomach in the same manner as a rear wrist throw and moving to prone control
- This tactic could be used for physical resistance when in the standing modified search position as well

4. Adding Stress

- Add blue guns to search
- Easily accessible gun in waistband—no control

Concealing gun in waistband or pocket area—to control

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Class 12/October 10th {Takedowns, 4 hours}

I. **Stretching and Warm up—{30 minutes}** will include back and side break falls as well as rolls from the knees forward and backward

II. **Review takedowns (twistlock, bent wrist, rear wrist throw, standing modified)—{1.5 hours}**

III. **Introduction to Cursory takedowns—{1 hour}**

1. Finding a gun you can get to
2. Finding a gun you cannot get to
3. Suspect's movement away from you
4. Suspect's movement in toward you

IV. **Introduce takedowns from position of advantage—{1 hour}**

1. Suspect tries to pull away from officer
 - a. Arm drag
 - Officer needs to take a step to catch up and set up a stable base
 - Officer uses outside hand to grab wrist and start to turn arm over exposing the triceps. Officer uses a "raking" technique against the back of the triceps. Subject's arm needs to be turned over in order to increase control of the elbow which needs to stay locked out
 - The idea of "seating" is very important. The officer needs to drop their center in order for the subject to go down. We are trying to keep the shoulder pinned without allowing the subject to roll on his side. Use the illustration that you are, in a sense, dropping their hand straight down straight down to the ground driving your body weight down so as to control the shoulder once it's on the ground. If the officer pulls out or to the side or even at an angle, the subject will most likely not go down, or end up rolling onto his side. If the officer is smaller than the subject, a slight adjustment in the officer's feet may change the balance of the subject giving the officer a better chance of dropping the subject. Reiterate to the student that no one technique works on everyone which is why we teach multiple techniques and multiple tools
 - Once the subject is down, maintain control of the arm while doing a hand switch in order to move into prone position. Students need to be told to move one hand at a time keeping the wrist bent throughout the technique in order to maintain control.

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2. Suspect pulls in tight

a. Use a figure four takedown

- Holding on to the wrist with officers outside hand, distract to face using that same hand to "wrap around subject's arm. Think about the concept of "over, under" with the officer's hand traveling over the subject's arm, then traveling under subject's arm to grab onto officer's own wrist establishing the "figure four" hold. If the student extends the inside arm with the distraction, it is easier to travel over the subject's arm
- As the hold is secured, the officer needs to ensure he brings the subject's wrist behind the shoulder to take the subject off balance
- The officer then uses his body to drive the subject down by "seating" himself dropping his center causing the subject to go down to the ground. The subject will most likely land on his side
- From the figure four hold, the officer can immediately go to the bar hammerlock position. Officer can maintain that position until backup up is able to assist, or the officer can move to prone

In order to move to prone, officer keeps his hand his arm that is in bar hammerlock in position while his free hand can move underneath the subject's hand to prone cuffing position. He moves his body around the arm to prone cuffing position.

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Class 13/October 12th {Review, 3 hours, Defense against chokes, 1 hour}

I. Review of all searching, cuffing techniques, takedowns, combatives, impact weapons, gun retention, gun takeaway, pressure points {3 hours}

Refer to class notes for each of these sections for review

II. Introduce defenses against chokes {1 hour}

>>Choke from the front—

Key Lesson Takeaways:

- Make an exaggerated arch with your hands. Under stress it will shorten up so in training make it big!
- Pluck without using your thumbs to grab at their thumbs
- Don't touch their hands before you pluck, explode through them
- Trap their hands momentarily on your shoulders or chest
- The simultaneous kick could easily be a knee strike if the distance is closer
- Once you've kicked, follow up immediately to the face.

>>Choke from the front with a push—

- This attack has two immediate threats which must be addressed: Being choked and being driven backwards.
- While the step is instinctive as you're being pushed, the arm raise is not therefore you may end up taking a few steps before you make the defense.

Key Lesson Takeaways:

- Whichever leg is back when you execute the defense, the opposite side arm is the one that shoots up
- Drive the arm straight up in a punching motion, giving you the earliest defense possible. DON'T raise your arm up in a swinging arch.
- Get your bicep as close to or even touching your ear
- Make your rotation sharp. Think about "punching" your shoulder across the attacker's wrist
- The attacker's momentum will carry them into you, so the follow up elbow (#2) should be very fast

>>Choke from behind—Bar arm choke

- Send your hands in a rapid 1,2 count. Your hand NEAREST their hands should go first (it has the shortest distance to travel, so will get there sooner)
- Send your hands BEYOND theirs, so that you're exploding THROUGH their hands on the pluck rather than grabbing and pulling, which requires strength. Pull at a 90-degree angle.
- Tuck your chin immediately AS you're sending your hands. If you can't because their arm is in the way, tuck it as soon as your pluck clears that space.
- You don't need a ton of room to escape. Essentially if your chin is tucked and touching your shoulder, you can pop your head out straight down.

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- Don't go lower than you need to during the escape. Scrape your attacker's armpit with your hair.
- Throw an immediate knee strike when your head pops out and you've stepped around the attacker's leg. This is your earliest possible counterattack because you need both hands to address the threat as it's a strong hold.

>>Choke from behind—Carotid choke (the choke has gotten in deeper

- As the choke is applied, turn your chin towards the attacker's hands and tuck your chin tight to your chest
- Send both hands over the shoulder on the side of the attacker's hands in a "1,2" timing motion
- Pluck down along the shoulder, 90 degrees to the choke
- As the pluck is made drive your shoulder into the attacker's chest and turn inward slightly
- Slide your head down and out
- Finish with combative techniques (knees are a good choice)

>>Side Headlock

- This is a very common attack and fights can often end up here while still standing if the distance wasn't controlled properly.
- The initial danger is being taken to the ground, but there are secondary dangers that include being held and punched in the face as well as a neck-crank.

--Key Lesson Takeaways:

- As the attack is applied, go with the force as you are pulled inward and downward, tucking the chin to protect from a choke and punches
- As the arms fly around, strike the groin with the outside hand and bring the inside hand between your head the attacker's
- Grab the attacker's hair. If there is no hair, go for the eyes and nose and use your thumb under their chin for leverage
- Lift the chin forcefully while bringing your elbow straight down to your hip as you stand up
- Drive hammerfist or combative techniques to the face

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Class 14/October 17th {Ground Tactics, 4 hours}

I. Warm up/ Standing up to base/breakfalls/shrimping with basic terminology. Explain various positions from worst to best ending up in standing {30 minutes}

- **Standing up to base**

- Sit on the ground, legs extended in front of you.
- Lean to one side (sitting on one hip), extend the same side leg. Post the same side arm.
- Opposite leg is bent and close to the body. Opposite hand is protecting side the head of the head. This is your ground combat base.
- As opponent attempts to walk past your legs, note that you can rotate on the hip that is on the ground to keep yourself and the opponent in between your extended leg. This extended leg is a weapon to kick the suspect if they close the distance.
- To get up, elevate your body by pushing off of your posted arm and the bent leg. Retract your extended leg underneath and behind you. Plant your foot on the ground and stand up to base.

- **Breakfalls**

- From a standing position, crouch down so you are sitting on your ankles, in a "catcher's stance."
- Cross your arms across your body.
- Tuck your chin into chest.
- Allow yourself to fall on your back, simultaneously extending your arms into the ground, palm down, at a 45-degree angle.
- Aim to strike the ground with your palms at the same time that your body does.
- This action will distribute the falling energy through your arms and negate the force of the fall.
- Immediately after the breakfall, go into your ground combat base to protect.

- **Shrimping**

- Lay on the ground, facing up, with your legs bent and arms near your chest.
- Bridge and turn your body about 45 degrees to one side. For this example, we will bridge our body to the left. You are now in contact with the floor with only your feet and left shoulder.
- While suspended in the air, push your hips back to create an "L" with your body. Extend your body in a straight line and repeat on the opposite side.

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II. Mount Escape – Trap & Roll (AKA Upa) into guard. {30 minutes}

- **Punch-Block Variation**

- With the suspect mounted, grab the suspect's waist, push off of your feet, and bring them down towards you. This will force the suspect to post their hands on the ground. The suspect is now carrying your weight. When the suspect's hands are on the floor, maintain your grip around the waist. This is done to protect against head strikes.
- Climb the body north. One arm hugs the back, the other over-wraps the suspect's arm. Trap the same side foot.
- Bridge and roll the suspect over to guard. Place your palms on the suspect's biceps for control.

- **Neck-hug Variation**

- Responding to the suspect applying headlock from top position.
- Reach and trap the arm that is being used to headlock with your hand.
- Trap the same side leg.
- Bridge and roll the suspect over to the guard. Place your palms on the suspect's biceps for control.

III. Guard Escapes {30 minutes}

- **Stand and disengage**

- From bicep control, walk your hands down the suspect's body until you reach their hip area.
- Use strikes against the groin or inner thighs to encourage the release of the guard. Another option is to use your elbows for touch pressure against the femoral nerve area.
- When the guard is released, control both of the suspect's knees/legs as you stand up and create distance. Avoid attempts to control the feet since there is a high probability that you will be kicked.
- Be aware of the suspect's kicks as you stand up.

IV. Guard Escape into custody & Fight Simulation Drill {1 hour}

- **Double-Underhook Pass into Side Control**

- After the guard has been released, scoop both of the suspect's thighs and pressure your body forward, on top of the suspect (sprawl). You should be up on your toes for maximum leverage.
- Use one arm to reach across the suspect's body and connect your hand to their far shoulder. The other arm should still be grabbing the opposite thigh.
- Rotate around the suspect's body until both legs go past your head. Because you are connected to the suspect's shoulder with your arm, you can only rotate one way.
- Lower your body and connect your inner hip to their hip.

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- The arm that was on the far shoulder will now neck hug the suspect. The arm that was hugging the opposite thigh will underhook the suspect's arm.
- Connect your hands.
- Your outside leg should be bent, foot posted, putting slight pressure on the suspect's torso.
- This is called the side control position.
- **Side Control to Mount**
 - From side control position.
 - Take your outside knee and place it close to the suspect's armpit.
 - Scrape your inside knee up and above the suspect's torso all the way to the other side of their body. Obtain mount position.
- **Mount Controls**
 - Anchor & Base
 - Keep your hips low and connected to the suspect's legs.
 - One arm hugs the head, the other posts out to the side for base.
 - Use your legs to hook onto your suspect's inner thighs as necessary to counter the suspect's attempts to roll you over.
 - When the suspect attempts to roll you to YOUR right, you hook with your left leg.
 - When the suspect attempts to roll you to YOUR left, you hook with your right leg.
 - Low Swim
 - Suspect attempts to wrap your posted arm to roll you over.
 - Flare your elbow to the sky and turn your thumb down.
 - Keep your elbow position and swim your hand through to repost.
 - High Swim
 - Suspect pushes straight up on your chest or throat with one or two hands.
 - Keep your weight on the suspect hands.
 - Shift your weight to one shoulder, now swim the opposite arm in.
 - Repeat this action on the opposite arm.
 - Immediately get low and heavy to prevent further attempts.
- **Twisting-Arm Handcuffing Procedure**
 - Suspect submits to your control using above mentioned mount controls.
 - Use a 2-on-1 double C-clamp grip to reach and take control of suspect's forearm.
 - Post your opposite side leg.
 - Bring the arm and wedge it over the bent leg.
 - Direct suspect to extend their free arm over their head, flat on the ground.
 - Your outside hand should be on the wrist. Your inside hand should be on the elbow.

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- Open your hip, create a 90-degree angle with the suspect's arm, and use a push-pull motion to roll the suspect to their stomach. Push on the elbow, pull on the wrist.
- As suspect rolls over, tuck their hand on the lower back. Suspect's arm should be pulled across the body so there is no space between their torso and bicep.
- Switch your hands: the hand that was grabbing the elbow switches position with the hand that is pulling the wrist. Maintain the same position as before, but now with your hands switched.
- Switch your knees: the knee that was up in the air is now on the ground, and vice versa. You should have one knee wedged behind the elbow.
- Handcuff.
- Fight Simulation Drill
 - Suspect starts mounted on Officer.
 - Variation #1
 - Officer will reverse the position and escape to their feet by using the UPA and guard break.
 - Variation #2
 - Officer will reverse the position, pass the guard, mount, and handcuff.

V. **Elbow/Knee Escape to improve position (Explain how the trap and roll & knee escape can be used together. Demonstrate how the counter to one technique usually sets you up for the other) {30 min}**

- Suspect prevents the trap and roll by establishing a wide base.
- Hug the waist for punch protection. Head glued to the suspect's chest.
- While hugging the waist, brace the suspect's knee with your opposite elbow or hand.
- Turn sideways and flatten the same side leg.
- Push the suspect's knee down as you slide your knee up towards your elbow. Escape your leg.
- Trap the suspect's leg with your opposite leg (the one that is still trapped underneath the suspect).
- Square your hips.
- Hug the head and brace the suspect's opposite side knee.
- Shrimp away from the braced knee to create space and escape your trapped knee.
- Scoot back in and hug the back with your free leg. One of your feet should still be trapped.
- The hand that was bracing the knee now hugs the head. Shrimp towards the trapped foot and escape.
- Confirm that the suspect is in your guard.

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VI. Defending strikes from the guard (Punch-Block Series) {1 hour}

- Stage 1
 - Suspect attempts to punch your face from within your guard.
 - Use your elbow to pinch and trap suspect's arm on the gun side.
 - Hug the head. Lower your elbow to the ground to pin head low.
 - Keep a high guard by hugging high on the suspect's body with your legs.
 - Hand-off the head and pin the opposite arm if suspect creates a substantial punch threat with their free arm.
 - You should always return to pinning the arm on the gun side.
- Stage 2
 - Suspect pulls arm back to punch your body or head.
 - When this happens, fill the space by bringing your knee in front of the arm. Trap the same side arm by pulling on their tricep muscle with a monkey palm grip. Repeat on the other side if necessary. Keep your shins flared out.
- Stage 3
 - Suspect sits up to generate more powerful punches.
 - Bring your knees together and push them into the suspect's chest by bridging your hips off of the ground. Heels out. This creates distance, protecting your from punches. Your groin may still be vulnerable. Be aware of that.
- Stage 4
 - Suspect stands up.
 - Place your hands on the suspect's hips and extend your legs out to manage the distance.
 - Retract one leg to kick suspect as necessary and appropriate.
 - Hook Sweep
 - Suspect pressures forward into your feet to attempt to punch.
 - Keep one foot on the hip. Trap the ankle on the same side using a monkey paw grip. Take opposite foot and hook shoelaces on the back of the same side knee.
 - Kick the hip out as you pull on the back of the knee to cause suspect to fall to the ground.
 - Use suspect's momentum to stand up to your feet.
- Stage 5
 - If suspect creates enough separation to where you cannot place your feet on their hips, stand up to base.
 - You also have an option to rotate around and kick from the ground position if suspect stalks you from a distance.
- Guard Get-Up
 - From Stage 1, you want to get up to your feet.

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- From high guard, stretch your legs out to create distance.
- Use both hands to post on one side of the suspect's head. Push head away as your shrimp away from suspect.
- Inside foot stays as a wedge on the hips. Extend your body and retract the outside foot.
- Kick the suspect as appropriate and sit up.
- Grab suspect's wrist and put it on the ground. Stand up to base.
- Fight Simulation Drill
 - Suspect starts mounted on Officer.
 - Variation #1
 - Officer will escape the position by performing a knee/elbow escape. Work through punch-block series. Officer will escape while in stage 5.
 - Variation #2
 - Same as above, except Officer will escape via the guard get-up.

Recruit Academy Daily Outline/Schedule

Class 15/October 19th { Ground Tactics, 4 hours }

I. Warm up/breakfalls/rolls {30 min}

II. Review trap and roll escape, guard escape, trap and roll escape to handcuffing, and punch-block series {1 hour}

III. Side Control Escapes – Shrimp & Shoot into Guard {30 min}

- Suspect has Officer pinned in side control.
- Frame the hip with your inside hand.
- Frame the neck with your outside hand.
- Turn 45 degrees into your suspect and bridge away from them.
- Scoot your body back underneath the suspect by inserting the bottom knee down and across the underneath of the suspect. The knee should come out the other side of the suspect. The outside leg hugs the body in the same manner as the elbow/knee escape. Your inside foot should still be trapped.
- Extend your body so you are square with the suspect. Shrimp one more time to free your inside foot.
- Suspect ends up in the guard.

IV. Headlock Escapes from Side Control – Leg Hook Escape into handcuffing {30 minutes}

- Suspect puts Officer into a headlock from side control.
- Tuck the chin and inside elbow. Grab the far shoulder. Hook the suspect's leg with your leg.
- Push from the bottom foot forward to reverse your position.
- Hands out for base.
- Create a frame and push on the jaw to create separation of the suspect's hands.
- Reach back and grab suspect's hand. Wedge the arm on your knee.
- Go into twisting-arm handcuffing procedure as before.

V. Gun retention from the guard – Kimura lock into handcuffing {20 minutes}

- Officer is on the back, with the suspect caught in their guard.
- Suspect reaches for the Officer's gun with the same side arm.
- Officer will trap the same side wrist and lock the weapon into place.
- Release the guard, scoot away from the suspect slightly, and release your guard.
- Sit up and trap the suspect's arm in a kimura lock
 - Officer sits up and reaches over the suspect's arm, then weaves it under the suspect's arm, and grabs their own wrist.

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- Place your feet on the ground to push off. Bring the arm to the suspect's back as you push off and turn your body so it sits on the opposite hip. Trap the suspect's hip with your top leg.
 - Example: A right-handed shooter will be on their right hip when they lock the Kimura. They will then push off of their feet and turn to their left hip as they bring the locked arm to the back of the suspect.
- If possible, the suspect's elbow and shoulders should be in line for maximum leverage. The suspect's hand can be pushed towards their own head to increase pressure.
- When the suspect submits, give them instructions to get off of your legs. You can also take your top leg to scoop the suspect's legs and remove them yourself.
- While still holding on to the kimura lock, walk your body away from the body and roll sideways towards the suspect to get on your feet.
- Transition to prone handcuffing as stated in Class 5.

VI. **Gun retention from side control - {20 minutes}**

- a. Officer has side control and bad guy grabs for gun or taser. Use underhook to spider walk suspect's arm away from weapon. Keeping the suspect's arm trapped overhead gives you great control.

VII. **Gun retention from mount - {20 minutes}**

- Officer is in the mount. Bad guy grabs for gun or taser. Use underhook to spider walk suspect's arm away from weapon. Keeping the suspect's arm trapped overhead gives you great control.

VIII. **Review of Class 14 and 15 material, including fight simulation drills {30 minutes}**

Recruit Academy Daily Outline/Schedule

Class 16/October 24th {Choke Defense/ Ground, 4 Hours}

**I. Lecture on Neck Restraints awareness power point—{10 minutes}
(slides 107-114)**

II. Warm up/breakfalls/rolls - {20 minutes}

III. Defense against rear naked choke - {30 minutes}

- Falling into the choke
 - Use both arms to pull down on the choking arm. This will help protect your airway.
 - Flatten your bottom hand and place it in between the suspect's choking arm and your face. This move is called "Answer the phone" because it resembles a person talking on the phone.
 - Spider-walk your hand up and over your head, eventually putting the choking arm on the opposite side of your head. Now grab the suspect's arm with both arms like a baseball bat.
 - If possible, elevate your hips and escape the suspect's hooks. The goal is to be on the outside of the suspect's legs. If the suspect is holding on very tight with their legs, this may not be possible.
 - While still holding to the suspect's arm with the inside hand, take your outside hand and push on the suspect's elbow.
 - Turn into the suspect and escape the back mount position.
 - Depending on the suspect's legs, you may end up in the guard or side mount. Both are acceptable options.
- Falling away from the choke
 - This is the preferable option.
 - Use both arms to pull down on the choking arm. This will help protect your airway.
 - Turn your body into the suspect so that you are flat on the ground. If you do this move correctly, you should be laying next to the suspect, and they should not be directly behind you anymore. Your head should be facing the ceiling. This should place the suspect's head and choking arm on the same side.
 - If possible, elevate your hips and escape the suspect's hooks. The goal is to be on the outside of the suspect's legs. If the suspect is holding on very tight with their legs, this may not be possible.
 - Scoot your hips and shoulder walk your body so that your head is higher than the suspect's. Ideally, your body should be pinning the suspect's arm.
 - Turn into the suspect and escape the back mount position.
 - Depending on the suspect's legs, you may end up in the guard or side mount. Both are acceptable options.

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IV. Defense against bad guy in rear top mount - {30 minutes}

- Option #1 – Immediately roll to bottom mount. If the suspect is not choking you, rolling will put you in the suspect's mount. If this is the case, use the trap & roll escape to reverse your position.
- Option #2 – If the suspect is actively choking you, protect your airway and roll to your back. This will place you in the common rear mount position. Defense the rear naked choke as stated previously.

V. Intro hidden arm technique (this is an arm pry w/out baton) - {30 minutes}

- Suspect is face down with their arms tucked underneath their chest, refusing to comply.
- Officer will get on both knees and lay perpendicularly across the suspect's shoulder blades.
- Use your elbow closest to the suspect's head to bring the suspect's head towards you and up on your thigh. This is called shelving the head. You can use your other hand to lift the suspect's far shoulder and get a peak underneath the chest. This allows for a quick check for weapons.
- Once it is safe, Officer will get on one side of the suspect and place their inside knee on the small of the suspect's back. The other foot posts for balance. The Officer should be facing the suspect's head.
- Outside arm will hook the shoulder and inside knee (that's currently on the back) will push into the armpit area. The purpose of this action is to open the suspect's elbow to 90 degrees from their body.
- Outside hand will reach through the suspect's arm and grab the wrist.
- Knee switch & Handcuff
 - Outside knee goes down, inside knee comes up.
 - Drop your outside shoulder to the suspect's middle back to use as a pivot point. Double up on the wrist grab and rotate your hips around towards the suspect's head. This motion pries the arm out from underneath the suspect.
 - Once the hand is out, rotate your hips back towards the suspect's waistband go into twisting-arm handcuffing technique.

VII. Complete Review and roll with instructors—{2 hours}

Recruit Academy Daily Outline/Schedule

Class 17/October 26th {4 hours}

Scenarios day 2--Introducing an elevated level of unknown risk

Six stations---addressing elevated levels of unknown risk danger

1. Location is TBD for each academy depending on availability
 - a. recruits work in teams of two.
 - b. cover safety rules and housekeeping

Recruit Academy Daily Outline/Schedule

Class 18/October 31st {IPICD, 4 Hours} (FULL CLASS)

I. Sudden custody death syndrome

- A. Deputy Spoutz teaches this block
- B. Lecture format for entire class
- C. Lesson plan and power point cover the material

Recruit Academy Daily Outline/Schedule

Class 19/November 1st {Edged Weapons, 3 hours, Review 1 hour}

I. Lecture and practice on Edged weapon defense power point (slides 108-117)—{1 hour}

II. Demonstration and application of empty hand edged weapon defenses—{2 hours}

- A. 7 angles of attack to set up the techniques—Students demonstrate on each other to familiarize them with directional attacks for techniques.
- B. We teach to penetrate by using a “flinch wedge” technique and attacking the delivery system, then striking to disorient the attacker and disengaging moving to a superior tool.
- C. Angle #1—45-degree angle from gun side shoulder. Defense is both hands coming up using the “flinch response”. As you deflect the attack, you slide over the arm and move your body forward to eliminate the space between you and the attacker. Using your outside arm, “trap” the attacker’s arm under your armpit as you grab the back of the elbow to restrict movement of the knife that is in the hand of the attacker. Inside hand sets up your “framework” to deliver knee strikes. Eventually, you can step through, drive the attacker’s head back and trip the attacker knocking him to the ground while you disengage.
- D. Angle #2—45-degree angle from the reaction shoulder. Same rules apply from an angle #1 attack except you will end up on the outside of the arm. After you trap the arm and lock down the elbow, drive your free hand across the face with a strike to disorient the attacker, then use a shuffle pivot stepping out at a 45 degree angle and drive the head backwards as you drop your body weight and drop the attacker onto his back as you disengage.
- E. Angle #3—Horizontal attack across the midsection moving from gun side to reaction side. There is a point for each person where the hands are either going to rise up to defend against the attack (this is the angle #1 and #2 position trapping over the arm) or the hands will drop down to defend the attack. This is what a #3 defense will look like. As the hands react to the lower level, you create an “X” with your forearms to check and redirect the attacker’s knife hand. Your outside arm underhooks the attackers forearm and slides down to the wrist to “handcuff” the wrist so the knife cannot move. Your inside hand is free to frame for knee strikes or strike the face to disorient the attacker. You can ground the attacker by softening him up with strikes and then pull the head toward the ground. You can also drive the outside hand up and put a bend in the attacker’s elbow creating a “bar hammerlock” rotating your body as you drive the attacker to the ground.
- F. Angle #4—Horizontal attack across the midsection moving from reaction side to gun side. This is the same concept as angle #3 except it is

Recruit Academy Daily Outline/Schedule

coming from the other side of the body. Outside arm will underhook the attacker's knife hand and "handcuff" the wrist to restrict movement of the knife while you frame up to deliver strikes to the attacker. You can end by pulling the attacker's head down to the ground or going to a "bar hammerlock" and driving him to the ground.

- G. Angle #5—Linear attack coming toward the center of the body. This attack angle is unique because you don't have an angle to work with. It is a linear movement coming right at you like a straight punch. We will use a deflection with the outside hand and follow that with a circular motion with the inside hand to continue to redirect the attack. As the inside hand moves in a circle redirecting the attack, it can naturally overhook the attacker's knife hand and trap it like you do for the angle #1 and #2 attack defenses. You will end up on the outside of the attacker's arm, so you can do the same takedown that you do for the angle #2 defense.
- H. Angle #6—Attack from below coming straight up the center line of your body. This attack can be defended using either an angle #3 or angle #4 defense. It will just depend on which side of the attacker's arm you end up on. You will still make an "X" with your arms and redirect the arm to the inside or outside of your body "handcuffing" the wrist and completing the same follow up that you did for angle #3 and #4.
- I. Angle 7—Attack from above in a linear fashion straight down the center line of your body. This attack defense is the same as angle #5 in that you must check and redirect the attack as you trap the arm. You will overhook the arm as you redirect it
- J. Practical drills
 - Partner drills with various attack angles using flinch wedge
 - Three on one drillThree subjects, one officer; subjects choose attack, officer defends using passing system to get to firearm

III. Review material for written test—{1 hour}

Recruit Academy Daily Outline/Schedule

Class 20/November 2nd {4 Hours}

Review Day for Test!

- I. **4 search positions/ 4 cuff positions—{1 hour}**
 - A. Standing search, kneeling search, prone search, custodial search
 - B. Compliant cuff, low profile cuff, rear wrist lock cuff, prone cuff

- II. **Personal weapons and gun retention/takeaway—{1 hour}**
 - A. Strikes (palm heel, hammer fist)
 - B. 7 Elbows
 - C. Kicks (thrusting kick, A-frame kick, knee strikes)
 - D. Retaining gun from holster (front and back)
 - E. Retaining gun out of holster
 - F. Gun takeaway from the front
 - G. Gun takeaway from the rear

- III. **Review Ground Tactics and Baton—{1 hour}**

- IV. **Takedowns—{1 hour}**
 - A. Twistlock forward takedown
 - B. Bent Wrist takedown
 - C. Cross face takedown
 - D. Standing takedowns
 - 1. Suspect spins out
 - 2. Finding a gun you can get to
 - 3. Finding a gun you cannot get to
 - E. Takedowns from a position of advantage
 - 1. Arm drag
 - 2. Figure four

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Class 21/November 2nd {4 Hours} TEST DAY

I. Written Test

II. Skills Test

Recruit Academy Daily Outline/Schedule

Class 22/November 10th {4 hours}

Scenarios day 3—managing a higher level of unknown or known risk

- A. Six stations---dealing with uncooperative, resistive, or lethal levels of danger.
 - 1. Location is TBD for each academy depending on availability
 - a. recruits work in teams of two.
 - b. cover safety rules and housekeeping



Arrest Control Tactics

Student manual

Revised January 2021



PERSONAL PLEDGE

My signature below constitutes a commitment to myself and my family that **I WILL SURVIVE**, no matter what.

Signature: _____ Date: _____

SURVIVAL COMMITMENT

As a law enforcement officer, I am aware that being involved in a shooting or other violent incident is a realistic possibility. I will continually demonstrate my commitment to avoid becoming the victim of such an incident because I will:

- *Approach all suspects anticipating the possibility of a violent confrontation, regardless of the circumstances*
- *Never underestimate a suspect or adversary.*
- *Always think “cover” and constantly be aware of its nearest presence.*
- *Always evaluate the need to approach a suspect or suspect.*
- *Always watch my suspect’s hands and look for potential weapons nearby.*
- *Maintain a safe physical distance from my suspect(s).*
- *Always handcuff my suspect(s) behind their backs.*
- *Search for weapons slowly and thoroughly.*
- *Wear my body armor during enforcement operations.*
- *Value the importance of skills training.*
- *Effectively use my firearm in justifiable situations.*
- *Anticipate the worst, and be physically and mentally prepared with a plan.*
- *Survive and win any violent confrontation.*

ACKNOWLEDGEMENTS

No police arrest control system exists in a vacuum; each system builds on and borrows from numerous martial arts traditions. We would like to acknowledge our indebtedness to the wide variety of systems that have contributed to the training used in this academy. Those systems include Krav Maga, PPCT, FBI, BOSS High Level Protection, and ASP. We are particularly grateful to the Koga Institute, whose teachings provide the foundation for the principles on which we base our training, and a large proportion of the techniques we use.

When possible, we will note from which discipline each physical technique is taken. The concepts discussed in chapters four through seven are from the Koga Institute.

PART ONE: INTRODUCTION

Arrest Control/Defensive Tactics is an integrated system of certain physical and mental confrontation techniques and procedures directed toward the safety of those employed in law enforcement. The Lakewood Police Department and Jefferson County Sheriff's Office have devised a program believed to be both simple and effective. The ultimate objective of this program is to provide officers with the skills which they can utilize in those situations that threaten their safety.

The content of this manual is not meant to encompass the entire spectrum of arrest and control techniques. On the contrary, this manual contains a limited number of techniques, procedures and guiding principles. It is imperative that officers continue their skills training in the years beyond the basic police academy, as arrest control and defensive tactics skills are perishable. In addition, arrest and control skills deal with the most dangerous portion of the law enforcement profession, the taking into custody of another human being.

This training program has four specific training objectives. These objectives are as follows:

1. Self-Protection

This program will furnish peace officers with the means of self-defense, from threat awareness and avoiding an attack, to combative techniques.

2. Safe Mechanics of Arrest Procedures

This program teaches several controlling and handcuffing techniques. Each technique is designed for use based on the actions of the subject and on the nature of the situation. You will learn techniques that are appropriate for a wide variety of situations.

3. Instilling Confidence

This program is a solid introduction to arrest control/defensive tactics. It is imperative that officers train hard during the academy to build a solid foundation producing a set of knowledge, skills, and abilities essential to operating as a safe and effective peace officer. The skills taught in this program are perishable, and on-going training must take place. The more skilled you are, the more confidence you will have. The more confidence you have, the less likely you are to use a technique incorrectly or to use excessive force. Building confidence is a personal responsibility.

4. Threat Awareness

The material taught in this program will instill an awareness of subjects, situations and self that will aid in the ability to be an effective police officer. Officers will be taught to be aware of their surroundings and any additional threats. Officers will also become aware of their own skills and abilities, in addition to the limitations of police equipment.

PART TWO: POLICY/PROCEDURE

It will be the responsibility of each individual recruit to know his or her department's policy and procedure that is applicable to this block of training. Areas of policy within departments that may be explored during ACT include, but are not limited to:

- Definitions
- Use of force
- Deadly force
- Chemical agents
- Impact weapons
 - Taser
- Less lethal force
- Reporting use of force
- Prisoner arrest and/or transport
- Administrative reviews

Each recruit should make every effort to have these policies on hand and available for discussion during lectures and mat time.

PART THREE: SAFETY RULES

SAFETY RULES

- Warm up and stretch before each class
- All techniques are to be applied slowly and without resistance until otherwise instructed.
- Inform the instructor, before, during or after class of any injuries. All injuries must be reported immediately.
- The partner receiving the technique should 'slap' or 'tap out' to signify excessive pain or pressure.
- **NO HORSEPLAY IS ALLOWED.**
- All weapons and restraining devices will only be used as instructed and for their intended purpose.
- No other training disciplines are allowed in the Academy.
- Recruits are not to have any firearms or ammunition in the training area during arrest control classes.
- Never talk, discuss, or practice movements when an instructor is talking.
- If you are confused or if clarification is needed, raise your hand or approach an instructor for clarification.
- Strict discipline while training is required. This does not mean you can't have fun. Know the appropriateness of your behavior.
- Leave arrogant attitudes at the door. Be open to learning new skills and techniques.
- We will learn from each other, so do not be intimidated or reserved about asking questions, offering feedback, or requesting further instruction. Be professional. The instructors want you to succeed!

Site Safety Plan

1. If an accident or injury occurs during class:
 - a. Immediately notify the lead instructor
 - i. Determine level of injury
 - ii. Provide first aid and seek medical attention as necessary
 - iii. Notify a member of the Regional training staff
 - iv. Fill out worker's comp forms
2. If accident or injury occurs and another instructor is not immediately available:
 - a. Call EMS directly, if appropriate (911)
 - b. ACT Training Site Location:
1955 South Kipling Street
(303)987-7364
 - c. First aid kit is in the break room
3. If injury is non-life threatening, instructor should transport employee to Worker's Comp approved facility. They are listed below:
 - A. Union Medical, P.C
200 Union Blvd, #318, Lakewood (303)985-1811
405 S Platte River Dr, Ste 1-A, Denver, CO (720)981-4565
 - B. Arbor Occupational Medicine
South Denver—8200 E. Belleview #428 C
Greenwood Village (303)741-1166
Broomfield—290 Nickel St. Ste 200
Broomfield (303)460-9339
 - C. Exempla Health Care
Green Mountain—12790A West Alameda Pkwy
Lakewood (303)988-4870
Southwest—13402 W Coal Mine Ave. Ste. 110
Littleton (303)403-6520
 - D. Immediacare
605 Parfet St
Lakewood (304)62-2273 (After hour care)
4. Risk Management
 - a. Dee Ann Pfifer (303)987-7660 or Seerie Southwick (303)987-7713
5. Academy Training Staff
 - a. Sgt. Dennis Jackson (303)987-7377
 - b. Sgt. Terri Nelson (303)987-7318
 - c. Agt. Ike Beers (303)987-7368
 - d. Dep. Steve Spoutz (303)987-7381

PART FOUR: GUIDING PRINCIPLES

Objective of the ACT system: Control of yourself, the subject, and the situation

In Law Enforcement, we are called upon to bring peace and control to situations that are out of control or have the potential to become that way. This requires our ability to establish control. The three areas that are vital to control or order for us to stay safe and have success in our contacts are controlling one's self, the subject, and the situation. In order to maintain a level of control over these three things, the officer must have a broad understanding of what he is doing, why he is doing it, what the law is, and have the physical skills necessary to overcome resistance. These guiding principles have been designed to address these issues. They begin with the three premises.

Premise 1: The police role in a physical arrest is defensive

In order to be defensive, the contact must be legally justified to begin with. There are three legal justifications for the stop. They are: Consent based contacts, contacts based on reasonable suspicion, and probable cause.

Consent based contacts are made frequently by officers. Officers can walk up and engage anyone in a conversation, as long as the other person is a willing participant. If the person doesn't want to talk to the officer, the officer must let the person walk away. Officers get into trouble with their cases when they use terminology that does not imply consent. An example of this is "Hey, you. Come over here. I need to talk to you." The courts would most likely deem this statement as one that mandates that the person come and talk to the officer. The courts would then throw out any statements or evidence received by the officer after this statement took place. The person must feel free to leave in order for the contact to be consensual. The court uses the "reasonable person standard," and the question they ask before rendering a decision on consent is "would a reasonable person feel free to leave under the circumstances."

A better question to engage in a consensual conversation would be: "Can I talk to you for a minute?" The officer is asking for permission to talk to the person, allowing the person the option of declining.

Reasonable suspicion contacts are based on a reasonable police officer using his knowledge, training, and experience who perceives that criminal activity is either occurring, about to occur or has occurred. The officer may use words and gestures that order the person to remain at the scene, conduct a pat down search and carry out a brief investigation to determine whether or not criminal activity is afoot. Officers may have suspects handcuffed during the investigation. It is NOT always necessary to have the suspects handcuffed---it is more likely that the suspects will not be handcuffed during a reasonable suspicion contact. An example of a reasonable suspicion contact: You see a suspect who generally matches the description of a theft

suspect. You detain him until the witness can come by to identify him. The person may be very cooperative and in fact may be innocent. However, you may have stopped a person who matches the description of an armed robbery. Based on the nature of the crime, you may handcuff that suspect while waiting for identification by a witness.

Probable cause is the basis for an arrest. Probable cause essentially means that you have enough evidence to arrest the person. You reasonably believe that the person you have contacted has committed the crime you are investigating. The courts have a higher standard, which is called proof beyond a reasonable doubt. Probable cause is a lower standard. Several examples of probable cause cases are as follows:

- 1) You are called to Wal Mart who has a shoplifter in custody. The store security tells you they personally witnessed the suspect concealing merchandise and leaving the store without paying.
- 2) You are sent on a domestic violence call. You interview the wife while your backup officer interviews the husband. You observe a red mark on the woman's face and bruises on her arm, which is consistent with her statement that he slapped her and grabbed her arm. Although your partner tells you the man denied any physical confrontation, you have enough evidence (the woman's statement in addition to her injuries) to arrest him for domestic violence assault.
- 3) You arrive on the scene of a burglary that just occurred. You speak to the homeowner who came home and interrupted a burglary. She provides a description of the suspect: a W/M with blond hair, wearing a blue "Hoodie" sweatshirt and baggy blue jeans. She said she would be unable to identify him as he ran out the front door while she was getting out of her car. She said he would have her DVD player: a Toshiba dual disc player with an unknown serial number. Other officers conduct an area check and locate a teenage male matching the description hiding in a bush. He does not have the DVD player with him. You conduct a search of bushes in the area and find the DVD player. The DVD player is the one belonging to the victim. You can link the evidence together to make an arrest. What would make the case stronger, but not necessary for the arrest, is to have the DVD player dusted for fingerprints. If the suspect's fingerprints are on the DVD player, you have linked him positively to the crime.

In any of the three levels of contacts, you may end up using force to make an arrest. The courts have ruled that the force must be **reasonable** and **appropriate**. The courts have found that situations in which an officer uses force cannot be judged with 20/20 hindsight. The courts use the perception of the officer on scene. For example, an officer working the night shift makes a traffic stop. The stop is made on a residential street with inadequate lighting. The driver leaps out of the car and points an object at the officer which the officer believes is a handgun. The officer shoots and kills the suspect. The object is found to be a drill, rather than a handgun. The officer

perceived that the object was a gun and had a reasonable basis for that belief (the shape of the object and the behavior of the suspect).

Premise 2: An arrest is an emotional as well as a physical problem for both the officer and the suspect

The police usually contact people when they are in crisis. They are emotionally charged up, and often have drugs and/or alcohol in their system. There are many factors that add to the emotion of an arrest situation, but it is important to keep in mind that both the officers and suspects have emotional considerations that may interfere with clear thinking.

Some of the factors for the suspect are:

- ✦ Health problems
- ✦ Domestic problems
- ✦ Drugs and alcohol addictions
- ✦ Mental illness
- ✦ Fear
- ✦ Embarrassment
- ✦ Will get fired from his job
- ✦ Does not want to go to jail or prison
- ✦ The type of crime they just committed

Some of the factors for officers are:

- ✦ Health problems
- ✦ Domestic problems
- ✦ Drugs and alcohol addictions
- ✦ Mental illness
- ✦ Fear
- ✦ Embarrassment
- ✦ Punitive actions from department
- ✦ Lack of confidence
- ✦ The type of crime the suspect just committed

We want officers to build a base of knowledge while improving skill that leads to a high level of confidence. A lack of confidence within an officer can create compensating behaviors. **Compensating behaviors** include:

Hesitation

An officer fails to act when he should act. This behavior can get you or another officer hurt or killed.

Verbal abuse

An officer with no confidence in his skills may resort to name calling and profanity in order to intimidate the person into cooperating.

Bluffing

The officer hopes that making a statement like “stop or I’ll shoot” will work. If it doesn’t the officer either has to perform the threatened bluff or try something else. In either case, bluffs generally don’t work.

Excessive force

An officer who has no confidence in his skill or ability may resort to using inappropriate levels of force to make up for the lack of skills. An example may be someone who is fearful of placing his hands on someone who has been verbally abusive in order to arrest them. He resorts to using the Taser® or baton before attempting any lesser means of force. In this job, we have to touch people. Some of these people don’t want to be touched. You can’t just walk away from someone you need to arrest because you are afraid, nor can you use excessive force simply because you don’t feel confident. Confidence and skills are YOUR responsibility! We introduce the material and allow you to train, but we also stress that you must practice the skills, otherwise you will forget them. The choice is yours.

Increasing your confidence:

In order to have confidence, you must train. You must practice your skills until you are comfortable performing them in a training setting and then in the field, and even then, you should practice some more. Once you are sufficiently trained, your skills improve. Once your skills improve, your confidence increases. The training must be proper in nature, adequate and consistent.

-  The more you train, the more you improve your chances of responding to situations rather than reacting.
-  When you respond, you take an action based on conscious thought. The better trained you are, the less time it takes to make that conscious thought. The term “muscle memory” means that you train so often, that your body goes into motion without you having to make a decision on what to do. A technique, depending on complexity, needs to be repeated until muscle memory is ingrained. An example is learning to draw your gun from your holster. Muscle memory is in effect when you no longer have to consciously think about how you get your gun out of the holster. When you get a new holster with a new design (level II holster to a level III

holster) you must go through the repetitive process all over with the new holster. Remember, “repetition is the mother of skill”.

✚ When you react, you take action without conscious thought. It is more emotionally based than skill based.

Premise 3: Your mind and body must work together as one

Some people train their bodies more than their minds. These are the people you see in the gym, day in and day out, building their muscles. Some of these people leave out the mental preparation required.

Other people train only their minds. They may read all the latest articles on police related matters, but they don't train their bodies. They lack the physical strength and skills that may be required in a situation.

It is important to train both equally. Otherwise, you will have a lack of coordination. When your mind and body work together, you are coordinated, and you will respond rather than react. When your mind and body are uncoordinated, you are weak and vulnerable, and you are more likely to react to situations.

No matter how skilled you are mentally and physically, you can only concentrate on one thing at a time. When you are distracted, the coordination between your mind and body is interrupted, making you vulnerable to an attack. The goal of the officer should be to distract the suspect and use that distraction to create **lag time** in order to get a physical control hold on a suspect. The goal of a suspect may be to distract you so that he can either escape or attack. Lag time is the time it takes for the brain to receive a stimulus and the time it takes for the physical response.

Officers distract suspects by using pressure points or by getting the suspects to talk. By applying pressure on nerves, officers can briefly take the suspect's mind off of resisting you, while you resort to a leverage technique. When the suspect is talking, he is distracted. He will be less able to formulate a plan to resist you if he is talking, as the mind can only effectively do one task at a time. This applies to you as well. If you are talking, you are distracted. Suspects may use this as a means to time their move to flee or attack.

Suspects distract officers in several ways. He may be overly cooperative, giving you a false sense of security. When you let your guard down, he makes his move. He may be overly antagonistic, hoping to intimidate you into backing down. Suspects may move around in order to create the best positioning for escape or assault.

Lag time, or reaction time, is the time between the mind receiving the information and the time it takes to generate a response. The better trained you are, the more you reduce lag time.

Guiding principle of Control

As mentioned earlier, there are two types of control, general control and physical control. General control is defined as **the degree of influence you exert over a violator to take him safely into custody.**

The suspect still has the option to be a threat to the officer

A handcuffed suspect can still be a threat, as the suspect can still kick, run, and slip the handcuffs from the back to the front. There have been instances where a handcuffed and unsearched suspect has been able to retrieve a weapon from his waistband and commit suicide. The officer doing the transport could have just as easily been shot and killed. There have been several local cases where a handcuffed suspect retrieved a hidden handcuff key, released the handcuffs and escaped. In Florida, two detectives were killed when their handcuffed suspect freed himself with a hidden handcuff key and retrieved one of the detective's guns.

If you are pointing your gun at a suspect, he still has the option to reach for a weapon or turn and run. The gun may be a threat, but it doesn't prevent a person from moving.

A firm grip on a suspect's arm may feel like control, but in fact is not. A firm grip tends to annoy a person as no one likes to be grabbed. The instinct is to pull away from the grip. A person can pull away as a firm grip does not prevent the movement of the suspect's grabbed arm.

Physical control is **the application of a specific technique that only allows the suspect to move in the direction the officer chooses.** The twistlock hold is an excellent example of a physical control hold. A properly applied twistlock tightens up the tendons and muscles in the arm and elbow. If the suspect attempts to resist, the pain will overcome the suspect. He won't be able to punch the officer, as he will end up turning directly into the hold, causing more pressure. The officer can force the suspect to walk forward, backward, turn, sit and/or stand. The pain is directional and forces the suspect to move in the direction that the officer dictates. The suspect will try to avoid the pain, and most often will comply. If the suspect resists, he will feel more pain.

An improperly applied twistlock can result in the perception that the suspect is resisting, when in fact he is trying to avoid the pain. If the hold is not applied properly, the suspect may be able to get out of the hold. Be careful that you recognize the difference between someone who is moving to avoid excessive or improper pain, rather than someone who is resisting arrest.

Guiding principle of Awareness

There are many things officers need to be aware of during the course of duty. The general awareness rules and concepts are as follows:

- ✚ Be aware of your circumstances
- ✚ Be aware of your surroundings
- ✚ Be aware of the legalities of your conduct
- ✚ Be aware of any physical threats
- ✚ Have an understanding of why you are doing things
- ✚ When you give someone an order, you must be mentally and physically prepared to back it up. You must know how you will back it up.
- ✚ Plan ahead to know what you are going to do once you put your hands on someone---Expect a reaction from the suspect.
- ✚ Be aware of your own limitations
- ✚ Recognize the limitations of your equipment---maintain your equipment properly
- ✚ Don't hesitate when action needs to be taken
- ✚ Don't over extend yourself
- ✚ Don't accept challenges from the subject
- ✚ Don't take verbal abuse personally
- ✚ Don't underestimate suspects or show them disrespect

When you respond to a call or initiate a contact with a citizen, you should be aware of your circumstances and your surroundings as you approach the scene.

- ✚ Where are you? Do you know what street you are on? Do you know the business you are in front of? (Do you really want to conduct roadside maneuvers in a bar parking lot?)
- ✚ If you get into a foot chase, do you know which direction you are running?
- ✚ What are the possible hazards of running through yards?
 - Dogs, clothes lines, junk in the yard
- ✚ Do you have cover and/or concealment?
- ✚ Are you backlit as you approach the house or business? Are you parked under a streetlight, so the suspect can easily see your patrol car?
- ✚ Are there any weapons in the vicinity, or are weapons a part of the call?
- ✚ Are you on solid legal ground when you initiate contact?
- ✚ Can you enter the house? Do you need a warrant? Can you conduct a search of the home for people? Can you forcibly enter the home?
- ✚ Do you have the skills necessary to take someone into custody on your own? If you are suddenly attacked, can you remain in the fight until backup arrives?
- ✚ Do you have any injuries? Did you leave your baton in the car? What if your Taser fails?
- ✚ What if the contact officer is hesitating? Should you step in and take control? Are you prepared mentally and physically to take charge?
- ✚ What if someone challenges you? What will your response be?

🔲 How will you respond to verbal abuse?

The bottom line is no matter how skilled and strong you are there is always someone who is better and stronger than you. Just an awareness of this fact may reduce your chance of getting hurt. As the old Clint Eastwood line goes, "A man's got to know his limitations."

PART FIVE: USE OF FORCE CONSIDERATIONS

Options in the Use of Force:

A peace officer can influence a suspect's behavior in many ways. Mere presence may be enough to gain compliance from the suspect, while physical force may be required in other situations.

This academy advocates a use of force paradigm. This paradigm consists of **options available to an officer to gain compliance and/or control of a suspect**. The paradigm can be compared to a toolbox. The appropriate tool must be selected for the right situation, just as a carpenter must select the correct tool for the job. It must be emphasized that just because the options in the use of force are listed from the least amount of force to deadly force, does not mean an officer must follow that order, using every option available before moving to the next level.

Some options in the use of force are:

Command presence

Voice

Hands-on control

OC

Taser

Hand, elbow, leg or knee strikes

Baton/Winchester/ ASP

Kickstop restraint device

K9

Less lethal devices (Sergeants and SWAT members have these)

- Bean Bag rounds
- Pepper Ball rounds

Carotid Control Hold (Neck Restraint)

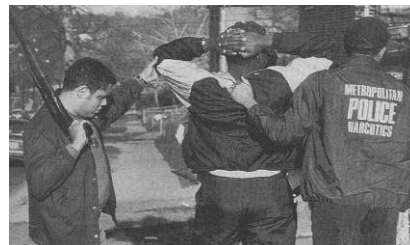
Deadly Force



Two levels of control.

General control mentioned earlier is the degree of influence you exert over a suspect in order to take him safely into custody. The following are examples of general control:

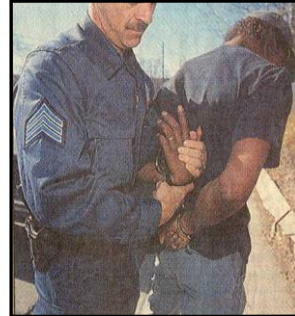
-  Voice commands
-  A handcuffed suspect
-  An officer pointing a gun at a suspect
-  A firm grip on a suspect's arm



Physical control mentioned earlier is the application of a specific technique that only allows the suspect to move in the direction the officer chooses. The suspect may only move in the direction the officer allows. Physical control requires the use of a specific control hold.

Physical control holds include but not limited to:

- ✚ Twistlock
- ✚ Rear Wrist Lock
- ✚ Prone control
- ✚ Arm Wrap
- ✚ Arm Bar
- ✚ Bent Wrist or “Gooseneck”



The use of physical control involves pain compliance and leverage. It is recommended that the peace officer not rely on using one or the other as some suspects may not feel pain due to the amount of drugs/alcohol and/or adrenaline in their bodies. The use of pain compliance is especially effective just prior to placing the suspect in a physical control hold or by using leverage to take the suspect to the ground. Pain compliance is more of a distraction to temporarily take the suspect's mind off of resisting for a split second. Then leverage is immediately used while the suspect's mind is divided between the pain he feels and whatever he is doing to resist you.

It is imperative that the peace officer using pain to gain compliance from a suspect de-escalates when the suspect complies. The peace officer should use clear commands to direct the suspect to do or refrain from doing something. When the suspect complies, the peace officer should reduce the amount of pain being applied. If an officer fails to de-escalate and reduce the amount of pain, the suspect may begin to resist to avoid the pain. The suspect may also begin to adjust to the amount of pain as adrenaline can be dumped into the person's system, thereby reducing the effectiveness of the pain/compliance technique and making it easier for the suspect to resist.

Use of Force:

A peace officer is justified in using physical force when verbal persuasion is ineffective or if there is a reasonable belief that verbal persuasion is inadequate.

State Law: CRS 18-1-707

Peace officers, in carrying out their duties, shall apply nonviolent means, when possible, before resorting to the use of physical force. A peace officer may use physical force only if nonviolent means would be ineffective in effecting an arrest, preventing an escape, or preventing an imminent threat of serious bodily injury or death to the peace officer or another person.

Physical Force is defined under **CRS 24-31-901** as: The application of physical techniques or tactics, chemical agents, or weapons to another person.

Colorado law does not require an officer to retreat from an attack. **CRS 18-1-704** states: A person is justified in using physical force upon another person in order to defend himself or a third person from what he reasonably believes to be the use or imminent use of unlawful physical force by that other person, and he may use a degree of force which he reasonably believes necessary for that purpose.

A peace officer is expected to take appropriate action to handle a situation. He is authorized to use the amount of force necessary to overcome the resistance made by the suspect which starts with verbal skills when feasible. This force will be different in every situation. A minimal amount of force may be reasonable in certain situations or deadly force may be reasonable under different circumstances. The officer must select the appropriate amount of force and/or the use of a weapon in any given situation.

In using force, there are three types of force that are discussed and demonstrated:

- Controlling force-Force used to control a person
- Injuring force-Force used that is designed to disable or neutralize the threat
- Deadly force-Force that would reasonably cause SBI or Death

An officer needs to recognize the type of force he is using in any given situation so that it is reasonable to the threat that is perceived. Types of resistance will be discussed shortly and what type of responses by officers may be objectively reasonable.

Excessive Force:

Lawful and proper force restricted to that which is objectively reasonable to control and terminate unlawful resistance or in self-defense, or to prevent the escape of a person in custody. Any amount of force that goes beyond what is objectively reasonable may be deemed excessive. Colorado statutes require the same and hold peace officers accountable if they use excessive force.

Excessive Force:

Excessive force is defined in **CRS 18-8-803** as:

“...physical force which **exceeds** the degree of force permitted pursuant to 18-1-707 (Use of force in making an arrest or in preventing an escape). The use of excessive force shall be presumed when a peace officer continues to apply physical force in excess of the force permitted by section 18-1-707 to a person who has been rendered incapable of resisting arrest.”

If a peace officer witnesses another using excessive force, he/she is **required** by law to attempt to intervene and report it to a supervisor.

CRS 18-8-802:

“...A Peace Officer shall intervene to prevent or stop another Peace Officer from using physical force that exceeds the degree of force permitted, if any, by section 18-1-707, in pursuance of the other Peace Officer's law enforcement duties in carrying out an arrest of any person, placing any person under detention, taking any person into custody, booking any person, or in the process of crowd control or riot control, without regard for chain of command...”

“...A peace officer who, in pursuance of such officer's law enforcement duties, witnesses another peace officer, in pursuance of such other peace officer's law enforcement duties in carrying out an arrest of any person, placing any person under detention, taking any person into custody, booking any person, or in the process of crowd control or riot control, use physical force which exceeds the degree of physical force permitted pursuant to section 18-1-707 must report such use of force to such officer's immediate supervisor...” “...The report shall be made in writing within ten days of the occurrence of the use of such force....” Class 1 misdemeanor for failure to report.

Three types of Excessive Force:

Perceived excessive force:

This is community perception of a situation where officers use physical force on a suspect and perceive it to be excessive. The use of force may not be excessive. The majority of people in the community have little or no police contact. Their education on police behavior and conduct is based on what they see on television, the edited news video clips, or in the movies. You can reduce your chances of being complained about by doing a couple of simple things. If the situation permits, listen to the subject and explain what you are doing and why you are doing it. Using loud and clear verbal commands will not only let your suspect know what you want him to do, it also lets bystanders know and hear that you were giving the suspect every opportunity to comply.

Unintentional excessive force:

These cases could be considered excessive force but may require training rather than a discipline. An example of this may be a peace officer who uses a bent arm control hold on a very intoxicated subject. The intoxicated subject loses his footing and his wrist is broken as a result of the hold. The peace officer meant no harm to the suspect; however, the end result is excessive force. Training can be utilized to improve skill level and the understanding of the proper technique for the situation.

Intentional excessive force:

In these cases, the officer is acting with malice and outside the scope of his employment. Any peace officer who intentionally uses excessive force will be dealt with harshly through the internal affairs process, which may include termination. He may also face criminal and/or civil penalties.

Areas of Liability:

Criminal:

Both state (Title 18) and Federal (Under Title 42 USC 1983)

Civil:

Peace officer may have to pay punitive damages

Departmental Action:

-  Verbal counseling
-  Written log entry
-  Written reprimand
-  Suspension
-  Demotion
-  Termination

Ethical/Moral Implications

A peace officer who abuses his authority, whether it is for excessive force or for other criminal violations, not only brings public and departmental scrutiny on him personally, but also on the department and the police profession. One incident of police brutality that occurs thousands of miles away but is viewed by citizens across the nation can have a negative impact on police/community relations.

Types of Resistance you may encounter from a subject:

Psychological Intimidation:

-  Psychological intimidation manifests itself in a person's attitude, demeanor, or postures that indicate unwillingness to cooperate. One example may be a suspect placing his hands on his hips in an angry fashion after being told to turn around or staring down an officer when told to get on the ground.

Verbal Resistance:

- Verbal responses made by a suspect that indicate unwillingness to cooperate with the officer. Verbal non-compliance can also be in the form of a threat. Example: "It's going to take more than just you to get me in handcuffs."

Passive Resistance:

- The suspect's physical inaction that prevents the officer from gaining control over the suspect. Protesters have sometimes used the tactic of going limp or linking arms when an officer attempts to arrest them. It is important to remember at what level the suspect is at as you decide what tools you will use for controlling him. Passive resistance does not demonstrate a physical threat to the officer.

Defensive or Active Resistance

- When a suspect initiates some type of physical movement to thwart the officer's ability to control him, resistance becomes active. This could be defensive or offensive in nature depending on how the suspect is responding to your authority. An example of this would be the suspect who pulls away or pushes your hand away as you try to take physical control of his arm. Another example would be running from an officer to avoid detention. Another example could be a person physically blocking your path to get to someone or something. The officer must evaluate the threat to himself or others with this type of resistance in order to respond with reasonable and appropriate force to control the suspect.

Active Aggression

- A suspect's physical actions that demonstrate he intends to harm you with his resistance. An example would be kicking and punching at the officer. Your safety or the safety of someone else is in jeopardy at this point, but we still need to use reasonable and appropriate force for this type of resistance ready to de-escalate when necessary.

Aggravated Active Aggression

- The suspect intends to cause you serious bodily injury or death. Deadly force would be authorized at this point.

De-escalation of Force

Peace officers must go through a constant analysis of whether to escalate the use of force as well as the need to de-escalate the force once the suspect complies or is under control. The law is clear in that officers must use reasonable and appropriate levels of force, based on the reasonable police officer standard established in *Graham v Connor*.

Several well-publicized cases of officers using force have been shown in the news. Some applications of force were excessive force cases, while others were perceived by the public to be excessive but were justified.

Peace officers must have a general understanding of what happens to the mind and body when a person is in a “fight or flight” situation. (These things happen to both the officer and to the suspect).

- ✚ Adrenaline is distributed throughout the body
 - This will increase the threshold of pain for suspects, while reducing the amount of dexterity for the officer
 - Officers will often “get the shakes” after a “hot” call. This isn’t fear. This is the result of an adrenaline dump. It is the body’s natural response to a threatening situation.
- ✚ Increased heart rate
- ✚ Increased blood pressure
- ✚ Increased breathing rate
- ✚ Tunnel Vision

The fight or flight response is an instinctual response, but due to our training, we are expected to respond with objective reasonableness. This may include fighting or retreating, but “fleeing” should not be the normal response for an officer. A suspect who is in the ‘flight’ mode will be the one you must chase down on foot or set up a perimeter to track the suspect down. A suspect in the ‘fight’ mode is one you must be prepared to deal with using an appropriate amount of force.

A peace officer must be able to judge when the threat has been reduced. He must remain in control of his emotions as well as his behavior, ensuring that the application of force is reasonable and appropriate.

De-escalation of force is defined as: The act of diminishing or reducing the amount of force used on a suspect who has complied, is controlled or is no longer resisting.

Types of de-escalation:

Physical

The peace officer reduces the amount of force being applied on a suspect once the suspect is no longer posing a threat or resisting. Examples of this include: If

you use deadly force, you use it until the suspect no longer poses a threat. If you fire one round but miss your suspect (poor shot placement); however, the suspect drops his weapon and puts his hands up and complies with all instructions. You can't shoot him simply because at one point it was a deadly force situation. If you are striking a suspect with a baton, you should give verbal commands to the suspect, so he knows how to avoid repeated blows. If you order the suspect into the prone position and the suspect makes a motion to punch you, you strike him in the leg with the baton. If he then goes into the prone position, you can't keep hitting him.

You may have to intervene in physically de-escalating another officer, who is not reducing the amount of physical force, despite the suspect's compliance. The law requires this, and you can be charged with a crime if you don't intervene.

Verbal (Verbal Judo)

There are countless situations in which an officer must raise his voice to gain compliance from suspects or gain control over a situation. Once you have the attention of the people, it is most likely appropriate to lower the level of your voice, or you risk annoying the people and escalating the situation.

In many cases, citizens just want to be heard. The mere act of patiently listening to the concerns of the citizen may de-escalate a situation. Once their side of the story is heard, it helps to explain what you are doing and why you are doing it.

Your tone of voice may have an impact on whether a situation escalates or de-escalates. If you are sarcastic when you say, "have a nice day," you are risking a response from that person. If you are genuine when you say it, the words have an entirely different meaning. The words are important, but how you say something is even more important.

Non-verbal

Interpersonal skills

-  Listening
-  Physical indicators

Most communication is done non-verbally. You can communicate an order to a citizen with just a glaring glance. You can display a strong sense of confidence or fear with your facial expressions and your eye contact. Your hands can be in a position to relay a message to stay back, or one that I am here to help.

You can display a look of compassion or a look of cynicism with your facial expression. You can display a look of anger, surprise, and disbelief just with your eyes. Be aware of your facial expressions when you talk to people. Use them to de-escalate rather than escalate.

You can diffuse a situation simply by listening to a citizen.

PART SIX: CONTACT/COVER POSITIONING

Definitions and Responsibilities:

Contact Officer: Conducts the primary business of the stop or contact. He writes summonses or FIs, conducts searches, questions subjects, and secures arrestees. The officer is responsible for the thoroughness of the investigation, evidence seized, and necessary reports. If help is needed with any of these tasks, an assist officer should be called.

Cover Officer: Maintains constant surveillance of the subjects or suspects, any vehicle involved, and the immediate vicinity. He “watches the back” of the contact officer. The cover officer is also responsible for responding with appropriate force if the contact officer is threatened by an armed or unarmed assault. The cover officer does not recover evidence, engage in unnecessary conversations with anyone or otherwise become distracted from covering duties. The role of the cover officer is to watch the back of the contact officer and to intervene if the contact officer is endangered.

Assist Officer: After the contacting officer deems the situation safe and all subjects have been searched for weapons (if appropriate), the role of the cover officer will change to an assist role. In this case, the assist officer can issue summonses and conduct radio traffic as necessary. The role of an assist officer is to help with the business of the contact. This responsibility would apply to anyone on scene without having a specific role as a contact or cover officer.

Communication responsibilities:

- The contact officer should brief the cover officer on the following:
 - Reason for stop/contact
 - Any special problems or weapons noted
 - Plans for police action (summons, arrest, FI, etc.)
 - Whether or not a search for weapons has been conducted
- The cover officer should brief the contact officer on the following:
 - Any previous knowledge of the suspect(s) or situation that he or she may have
 - Any observations made while approaching the scene
 - Pertinent radio traffic the contact officer may have missed while making the stop
 - Any observations made during the contact that the cover officer may not have seen
 - Immediate notification of any pertinent officer safety concerns (observed weapons or pending attacks)

Positioning:

The cover officer should have an unobstructed view of the contact officer and his actions throughout the encounter. Utilization of the best cover while still permitting quick intervention to the cover officer is the best option. It is vital that the cover officer not leave his position unless it becomes obvious the contact officer is in imminent danger of losing a struggle with a subject. If there are other suspects present, the cover officer should radio for additional assistance as he goes to his partner's aid. The cover officer must position himself to attain a clear line of fire should it become necessary to defend himself and the contact officer with gunfire. The cover officer should avoid a crossfire situation.

The contact officers should avoid blocking his or her covering partner's line of sight or fire throughout the contact. The contact officer is also responsible for calling for additional assist units if it appears that more help is required.

If either officer becomes aware of a weapon, it is his responsibility to quickly notify the other officer by yelling "gun" and to physically intervene or draw a weapon and use the appropriate amount of force.

PART SEVEN: APPROACHING AND CONTACTING SUBJECTS

Approach and Contacting Suspects:

Six rules when approaching subjects:

As an officer approaches a suspect, not only must he be aware of the individual(s) he is approaching, but also the surroundings, which may pose additional threats. The most important thing to be aware of when approaching the suspect is the hands. If you can't see the hands, you can't see what is in the hands, which may include weapons. These are your two primary threats, and when in doubt, stay behind cover when approaching a suspect, or have the suspect come to you while you remain behind cover.

1. Hands
2. Weapons
3. Friends and/or associates who may interfere
4. Escape routes (for you and the subject)
5. Footing
6. Cover and concealment (know the difference!)

Hands: Most injuries to officers are caused by bare hand strikes or by an object carried in a subject's hand. Keep the hands in view, and you can determine if the suspect has a weapon in his hand. You can also determine non-verbal cues as to the suspect's demeanor. If the suspect's fists are clenched, you can tell that the suspect is angry. By knowing this, you can keep a greater distance and use verbal techniques to calm him down, or resort to using reasonable physical force if appropriate.

Weapons: An officer should observe the immediate surroundings for any obvious and/or potential weapons. An obvious weapon is a knife, gun, or bludgeon. A potential weapon is any object that can be used to injure an officer. Weapons or potential weapons may not be in the subject's hand but may be in the immediate proximity of the subject where they could be grabbed quickly. An example is an officer who enters a bar to investigate a disturbance. The subject involved in the disturbance may be playing pool, or near the pool table. There are many potential weapons such as the pool cue, balls, beer bottles, chairs, stools, ashtrays, etc. An officer may want to remove the subject from the area to question the person.

Friends/Associates: An officer should scan the area and observe anyone who may interfere with your investigation and/or arrest of a subject. Victims in domestic violence cases have, at times, attacked officers when their spouse is arrested. It is always best to keep the threats in front of the officers.

Escape routes: An officer should be aware of possible escape routes that a suspect may use prior to and during contact. For example, if the officers are going to an apartment to

contact a suspect, an additional officer should be positioned by the back window or door to prevent an escape.

Officers should also be aware of escape routes they can use in case they come under fire or must retreat.

Officers may want to provide an escape route for large unruly crowds. At times, it is best simply to disperse the crowd, rather than try to make a few misdemeanor arrests. When dispersing a large hostile crowd, it is imperative to provide an escape route, in particular if tear gas is deployed.

Footing: Officers must be aware of the surface they are standing on. Officers should place themselves in a better position than the suspects. If the officer is standing on ice, he could slip and fall. He may not only suffer an injury, but this would also allow a suspect to gain advantage over him. Officers should move to a location that does not have obstacles or a slippery surface.

Cover/Concealment: Officers should always scan an area for cover and concealment as they approach a person or situation. Cover and concealment are also available to suspects.

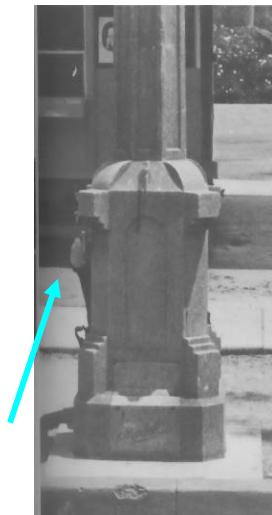
Concealment: Hides a person from view but does not provide any further protection.

Example: Shrubbery, Darkness



Cover: Hides a person from view as well as protects that person from incoming gunfire.

Example: the engine block of a car, a large tree, a brick wall, or a cement barrier.



These are both good examples of Cover as they can protect the officers from bullets.

Three rules of when contacting a suspect:

Once you have applied the six rules of approach and have determined that it is safe to come closer to the subject, you have three more things to be aware of as you get closer.

Rules of Contacting Subjects:

Distance:

An officer should maintain a distance of slightly more than the subject's arm length away. This gap will obviously change as the officer searches and/or handcuffs the subject, but while speaking to a person, the distance gap should be maintained. An officer should be able to see the subject from head to feet in his peripheral vision. If a subject is exhibiting hostile cues, the officer should maintain distance until there are adequate officers present to move in to handcuff the person. One of the most common ways officers get hurt is by allowing the suspect to get too close.

Balance:

Officers should stand with feet shoulder width apart, knees slightly bent, non-gun foot forward, gun side back away from the subject, with the weight on the balls of the feet. This stance allows the officer to move quickly in any direction.

Awareness:

Officers should always be aware of their surroundings, to include obvious and potential threats. Officers should also be aware of other factors that may influence the contact, such as:

- ✚ Fear of the police or going to jail
- ✚ Under the influence of drugs/alcohol
- ✚ Embarrassment

- ✚ Shame
- ✚ Domestic problems
- ✚ Loss of job

The officer may have some of these same factors influencing his mental and emotional state.

*The most important of these three is to maintain distance from the suspect during a contact. While it is imperative that officers maintain good balance and good awareness, if the officer is too close to the subject, he can be assaulted. Balance and awareness won't matter at that point.

Ready Position

Always be in a position where you can quickly respond to any type of attack from a suspect. This entails a balanced stance with your hands in front of you.

Balanced stance includes the following:

- Knees slightly bent
- Weight on balls of feet
- Feet shoulder width apart
- Gun side away from subject



Position of Advantage:

The officer is positioned behind the subject, off to one side. The officer has a light grip on a subject's forearm. The officer's other hand is behind the elbow in order to prevent a subject from harming the officer with his elbow.



PART EIGHT: CONTROL TECHNIQUES

Twistlock:
(Koga Institute)

The twistlock is a physical control technique that should be mastered by all officers. It is an excellent way to quickly escort an instigator out of a crowd situation, temporarily control an unruly subject or conduct a pat-down search and allows the officer to quickly take the suspect down to the ground if necessary.



Key components:

- Officer stands slightly behind suspect
- Both hands are used to control suspect's hand
- Suspect's hand approximately armpit height
- Suspect's arm slightly bent
- Suspect's wrist canted slightly forward

Notice how the officer's hand grips of the suspect's hand. This is the hand, while the other hand fingers---not shown) is the



the "meaty" portion
"steering wheel"
(controlling the
"accelerator".

Elements of proper twistlock

- C-clamp on suspect's wrist with your thumb and index finger
- (1st circle) Twist suspect's hand inward (suspect's little finger behind knuckles of the other fingers)
- (2nd circle) Suspect's wrist canted slightly forward
- (3rd circle) Suspect's fingers bent inward for added control
- Suspect's hand at his armpit level
- Suspect's hand slightly in front of his body

Obtaining twistlock from position of advantage

- Make contact with the suspect's forearm using monkey paw grip
- Use your inside hand against the opposite shoulder of the suspect, pushing against the shoulder and pulling on the forearm. You should be turning the forearm to expose the wrist, turning it up
- Your hand on the shoulder moves down to suspect's wrist, obtaining a C-clamp
- Your hand on the forearm moves to the suspect's fingers
- You roll the suspect's arm up into twistlock position

Obtaining twistlock from the front

- You grab the suspect's fingers (not hand) with your same hand (left to left, right to right)
- Push down and back to start putting a bend in his fingers
- Drive the suspect's hand up as you twist his fingers to establish twistlock
- Turn your body to face same direction as you obtain a C-clamp with your free hand
- Re-adjust your grip on his fingers to complete the twistlock position

Obtaining twistlock from behind

- You take either arm with the same hand hold as the position of advantage. Make contact with both hands at the same time, ensuring that you don't touch the elbow first, causing the subject to pull his wrist and forearm away from you
- Use your body to turn and "bump" the suspect's arm and displace his balance while your inside hand comes to the bend of the suspect's elbow. Keep this contact loose (don't grab), touching your sternum with your thumb as you bring the suspect's elbow to your chest.
- At the same time, your outside hand brings the suspect's hand to your outside hip, turning his wrist up.
- Your inside hand moves to the wrist with a C-clamp grip while your outside moves to the fingers bringing the suspect's arm up into twistlock position.

Bent wrist hold:



- Collapse the suspect's arm at the elbow, driving his elbow down and pulling his wrist up
- The suspect's arm should be in tight against your body
- Your inside hand should be over the suspect's knuckles and your outside hand should be on his fingers. Your thumbs should be removed from the bottom of his wrist to induce greater flexion

PART NINE: SEARCHING AND HANDCUFFING

Cuffing Techniques

DO I CUFF FIRST, OR DO I FIRST SEARCH FOR WEAPONS?

There are advantages and disadvantages to either way. It's important to not get locked into a philosophy of always cuffing first, or always searching first.

There are several advantages to doing a pat-down search for easily accessible weapons before attempting to handcuff a suspect. The first is that most people you come into contact with are not going to be arrested, but you have to deal with them in as safe a manner as reasonably and legally possible. You may be speaking with a person while you investigate a criminal matter but are unsure of who the suspect is and what the specific crime is. You may not be sure if weapons are involved or not. If you believe that the person you are in contact with may be carrying a weapon, you have the right to conduct a pat-down search for weapons. This is based on your experience and the circumstances surrounding the contact (*Terry v Ohio*). You will be far safer during your investigation if you have established that the people you are investigating are unarmed.

A second reason is that if you don't pat down a person prior to cuffing, the cuffing technique itself allows the suspect to have one hand free of any control. The officer has control over one hand, but there is a time lapse before the handcuff is placed on the uncontrolled hand. During this brief period of time, the suspect can access a hidden weapon, and will be able to shoot you before you can respond. There have been numerous documented cases of officers being killed in just this way. (Prone control and the two-officer controlled cuffing are exceptions).

When one officer is involved in the cuffing process, one hand of the suspect remains uncontrolled as shown below:



The suspect may be able to reach for and retrieve a weapon before the officer realizes what has happened. It may be a fatal error. Even if a cover officer is next to the officer and/or suspect, the officers' reaction time will almost always be too slow to respond to the suspect's move.

On the other hand, doing a pat-down search before cuffing does lengthen the amount of time that passes before the cuffs go on, potentially giving the suspect more time to formulate a plan to resist. The handcuff-first option has the potential to get the cuffs on more quickly, lessening the threat a suspect can pose to you. If the suspect cooperates with you, these techniques are generally less complicated to learn and implement.

Some disadvantages of this method are the suspect's ability to access an easily available weapon, as previously discussed, and some additional difficulties in an officer's ability to respond effectively to resistance during the cuffing process.

Just as each department has different policies and practices about whether or when to use a carotid control hold, you will find that different departments have different preferences and philosophies about when it is most appropriate to use different handcuffing techniques. Since this is a regional academy, we will be teaching you a variety of useful techniques. You will need to check with your training officers when you return to your own departments for instructions and advice about which techniques your department recommends for different types of situations.

STANDING COMPLIANT AND KNEELING COMPLIANT CUFFING (FBI)

If the officer is using standing compliant cuffing, use the following commands:

- Put your hands up (visually inspect the front waistband for weapons)
- Turn around and face away from me
- Put your hands behind your back, palms facing up
- Spread your feet and point your toes out
- Bend slightly forward at the waist, and don't move



- If you are putting the suspect in a kneeling position, have him put his hands up and turn around away from you. Have him lock his fingers behind his head. Tell him to and kneel down to the ground with his knees and feet together. Have him put his hands behind his back with his palms out and thumbs up.
- Remove the cuffs from your cuff case and set them up with the single strands facing down before approaching the suspect
- Your inside hand grabs back of the suspect's hand in a modified twistlock, dipping his shoulder by pulling slightly on his hand and bringing his wrist slightly away from his back
- When stepping in from the right side, your right hand should cuff the subject's right hand, pinky side first. When stepping in on the left side, your left hand should cuff his left hand, pinky side first
- Drive the cuff on until you hear a "click" indicating cuff is on, then immediately grab the suspect's free hand over his thumb or on his fingers and drive the second cuff on. Check for proper fit and double lock the cuffs as soon as it is safe to do so

SEARCH SEQUENCE: In following legal standards and your police and procedure, you should search the same way every time to ensure your search is effective and efficient. This is the search sequence used for our program:

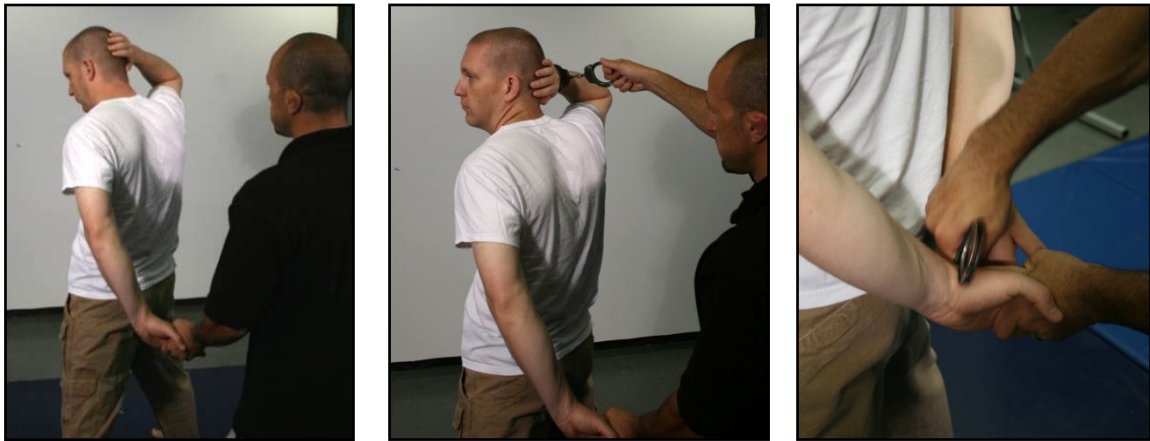
Upper Body:

Front Waistband
Front Pocket
Up the front
Down the sides
Sleeves (if they have them)
Down the back
Back Waistband
Back Pocket

Lower Body:

Down the front
Up the inside
Down the outside
Up the back

LOW PROFILE TWISTLOCK CUFFING (Koga Institute)



After the subject is placed in low profile twistlock, the subject is instructed to place the uncontrolled hand on top of his head. The officer then cuffs the uncontrolled hand, gripping the inside of the free cuff. The officer then brings the cuffed hand down behind the subject's back. The officer then loops the cuff under the subject's hand so the hands end up back to back. The officer pushes the second cuff on the controlled hand.

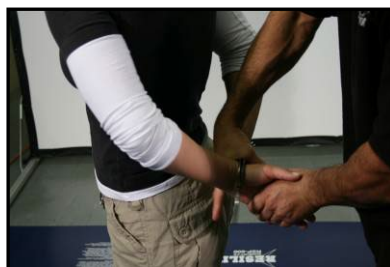
- Proper interview stance (blade your feet with your knees bent and gun side back)
- Use the same side hand in a monkey paw grip to pull back on the suspect's forearm while you maintain pressure on his opposite shoulder with your other hand to maintain balance and prevent spin
- Instruct the suspect to put his opposite hand on the back of his head
- Turn the suspect's forearm so his palm is facing up and obtain a C-clamp grip around his wrist
- Your outside hand goes to the suspect's fingertips, bending them towards the suspect's body and keeping his forearm tight
- Instruct the suspect to look left (or right if cuffing from suspect's right side) and cuff down on the wrist that's behind the head
- Maintain control of the cuffs by grabbing the free loop. Bring the suspect's arm down, looping the cuff around the back of his hand
- Transition your grip so you are holding the cuffs in a pistol grip. Cuff down and away on the suspect's other wrist

TWO-OFFICER CUFFING

It is beneficial to have two officers assist with any searching and/or handcuffing technique, especially if the subject is either very intoxicated, un-searched, or if resistance is expected.

In the photos below, the officer on the left has **physical** control of the suspect's arm; the other officer has **general** control of the suspect's other arm. The safest way to cuff this subject is for the officer on the left to cuff the hand the other officer has first. This is because he has **physical** control, and you should always cuff the un-controlled hand first.

Cuff this hand first.



Physical control

In the photos below, both officers have physical control over the suspect. Good communication must be used before a takedown is attempted or a search for weapons completed.



Both officers have physical control with a twistlock. When it comes time to cuff, one of the officers can switch his or her control position to a rear wristlock or switch into a low profile twistlock.



CURSORY SEARCH

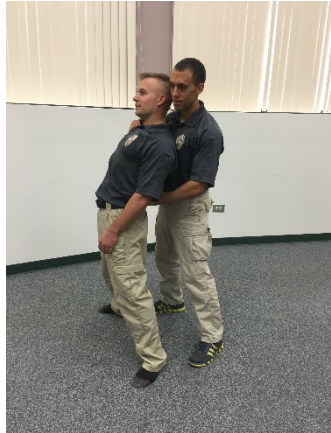
The reality of police work is that an armed subject is able to access his weapon faster than an officer, or even multiple officers can respond. Unless an officer has worked to gain a reactionary advantage, the armed suspect has a distinct and deadly advantage. This reality mandates that the officer have the ability and confidence to safely check a suspect for weapons—even before they are handcuffed. This cannot be (safely) accomplished by merely checking someone for weapons by going through or touching the clothing. The search must be coupled with a position of advantage and incorporate techniques that allow the officer to respond to evolving threats such as attempts to:

- Access a weapon
- Assault the officer
- Pull away to escape or gain a better position

The officer must have a plan for maintaining this advantage when a weapon is eventually found on the suspect.

The cursory search provides a low key way for officers to check suspects for weapons from a position less vulnerable to the suspect's empty hand attacks. An officer may use this technique to enhance the cuffing process by ruling out readily available weapons prior to handcuffing or to enable the officer to safely conduct an interview on a subject who has not been handcuffed.

To complete a cursory search, the officer can either instruct the person to move to a certain position or move in behind the suspect to gain position at their back breaking the suspect's balance before conducting the search. See illustrations below.





STANDING MODIFIED SEARCH AND REAR WRISTLOCK CUFFING: (Koga Institute)

This is the primary way to do a pat-down search on an uncuffed person while maintaining a level of control over him. It is also used if you know you are going to arrest the person and want to eliminate the possibility of easily accessible weapons prior to cuffing. If you find a weapon during the search, the takedowns are simple, effective, and allow you to either back off and draw your weapon, or take the suspect into physical control for cuffing.

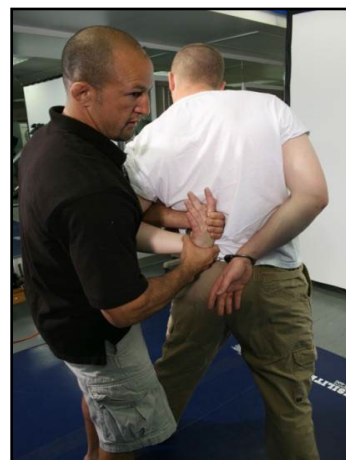
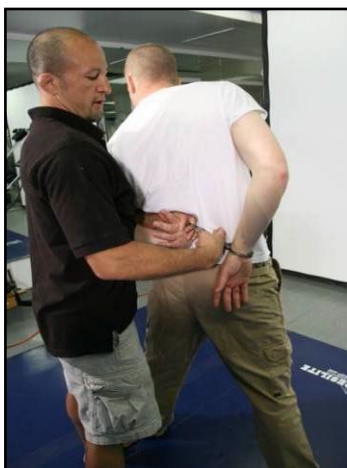
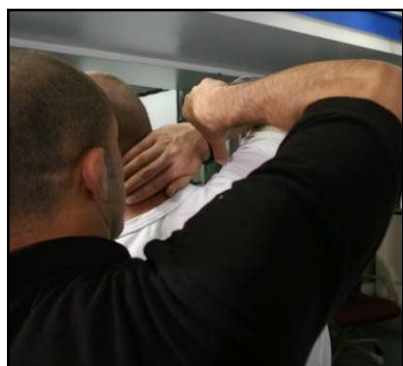
This searching method is recommended for many investigations when you don't know if you are going to make an arrest right away. One example is a DUI stop. You must deal with an un-handcuffed person for a period of time. Give yourself not only peace of mind, but safety in knowing that you have eliminated the possibility of the suspect reaching for a weapon during the roadside maneuvers.

To get into searching position, the officer instructs the suspect:

- ✚ **Place your hands above your head.** (This exposes the suspect's hands as well as the front waistband.)
- ✚ **Turn around and face the opposite direction.** (This exposes the suspect's back waistband.)
- ✚ **Interlace your fingers behind your head.**
- ✚ **Spread your feet. Don't move.**



As the officer approaches with his gun side back, he first grips the suspect's fingers. He then pushes the suspect's hips forward to get the suspect slightly off balance. To keep the suspect off balance (for an easy takedown if necessary), he places his thigh against the suspect's thigh. The officer's hand on the same side of the body searches that side. Another way to think of it is, "right hand searches right side, and left hand searches left side." The officer switches sides in order to complete the search. To go into rear wrist lock cuffing, the officer then grabs the suspect's hand with his same side hand, brings the subject's hand into a rear wristlock position, and completes rear wristlock cuffing.



Remember, once the suspect is searched, the officer can release the suspect for further investigation, or handcuff the suspect using rear wristlock cuffing.

Standing Modified Search

- Use proper commands to put the suspect in position: "Hands up, turn and face away from me, put your hands behind your head, separate your feet, don't move"
- Approach with your gun side back
- You should always grab the suspect's hands with your non-gun hand first
- Push his hips forward by putting your gun hand in the small of his back to drive him off balance
- Step in with your gun side foot
- Your heel should be against the suspect's instep with your thigh against the back of his leg
- Your elbow should be down with your head protected. You should not have to watch the area of the body you're searching
- Do your systematic search of the upper half of the body
- When switching sides, maintain control of the suspect's fingers, pushing his hips forward to keep him off balance
- Do your systematic search on the other side

Rear Wristlock cuffing

- From standing modified search, roll the suspect's hands up to expose his thumb
- Use your free hand to grab over his knuckles, collapsing his thumb
- Bring the suspect's hand down, putting a bend in the wrist and bringing his elbow to your ribs. Be sure to keep a grip on his other hand (the one that is still behind his head)
- When the suspect's elbow hits your ribs, rock your hips back while bringing his hand behind his back and moving your feet to a 45-degree angle to close the door on the suspect's elbow
- Pin the suspect's shoulder by pinching his elbow in between your biceps and rib cage (the suspect's shoulder should be dipped down toward your arm that's controlling the suspect's arm)
- Tell the suspect to turn his head toward the controlled shoulder
- Remove your cuffs and with a pistol grip, cuff down on top of the suspect's wrist (the one that is still on the back of his head)
- Grab the free loop of the cuffs
- Bring the suspect's hand down behind his back
- Readjust your hand so you have a pistol grip on the cuffs. You can either grab the loop with fingers from your controlling hand and readjust your

- grip, or you can use your free hand and manipulate the cuffs into a pistol grip
- Drive second cuff on until it stops against the suspect's wrist
 - With your fingers grabbing behind the suspect's wrist, pull his wrist away from his back to expose enough space to drop the single strand down behind the wrist and into the double strand
 - Check for proper fit and double lock the cuffs

PRONE CONTROL

(Koga Institute)

Prone control affords you the most protection prior to approaching the suspect. This method should be used in high-risk situations where you know or suspect a gun to be involved. You should order additional suspects into a prone position if another officer takes a suspect down during a pat-down search, or if an officer is in a struggle with a suspect.

You should not attempt to handcuff a proned out suspect without a cover officer unless it is absolutely necessary or unavoidable. Use a cover officer while you handcuff.



The officer who is cuffing holsters his gun. It is up to the cover officer to provide cover and lethal force if necessary. The cuffing officer grips the back of the suspect's fingers (right to right or left to left), then simply turns the hand over and then grips the suspect's wrist with a 'c-clamp'.

The officer then "sweeps" the suspect's arm along his body until the arm is past the shoulder blade. This ensures that the suspect's shoulder is not unnecessarily injured and limits the ability of the suspect to roll over and struggle with the officer.

The officer should then rotate the suspect's arm so that it is kept straight, the wrist is bent, and the suspect's fingertips are pointed at the officer. The suspect's arm is in between the officer's legs, allowing for more pain compliance by moving the suspect's arm toward the officer. The officer can then do a sweep of the suspect's back waistband and handcuff the suspect.



Prone control

- Use verbal commands: "Hands up, get down on your knees, lie flat, keeping your hands in front of you, cross your ankles, look away from me, don't move"
- Step in while you have lethal cover and grab the suspect's fingertips with your inside hand (your left hand grabs the suspect's left hand). Bend the suspect's fingers back slightly
- Turn the suspect's wrist over and obtain a C-clamp grip under his wrist. You should be positioned so that you are facing the suspect's feet and your feet are placed where the suspect cannot grab them. Keep the suspect's elbow locked out with your other hand applying very light pressure just above his elbow (your thumb should be up). Move his arm low to rotate the shoulder and up to prone control
- Keep your inside knee across the suspect's back (applying light pressure) and your outside foot flat on the ground with your knee up. The suspect's arm should be up and on your thigh with room to move it toward the center of your A-frame should he resist
- Keep the suspect's shoulder pressed into the ground by keeping his wrist bent and driving his arm down, keeping the suspect's elbow locked out and straight
- Check the suspect's back waistband before you bring his hand above the small of his back
- With your free hand, grab the back of the suspect's hand, replacing your controlling hand. Turn his palm up and bring his hand behind his back in a twistlock type arc for control
- Remove your cuffs and place the first cuff on the suspect's wrist, cuffing down and away with the bottom cuff

- You want to maintain control of the cuffs and the suspect's hand with your inside hand, which is stronger and more connected to your body. To do this, momentarily block the top of the suspect's elbow with your outside shin, grab the loop of the cuff with your outside hand, pulling up for leverage and control, then grab the cuffs in a pistol grip with your inside hand. You know you're controlling with the correct hand when your inside hand is controlling the hand or the cuffs (left knee down on back, left hand controlling the suspect's hand or cuff; right knee down on the back, right hand controlling the hand or the cuffs)
- Order the suspect to put his second hand behind his back, and then grab the suspect by the wrist, collapsing the suspect's thumb or grabbing his fingertips, and apply the second cuff

Prone search

- Roll the suspect on his side, bend the suspect's upper leg back and hook the suspect's foot behind your foot. You should be kneeling on the knee closest to the suspect's shoulders and your other foot should be flat on the ground. Keep pressure on the suspect's shoulder with your hand that's closest to the suspect's head
- Complete a systematic search of the first half of the suspect's body (head to toe) in the usual searching order
- Push the suspect back down on his stomach and move to his other side, keeping pressure on his shoulders
- Roll the suspect onto his other side and search the other side in the same way

PART TEN: TAKEDOWNS

In order to conduct quick, efficient and effective takedowns, it is imperative that the suspect be off balance to begin with. The officer must get good initial positioning during the search in order to be most effective.

Outside Wrist Takedown: (Koga Institute)



This photograph depicts the initial hand position; the officer's hand on the right. The officer would then use her other hand to push on her thumb and guide the suspect's fingers down toward the ground. The focus should be on the wrist and the pressure 'down to the ground. Once the suspect falls to the ground, the officer maintains the original grip, and uses the other hand to roll the suspect over to his stomach. Cuffing will be in the prone position.

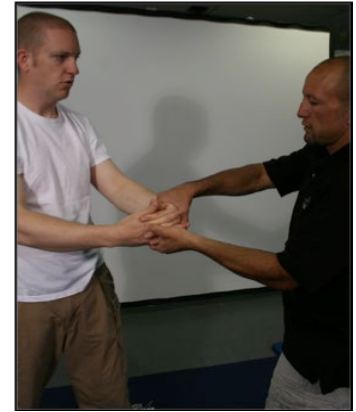
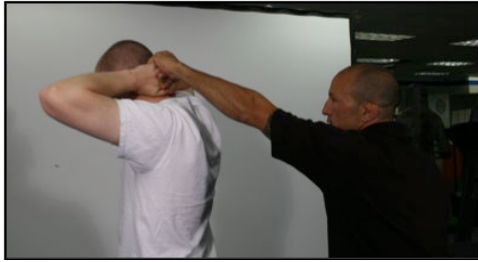


Outside wrist takedown is an excellent technique to use on someone who is pointing, grabbing or making a threatening gesture. The key factor in making this technique work is that your body weight must go **DOWN** towards the ground. Imagine that your hand is connected to your hips, and you drop your hips to the ground as you put pressure down on his wrist. Footwork is also a key to making this technique successful.

Standing Modified Takedowns: (All the following takedowns from the Koga Institute)

Suspect spins out:

The response from the officer will be the same, no matter which direction the suspect spins. The officer should always approach with the gun side back and grip the suspect's hand with his non-gun hand. The proper takedown is a rear wrist throw, shown on following page:



Distract the suspect by shoving the suspect's hands towards his face. Then conduct a rear wrist throw. Step in a circular direction for a more effective takedown. Once down on the ground, roll the suspect over into prone for handcuffing.



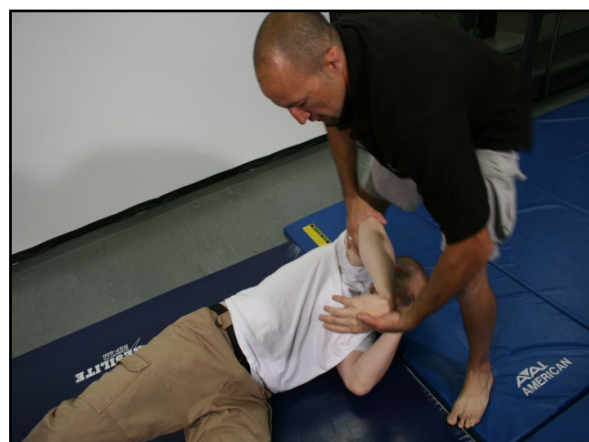
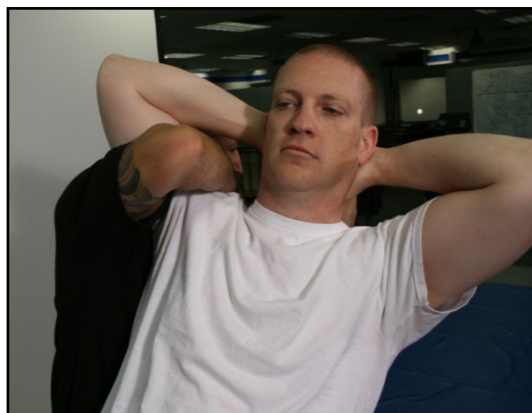
Suspect spins out

- As soon as you grasp the suspect's hands, the suspect tries to spin to face you
- You grab the suspect's closest hand in the rear wrist throw grip
- Deliver a distraction to the face
- You pivot while lowering suspect's hand, so his forearm is parallel to the ground (this is important – it keeps you from the temptation to bring the suspect's hand to the suspect's shoulder, which will not result in a throw).
- At the same time, your hand that was initially controlling the suspect's hands matches the suspect's fingers and points them toward the ground, just outside the suspect's wrist. This should all be one smooth movement, with the pivot happening at the same time as the lowering of the suspect's forearm and the pointing of the fingers toward the ground

- When the suspect falls to the ground on his back, your free hand grabs inside the suspect's elbow (don't alter the other hand's rear wrist throw grip), point the suspect's fingers toward the suspect's armpit, walk around the head and then pull on the suspect's elbow, causing the suspect to roll to a prone position.
- Check the back waistband prior to moving to prone cuffing position

Takedown to control:

This takedown is most effective when there is a solo suspect and the officer wants to maintain control of the suspect. One example of when this takedown would be appropriate is if there is a gun that is tucked under clothing and the officer can't quickly access it. The officer knows the suspect is armed, but the officer doesn't want to lose control of the suspect since the suspect can get up and run. The officer would then be in a foot pursuit with an armed suspect. This takedown is illustrated below.



Taking the suspect into control

- If a gun is involved, yell “gun” to alert your partner and everyone else
- Your searching hand hooks the shoulder
- Your hand holding the suspect’s hands pulls down, dropping your weight and twisting your hips to pull the suspect over your thigh (you should be pulling toward your pocket with a hip twist for momentum and leverage)
- As the suspect falls, let go of his hands. Then move your free hand to grasp his thumb and the back of his knuckles
- When the suspect is down, move your hand that was on the suspect’s shoulder to the suspect’s elbow
- Walk around the suspect’s head
- Drive the suspect’s hand toward his armpit while pulling on his elbow to move the suspect to his stomach

Takedown not continuing to control:

The officer might choose this takedown if there are multiple suspects or if the officer discovers an easily accessible gun during the pat-down search. The officer can retrieve the weapon while taking the suspect down, then back off and draw his own weapon. The other situation where this takedown is best, is if the searching officer detects resistance from the suspect or detects a problem with the other suspects and feels the need to back off and draw his weapon. Quickly ‘dumping the suspect’ allows the officer to disorient the suspect and disengage.



As the suspect is falling, let go of the suspect’s hand as you back off in the direction the suspect is falling. Draw your weapon, give verbal commands and use appropriate levels of force.

Takedown of the suspect without control

- Yell “gun” to alert your partner and everyone else
- Grab hold of the gun and hang onto it

- At the same time, pull down on suspect's hands by dropping your weight down, causing back of subject's leg to fall over your thigh (you should be pulling like you are pulling toward your pocket with a hip twist for momentum and leverage)
- Let go of the suspect's hands as he is going down
- Move towards the suspect's head as you transition to your own gun, giving the suspect commands to prone out

Takedowns from Position of Advantage:

Suspect pulls in tight -- figure four takedown (Koga Institute)

If the suspect pulls in tight, grab the suspect's arm with a firm grip. The other hand does an open palm strike to the suspect's face, creating a distraction. The officer then wraps her arm over the suspect's arm and grabs her own arm. The officer turns her body to face the suspect and then drops her hips. The suspect's hand should be positioned just over his shoulder in order to have the correct amount of leverage. Once the suspect is down, the officer keeps the suspect on his side. She keeps the suspect's arm pinned against her body, while keeping pressure against on his wrist. Maintain light contact on the suspect's rib cage and face until help arrives, or until the suspect is rolled over to prone.

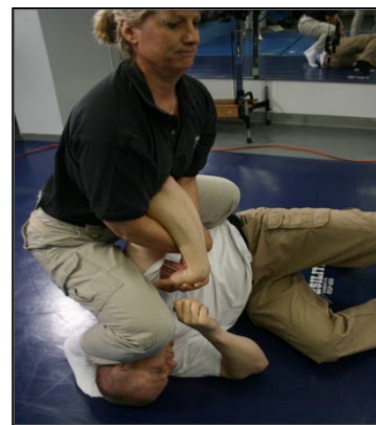
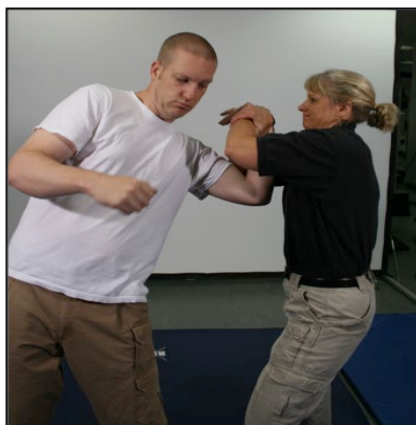
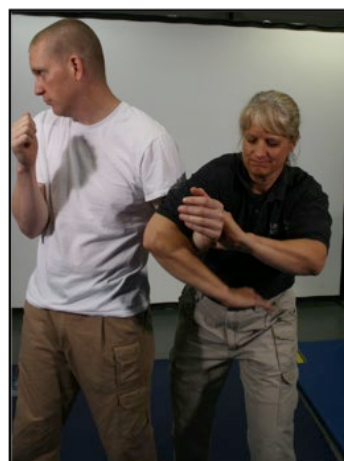
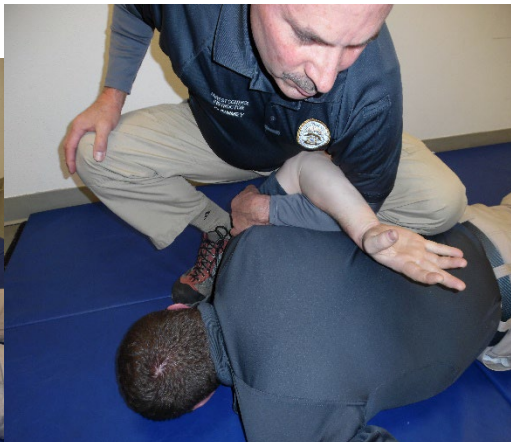


Figure four takedown to control

- You deliver a distraction to the face
- You work your inside arm over the top of the suspect's arm and then under the suspect's forearm until you can grab onto your own wrist
- Using a progressive pivot step, take down the suspect as you "seat" yourself, driving the knuckles of the suspect's controlled hand down toward the ground
- Rotate the suspect onto his stomach, maintaining your figure four control and driving the suspect's hand toward his armpit and his elbow toward the ground
- Move into a bar hammerlock
- Maintain control and move into prone position

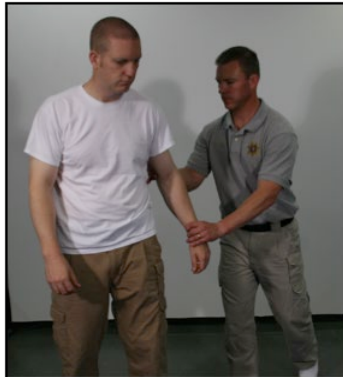
Rolling the suspect to prone:

There are various ways to do this. The primary method taught in this academy is to roll the suspect onto his stomach by maintaining your figure four control. Drive the suspect's hand toward his armpit and his elbow toward the ground as you walk around his head. Move into a bar hammerlock. Maintain control as you rotate the suspect into a prone position, facing the suspect's feet. The officer should roll the suspect's hand into his hand. The officer now has prone control and is able to safely handcuff the suspect.



Suspect pulls away - Arm Drag (Koga Institute)

As the suspect pulls away, obtain a firm grip on his wrist. Rotate the suspect's arm so his elbow is pointed up. The suspect needs to be off balance. As you step to the side, drop your hips as you drag the suspect's arm down dragging your forearm down the back of the suspect's triceps. Once the suspect is on the ground, move his arm over your forearm and rotate the suspect's arm into a bar hammerlock. When safe to do so, move into prone control.

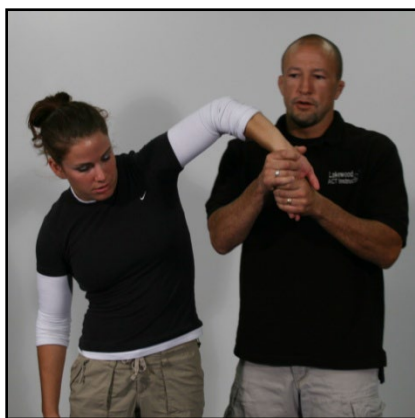


Arm Drag takedown

- Step toward the suspect to maintain your balance and gain position for the takedown
- Bring the suspect's wrist to your opposite hip as you rotate his arm over to expose his triceps and elbow. Suspect needs to be off balance
- Drag the arm down while keeping the arm locked out putting pressure just above the elbow with the bony part of your forearm using your body weight as leverage while stepping to the side
- Move into a bar hammerlock position with your hand cupping the suspect's elbow and some part of his wrist or forearm lying over your arm. Be careful not to let his hand get too close to your arm, allowing him to pull out of the hold. You can move to prone cuffing position once control is established.

Twistlock to Forward Takedown: (Koga Institute)

In order to take the suspect to the ground from twistlock, you simply “cast” the suspect’s arm forward until he is off-balance or bent over. To continue into prone control, follow the directions below.



Twistlock Forward Takedown

- From a twistlock position, use a “casting” technique to drive the suspect forward and down, breaking his balance so he is bent over at the waist.
- Quickly turn 180 degrees so you are facing the suspect as the suspect is bending forward. You should have the suspect’s elbow locked out with his wrist bent. The suspect’s upper arm should be against your body, while your free hand goes to the suspect’s upper arm near the crease with the shoulder
- Use downward pressure on the suspect’s wrist and arm to drive the shoulder down to the ground, using verbal commands and keeping the suspect’s upper arm or shoulder against your body as it travels down against your leg all the way down to the ground. You should now be in a prone control position
- When the suspect is on the ground, check his back waistband before moving to the prone cuffing position

Other options from twistlock:

- ✚ Escort a suspect forward and backward
- ✚ Sitting a suspect down in a chair or on the ground
- ✚ Getting a suspect up from the ground
- ✚ Rolling a suspect over into a prone position for cuffing

**PART ELEVEN:
EXCITED DELIRIUM
(In-Custody Deaths)**

Sudden Death

The World Health Organization defined sudden death as: cardiorespiratory collapse within 24-hours of the onset of symptoms.

One expert defined sudden death as being “applied to the unexpected cardiac deaths of individuals who were in a stable medical condition less than 24 hours previously with no evidence of non-cardiac cause.”

Excited Delirium

Occurs when an individual is experiencing delirium and is in an excited state. Individuals who develop excited delirium usually have an acute, or fast, onset of symptoms.

Excited Delirium Syndrome:

- ✚ Sudden death of an individual
- ✚ Death during or after an episode of excited delirium
- ✚ Negative autopsy (Coroner can't determine a cause of death)
- ✚ And a struggle with law enforcement

Better terminology is “**Agitated Chaotic Event**” (ACE)

This includes excited delirium, Alzheimer's, reaction from bath salts, prescription and/or illegal drugs, and mental illness.

Four Causes of ED (Excited Delirium) behaviors:

- ✚ Metabolic (low blood sugar)
- ✚ Pharmacologic (cocaine, meth)
- ✚ Infectious (meningitis)
- ✚ Psychological (underlying mental illness)

Risk Factors:

- ✚ Male (91-99%)
- ✚ 31-45 years of age (generally)
- ✚ Involved in a struggle with law enforcement officers
- ✚ No geographical indicators
- ✚ Death follows the bizarre behavior episode

Sudden Death Pre-Disposing Factors:

These will generally remain invisible and unknown in pre-mortem individuals, but may be identified in post mortem examinations. Factors include:

- + Under the influence of alcohol or drugs
- + Past use or under the influence of illicit drugs (e.g., cocaine, methamphetamine, ecstasy, PCP, or LSD).
- + Failure to take prescription drugs, or took too much of the prescription
- + Dehydration
- + Hypoglycemic
- + Epilepsy
- + Prior or current head injury
- + Underlying psychiatric disease (e.g., paranoid schizophrenia)
- + Cardiomegaly (enlarged heart)
- + Small vessel wall thickening
- + Coronary atherosclerosis
- + Fibrotic scarring

Excited-Agitated Delirium: **Physical Characteristics**

Will have one or more of the following characteristics:

- + Dilated pupils
- + Profuse sweating (may not occur or be seen in every situation)
- + Hyperthermia (in most cases, but not always)
- + High core body temperature (103°F-110°F)
- + Skin discoloration (flushing)
- + Large Belly (high BMI; may indicate alcoholism)
- + Foaming at the mouth (rare)
- + Uncontrollably shaking, shivering (substance withdrawal)
- + Respiratory distress (difficulty in breathing)

Excited-Agitated Delirium: **Behavioral Cues**

In the presence of behavioral cues, struggling and resistance can indicate an IMMEDIATE MEDICAL EMERGENCY that takes precedence over criminal prosecution.

Broken into three categories: psychological, communication, and physical

Psychological Behavioral Cues:

- + Demonstrates intense paranoia (fearful, hiding)
- + Demonstrates extreme agitation
- + Demonstrates rapid emotional change (e.g. laughing, crying, sadness, anger, panic, etc.)
- + Disoriented about place, time, purpose
- + Disoriented about himself or herself (visions of grandeur)
- + Experiencing hallucinations (e.g., hears voices, talks to imaginary people and/or inanimate objects)
- + Is delusional (usually religion based)
- + Has scattered ideas about things

- ✚ Is easily distracted (e.g., cannot follow commands or instructions)
- ✚ Is psychotic in appearance
- ✚ Is described by others as having “just snapped” or suddenly “flipped out”
- ✚ Makes people, including yourself, feel uncomfortable

Communication behavioral cues

- ✚ Screaming for no apparent reason
- ✚ Uses pressured, loud, incoherent speech
- ✚ Makes grunting and/or guttural sounds
- ✚ Speaks to imaginary people
- ✚ Has irrational speech

Physical behavioral cues

- ✚ Demonstrates violent behavior (towards others or objects)
- ✚ Demonstrates bizarre behavior
- ✚ Demonstrates aggression toward inanimate objects (e.g., glass, mirrors, shiny objects and material, rotator lights, etc.)
- ✚ Runs into traffic or at parked or oncoming cars
- ✚ Running for no apparent reason
- ✚ Running wildly
- ✚ Naked (trying to get cool)
- ✚ Stripping off clothing, or is partially clothed (trying to get cool)
- ✚ Appears to have superhuman strength
- ✚ Unlimited endurance (fails to get tired)
- ✚ Resists violently during capture, control, and after restraint**key difference
- ✚ Resists violently after being restrained
- ✚ Experiences muscle rigidity (e.g. stiff arm may not indicate intentional resistance, but may be due to licit or illicit drugs)
- ✚ Demonstrates a diminished sense of pain (e.g. OC may not work)
- ✚ Demonstrates insensitivity to pain (e.g., baton strikes are ineffective, etc.)
- ✚ Harming him or herself (e.g., cuts self with sharp objects)
- ✚ Says “I can’t breathe” (possibly indicating respiratory distress)

A MEDICAL CRISIS

Acute onset (rapid; person “just snapped”, “flipped out”)

Mental health issues (e.g., schizophrenia)

Excited, Extreme agitation, Emotional changes

Delusional, Disoriented, Distracted

Insensitive to pain, Imaginary people

Call EMS, back-up officers, and supervisor to the scene

Aggression toward objects (especially glass, mirrors)

Large belly, Loud, incoherent speech, screaming

Confused, disoriented about self
Resists violently before, during, and after being restrained
I can't breathe (may indicate gas exchange issues)
Strips off clothing, naked; Sweating profusely (not always present)
Intense paranoia
Superhuman strength, **Seemingly unstoppable**, **Struggles**

It's important to note that although trained on the subject of excited delirium, officers are not qualified to call behavior ED. This is a medical diagnosis.

Depending on the situation, only one behavioral cue is needed for the calling of back up officers, EMS, and a supervisor to the scene.

Whenever it is suspected that a person is in an ED state, consider this a **medical emergency**. The person may be experiencing a downward spiral toward sudden death, and cannot be medically treated until he is captured, controlled, and/or restrained. Obtain medical assistance before the person has reached a critical, life-threatening point. Upon observation of one or more behavioral cues, request that EMS respond, specifically requesting *advanced life support*.

Excited-Agitated Delirium Best Practices

Dispatcher Role:

- ✚ Should be trained about the concept, behavioral cues, and procedural response to excited-agitated delirium
- ✚ Dispatchers should be able to identify possible behavioral cues (e.g., breaking glass, naked) and related information ("he just snapped") from caller information, and then from dispatched officers, EMS, supervisor, and begin to document incident
- ✚ Keep the caller on the line, as the caller can provide a location of where the individual has gone. Because individuals in a compromised mental and /or health state often walk or run, it is important for responding officers to know the location of the individual, which can often be provided by the caller.

Assess the Scene

Identify immediate safety concerns
Look for cover, concealment and for others who may be experiencing a medical crisis

Plan

A response plan should be developed among law enforcement, EMS, and medical providers prior to the next excited-agitated delirium incident.

Research Supported Sudden Death Scenario

- ✚ A family member, neighbor, citizen or law enforcement officer calls 911 to report bizarre behavior of an individual
- ✚ Responding law enforcement officers are confident the individual will resist their efforts for a safe seizure and/or control of the person
- ✚ When confronted, the agitated individual struggles with law enforcement officers, forcing them to use defensive tactics, which may include OC spray, batons, ECD's, neck hold, various restraints, or tactics such as the multiple officer SWARM
- ✚ The individual is forcefully redirected to the ground or floor for restraint. Officers may sit or kneel upon the individual for control until restraints are applied to the individual's wrists and in some cases his or her ankles
- ✚ After being restrained, the individual is then placed into the rear of a patrol car or onto a gurney in the prone position, taken to jail
- ✚ Prior to, or during transport to the jail, the individual becomes calm or becomes unconscious, with labored or shallow breathing, goes into cardiac arrest, and dies even though medical intervention is attempted
- ✚ The media labels the death as "Another pepper spray death," "Another TASER® ECD death," or "hogtied death," "restraint death" etc.

The above list highlights commonalities that have been identified through medical, psychological, scientific, and operational research, although there are many unknowns about these subjects.

Four Phases of Excited Delirium

Phase	Clinical	Behavioral Cue
I.	Hyperthermia (not always)	Naked, disrobing
II.	Delirium	Unexplained strength, yelling, violent & bizarre behavior
III.	Respiratory Arrest	Goes limp, sudden quiet, labored breathing, strength loss, stops breathing
IV.	Cardiac Arrest	Heart stops; Death

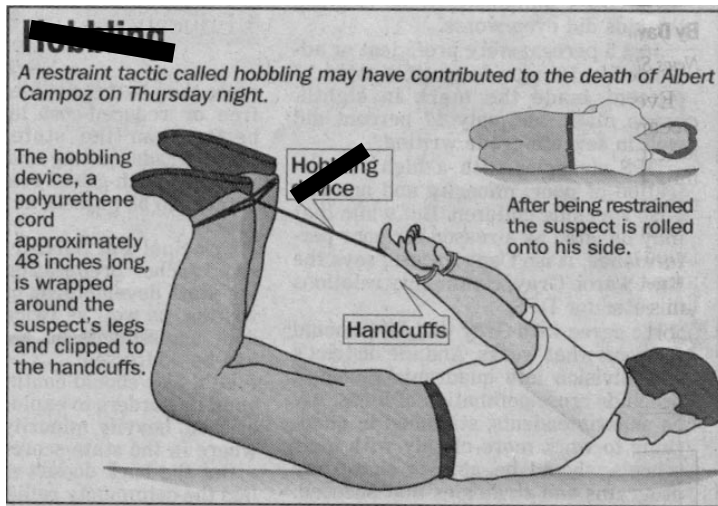
Dangers of Respiratory Compromise:

During or after a physical struggle with police, a suspect will be physically compromised. With a person that is experiencing excited delirium, this situation can become even more serious. There could be a number of things that happened during the fight to control the suspect such as the use of chemical agents, electrically conducted weapons, hard empty hand techniques,

batons, and multiple officers. Officers need to be aware that the suspect in the middle of an excited delirium episode could be in greater danger of respiratory compromise. Factors that may affect the suspect's ability to breathe include, but are not limited to: body position, (e.g. lying prone on stomach), restraints such as kick stops or hobbles applied to the suspect, or the number of officers that are on top of the suspect. It is recommended when dealing with a suspect that is believed to be in a state of distress for any reason should be placed on his/her side as soon as practical. Continue to evaluate the suspect to determine if medical assistance is needed.

What is "hog-tying"?

This was the common practice years ago, where officers involved in violent struggles would bind the feet together with a nylon cord. Each end of the cord had a metal clasp. One end would be used to keep the feet restrained together, while the other end was clasped to the handcuff chain. This resulted in a 'bowing' of the body, which was face down in the prone position.



A suspect should **NEVER** be in a "bowed position" as the picture depicts

Restraint Devices:

Different agencies use different devices to restrain suspects' legs, and have different policies regulating their use. You should learn your department's policies and procedures regarding any restraint devices you are authorized to use. Regardless of what kind of device used, any device that compromises a suspect's position poses risks. For this reason, officers who place suspects in a restraint device should:

- Sit the subject up as soon as it is safe to do so or lay him on his side
- Continuously monitor the suspect.
- If the suspect is talking, he is breathing, but if he complains that he can't breathe or that breathing is difficult, it is possible that is true. Get the suspect immediate medical attention.
- Arrive quickly at the receiving agency (hospital, police station, jail)
- Consider using paramedics to transport
- Watch for symptoms of sudden custody death syndrome
- Be aware of other risk factors related to maximum restraints:

- ✚ Obese or overweight subjects
- ✚ Mental illness
- ✚ Drug/alcohol abuse

Properly interpret the struggle:
Is the suspect still resisting you, or is he fighting to breathe?

PART TWELVE: NECK RESTRAINTS

Neck restraints historically have been used in law enforcement as a reasonable option depending on the policy and procedure of the agency. When the Colorado Senate Bill 20-217 (Law Enforcement Integrity Bill) passed in 2020, this tool became prohibited to use. Nonetheless, neck restraints are still a very real threat to law enforcement and need to be discussed as a means of understanding the dangers of neck restraints which can still be used by untrained subjects who will not show the restraint that law enforcement used in the past when applying this technique.

Blood choke vs. Air choke

An air choke cuts off the flow of air to the lungs restricting the ability to breathe. The pressure is applied to the front of the throat endangering the victim to life threatening injuries including suffocation. People panic and fight harder when they can't breathe.

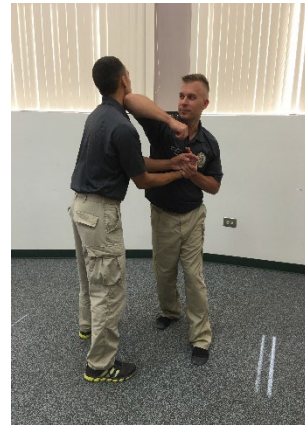
A blood choke puts pressure on the carotid arteries, which are located on both sides of the neck. By placing pressure on the arteries, the flow of oxygenated blood to the brain is reduced and will lead to the officer losing consciousness. Although this is a safer alternative to an air choke, it puts an officer in extreme danger because unconsciousness can occur within 5-15 seconds and can leave an officer unconscious for 20-30 seconds rendering the officer incapable of defending him or herself from the attacker who can then disarm the officer. Other serious complications can include plaque breaking loose from the carotid walls causing a stroke or heart stoppage. There have been known deaths that the courts have connected to the application of this hold.

Defense against chokes:

With the recent rise in popularity of mixed martial arts and other fighting systems captivating the general public, people with little training are using what they see on T.V. to attack officers. You need to be aware of the reality you may be attacked with a choking technique and how to defend against it. You must protect your airway and then use any tool available to improve your position and ultimately create distance or establish physical control over the assailant. Examples such as strikes while standing or leveraging your position while on the ground are two examples that we use to escape an assailant's attack against our neck. Remember, this is a violent encounter and your mindset will make all the difference in establishing a successful outcome.

Defending a two-hand front choke:

Using either arm, shoot your arm straight up and turn your body to break the grip of the suspect. Drop your arm along with your body to displace and trap the suspect's hand. Use follow up strikes to create space from the suspect.



Defending a choke from behind:

Pull down on the attacker's arm as you drop your center to balance yourself and distract the attacker. Turn your body into the attacker by swinging your leg around to the back of the attacker's leg to create a leverage advantage while you're still holding on to his arm. As you have the attacker's body on your hip, complete your takedown taking the attacker over your hip. Once he is on the ground, you can move him to prone position to initiate cuffing.



PART THIRTEEN: PRESSURE POINTS

Pressure points can be useful as a distraction to help transition to a leverage technique, or in situations where pain compliance would be appropriate and effective. The following are some of the more common points.

PRESSURE POINTS:

- Use the appropriate application (touch pressure or striking)
- Use verbal commands to gain compliance
- Use pressure/counter-pressure
- Use proper directional control
- Control application, reducing pressure when compliance is reached

>>Pressure point locations:



**Mandibular Angle--
behind the ear**



**Infra-orbital--roll your
finger under the nose to
expose the skin. Drive
up at a 45-degree angle**



Hypoglossal--“fish hook” under mandible bone near the back of the jaw line where it bends. Drive up through the head



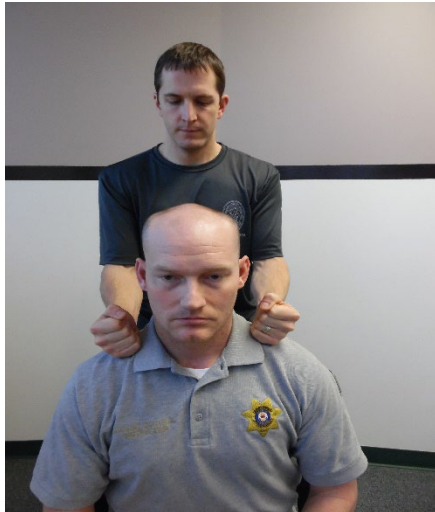
Brachial Stun—carotid side of the neck. Striking technique



Clavicle Notch--“Guitar strings” inside the clavicle bone. Driving down



Jugular Notch--nerve in front of the throat behind the top of the breastplate. Hook behind the bone and drive down



Suprascapular--nerve under the lats on top of the shoulders. Striking technique to cause stunning or motor dysfunction



Radial--nerve under muscle on top of forearm. Striking technique



**Median--nerve on the
inside of forearm.
Striking technique**



**Common Peroneal--
nerve on the outside
of leg above the knee.
Striking technique**



**Femoral—nerve on inside of
thigh. Striking technique**



**Tibial--nerve on the
back of the calf.
Touch pressure or
striking technique**

PART FOURTEEN: IMPACT INSTRUMENTS

Expandable Baton

Officers who are authorized to carry ASP expandable batons must go through a certification course in order to be authorized to carry these impact instruments. The techniques and training used for the ASP baton are specific to this manufacturer. A user should not assume that these techniques will translate to a different tool such as a straight stick, Peacekeeper RCB or other type of impact weapon. If a student is going to use other impact tools, they should contact their department representative for arrest control and seek out additional training.

ASP:

How it works:

Friction Loc operating system employs a 'dead loc' taper. The flare of one shaft jams into the swage of the other shaft.

Retaining Clip:

It can be adjusted to make opening and closing easier

Grips

- Foam grips have finite life span. They wear down from friction, bunch up, or peel off. Grips can be replaced at police supply stores.
- Rubber grips have a longer life expectancy, but they must be factory repaired if damaged.

Care and Maintenance:

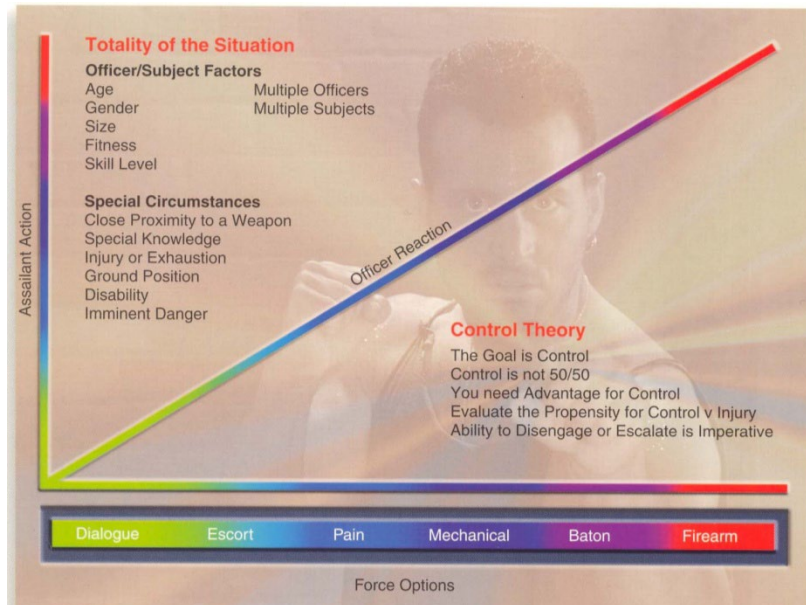
- Keep dry—use soft cloth in the event it gets wet
- Do not lubricate the metal shafts
- Keep end cap tight
- Check "O" ring condition and lubricate with break free if it gets dry
- Adjust retaining clip only as needed
- Periodically check for hairline fractures or excessive wear at locking points
- Keep burs off of the tips as this can cause cuts to a suspect

Side Break Scabbard

- In the closed mode, the ASP is designed to be pulled up and out of the scabbard. In the open mode, can be pulled and pushed through the side opening.
- If damaged, heating will often allow the plastic to recover it's memory
- Hex key is supplied to remove the belt clip.

ASP Use of Force continuum

The following illustration gives a description of the use of force model used by ASP. Notice as the threat level increases, the force options expand to more tools that eventually included deadly force. All force options must be reasonable and appropriate!



Carry Options:

- No advantages to weapon side (gun side) or reaction side (non gun side) carry
- If on the weapon side, it allows for drawing the ASP without a hand transfer
- If on the reaction side, a hand transfer must take place
- Cross draw is not recommended as both arms may be trapped or pinned by an assaultive suspect
- The baton is always carried tip down, which prevents water and dirt from entering into the baton and prevents unwanted openings. The tapered design of grip and the design of the scabbard also require it

While most straight baton techniques can be used with ASP baton, students should realize that a thrust with the ASP tip is not recommended due to the possibility of a) collapse of the baton and b) the potential for rupturing the skin.

Parts of the ASP:



ASP

Techniques:

Four Main

Components of Body Mechanics:

1. Wide Base

Keep the feet shoulder width apart. This stance will maintain lateral balance (from side to side) which is not present when the feet are together. The body's weight is equally distributed between both legs.

2. Deep Base

Linear balance (front and back) is maintained using a deep base, placing the feet one step apart, reaction leg forward, weapon leg back.

3. Low Center

To further enhance balance, a low center is achieved by slightly bending the knees. The body's weight rests equally on both feet without creating tension in the knees or ankles.

4. Head over Center

This position keeps the weight of the body balanced over the base. The head is kept over the center of the body.

Relaxation vs. Tension

Tense muscles cannot engage in dynamic movement, which is vital in using an impact weapon. While maintaining the pyramid concept of body mechanics, the officer needs to remain relaxed in order to put the four principles in action. Only when the strike is

delivered is tension a component of ASP techniques. This movement will create trauma and generate fluid shock waves to control the assailant.

Control Components

The success of ASP techniques is based on the principles of body mechanics and include:

- 1. Center:** The officer uses the pyramid concept in order to maintain balance during the execution of ASP strikes.
- 2. Decentralization:** Using proper distancing techniques, the assailant is kept off balance and therefore in a weaker tactical position.
- 3. Position:** The officer uses a strong defensive position during the confrontation, including a safe distance but still within striking range of the assailant. Assaults by the assailant are re-directed.
- 4. Power Generation:** Maximum striking power is delivered through the use of the seven components of power:
 - A. Balance:** the most basic component of power. It must be automatic, instantly fluid, present during continuous movement and capable of being sustained as momentum increases. Balance is linked with timing and is improved by working with moving targets.
 - B. Endurance:** primarily cardio-vascular. Endurance is improved through aerobic exercises such as running, swimming, or bicycling.
 - C. Flexibility:** Rigidity presents tremendous problems during a confrontation. It is tied to tension, fear, nervousness, and lack of confidence. Flexibility is improved by stretching and relaxation. Flexibility is enhanced when muscles are in dynamic tension, resisting each other in perfect tone.
 - D. Focus:** Focus is the result of proper mind/body coordination and occurs when the mental and physical systems compliment each other to the point that total concentration can be directed to a specific technique for a short period of time. The two barriers to focus are hesitation and over-compensation. Hesitation is often tied to lack of flexibility. Over-compensation is defined as “trying too hard.”
 - E. Speed:** is generated through continuous repetition until a technique is both physiologically and psychologically routine and lag time has

been reduced. It is clear from ballistics research that speed is vitally important to the generation of devastating power.

- F. Strength:** The low ranking of strength in the power typology is due to other factors which can make up for the lack of strength and the manner in which alternative components can impair power if not present with strength. The strongest officer possesses little power when off balance, exhausted, or inflexible.
- G. Simplicity:** Repetition of fundamentals combined with clear, systematic sequencing yields tremendous power.

Training Terminology:

- 1. **Weapon Hand:** (Sometimes referred to as 'strong hand'. It is the hand used to draw and fire the firearm, regardless of which hand (right or left) is used. The weapon hand is used to execute ASP strikes.
- 2. **Reaction Hand:** The hand opposite the weapon hand. The reaction hand is used to maintain distance and redirect an assailant.
- 3. **Weapon Leg:** The leg on the firearm side of the body. The side of the body is referred to as the weapon side.
- 4. **Reaction Leg:** The leg opposite the weapon leg. This side of the body is referred to as the reaction side.

ASP Positions:

There are two positions from which an ASP strike is executed:

- 1. **Ready Position:** The baton is held in the weapon hand just behind the weapon leg. The reaction hand is up, ready to redirect an assailant. The baton may be open or closed.
- 2. **Loaded Position:** The baton is held in the weapon hand at the point of the shoulder. The reaction hand is up, ready to redirect an assailant. The baton may be open or closed.



Reaction Hand Defense / Safe Separation:

The reaction hand is the first line of defense against attack. The reflexive response of the reaction hand can prevent a sudden assailant from disabling the officer and creates distance and misdirects an assailant's attack.

Weapon Hand: draw and use baton or firearm

Reaction Hand: block or redirect assaults

Check:

The check is part of the reaction hand defense. The check insures that an assailant is close enough for an effective strike with the baton. The check also stops the subject's forward momentum, maintaining an effective striking distance.

Redirection:

Redirection is part of the reaction hand defense. The technique directs an assailant's forward motion away from the officer.

Step and Drag:

The step and drag technique assures the officer will maintain balance even when moving forward or back. Step and drag is accomplished by stepping with one foot, then dragging the other foot back to a correct interview stance. Performed properly, the officer always maintains balance with body weight evenly distributed over both feet even if an attack would occur in the middle of moving forward or back. To move forward, step ahead with the reaction leg, then drag the weapon leg forward until an interview stance is attained. To move backward, step back with the weapon leg, then drag the reaction leg back until an interview stance is attained.

Carrying the ASP:

The ASP Tactical Baton may be carried on either the reaction or weapon side of the body. The baton is carried in the closed mode, tip down.

Drawing the ASP (Presentation)

The ASP Tactical Baton is drawn with the weapon hand, or the reaction hand and then transferred to the weapon hand. All basic strikes are delivered with the baton in the weapon hand.

Reaction Side: When worn on the reaction side, the ASP may be presented in a “cross draw” movement with the weapon hand. Draw the ASP quickly, blocking or redirecting with the reaction hand.

WARNING: Without correct use of a reaction hand defense, an assailant may pin the officer's weapon hand to the body preventing a baton draw. Create a safe distance to allow redirection with the reaction hand. The ASP may also be drawn with the reaction hand then transferred to the weapon hand. Like a cross draw, it is vital that distance first be established in order to ensure the safe drawing of the baton. Blocks and redirection of the assailant allow for the safe drawing of the ASP baton.

Weapon Side: When drawn from the weapon side, the ASP is drawn with the weapon hand.

Baton Grip:

With either reaction side or weapon side presentation, the baton is held in the center of the grip with approximately the same length of the handle extending from each side of the hand. The baton is held with a “full hand” grip. All four fingers should grasp the baton.

Threat Level: After drawing the baton, assume the ready position (low threat) or loaded position (high threat), depending on the threat level. The baton may be opened or kept closed, depending on the threat level imposed by the assailant.

ASP Strikes:

There are three basic ASP Strikes:

1. **Weapon Strike**
2. **Reaction Strike**
3. **Straight Strike**



Weapon Strike



Reaction Strike



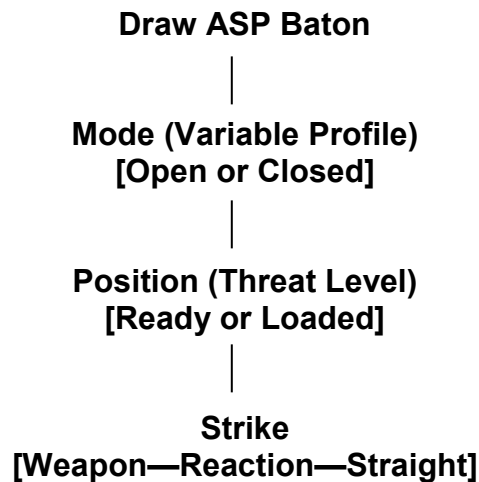
Straight Strike



All strikes are executed with the weapon hand from a ready or loaded position. The reaction hand redirects, creates distance, checks and supplies reaction power to strikes through hip rotation.

Strikes may be in the open or closed mode. When executing a “butt strike” with the baton closed, the edge of the thumb may be positioned across the tip to prevent the baton from opening during a strike.

ASP Technique Sequence Chart:



ASP Targets:

1. Center mass of the arms
2. Center mass of the legs
3. Center mass of the body

Areas to Avoid Striking:

1. Head
2. Neck
3. Throat
4. Spine
5. Kidneys
6. Knee joints
7. Groin
8. Directly over the heart

The key phrase is “**avoid**” striking these areas. You don’t want to target these areas when striking a subject. You may end up striking someone in one of these areas, but it could very well be because the suspect moved. You can’t prevent the subject from attempting to duck a baton blow, and ending up getting struck in the head. You may have been aiming for the arm. The report should document that you were aiming for the subject’s arm, but due to his movement, the strike hit his head.

Opening the ASP:

Snap the baton downward or upward to open. Avoid opening the baton horizontally as innocent bystanders may be hit with the extending tip. “Open to the sky” or “Open to the ground.”



Open to the Sky



Open to the Ground

Weapon Strike:

The weapon strike is delivered from the weapon side of the body. The strike is executed at a 45-degree downward angle targeting the assailant’s forearm or shoulder. The weapon strike may be executed from the ready or the loaded position.

Reaction Strike:

The reaction strike is delivered from the reaction side of the body. The strike is executed at a 45 degree downward angle or horizontally targeting the assailant's forearm or rib cage. The reaction strike is primarily executed as a follow-through or "clearance" strike immediately after a weapon side strike.

Straight Strike:

The straight strike is delivered to an assailant's abdomen from the ready or loaded position. The striking surface of the baton is the shaft. The straight strike is designed to create distance and deal with a sudden attack or to be used in close quarters.

Closing the Baton:

The ASP Tactical Baton is closed by striking the tip against a solid surface. To close the baton, drive the tip straight down into a non-giving surface. Impact on a soft surface, such as carpeting or wood, may not release the locking mechanism. Do not violently close the baton all in one movement. Break the deadlock and then push the baton together. This prevents damage to the Retaining Spring and the tapered ends of the shaft.

WARNING: When using the ASP Baton in a tactical situation, there is no correct number of times a specific strike is executed. Individuals trained with the ASP should continue striking the assailant until the attacker is down or the assault has stopped. It should be noted that hitting the subject in the same location on the body repeatedly without positive results may create a perception of excessive force, and in reality may not be effective. Mixing up techniques with striking target areas is a good way to quickly stop an attack.



Baton Retention

The best defense against an assailant grabbing the ASP Tactical Baton is to keep an awareness of *proximics*—the proximity of the officer, potential assailant, and the environment. Potential assailants, if kept at least two arm lengths distance, will be less likely to attempt to assault than if they are allowed to get close enough to grab a baton or firearm.

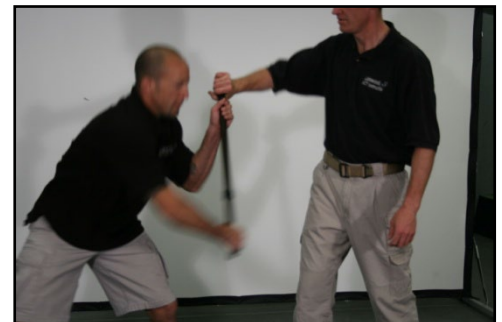
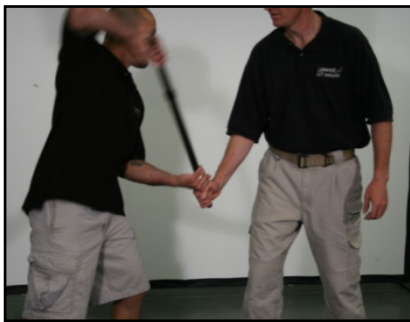
If you are ineffective or slow with your strikes, or a suspect is able to move in quickly before you have a chance to strike or thrust, the suspect may attempt to take your baton. Many officers have stated, "Well, I'll just let them have the baton and then I'll shoot them." That's easy to say during training, but it is not realistic to simply give a suspect a weapon. First, it's

not human nature to simply relinquish a weapon that can be used against you. It's in our nature to fight for it. Second, if you shoot a suspect after you simply let go of a weapon, you will have the department, the DA's office, public, and possible juries to answer to as to why you gave up a weapon without any fight. There are simple retention techniques that allow you to make an effort to get your weapon back. If the retention techniques fail and you are losing the struggle over the baton, then you should evaluate the need to back off and draw your firearm.

Big Circle and Strip

If the suspect grabs the end of your baton (it doesn't matter if it is with one hand (left or right) or two hands, you have the ability to take control over the majority of the baton. You simply slide your hand to meet up with the suspect's hand(s). You now have the leverage to control the majority of the baton and can maneuver it in such a manner as to regain control. Since you control the majority of the baton, you can move the end that you control. You won't be able to move the end that he has control over. You then make a large circle with your end of the baton. When you do this, the suspect's hands naturally rotate over. When they rotate over, you strip the baton using your weight and by stepping back.

You control the baton by sliding your hand towards the suspect's hands. You then make a large circle with your end of the baton to rotate the suspect's hands over. Now, you step back and strip the baton from the suspect.



Arm Pry with Baton



First, get the baton in between the suspect's arm and his body, ensuring that the baton tip is touching the ground. Next, trap the suspect's forearm against the baton, as you move your body into a prone position. As you move the baton out from under the body, the arm will come with it, as the baton is placing pressure against the bone and nerves. Ensure the suspect's arm stays trapped against the baton until you gain control of the suspect's hand for cuffing. Place the baton in a secure location, either under your arm or hand it off to a cover officer to ensure no bystanders get it.

PART FIFTEEN:
PERSONAL
WEAPONS
(Combative Strikes)

Self Defense (Krav Maga)

The purpose of defensive tactics (DT) is to provide peace officers with techniques to effectively deal with assaultive force used against them when an immediate response is required. DT is appropriate for situations where higher force options are appropriate but may not be available or used due to the suddenness of the attacks or equipment loss or failure. DT teaches officers how to use personal body weapons to counterattack against a subject who aggressively resists or assaults them.

It is imperative that officers understand when to use the baton and/or personal weapons to defend themselves. If you are being attacked, grabbed, tackled, etc., you are being assaulted. If a suspect clenches his fists and adjusts his body position into a 'fighting' stance, an attack is imminent and you are about to be assaulted. It is appropriate to use whatever tools necessary to prevent or stop the attack, disengage, and/or take the person to control if appropriate. DT is injuring force. It is at the same level as using your baton or OC spray.

If a person is simply resisting arrest, attempting to flee or giving verbal abuse, it is NOT appropriate to use these methods of striking a subject. These techniques are injuring force and are strictly designed to prevent or stop an assault on you or someone else. This is important for you to understand so you stay out of the internal affairs office and avoid excessive force lawsuits.

An example of where this technique is appropriate is if an officer is being punched or jumped by people at a loud party call. The officer does not know how many people may become involved in the melee, if and when the partygoers will stop the attack, and/or if they will attempt to go for the officer's gun. The officer is perfectly justified in using elbow strikes, open palm strikes, punches, knee strikes, etc. to stop the attackers.

Another situation where DT is appropriate is if an officer is suddenly confronted with a suspect armed with a weapon. The officer may not have time and/or distance to draw his weapon and he may decide to move in closer and control the suspect's arm holding the weapon while repeatedly striking the suspect. When the suspect lets go of the weapon or the officer can take it, he can then disengage and order the suspect to a prone handcuffing position.

D.T. is **NOT** appropriate for a suspect who simply disobeys an order from an officer. For example, an officer wants to detain a suspect under reasonable suspicion. The officer orders the suspect to "stop!" The suspect evades the officer and attempts to flee. While this is active resistance, it is not assaultive resistance.

Another example of when **NOT** to use D.T. would be when a suspect simply clenches his fists and arms in order to prevent the officer from getting the suspect's hands behind his back. Again, this is active resistance, but not assaultive resistance. The suspect is simply trying to avoid being handcuffed. He is not trying to hurt you, but rather he is simply trying to make your job more difficult. You must understand the differences in the situations!



The Fighting Stance:

The elbows are down, protecting the mid-section. The palms are open, which allows the officer to grab or strike. The officer's arms should be relaxed; as he will be able to move much quicker than if he tenses his upper body and arms. The officer's weight should be on the balls of his feet, knees slightly bent so he can move quickly.

Hammer fist striking:

This technique is appropriate in a variety of situations, but in the example shown, the suspect lunges for the officer. The officer doesn't have any other personal weapons available, nor does he have equipment available. The hammer fist across the shoulder blades is an effective technique.



The hammer fist punch is made using the "meat" part of the fist as a contact point. The fist is the head of the hammer, and the forearm is the handle.

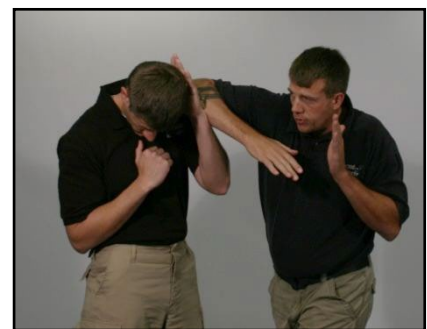
Elbow Strikes

Elbow strikes are used when the opponent is very close.

There are seven strikes using the elbows.

Elbow #1:

A horizontal strike forward, usually to the face. The striking point is just below the tip of the elbow.



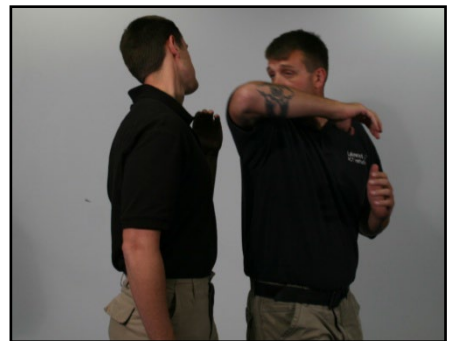
Elbow #2

Elbow two is a strike against an attacker coming from the side. The elbow is first raised up, and then punched outward. Contact is made just above the tip of the elbow.



Elbow #3

Elbow three is a horizontal strike backward. The striking point is just above the tip of the elbow. The officer should look over his shoulder to see the target before striking.



Elbow #4

Elbow four is a strike to the ribs or stomach. The striking point is just above the tip of the elbow.



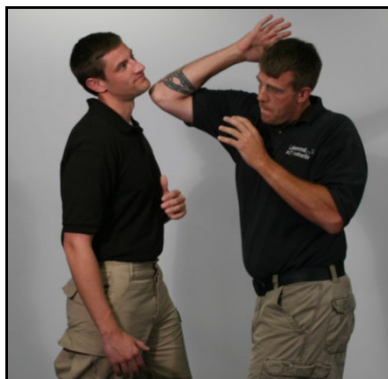
Elbow #5

Elbow five is a vertical strike backward and upward. The striking surface is just below the tip of the elbow. To allow for the rising motion, the officer should tilt his shoulders forward, causing the elbow to rise.



Elbow #6

Elbow six is a vertical strike forward and upward. The striking surface is just below the tip of the elbow.



Elbow #7

Elbow seven is a vertical strike forward and down. The striking surface is just above the tip of the elbow. The officer should bend his knees and drop his weight down into the strike.



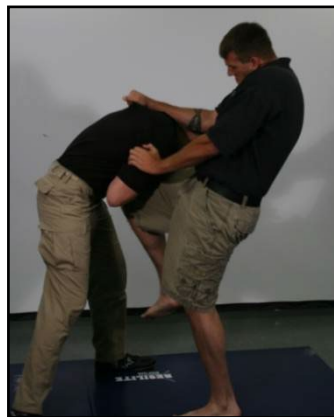
Palm Heel Strikes

It is recommended that officers use an open palm heel strike versus a closed fist punch. Officers risk fracturing their hands when using a closed fist punch. This is much less likely to happen when using open hand striking. The target can be to the head, face, chest, or stomach area.



Knee Strikes

If the officer is attacked in some manner, a knee strike is an effective method of 'softening up' the suspect in order to either disengage, or take the suspect to the ground for control and cuffing. The officer should ensure either clothing or skin is grabbed on the back, while driving the elbow down. This helps keep the suspect bent over. The officer then drives his knee, using his hips for additional force, into the suspect's midsection.

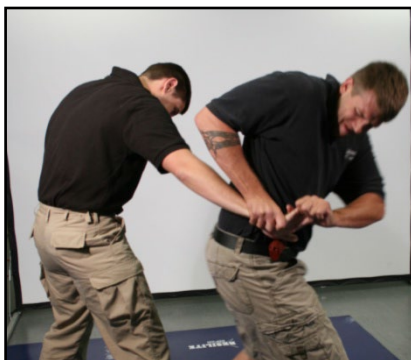
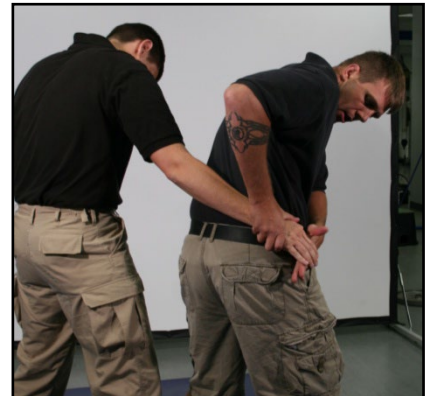
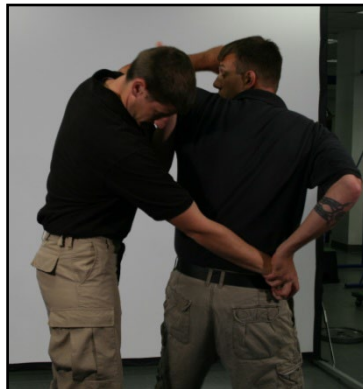
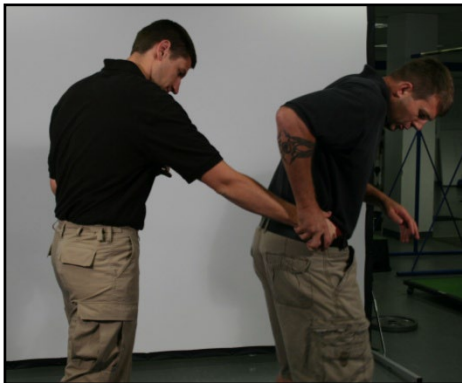


PART SIXTEEN: WEAPON RETENTION AND RETRIEVAL

Gun Retention, gun in holster: (gun techniques from Krav Maga, KAPAP)

If a suspect suddenly grabs your gun while the gun is still in its holster, you must not rely solely on your equipment. It is extremely important to have at least a level II security holster, if not a level III. The holster must be in good working condition and should be periodically inspected to ensure that all of the screws are in place and the thumb guard is functioning properly. If a suspect does get his hand on your gun, it is imperative that you IMMEDIATELY place your hand on top of his and lock it down. DO NOT allow his hand to come loose, until you are ready, as the suspect may have control of the gun.

Once you have placed your hand on top of his, you drop your weight to improve your balance. Once that occurs, you begin to use any means necessary to get his hand off of your gun. The techniques are open palm strikes, knee strikes, elbows, fingers to the eyes, etc. Anything goes here, as this meets the criteria for aggravated assaultive resistance. Once the suspect is “softened up” and he has released your gun, you can take the suspect into a control position, or back away, draw your weapon and hold him at gunpoint while ordering him to a prone position. If the suspect continues to come after you, you may very well be in a situation to use deadly force. In the photos below, you can see that the suspect (in back) has grabbed the officer’s (in front) gun. The officer traps the suspect’s hand, lowers his hips and begins to strike the suspect.



It doesn't matter if the suspect grabs your weapon from the front or from the back. The philosophy is the same. Trap the suspect's hand on your weapon and lock it down. Drop your hips and begin throwing techniques at the suspect designed to get him to let go of your weapon.



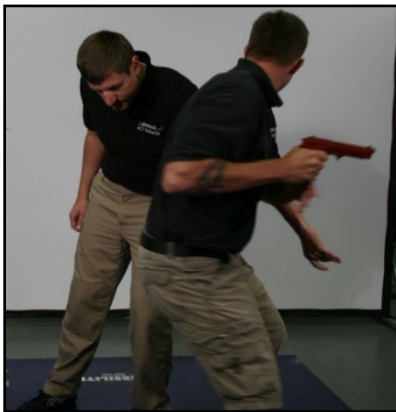
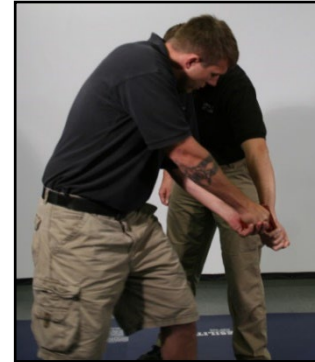
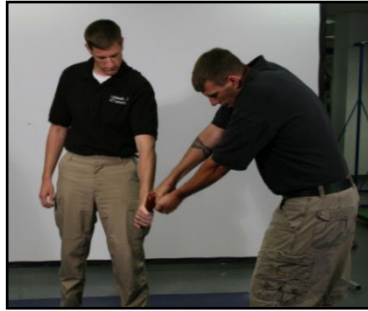
Gun Retention, gun out of holster:

If the officer has his gun out, but a suspect suddenly grabs it, the officer can quickly take control of the gun back. If a suspect surprises an officer from around a wall and grabs the officer's gun, the response is simple. If the suspect grabs the gun on your "dead side" (non-gun side), you quickly pull the gun backwards while simultaneously stepping forward. Drive your shoulder into the attacker's arm, creating dynamic leverage against his grip. Once his grip is broken, deliver a counterattack with an elbow strike. Disengage, tap and rack your weapon, and give verbal commands.

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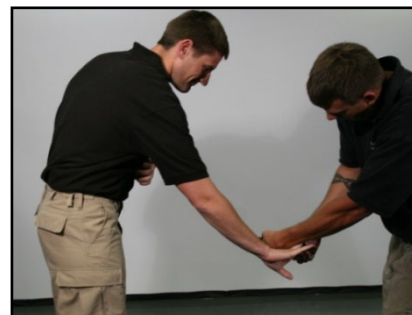
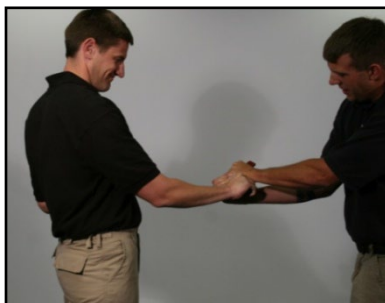
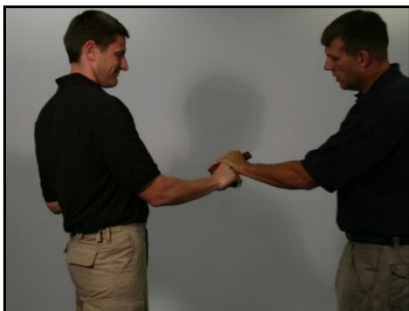
If the attacker is on the officer's "live side" (gun side), and grabs the gun, quickly drive the barrel down as you pivot your body to the "dead side". Quickly pull the gun backwards while you simultaneously step forwards. Drive your shoulder into the attacker's arm, creating dynamic leverage against his grip. Once his grip is broken, deliver a counterattack with an elbow strike. Disengage, tap and rack your weapon, and give verbal commands.



Gun Takeaways:

One of the worst situations an officer can face is being confronted by an armed suspect with a gun pointed directly at him. A quick and effective response is to quickly take the gun away from the suspect, rather than try to draw your weapon and fire. This could be a situation in which the suspect has disarmed the officer, or the suspect has his own gun pointed at you. The officer must quickly re-direct the gun by forcefully grabbing the gun and moving it off line. Simultaneously, the officer reaches underneath the gun with his other hand and pulls the grip of the gun towards him. This forces the suspect's hand to let go.

The process is the same if the suspect has the gun in his left hand



Takeaways with suspect behind you

If the suspect is in back of the officer (in white), the officer must redirect the barrel of the gun with his arm, as he turns to face the suspect. The officer then traps the suspect's arm and locks the elbow. The officer then can use knee strikes or elbow strikes to the suspect before reaching for the gun. The officer keeps the suspect's arm locked and hand pinned against his body, while the officer reaches over top to take the gun away. After the officer strips the gun from the suspect's hand, he can provide additional strikes with an elbow to the suspect's head prior to disengaging.



The photographs above show the positioning if the suspect is right handed. The photos below show the positioning if the suspect is left handed. The officer's movements are the same!



Test Results for: 2023-2 ACT Final Part 1

Printed by Dennis Jackson

Name: Carlos Bowdre

Score: 69 - Pass (16/23)

Ignore Test Result: ☐

Duration: 21 min 17 sec

Graded: 11/2/2023 15:17

Start Time: 11/2/2023 14:50

End Time: 11/2/2023 15:11

Assigned Through: Direct Assignment

Question #1	Short Answer
The five guiding principles of the ACT system are: (5 points)	
Answered:	control awareness the mind and body work as one an arrest is both physical and emotional for both suspect and
Correct:	The police role in a physical arrest is defensive An arrest is an emotional as well as physical problem for both the subject and the officer The mind and body must work together as one
☒ Correct ☐ Incorrect Ignore ☐	

Question #2	Short Answer
The goal of the ACT system is control. This is accomplished first by controlling _____, which leads to control of the suspect and the situation. (1 point)	
Answered:	yourself
Correct:	yourself/oneself
☒ Correct ☐ Incorrect Ignore ☐	

Question #3	Short Answer
What are the six major considerations to be aware of when approaching a subject? (6 points)	
Answered:	footing hands weapons escape routes
Correct:	Hands, footing, weapons, friends/associates, cover/concealment and escape routes.
☒ Correct ☐ Incorrect Ignore ☐	

Question #4	Short Answer
Referring to question #3, which is the most critical and why? (2 points)	
Answered:	hands , because of weapons can be accessible
Correct:	Hands, because they are the most dangerous part of the body that can hurt you or assault you with a weapon
☒ Correct ☐ Incorrect Ignore ☐	

Question #5	Short Answer
What are the three rules when contacting a suspect? (3 points)	
Answered:	distance awareness balance
Correct:	Distance Balance Awareness
☒ Correct ☐ Incorrect Ignore ☐	

Question #6	Short Answer
Referring to question #5, which is the most critical and why? (2 points)	
Answered:	distance because it gives you a reactional gap
Correct:	Distance because it gives you reaction time to observe and respond to behaviors, threats, and attacks
☒ Correct ☐ Incorrect Ignore ☐	

Question #7	Short Answer
What is the first area to search on a suspect? (1 point)	
Answered:	front waist band
Correct:	Front waistband
 ☒ Correct ☐ Incorrect Ignore ☐	

Question #8	Short Answer
In reference to #7, this area is searched first because it is the most common area for a weapon to be found and _____. (1 point)	
Answered:	and ready to access
Correct:	the area is most readily accessible
 ☒ Correct ☐ Incorrect Ignore ☐	

Question #9	Short Answer
What are the eight areas an officer should avoid striking with the baton? (8 points)	
Answered:	head neck throat spine
Correct:	Head Neck Throat Directly over the heart
 ☒ Correct ☐ Incorrect Ignore ☐	

Question #10	Short Answer
Name the two searching positions that are used exclusively to locate weapons? (2 points)	
Answered:	cursory standing modify
Correct:	Cursory Search Standing Modified Search
☒ Correct ☐ Incorrect Ignore ☐	

Question #11	Short Answer
Name the two searching positions that enable the officer to search for property? (2 points)	
Answered:	full costidal prone
Correct:	Prone Search Full Search (Custodial Search)
☒ Correct ☐ Incorrect Ignore ☐	

Question #12	Short Answer
Name two dangers associated with "hog tying" suspects. (2 points)	
Answered:	raspatory distress ligminuty
Correct:	Respiratory Distress Ligature or circulatory issues or damage
☐ Correct ☒ Incorrect Ignore ☐	

Question #13		Short Answer
List the four handcuffing positions. (4 points)		
Answered:	low-profile prone compline standing modify	
Correct:	Quick cuff Low Profile Twistlock cuffing Rear Wrist Lock cuffing Prone cuffing	
☐ Correct ☒ Incorrect		Ignore ☐

Question #14		Short Answer
When would you perform a pat down on a subject who is not handcuffed? (1 point)		
Answered:	cursory search	
Correct:	When you reasonably believe that the subject is armed with a weapon	
☐ Correct ☒ Incorrect		Ignore ☐

Question #15		Short Answer
When would you handcuff a suspect before searching him/her? (1 point)		
Answered:	when it is appropriate to do so	
Correct:	When the subject is actively resisting When you are involved in a known or high risk situation requiring immediate restraint When two officers have physical control and there is a need to	
☐ Correct ☒ Incorrect		Ignore ☐

Question #16	Short Answer
Name the four phases of Excited Delirium. (4 points)	
Answered:	hyperthermia delirium respiratory arrest cardia arrest
Correct:	Hyperthermia Delirium Respiratory Arrest Cardiac Arrest
☒ Correct ☐ Incorrect Ignore ☐	

Question #17	Short Answer
What are the three legal justifications for police contact? (3 points)	
Answered:	probable cause reasonable suspension consent
Correct:	Consent Reasonable Suspicion Probable Cause
☒ Correct ☐ Incorrect Ignore ☐	

Question #18	Short Answer
What are the three types of excessive force? (3 points)	
Answered:	perceived unintentional intentional
Correct:	Perceived Unintentional Intentional
☒ Correct ☐ Incorrect Ignore ☐	

Question #19	Short Answer
A lack of skills can lead to a lack of confidence within an officer and manifest compensating behaviors. Name the four compensating behaviors AND give a short example of each. (8 points)	
Answered:	buffing excise force verbal abuse hesitation
Correct:	Hesitation-Failing to act when circumstances clearly allow you to use force or control Verbal Abuse-Demeaning or insulting a subject with your words Bluffing-Trying to coerce a subject to do something using a
 ☐ Correct ☒ Incorrect Ignore ☐	

Question #20	Short Answer
Give the three general steps in retaining your gun while it is in the holster. (3 points)	
Answered:	trap your gun stronge base unleash hell
Correct:	Trap the weapon in the holster Establish a base Drive the subject's hand off the weapon
 ☒ Correct ☐ Incorrect Ignore ☐	

Question #21	Short Answer
According to 18-8-802, if a peace officer sees another peace officer use what they perceive to be excessive force, they are required to do what? (3 points)	
Answered:	to intervene/attempted to intervene report to their immentit supervisor within 10 days
Correct:	Intervene to try to stop the excessive force Immediately report it to a supervisor Document the occurrence within 10 days.
 ☒ Correct ☐ Incorrect Ignore ☐	

Question #22	Short Answer
Name four of the five application principles when applying pressure points to a subject. (4 points)	
Answered:	pressure counter pressure application compliance dictronal
Correct:	Pressure/counter pressure Directional-make sure you are using pressure points to move people in the direction that the pressure point will be most effective Verbal Commands
☐ Correct ☒ Incorrect Ignore ☐	

Question #23	Short Answer
According to the Graham v. Connor standard, an officer is justified in using _____ force upon another person during a justified contact where force is necessary after considering three factors: 1) The nature of the crime 2) The threat the officer perceived at the time the force was used 3) Whether the subject was actively resisting arrest or attempting to evade arrest by flight (1 point)	
Answered:	physical
Correct:	Objectively Reasonable
☐ Correct ☒ Incorrect Ignore ☐	

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Test Results for: 2023-2 ACT Final Part 2

Printed by Dennis Jackson

Name: Carlos Bowdre

Score: 76 - Fail (23/30)

Ignore Test Result: ☐

Duration: 11 min 58 sec

Graded: 11/2/2023 15:59

Start Time: 11/2/2023 15:11

End Time: 11/2/2023 15:23

Assigned Through: Direct Assignment

Question #1		True / False
The following is an example of an officer using physical control: An officer points his weapon at an arrestee and gives specific instructions with which the arrestee complies.		
Answered	Correct	
☐	☐	True
☒	☒	False
☒ Correct ☐ Incorrect		Ignore ☐

Question #2		Multiple Choice
A sequential search has the advantage of being both effective (most likely to find a weapon) and _____.		
Answered	Correct	
☐	☒	Efficient (the same area is not searched repeatedly)
☐	☐	Legally Justified (the search is court defensible)
☒	☐	Non-Intrusive (only the outer clothing is patted for weapons)
☐	☐	Controlling (officer can prevent suspect from moving to attack)
☐ Correct ☒ Incorrect		Ignore ☐

Question #3		True / False
When justifying a particular use of force, the officer must be able to show that all lower levels of force were attempted first.		
Answered	Correct	
☒	☐	True
☐	☒	False
☐ Correct ☒ Incorrect		Ignore ☐

Question #4		Multiple Choice
The "plus one" theory in using force means:		
Answered	Correct	
☐	☐	Allows one more officer than suspect
☐	☐	Permits impact weapons for all resistance situations
☒	☒	Permits officers to use a slightly higher level of force than that being used by the suspect
☐	☐	Allows the officer to strike the suspect one more time than the suspect strikes the officer
☒ Correct ☐ Incorrect		Ignore ☐

Question #5		True / False
While speaking to a suspicious subject from a normal interview distance with no readily available cover, the subject puts his hands in his coat pockets. The officer should ignore this and continue with the interview.		
Answered	Correct	
☐	☐	True
☒	☒	False
☒ Correct ☐ Incorrect		Ignore ☐

Question #6		Multiple Choice
The concept of distraction is an example of which of the following guiding principles?		
Answered	Correct	
☒	☐	The role of the police in an arrest situation is defensive
☐	☐	The goal of the ACT system is control
☐	☒	The mind and body are one
☐	☐	Arrest is an emotional problem as well as physical
☐ Correct ☒ Incorrect		Ignore ☐

Question #7		Multiple Selection
If the police role in a physical arrest is defensive, then the officer's actions must be:		
Answered	Correct	
☐	☐	Passive
☒	☐	Offensive, but reasonable
☐	☐	Aggressive
☐	☒	Legally justified
☐ Correct ☒ Incorrect		Ignore ☐

Question #8		Multiple Choice
Lack of training leads to a lack of knowledge, skills and abilities, which may lead to a lack of confidence. A lack of confidence can result in compensating behaviors which may consist of all of the following <i>except</i> :		
Answered	Correct	
☒	☒	Calling for back-up
☐	☐	Hesitation
☐	☐	Unnecessary/excessive force
☐	☐	Verbal abuse
☐	☐	Bluffing
☒ Correct ☐ Incorrect		Ignore ☐

Question #9		Fill in the Blank
General control is the degree of influence you must exert over a violator to take him/her _____ into custody.		
Answered	Correct	
☐	☐	reasonably
☐	☐	quickly
☒	☒	safely
☐	☐	necessarily
☒ Correct ☐ Incorrect		Ignore ☐

Question #10		Multiple Choice
Maintaining proper distance from subjects is important because:		
Answered	Correct	
☐	☐	It shows proper respect for citizens
☒	☒	It allows the officer proper response time to address physical threats
☐	☐	It is less offensive to people than standing very close to them
☐	☐	It allows the officer to be aware of his/her surroundings
☒ Correct ☐ Incorrect		Ignore ☐

Question #11		True / False
An officer justifiably strikes a suspect with his baton and the suspect falls to the ground. The suspect assumes the prone position but fails to extend his arms fully and spread his feet. Baton blows at half strength to elicit full compliance is a good example of appropriate de-escalation of force.		
Answered	Correct	
☒	☐	True
☐	☒	False
☐ Correct ☒ Incorrect		Ignore ☐

Question #12		Multiple Choice
When applying a carotid control hold to a sober person, they may pass out within:		
Answered	Correct	
☐	☐	1 to 5 minutes
☒	☒	5 to 15 seconds
☐	☐	45 to 63 seconds
☐	☐	37 to 40 seconds
☒ Correct ☐ Incorrect		Ignore ☐

Question #13		Multiple Choice
How long does it take a sober person to revive after passing out from the carotid control hold?		
Answered	Correct	
☐	☐	A few minutes
☐	☐	5 to 7 seconds
☐	☐	48 to 65 seconds
☒	☒	20 to 30 seconds
☒ Correct ☐ Incorrect		Ignore ☐

Question #14		True / False
If a person is under the influence of depressants, they may take longer to be rendered unconscious.		
Answered	Correct	
☐	☐	True
☒	☒	False
☒ Correct ☐ Incorrect		Ignore ☐

Question #15		True / False
If a person is under the influence of stimulants, they may take longer to regain consciousness.		
Answered	Correct	
☐	☐	True
☒	☒	False
☒ Correct ☐ Incorrect		Ignore ☐

Question #16		True / False
According to state statute, a carotid control hold can be used to control a deadly force assault.		
Answered	Correct	
☒	☒	True
☐	☐	False
☒ Correct ☐ Incorrect		Ignore ☐

Question #17		Multiple Choice
Prior to custody, when conducting a standing modified search, the officer should be concerned with:		
Answered	Correct	
☒	☒	weapons
☐	☐	weapons and contraband
☐	☐	drugs
☐	☐	removing all items of property
☒ Correct ☐ Incorrect		Ignore ☐

Question #18		True / False
It is permissible in a non-deadly force situation to use a baton on a subject's neck to either cause pain or to execute a control hold.		
Answered	Correct	
☐	☐	True
☒	☒	False
☒ Correct ☐ Incorrect		Ignore ☐

Question #19		Multiple Choice
The most basic definition of a baton is:		
Answered	Correct	
☐	☐	An incapacitating weapon
☐	☐	An offensive weapon
☒	☒	An impact weapon
☐	☐	An intermediate form of control
☒ Correct ☐ Incorrect		Ignore ☐

Question #20		Multiple Choice
One of the more effective areas to strike when using the baton is:		
Answered	Correct	
☐	☐	Head
☒	☒	Center mass of legs
☐	☐	Shoulder blades
☐	☐	Back
☒ Correct ☐ Incorrect		Ignore ☐

Question #21		Multiple Choice
An open mode baton strike is most effective when using certain body mechanics. Which component(s) do not contribute to an effective technique?		
Answered	Correct	
☐	☐	Relaxed muscles during swing to increase speed
☐	☐	Fluid shock wave (time on contact)
☐	☐	Balanced stance
☐	☐	Hip rotation
☐	☒	Leaning the upper body over and into the technique
☒	☐	None of the above
☐ Correct ☒ Incorrect		Ignore ☐

Question #22		Multiple Choice
When should the double lock be engaged on the handcuffs after being applied?		
Answered	Correct	
☐	☐	a) as soon as the cuffs are on
☐	☐	b) the double lock is optional
☐	☐	c) before the officer gets to the holding facility
☒	☒	d) when it is reasonably safe to do so for the officer
☐	☐	e) a and d
☒ Correct ☐ Incorrect		Ignore ☐

Question #23		True / False
The terms "cover officer" and "assisting officer" are interchangeable as they essentially denote the same responsibilities.		
Answered	Correct	
☐	☐	True
☒	☒	False
☒ Correct ☐ Incorrect		Ignore ☐

Question #24		True / False
Assume your primary officer is doing some sort of hands on contact such as searching, handcuffing, etc. when answering true or false to this statement.		
As a cover officer, it is critical to remain behind cover and maintain a significant distance from the primary officer so as to avoid being a target yourself.		
Answered	Correct	
☐	☐	True
☒	☒	False
☒ Correct ☐ Incorrect		Ignore ☐

Question #25**Multiple Choice**

You and your partner detain three subjects and search them for weapons, finding a handgun readily accessible on one of them. You have a third back-up officer coming who is not yet on scene, so the most appropriate action to take when you find the weapon is:

Answered	Correct	
☐	☐	Dump the armed suspect and take him to a control hold and handcuff
☐	☐	Cuff the suspect and then remove the gun
☒	☒	Dump the armed suspect, removing the gun that is easily accessible. Draw your gun and order all the suspects into prone position. Move to cover if available.
☐	☐	Keeping the armed suspect between you and his associates, shout warnings and cuff the armed suspect as quickly as possible.

☒ Correct
 ☐ Incorrect
 Ignore ☐

Question #26**True / False**

Excessive force is never a risk in the ACT system because all of the pain compliance techniques are directional; i.e. the suspect can stop the pain by moving in the desired direction and complying with the officers' orders.

Answered	Correct	
☒	☐	True
☐	☒	False

☐ Correct
 ☒ Incorrect
 Ignore ☐

Question #27**True / False**

Please answer true or false for the following three statements in whether using personal weapons (combatives) is an appropriate use of force.

A person swinging his arms violently at officers while attempting to flee.

Answered	Correct	
☒	☒	True
☐	☐	False

☒ Correct
 ☐ Incorrect
 Ignore ☐

Question #28**True / False**

Please answer true or false for the following three statements in whether using personal weapons (combatives) is an appropriate use of force.

A person who is displaying passive resistance, such as a protester not cooperating with verbal commands.

Answered	Correct	
☐	☐	True
☒	☒	False

☒ Correct
 ☐ Incorrect
 Ignore ☐

Question #29		True / False
Please answer true or false for the following three statements in whether using personal weapons (combatives) is an appropriate use of force.		
A person who attempts to disarm a peace officer.		
Answered	Correct	
☒	☒	True
☐	☐	False
☒ Correct ☐ Incorrect		Ignore ☐

Question #30		True / False
If you use excessive force on a subject, and are acquitted on state criminal charges, the federal government can charge you under USC Title 42.		
Answered	Correct	
☒	☒	True
☐	☐	False
☒ Correct ☐ Incorrect		Ignore ☐

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Memorandum

TO: Christopher Murtha, Chief of Police

FROM: John Simpson, Sergeant
Professional Standards Unit

DATE: 06/06/2025

SUBJECT: Request for Extension PSU: 25-F-0010

The investigation of this case will go beyond the limit as described in Policy Directive Manual 3.43.05.

Date Due: 06/06/2025

I request that an extension be granted for the following reason:

1. Case is still under investigation

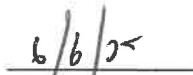
APPROVED

DATE

DISSAPPROVED



Christopher Murtha
Chief of Police



Christopher Murtha
Chief of Police

Extension Granted until: 7/18/25



Memorandum

TO: Carlos Bowdre, Officer
Patrol Operations Division

FROM: Chris Murtha, Chief of Police

DATE: June 27th, 2025

SUBJECT: Notice that Disciplinary Action is Being Considered (PSR #25-F-0010)

BACKGROUND

Officer Carlos Bowdre has been employed by the Wheat Ridge Police Department, Wheat Ridge, Colorado since July 17th, 2023. Officer Bowdre is currently assigned to the Patrol Operations Division. By virtue of such employment, Officer Bowdre is subject to the provisions of the Wheat Ridge Personnel Policies and all rules, regulations, policies, and procedures established by the City of Wheat Ridge and the Police Department.

FACTS

1) On May 6th, 2025, at approximately 0042 hours, Officer Bowdre, Officer [REDACTED] Officer [REDACTED] and Officer [REDACTED] were dispatched to the Valero gas station located at 3201 Wadsworth Blvd, Wheat Ridge, Colorado, on an assist to another agency.

2) [REDACTED]

3) [REDACTED]

4) [REDACTED]

5)

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14)

15)

SUMMARY OF FINDINGS

The investigation of this incident has revealed the following:

Under Section 9.5 of the City of Wheat Ridge Personnel Policies, there is cause for disciplinary action for violations of the following rules relating to the above outlined facts:

- A. Section 9.5 (A) (1) Unsatisfactory work performance, including a failure to demonstrate a reasonable competence or failure to perform the duties of the position in a satisfactory manner;
- B. Section 9.5 (A) (2) Violation of any of the provisions of these Personnel Policies, procedures, ordinances, administrative regulations or any departmental guidelines
- C. Section 9.5 (A) (10) Discourteous behavior or treatment of others that violates City Values or departmental conduct standards
- D. Section 3.42 Code of Professional Conduct of the Wheat Ridge Police Policy Directives Manual:

3.42.02 DIRECTIVES AND EXPECTATIONS

Members shall make affirmative and consistent efforts to observe and comply with the lawful directives and expectations (e.g., work rules, policies, procedures, practices and traditions) established for the effective, efficient and safe operations of the department.

3.42.06 RESPECT FOR OTHERS

Members shall willfully observe and obey the lawful verbal and written rules, duties, policies, procedures and practices of the department. Members shall also subordinate their personal preferences and work priorities to the lawful verbal and written rules, duties, policies, procedures and practices of the department as well as to the lawful orders and directives of supervisory personnel.

Members shall display courtesy and respect in words, deeds, gestures and actions towards other department members, outside agencies and the general public.

3.42.09 NEGLECT OF DUTY

Members shall competently perform all assigned or assumed job responsibilities, duties and tasks. Neglect of duty includes performance that fails to meet departmental standards.

3.42.12 RESPONSE TO RESISTANCE

Police officers shall never employ unnecessary force or violence and shall use only such force in the discharge of duty as is reasonable in all circumstances. While the use of force is occasionally unavoidable, police officers shall refrain from applying the unnecessary infliction of pain or suffering and shall never engage in cruel, degrading or inhuman treatment of any person. Use of force shall be documented in accordance with Professional Standards procedures.

In light of these facts, the Chief of Police is considering taking disciplinary action up to and including termination. Specifically, he is considering SUSTAINED violations of the above policies. You will be directed to attend a meeting with Chief Murtha at which time you may present any evidence in response to the statements regarding your performance in this incident or any other information that you deem pertinent to his decision. You may also submit during this meeting any written material that you want considered.

Division Chief Kellogg will advise you of the date and time the meeting with Chief Murtha will take place.


(Division Chief) 23.5 30 Jun 25
(Date)

ACKNOWLEDGEMENT

I have read this memorandum, understand it, and have received a copy.


(Employee's Name) 30 Jun 25
(Date)



Memorandum

TO: Carlos Bowdre, Officer
Patrol Operations Division

FROM: Chris Murtha, Chief of Police

DATE: July 10, 2025

SUBJECT: Notice that Disciplinary Action is Being Considered (PSR #25-F-0010)

BACKGROUND

Officer Carlos Bowdre has been employed by the Wheat Ridge Police Department, Wheat Ridge, Colorado since July 17th, 2023. Officer Bowdre is currently assigned to the Patrol Operations Division. By virtue of such employment, Officer Bowdre is subject to the provisions of the Wheat Ridge Personnel Policies and all rules, regulations, policies, and procedures established by the City of Wheat Ridge and the Police Department.

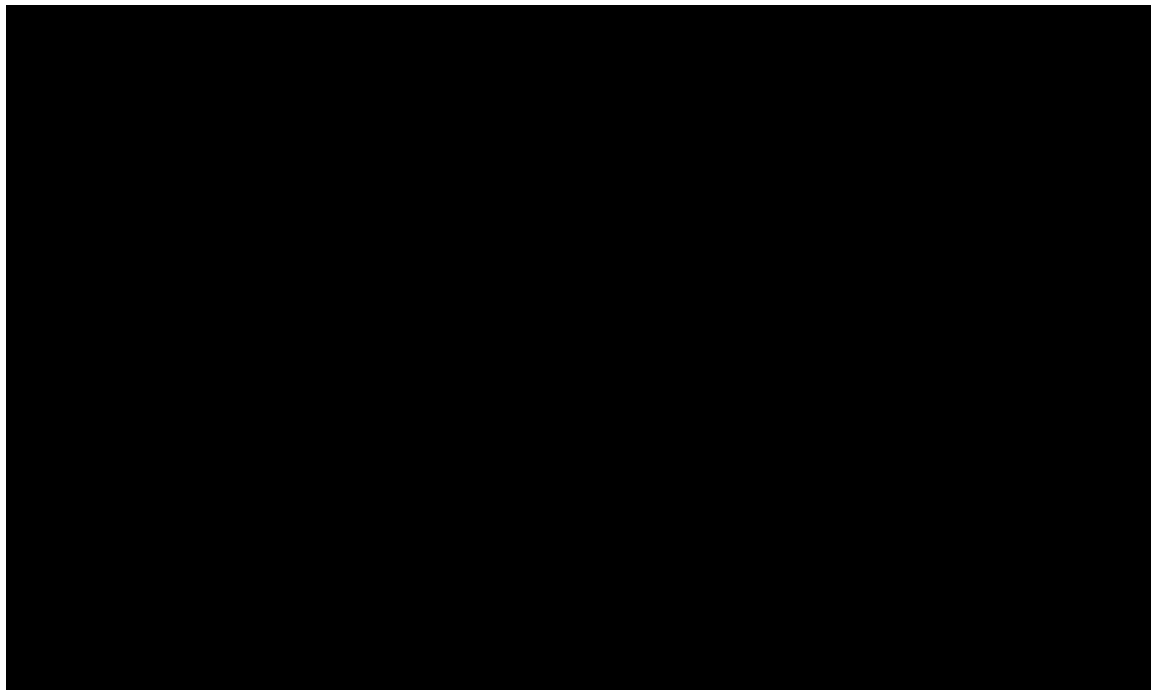
FACTS

- 1) On May 6th, 2025, at approximately 0042 hours, Officer Bowdre, Officer [REDACTED], Officer [REDACTED] and Officer [REDACTED] were dispatched to the Valero gas station located at 3201 Wadsworth Blvd, Wheat Ridge, Colorado, on an assist to another agency.

2)

3)

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SUMMARY OF FINDINGS

The investigation of this incident has revealed the following:

Under Section 9.5 of the City of Wheat Ridge Personnel Policies, there is cause for disciplinary action for violations of the following rules relating to the above outlined facts:

- A. Section 9.5 (A) (1) Unsatisfactory work performance, including a failure to demonstrate reasonable competence or failure to perform the duties of the position in a satisfactory manner;
- B. Section 9.5 (A) (2) Violation of any of the provisions of these Personnel Policies, procedures, ordinances, administrative regulations or any departmental guidelines
- C. Section 9.5 (A) (10) Discourteous behavior or treatment of others that violates City Values or departmental conduct standards
- D. Section 3.42 Code of Professional Conduct of the Wheat Ridge Police Policy Directives Manual:

3.42.02 DIRECTIVES AND EXPECTATIONS

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lawful directives and expectations (e.g., work rules, policies, procedures, practices and traditions) established for the effective, efficient and safe operations of the department.

3.42.06 RESPECT FOR OTHERS

Members shall willfully observe and obey the lawful verbal and written rules, duties, policies, procedures and practices of the department. Members shall also subordinate their personal preferences and work priorities to the lawful verbal and written rules, duties, policies, procedures and practices of the department as well as to the lawful orders and directives of supervisory personnel.

Members shall display courtesy and respect in words, deeds, gestures and actions towards other department members, outside agencies and the general public.

3.42.09 NEGLIGENCE OF DUTY

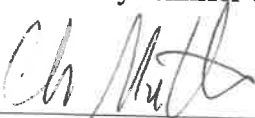
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Police officers shall never employ unnecessary force or violence and shall use only such force in the discharge of duty as is reasonable in all circumstances. While the use of force is occasionally unavoidable, police officers shall refrain from applying the unnecessary infliction of pain or suffering and shall never engage in cruel, degrading or inhuman treatment of any person. Use of force shall be documented in accordance with Professional Standards procedures.

In light of these facts, the Chief of Police is considering taking disciplinary action up to and including termination. Specifically, he is considering SUSTAINED violations of the above policies. You are to attend a meeting in his office on Thursday, July 10, 2025 at 1100 hours, at which time you may present any evidence in response to the statements regarding your performance in this incident or any other information that you deem pertinent to his decision. You may also submit during this meeting any written material that you want to have considered.

If you are unable to meet at the prescribed time and place, please notify Jennifer Clay at (303) 235-2913 as soon as possible.


(Chief of Police) 7/10/25
(Date)

ACKNOWLEDGEMENT

I have read this memorandum, understand it, and have received a copy.


(Carlos Bowdre) 7.14.25
(Date)



| **KODIE N. CLINTON** |
ASSOCIATE ATTORNEY
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July 17, 2025

Chief Christopher Murtha
Wheat Ridge Police Department
7500 W 29th Ave,
Wheat Ridge, CO 80033

Dear Chief Christopher Murtha,

Thank you for taking the time to read and consider this written response to the Notice of Proposed Disciplinary Action memorandum in connection with Officer Carlos Bowdre's Internal Affairs Case PSR#25-F-0010. The purpose of this letter is to simply provide clarifying and mitigating information to be considered before this investigation is formally concluded and a disciplinary decision is rendered. We believe the information below is material and necessary to any full and fair consideration of possible discipline in this case, and we appreciate your thoughtful and thorough review of the mitigating information presented herein. Regardless of the outcome following your review, we are requesting this letter be included in Officer Bowdre's Internal Affairs file for this investigation.

As a threshold matter, Officer Bowdre is not contesting the general contention that his performance on the call for service in question fell short of department standards and thus warrants a sustained violation of, at a minimum, a violation of Wheat Ridge Police Department policy 3.42.09 Neglect of Duty. Officer Bowdre understands that his actions on the night in question, while not intended to do so, were nevertheless a violation of the above policy and he accepts responsibility

[illegible]

Following this [REDACTED] Officer Bowdre submitted a use of force report and candidly described his actions on scene, not shying away from the details on his conduct. Soon thereafter, he received a

write-up for his use of inappropriate language during this incident. Officer Bowdre received notice of this internal affairs investigation on May 29, 2025, and was interviewed by Sgt. Simpson on May 31, 2025, without counsel present. Officer Bowdre received the investigative findings in the Notice of Disciplinary Action Consideration memorandum on June 30th and was advised that a pre-disciplinary meeting would be scheduled soon thereafter. The memorandum alleged the following policy violations:

- 1) City of Wheat Ridge Personnel Policy 9.5(A)(1)
- 2) City of Wheat Ridge Personnel Policy 9.5(A)(2)
- 3) City of Wheat Ridge Personnel Policy 9.5(A)(10)
- 4) Wheat Ridge Police Policy 3.42.02 DIRECTIVES AND EXPECTATIONS
- 5) Wheat Ridge Police Policy 3.42.06 RESPECT FOR OTHERS
- 6) Wheat Ridge Police Policy 3.42.09 NEGLECT OF DUTY
- 7) Wheat Ridge Police Policy 3.42.12 RESPONSE TO RESISTANCE

On July 9th, Officer Bowdre and undersigned counsel were made aware of the department's desire to schedule the pre-disciplinary meeting the following week but advised that Officer Bowdre would be out-of-state on pre-planned military leave. Due to his desire to not wait until he returned from military leave to conduct the pre-disciplinary meeting, Officer Bowdre elected to proceed to the meeting with less than 24 hours' notice, which necessitated him doing so without reviewing the investigative file. Officer Bowdre then attended the pre-disciplinary meeting on July 10th, where he provided a verbal statement but was not asked any questions by command members seeking clarification or further explanation from him.

I. THE SPECIFIC FACTS DO NOT WARRANT SUSTAINING ALL POLICY VIOLATIONS AS ALLEGED, GIVEN OFFICER BOWDRE'S PERCEPTION ON THE NIGHT IN QUESTION.

Importantly, Officer Bowdre does not deny that he could have approached this situation differently on various points. That is, Officer Bowdre concedes that his approach would have been different had he slowed down and fully assessed the circumstances with Officer [REDACTED], or had he verbally communicated with his fellow officers on how to best assist them [REDACTED]

[REDACTED] This perspective, however, comes from the benefit of hindsight following his review [REDACTED]; while the ability to reflect on this incident

through [REDACTED] is a benefit, it cannot be used in place of Officer Bowdre's lived subjective experience while the incident unfolded, when assessing the reasonableness of his actions.

The Supreme Court codified this sentiment in *Graham v. Connor*, 490 U.S. 386 (1989), wherein they explained,

With respect to a claim of excessive force, the same standard of reasonableness at the moment applies: "Not every push or shove, even if it may later seem unnecessary in the peace of a judge's chambers," . . . violates the Fourth Amendment. The calculus of reasonableness must embody allowance for the fact that police officers are often forced to make split-second judgments -in circumstances that are tense, uncertain, and rapidly evolving – about the amount of force that is necessary in a particular situation.

Id. at 1872.

Other courts have echoed the sentiment that an objective standard is appropriate because it "adequately protects an officer who acts in good faith." *Kingsley v. Hendrickson*, 135 S. Ct. 2466, 2469 (2015). That is, even under an Eighth Amendment analysis, the core inquiry is if the "force was applied in a good-faith effort to maintain or restore discipline, or maliciously and sadistically to cause harm." *Wilkins v. Gaddy*, 559 U.S. 34, 37 (2010), citing *Hudson v. McMillian*, 503 U.S. 1 (1992).

In opining on legislative changes proposed to the *Graham v. Connor* standard, the International Association of Chiefs of Police (IACP) outlined the importance of an individual assessment to use of force incidents. In their position, the IACP aptly articulated this standard and the nuance of an officer's experiences:

"Introduced in *Graham v. Connor*, the 'objectively reasonable' standard establishes the necessity for the use and level of force **to be based on the individual officer's evaluation of the situation considering the totality of the circumstances**. This evaluation as to whether or not force is justified **is based on what was reasonably believed by the officer, to include what information others communicated to the officer**, at the time the force was used and 'upon what a reasonably prudent officer would use under the same or similar circumstances.'

...

This standard is not intended to be an analysis after the incident has ended of circumstances not known to the officer at the time the force was utilized. **The totality of the circumstances can include, but is not limited to, the immediate threat to the safety of the officer or others; whether the subject is actively**

resisting; the time available for the officer to make decisions in circumstances that are tense, uncertain, and rapidly evolving; the seriousness of the crime(s) involved; whether the subject is attempting to evade or escape; and the danger the subject poses to the community.”

(International Association of Chiefs of Police, *Use of Force Position Paper*, p.2)

Thus, while *Graham* outlined an objective standard for use of force incidents, that objectivity is based upon the officer in question’s *subjective* knowledge and experience within the totality of the circumstances. The IACP went on to highlight another important consideration in this analysis,

“[I]n *Graham*, the U.S. Supreme Court recognized that law enforcement officers do not need to use the minimum amount of force in any given situation; rather, the officer must use a force option that is reasonable based upon the totality of the circumstances known to the officer at the time the force was used. Use-of-force decisions are made under exceedingly varied scenarios and often on a split-second basis. Based on this fact, state and federal courts have recognized that law enforcement officers must be provided with the necessary knowledge and training to make such decisions, in addition to attaining proficiency with firearms and other less-lethal force equipment and force techniques that might be used in the line of duty.”

(International Association of Chiefs of Police, *Use of Force Position Paper*, p.3)

This perspective in reviewing Officer Bowdre’s conduct is critical, because hindsight revealed that Officer Bowdre did not see that the [REDACTED] [REDACTED] he only later perceived that change in circumstance after the firearm was at the [REDACTED] head. Thus, Officer Bowdre perceived an ongoing [REDACTED] at the moment he made the decision to place the gun at [REDACTED] head, and he moved the firearm and holstered it mere seconds later once he processed the change in circumstance. Officer Bowdre’s split-decision was based on the reasonably perceived [REDACTED] [REDACTED], the need for lethal cover to address [REDACTED], and the legitimate and reasonable consideration of crossfire safety in making this decision. Officer Bowdre closed distance and aimed at this portion of the [REDACTED] [REDACTED] in efforts to [REDACTED], who to his understanding, [REDACTED] [REDACTED]

Officers are trained to know that the sooner you get control and gain compliance of suspect's hands, the less time there is for a weapon to be used against you and/or for an injury to occur either to the suspect or officers; that is, often times the longer a physical encounter continues, the more dangerous they become. Officer Bowdre focused on the [REDACTED], Officer [REDACTED] that both [REDACTED] and crossfire posed. Thus, Officer Bowdre made a split-second decision to [REDACTED] by moving as close to the [REDACTED] in the only physical space available to move to, [REDACTED] head, all while keeping his finger off and away from the trigger the entire time. Officer Bowdre's intentions were not to disrespect, harm, or degrade [REDACTED] in any capacity; his actions and words were intended [REDACTED] as fast as possible – which ultimately is what they did just seconds later.

Law enforcement members are held to a higher standard due to the authority entrusted to them, however, that does not equate to a standard of perfection that eliminates the reality of human experiences. There are very real human factors that come into play within the world of policing, including reaction times as they relate to what human eyes take in, how long it takes the brain to decide on a course of action, and the time for the body to carry out the action – all of which played into Officer Bowdre's decision making. By the time Officer [REDACTED] and Officer [REDACTED] had the [REDACTED], Officer Bowdre had not processed the actions of the other officers on scene and was already committed to assisting in efforts to [REDACTED] Officer Bowdre's delayed perception continued as he did not immediately process that his fellow officers had [REDACTED] at the time the gun was to [REDACTED], and it took another 10-20 seconds for the change in circumstances to process that [REDACTED] [REDACTED], and [REDACTED] necessary. Once this information processed, Officer Bowdre ceased his show of force and sought medical attention [REDACTED] Officer [REDACTED]

While there is the initial academy and FTO training that occurs prior to an officer's patrol assignment, skilled policing comes, in large part, from the on-the-job experience that only comes with time spent on patrol. This is why officers regularly refer to their "training and experience" as a basis for their charge recommendations, professional opinions, and investigatory decision making. That is, an officer's initial training can only go so far, as their unique patrol experiences are where they learn to handle different call-types, strategically work with fellow officers, speak

with varying members of the public, etc. An officer's skillset grows with experience because inevitably, mistakes will be made, and lessons will be learned through those mistakes. Importantly, though, an officer must be given the opportunity to show they are capable of learning from prior experiences, to assess their own conduct and carry out their duties in a better manner.

The facts as articulated within the Notice Memorandum seemingly disregard the human and subjective considerations articulated above in proposing sustaining the alleged policy violations. The conduct in question, while visually disconcerting from a civilian perspective, was not objectively excessive or an egregious show of force, given the totality of the circumstances of Officer Bowdre's knowledge on scene, his limited officer experience in high-risk arrests, and the less than 60 seconds of overall time to assess the situation, decide on a course of action, and process rapidly changing circumstances. Officer Bowdre had a reasonable, yet mistaken belief that the [REDACTED] at the time he chose to show force with his firearm. As humans do not function in a vacuum, it is a disservice to Officer Bowdre to only look at his conduct from one, narrow lens, which focuses on the reality we now know to be true, rather than the reasonable perception Officer Bowdre had at that time and evaluating the situation as a whole – to include his lack of experience as a patrol officer.

As such, this incident, and the conduct in question, do not warrant the excessive proposed policy violations outlined within the Notice Memorandum. Specifically, and for the reasons articulated above, Officer Bowdre's conduct was not in violation of the following:

- 1) City of Wheat Ridge Personnel Policy 9.5(A)(1)
- 2) City of Wheat Ridge Personnel Policy 9.5(A)(10)
- 3) Wheat Ridge Police Policy 3.42.06 RESPECT FOR OTHERS
- 4) Wheat Ridge Police Policy 3.42.09 NEGLECT OF DUTY
- 5) Wheat Ridge Police Policy 3.42.12 RESPONSE TO RESISTANCE

At most, Officer Bowdre's conduct could be deemed in violation of City of Wheat Ridge Personnel Policy 9.5(A)(2) and Wheat Ridge Police Policy 3.42.02 DIRECTIVES AND EXPECTATIONS, given his concessions that his show of force by placing the firearm so close to the suspect's body was not something he was specifically trained to do and the department has verbally expressed that such action fell below *the department's* expectations for patrol practices. Importantly, Officer

Bowdre has already received discipline for his use of language during this incident via the written reprimand given to him days later, and as such, additional sustained policy violations and imposed discipline for that verbal conduct would be inappropriate.

CONCLUSION

In closing, Officer Bowdre would like to highlight that he is human, as we all are. Mistakes will be made; situations rapidly develop, and decisions made in haste are easily questionable given the clarity of hindsight. The important consideration is the lack of repetition of said mistakes and a willingness to learn from them and take accountability for them. This type of behavior has never been an issue in Officer Bowdre short time as an officer and it certainly will be a learning moment for his future experiences on patrol, should he be allowed to return to his duties with WRPD. In fact, it is important to highlight that Officer Bowdre has never had a serious discipline or any use of force related complaints/discipline during his time with WRPD. Instead, Officer Bowdre has received public appreciation for his true character as an individual and an officer that leads with compassion and integrity.¹

As such, we implore you to conclude this investigation with findings and a disciplinary action that appropriate reflects and addresses the actual conduct, given all the facts and mitigating circumstances present in this case. Specifically, we request the contemplated sustained violations be reduced to the two conceded above and that an appropriate discipline be imposed – one which will remedy training concerns and allow Officer Bowdre to show his ability to learn from this incident and move forward a stronger, more capable officer.

Sincerely,

S/ Kodie N. Clinton
Kodie N. Clinton, #59321
Attorney for Carlos Bowdre

¹ See attached WRPD Facebook post.



Wheat Ridge Police Department · [Follow](#)

February 23, 2024 · 🌐



One of our rookie officers saved a man's life Thursday.

Just after 1:15 p.m., our officers got a call for a possible overdose in the bathroom of a local business. Officer Bowdre and his partner were doing traffic enforcement in the area and got on scene within three minutes.

Officer Bowdre rushed through the business, administered Narcan, pulled the patient out of the bathroom, and continued care until our partners at [West Metro Fire Rescue](#) arrived on scene. A second dose of Narcan was administered on scene. The patient was transported to the hospital and is expected to be okay.

Officer Bowdre just graduated out of the joint academy in December. He is halfway through our Field Training process, yet he approached the situation like a veteran officer. We're proud to have people like him on our team!



From: [Kodie Clinton](#)
To: [John Simpson](#)
Cc: [Kathryn Delmonico](#)
Subject: Re: Officer Bowdre Written Response
Date: Thursday, July 17, 2025 8:31:45 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)
[image010.png](#)
[image011.png](#)
[image012.png](#)

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Wonderful, thank you for confirming!

Also, my apologies for not including it earlier but I did speak with Officer Bowdre about the waiver he made during the pre-disciplinary meeting as to the seven day decision deadline for the Chief. Officer Bowdre confirmed with me that he did waive that deadline and does not have an issue with waiting until his return from leave to receive the final conclusion.

Please let me know if there is anything else you need from either of us. Thanks!

Best,

Kodie N. Clinton

ATTORNEY

Phone: 720-282-1266

Website: www.thefrontlinelawyers.com

Address: **Front Line Law, LLC**

3401 Quebec St

Suite 7000

Denver, CO 80207



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From: John Simpson <jsimpson@ci.wheatridge.co.us>
Date: Thursday, July 17, 2025 at 5:06 AM
To: Kodie Clinton <kodie.clinton@thefrontlinelawyers.com>
Cc: Kathryn Delmonico <Kathryn.Delmonico@thefrontlinelawyers.com>
Subject: Re: Officer Bowdre Written Response

Thank you!

I sent the letter to the Chief and will make sure it gets uploaded as part of the investigation.

Thanks - John

V/r,

Sergeant J. Simpson
Wheat Ridge Police Department
Professional Standards
7500 W. 29th Avenue
Wheat Ridge, Colorado 80033
Office Phone: 303-235-2908
www.ci.wheatridge.co.us

Error! Filename not specified.

From: Kodie Clinton <kodie.clinton@thefrontlinelawyers.com>
Sent: Thursday, July 17, 2025 5:39 AM
To: John Simpson <jsimpson@ci.wheatridge.co.us>

Cc: Kathryn Delmonico <Kathryn.Delmonico@thefrontlinelawyers.com>

Subject: Officer Bowdre Written Response

You don't often get email from kodie.clinton@thefrontlinelawyers.com. [Learn why this is important](#)

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Good evening Sgt. Simpson,

As we discussed over the phone, please find the attached written response to Officer Bowdre's Notice of Disciplinary Action Considered. Thank you again for your patience on this submission as we navigated confirming this final draft in between Officer Bowdre's military duties this evening.

Best Regards,

Kodie N. Clinton

ATTORNEY

Phone: 720-282-1266

Mobile: 720-897-9618

Email: kodie.clinton@thefrontlinelawyers.com

Website: www.thefrontlinelawyers.com

Address: Front Line Law, LLC

3401 Quebec St

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Denver, CO 80207



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Memorandum

TO: Christopher Murtha, Chief of Police

FROM: Betsy Sailor, Commander
Patrol Operations

DATE: July 22, 2025

SUBJECT: Request for Extension, Professional Standards Investigation

The investigation of this case will go beyond the limit as described in the Policy Directive Manual 3.43.05(C) - *"Investigations of misconduct will have a time limit of thirty days to completion. This time limit will be strictly adhered to unless the Chief of Police grants an extension."*

Professional Standards Case Report Number: 25-F-0010

Date Due: August 1, 2025

I request that an extension be granted for the following reason(s):

Case is still under investigation.

APPROVED

A handwritten signature in black ink, appearing to read "Ch Murtha", written over a horizontal line.

Christopher Murtha
Chief of Police

DATE

A handwritten date "7/22/25" in black ink, written over a horizontal line.

DISAPPROVED

Christopher Murtha
Chief of Police

Extension granted until

8-15-25

Ext. per agreement w/ ofc. Bowdre & his attorney



Memorandum

TO: Carlos Bowdre, Officer
Patrol Operations Division

FROM: Chris Murtha, Chief of Police

DATE: July 31, 2025

SUBJECT: Final Disciplinary Action (PSR #25-F-0010)

BACKGROUND

Officer Carlos Bowdre has been employed by the Wheat Ridge Police Department, Wheat Ridge, Colorado since July 17th, 2023. Officer Bowdre is currently assigned to the Patrol Operations Division. By virtue of such employment, Officer Bowdre is subject to the provisions of the Wheat Ridge Personnel Policies and all rules, regulations, policies, and procedures established by the City of Wheat Ridge and the Police Department.

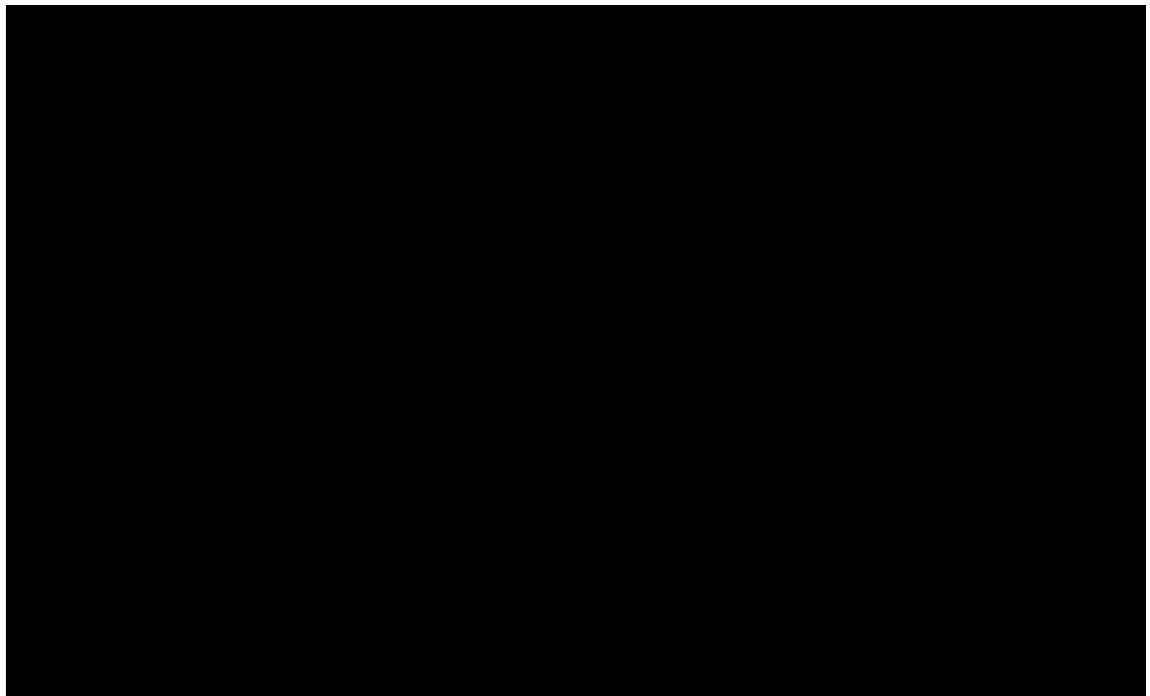
FACTS

- 1) On May 6th, 2025, at approximately 0042 hours, Officer Bowdre, Officer [REDACTED], Officer [REDACTED] and Officer [REDACTED] were dispatched to the Valero gas station located at 3201 Wadsworth Blvd, Wheat Ridge, Colorado, on an assist to another agency.

2)

3)

4)



5)

6)

7)

8)

9)

10)

11)

12)

13)

14)

15)

SUMMARY OF FINDINGS

The investigation of this incident has revealed the following:

Under Section 9.5 of the City of Wheat Ridge Personnel Policies, there is cause for disciplinary action for violations of the following rules relating to the above outlined facts:

- A. Section 9.5 (A) (1) Unsatisfactory work performance, including a failure to demonstrate reasonable competence or failure to perform the duties of the position in a satisfactory manner;
- B. Section 9.5 (A) (2) Violation of any of the provisions of these Personnel Policies, procedures, ordinances, administrative regulations or any departmental guidelines
- C. Section 9.5 (A) (10) Discourteous behavior or treatment of others that violates City Values or departmental conduct standards
- D. Section 3.42 Code of Professional Conduct of the Wheat Ridge Police Policy Directives Manual:

3.42.02 DIRECTIVES AND EXPECTATIONS

Members shall make affirmative and consistent efforts to observe and comply with the

lawful directives and expectations (e.g., work rules, policies, procedures, practices and traditions) established for the effective, efficient and safe operations of the department.

3.42.06 RESPECT FOR OTHERS

Members shall willfully observe and obey the lawful verbal and written rules, duties, policies, procedures and practices of the department. Members shall also subordinate their personal preferences and work priorities to the lawful verbal and written rules, duties, policies, procedures and practices of the department as well as to the lawful orders and directives of supervisory personnel.

Members shall display courtesy and respect in words, deeds, gestures and actions towards other department members, outside agencies and the general public.

3.42.09 NEGLECT OF DUTY

Members shall competently perform all assigned or assumed job responsibilities, duties and tasks. Neglect of duty includes performance that fails to meet departmental standards.

3.42.12 RESPONSE TO RESISTANCE

Police officers shall never employ unnecessary force or violence and shall use only such force in the discharge of duty as is reasonable in all circumstances. While the use of force is occasionally unavoidable, police officers shall refrain from applying the unnecessary infliction of pain or suffering and shall never engage in cruel, degrading or inhuman treatment of any person. Use of force shall be documented in accordance with Professional Standards procedures.

DUE PROCESS HEARING-"LOUDERMILL HEARING"

On July 10, 2025, at 1100 hours Division Chief Kellogg and I met with you to offer you the opportunity to present any information or evidence that you felt was pertinent to this case and to refute any of the previously provided findings. At this meeting you described the steps you are taking to correct your behavior and to address issues that you have identified as problematic. You also took responsibility for your actions and expressed a strong desire to return to work and fix issues associated with this incident through various means. I asked if you had any additional information, and you did offer an apology and a desire to align future decisions with policy.

CHIEF'S DECISION

I have reviewed all the relevant information, evidence, and associated statements with respect to this investigation. Based upon my review of this incident, the subsequent investigation, and your statements I have concluded that your conduct and behavior in this matter was unacceptable and in violation of police department policy and procedure. Your actions also violated the City of Wheat Ridge Personnel Policies. This investigation has revealed information that can undermine the trust the public places in its public officials, especially police officers. Your actions can and may still greatly impact our standing in our community and bring negative attention to this agency. The inability of the District Attorney's Office to prosecute the criminal case, due in large part to your actions associated with this misconduct, is highly problematic. Your use of a careless and excessive use of a

firearm and subsequent statements used to intimidate a suspect is not just a reflection on you but on the entire department and to a greater extent on our profession.

I have weighed all the factors and evidence. I find that Sufficient evidence exists to **SUSTAIN** the charges of 3.42.06 RESPECT FOR OTHERS, 3.42.09 NEGLECT OF DUTY, and 3.42.12 RESPONSE TO RESISTANCE as well as City of Wheat Ridge Personnel Policies. The City of Wheat Ridge Personnel Policy violations are 9.5 (A)1 UNSATISFACTORY WORK PERFORMANCE, 9.5 (A)2 VIOLATION OF ANY PROVISION OF THESE PERSONNEL POLICIES, PROCEDURES, ORDINANCES AND ADMINISTRATIVE REGULATIONS OR ANY DEPARTMENTAL GUIDELINES, Section 9.5 (A)10 DISCOURTEOUS BEHAVIOR OR TREATMENT OF OTHERS THAT VIOLATES THE CITY VALUES OR DEPARTMENTAL CONDUCT STANDARDS, and Section 3.42 CODE OF PROFESSIONAL CONDUCT OF THE WHEAT RIDGE POLICE POLCE DIRECTIVES MANUAL. Your behavior towards a member of the community while engaged in making an arrest failed to meet the Police Departments Policy standards, the City of Wheat Ridge Personnel Policy and was a violation of all the above listed policies. In considering the charges I have looked closely and narrowly at your behavior to determine what level of discipline is appropriate. I have considered all possible options, possible explanations, and your response provided during the Loudermill Hearing. The only option that meets the level of misconduct in this event for the infractions listed is termination. It is my determination that the appropriate discipline for these infractions is **TERMINATION**.

APPEALS

A. Employees, except those identified below, have the right to appeal disciplinary actions that include discharge, demotion, or suspension for more than two (2) working days.

Exceptions:

- Employees identified in Section 9.2;
- When the City Manager serves in the capacity of the employee's Department Director.

B. An appeal may only be initiated by filing a written notification to the City Manager within seven (7) business days after their receipt of the written notice of a disciplinary action. The appeal must specifically state the facts upon which the appeal is based.

C. The City Manager shall meet with the appellant within seven (7) business days after receipt of the appellant's request and permit the appellant to state his/her reasons for any modification of the disciplinary action.

1. The meeting with the appellant can be limited in time by the City Manager. The appellant may bring whatever matters to the City Manager's attention that are relevant including any discipline imposed upon others; his/her own work and discipline record; any mitigating circumstances, including any physical or emotional illness of appellant; and any other matters.

2. The appellant shall not be entitled to bring any witnesses to the meeting, except as may be specifically permitted by the City Manager upon prior request. The appellant may appear with his/her legal counsel at his/her expense and the City may be represented by any person of choice. There shall be no transcript of the meeting nor is it necessary to retain any submittals.

3. Subsequent to the meeting, the City Manager shall inform the appellant, in writing within seven (7) business days, unless good cause exists for additional time, stating whatever determination has been made regarding modification of the disciplinary action. The City Manager shall order whatever action is necessary, if any, to implement his/her decision and shall notify the appellant, the Department Director and the Human Resources Manager accordingly.

D. For the City's internal appeal process, the City Manager's decision is final.

1.8. TIME LIMITS

A. Should an employee not meet the deadlines established for each step of the appeal process and follow the prescribed procedure, the appeal shall revert to the highest level at which an official decision was given, and he/she shall lose his/her right to further appeal in the matter.

B. Should the administration herein defined as supervisory and management personnel in the appeal process, not act according to the procedures outlined, the appeal is carried automatically to the next highest authority immediately after the prescribed time limit passes.

C. Time limits may be waived and/or extended only by mutual written agreement of the parties involved.


(Chief of Police) 7/31/25
(Date)

ACKNOWLEDGEMENT

I have read this memorandum, understand it, and have received a copy.


(Carlos Bowdre) 7.31.25
(Date)



| **KODIE N. CLINTON** |
ASSOCIATE ATTORNEY
3401 Quebec Street, Suite 7000
Denver, CO 80207
Main: (720) 282-1266
www.thefrontlinelawyers.com

August 8, 2025

Patrick Goff
City Manager of Wheat Ridge
7500 W 29th Ave,
Wheat Ridge, CO 80033

Dear Patrick Goff,

Thank you for taking the time to read and consider this written appeal to the Final Disciplinary Action Chief Murtha imposed against Officer Carlos Bowdre in Internal Affairs Case PSR#25-F-0010. We appreciate your thoughtful and thorough review of the mitigating information presented herein and formally request the imposed termination be reversed, the sustained Response to Resistance policy violation be overturned, and that Officer Bowdre be reinstated to as a patrol officer with an appropriate disciplinary action taken, short of termination. Alternatively, we would propose that the termination be reversed, the findings as to the Response to Resistance allegation be overturned, and for the City to enter into a mutually beneficial separation agreement with Officer Bowdre thereafter.

To summarize the basis of this appeal, it is our position that Officer Bowdre's show of force, while not perfect, was both objectively reasonable under *Graham v. Connor*, and justified under Colorado law (C.R.S. § 18-1-707), particularly because Officer Bowdre did not *use* his weapon

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] In what was ultimately a less than 60 second interaction, Officer Bowdre processed that there was a [REDACTED] [REDACTED] no officers with lethal cover on this [REDACTED] and a legitimate crossfire concern if Officer Bowdre had held lethal cover on [REDACTED] from a distance [REDACTED]

[REDACTED]

In a split second decision, Officer Bowdre closed the distance [REDACTED] at the only area where a crossfire concern was not present, which was the [REDACTED] head. Officer Bowdre's goal was to [REDACTED] [REDACTED] alike, so he held his weapon pointed to [REDACTED] head and placed his other hand on the back of [REDACTED] neck to [REDACTED]. This position lasted no more than 20 seconds and as soon as Officer Bowdre processed that the [REDACTED], he holstered his weapon, and the [REDACTED]

[REDACTED]

[REDACTED]

Following this [REDACTED] Officer Bowdre submitted a use of force report and candidly described his actions on scene, not shying away from the details on his conduct. Soon thereafter, he received a

write-up for his use of inappropriate language during this incident. Officer Bowdre received notice of this internal affairs investigation on May 29, 2025, and was interviewed by Sgt. Simpson on May 31, 2025, without counsel present. Officer Bowdre received the investigative findings in the Notice of Disciplinary Action Consideration memorandum on June 30th and was advised that a pre-disciplinary meeting would be scheduled soon thereafter. The memorandum alleged the following policy violations:

- 1) City of Wheat Ridge Personnel Policy 9.5(A)(1)
- 2) City of Wheat Ridge Personnel Policy 9.5(A)(2)
- 3) City of Wheat Ridge Personnel Policy 9.5(A)(10)
- 4) Wheat Ridge Police Policy 3.42.02 DIRECTIVES AND EXPECTATIONS
- 5) Wheat Ridge Police Policy 3.42.06 RESPECT FOR OTHERS
- 6) Wheat Ridge Police Policy 3.42.09 NEGLECT OF DUTY
- 7) Wheat Ridge Police Policy 3.42.12 RESPONSE TO RESISTANCE

On July 9th, Officer Bowdre and undersigned counsel were made aware of the department's desire to schedule the pre-disciplinary meeting the following week but advised that Officer Bowdre would be out-of-state on pre-planned military leave. Due to his desire to not wait until he returned from military leave to conduct the pre-disciplinary meeting, Officer Bowdre elected to proceed to the meeting with less than 24 hours' notice, which necessitated him doing so without reviewing the investigative file. Officer Bowdre then attended the pre-disciplinary meeting on July 10th, where he provided a verbal statement but was not asked any questions by command members seeking clarification or further explanation from him. Officer Bowdre received the Final Disciplinary Decision on July 31st and as such, this appeal is timely submitted within the parameters outlined in City of Wheat Ridge Personnel Policy 9.7 (B), which requires submission within seven (7) business days *after* the receipt of the written notice of disciplinary action.

I. THE SPECIFIC FACTS DO NOT WARRANT SUSTAINING ALL POLICY VIOLATIONS OR TERMINATION.

Importantly, Officer Bowdre does not deny that he could have approached this situation differently on various points. That is, Officer Bowdre concedes that his approach would have been different had he slowed down and fully assessed the circumstances with Officer [REDACTED], or had he verbally communicated with his fellow officers on how to best assist them [REDACTED]

████████████████████ Thus, Officer Bowdre’s show of force, though debatable in hindsight, was within the bounds of C.R.S. § 18-1-707 and consistent with the constitutional standard outlined in *Graham v. Connor*. The perspective Officer Bowdre now has, and the only perspective seemingly considered in the Final Disciplinary Decision, however, comes from the benefit of hindsight following review ████████████████████. While the ability to reflect on this incident through ██████████ is a benefit, it cannot be used in place of Officer Bowdre’s lived subjective experience while the incident unfolded, when assessing the reasonableness of his actions.

The Supreme Court codified this sentiment in *Graham v. Connor*, 490 U.S. 386 (1989), wherein they explained,

With respect to a claim of excessive force, the same standard of reasonableness at the moment applies: “Not every push or shove, even if it may later seem unnecessary in the peace of a judge’s chambers,” . . . violates the Fourth Amendment. The calculus of reasonableness must embody allowance for the fact that police officers are often forced to make split-second judgments -in circumstances that are tense, uncertain, and rapidly evolving – about the amount of force that is necessary in a particular situation.

Id. at 1872.

Other courts have echoed the sentiment that an objective standard is appropriate because it “adequately protects an officer who acts in good faith.” *Kingsley v. Hendrickson*, 135 S. Ct. 2466, 2469 (2015). That is, even under an Eighth Amendment analysis, the core inquiry is if the “force was applied in a good-faith effort to maintain or restore discipline, or maliciously and sadistically to cause harm.” *Wilkins v. Gaddy*, 559 U.S. 34, 37 (2010), citing *Hudson v. McMillian*, 503 U.S. 1 (1992).

In opining on legislative changes proposed to the *Graham v. Connor* standard, the International Association of Chiefs of Police (IACP) outlined the importance of an individual assessment to use of force incidents. In their position, the IACP aptly articulated this standard and the nuance of an officer’s experiences:

“Introduced in *Graham v. Connor*, the ‘objectively reasonable’ standard establishes the necessity for the use and level of force **to be based on the individual officer’s evaluation of the situation considering the totality of the circumstances**. This evaluation as to whether or not force is justified **is based on what was reasonably believed by the officer, to include what information others communicated to the officer**, at the time the force was used and ‘upon what a reasonably prudent officer would use under the same or similar circumstances.’

...

This standard is not intended to be an analysis after the incident has ended of circumstances not known to the officer at the time the force was utilized. **The totality of the circumstances can include, but is not limited to, the immediate threat to the safety of the officer or others; whether the subject is actively resisting; the time available for the officer to make decisions in circumstances that are tense, uncertain, and rapidly evolving; the seriousness of the crime(s) involved; whether the subject is attempting to evade or escape; and the danger the subject poses to the community.”**

(International Association of Chiefs of Police, *Use of Force Position Paper*, p.2)

Thus, while *Graham* outlined an objective standard for use of force incidents, that objectivity is based upon the officer in question’s *subjective* knowledge and experience within the totality of the circumstances. The IACP went on to highlight another important consideration in this analysis,

“[I]n *Graham*, the U.S. Supreme Court recognized that **law enforcement officers do not need to use the minimum amount of force in any given situation; rather, the officer must use a force option that is reasonable based upon the totality of the circumstances known to the officer at the time the force was used. Use-of-force decisions are made under exceedingly varied scenarios and often on a split-second basis**. Based on this fact, state and federal courts have recognized that law enforcement officers must be provided with the necessary knowledge and training to make such decisions, in addition to attaining proficiency with firearms and other less-lethal force equipment and force techniques that might be used in the line of duty.”

(International Association of Chiefs of Police, *Use of Force Position Paper*, p.3)

This perspective in reviewing Officer Bowdre’s conduct is critical, because hindsight revealed that Officer Bowdre did not see that the [REDACTED] [REDACTED] he only later perceived that change in circumstance after the firearm was at the

██████ head. Thus, Officer Bowdre perceived an ongoing ██████ at the moment he made the decision to place the gun at ██████ head, and he moved the firearm and holstered it mere seconds later once he processed the change in circumstance. Officer Bowdre's split-decision was based on the reasonably perceived ██████, the need for lethal cover to address ██████, and the legitimate and reasonable consideration of crossfire safety in making this decision. Officer Bowdre closed distance and aimed at this portion of the ██████ in efforts to ██████, who to his understanding, ██████
██

A. The Human Factors Erased by ██████ and Hindsight Bias

Law enforcement officers make life-and-death decisions in environments where every fraction of a second matters. When faced with a potential threat, an officer must rapidly perceive, assess, decide, and act—all under extreme time pressure. Yet, despite the well-documented limitations of human perception and reaction time, people continue to apply unrealistic expectations to law enforcement, failing to acknowledge the realities of human performance. Video evidence is misused by reducing rapidly evolving, dynamic encounters to still-frame images. Then using it to present a distorted view of the officer's perception at the time of the incident.

The law authorizes officers to respond to *apparent* threats; even if, after the fact, those threats prove to be something less. Still, some will point to a still-frame image to argue what an officer “should have” perceived in real-time. In that regard, still-frames are being used to present versions of force encounters that *never actually existed*.

These still-frames result in analytical flaws that appear in at least one of the following forms:

1. *Zooming in to extract details from a dynamic, rapidly unfolding event that an officer would not reasonably be expected to perceive in real time.*
2. *Freezing a dynamic event to make it appear as though a suspect was not moving or resisting, creating the illusion that the law enforcement officer had control over the suspect when, in fact, he did not.* For example, video footage of a grappling encounter

may show continuous resistance, but an extracted still-frame could falsely suggest a moment of control, compliance, or submission that never actually happened.

Relying on still-frames to analyze the moment when force was used ignores fundamental principles of human performance, including:

- **Failure to Account for Perception and Reaction Time:**

An officer must perceive a threat, assess it, decide on a response, and execute that response. Even when responding to a clear stimulus, that process takes time. Video freeze-frames—even those captured within tenths of a second of an officer’s decision—can portray circumstances that are significantly different than those perceived by the officer at the time.

- **Hindsight Bias:**

One cannot assess a use of force case using information that was unavailable to the officer at the moment the decision to use force was made. Even if video footage later suggests the suspect had no weapon or intended to surrender, the law still requires us to analyze the force from the officer’s perspective at the time, *without the benefit of 20/20 hindsight*, zoom functions, or still-images.

- **Ignoring the Time to Stop:**

If an officer notices that circumstances have changed, where that person has already initiated action in response to a perceived threat, it takes time to recognize the change, interpret it, and stop the action.

Holding officers accountable to reasonable, science-based expectations is essential. However, misusing video evidence, applying hindsight bias, and disregarding human factors creates a misleading form of accountability—one that imposes impossible standards rather than fair evaluations.

Evaluating show-of-force and use-of-force incidents requires an understanding of human perception, cognition, and reaction time. The selective use of a still-frame image or time stamp to suggest otherwise misrepresents the reality of decision-making under stress.

While law enforcement members are held to a higher standard due to the authority entrusted to them, that does not equate to a standard of perfection that eliminates the reality of human experiences. These very real human factors that come into play within the world of policing – including reaction times as they relate to what human eyes take in, how long it takes the brain to decide on a course of action, the time for the body to carry out the action, etc. – all played into Officer Bowdre's decision making. By the time Officer [REDACTED] and Officer [REDACTED] had the [REDACTED], Officer Bowdre had not processed the actions of the other officers on scene and was already committed to assisting in efforts to [REDACTED]. Officer Bowdre's delayed perception continued as he did not immediately process that his fellow officers had [REDACTED] at the time the gun was to [REDACTED], and it took another 10-20 seconds for the change in circumstances to process that [REDACTED], and [REDACTED] necessary. Adrenaline can make it feel like time is moving faster and slower at times, what is perceived on [REDACTED] as 20-30 seconds did not feel same to Officer Bowdre on scene, given the circumstances. Once this information processed, Officer Bowdre ceased his show of force and sought medical attention [REDACTED]

The reality of Officer Bowdre's perception is further proven by the fact that even in his interview, he still [REDACTED]. [REDACTED] It appears as though this subjective perspective was lost in the analysis of this incident, however, as the Final Disciplinary Memorandum mentions that in the moment Officer Bowdre's firearm is at [REDACTED] head, [REDACTED] were visible behind [REDACTED] back. While other officer's [REDACTED] may provide that view, Officer Bowdre did not see [REDACTED]. Officer Bowdre did not process the change in circumstance until nearly 30 seconds later, and even then, the totality of his show of force lasted *no more than 20 seconds*.

B. Policy and Law Do Not Mandate Perfection from Officers

As clearly as possible, courts have repeatedly emphasized that law enforcement is not expected to choose the *best* or even a *better* course of action—the law requires only that their actions be reasonable.

We know that police and communities will be safer as law enforcement develops increasingly accurate pattern recognition, advanced threat assessments, and effective tactical decision-making under stress. However, presenting these aspirational goals as modern performance standards conflates desired expertise with legally required *reasonableness*.

Officers, including those just beginning their careers, are increasingly expected to perform, not at a reasonably competent level, but instead at a level that expertly integrates emotional regulation, communication, de-escalation, persuasion, accurate and timely threat assessment, and physical skills that allow them to seamlessly flow between force options and tools. These expectations shower veterans and rookies alike, despite true experience taking years of deliberate, integrated training and real-world experience to develop.

When officers are judged against idealized standards, the result can be damaging. Law enforcement will experience burnout, fearing the legal and employment consequences of falling short of these expectations. In extreme cases, this fear can erode their confidence and willingness to act decisively, potentially compromising officer safety.

The Supreme Court has never formally altered the standard of reasonableness that appears in *Graham v. Connor*, as we all know so well. Importantly, this means that the law governing police actions is written and interpreted to ensure that rookie officers can lawfully operate alongside 10- and 20-year veterans. Though veterans ideally make better, faster, and more accurate assessments, diagnoses, and decisions, their expertise does not elevate the standard of reasonableness for their less experienced counterparts.

The reasonableness standard reflects the complexity and uncertainty of real-world environments in which all officers operate. Elevating the expectation to “expert” risks turning every imperfect decision into an unlawful one, undermining the principle that reasonableness—not perfection—is the appropriate benchmark for evaluating police performance.

Early-career officers should be judged based on their ability to make reasonable decisions within their level of training, education, and experience; not against the experience of some imaginary avatar of a seasoned expert (i.e. the highly trained imaginary “reasonable officer”).

By maintaining a clear distinction between the aspirational goal of expertise and the legal standard of reasonableness, officers can be supported in their development while ensuring fairness in how their actions are evaluated. This balance is essential for fostering public trust and supporting your officers’ well-being.

Officers are trained to know that the sooner you get control and gain compliance of suspect’s hands, the less time there is for a weapon to be used against you and/or for an injury to occur either to the suspect or officers; that is, often times the longer a physical encounter continues, the more dangerous they become. Officer Bowdre focused on [REDACTED] Officer [REDACTED] that both [REDACTED] and crossfire posed. Thus, Officer Bowdre made a split-second decision to [REDACTED] [REDACTED] by moving as close to the [REDACTED] in the only physical space available to move to, [REDACTED] head, all while keeping his finger off and away from the trigger the entire time. Officer Bowdre’s intentions were not to disrespect, harm, or degrade [REDACTED] in any capacity; his actions and words were intended [REDACTED] [REDACTED] as fast as possible – which ultimately is what they did just seconds later.

While there is the initial academy and FTO training that occurs prior to an officer’s patrol assignment, skilled policing comes, in large part, from the on-the-job experience that only comes with time spent on patrol. This is why officers regularly refer to their “training and experience” as a basis for their charge recommendations, professional opinions, and investigatory decision making. That is, an officer’s initial training can only go so far, as their unique patrol experiences are where they learn to handle different call-types, strategically work with fellow officers, speak with varying members of the public, etc. An officer’s skillset grows with experience because

inevitably, mistakes will be made, and lessons will be learned through those mistakes. Importantly, though, an officer must be given the opportunity to show they are capable of learning from prior experiences, to assess their own conduct and carry out their duties in a better manner.

The facts as articulated within the Notice and Final Disciplinary Memorandum seemingly disregard the human and subjective considerations articulated above in proposing sustaining the alleged policy violations. The conduct in question, while visually disconcerting from a civilian perspective, was not objectively excessive or an egregious show of force, given the totality of the circumstances of Officer Bowdre's knowledge on scene, his limited officer experience in high-risk arrests, and the less than 60 seconds of overall time to assess the situation, decide on a course of action, and process rapidly changing circumstances.

Although it is not alleged within the findings articulated in the Final Disciplinary Decision, it is worth noting that the conduct in question was not an excessive *use of force*, as it again, was merely a *show of force* while holding lethal cover [REDACTED]. Regardless, whether looking at this from a use-of-force standard applying *Graham* or as a show-of-force assessment for conduct towards and detention of members of the public, the result is the same. Officer Bowdre had a reasonable, yet mistaken belief that the [REDACTED] at the time he chose to show force with his firearm; while it might not have been *best* practice or the ideal choice of action, it was nevertheless reasonable under the totality of the circumstances. As humans do not function in a vacuum, it is a disservice to Officer Bowdre to only look at his conduct from one, narrow lens, which focuses on the reality we *now* know to be true, rather than the reasonable perception Officer Bowdre had at that time and evaluating the situation as a whole – to include his lack of experience as a patrol officer.

II. MITIGATING LIABILITY TO THE CITY AND DEPARTMENT.

An understandable concern is whether backing Officer Bowdre's show of force might expose the City and/or the Department to civil liability (for example, a lawsuit alleging excessive force or a violation of civil rights under 42 U.S.C. § 1983). A finding that Officer Bowdre's actions were reasonable in this case actually mitigates liability, rather than increases it, and terminating him out of an abundance of caution does nothing to shield the city from scrutiny in the way one might think.

A. No Response to Resistance Violation = No Civil Rights Violation

As discussed above, “excessive force” means force beyond what a reasonable officer would use in similar circumstances.

If we conclude – as the above analysis and various pieces of case law¹ strongly supports – that Officer Bowdre’s actions were within the realm of reasonableness, then no constitutional violation occurred. Such conclusions allow Officer Bowdre (and the City) to avail themselves of qualified immunity—a doctrine that protects law enforcement officer from civil liability when their conduct does not violate “clearly established” rights. Since numerous courts have held that pointing a duty weapon to a suspect’s head while effectuating an arrest is not excessive under comparable circumstances, especially where the suspect actively resisted throughout the incident, Officer Bowdre’s conduct did not violate any clearly established legal standards. Quite the opposite, in fact.

As explained previously, there was no complaint of [REDACTED] as a result of Officer Bowdre’s conduct [REDACTED]. Importantly, excessive force claims in federal civil cases with no injury have been dismissed entirely on the grounds that *de minimis* force (i.e., force causing only trivial harm) is not an actionable claim under the Fourth Amendment.

B. Force Deemed a Violation of “Response to Resistance”

On the flip side, if the department and City were to summarily conclude that Officer Bowdre’s force was a violation of the Response to Resistance policy and terminate him, several liability concerns worsen. Firstly, declaring the force was a violation to this specific policy is essentially handing the potential Plaintiff powerful evidence in a civil lawsuit against the City. Doing so could allow the Plaintiff to point out that even the agency and City determined the force violated policy, bolstering their case. It would undermine any qualified immunity defense, because the Plaintiff could argue based on these findings that agency’s stance is the conduct was essentially *not* reasonable. In other words, firing Officer Bowdre for the alleged violations could

¹ *Williams v. Seltzner*, 2024 U.S. Dist. LEXIS 6862, at *21-22 (W.D. Wis. Jan. 10, 2024) [“However, pointing a gun during a valid investigatory stop -- let alone as part of an attempted arrest -- is not per se unreasonable, and courts rarely find constitutional violations for gun pointing when there is a reasonable threat of danger or violence to the police.” (*citations omitted*), “the court is unaware of any controlling Supreme Court or Seventh Circuit precedent putting police on notice that his conduct would constitute excessive force under circumstances sufficiently similar...”]; *Stricker v. Twp. of Cambridge*, 710 F.3d 350, 363-64 (6th Cir. 2013) [upholding grant of summary judgment where defendant state trooper allegedly pointed a gun at resisting arrestee’s temple].

hand the plaintiff a near-concession of liability. Many municipalities that fire officers for questionable uses of force still end up facing lawsuits and often settle them or lose, because their own investigation results are used against them.

Secondly, from a damages perspective, if the department fires Officer Bowdre, a plaintiff could argue that the firing is proof of egregious conduct, possibly opening the door to claims of punitive damages or *Monell* liability (claims against the department for failure to train or supervise, etc.). If instead the department upholds that Officer Bowdre acted reasonably, even if not ideally, the narrative for litigation is completely different.

Although Colorado's reforms allow even minor uses of force to be reported and scrutinized, in federal civil court, the practical reality is that a case with no [REDACTED] and strong evidence of suspect [REDACTED] is unlikely to get very far.

CONCLUSION

As such, this incident, and the conduct in question, do not warrant the excessive proposed policy violations outlined within the Notice Memorandum. Specifically, and for the reasons articulated above, Officer Bowdre's conduct was not in violation of the following:

- 1) City of Wheat Ridge Personnel Policy 9.5(A)(1)
- 2) City of Wheat Ridge Personnel Policy 9.5(A)(10)
- 3) Wheat Ridge Police Policy 3.42.06 RESPECT FOR OTHERS
- 4) Wheat Ridge Police Policy 3.42.09 NEGLECT OF DUTY
- 5) Wheat Ridge Police Policy 3.42.12 RESPONSE TO RESISTANCE

At most, Officer Bowdre's conduct could be deemed in violation of City of Wheat Ridge Personnel Policy 9.5(A)(2) and Wheat Ridge Police Policy 3.42.02 DIRECTIVES AND EXPECTATIONS, given his concessions that his show of force by placing the firearm so close to [REDACTED] body was not something he was specifically trained to do and the department has verbally expressed that such action fell below *the department's* expectations for patrol practices. But again, the *department's* expectations and the legal standard for reasonable action are not one in the same. Importantly, Officer Bowdre has already received discipline for his use of language during this incident via the written reprimand given to him days later, and as such, additional sustained policy violations and imposed discipline for that verbal conduct would be inappropriate and duplicative.

Nevertheless, we request at a minimum, the Response to Resistance policy violation be overturned and deemed unfounded for the reasons articulated above.

In closing, Officer Bowdre would like to highlight that he is human, as we all are. Mistakes will be made; situations rapidly develop, and decisions made in haste are easily questionable given the clarity of hindsight. The important consideration is the lack of repetition of said mistakes and a willingness to learn from them and take accountability for them. It is important to highlight that Officer Bowdre has never had a serious discipline or any use of force related complaints/discipline during his time with WRPD. Instead, Officer Bowdre has received public appreciation for his true character as an individual and an officer that leads with compassion and integrity.² Beyond this, Officer Bowdre is a respected and valued member of WRPD, as evidenced by the numerous letters written in support of him from his colleagues at WRPD.³

As such, we respectfully request that the imposed termination be reversed, the sustained Response to Resistance policy violation be overturned, and that Officer Bowdre be reinstated as patrol officer with WRPD with the imposition of an appropriate disciplinary action that appropriate reflects and addresses the actual conduct, given all the facts and mitigating circumstances present in this case, short of termination. Alternatively, we would request that the termination be reversed, the findings as to the Response to Resistance allegation be overturned, and for the City to enter into a mutually beneficial separation agreement with Officer Bowdre thereafter.

Sincerely,

S/ Kodie N. Clinton
Kodie N. Clinton, #59321
Attorney for Carlos Bowdre

² See attached WRPD Facebook post and Civilian Accolade Submission.

³ See attached Character Letters from Officer [REDACTED], Officer [REDACTED], Corporal [REDACTED], Officer [REDACTED], Officer [REDACTED] and Officer [REDACTED]



Wheat Ridge Police Department · [Follow](#)

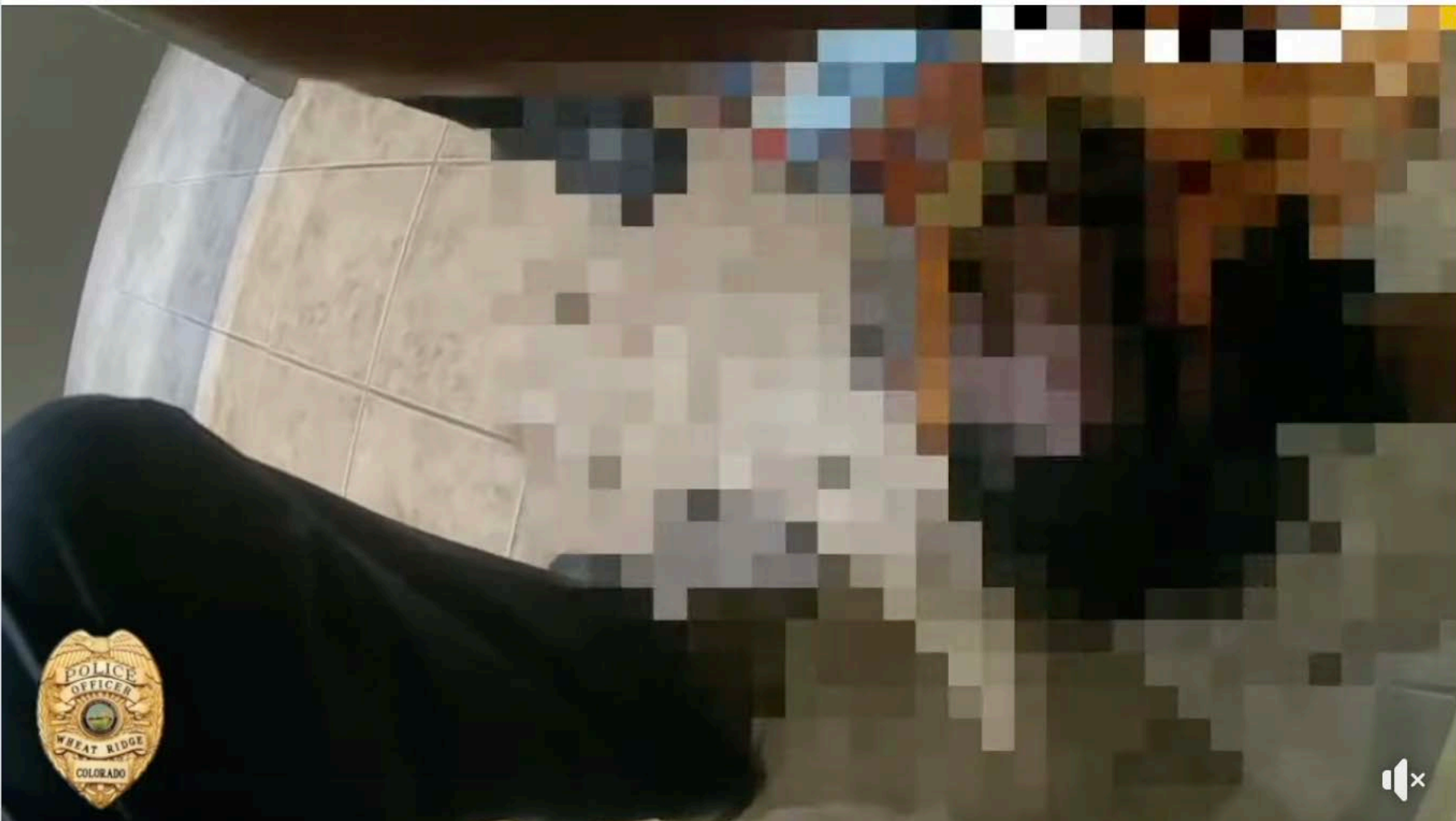
February 23, 2024 · 🌐

One of our rookie officers saved a man's life Thursday.

Just after 1:15 p.m., our officers got a call for a possible overdose in the bathroom of a local business. Officer Bowdre and his partner were doing traffic enforcement in the area and got on scene within three minutes.

Officer Bowdre rushed through the business, administered Narcan, pulled the patient out of the bathroom, and continued care until our partners at [West Metro Fire Rescue](#) arrived on scene. A second dose of Narcan was administered on scene. The patient was transported to the hospital and is expected to be okay.

Officer Bowdre just graduated out of the joint academy in December. He is halfway through our Field Training process, yet he approached the situation like a veteran officer. We're proud to have people like him on our team!



**Thank you to all the officers for their
compassion and help. Officer Bowdre is a
kind human being.**

04/14/2025, 5:30:15 pm

BRIAN COOK - LEIGH KERN

To whom it may concern,

I am a sworn Officer with the Wheat Ridge Police Department ([REDACTED]).

I am writing this letter in regards to the termination of Officer Carlos Bowdre's termination.

I have know Carlos for just over 2 years now. He has since become one of my closest friends I know. We have built a very close bond between police academy, and working very closely on the streets.

I firmly believe within my heart Officer Carlos Bowdre is one of the kindest humans I know. I have worked with him very closely and often with him. I have ran several high acuity 911 calls with him, and he has had my back and kept me safe.

Carlos brings a "light" to the department. I encourage you to ask any fellow Officers, as well as patrol command staff about him and his character. He is always light hearted, making jokes to keep the mood light, and best of all, he's busy! He finds work! He's not an Officer who sits in parking lots. Carlos goes above and beyond to find criminal activity, stolen vehicles, and warrants. When he is on shift, the mood is different, people want to work and find work with him. He makes being busy fun, and very tolerable. Despite how bad of a shift it has been, how awful the call for service is, or how awful we were treated by a suspect, Officer Carlos Bowdre is always light hearted, and keeps moral high amongst patrol.

This event which lead to Officer Carlos Bowdre's termination was a one-off event. I strongly encourage you to view any/all of his [REDACTED] prior to this event, and after the event. If you watch his [REDACTED], I can ensure you, he has the upmost respect for other, the job, and this city. Even after [REDACTED] occurred, he was still on the streets for a few weeks, and if you watch his bodycam you will see him preforming his duties properly.

Carlos comes from a military background, as well as a jail detentions background. He is a trainable person, and is always looking to get better. That being said, he's expressed to me that he is willing to do any training or remediation to correct this issue. Carlos is a man of his word. As a man, I can understand his want to prove to himself, this department, his family, and Christ that he is capable of being the Officer we all know he is.

Carlos isn't just my closest friend, he is a father, a brother, an honest man, a good man, a man of God, and most of all someone who is humble enough to admit their faults, and is always willing to take criticism, and get better with it.

I trust Carlos with my life, and this is not a light statement.

I ask of you to please reconsider the decision to terminate Officer Carlos Bowdre. Again, I strongly encourage you to view his bodycam interactions with others.

Thank you for your consideration.



To whom it may concern,

I'm writing this as a character reference for Carlos Bowdre.

I have known Carlos for approximately two years. As a police officer, I worked with Carlos on day-shift from January 2025 through May 2025. Working with Carlos, I found him to be friendly and respectful to coworkers and citizens. Carlos always had a good attitude at work no matter what he had going on in his personal life. Carlos is trustworthy and hardworking. Carlos was also receptive to feedback and suggestions. If Carlos did something wrong and was corrected, he worked hard to make sure he didn't make that mistake again.

I would not have any issue with working with Carlos again in the future.

Sincerely,

A solid black rectangular box used to redact the signature of the person writing the letter.

[REDACTED]
Wheat Ridge Police Department

August 7, 2025

To Whom It May Concern,

I am writing in support of **Officer Carlos Bowdre**, who I have had the privilege of serving alongside at the Wheat Ridge Police Department. In my time working with Carlos, I have consistently known him to be a hardworking, proactive officer who approaches each shift with energy, focus, and a genuine desire to do his best work on every call.

Carlos demonstrates professionalism and dedication in every aspect of his role. He takes initiative, remains composed under pressure, and approaches challenges with a problem-solving mindset. His enthusiasm for his work is contagious, motivating those around him and contributing to a stronger, more effective team.

I have personally witnessed Carlos go above and beyond to ensure calls are handled thoroughly, safely, and with the highest level of service to our community. His commitment to doing what is right — both for his colleagues and for the public — is evident in the quality of his work and the respect he has earned from those who know him.

Carlos is a valuable asset to the Wheat Ridge Police Department, and I respectfully ask that you take his proven dedication, character, and contributions into account when making any decisions regarding his employment. Removing him from the team would not only be a loss to our department but also to the community we serve.

Thank you for your time and consideration.

Sincerely,

[REDACTED]
Wheat Ridge Police Department

To whom it may concern,

I am writing in regard to Carlos Bowdre's recent termination. I have been a friend and co-worker of Carlos' for approximately two years. During this time, Carlos has continuously displayed an amazing work ethic and enthusiasm for the profession. His passion for the job has always been shown through proactivity and professionalism. I am certain that if you randomly selected any bodycam footage from Carlos' time with the department you would see the amazing Officer Carlos is. It is because of Carlos' great reputation amongst his peers that most people in the department disagree with the decision to let Carlos go.

After speaking with command staff regarding the matter, I understand that the decision was not made in haste or without extreme thought and consideration. Still, I do not believe that a consistent track record of hard work and professionalism should be forgotten and the decision to me feels like the department is, "throwing the baby out with the bath water" so to speak. Carlos made a mistake, but I believe that he has and will continue to learn from his mistake and come out the other side better for it if given the opportunity to do so with our department. My belief in that stems from the fact that Carlos has taken extreme ownership of his actions from the start of the investigation all the way to the very end, which to me, speaks volumes about his character.

Carlos is not only a great Officer, but a great husband, a great father and a great man. I encourage you to ask the men and women within the department their thoughts on Carlos and I am positive you will repeatedly hear the same sentiments that I have spoke of.

I humbly ask that you reconsider the decision to terminate Carlos. Losing an Officer like him would be a great disservice to not only the department but to the community here in Wheat Ridge.

[REDACTED]

[REDACTED]

Wheat Ridge PD

To Whom It May Concern,

I am honored to write this character reference for Officer Bowdre, who has consistently demonstrated the highest level of professionalism, dedication, and personal integrity. Officer Bowdre stands out as one of the finest shift partners I have ever had the privilege of working with.

His eagerness to learn and continuous pursuit of improvement reflect a deep commitment to his role as a law enforcement officer. Whether it's taking the initiative in high-pressure situations or humbling himself to ask for guidance, Officer Bowdre exemplifies the balance of confidence and humility essential to effective policing.

In addition to his professionalism, Officer Bowdre brings a charismatic presence to every room he enters. He connects effortlessly with colleagues and community members alike, building rapport and trust through his authenticity and passion for the law.

It is rare to encounter someone with such a powerful blend of leadership, approachability, and dedication. Officer Bowdre is not only a valuable asset to our team but also a model officer whose presence uplifts those around him.

Sincerely,

A black rectangular redaction box covering the signature of the author.

Wheat Ridge Police Department

To whomsoever it may concern:

When Carlos Bowdre became an employee of the Wheat Ridge Police Department, my first observation was his honest character. Carlos displayed a positively vibrant personality and my first thought was that Carlos is an individual who could have a conversation with any one of any background.

When Carlos completed field training, we became friends and he exhibited high moral standards not only at work but in his personal life. From my experience working with Carlos, he is someone I most certainly trust and value as a person. I admire his role as a father, a friend and a brother.

Although I do not know the details which led to his termination, I can attest to the Carlos I have gotten to know throughout his time at Wheat Ridge.

In summary, Carlos Bowdre was always eager to work hard, is a team player and most importantly, he is able to take criticism profoundly well which made him an effective officer to work with.

Sincerely,

A solid black rectangular box used to redact the signature of the person writing the letter.



City of Wheat Ridge Municipal Building 7500 W. 29th Ave. Wheat Ridge, CO 80033-8001 P: 303.235.2819 F: 303.234.5924

August 27, 2025

Dear Carlos Bowdre:

Pursuant to City Policy 9.7, on August 8, 2025, I received your written appeal to the Final Disciplinary Action in Internal Affairs Case PSR#25-F-0010. An appeal meeting was held on August 18, 2025.

Having reviewed the documentation and materials, the information you provided in advance of the hearing, and the information presented during the hearing, I have determined that there was sufficient evidence to support that,

City of Wheat Ridge Personnel Policies 9.5(A)(1), 9.5(A)(2), 9.5(A)(10) and,

Wheat Ridge Police Policies 3.42.06, 3.42.09, 3.42.12 were violated, and that the termination was based on this violation and consistent with the City's policies and practice.

I affirm the Final Disciplinary Action of Chief Murtha, dated July 31, 2025.

You have now exercised your right of appeal under the City disciplinary procedure and this decision is final.

Sincerely,

Patrick Goff
City Manager



Notification of Finding of Unlawful Use of Force OR Failure to Intervene

FORM

13B

Colorado Department of Law - POST
1300 Broadway 9th Floor
Denver, CO 80203
post@coag.gov 720-508-6721 FAX 866-858-7486

December 2021

SB20-217
§ 24-31-904, C.R.S.
§ 18-8-802(1.5)(f), C.R.S.

Wheat Ridge Police Department**Chris Murtha**

Agency Name (or name of organization submitting form)

Name of Agency Executive Submitting Form

303-235-2908**jsimpson@ci.wheatridge.co.us**

Executive Phone Number

Executive Email Address

Bowdre**Carlos****Manuel**

Peace Officer - Last Name

Peace Officer - First Name

Middle Name

Peace Officer Last Known Address

City

State

Zip

Peace Officer Personal Email Address

Peace Officer Personal Cell Phone

Date(s) of Employment: **07/17/23- 08/27/24**Date(s) of Incident: **05/06/2025**

Peace Officer Date of Birth: [REDACTED]

Colorado PID# **001-473** (000000 or 0000-0000)**Please check the applicable boxes below. At least ONE of the following MUST apply. Check ALL that apply.**

- ☐ The certificate holder was found **CIVILLY LIABLE*** for:
- ☐ Unlawful use of physical force, **OR**
 - ☐ Failure to intervene in the use of unlawful physical force (§ 24-31-904, C.R.S.)

*IF A PEACE OFFICER IS CONVICTED OF, OR PLEADS GUILTY OR NOLO CONTENDERE TO A CRIME INVOLVING THE UNLAWFUL USE OR THREATENED USE OF PHYSICAL FORCE, OR A CRIME INVOLVING THE FAILURE TO INTERVENE IN THE USE OF UNLAWFUL FORCE, PLEASE USE THE "DISQUALIFYING INCIDENT NOTIFICATION FORM" TO REPORT TO POST. **See POST Rule 1 for definition of "found Civilly Liable".**

- ☒ The certificate holder was found after an **INTERNAL INVESTIGATION** or by an **ADMINISTRATIVE LAW JUDGE** or **HEARING OFFICER** to have:
- ☐ Used unlawful physical force, **OR**
 - ☐ Failed to intervene in the use of unlawful physical force, **OR**
 - ☒ Violated §18-1-707, C.R.S.

- ☐ This incident resulted in serious bodily injury or death to any person (§ 18-8-802(1.5)(f), C.R.S.)

AGENCY COMPLETING INVESTIGATION, OR COURT OF RECORD: _____

CASE OR DOCKET NUMBER: _____

Please retain documentation of investigative details for possible future review, if applicable.

PURSUANT TO § 24-31-305(2.5), C.R.S., UNDER PENALTIES OF PERJURY, I DECLARE THAT I HAVE EXAMINED THIS AFFIDAVIT AND ACCOMPANYING DOCUMENTS AND, TO THE BEST OF MY KNOWLEDGE AND BELIEF, THEY ARE TRUE, CORRECT AND COMPLETE. I FURTHER ACKNOWLEDGE THAT ANY FALSE STATEMENT, MISSTATEMENT, OR INACCURACY **MAY RESULT IN REVOCATION OF MY CERTIFICATION, AS WELL AS CRIMINAL PROSECUTION.**

Agency Executive's Signature

State of **Colorado**
County of **Jefferson**Signed before me this **10th** day of **September**, **2025**My Commission Expires: **08-10-2028**

NOTARY PUBLIC

WENDY D ANDERSON
NOTARY PUBLIC
STATE OF COLORADO
NOTARY ID 20044028285
MY COMMISSION EXPIRES AUGUST 10, 2028

PHIL WEISER
Attorney General

NATALIE HANLON LEH
Chief Deputy Attorney General

SHANNON STEVENSON
Solicitor General

TANJA WHEELER
Associate Chief Deputy Attorney
General



STATE OF COLORADO
DEPARTMENT OF LAW

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COLORADO JUDICIAL CENTER
1300 Broadway, 10th Floor
Denver, Colorado 80203
Phone (720) 508-6000

**Peace Officer Standards and
Training**

September 11, 2025

Sgt. John Simpson
Wheat Ridge Police Department
jsimpson@ci.wheatridge.co.us

RE: Carlos Bowdre PID CO-001-473 Unlawful Use of Force Notification

Dear Sergeant Simpson:

On September 10, 2025, Colorado Peace Officer Standards and Training (POST) received an official Notification of Unlawful Use of Force, POST Form 13B, from your law enforcement agency. Pursuant to § 24-31-904, C.R.S., POST shall suspend peace officer certification if:

- An administrative law judge, hearing officer, or internal investigation finds that a peace officer used unlawful physical force, failed to intervene, or violated section 18-1-707 and the incident did not result in SBI or death

As part of the disciplinary process, POST hereby requests copies of the following documentation related to the review of the allegations against Carlos Bowdre:

- Completed internal affairs / administrative investigation / disciplinary reports and supporting documentation including the complaint origin, interviews with subject employee(s), and interviews with witnesses,
- External records related to the unlawful use of force/failure to intervene incident, including court records and recorded testimony, *if applicable*,
- Digital or written records created by the subject employee(s) or agency systems, including those created by radio, telephone, computer aided dispatch, body camera footage, and any other form of audio and video recording, *if applicable*,
- Documentation related to criminal charges screened against the subject employee(s), *if applicable*,
- Documentation and correspondence received from subject employee's legal counsel, *if applicable*,
- Final action documents, including whether the allegations against the subject employee(s) were found to be exonerated, sustained, or unfounded, and

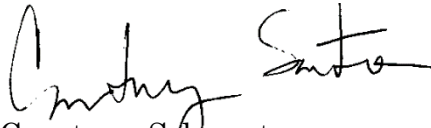
- A copy of your agency's internal affairs / administrative investigation / disciplinary process policy, as well as any other policies related to the investigation or unlawful use of force/failure to intervene incident.

Please provide all documentation to POST as soon as possible. I will set up a secure folder on the POST file share system once you provide a point of contact in your agency who will be sending the documents.

Per §24-31-904(3)(a), C.R.S., "Upon request of the P.O.S.T. board, the reporting agency **shall** provide relevant documents related to the sustained findings of subsection (1)(a)(III) or (2)(a)(III). For the purposes of this subsection (3), the records of any law enforcement agency that are submitted for review by the P.O.S.T. board remain the property of the reporting law enforcement agency and are not subject to public release by the P.O.S.T. board."

If your agency denies or otherwise cannot fulfill any portion of this request for documentation, please provide written explanation regarding the circumstances surrounding the denial within 7 days of receipt of this letter.

Sincerely,

A handwritten signature in black ink, appearing to read 'Courtney Schwartz', with a stylized flourish at the end.

Courtney Schwartz

POST Investigator

Colorado Peace Officer Standards & Training