

River Bend Police Department
Early Warning System
General Order 28
Effective Date 11/30/2021

28.01 **Policy:** The River Bend Police Department has an obligation to our citizens to provide the highest quality of service possible and to follow all State and Federal laws. In accordance with Session Law 2021-138 (Senate Bill 300), a confidential early warning system is required to be developed. In order to fulfill that responsibility, the River Bend Police Department has established an early warning system to increase agency accountability by providing a system for the early identification of potential employee performance issues.

28.02 **Purpose:** The early warning system is intended to alert the department to an officer's pattern of actions and/or behaviors, which should be monitored or documented and further assessed for potential intervention.

In some circumstances, events occurring in an officer's personal or professional life could affect decision-making skills important to a law enforcement officer. The early warning system could alert the department to an officer's need for assistance or counseling regarding these issues. In addition, an early warning system could alert the department to a law enforcement officer needing remedial training in certain areas.

The early warning system is designed to address officer actions and behaviors before they become a potential public safety issue, or an issue which may require disciplinary action. The early warning system can increase individual officer performance, increase individual and department accountability, and improve the quality of law enforcement services to the public.

28.03 **Monitoring and Documentation:** The early warning system will monitor the following:

- A. Instances of discharging a firearm
- B. Instances of use of force
- C. Vehicle collisions
- D. Citizen complaints and internal complaints
- E. Loss of, or intentional damage to, Town owned property

Occurrences monitored by the early warning system will be documented either on paper or electronically.

28.04 **Review and Intervention:** The early warning system will involve, at a minimum, a monthly review of monitored occurrences for each officer. Reviews may be conducted more frequently if warranted by the number of monitored occurrences. Reviews will entail a supervisory examination of any available, relevant documentation (written, video, audio, etc.) pertaining to the monitored occurrence, as well as a personal interview with the officer if deemed necessary.

After conducting the review, the officer's supervisor will recommend a level of intervention to address any potential behavior or performance issues. Methods of intervention may include, but are not necessarily limited to, the following:

- A. **No Further Action/Not Applicable:** The officer's supervisor determines the officer's actions were lawful, necessary, and there are no performance/behavioral issues; or the officer was not involved in any monitored occurrences during the time period under review.
- B. **Coaching/Counseling:** The supervisor coaches/counsels the officer in a relaxed, informal setting to determine the underlying causes for their performance/behavior deficiencies, and to work with the officer in finding a solution to resolve those deficiencies.
- C. **Remedial Training:** The supervisor determines an officer requires individual enhancement in the form of remedial training, specifically in the topical area pertaining to the monitored occurrences in question.
- D. **Outside Referral:** The supervisor determines an officer's situation involves circumstances best addressed in a professional, non-law enforcement setting. Outside referrals may consist of confidential counseling, therapy, alcohol/drug abuse treatment, or other appropriate programs. Outside referrals will be coordinated by the Chief of Police (Chief).

Supervisory recommendations will be submitted to the Chief, through the chain of command, for final approval. The supervisor will notify the officer, in writing, of the review's findings, as well as any recommended/approved intervention action, and detail a course of action where applicable.

Review and intervention are not disciplinary in nature, and should not be used in place of disciplinary action, when disciplinary action is warranted. Intervention can, however, be initiated alongside, or in addition to, disciplinary action.