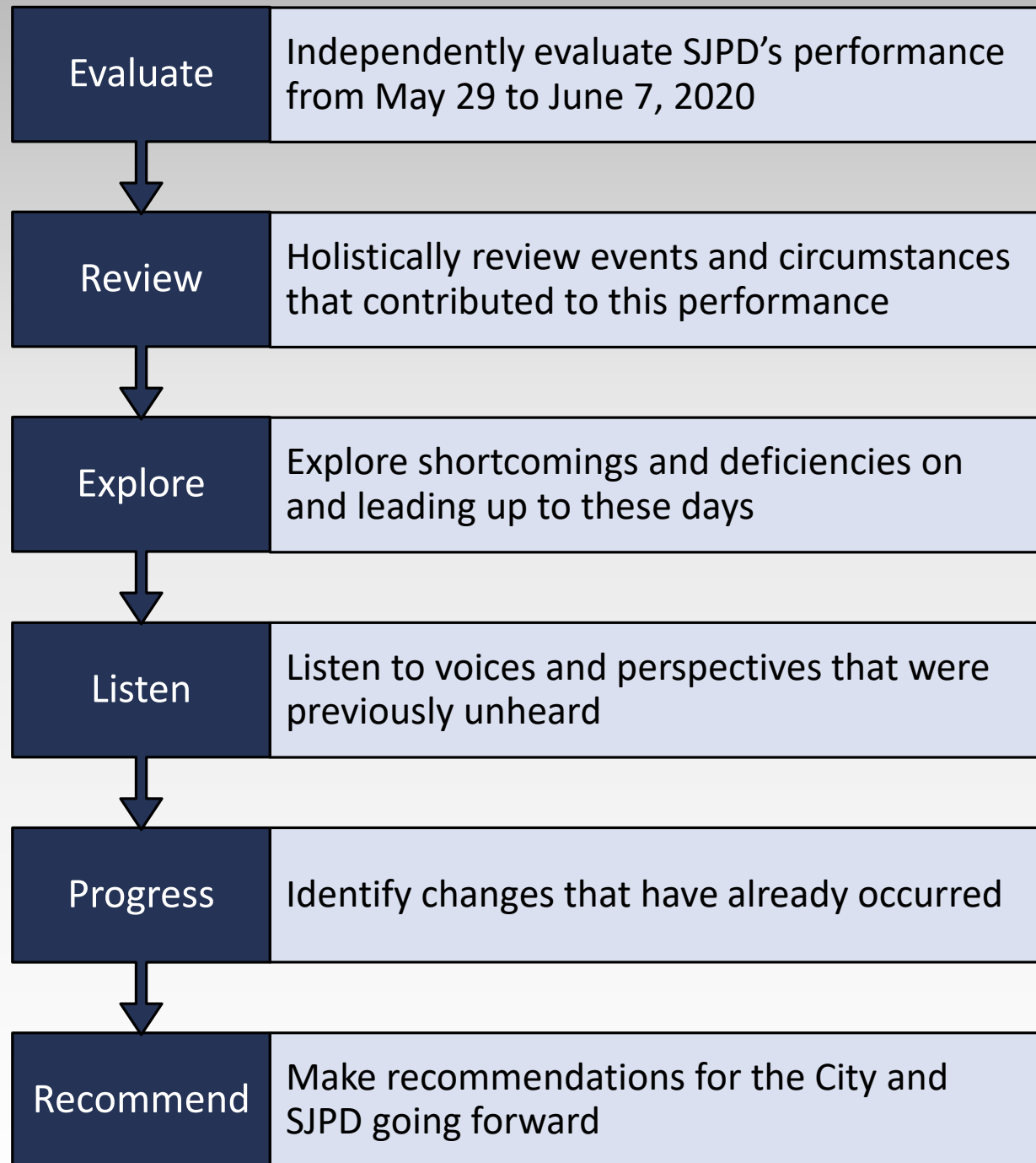

City of San José

INDEPENDENT AFTER ACTION REGARDING THE
EVENTS OF MAY 29 – JUNE 7, 2020

OIR
GROUP
OIRGroup.com

Objective: “After Action” Report



Tonight's Presentation

- High-level review of the events from May 30 to June 7, 2020
- Executive Summary of the key findings and recommendations of our Report

Methodology

- Interviews with SJPD sources
- Evaluation of documentary and digital evidence
 - Reports
 - Body-worn camera
 - Radio communications
- Outreach to City Council & other officials
- Community input
 - Individual interviews
 - Stakeholder group interviews
 - Community Listening Sessions
- Other initiatives

Key Findings: Leading up to May/June

- Training deficiencies
 - Command level: ICS
 - Line level: Crowd Management
- Chronic understaffing, especially in leadership
- Operational planning
 - “Pro forma” operations plans
 - No advance intelligence
- Intelligence & communication deficiencies

Key Finding: Command & Control “Leadership Void”

- Operational planning
- Span of control
- Reliance on Special Operations
- Missing the “lieutenant link”

Key Finding: Force Concerns

- Inexperience with deployment of less lethal
- Policy changes during operational period
- “Improvised” / questionable uses of force
 - OC gas: hand-tossed canisters versus 40mm
 - Flash bang devices
 - 42” riot baton
 - High velocity rounds
- Deviation from normal reporting protocol

Key Finding: Communication with Public

- Advanced communication with organizers when feasible
- Defining and declaring “Unlawful Assembly”
- Clearly communicated, effective Dispersal Order
- Coordinated effort with clear directives
- “Micro-communication” real-time with crowd

Key Finding: Arrest Strategy

- Early days:
 - Insufficient resources to arrest
 - Some criminal behavior left “unchecked”
- Later days:
 - Effective targeted arrest strategy
 - Transport and processing concerns
 - Field jail and release concerns

Key Finding: Curfew as a Tactic

- Curfew implemented on May 31, ended June 4
- Intention to provide a “cooling off” period
 - Peaceful protest in daytime
 - Clear streets at night (8:30pm)
- Critiques of insufficient lead time, poor communication, suppression of rights

Key Finding: Tactics Changed Over Operational Period

- Early days: skirmish lines
- Later days:
 - Move to staging and “Observe and React”
 - Unified command and command post
 - Daily debrief
 - Increased deployment = sufficient resources

32 Recommendations

Some are immediately actionable

#14: Create a Department-wide inventory system specifically for less-lethal munitions so that the Department can track inventory and less lethal usage at any point in time.

32 Recommendations

Some are long-term considerations

- #5: SJPD and the City should engage with the community as it considers the circumstances required for a public protest to be declared an unlawful assembly.
- #2: SJPD should ensure that all of its lieutenants are well-versed in the fundamentals of the Incident Command System and would be capable of serving as the Incident Commander for a given operation if necessary.

All should be subject to a transparent reporting process

Learn More

Visit our website:

OIRGroup.com



Contact us:

Info@OIRGroup.com

Timeline Overview

