

# San Jose Police Department

## Release of Police Department Video Footage Police Department Duty Manual Amendments Police Dept. Preliminary After Action Report

September 15, 2020

Item 4.2, 4.3, 4.4



Assistant Chief Dave Knopf  
Acting Assistant Chief David Tindall  
Captain Jason Dwyer



# San Jose Police Department Release of Police Department Video Footage

September 15, 2020  
Item 4.2



# Release of Police Department Video Footage

- Three videos were released on Friday, September 11, in coordination with the City Manager's Office.
- Videos were highly publicized encounters between protestors and San Jose Police Department officers. (deemed “incidents of extraordinary public interest.”)
- As part of Police Reforms Work Plan, will return to Council with a new Council policy on future video releases for these types of incidents.



# Release of Police Department Video Footage

- Videos were selected as most visually relevant to the incidents.
- Videos were edited with text to show video context.
- Videos included unedited raw footage of events.
- Videos can be found at [www.sjpd.org](http://www.sjpd.org)



# San Jose Police Department

# Police Department Duty Manual Amendments

September 15, 2020  
Item 4.3



# Police Department Duty Manual Amendments

City Council direction to make the following amendments to the Police Duty Manual completed:

- Create a policy establishing minimum age for handcuffed minors.
- Establish a policy that prohibits the practice of hiring recruits with body art that is considered racist and/or associated with hate groups.
- Prohibit officers from covering their badge and requiring them to provide their name and badge number upon request.



# Police Department Duty Manual Amendments

- Explore the use of “no knock” entries where a warrant has been acquired, unless there is a reasonable and articulable belief that evidence may be destroyed by knocking.
- Restructure hiring protocols and standards with an emphasis on hiring well-rounded, experienced officers that range in age, have high educational attainment and come from diverse backgrounds and demographics.



# Police Department Duty Manual Amendments

- Prohibit the use of kinetic projectiles (KIP), i.e., rubber or foam batons, within a dense crowd as a measure of crowd control, and to make this action immediate (already adopted-SJPD DM Section L2629.5).
  - Prohibit for the purposes of crowd control or crowd dispersal.
  - Limited use for person actively attacking an officer or another person.
  - Limited use when an armed person poses a threat to officers or other persons.
  - Supplemental Memorandum issued clarifying why limited use is recommended.





**San Jose Police Department  
Police Department Preliminary  
After Action Report**

**September 15, 2020  
Item 4.4**



# Summary

- On May 25, 2020, George Floyd, an African-American male, died at the hands of the Minneapolis Police Department.
- During the subsequent days, public outrage, fueled by long-standing tension between the African-American population and police over other controversial police encounters, fueled protests and rioting throughout the nation.



# Summary (Cont.)

- On May 29, 2020, a planned peaceful protest took place in San Jose ultimately erupting into a chaotic and violent event that presented tactical and operational challenges for the San Jose Police Department.
- What initially began as a peaceful “George Floyd Solidarity Action” morphed into the complete closure of Highway 101.
- Subsequent acts included violence against stranded motorists and damage to police vehicles.



# Summary (Cont.)

- Approximately 2 hours into the protest, the San Jose Police Department issued its first unlawful assembly and dispersal order as a result the violence and property damage.
- This After-Action-Report details the subsequent events leading up to and after.



# Preliminary After-Action-Report

- An After-Action-Report (AAR) is a document that details an incident, is used to determine operational challenges, and identify what can be approved upon.
- It is common in large scale deployments and is customary in San Jose.
- Used to make recommendations internally and externally.
- This AAR covers the time period from May 29-June 7, 2020.



# Preliminary After Action Report (Cont.)

- What this AAR is:
  - A detailed timeline of events as we know them.
  - A critical operational review of issues faced, actions taken, and decisions made.
  - Recommendations on training, policy, and equipment.
  - Is part of an overall review document to be included with the Independent After-Action-Report (Independent Police Auditor).



# Preliminary After Action Report (Cont.)

- What this AAR is not:
  - A detailed account of incidents and actions currently under investigation and in litigation (Internal Affairs and the City Attorney’s Office).
  - A complete review to include community input.
  - A final document on recommendations and changes the Police Department is undertaking as part of the Police Reforms Work Plan.



# Events and Challenges

- Deployment and enhanced staffing.
- Use of Force (change of policy and deployment).
- Citywide looting, arson, and property damage.
- Citywide response times.
- Evolution of tactics to subsequent protests.





# Recommendations

- This document identified 37 recommendations contained within 5 key preliminary findings.
  - Training.
  - Staffing and deployment.
  - Policy and Protocols (some already enacted).
  - Equipment.
  - Media and various uses.



# Q&A

