



# WHERE WE ARE

After an unprecedented year, a brief review of Hermosa Beach Police Department's progress...

2021

# DEPARTMENT POLICIES

The police department continuously reviews its policies and procedures to ensure they are aligned with current law and best practices. The most current Department Policy & Procedures manual can be found directly on our City website. Below are important updates to Department policies published in 2020.

## Use of Force

In June 2020, the Department released a document titled “Where We Stand” to connect national use of force policy recommendations to the Department’s policies and procedures. Since the release of that document, the Department has further updated its Use of Force policy to comply with state legislation, including AB 1196 and SB 230, which call for a prohibition of the use of a carotid restraint, as well as a “choke hold”, guidelines on de-escalation techniques, alternatives to deadly force, and training requirements.



## Vehicle Pursuits

Per Department policy and CALEA standards, the Operations Division Commander conducts an annual pursuit analysis and review of pursuit policy and reporting procedures. The 2020 analysis resulted in policy changes such as limitations on when to initiate pursuits and guidelines on when to terminate pursuits, updates on authorized pursuit intervention techniques and guidelines for engaging in pursuits initiated by outside agencies.

## Personal Communication Devices

This year, the Department implemented a new policy regarding the use of mobile telephones and communication devices, whether Department-issued or personally owned, when used for authorized work-related purposes. The policy includes specific language on the privacy expectations of information captured through these devices.

# WEBSITE UPDATES

## TRANSPARENCY

In an effort to increase transparency and accountability to the community and the law enforcement profession a new “Transparency” section was added to the police department webpage to ensure public information is accessible for review and use by members of the public. The Department’s organizational chart was added and new subpages were created for information related to use of force and the department’s accreditation program. Additionally, a crime mapping section was added to the crime statistics page.

The screenshot shows the City of Hermosa Beach website. At the top is the city logo and a search bar. Below is a navigation menu with categories: Our Government, Our Community, Enjoying Hermosa, Doing Business, Services, and I Want To... The left sidebar contains a tree view for the Police department, with 'Transparency' selected. The main content area is titled 'Transparency' and includes a breadcrumb trail: 'Our Government » City Departments » Police ». Below the title are social sharing options (Font Size, Share & Bookmark, Feedback, Print). The main text states: 'The City of Hermosa Beach is committed to open and transparent government and provides public records in accordance with the California Public Records Act. The Hermosa Beach Police Department continuously strives for excellence while ensuring transparency and accountability to the community and the law enforcement profession. The department wants to ensure useful public information is accessible for review and use by members of the public.' Below this text is a grid of six orange buttons with icons and labels: Policy Manual, Organizational Chart, Crime Statistics, Accreditation, Complaints/Commendation Process, and Use of Force.

## ACCREDITATION

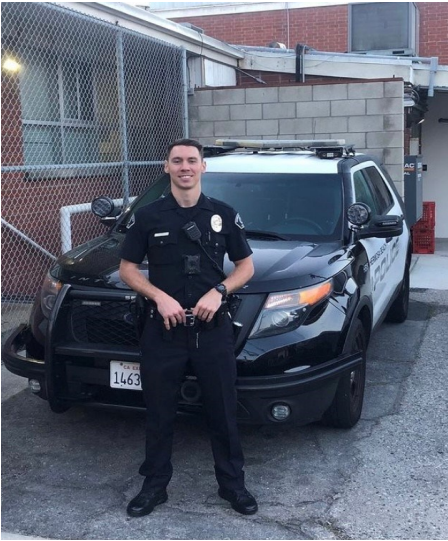
The Hermosa Beach Police Department has been accredited by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) since November 2010. This past year, CALEA had a virtual assessment conducted by two CALEA assessors who reviewed the department’s written materials and interviewed individuals to verify HBPD meets CALEA’s standards for reaccreditation. After a successful assessment, CALEA commissioners determined that HBPD meets CALEA’s “gold standard” in policing and awarded the agency its fourth accreditation award in November 2020. For more information on the process, please visit [CALEA’s website](#).



# RECRUITMENT

## NEW HIRES

The Department had three officers graduate from the Basic academy and join HBPD in 2020. Additionally, two pre-service officers and two lateral officers joined HBPD from other agencies. As part of improvements in the onboarding process, the department added a new component to orientation week, creating a family day where the employee's family members visit the police station, meet Department members and learn about the Counseling Team International program available for employees and their families.



## TESTING

The Department continues to review applications on an on-going basis to recruit qualified candidates for current and future vacancies. With the pandemic, staff had to modify it's processes to comply with health order guidelines during the hiring process. Despite this year's challenges, the Department has increased its testing frequency and expedited the recruitment process. Five additional police recruits are expected to start the police academy in early 2021. Anyone interested in joining HBPD should visit our [JOIN HBPD](#) webpage for more information.



# DEPARTMENT BADGES

A uniform badge is issued to authorized members of this Department as a symbol of authority and identity. This year, staff took on a project to renumber badges to be consistent with employee serial numbers, which previously did not match. This effort reduces any ambiguity in officers' identity and helps the Department increase transparency with the community.



# INTERNAL AFFAIRS PROCESS

This year, staff modified its internal affairs process to include members from human resources. At the conclusion of all internal affair investigations, a presentation is given to members of both the police and human resources departments outlining the allegations and the findings of the investigation. By involving human resources in the process, staff is able to consider an additional perspective in its review of alleged misconduct and help identify potential liability for the City and be aware of specific labor laws.

## CONNECT WITH US

[www.hermosabeach.gov/police](http://www.hermosabeach.gov/police)

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