



President
Mr. Dave Warren
City of Placerville

Vice President
Mr. Jose Jasso
City of Rio Vista

Treasurer
Ms. Jen Lee
City of Rio Vista

Secretary
Ms. Jennifer Styczynski
City of Marysville

NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND POLICE RISK MANAGEMENT COMMITTEE MEETING AGENDA

DATE/TIME: Thursday, February 3, 2022 at 9:00 a.m.

LOCATION: Zoom Teleconference
Call-in Number: (669) 900-6833
Meeting ID: 971 3507 9510 **Passcode:** 492383

A - Action
I - Information

1 - Attached
2 - Hand Out
3 - Separate Cover
4 - Verbal

MISSION STATEMENT

The Northern California Cities Self Insurance Fund, or NCCSIF, is an association of municipalities joined to protect member resources by stabilizing risk costs in a reliable, economical and beneficial manner while providing members with broad coverage and quality services in risk management and claims management.

A. CALL TO ORDER

B. ROLL CALL

C. PUBLIC COMMENTS

This time is reserved for members of the public to address the Police Risk Management Committee on NCCSIF matters that are of interest to them.

pg. 3 **D. CONSENT CALENDAR** **A 1**
All matters listed under the consent calendar are considered routine with no separate discussion necessary. Any member of the public or the Police Risk Management Committee may request any item to be considered separately.

pg. 4 1. Police Risk Management Committee Meeting Minutes – August 5, 2021
pg. 7 2. Police Risk Management Committee Meeting Minutes – November 4, 2021

E. RISK MANAGEMENT

pg. 11 1. **Workers' Compensation Claims Analysis for Police** **A 1**
Sedgwick will present an overview of police claim statistics and trends for the workers' compensation program and for the member cities.



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pg. 29	2. Police Risk Management Grant Funds <i>There will be an update on the Police Risk Management Grant funds including current and planned uses for the grants.</i>	A	1
pg. 32	3. Legislative Spotlight <i>The Committee will focus on two important California laws with new requirements for police agencies (SB 586) and for code enforcement safety standards (SB 296).</i>	I	1
pg. 42	4. Technology Discussion <i>Police Risk Management Committee members will be asked to share their experiences and training needs with various police technologies.</i>	I	4
pg. 43	5. Round Table Discussion <i>The floor will be open to Police Risk Management Committee members for any topics or ideas that members would like to address.</i>	I	4
	F. INFORMATION ITEMS	I	1
pg. 45	1. NCCSIF 2021-2022 Organizational Chart		
pg. 46	2. NCCSIF 2021-2022 Meeting Calendar		

**G. ADJOURNMENT
UPCOMING MEETING**

Police Risk Management Committee Meeting - May 5, 2022

pg. 47 **TRAINING SESSION** from 10:15 am to 12:15 pm
The Topic for the training will be:
Legal Update - Impact of New Legislation & Lessons Learned Presented by Bruce Kilday and Derick Konz from Angelo, Kilday and Kilduff Attorneys at Law.

Per Government Code 54954.2, persons requesting disability related modifications or accommodations, including auxiliary aids or services in order to participate in the meeting, are requested to contact Jenna Wirkner at Alliant Insurance Services at (916) 643-2741.

The Agenda packet will be posted on the NCCSIF website at www.nccsif.org. Documents and materials relating to an open session agenda item that are provided to the NCCSIF Police Risk Management Committee less than 72 hours prior to a regular meeting will be available for public inspection and copying at 2180 Harvard Street, Suite 460, Sacramento, CA 95815.

Access to some buildings and offices may require routine provisions of identification to building security. However, NCCSIF does not require any member of the public to register his or her name, or to provide other information, as a condition to attendance at any public meeting and will not inquire of building security concerning information so provided. See Government Code section 54953.3.



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
February 3, 2022**

Agenda Item D.

CONSENT CALENDAR

ACTION ITEM

ISSUE: The Police Risk Management Committee (PRMC) reviews items on the Consent Calendar, and if any item requires clarification or discussion a Member should ask that it be removed for separate action. The PRMC should then consider action to approve the Consent Calendar excluding those items removed. Any items removed from the Consent Calendar will be placed later on the agenda during the meeting in an order determined by the Chair.

RECOMMENDATION: Adoption of the Consent Calendar after review by the PRMC.

FISCAL IMPACT: None.

BACKGROUND: The following items are placed on the Consent Calendar for approval. The PRMC may approve the Consent Calendar items as presented, or any individual may request that an item be removed for discussion and separate action may be taken during the meeting.

ATTACHMENT(S):

1. Police Risk Management Committee Meeting Minutes - August 5, 2021
2. Police Risk Management Committee Meeting Minutes - November 4, 2021



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
TELECONFERENCE-WEBEX
AUGUST 5, 2021**

MEMBERS PRESENT

Chief Robert Thompson, City of Dixon
Chief Tod Stockman, City of Galt
Chief Matt Alves, City of Lincoln
Chief Kyle Sanders, City of Red Bluff
Lt. Anthony Borgman, Town of Paradise

Chief Rick Hillman, City of Folsom
Chief Rodney Harr, City of Gridley
Chief Joseph Wren, City of Placerville
Chief Chad Butler, City of Rocklin

GUESTS & CONSULTANTS

Raychelle Maranan, Alliant Insurance Services
Jenna Wirkner, Alliant Insurance Services
Tom Kline, Sedgwick

Marcus Beverly, Alliant Insurance Services
Dori Zumwalt, Sedgwick
Eric Lucero, Sedgwick

A. CALL TO ORDER

Chief Sanders called the meeting to order at 10:03 a.m.

B. ROLL CALL

The above members listed were present.

C. PUBLIC COMMENTS

There were no public comments.

D. CONSENT CALENDAR

1. Police Risk Management Committee Meeting Minutes – February 11, 2021
2. Police Risk Management Committee Meeting Minutes – May 6, 2021

A motion was made to approve the Consent Calendar as presented.

MOTION: Rick Hillman

SECOND: Robert Landon

MOTION CARRIED

Ayes: Thompson, Hillman, Stockman, Harr, Alves, Wren, Sanders, Butler, Borgman

Nays: None

E. RISK MANAGEMENT

E.1. Police Risk Management Grant Funds

Mr. Beverly discussed the Police Risk Management Grant Funds, the Committee voted to continue the use of the Grant Funds for 2021-2022. The priority is to use the funds for Body Cameras first. If the Department does have a Body Camera Program in place, they can use the funds for other Risk Management items or trainings. We encourage members to use the funds. Information only.



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
TELECONFERENCE-WEBEX
AUGUST 5, 2021**

E.2. General Liability Claims Analysis for Police

Dori Zumwalt from Sedgwick discussed the NCCSIF General Liability Trending Report for Fiscal Years 2016-2021. The 2016-2018 claims are about what they will be. As claims develop they will get more expensive. Public works is one of the most frequent claims but also one that house a lower average claim. The severity of the claims for Public Works and Police are still open claims and haven't been settled. The number one claim that we see come in is due to vehicles and slip and falls. The three types of claims with the most frequency and severity are bodily injury, employment practices. We have about 40 Police Liability claims on average per year. The top 5 cause of Police Liability Claims Fiscal Year 2016-2021 are Civil rights, Vehicle, False Arrest, Property Damage, Excessive Force. Dori Zumwalt also reviewed the total number of claims for the Cities and the average number of claims.

Information only.

E.3. Legislative Update

Tom Kline from Sedgwick gave a Legislative update on bills relating to law enforcement.

AB 1475: This was approved and filed by the governor in July of 2021. This prevents departments or sheriff's office from sharing, on social media, booking photos of an individual arrested on suspicion of committing a nonviolent crime.

AB 26: Holden. Peace officers: use of force.

AB 270: This relates to the 988-suicide prevention phone number and behavioral health.

AB 594: This bill has to do with deadly use of force being required to be investigated by the Attorney General.

AB 603: Municipalities will be required to post law enforcement settlements and judgements,

AB 931: Peace officer training to intercede

AB 958: Law Enforcement gang, a group of law enforcement officers within and agency that engages in a pattern of specified.

H.R. 7120: George Floyd Justice Policing Act of 2020. They had originally wanted to have the Bill passed by the one-year calendar anniversary of the event. Limits qualified immunity as a defense to liability in a private civil action against a law enforcement officer

No discussion. Information only.



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
TELECONFERENCE-WEBEX
AUGUST 5, 2021**

E.4 TECHNOLOGY DISCUSSION

911 At Ease International – 911 at Ease International is free & confidential trauma informed counseling resource.

Rippleworx – Jeff Kingsfield- The idea is to help advance the skills, knowledge, attitudes of the officers. The basic idea is to work on training plans and keep officers informed and engaged. Gives an overview of officer performance.

Dummies Unlimited: The City of Red Bluff Police Department uses the dummies for various trainings.

The Folsom Police Department is planning to purchase more than 100 Axon cameras and 72 tasers for approx. \$1.2 million.

Article: The California City that Sends a Drone almost every time police is dispatched to a call.

Cordico Presentation – Cordico Shield- The idea of the App is to provide officer and the officers family with wellness resources. The big issue that it is trying to address is the stress from the job and how to handle it. Cordico has a peer and Chaplin support and a therapist finder. They also have a physical fitness component to the app.

Information only. No discussion.

E.5. ROUND TABLE DISCUSSION

Tom Kline discussed potential trainings for upcoming meetings.

F. INFORMATION ITEMS

1. NCCSIF 2021-22 ORGANIZATIONAL CHART
2. NCCSIF 2021-22 MEETING CALENDAR

G. ADJOURNMENT

The meeting was adjourned at 10:58 a.m.

Next Meeting Date: November 4, 2021

Respectfully Submitted,

Jennifer Styczynski, Secretary
Date: _____



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ROCKLIN EVENT CENTER
NOVEMBER 4TH 2021**

MEMBERS PRESENT

Chief Ryan Kinnan, City of Auburn
Chief Brian Kalinowski, City of Galt
Chief Eric Reinbold, Town of Paradise
Chief Jon Mazer, City of Rio Vista
Chief Brian Baker, City of Yuba City

Lt. Tom Cordova, City of Dixon
Chief Randy Harr, City of Gridley
Captain Quintan Ortega, Red Bluff
Captain Trent Jewell, City of Rocklin

GUESTS & CONSULTANTS

Marcus Beverly, Alliant Insurance Services
Tom Kline, Sedgwick
Summer Simpson, Sedgwick

Jenna Wirkner, Alliant Insurance Services
Eric Lucero, Sedgwick

A. CALL TO ORDER

Lt. Huey called the meeting to order at 10:04 a.m.

B. ROLL CALL

The above members listed were present.

C. PUBLIC COMMENTS

There were no public comments.

D. CONSENT CALENDAR

1. Police Risk Management Committee Meeting Minutes – February 5, 2021

No quorum. We will move the Consent Calendar to the February Meeting.

E. RISK MANAGEMENT

E.1. Police Risk Management Grant Funds

Mr. Beverly discussed the Police Risk Management Grant Funds. The funds are intended to purchase Body Worn Cameras (BWC). If the Department has a Body Worn Body Camera Program, the funds can be used for other Risk Management uses such as personal protective devices and load-bearing vests.



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ROCKLIN EVENT CENTER
NOVEMBER 4TH 2021**

E.2. Legislative Update

Mt/ Tom Kline from Sedgwick gave an overview of the legislative bills that have become laws.

1. SB 2. Bradford. Peace Officers: Certification: Civil Rights
2. SB 16. Skinner. Peace Officers: Release of Records
3. AB 98: McGuire: Public Peace: Allow Media Access to closed areas.
4. AB 26. Holden. Peace Officers: Use of Force
5. AB 48. Gonzalez. Law Enforcement: Use of Force
6. AB 89. Jones-Sawyer. Peace Officers: Minimum Qualifications. This Bill had a lot of coverage and the requirements on peace officers. The minimum age will be 21.
7. AB 481. Chui. Peace Officers: Law Enforcement and state agencies: military equipment: funding, acquisition, and use. Agencies would have some Law Enforcement regulations on military equipment. Would be required to adopt a military equipment policy.
8. AB 490. Gipson. Law Enforcement Agency Policies: Arrests: Positional Asphyxia Government Code 490, positional asphyxia policy.
9. AB 603. McCarty. Law Enforcement Settlements and Judgments Reporting. This Bill was vetoed by Governor Newsom on 10/8/21.
10. AB 958. Gipson. Peace Officers: Law Enforcement Gangs. The law changes the name of a group back to a gang.
11. AB 1475. Low Law Enforcement: Social Media. The Bill would prohibit law enforcement or police agencies from posting a picture of someone committing a non-violent crime.
12. H.R.7120 - George Floyd Justice in Policing Act of 2020. The was passed by the house and is waiting for Senate review.

E.3 TECHNOLOGY DISCUSSION

Mr. Kline gave an overview on Police Technologies. Mr. Kline asked the members what Technology they were using and if they would like to have any trainings. Members discussed Tango Tango, that will allow the officers to hear radio traffic from phones and they will be able to communicate back to the command center. When command staff are driving it would be helpful to communicate to multiple people at one time. One radio channel is \$2,000 and about \$30 per officer. Mr. Beverly discussed Departments using Drones in Police Departments. Members discussed using FLOCK. Once you're in the FLOCK system you can look up agencies that also use FLOCK. Members discussed having City Councils approve camera rules on how we notify the public.



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ROCKLIN EVENT CENTER
NOVEMBER 4TH 2021**

Police Technologies

1. Video Redaction Software
2. Biometrics
3. Voice Technology
4. Robots
5. Video Doorbells
6. Gunfire Detection and Locating
7. Thermal Imaging
8. Artificial Intelligence
9. Smarter Cruisers
10. Automatic License Plate Recognition (ALPR)
11. Enhanced Body-Worn Cameras
12. Unmanned Aerial Vehicles (UAVs)
13. Other

E.4. LAW ENFORCEMENT EAP DISCUSSION

The Chief of Police from the City of Galt gave an overview of resources used after a vehicle incident that involved two of the Departments Officers.

Chief Kalinowski discussed the City of Galt Police Departments Leadership Program. One of the Officers discussed doing a peer support program for the Officers. Phycological Services Group out of Brentwood. They work with many departments in California. The Galt peer support program gives officers access to the resources available. The group comes in to provide group support to staff, spouses and other groups. They provided extensive resources to officers that were impacted. They provided 125 hours of services over 15 days and up to the funeral. The Department learned that it was hard to have staff work overtime and cover for the officers during this time. The Department asked the Sheriff Department to provide extra patrol and cover the officer's shifts.

Members discussed what resources didn't work in previous years.

Mr. Beverly discussed EAP Providers and counseling services specific to Law Enforcement.

ComPsych Corporation – ComPsych's services includes EAP, behavioral health, wellness and absence management services.

ACI Specialty Benefits – Provides EAP benefits to thirteen of the twenty-two NorCal Cities Members. ACI is to build out a network of therapist specializing in Law Enforcement.

Crisis Incident Counseling Services (CIC) – Crisis Incident Counseling Services (CIC) – Through our Excess Carrier PRISM, NorCal Cities

Members have access to Crisis Incident Counseling Services (CIC) CIC is for employees following an unexpected work-related death of a co-worker. If you are dealing with a situation and need help.



**NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
POLICE RISK MANAGEMENT COMMITTEE MINUTES
ROCKLIN EVENT CENTER
NOVEMBER 4TH 2021**

911 At Ease International – This service is free and confidential to first responders and family members of first responders.

First Alarm Wellness – First Alarm Wellness provides concierge behavioral health services to first responder agencies, organizations and departments. They services include Expert Therapists, Educational and training services, Case Management and advocacy, Peer support training, Rapid critical event response and consulting services. The team at First Alarm Wellness has over 40 years of combined experience working with first responders.

CordicoShield Officer Wellness – The app offers a range of self-assessments as well as videos and guides on behavioral health topics. The app has over 60 behavioral health topics including Burnout and Compassion Fatigue, COVID-19, Family Support, Posttraumatic Stress and Psychological First Aid.

E.5. ROUND TABLE DISCUSSION

Mr. Beverly discussed duty to intercede, Company Nurse, and Rick Wall Consulting.

Information only. No discussion.

E.5. ROUND TABLE DISCUSSION

No discussion.

F. INFORMATION ITEMS

1. NCCSIF 2021-22 ORGANIZATIONAL CHART
2. NCCSIF 2021-22 MEETING CALENDAR

G. ADJOURNMENT

The meeting was adjourned at

Next Meeting Date: February 3, 2022

Respectfully Submitted,

Jennifer Styczynski, Secretary

Date: _____



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
February 3, 2022**

Agenda Item E.1.

WORKERS' COMPENSATION CLAIMS ANALYSIS FOR POLICE

ACTION ITEM

ISSUE: Sedgwick will present an overview of NCCSIF claim trends and analysis of the top police loss exposures related to the Workers' Compensation Program.

RECOMMENDATION: Information only.

FISCAL IMPACT: None.

BACKGROUND: Sedgwick maintains a database of member claims experience that includes loss causes and other demographic information that can be used for risk management purposes.

ATTACHMENT(S): Trending Report: Workers' Compensation for NCCSIF Police 2016 – 2021

Workers' Compensation Trending Report for NCCSIF



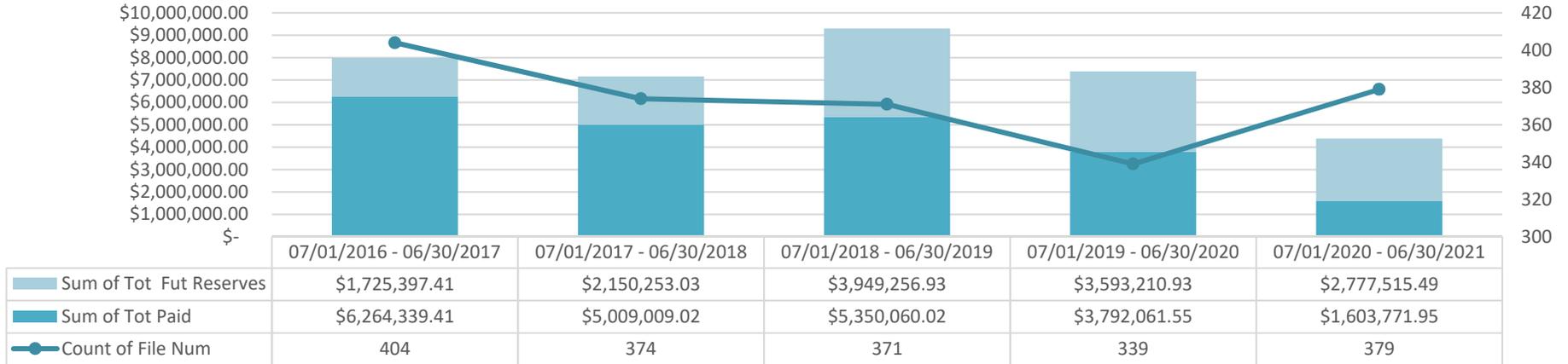
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caring counts

February 2022

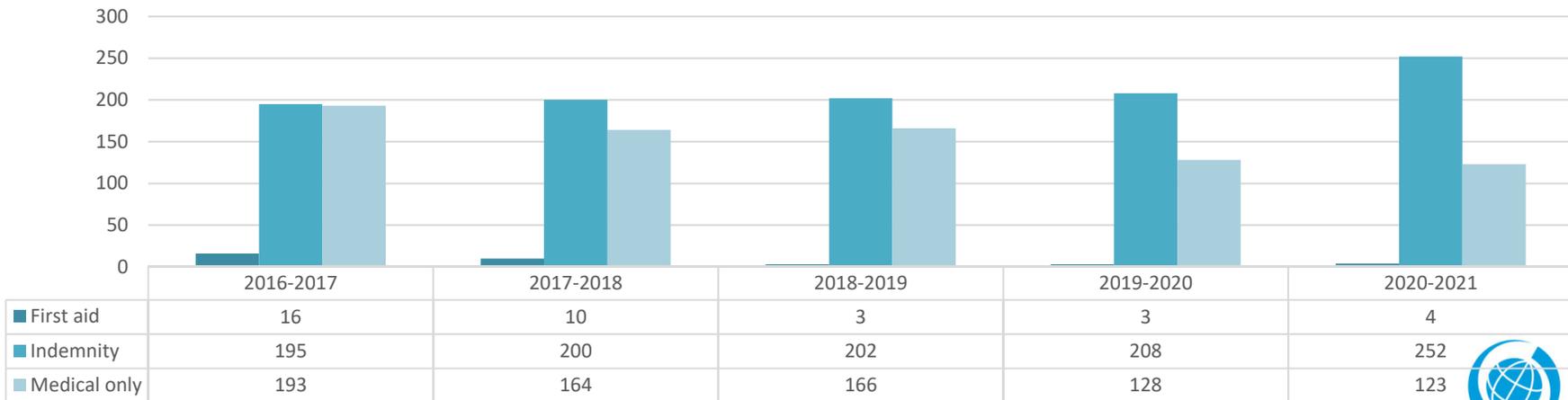
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NCCSIF WC Trending Report Fiscal Years 2016-2021

Total Paid and Incurred by Fiscal Year



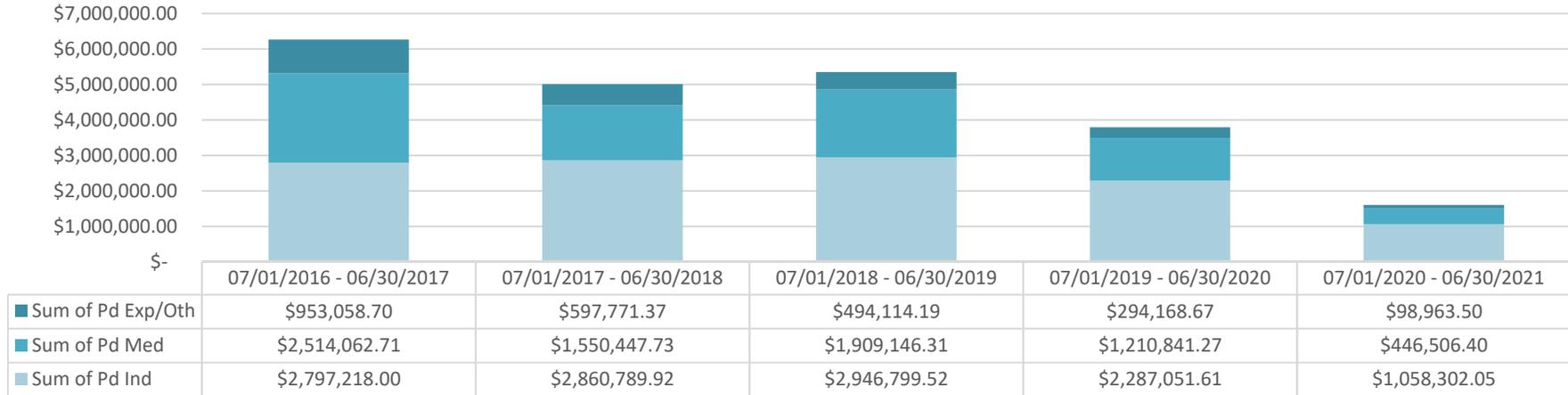
Claim Type by Fiscal Year



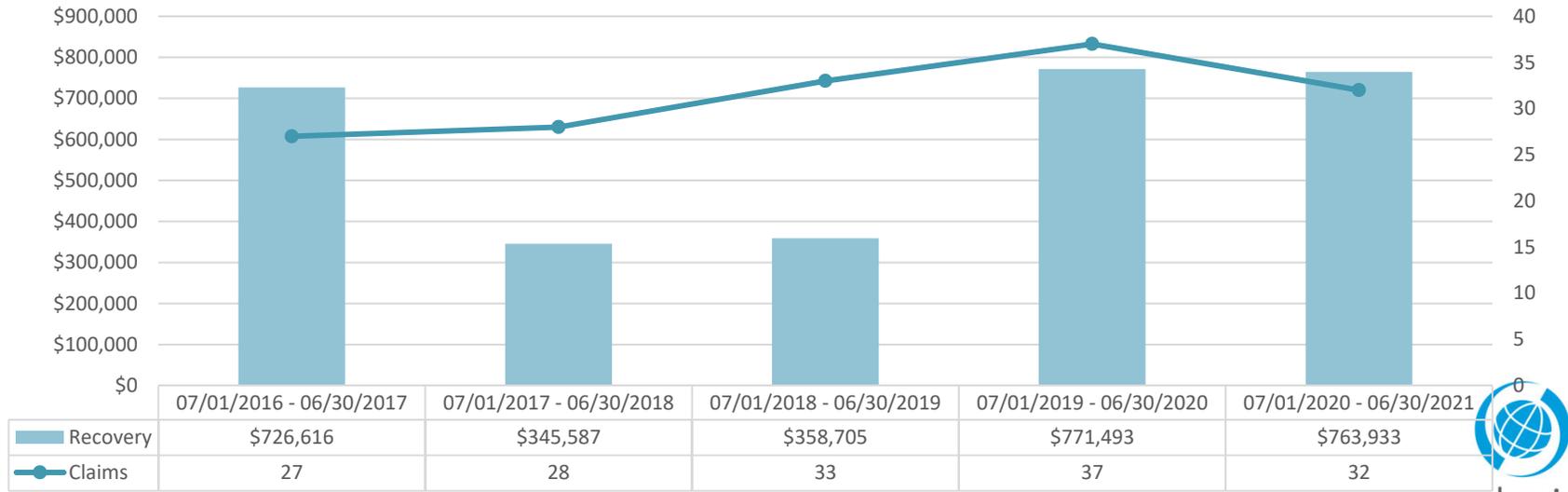
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NCCSIF WC Trending Report Fiscal Years 2016-2021

Total Paid by Fiscal Year



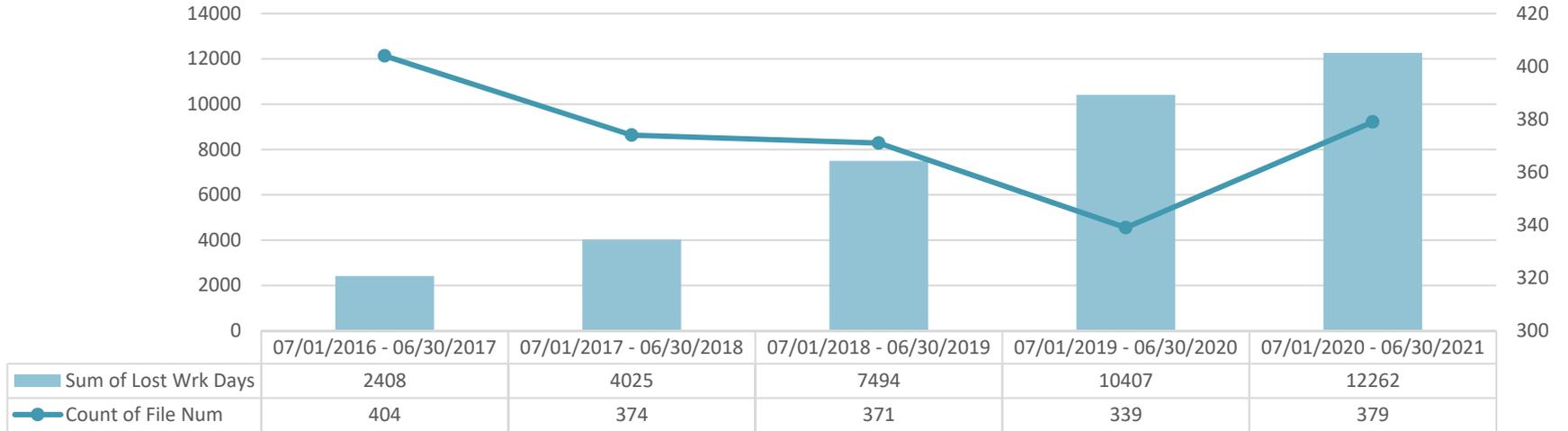
Claim Recoveries by Fiscal Year



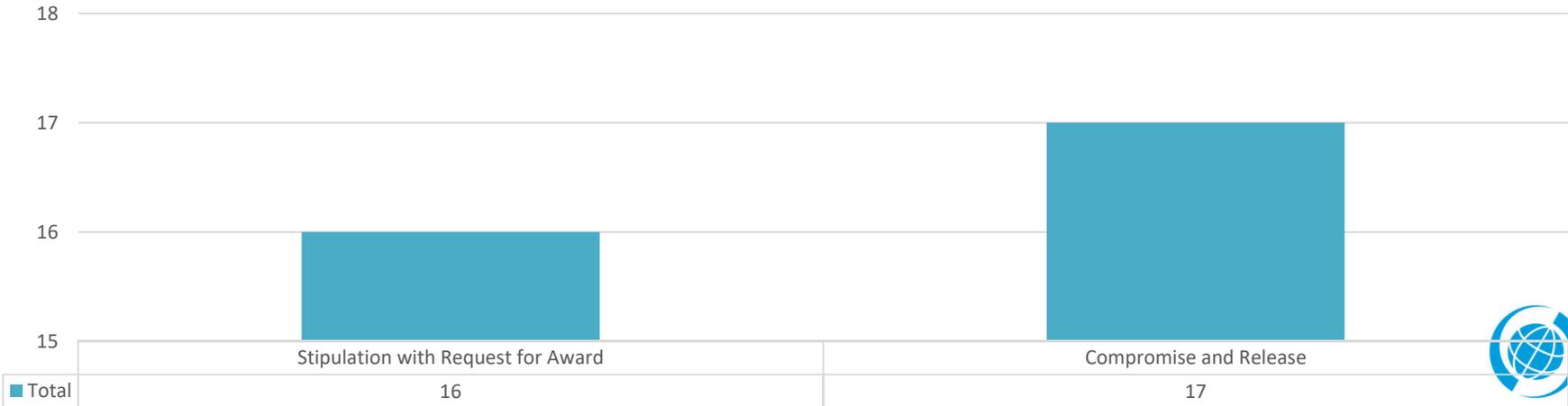
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NCCSIF WC Trending Report Fiscal Years 2016-2021

Loss Days for Claims in each Fiscal Year



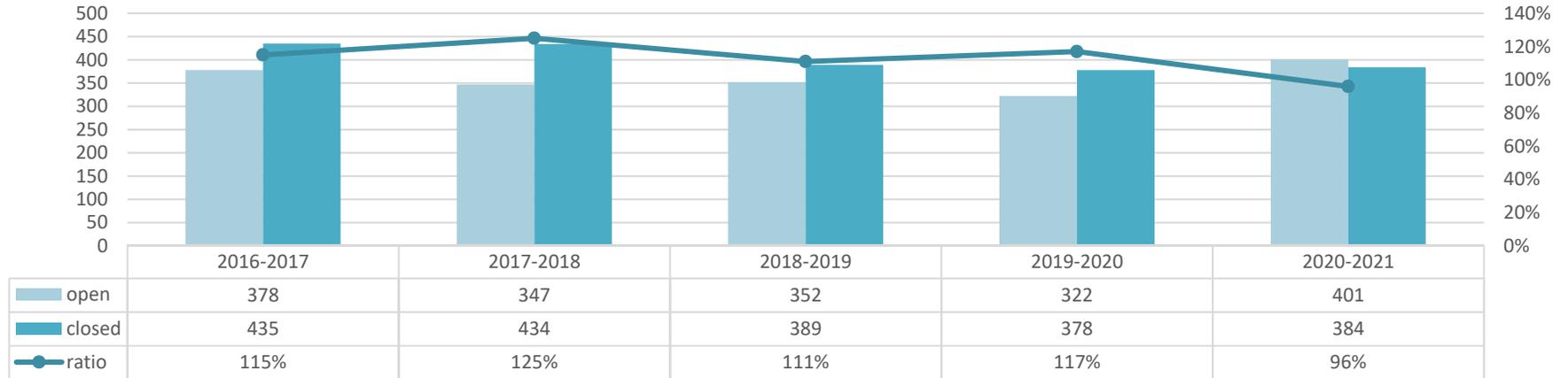
Claims Settled During Fiscal Year 2020 - 2021



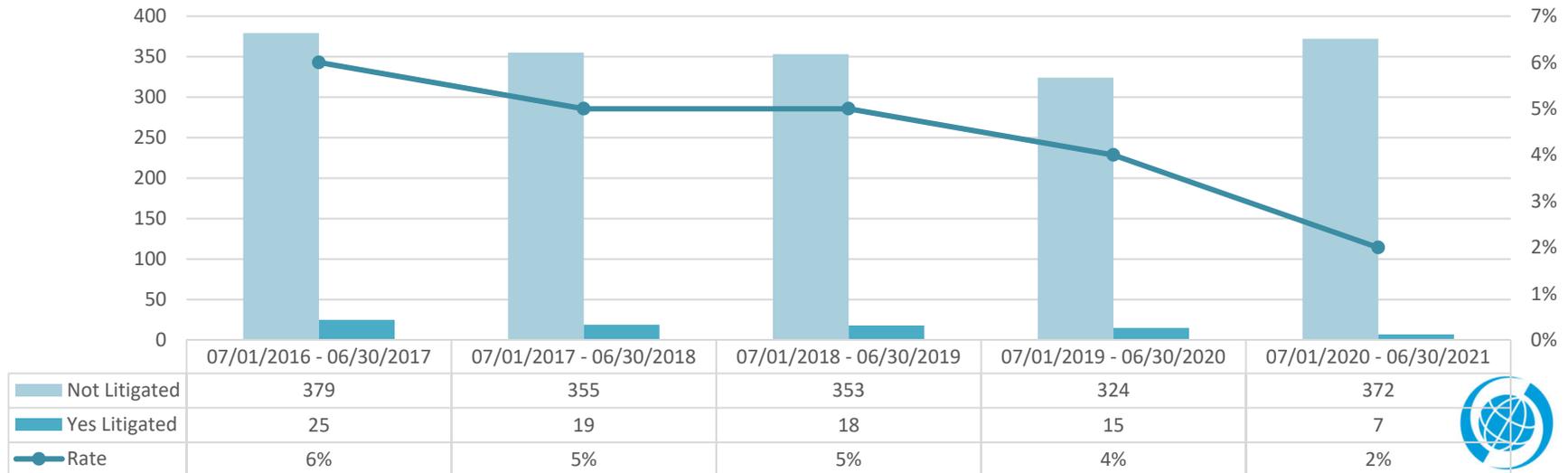
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NCCSIF WC Trending Report Fiscal Years 2016-2021

Closing Ratio by Fiscal Year



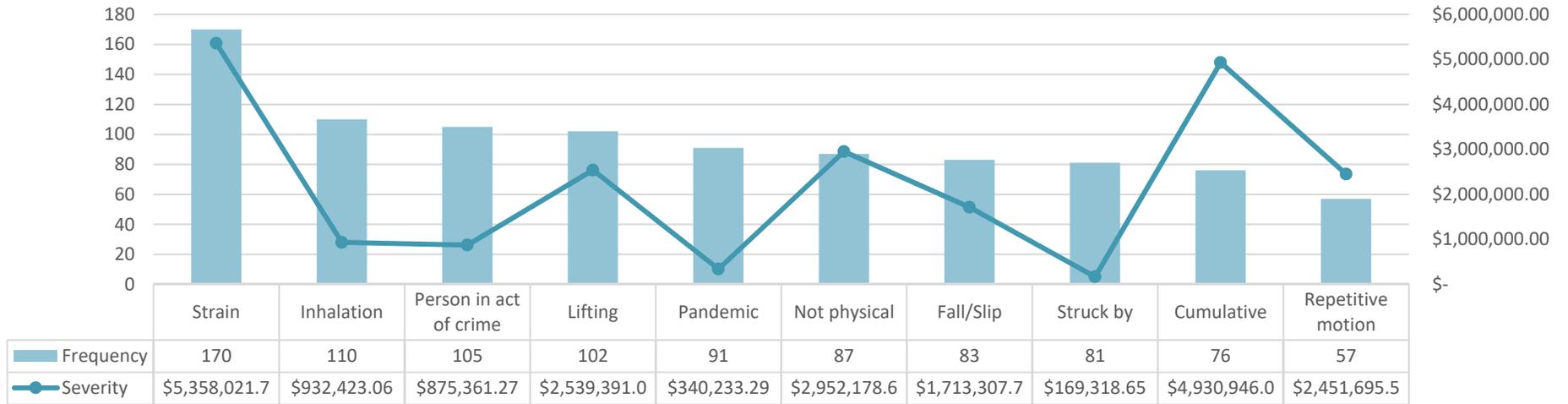
Litigation Rate by Fiscal Year



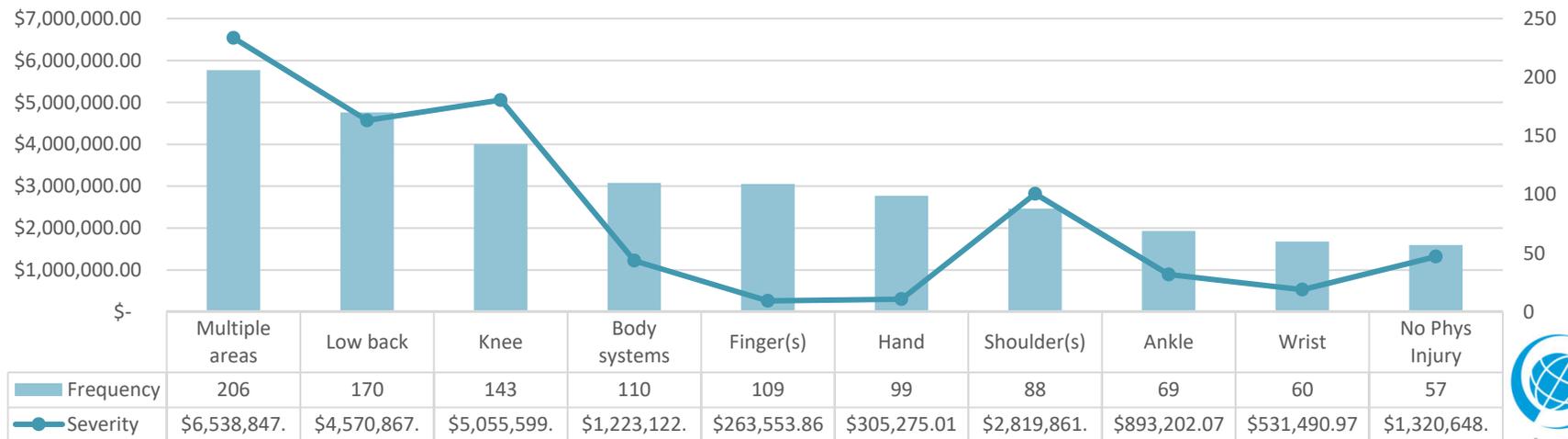
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NCCSIF WC Trending Report Fiscal Years 2016-2021

Top 10 Cause of Injury Fiscal year 2016-2021



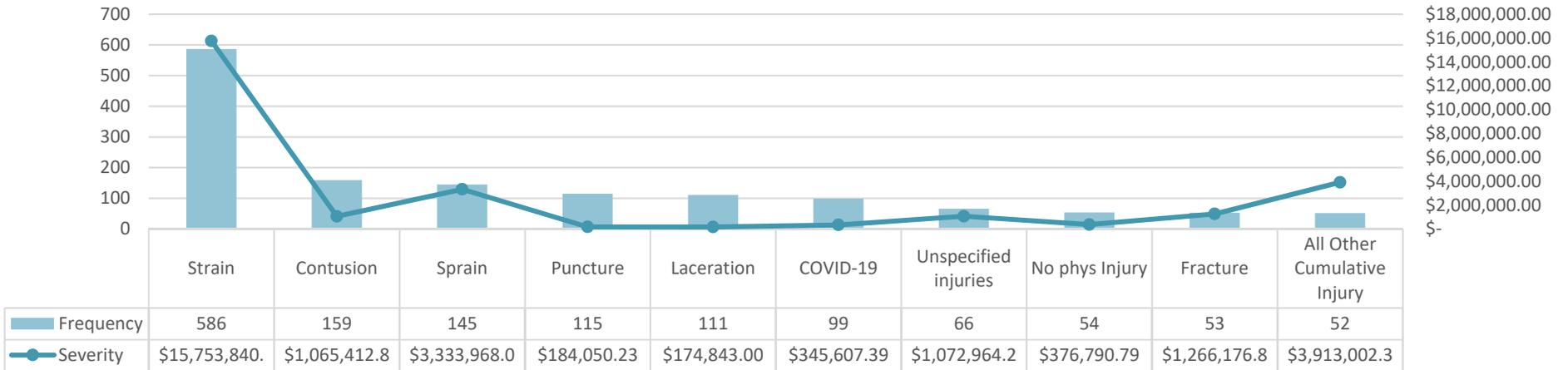
Top 10 Part of Body Injured Fiscal Year 2016-2021



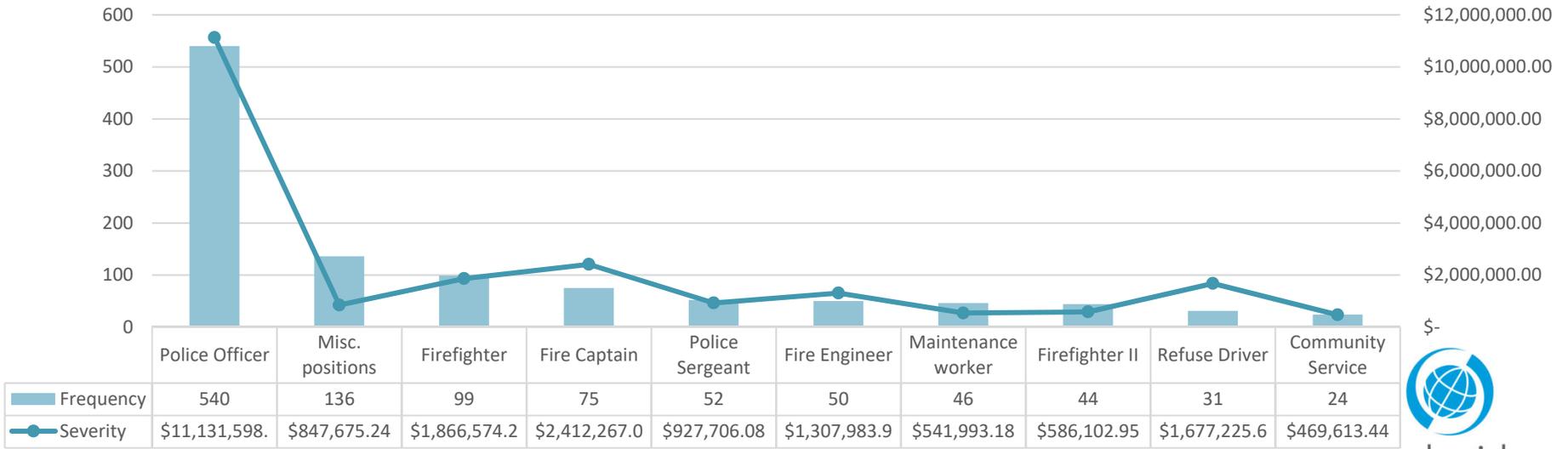
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NCCSIF WC Trending Report Fiscal Years 2016-2021

Top 10 Nature of Injury Fiscal Year 2016-2021



Top 10 Occupation of Injury Fiscal Year 2016-2021



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NCCSIF WC Trending Report Fiscal Years 2016-2021

Top 10 Claims Fiscal Year 2016-2021

Claim Number	Description	Loss Date	Status	Paid	Incurred
NCWA-557610	Cumulative trauma to neck, back, upper, lower extremities, and hearing	8/11/2016	O	\$34,581	\$495,636
NCWA-558030	Stepping on curb caused twisting injury to hip.	9/06/2018	O	\$246,721	\$486,220
NCWA-557465	Terminal cancer	11/30/2016	C	\$414,277	\$414,277
NCWA-558122	Cumulative trauma claim to multiple areas	12/04/2018	O	\$138,504	\$392,465
NCWA-557762	Left knee pain from picking up trash can	10/30/2017	O	\$168,670	\$367,598
NCWA-558290	Aneurysm	5/8/2019	O	\$197,582	\$361,654
NCWA-558696	Left hip arthritis and lower back injuries	06/19/2020	O	\$140,419	\$350,324
NCWA-557956	Bilateral knee injuries	04-06-2018	O	\$177,247	\$333,287
NCWA-557711	Post-traumatic stress disorder. Police officer	11/14/2017	O	\$228,108	\$333,067
NCWA-557129	Right knee injury, exiting patrol car	07/27/2016	O	\$274,518	\$321,147

NCCSIF WC Trending Report Fiscal Years 2016-2021

Frequency and Severity of Workers' Compensation Claims by Member Fiscal Year 2016-2021

Member	Frequency	Severity	Average
City of Anderson	47	\$534,167	\$11,365
City of Auburn	75	\$2,027,836	\$27,038
City of Colusa	11	\$259,230	\$23,566
City of Corning	21	\$333,642	\$15,888
City of Dixon	81	\$2,169,866	\$26,788
City Of Elk Grove	240	\$5,056,545	\$21,069
City of Folsom	416	\$6,517,022	\$15,666
City of Galt	132	\$2,067,313	\$15,661
City of Gridley	18	\$222,430	\$12,357
City of Ione	21	\$201,923	\$9,615
City of Jackson	14	\$644,412	\$46,029

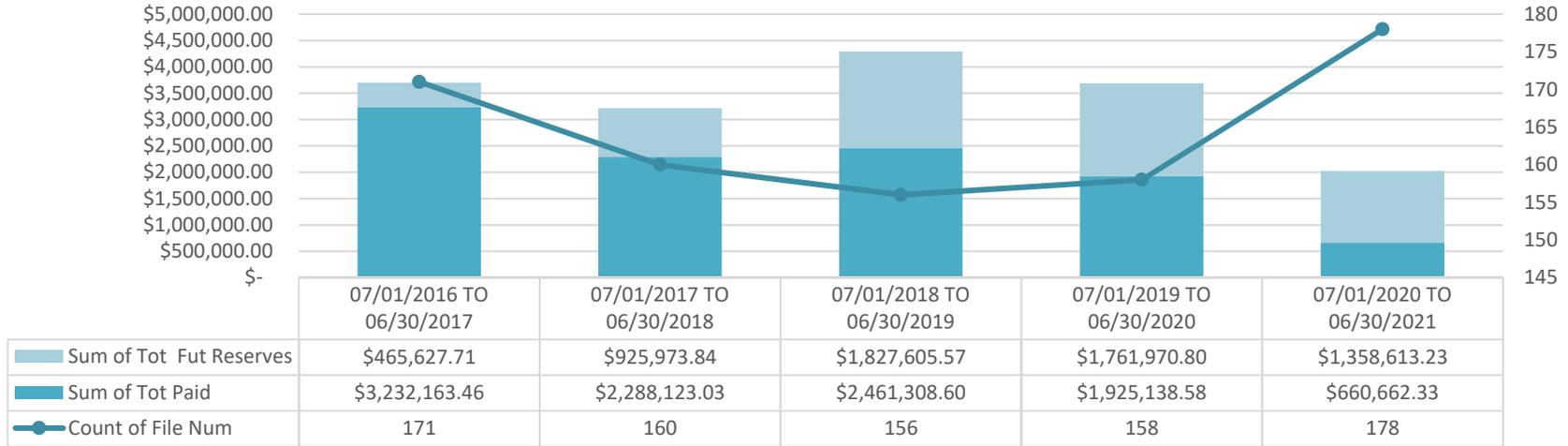
NCCSIF WC Trending Report Fiscal Years 2016-2021

Frequency and Severity of Workers' Compensation Claims by Member Fiscal Year 2016-2021

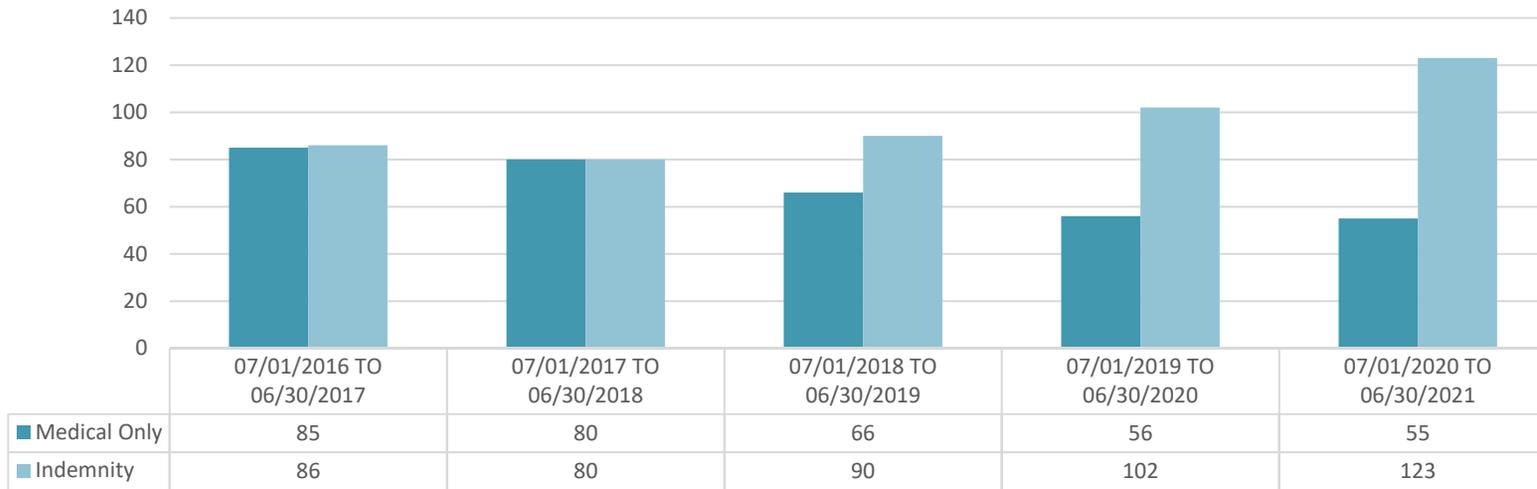
Member	Frequency	Severity	Average
City of Lincoln	82	\$1,014,591	\$12,373
City of Marysville	86	\$861,931	\$10,022
City of Nevada City	18	\$578,493	\$32,139
City of Oroville	55	\$797,330	\$14,497
City of Placerville	39	\$810,302	\$20,777
City of Red Bluff	86	\$2,679,964	\$31,162
City of Rio Vista	32	\$313,909	\$9,810
City of Rocklin	185	\$4,141,409	\$22,386
City of Willows	11	\$477,548	\$43,413
City of Yuba City	162	\$3,885,513	\$23,985
Town of Paradise	35	\$619,499	\$17,700

NCCSIF WC Trending Report Fiscal Years 2016-2021

Total Paid and Incurred by Fiscal Year for Police Injuries



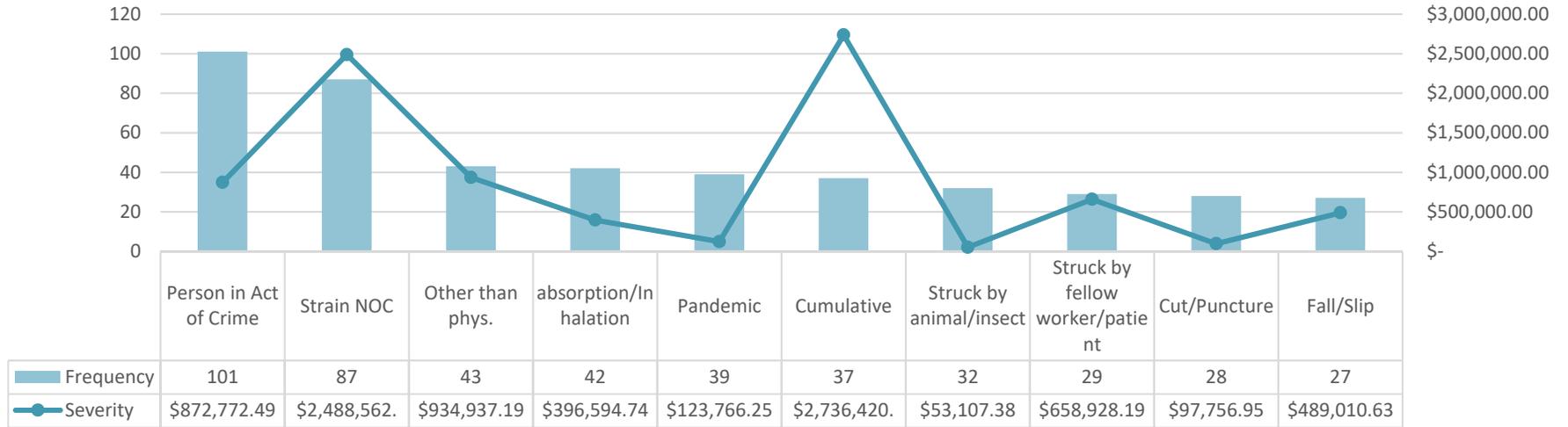
Police Claim Type by Fiscal Year



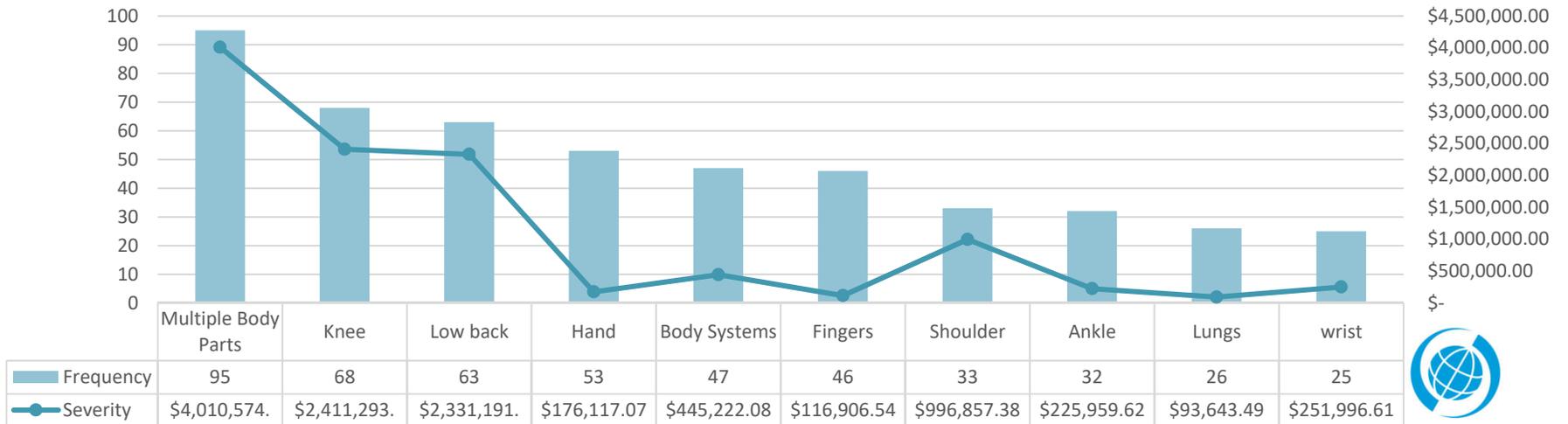
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NCCSIF WC Trending Report Fiscal Years 2016-2021

Top 10 Police Cause of Injury Fiscal year 2016-2021

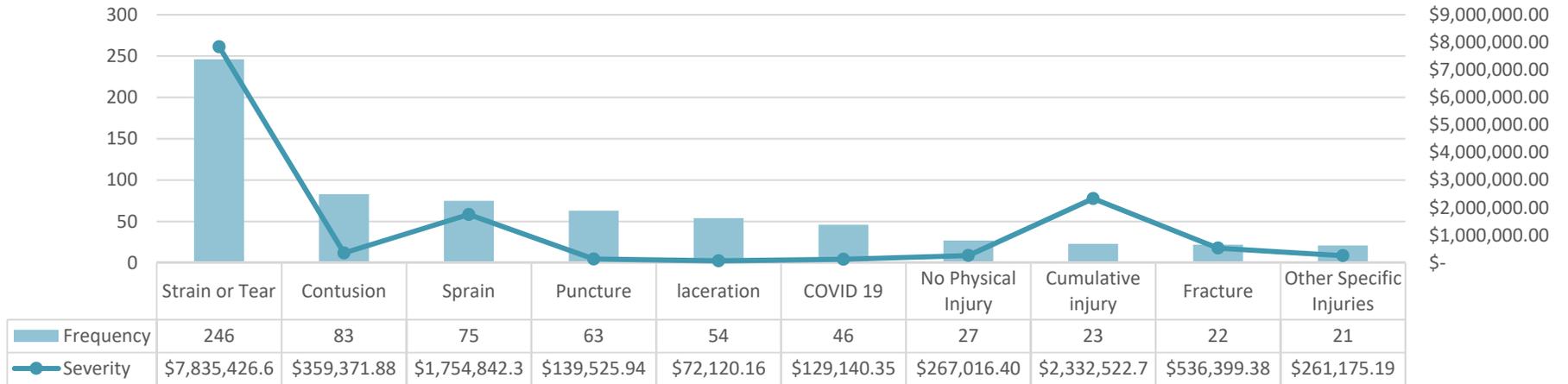


Top 10 Police Part of Body Injured Fiscal Year 2016-2021

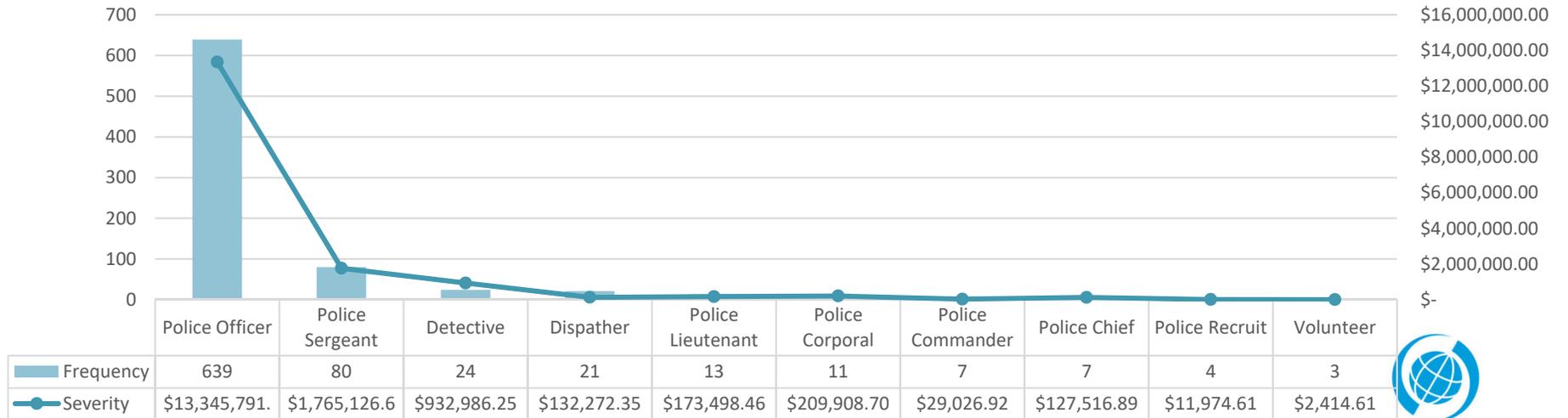


NCCSIF WC Trending Report Fiscal Years 2016-2021

Top 10 Nature of Police Injuries Fiscal Year 2016-2021

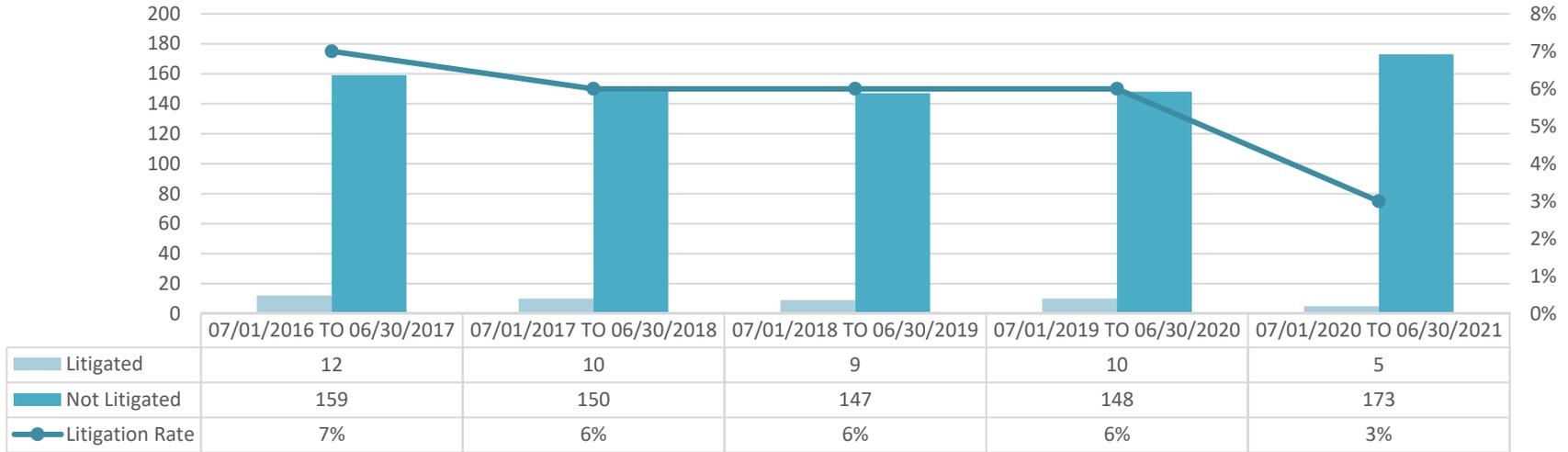


Top 10 Police Occupation of Injury Fiscal Year 2016-2021

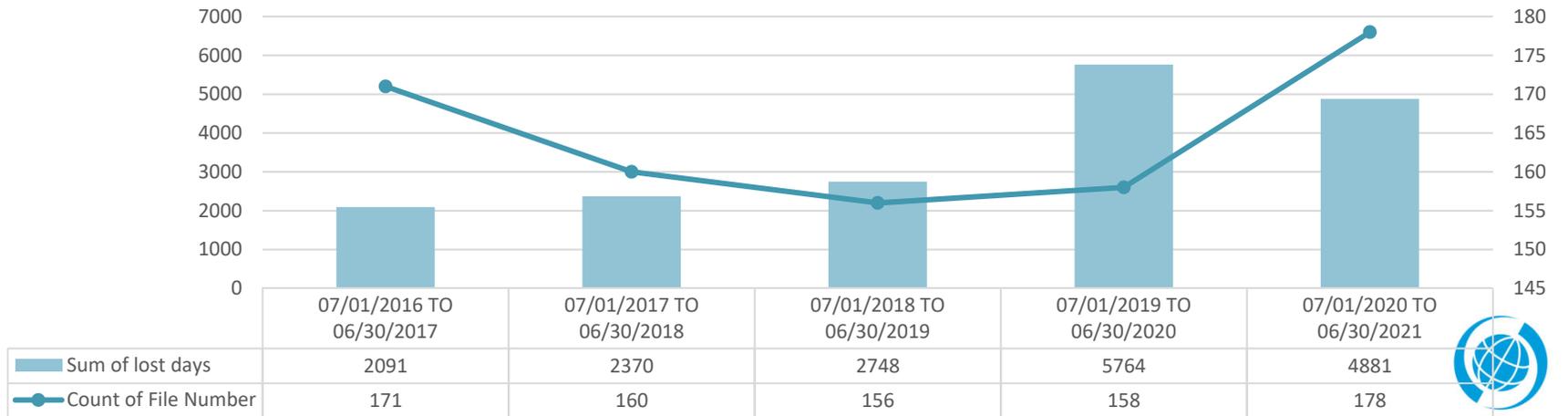


NCCSIF WC Trending Report Fiscal Years 2016-2021

Police Litigation Rate by Fiscal Year



Lost Days for Police Claims in each Fiscal Year



NCCSIF WC Trending Report Fiscal Years 2016-2021

Top 10 Police Claims Fiscal Year 2016-2021

Claim Number	Description	Loss Date	Status	Paid	Incurred
NCWA-558122	Cumulative trauma claim to multiple areas	12/04/2018	O	\$138,504	\$392,465
NCWA-557711	Post-traumatic stress disorder.	11/14/2017	O	\$228,108	\$333,067
NCWA-557129	Right knee injury, exiting patrol car	07/27/2016	O	\$274,518	\$321,147
NCWA-558302	Cancer	3/13/2019	O	\$34,329	\$317,481
NCWA-557495	Heart related blockage	6/16/2017	C	\$315,512	\$315,512
NCWA-557205	Multiple cumulative injuries	9/8/2016	O	\$225,878	\$315,453
NCWA-558554	Sprained right elbow	12/17/2019	O	\$188,085	\$287,859
NCWA-558296	Altercation. Left side, lower back and lower leg.	5/20/19	O	\$184,076	\$274,002
NCWA-558274	PTSD and cumulative trauma to neck and back.	4/24/2019	O	\$139,136	\$270,971
NCWA-558633	Cumulative trauma to right knee	4/5/2020	O	\$118,208	\$263,908

NCCSIF WC Trending Report Fiscal Years 2016-2021

Frequency and Severity of Police Workers' Compensation Claims by Member Fiscal Year 2016-2021

Member	Frequency	Severity	Average
City of Anderson	34	\$292,114	\$8,592
City of Auburn	37	\$1,013,170	\$27,383
City of Colusa	4	\$208,507	\$52,127
City of Corning	5	\$60,812	\$12,162
City of Dixon	19	\$566,872	\$29,835
City Of Elk Grove	186	\$4,502,241	\$24,206
City of Folsom	127	\$2,019,906	\$15,905
City of Galt	59	\$1,668,814	\$28,285
City of Gridley	8	\$66,034	\$8,254
City of Ione	9	\$1,844	\$205
City of Jackson	5	\$6,785	\$1,357

NCCSIF WC Trending Report Fiscal Years 2016-2021

Frequency and Severity of Police Workers' Compensation Claims by Member Fiscal Year 2016-2021

Member	Frequency	Severity	Average
City of Lincoln	23	\$253,470	\$11,020
City of Marysville	35	\$448,392	\$12,811
City of Nevada City	4	\$155,461	\$38,865
City of Oroville	28	\$395,997	\$14,143
City of Placerville	18	\$627,057	\$34,837
City of Red Bluff	45	\$1,270,175	\$28,226
City of Rio Vista	15	\$236,892	\$15,793
City of Rocklin	80	\$2,412,812	\$30,160
City of Willows	2	\$130,563	\$65,281
City of Yuba City	61	\$519,569	\$8,518
Town of Paradise	19	\$49,700	\$2,616



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
February 3, 2022**

Agenda Item E.2.

POLICE RISK MANAGEMENT GRANT FUNDS

ACTION ITEM

ISSUE: The Police Risk Management Grant Funds Historic Usage Report is attached to ensure members are aware of the available grants for their agencies.

RECOMMENDATION: Determine future grant funding and use.

FISCAL IMPACT: To be determined.

BACKGROUND: In each of the last seven years the Board has approved \$50,000 in grant funds for Police Risk Management, a total of \$350,000. The Board approved a FY 14/15 budget of \$50,000 for the purchase of 58 cameras for most members directly from VieVu at a quantity discount. The FY 15/16 and FY 16/17 budgets of \$50,000 were allocated to members to fund their body camera programs. Since then, once a body camera program is fully funded the member agency has the option to use the funds for other safety and risk management uses such as data storage for body cameras, ballistic vests, vests with load bearing carriers, and officer wellness and fitness. The FY 17/18 through FY 21/22 budgets have been allocated to members based on the original camera allocation. If approved, the FY 22/23 budget will be allocated in the same manner to the member police agencies.

ATTACHMENT(S):

1. Police Risk Management Grant Funds Historic Usage Report
2. Police Risk Management Grant Request Form

NCCSF POLICE RISK MANAGEMENT GRANT FUNDS HISTORIC USAGE REPORT

Member	FY 14/15 \$50,000 Grant Camera Allocation	FY 15/16 \$50,000 Grant Fund Allocation	FY 16/17 \$50,000 Grant Fund Allocation	FY 17/18 \$50,000 Grant Fund Allocation	FY 18/19 \$50,000 Grant Fund Allocation	FY 19/20 \$50,000 Grant Fund Allocation	FY 20/21 \$50,000 Grant Fund Allocation	FY 21/22 \$50,000 Grant Fund Allocation	FY 21/22 Member Specific Police Fund	TOTAL GRANTS	YTD Reimbursements Made	REMAINING FUNDS 1/25/22	Reimbursement Notes/Plan Usage
1 Anderson	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090		\$10,605	4/25/17 \$6,280.56 (12 ViewU LE4 mini body worn cameras) 9/8/17 \$3,029.18 (4 ViewU LE4mini & 1 multi-dock LE4) 5/16/19 \$2,830.26 portion of invoice (16 ViewU LE5 body worn cameras) 3/24/21 \$5,998.49 Body Cameras
2 Auburn	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030		\$18,180	\$18,118	\$3,092	
3 Colusa	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$3,030	\$7,575	7/27/17 \$3,030 (concealable vests with load bearing carriers)
4 Corning	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$5,592	\$5,013	9/6/16 \$3,293.26 (4 ViewU LE4 body cameras) 2/15/19 \$2,301.12 Firewall
5 Dixon	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$5,000	\$18,180	\$15,926	\$10,284	4/20/17 \$6,060 (30 Wolfcom Vision 1080p body camera with rotatable camera head and 32GB memory) 6/12/18 \$2,934.58 (3 Wolfcom Vision 2000p body camera + training cost for force options simulator) 9/6/20 \$2,631.63 (5 Wolfcom Body Camera + 1 docking port) 8/26/20 IA PPD Program
6 Elk Grove*	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030		\$18,180	\$15,150	\$6,600	1/11/18 \$9,090 (WatchGuard Vista HD body cameras) 3/20/19 \$3,030 (portion of Cardio Wellness Program) 1/6/19 \$3,030 (portion of 2019 BWC purchase Vista HD)
7 Folsom	5	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$3,788	\$400,000	\$22,725	\$22,725	\$403,788	10/5/16 \$7,576 (8 ViewU LE4 body camera and 1 multi-dock network station) 12/16/20 \$15,150 Iapro software
8 Galt	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030		\$18,180		\$21,210	1/25/18 Plan to use fund/BWC program under consideration
9 Gridley	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$4,543	\$6,062	9/6/16 \$3,293.26 (4 ViewU LE4 body cameras) 3/28/18 \$1,252 (one ViewU LE5 camera and seven Public Safety Vests) 8/7/20 \$2,700.41 (load bearing vests and flashlights)
10 Lone	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$9,021	\$1,584	11/2/16 \$1,655.29 (2 ViewU LE4 body camera) 9/8/17 \$1,796.24 balancer (2 ViewU LE4 body cameras and 2 LE4 Cradle) 5/21/18 \$1,234.14 (2 ViewU LE5 body camera and license for Viewpoint Software) 5/28/21 Lava Dog Fire and Police Supply (Riot helmets, batons, gas masks and filters)
11 Jackson	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$9,090	\$1,515	8/20/20 \$20,000 PD in process of acquiring new body cams. 1/7/2021 \$9,090 Vista HD Wearable Camera User Guide
12 Lincoln	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030		\$18,180	\$18,181	\$3,030	10/5/16 \$6,060 (8 ViewU LE4 body cameras) 2/25/21 \$11,632 (14 Watchguard body worn cameras)
13 Marysville	3	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273		\$13,635	\$4,920	\$10,988	10/8/17 \$4,919.87 (6 ViewU LE4 body cameras) 1/16/18 \$4,543 (Body Camera Storage and equipment cost for 2019-2017) 7/15/19 \$1,515 (Axon Body Camera Storage) 6/21/20 \$1,515.00 (Body Camera Storage Fees) 3/31/21 \$1,515.00 (Body Camera Storage Fees)
14 Nevada City	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$7,575	\$3,030	9/23/16 \$3,030 (Video Storage Buffalo Terastation) 10/5/16 \$3,030 (5 ViewU LE4 body cameras) 11/28/17 \$1,174.00 (1 Tactical Armor-Ballistic Vest) 9/4/18 \$4,886 (20 ViewU LE5s body cameras)
15 Oroville	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030		\$18,180	\$12,120	\$9,090	11/13/16 \$762.14 (5 flashlights) + \$1,477.28 (1 ViewU LE4 multi-dock station) 1/14/17 \$2,305.58 (Ballistic Vests) 3/3/19 \$1,895.50 (five load bearing vests) 9/7/20 \$2,700.41 (load bearing vests and flashlights)
16 Paradise	3	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273		\$13,635	\$9,141	\$6,767	12/28/17 \$3,970.32 (4 Tactical Armor-Ballistic Vests) 10/9/19 \$3,674.75 (Fitness Equipment) 11/18/20 \$1,077.49 (Treadmill) 9/29/21 \$1,382.87 (Kettlebell, Resistance bands, under desk bike pedal, weight bench, battle rope)
17 Placerville*	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$10,105	\$500	
18 Red Bluff	3	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273	\$2,273		\$13,635	\$14,052	\$1,855	2/17/17 \$1,473.74 (Axon Body cam storage remediation) 10/18/17 \$3,071.26 (5 ViewU LE4 body cameras) 1/25/18 Plan to use to purchase more BWC & future funds to replace old cameras. 12/22/20 Red Bluff PD BWC is fully funded; plan to use funds for fitness equipment. 5/26/20 \$6,854.17 (Fitness Slam Balls, ball rack, cable machine, dumbbell rack, kettlebell rack, kettlebells and bumper rack)
19 Rio Vista	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$4,241	\$6,364	10/29/21 \$2,692.86 (8 Body Cameras, 12 Clip Lock Metal Clips) 11/16/17 \$4,241.15 (9 ViewU LE5 body cameras)
20 Rocklin	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030		\$18,180	\$18,180	\$3,030	10/5/16 \$6,516.24 (4 ViewU LE4 body cameras, 1 LE4 multi-dock, 1 LE3 multi-dock) 11/2/19 \$4,600.76 (58 Lenslock bwc cameras and 25 in car dash cameras) 11/9/20 \$6,060 (Lenslock software)
21 Willows	2	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515	\$1,515		\$9,090	\$8,595	\$2,010	6/18/18 \$2,130 for 18/19 Lenoipol-Fire Policy Service annual fee 7/21/19 \$2,130 for 19/20 Lenoipol-Fire Policy Service annual fee 7/1/20 \$2,157 for 20/21 Lenoipol-Fire Policy Service annual fee 9/15/21 \$2,178 21/22 Lenoipol-Fire Policy Service annual fee
22 Yuba City	4	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030	\$3,030		\$18,180	\$9,759	\$11,451	5/9/17 \$6,060 (Data911 body-worn cameras) 7/12/21 \$1,699.05 (Treadmill)
TOTAL	58	\$49,995	\$405,000	\$299,970	\$220,065	\$129,900							

*Opted for Cash Allocation to purchase other than ViewU Camera Fund Allocation is based on cost of camera at \$757.50 each



POLICE RISK MANAGEMENT GRANT REQUEST FORM

Member Entity Name: _____

Submitted by: _____ Submission Date: _____

Available Funds: _____ Requested Funds: _____

Please use the following lines to describe the proposed use for your funds, and be sure to attach any applicable backup data such as purchase order, receipts, etc.

(If additional room is needed, please attach separate sheet.)

Check Payable to: _____

Mail Check to: _____

Signature: _____ Date: _____

Please e-mail the completed form to: Jenna Wirkner at Jenna.Wirkner@alliant.com

STAFF USE ONLY

Program Administrator Approval: _____

Total Amount Subject to Reimbursement: \$ _____



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
February 3, 2022**

Agenda Item E.3.

LEGISLATIVE SPOTLIGHT

INFORMATION ITEM

ISSUE: We want to focus on any new California laws that impose new requirements on police agencies or bills that may affect them.

RECOMMENDATION: None.

FISCAL IMPACT: None.

BACKGROUND: The Program Administrators continue to monitor the impact of these new and existing laws on police agencies.

ATTACHMENT(S):

1. SB 586, Bradford. Peace officers: certification.
2. SB 296, Limón. Code enforcement officers: safety standards
3. Employee Safety code enforcement sample

Senate Bill No. 586
CHAPTER 429

An act to amend Section 13510.8 of the Penal Code, relating to public employment.
[Approved by Governor September 30, 2021. Filed with Secretary of State September 30, 2021.]

legislative counsel's digest

SB 586, Bradford. Peace officers: certification.

Proposed law, as proposed to be added by Senate Bill 2 of the 2021-22 Regular Session, authorizes the Commission on Peace Officer Standards and Training to revoke a certified peace officer's certification under specified circumstances, and states that an action by a law enforcement agency or decision resulting from an appeal of an agency's action does not preclude action by the commission to investigate, suspend, or revoke a peace officer's certification.

This bill would, if Senate Bill 2 of the 2021-22 Regular Session becomes operative, additionally state that whether a particular factual or legal determination in a prior appeal proceeding has preclusive effect in proceedings of the commission would be governed by the existing law of collateral estoppel.

The people of the State of California do enact as follows:

SECTION 1. Section 13510.8 of the Penal Code, as proposed to be added by Senate Bill 2 of the 2021-22 Regular Session, is amended to read:

13510.8. (a) (1) A certified peace officer shall have their certification revoked if the person is or has become ineligible to hold office as a peace officer pursuant to Section 1029 of the Government Code.

(2) A peace officer may have their certification suspended or revoked if the person has been terminated for cause from employment as a peace officer for, or has, while employed as a peace officer, otherwise engaged in, any serious misconduct as described in subdivision (b).

(b) **By January 1, 2023, the commission shall adopt by regulation a definition of "serious misconduct" that shall serve as the criteria to be considered for ineligibility for, or revocation of, certification. This definition shall include all of the following:**

(1) Dishonesty relating to the reporting, investigation, or prosecution of a crime, or relating to the reporting of, or investigation of misconduct by, a peace officer or custodial officer, including, but not limited to, false statements, intentionally filing false reports, tampering with, falsifying,

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destroying, or concealing evidence, perjury, and tampering with data recorded by a body-worn camera or other recording device for purposes of concealing misconduct.

(2) Abuse of power, including, but not limited to, intimidating witnesses, knowingly obtaining a false confession, and knowingly making a false arrest.

(3) Physical abuse, including, but not limited to, the excessive or unreasonable use of force.

(4) Sexual assault, as described in subdivision (b) of Section 832.7.

(5) Demonstrating bias on the basis of race, national origin, religion, gender identity or expression, housing status, sexual orientation, mental or physical disability, or other protected status in violation of law or department policy or inconsistent with a peace officer's obligation to carry out their duties in a fair and unbiased manner. This paragraph does not limit an employee's rights under the First Amendment to the United States Constitution.

(6) Acts that violate the law and are sufficiently egregious or repeated as to be inconsistent with a peace officer's obligation to uphold the law or respect the rights of members of the public, as determined by the commission.

(7) Participation in a law enforcement gang. For the purpose of this paragraph, a "law enforcement gang" means a group of peace officers within a law enforcement agency who may identify themselves by a name and may be associated with an identifying symbol, including, but not limited to, matching tattoos, and who engage in a pattern of on-duty behavior that intentionally violates the law or fundamental principles of professional policing, including, but not limited to, excluding, harassing, or discriminating against any individual based on a protected category under federal or state antidiscrimination laws, engaging in or promoting conduct that violates the rights of other employees or members of the public, violating agency policy, the persistent practice of unlawful detention or use of excessive force in circumstances where it is known to be unjustified, falsifying police reports, fabricating or destroying evidence, targeting persons for enforcement based solely on protected characteristics of those persons, theft, unauthorized use of alcohol or drugs on duty, unlawful or unauthorized protection of other members from disciplinary actions, and retaliation against other officers who threaten or interfere with the activities of the group.

(8) Failure to cooperate with an investigation into potential police misconduct, including an investigation conducted pursuant to this chapter. For purposes of this paragraph, the lawful exercise of rights granted under the United States Constitution, the California Constitution, or any other law shall not be considered a failure to cooperate.

(9) Failure to intercede when present and observing another officer using force that is clearly beyond that which is necessary, as determined by an objectively reasonable officer under the circumstances, taking into account the possibility that other officers may have additional information regarding the threat posed by a subject.

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(c) (1) Beginning no later than January 1, 2023, each law enforcement agency shall be responsible for the completion of investigations of allegations of serious misconduct by a peace officer, regardless of their employment status.

(2) The division shall promptly review any grounds for decertification described in subdivision (a) received from an agency. The division shall have the authority to review any agency or other investigative authority file, as well as to conduct additional investigation, if necessary. The division shall only have authority to review and investigate allegations for purposes of decertification.

(3) (A) The board, in their discretion, may request that the division review an investigative file or recommend that the commission direct the division to investigate any potential grounds for decertification of a peace officer. Those requests and recommendations from the board to the division or commission must be based upon a decision by a majority vote.

(B) The commission, in its discretion, may direct the division to review an investigative file. The commission, either upon its own motion or in response to a recommendation from the board, may direct the division to investigate any potential grounds for decertification of a peace officer.

(C) The division, in its discretion, may investigate without the request of the commission or board any potential grounds for revocation of certification of a peace officer.

(4) The division, in carrying out any investigation initiated pursuant to this section or any other duty shall have all of the powers of investigation granted pursuant to Article 2 (commencing with Section 11180) of Chapter 2 of Part 1 of Division 3 of Title 2 of the Government Code.

(5) Notwithstanding any other law, the investigation shall be completed within three years after the receipt of the completed report of the disciplinary or internal affairs investigation from the employing agency pursuant to Section 13510.9, however, no time limit shall apply if a report of the conduct was not made to the commission. An investigation shall be considered completed upon a notice of intent to deny, suspend, or revoke certification issued pursuant to subdivision (e). The time limit shall be tolled during the appeal of a termination or other disciplinary action through an administrative or judicial proceeding or during any criminal prosecution of the peace officer. The commission shall consider the peace officer's prior conduct and service record, and any instances of misconduct, including any incidents occurring beyond the time limitation for investigation in evaluating whether to revoke certification for the incident under investigation.

(6) An action by an agency or decision resulting from an appeal of an agency's action does not preclude action by the commission to investigate, suspend, or revoke a peace officer's certification pursuant to this section. Whether a particular factual or legal determination in a prior appeal proceeding shall have preclusive effect in proceedings under this chapter shall be governed by the existing law of collateral estoppel.

(d) Upon arrest or indictment of a peace officer for any crime described in Section 1029 of the Government Code, or discharge from any law

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enforcement agency for grounds set forth in subdivision (a), or separation from employment of a peace officer during a pending investigation into allegations of serious misconduct, the executive director shall order the immediate temporary suspension of any certificate held by that peace officer upon the determination by the executive director that the temporary suspension is in the best interest of the health, safety, or welfare of the public. The order of temporary suspension shall be made in writing and shall specify the basis for the executive director's determination. Following the issuance of a temporary suspension order, proceedings of the commission in the exercise of its authority to discipline any peace officer shall be promptly scheduled as provided for in this section. The temporary suspension shall continue in effect until issuance of the final decision on revocation pursuant to this section or until the order is withdrawn by the executive director.

(e) Records of an investigation of any person by the commission shall be retained for 30 years following the date that the investigation is deemed concluded by the commission. The commission may destroy records prior to the expiration of the 30-year retention period if the subject is deceased and no action upon the complaint was taken by the commission beyond the commission's initial intake of such complaint.

(f) Any peace officer may voluntarily surrender their certification permanently. Voluntary permanent surrender of certification pursuant to this subdivision shall have the same effect as revocation. Voluntary permanent surrender is not the same as placement of a valid certification into inactive status during a period in which a person is not actively employed as a peace officer. A permanently surrendered certification cannot be reactivated.

(g) (1) The commission may initiate proceedings to revoke or suspend a peace officer's certification for conduct which occurred before January 1, 2022, only for either of the following:

(A) Serious misconduct pursuant to paragraphs (1) or (4) of subdivision (b), or pursuant to paragraph (3) of subdivision (b) for the use of deadly force that results in death or serious bodily injury.

(B) If the employing agency makes a final determination regarding its investigation of the misconduct after January 1, 2022.

(2) Nothing in this subdivision prevents the commission from considering the peace officer's prior conduct and service record in determining whether revocation is appropriate for serious misconduct.

SEC. 2. Section 1 of this act shall become operative only if Senate Bill 2 of the 2021-22 Regular Session is enacted and becomes effective.

Senate Bill No. 296
CHAPTER 637

An act to add Section 829.7 to the Penal Code, relating to code enforcement officers.

[Approved by Governor October 07, 2021. Filed with Secretary of
State October 07, 2021.]

LEGISLATIVE COUNSEL'S DIGEST

SB 296, Limón. Code enforcement officers: safety standards.

Existing law defines the term “code enforcement officer” as a person who is not a peace officer, who has enforcement authority for health, safety, and welfare requirements, and who is authorized to issue citations or file formal complaints, as specified.

This bill would require each local jurisdiction that employs code enforcement officers to develop safety standards appropriate for the code enforcement officers employed in their jurisdiction. By imposing new duties on local jurisdictions, this bill would impose a state-mandated local program.

The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that, if the Commission on State Mandates determines that the bill contains costs mandated by the state, reimbursement for those costs shall be made pursuant to the statutory provisions noted above.

Digest Key

Vote: MAJORITY Appropriation: NO Fiscal Committee: YES Local Program: YES

Bill Text

**THE PEOPLE OF THE STATE OF CALIFORNIA DO
ENACT AS FOLLOWS:**

SECTION 1.

The Legislature finds and declares that code enforcement officers are disproportionately at risk for threat, assault, injury, and even homicide due to the nature of their obligations.

SEC. 2.

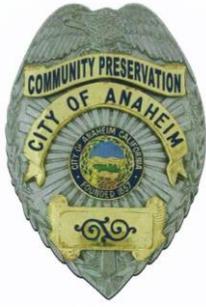
Section 829.7 is added to the Penal Code, immediately following Section 829.5, to read:

829.7.

Each local jurisdiction that employs code enforcement officers shall develop code enforcement officer safety standards appropriate for the code enforcement officers employed in their jurisdiction.

SEC. 3.

If the Commission on State Mandates determines that this act contains costs mandated by the state, reimbursement to local agencies and school districts for those costs shall be made pursuant to Part 7 (commencing with Section 17500) of Division 4 of Title 2 of the Government Code.



COMMUNITY PRESERVATION DIVISION TRAINING/PROCEDURE MANUAL

Section Name	Safety	Approved	July 8, 2021
Procedure Number	321	Supersede	

EMPLOYEE SAFETY

It is the responsibility of the employee to practice all safety procedures implemented by the City of Anaheim. Employee safety shall be a priority in any situation during the course of their assigned duties. Employees shall use good judgement and not place themselves in any situation that could potentially cause harm or endanger themselves or others. To assist each employee in carrying out their role in achieving safety in the Community Preservation and Licensing Division, we have established a Safety Committee and the following standards have been created:

Safety Tools/Equipment

The following list is approved safety tools/equipment available to staff based on their respective assigned duties:

1. Pepper Spray (voluntary)
2. Ballistic Vest (voluntary)
3. Kevlar gloves (voluntary)
4. Latex Gloves (voluntary)
5. Police Radio (pac-set) (mandatory for field personnel)
6. Light Bar and/or amber safety light on City Vehicles (City standard on Code trucks)
7. Flashlight (allowed for field personnel but not supplied or required)
8. Plexiglass (provided at public counters)
9. Panic Button (provided at public counter on the 5th floor and on all police radios)
10. Security Cameras (records)
11. City issued cell phones (field personnel and supervision only)
12. 24/7 City Hall Security (x4103)
13. Personal Protective Equipment (PPE) (i.e. hand sanitizer, disinfectant wipes, vehicle emergency bags, etc.)

Procedures

- Staff shall eliminate all distractions and not do anything that will preoccupy them from safely making observations and interacting with the public.
- The use of body language, choice of words, and tone shall be used to de-escalate a potentially hostile situation.
- If de-escalation is not effective, staff shall end the communication and immediately leave the area.

- Staff shall ensure they are in a safe position or have an escape route readily available.
- Staff shall be alert for warning signs of aggression from both people and animals.
- Staff are expected to know their location to be able to report it in the case of an emergency.
- If staff observes an immediate or direct threat to life, they shall immediately take steps to ensure their safety and the safety of others, which may include the use of reasonable amount of force necessary to mitigate the threat and allow for evacuation or escape from the area. As soon as it is safe to do so, such action shall be reported to law enforcement and a supervisor.
- Field staff are encouraged to work in pairs and/or collaborate with Anaheim Police Department when necessary.
- Staff are required to immediately report all safety issues to a supervisor, which may include a written report.

Environmental Awareness

Staff are encouraged to exercise environmental awareness during the course of their assigned duties.

- Electronic Distractions – Look up occasionally to rescan your surroundings when using electronic equipment.
- Peripheral Vision - Attempt to focus on something while also observing what is happening at the edges of your vision. This widens your monitoring range for detecting anything out of the ordinary.
- Scan - Practice looking for exits, barriers, suspicious objects and people, and any other unique elements that could be of importance to your personal safety.
- Protect your Back - Utilize walls and other barriers to protect your back and sides and maximize your field of vision, taking care not to back yourself into a corner. Practice this in public places, such as seating in restaurants, waiting rooms, or shopping centers.
- Visualize - Play out scenarios in your head beforehand. If you spot a situation in your immediate vicinity that could pose a threat, such as a blind corner on a sidewalk, ask yourself, “If there was a threat behind that corner, how would I react? Where could I escape?” Premeditating such responses can help them to become second nature in the event of an actual emergency, making your response more effective.
- Intuition -Trust your gut. If you get the sense that something is wrong or does not add up, do not ignore it. *Your instincts exist to protect you* – it is always better to be overcautious than to ignore warning signs that turned out to be legitimate.
- Senses - Practice engaging all your senses (sight, sound, smell, touch, and taste) fully to increase your personal safety. Regularly exercising your senses can make them keener, which can help you avoid unsafe situations, determine threats faster, and notice critical information more quickly during emergencies.

Training

- Voluntary Conflict Resolution training is available and recommended for all staff.
- Voluntary Self-defense and verbal judo training is available and recommended for all staff.
- Pepper Spray training for field staff only. (Carrying pepper spray is optional for field staff. Training is required if field staff chooses to carry)
- Mandatory Hepatitis A & B training for field staff. Optional vaccination available for field staff.
- CPR/AED training. (Training required for field staff and optional for office staff)
- Defensive Driver training. (Training required for staff driving a City vehicle)

Failure to meet these standards may result in disciplinary action, up to and including dismissal.



Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
February 3, 2022

Agenda Item E.4.

TECHNOLOGY DISCUSSION

INFORMATION ITEM

ISSUE: The PRMC members will be asked to share their experiences with technologies such as artificial intelligence, body cameras, drones, less lethal options, robots, vehicles, vehicle pursuits, and others.

Law Enforcement Technologies

1. **Artificial Intelligence (AI)** – *flock safety*
2. **Automatic License Plate Recognition (ALPR)**
3. **Biometrics**
4. **Body-Worn Cameras and In-Car Video Systems**
5. **Body Worn Camera Auditing** – *Frontline Public Safety Services*
6. **Communication** – *Tango Tango*
7. **Drones - Unmanned Aircraft Systems (UAS)**
8. **Gunshot Detection Systems (GDS)**
9. **Handheld Lasers**
10. **Robots**
11. **Robotic Cameras**
12. **Smarter Police Cars**
13. **Tablets**
14. **Thermal Imaging**
15. **Vehicle Pursuit Dart** – *Starchaser demonstration*
16. **Video Doorbells**
17. **Video Redaction Software** – *Veritone*

RECOMMENDATION: None.

FISCAL IMPACT: None.

BACKGROUND: There are many new technologies for police use. Some examples include artificial intelligence, automated license plate recognition, biometrics, body worn cameras and in-car video systems, body worn camera auditing, drones - unmanned aircraft systems, gunshot detection systems, handheld lasers, robots, robotic cameras, smarter police cars, tablets, thermal imaging, vehicle pursuit dart, video doorbells, and video redaction software.

ATTACHMENTS: None.



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
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Agenda Item E.5.

ROUND TABLE ITEMS

INFORMATION ITEM

ISSUE: The floor will be open for discussion including potential future training topics such as:

1. *Workers' Compensation Presumptions for Police Leadership* presented by Sedgwick
2. *Social Worker, Therapist, Cop: Managing Today's Police Risk* (Developments in de-escalation and positional asphyxiation litigation) presented by Kevin Allen and Patrick Moriarty of Allen, Glaessner, Hazelwood & Werth.
3. Critical Incident Stress Management Services (CISM)
 - The Psychological Services Group
<https://psychservicesgroup.com/>
 - Cop Whisperer
http://www.copwhisperer.com/Cop_Whisperer_Enterprise/Welcome.html

RECOMMENDATION: None

FISCAL IMPACT: None

BACKGROUND: Alliant and Sedgwick organize the NCCSIF Police Risk Management Committee meetings. These meetings are held on a quarterly basis, where a Round Table Discussion is included in the agenda.

ATTACHMENTS: The Psychological Services Group - Article

Critical Incident Stress Management: The Standard of Care in Law Enforcement Support Services

By Elizabeth Dansie

Law enforcement requires the officer to possess a myriad of skills and personality traits and to judiciously use them in a variety of unpredictable, demanding and threatening situations.

Preserving and enhancing the law enforcement human resource is a difficult enough task in the face of the normal stress and strain of living in the post-9/11 world, but it becomes even more challenging when the employee routinely faces risks and working conditions well beyond the normal realm of human endeavor. Today's reality for law enforcement also includes threats to their security and well-being in the form of increasingly negative public perception, challenges to benefits and retirement funding (long part of the compensation for associated risk in the field), and diminished staffing and training opportunities as agencies struggle to fulfill the public mandate amid budget shortfalls.

Most readers would agree that law enforcement is a uniquely challenging and dynamic career field. Urgent warnings and dire predictions abound concerning the negative impact of stressors inherent in the profession. Law enforcement requires the officer to possess a myriad of skills and personality traits and to judiciously use them in a variety of unpredictable, demanding and threatening situations. Few would be willing to argue with the assertion that these individuals find themselves in uniquely stressful, high risk and potentially traumatizing pursuits as part of their careers. As a result, most law enforcers can cite the statistics demonstrating the all too high cost of doing business in this industry. But, do we *have* to accept the disproportionately high rates of divorce, suicide, substance abuse and heart disease among other negative outcomes when choosing to stand with the badge?

Gordon Graham, former officer, attorney and co-founder of Lexipol, is quoted as saying, "If it's predictable, it's preventable," thus putting us of all on notice that these predictable outcomes of law enforcement stress must be conscientiously addressed to 'shield' law enforcement personnel from the preventable aspects of stress exposure. Fortunately, the last

couple of decades have increased our understanding of the influence of these stressors and several profession specific protocols have been developed to address these predicted outcomes. Psychological services are not optional, they are essential in the law enforcement climate of this century if an organization wishes to function optimally and safeguard the social, emotional and physical well-being of its personnel.

Most agencies know *something* besides a protocol investigation should take place after critical incidents, such as an officer-involved shooting, death of a child, etc., but too often when we call for emotional back up, we simply lift the phone and utilize our "1-800-help-us-now!" line with little regard to the quality of care and credibility of the offered provider. Research and practical field experience endorse an approach to Critical Incident Stress Management (CISM) programs and crisis intervention that enhance service delivery in this highly specialized field.

Every field develops through practice and policy a standard of care. Establishing an effective CISM program requires attention to five areas of development:

First, CISM programs should be comprehensive in nature identifying multiple tactical stress interventions, utilizing such interventions in combination to provide support to impacted employees, and covering the functional timespan of the critical incident event systematically so events do not get overlooked.

Second, research suggests that CISM services targeting highly specialized employee groups (think first responders) are best served by utilizing specially selected, trained and supervised peer support personnel to enhance credibility and consistency within the program. The importance of a thoughtful approach to peer selection and the consistent training of peers within a recognized CISM paradigm is integral to acceptance by rank and file.¹

Third, the research is unanimous in declaring that

no reactive response to crisis can replace the value of pre-incident training and preparation. Exposing law enforcement personnel to pre-incident stress awareness and resiliency training provides the most effective risk prevention in the CISM field. Additionally, an informed employee becomes a partner and participant in their own recovery in the aftermath of an incident, as well as being better prepared for a resilient response to traumatic events.

Fourth, provision for mental health consultation and direction from a culturally appropriate and trusted source will do more to enhance CISM services than virtually any other procedure. Without this therapeutic alliance, peer support has no backup, individuals in crisis will often struggle to find assistance and clinical guidance will be lacking. Even smaller agencies can attain this standard of care by engaging a law enforcement specialized clinician for a limited number of hours or by joining a consortium of agencies utilizing a single clinician or group.

Fifth, CISM practice needs to be integrated via departmental policy into operational directives. Provision for the training of supervisory and command personnel will ensure that critical incidents are addressed systematically, in a timely fashion and in a matter supporting impacted personnel. A program that is addressed in policy promotes acceptance by employees, answers questions related to protocols and endorses the confidentiality of the CISM setting.

Police officers are expected to make life and death decisions, with only seconds to assess the threat. Personnel routinely encounter belligerent, even dan-

gerous individuals and are expected to stifle any of their own human reactions to scenes that involve the worst that humanity has to offer. They do all of this on a daily basis in the context of their own lives and families. They are expected to listen patiently and react appropriately to the problems of a teenage child or the stresses of their own relationships. Family members are not exempt from the reality of the challenges encountered by the law enforcement employee—a healthy employee is better able to manage the significant challenges presented in the life of today's law enforcer. We are all aware that the functional line between emotional well-being at home and on the job is blurry at best. The enhancement of our most valued human resource by providing support in times of need is just good business sense.

CISM programs provide tremendous advantage to today's law enforcement personnel, enhancing their sense of well-being, promoting resiliency and stress resistance², increasing job satisfaction and providing support when the world seems to tilt on its axis. In a recent *California Peace Officer*, in an article titled, "Law Enforcement Budgets in a Falling Economy," the authors state, "... as our departments decline numerically and programmatically, we will be more dependent than ever on the skills and abilities of the individual."³ In an era where almost everything seems fair game to the parsimonious grappling of our budgetary woes, we can least afford to let our first responders down. In the words of Coach John Wooden, "Do not let what you cannot do interfere with what you can do."⁴



Elizabeth Dansie, M.A. is the Owner of The Psychological Services Group serving as a Consultant, Responder and Trainer for Critical Incident Stress Management and Peer Support services to numerous law enforcement agencies in Northern California.

1 ICISE.ORG

2 Kaminsky, et al. (2005) RESISTANCE, RESILIENCE, RECOVERY.

3 California Peace Officer Fall 2011

4 The Wisdom of Wooden: My Century On and Off the Court 2010

NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND
2020 Organizational Chart
 Updated as of 1/27/2022

MEMBER ENTITY	BOARD OF DIRECTORS	BOARD ALTERNATES	RISK MANAGEMENT COMMITTEE	POLICE RISK MANAGEMENT COMMITTEE
City of ANDERSON	Liz Cottrell	Jeff Kiser	Liz Cottrell	Chief Michael Johnson
City of AUBURN	Nathan Bagwill	April Hildalgo	April Hildalgo	Chief Ryan L. Kinnan(Vice-Chair)
City of COLUSA	Ishrat Aziz-Khan	Shelly Kittle	Ishrat Aziz-Khan	Chief Josh Fitch
City of CORNING	EC / CC *Kristina Miller	Tom Watson	Tom Watson	Chief Jeremiah Fears
City of DIXON	Rachel Ancheta	Kate Zawadzki	Rachel Ancheta Kim Staile	Chief Thompson
City of ELK GROVE	*EC *Kara Reddig	Jim Ramsey	Jim Ramsey Anjmin Mahil - Alternate	Lieutenant Ryan Elmore
City of FOLSOM	Vacant	Steven Wang	Vacant	Chief Rick Hillman
City of GALT	Stephanie Van Steyn	Lorenzo Hines	Stephanie Van Steyn	Chief Brian Kalinowksi
City of GRIDLEY	Vacant	Elisa Arteaga	Elisa Arteaga	Chief Rodney Harr
City of IONE	EC / CC *Michael Rock	Chris Hancock	Michael Rock	Chief Jeff Arnold
City of JACKSON	EC *Yvonne Kimball	Dalacie Blankenship	Yvonne Kimball	Interim Chief Chris Mynderup
City of LINCOLN	Veronica Rodriguez	Ruthann Codina	Veronica Rodriguez	Chief Doug Lee
City of MARYSVILLE	S / EC/CC *Jennifer Styczynski	Vacant	Jennifer Styczynski	Chief Chris Sachs
City of NEVADA CITY	Joan Phillippe	Gabrielle Christakes	Joan Phillippe	Chief Chad Ellis
City of OROVILLE	Liz Ehrenstrom	None Appointed	Liz Ehrenstrom (Chair)	Chief Joe Deal
Town of PARADISE	Ross Gilb	Crystal Peters	Crystal Peters	Chief Eric Reinbold
City of PLACERVILLE	*P / *EC **Dave Warren (Chair)	Cleve Morris	Dave Warren	Chief Joseph Wren
City of RED BLUFF	EC Sandy Ryan	Anita Rice	Sandy Ryan	Chief Kyle Sanders (Chair)
City of RIO VISTA	VP/T/*EC/*CC ***Jose Jasso (Vice-Chair)	**Jen Lee, CPA	Jose Jasso	Chief Jon Mazer
City of ROCKLIN	Vacant	Andrew Schiltz, CPA	Andrew Schiltz, CPA	Chief Chad Butler
City of WILLOWS	Marti Brown	None Appointed	Marti Brown	N/A
City of YUBA CITY	EC / CC **Spencer Morrison	Vacant	Sheleen Loza	Chief Brian Baker

OFFICERS		
		Term of Office
President (P)	Dave Warren	10/29/2020 - 6/30/2022
Vice President (VP)	Jose Jasso	10/29/2020 - 6/30/2022
Treasurer (T)	Jen lee	10/29/2020 - 6/30/2022
Secretary (S)	Jennifer Styczynski	7/1/2020- 6/30/2022

Executive Committee (EC) - membership on the EC rotates annually based on a rotation schedule and each member serves for a two-year term, with the **President** serving as **Chair of the Committee**.

Claims Committee (CC) - members of the CC are annually selected by the EC. CC is traditionally made up of at least five members of the EC, with the **Vice President** serving as **Chair of the Committee**.

CJPRMA Board Representative Elizabeth Ehrenstrom appointed 6/17/2021

PROGRAM ADMINISTRATORS (Alliant Insurance Services)	
Marcus Beverly	Conor Boughey
Jenna Wirkner	

CLAIMS ADMINISTRATORS (Sedgwick formerly York)
Dorienne Zumwalt
Steven Scott (Workers' Comp)
Summer Simpson (Liability)

RISK CONTROL CONSULTANTS (Sedgwick formerly York/Bickmore)
Eric Lucero
Tom Kline (Police RM)

ADVISORS
Byrne Conley (Board Counsel)
James Marta, CPA (Accountant)



PROGRAM YEAR 21/22 MEETING CALENDAR

Thursday, August 5, 2021 **Police Risk Management Committee** at 10:00 a.m.

Thursday, September 16, 2021 **Claims Committee** at 10:00 a.m.
Executive Committee at 11:30 a.m.

Wednesday, October 27, 2021 **Board of Directors** at 10:00 a.m.

Thursday, November 4, 2021..... **Police Risk Management Committee** at 10:00 a.m.

Thursday, December 16, 2021* **Risk Management Committee** at 10:00 a.m.
Board of Directors at 12:30 p.m.

Thursday, February 3, 2022 **Police Risk Management Committee** at 10:00 a.m.

Thursday, March 24, 2022 **Claims Committee** at 10:00 a.m.
Executive Committee at 11:30 a.m.

Thursday, April 21, 2022 **Risk Management Committee** at 10:00 a.m.
Board of Directors at 12 noon

Thursday, May 5, 2022 **Police Risk Management Committee** at 10:00 a.m.

Thursday, May 26, 2022 **Claims Committee** at 10:00 a.m.
Executive Committee at 11:30 a.m.

Thursday, June 23, 2022* **Board of Directors** at 10:00 a.m.

Meeting Location: Rocklin Event Center - Garden Room
2650 Sunset Blvd., Rocklin, CA 95677

Rocklin Event Center – Ballroom *

Note: Additional Claims Committee Meetings may be scheduled as needed for Claims Authority approval which will be held via teleconference.



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
February 3, 2022**

TODAY'S TRAINING SESSION AT 10:15 A.M.

INFORMATION ITEM

TOPIC: *Legal Update: Presented by Bruce Kilday and Derick Konz from Angelo, Kilday and Kilduff Attorneys at Law.*

ATTACHMENT(S): Training Announcement

SAVE THE DATE - 2/3/22 - REGIONAL TRAINING

Police Risk Management Legal Update Impact of New Legislation & Lessons Learned

Presented by Bruce Kilday and Derick Konz from Angelo, Kilday and Kilduff Attorneys at Law

Topics Include:

Topics to be covered include New Legislation that will Impact Police Departments and their Officers:

Use of Force

- AB 26 – Minimum Standards for Dept. Policies
- AB 48 – Use of Force
- AB 490 – Positional Asphyxia

Disclosure of Confidential Records

- SB 16 – disclosure
- SB 98 – Media Access
- Personnel records
- IA Investigations

Hiring & Termination of Officers

- AB 2 – POST Decertification
- AB 89 – Minimum Qualifications

Lessons Learned from Recent Cases

- Importance of Body Worn Cameras – both good and bad
- Important Differences if you are in Federal Court
- Targeting the Chief – Theories of Liability & Discovery [e.g. Depo of Chief]
-

Date and Time:

Thursday, February 3, 2022 10:15a.m.– 12:15p.m.

Location: Zoom Webinar

Call in: (669)900-6833

Meeting ID: 963 1694 6880

Passcode: 632858

<https://alliantinsurance.zoom.us/j/96316946880?pwd=WThyeEhXdnRPejJZQjVKTRjQzZydz09>

Who should attend:

Risk Managers, Police Chiefs and Command Staff.

RSVP:

Jenna.Wirkner@alliant.com

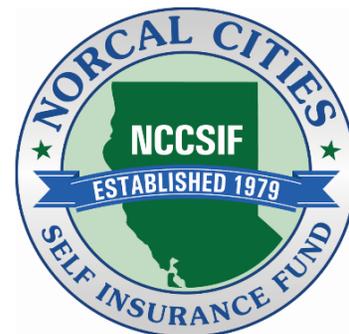
916-643-2731

Presenters

Bruce Kilday and Derick Konz from Angelo, Kilday and Kilduff will be our presenters. Both are highly skilled in defending police claims and have worked with many of our members over the years.

Angelo, Kilday and Kilduff was formed in 1997 by Laurence L. Angelo, Bruce A. Kilday and Carolee G. Kilduff. AKK's attorneys defend public entities in all types of tort cases, including accident cases; and specialize in complex civil rights, police liability and employment cases, including sexual harassment, equal protection, wrongful termination, and discrimination claims.

<http://www.akk-law.com/our-practice/#law>



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