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Perceptions on Police Use of Force: A General Strain Theory Approach to Explicate Use of Force Incidents

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Perceptions on Police Use of Force:
A General Strain Theory Approach to Explicate Use of Force Incidents

By

Clint Edward Apaza

THESIS

Submitted in partial fulfillment of the requirements
For the degree of Master of Science in Criminal Justice in the Graduate of
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Bridgewater, Massachusetts

Thesis Chair:

Dr. Kyung-shick Choi

Perceptions on Police Use of Force:
A General Strain Theory Approach to Explicate Use of Force Incidents

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Abstract

This mixed method study focused on stress and its influence on police officers' use of force. As a theoretical frame, Agnew's General Strain Theory (GST) was applied to measure police officers' decision making process in use of force, and the evaluation was compared to the college population. Data derived from law enforcement officers and college students via survey questionnaires reflecting strain factors and the Use of Force Model of case-vignettes. The magnitude of strain is measured via the assessment three major psychological diagnostic criteria: 1) STAI (State Trait Anxiety Inventory), 2) PTSD (Post-Traumatic Stress Disorder), and 3) DI (Depression Inventory). In comparison with the student population, law enforcement personnel responses to use of force vignettes were relatively consistent and responded with a lower level of force when paralleled with the Use of Force Model. The qualitative assessment were consistent with quantitative results emphasizing practical police training and education, which would minimize use of force issues. This study served its purpose as it reaffirms law enforcement as a stressful occupation, offers a direction to future research and proposes policy implications.

Keywords:

Use of Force, General Strain Theory, Use of Force Model, Public Perception, Police Perception

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Introduction

Police officers interact with members of the community every day. Officers are sworn to protect and serve the public. Many times officers are members of their own community in which they help serve. In the United States, a history of police misconduct, racial-profiling, and excessive force has officers perceived negatively. These issues has created a divide between police and the public. The highly publicized cases of officer-involved shootings, and the public perceiving those shootings as unjustified has made it challenging to bridge the divide. Presently, the different perceptions on use of deadly force is a reoccurring issue between police and the public.

The limited data on use of force by police officers has made it difficult for the public to understand this aspect of policing. Due to the lack of funding, a mandated annual report on excessive use of force by police has not been published (President's Task Force of 21st Century Policing, 2015). The availability of use of force data is important to acknowledge any issues that may already exists. In addition, it demonstrates police are being held responsible for their actions and steps are being taken to address this issue. Overall, use of force by police officers, specifically deadly force has become an emerging factor in bridging the divide between police and the public.

The purpose of this study is to evaluate the influence stress has on the perception of use of force. The stress levels were measured through psychological diagnostics and perceptions on use of force were assessed via case-vignette responses. Robert Agnew's (1992) *general strain theory* was applied to expand on the impact stress has on use of force. The psychological variables and *general strain theory* contributed to the analysis of stress. The case-vignettes were designed to reflect the Use of Force Model (1997), a guide line developed by Dr. Graves and

Professor Connor. This study aimed to understand a significant factor in policing, such as stress, and how it effects the application use of force.

The data were derived from a self-reported survey administered to proportionate stratified sampling of law enforcement personnel, and proportionate stratified sampling of University students. This data were analyzed to measure several areas: stress levels, or lack thereof, as represented by the psychological variables; and the perception of use force via case-vignettes that reflects the Use of Force Model (Graves & Connor, 1997). The survey consist of three sections. The first section inquires demographic information, such race, ethnicity, age, etc. The second section concentrates on measuring psychological variables, such as anxiety, depression, and post-traumatic stress disorder. The third section focuses on use of force, respondents read scenarios and respond accordingly to assess their perception on use of force. This study conducted qualitative interviews of veteran police officers from different police agencies. The interview contained 11-questions that offer a subjective view on policing, stress, and use of force.

The following section presents the significance of this project, an overview of general strain theory, and literature on how this theory has been applied to police officers. There will be a review of pertinent literature regarding stress and use of force. Followed by a discussion of the research methods and a presentation of the data analysis. The qualitative portion is utilized in discussing the findings of this study. In the conclusion of this study is a discussion of limitations, policy implications, and future research.

Significance of This Project

This research study will contribute to literature on stress in policing and provide an insight police officers' use of force. Robert Agnew's (1985) support for Merton's (1938) *strain theory*, and revisions of Messner and Rosenfield's (1994, 2013) *institutional-anomie theory* developed *general strain theory* (1992). Researchers have applied Agnew's *general strain theory* to explain stress in policing and its influence on police officers. This study applies Agnew's (1992, 2001, 2002) *general strain theory* to further analyze stress, and its influence on use of force by police officers. This study also examines perceptions on use of force, and the effectiveness of the Use of Force Model (1997) as a guide for police officers.

Furthermore, this study expectedly raises awareness on the divided perceptions on use of force between the police and public. This study will be beneficial to the public in understanding police stress and its impact on use of force. In addition, this study may be utilized to enhance police trainings and public education. This study aimed to produce a significant contribution in bridging the gap between the police and public. To the future researchers, this study provides a foundation on recent stress of police personnel and perceptions on use of force.

Theoretical Perspective

Agnew's *general strain theory* focused on a micro-level and social psychological perspective to identify three types of deviant-producing strains (Akers et. al, 2017). Agnew's theory consists of three types of strains: "prevent or threaten individuals from achieving their positively valued goals", "actual or anticipated removal (loss) of positively valued stimuli from an individual", and "actual and anticipated presentation of negative or noxious stimuli" (p.50, 57-58). Agnew (2001) suggested characteristics of strain that are more likely to lead individuals to crime, such as strains "seen as unjust", "seen high in magnitude", "associated with low social

control”, and “create some pressure or incentive to engage in crime” (pg.320). Agnew (2001) included objective and subjective strain when measuring strains seen as unjust and high in magnitude: objective strain are events or conditions that are disliked by most members of a given group and subjective strain are events or conditions that are disliked by the people who are experiencing (or have experienced) them.

Agnew (2001) discusses two similar methods in which researchers could measure objective and subjective strains seen as unjust and seen high in magnitude. Agnew (2001) specifies to use a panel of judges familiar with a particular group to measure objective strain: first method is to ask the judges to estimate the extent to which various strains are likely seen as unjust or high in magnitude, and second method is to ask the rate the injustice of strains or extent of disapproving strains to a representative sample of group members. Agnew (2001) suggests to measure subjective strain by asking victims to estimate the extent to which various strains are likely seen as unjust or high in magnitude.

Agnew (2002) expanded *general strain theory* with three more types of strain: (1) “experienced strain focuses on goal blockage”, (2) “vicarious strain focuses on strain endured by the people in the individual’s life” (p.603), and (3) “anticipated strain focuses on the belief strain are likely continue throughout or new ones will arise” (p.613). Agnew (2002) argues that experience strain has more of a negative influence than experienced strain. Agnew (2002) gave examples of vicarious strain being death, illness, and accidents of a family member and friends. Agnew (2002) mentions Anderson’s (1999) code of the street as an example for anticipated strain, and refers to the residents of poor, inner-city communities, especially young men, often anticipate that they are likely to be the victims of violence.

In this study, a representative sample of law enforcement personnel and university students are used to measure objective strain. According to Agnew (2001) this method of strain measurement is most appropriate when it focuses on individuals with specific information. This study uses qualitative interviews of law enforcement personnel to measure additional forms of strain. This project hypothesizes that an individual's stress influences their perception on use of force. This project also hypothesizes use of force is subjective and will be different among groups. This study expects to determine stress as a significant factor in the application of use of force.

Use of Force

Most people are not well-informed on police use of force guidelines and its legal application. These areas are rarely discussed in literature and does not clarify police officers justification on use of force. It is important to explain use of force guidelines and legal justifications. In addition, it will prevent any further misunderstandings on use of force by police officers.

For the most part police officers in the United States are well trained, equipped, and prepared to use their police gear at a moment's notice. The International Association of Chiefs of Police (2001) defined use of force as "that amount of effort required by police to compel compliance by an unwilling subject" (p.1). In some situations, police are authorized to use certain tools to gain compliance on an unwilling subject such as, pepper spray, baton, and Taser. The IACP defines excessive use of force as "the application of an amount and/or frequency of force greater than that required to compel compliance from a willing or unwilling subject" (p.1). The excessive force cases may be a result of lack of training, lack of available police gear, or the officers' intentions.

A police officers firearm is the most lethal weapon on their duty belt and is used in life-threatening situations. Miller (2015) defines justifiable homicide, “A police deadly force encounter in which an officer kills a suspect who is presenting a clear threat to the life of that officer or others would be classified as a justifiable homicide” (p.98). Although deadly force is an uncommon occurrence, the public often views deadly force and excessive force as the same. Therefore, incidents involving use of deadly force are investigated, and the courts determine whether deadly force was justifiable.

The courts refer to *Tennessee v. Garner* (1985) and *Graham v. Connor* (1989), two of the leading use of force cases. In *Tennessee v. Garner*, 1985, a United States Supreme Court (471 U.S. 1) case to determine whether an officer is justified in using deadly force to prevent escape of a subject. This case concluded, “...such force may not be used unless it is necessary to prevent the escape and the officer has probable cause to believe that the suspect poses a significant threat of death or serious physical injury to the other officer or others” (U.S. Const. amend. IV). A requirement under the Fourth Amendment for police to effect an arrest, conduct a search, and be issued a warrant is based “... upon probable cause...” (U.S. Const. amend. IV).

In *Graham v. Connor*, 1989, a United States Supreme Court (490 U.S. 386) case to determine whether an officer’s use of force decision was excessive. This case set the “objective reasonableness” standard under the Fourth Amendment, which prohibits “...unreasonable searches and seizures...” (U.S. Const. amend. IV). In addition, the U.S. Supreme court (490 U.S. 386) specified, “The reasonableness of a particular use of force must be judged from the perspective of a reasonable officer on the scene, rather than with the 20/20 vision of hindsight” (Graham v. Connor, 1989).

National Institute of Justice indicates that most police agencies have their own use of force policies and those policies guide an officer's response to resolve the incident (Use-of-Force Continuum, 2009). Police officers' perception and actions are based on their agencies policies, which are held under federal and state case law. Most police agencies have a similar Use-of-Force Continuum or Model (1997) in their policy that guides police officers use of force. The Use of Force Model (1997) was developed by Dr. Graves from the Federal Law Enforcement Training Center, and Professor Connor of the University of Illinois Police Training Institute. The Use of Force Model (1997) serves as a guide for police agencies use of force policy and guide their police officers' actions.

In Massachusetts, most police agencies have the Use of Force Model (1997) as a guide. The Municipal Police Training Committee (MPTC) also uses a totality triangle that depicts the perceived subject actions(s), threat/risk perceptions, and reasonable officer response(s). The Use of Force Model (1997) and totality triangle is considered when determining whether the force was objectively reasonable.

In this study, the veteran police officers, police cadets, and university students utilize the Use of Force Model (1997) and totality triangle to respond to case-vignettes. The purpose of this study is to determine whether stress has an influence on use of force perception. The stress was measured using three psychological items, and through principles of *general strain theory*. The perception on use of force was evaluated through case-vignettes that reflect the Use of Force Model. The next section presents a review of relevant empirical data aimed to evaluate police stress, and issues surrounding use of force.

Literature Review

In the United States, law enforcement is recognized as a stressful occupation, and use of force by police officers continues to be a controversial topic. The recent publicized cases has triggered researchers to explore potential influences on use of force decision-making. These areas are not mutually exclusive and scholars have made correlations, yet research shows no direct link between stress and use of force. Researchers also have collected data on certain aspects that may influence police use of force.

Many studies exists to better understand police stress that rely on perceptual methodologies, such as survey questionnaires and observational research (Hickman, et. al, 2011). This study contributes to research on police stress and also perceptions on use of force. This section provides data on police training, and use of force studies, Agnew's (1992) *general strain* theory, and its application to police personnel, as well as use of force issues. Collectively, these areas will convey this study's objective.

Police Training and Use of Force

In the United States, most police agencies require recruits to attend a basic police academy that entails a "...grueling and extensive period of training" (Violanti, 1998, p.718). Police academies continue to follow a paramilitary based training where recruits endure physical and psychological demands (Reaves, 2013). These stress-based trainings are intended for police officers to manage high levels of stress, such as life-threatening incidents that requires a deadly force response by police (Hickman et al., 2011). The most stressful aspects of policing involve use of force. Therefore, use of force training is an important aspect in the police academy.

The foundation on use of force training is threat assessment and being able to determine the amount of force necessary in the particular situation (Petrowski, 2002). The best method to

prepare recruits for this is through “. . . critical discussion, role plays, and interaction between recruits and instructional staff (White and Escobar, p.124, 2008). Effective police training often times is more practical and scenario based. Police training could prevent excessive force and there is minimal literature on its influence on use of force (Hoon, et al., 2010).

The use of force studies have a public's or police perspective. In regards to use of deadly force three categories of influences have been identified: situational refers to police-citizen encounter, organizational refers to police organization or administrative policy, and environmental refers to crime rates or danger to police (White, 2003). The following are examples of White's (2003) three categories that may influence use of force. Studies may focus on a single influence or a combination of the three. This study assessed on police training and neighborhood contextual variables as influences on police use of force (Hoon et al., 2010). This study focused on such as the influence of agency policies on Tasers and use of lethal force (Ferdik et al., 2014). Through the use of vignettes, this study examined decision making by police in conducting a traffic stop (Phillips, 2009). Three different studies that focused on each of the aforementioned categories to assess aspects on use of force.

The older studies consists of rate on use of force (Adams, 1995), police attitudes on force (Westley, 1970), the different types of force (Klinger, 1995; Terrill et al., 2008), and excessive force or lethal force (Fyfe, 1979; Klockers, 1995). In addition, studies have looked into reasons for force being used (Alpert et al., 2004; McElvain and Kposowa 2008; Worden, 1995). The recent studies on use force include complaints about police use of force (Hickman and Poore, 2016), racial/ethnic disparities in use of lethal force (Buehler, 2017; Carter & Corra, 2016), and perceptions on reasonable and excessive use of force (Gerber & Jackson, 2017). It is important to understand police training and areas on use of force that have been researched.

General Strain Theory and Stress

Robert Agnew's (2001a, 2001b, 2006a, 2006b, 2010, 2012) *general strain theory* has gone through modifications that clarify types of criminogenic strains. It has been determined that a direct link does not exist between strain and delinquency, but rather it derives from negative emotions as a result of exposure to strain (Akers, et. al, 2017). Although some individuals manage their strain without committing criminal acts, others feel the pressure to engage in criminal coping. In regards to negative emotion, Agnew (1992) suggested three coping strategies for strain. (1) Cognitive coping strategies, refers to most of which attempt to redefine strainful events and condition in ways that minimize their adversity. (2) Behavioral coping strategies refers to the individual efforts to terminate, reduce, or escape from the strainful events and conditions. (3) Emotional coping strategies that are intended to alleviate the negative emotions that result from strain.

These coping strategies were proposed to explain individual adaptation to strain. Lily, Cullen & Ball (2007) gave examples of factors that would unlikely lead individuals to crime, such as availability of other goals to substitute for blocked goals, individual coping resources, social support, fear of legal punishment, and strong social bonds, etc. Agnew recognized that individuals' differentially perceive and manage strain due to other potential factors such as low social control and lack of responsibility for their actions. General strain theory that when strain elicits anger, crime (especially violent crime) is more likely to occur (Lily, Cullen & Ball, 2007).

Although this study focuses on specific elements of Agnew's (1992) *general strain theory*, researchers have used this theory to explain negative coping strategies engaged by police personnel. These negative coping strategies are a result of exposure to violence, such as problematic alcohol consumption (Swatt, Gibson, & Piquero, 2007), and suicide ideation

(Bishopp & Boots, 2014). Agnew's (1992) *general strain theory* also has been utilized to measure stress/strains and its influence on police deviance (Arter, 2008), as well as police organizational commitment (Moon & Jonson, 2012).

The findings of previous research refers to the effects of police officer stress that slightly differs from Agnew's coping strategies. Swatt (2007) mentions previous research on police officer stress and found three ways it effects them (1) Psychological effects, (2) Emotional disturbances, and (3) Physical outcomes. Examples of psychological effects from police stress are neuroses, transient situational disturbances, or in extreme cases, post-traumatic stress related disorder (Kopel & Friedman, 1999; Schwartz, 1981; Stephens, Long, & Miller, 1997; Stratton, 1981). Examples of emotional disturbances from police stress are depression, avoidance, withdrawal, or cynicism have been attributed to office stress (Kopel & Friedman, 1999; Levinson, 1981; Maslach & Jackson, 1981). Examples of physical outcomes from police stress are heart disease, hypertension, stroke, ulcers, high blood pressure, and sexual dysfunction (Bartollas & Hahn, 1999; Blackmore, 1978; Kroes, 1985; Mitchell & Bray, 1990; Peak, 1993; Stratton, 1984; Violanti, Marshall, & Howe, 1983). These results show ways police stress is measured using Agnew's strain theory and different ways it effects officers.

Post-traumatic Stress Disorder is a psychological effect that is often a result of a stressful career in law enforcement. Asmundson and Stapleton (2008) conducted a study on police officers who experience traumatic events, such as a motor vehicle accident, armed robbery, or being shot at but not all police officers had Post-traumatic Stress Disorder (PTSD). They (2011) found those police officer with high Anxiety Sensitivity (AS) scores were those with probable PTSD. AS survey items tested psychological concerns, such as the individual cannot concentrate on one task and feels like they are going crazy and somatic concerns, such as it

scares me when I feel shaky. Results of the study A.S psychological concerns may be a product of depression, which often related to PTSD. AS somatic concerns may be more related to the PTSD. In addition, their (2008) results suggests, “exposure exercises that specifically trigger somatic arousal that patients interpret as evidence of pending physical catastrophe, as opposed to psychological or social concerns, may be most effective in diminishing both fear of arousal related sensation and PTSD symptoms” (p. 73.).

Depression is an emotional disturbance that is often a result of police officer stress. Bishopp & Boots (2014) examined self-report information from 940 police officers in Baltimore, Maryland and suggested higher levels of strain would report higher levels of negative effects. They (2014) found subjective work-related strains, such as violent arrest, shooting someone, & personally knowing the victim had an effect on both anxiety/depression and anger. Thus, anxiety/depression was found to be the mediating effect between strain and problematic alcohol consumption. In addition, there were two effective coping strategies, such as social support that found police officer with more social support from their family and friends were less likely to experience levels of anxiety—depression and anger.

Use of Force Issues

On Saturday, August 9, 2014, Michael Brown was shot and killed by Officer Darren Wilson of Ferguson Police in Ferguson, Missouri (U.S. Department of Justice, 2015). The following year, unarmed Walter T. Scott was fatally shot by Officer Michael Slager of North Charleston in South Carolina (Kinnard, 2017). In the Ferguson case, Officer Wilson was not indicted, which caused an uproar across the country. In South Carolina, Officer Slager was indicted for the shooting of Walter Scott, and plead guilty to violating his civil rights. The present disjuncture between police and the public exist in perceptions on use of force.

In 2016, ODMP honored 145 officer killed in the line of duty, 63 of which, gunfire was the cause of death. That includes the five Dallas police officer murdered by a 25-year-old African American military man. Arguably, these tragic events stem from the Ferguson case or similar cases, such as Alton Sterling and Philando Castile, who were fatally shot by police (Westfall et al., 2016). Similar to Ferguson, police officers were found to have used justifiable force by the court system. The difference in perception of these cases has created the divide between police and the public.

A review of police training, use of force, and strain theory literature contributed to this study. The purpose of this study is to acknowledge the gap between police-public relations and determine effective strategies to bridge the gap. There is no research that evaluates stress as an influence on use of force. This study was able to determine use of force as an important aspect of policing in which the public has difficulties understanding. As a result, it was an essential topic to research in order to address issues surrounding use of force. Through stress and strain theory literature three psychological diagnostics were identified as stress: PTSD, anxiety, and depression. This study determined case-vignettes reflecting the Use of Force Model (Graves & Connor, 1997) to be the best method to evaluate use of force perception. The results were compared among veteran police officers, cadets, and university students. The next section presents the methodology that consists of two phases, followed by the discussion.

Methodology and Analysis

This section discusses the research method utilized to research and evaluate the influence stress has on use of force. This section consists of two phases. Phase 1 discusses sampling techniques and procedures on data collected. Phase 2 examines the properties of measures on psychological variables and case-vignettes. This study conducted and audio recorded interviews of law enforcement personnel which is presented in the discussion. This mixed method study focused on whether stress effects police officers' use of force and perceptions evaluated via the Use of Force Model (1997).

Sample and Procedure

Sampling

The units of analysis for the quantitative portion consisted of cadets that were in a police training academy, veteran police officers attending a mandatory and annual in-service police training. Both of these training academies are located in southeastern Massachusetts and certified by the Municipal Police Training Committee (MPTC). The police academy training for cadets is approximately 24 weeks and in-service training for veteran police officers is approximately a week. The cadets and veteran law enforcement officers were administered a self-reported survey questionnaire. The survey administered to cadets and veteran officers contained a demographics section, psychological items, and case-vignettes section (See Appendix A.1)

Through the use of proportionate stratified sampling, the quantitative sample collected a total of 200 law enforcement personnel. The police training academy contributed 37 police cadets and in-service training added 163 veteran officers. The participants from the police training academy consists of cadets from various police agencies. The successful completion of

the police academy sets forth cadets to be in accordance with M.G.L. Chapter 41 §96B and exercise police powers in a full-time basis. The veteran officer in-service training starts every year from October through June and all full-time officers must attend this training to be in accordance with M.G.L. Chapter 41 §96B.

This study used proportionate stratified sampling to collect the most accurate data of students attending a university in southeastern Massachusetts. This sampling method developed a total of 204 university students consisted of 21 freshmen, 37 sophomores, 81 juniors, and 65 seniors. The adequate number of sampled students were obtained via randomly choosing students enrolled in required electives during the fall 2016 semester. The classes were entered into a computer program known as the Statistical Package for the Social Sciences (SPSS). The core liberal classes, taken by all majors, were stratified by class level (e.g. freshman: 100 level classes, sophomore: 200 level classes, junior: 300 level classes, and senior; 400 level classes. The SPSS random number generator randomly chose a list of general studies classes deriving from class levels.

According to the University Factbook and Institutional Research (2016), the freshman subsample, the sophomore subsample, junior subsample, senior subsample respectively consists of 19%, 21%, 27%, and 32% of the total university population of 9,608. On average, the liberal studies classes ranged from 20 to 40 students, and randomly selected the top 3 classes from each class level to have a representative sample of the university. The survey administered to the university students contained a modified demographics section than the survey administered to cadets and veteran officers (See Appendix A.2). In addition, the survey administered to all participants contained identical psychological items and case-vignettes section. The university students viewed an informative 8-minute video on the Use of Force Model (1997) prior to

completing the survey. In addition, university students were given the opportunity to ask any question or clarification on the use of force video.

This study also conducted qualitative interviews of law enforcement personnel from various police agencies in the Commonwealth of Massachusetts. The sample of law enforcement personnel include experienced law enforcement personnel from different agencies on the local, state, and federal capacities. These experience law enforcement personnel have acquired training from the basic police academy and received additional training in defensive tactics, firearms, use of force, crisis intervention, SWAT, etc. Several are considered expert witnesses in their fields and have been recognized by the Supreme Judicial Court in Massachusetts.

Through the use of purposive and snowball sampling developed into a sample of six. The sample of six consisted of a high ranking deputy from a Sheriff's Department, Massachusetts State Trooper, retired police officer, police chief, sergeant from a city police department, and detective sergeant from a University Police Department. The six law enforcement personnel were chosen based upon their training, experience, and admiration for the law enforcement profession. All of the police agencies are located in southeastern, Massachusetts. The interviews consisted of 11 questions as regards to their overall training, experience, and perceptions on law enforcement stress and use of force (See Appendix A.3).

Procedure

Both the quantitative survey questionnaire and qualitative questionnaire used in this research were reviewed and approved, prior to collecting data, by the Institutional Review Board (IRB) at BSU (Please see Appendix B.1). The data collection began in June of 2016 and completed in December of 2016. After the IRB approval, the researcher started administering quantitative surveys to cadets in the academy and veteran officers during in-service training.

The university students were administered the survey in class during the fall semester. The qualitative interviews were conducted as veteran law enforcement officers recommended other willing participants with law enforcement experience. Any personnel that chose not to participate, or who were previously surveyed, were informed not to participate and asked to be patient until the data collection period concluded.

Law enforcement officers were given an informed consent form clause explaining their rights and procedure for completing the survey (Please see Appendix B.2). The cadet and veteran officers were informed the surveys is voluntary, anonymous, and no risks or rewards for participating. The cadets and veteran officers completed the survey in one sitting and took approximately 20 to 30 minutes. The surveys were administered to different veteran officers during in-service training once a week. After completion, the surveys were titled according to the date, and numbered in sequential order to maintain participants' identity anonymous.

In order to obtain data from university students, the researcher contacted instructors via electronic mail and sent a formal letter outlining the proposed study. In addition, personal meetings were scheduled at the convenience of the instructor to increase the chances of gaining access to university students. University students were given an informed consent form clause explaining their right and procedure for completing the survey (Please see Appendix B.3). University students completed the survey in one sitting and took approximately 20 to 30 minutes. Students were informed the survey is voluntary, anonymous, and no risks or rewards for participating. After completion, the surveys were titled according to the date, and numbered in sequential order to maintain participants' identity anonymous.

The qualitative interviews were administered to law enforcement personnel in various location, such as academies, police stations, and via cell phone. The participants were explained

the informed consent form for police interviews and audio release form (See Appendix C.1). The recorded interviews were conducted at the convenience of the officer and approximately took 45-minutes to complete. At the conclusion of the interview, participants were given the opportunity to redact any information they wish. The interviews were transcribed and labeled in the order they were interviewed (See Appendix C.2). All participants stated their perception are based on their own training and experience in the law enforcement profession.

Properties of Measures

As previously mentioned in the methods section of this thesis, cadets, veteran officers, and university students were administered a survey. General descriptive statistics were taken regarding the sample (See Table 1). The average data set of police cadets was 27 years old. For the police cadets, males made up 94.4% and females made up 5.6%. The average data set of veteran officers was 42 years old. For the veteran officers, males up 89.0% and females made up 9.2%. The average data set of university students was 20 years old. For university students, males made up 37.3% and females made up 62.3%.

The survey divided into three sections: Demographics, Psychological variables, and Case-vignettes. The magnitude of stress was measured via the assessment of three major psychological diagnostic criteria: STAI (State Trait Anxiety Inventory), PTSD (Post-Traumatic Stress Disorder), and DI (Depression Inventory). The participants' perception of use of force was measured via case-vignettes that reflected the Use of Force Model (1997). This study focused on comparing participants stress levels and use of force responses to determine whether stress influences an individual's perception on use of force.

The statistical methodology utilized in this study for comparing the stress and use of force results is referred to as analysis of variance (ANOVA). Gau's mentions (2013) ANOVA is

used when an independent variable is categorical with three or more classes and one dependent continuous variable. A one-way analysis of variance (ANOVA) was used to analyze stress and use of force results among participants. This study further compared results among participants via Fisher's *least significant difference* (LSD) test, which Hayter (1986) indicates may only be utilized if the ANOVA shows significant results.

Table 1

Comparison of Sample and Population on Available Demographic Characteristics

Demographic characteristic	Police Cadets (N= 36)	Veteran Officers (N=163)	University Students (N= 204)
Age			
Mean age	27	42	20
Gender			
Female	5.6% (n = 2)	9.2% (n = 15)	62.3% (n = 127)
Male	94.4% (n = 34)	89.0% (n = 145)	37.3% (n = 76)
Race/Ethnicity			
African American	5.6% (n = 2)	8.0% (n = 13)	13.2% (n = 27)
Asian/Southeast Asia	2.8% (n = 1)	2% (n = 2)	0.5% (n = 2)
Caucasian	77.8% (n = 28)	79.8% (n =130)	73.5% (n = 150)
Latino/Hispanic	11.1% (n = 4)	4.9% (n = 8)	7.8% (n = 16)
Other	2.8% (n = 1)	1.8% (n = 3)	3.9% (n = 8)
Class			
Freshman			10.3% (n = 21)
Sophomore			18.1% (n = 37)
Junior			39.7% (n = 81)
Senior			31.9% (n = 65)

Psychological Variables

This study identified three common variables associated with stress, such as anxiety, post-traumatic stress, and depression. Police cadets, veteran police officers, and university students were asked to respond to three variables that evaluated its own distinctive category. The first variable, is State Trait Anxiety Inventory (STAI) contained items that measure the common anxiety traits, and present emotional traits (Choi, 2015). The second variable, Post-Traumatic

Stress Disorder (PTSD) contained items designed to screen individuals for indicators of the disorder (Weathers, 2013). The third variable, is a Depression Inventory (DI) contained items that measure the rate of severity of depression in those who are already diagnosed as depressed (Hamilton, 1979). The three variables accounted for a total of 27-items that measured respondents overall stress (See Table 2).

The researcher argues the level of stress, measured through anxiety, depression, and post-traumatic stress disorder will be significantly different between groups. This study used a 5-point Likert Scale on their level of agreement, and response categories were: 1 = “Strongly Disagree”, 2 = “Disagree”, 3 = “No Opinion”, 4 = “Agree”, and 5 = “Strongly Agree”. The possible range for each of the items were 1 to 5. The value of 1 refers to strongly disagreeing with the item and 5 refers to strongly agreeing with the item. In other words higher scores represent higher levels of stress. The psychological variables were measured in order to estimate the level of stress of cadets, veteran police officers, and university students.

Case-Vignettes (CV)

This study used case-vignettes to examine participants’ perception on use of force. Vignettes are used in collecting data on police officers decision making because possible influences are included in the vignette (Phillips, 2009). In addition, vignettes have been used to examine decision-making by police officers, such as use of force, search & seizures, and corruption (Eterno, 2003; Hickman, Piquero, Lawton, & Greene, 2001; Phillips, 2009). The case-vignettes include variables that would require a certain amount of use of force.

This study’s purpose was to determine whether responses to case-vignettes reflect the Use of Force Model (Graves & Connor, 1997). The participants that were faced with each vignette of a police scenario would respond appropriately. It was expected that participants

would respond consistent among each of the 3 groups. In addition, it was expected that participants with the most training and experience would respond according to the model. Conversely, for those with the least amount of training and experience would respond inconsistent and inappropriately. This study aimed to evaluate perceptions on use of force via case-vignettes to determine whether stress is an influence on use of force.

Case-vignette Construction

Case-vignettes were developed by reflecting the Use of Force Model (Graves & Connor, 1997), and using information from actual cases (See Appendix D.1). The Use of Force Model (Graves & Connor, 1997) consists of 3 categories: perceived subject action(s), threat/risk perception categories, and reasonable officer response(s). The 3 categories each consists of 5 subcategories that are color coded: blue, green, yellow, orange, and red. The 5 subcategories generated 5 case-vignettes that reflect the Use of Force Model (1997), and 1 case-vignette did not require physical force. A total of 5 case-vignettes were developed to measure perceptions on use of force.

The 5 case-vignettes contained information of actual cases on police use of force. Each case-vignette contained a narrative articulated in the second person to have participants more active in the scenario. The narratives briefly outlined information of the actual cases to eliminate the potential of identifying the cases. Case-vignettes were designed to use the Use of Force Model (Graves & Connor, 1997) as a guide to access the subject's actions and risk/threat perception. In addition, case-vignettes were designed to use the Use of Force Model (Graves & Connor, 1997) as a guide to respond. The case-vignettes were designed to reflect the police officer response subcategories. The 5 subcategories for an officer's response are: cooperative controls, contact controls, compliance techniques, defensive tactics, and deadly force.

The 5 subcategories were simplified into 9 actions a police officer may engage in. This study created a 9-point scale on actions a police officer would decide to carry out and those 9 actions consists of: 1 = “Voice Controls/Commands”, 2 = Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds)”, 3 = “Use Oleoresin Capsicum/OC Spray (Pepper Spray, Chemical Agent, etc.)”, 4 = “Use CED (Taser) as a direct contact weapon (Drive stun)”, 5 = “Use Impact Weapon (e.g., Baton, Maglite Flashlight, Strikes/Punches)”, 6 = “Present CED (Taser)”, 7 = “Shoot CED (Taser)”, 8 = “Present Firearm”, and 9 = “Shoot Firearm”. The possible range for each of the items were 1 to 9. The value of 1 refers to the lowest amount of force used and 9 refers to highest amount of force used. The case-vignettes were designed to evaluate cadets, veteran police officers, and university students’ perception on use of force.

Results

The purpose of this study was to determine whether stress influences perception on use of force. This study measured stress levels using psychological variables and assess perceptions on use of force via case-vignettes. It further examined whether variables, such as training, experience, and education affect perceptions on use of force. This section presents the results of psychological variables (See Table 2) and case-vignettes.

Table 2

Descriptive: Comparison of Sample and Population on Available Psychological Variables

		N	Mean	SD	Std. Error
State Trait					
Anxiety					
	Police Cadets	34	32.08	8.64	1.48
	Veteran Officers	154	32.02	7.70	.620
	University Students	194	36.11	8.21	.589
	Total	382	34.10	8.28	.423
Post-Traumatic Stress Disorder					
	Police Cadets	34	10.08	4.48	.768
	Veteran Officers	161	12.15	4.55	.359
	University Students	201	13.51	4.26	.301
	Total	396	12.66	4.51	.226
Depression Inventory					
	Police Cadets	34	14.67	5.56	.954
	Veteran Officers	157	16.87	4.79	.383
	University Students	200	19.10	4.51	.319
	Total	391	17.82	4.92	.249
Overall Stress					
	Police Cadets	33	56.90	17.82	3.10
	Veteran Officers	149	60.73	15.64	1.28
	University Students	190	68.64	14.52	1.05
	Total	372	64.43	15.87	

State Trait Anxiety Inventory

The first variable consisted of 14-items asking the respondents to state their level of anxiety. The total amount of police cadets that responded accounted for (N=34), and there was a mean of 32.08 (SD=8.64; SE=1.48). The total amount of veteran officers that responded accounted for (N=154), and there was a mean of 32.02 (SD=7.70; SE=.62). The total amount of university students that responded account for (N=194), and there a mean of 36.11 (SD=8.212; SE=.58). The internal consistency coefficient of .869 indicates a very good range of Cronbach's alpha based on DeVellis's (2003) reliability standards. However, the item-total correlations (Item 1 = .325, Item 2 = .380, Item 3 = .233, Item 4 = .599, Item 5 = .540, Item 6 = .693, Item 7 = .506, Item 8 = .697, Item 9 = .597, Item 10 = .632, Item 11 = .690, Item 12 = .568, Item 13 = .610, Item 14 = .565) were respectable, with all 14 items above the acceptable levels of item total correlations of .30.

An analysis of variance (ANOVA) showed a statistically significant difference between groups for STAI, $F(2, 279) = 12.242, p = .000$. Post-hocs analysis using Fisher's Least Significant Difference (LSD) indicated students responded with higher levels of anxiety levels than cadets ($p = .007$) and veteran officers ($p = .000$) with statistical significant difference in both. Veteran officers responded with lower anxiety levels than cadets with no statistical difference in responses ($p = .967$).

Post-traumatic stress disorder

The second variable consisted of 5-items asking the respondents to state their level of post-traumatic stress. The total amount of police cadets that responded accounted for (N = 34), and there was a mean of 10.08 (SD=4.48; SE=.76). The total amount of veteran officers that responded accounted for (N = 161), and there a mean of 12.15 (SD= 4.55; SE= .36). The total

amount of university students that responded accounted for (N = 201), and there was a mean of 13.51 (SD=4.26; SE=.30). The internal consistency coefficient of .843 as shown in indicates a very good range of Cronbach's alpha based on DeVellis's (2003) reliability standards.

However, the item-total correlations (Item 1 = .704, Item 2 = .620, Item 3 = .652, Item 4 = .620, Item 5 = .661,) were respectable, with all 5 items above the acceptable levels of item total correlations of .30.

An analysis of variance (ANOVA) showed a statistically significant difference between groups for PTSD, $F(2, 393) = 10.60, p = .000$. Post-hocs analysis using Fisher's Least Significant Difference (LSD) indicated students responded with higher PTSD levels than cadets ($p = .000$) and police officer ($p = .004$), both of which are statistically significant difference. Veteran officers responded with higher PTSD levels than cadets ($p = .013$) and lower depression levels than students ($p = .004$), both of which are statistically significant different.

Depression

The third variable consisted of 8-items asking the responded to state their level of depression. The total amount of police cadets that responded accounted for (N= 34), and there was a mean of 14.67 (SD=5.56; SE=.954). The total amount of veteran officers that responded account for (N=157), and there was a mean of 16.87 (SD=16.87; SE=.383). The total amount of university students that responded accounted for (N=200), and there was a mean of 19.10 (SD=4.51; SE=.319). The internal consistency coefficient of .744 indicates a respectable range of Cronbach's alpha based on DeVellis's (2003) reliability standards. However, the item-total correlations (Item 1 = .283, Item 2 = .398, Item 3 = .435, Item 4 = .418, Item 5 = .450, Item 6 = .538, Item 7 = .408, Item 8 = .652) were respectable, with all 8-items above the acceptable levels of item total correlations of .30, except for Item 1.

An analysis of variance (ANOVA) showed a statistically significant difference between groups for DI, $F(2, 388) = 18.01, p = .000$. Post hoc analysis using Fisher's Least Significant Difference (LSD) indicated students responded with higher depression levels than cadets ($p = .000$) and police officers ($p = .000$) with statistical differences in both. Police cadets responded with lower depression levels than veteran officers with a statistical difference in responses ($p = 0.14$).

Total Stress

A total of 27-items were responded to and measured participants overall stress level. The total amount for police cadets, veteran officers and university students accounted for ($N = 372$), and there was a mean of 64.44 ($SD = 15.88; SE = .823$). Total stress for police cadets accounted for ($N = 33$) and there was a mean of 56.90 ($SD = 17.82; SE = 3.10$). Overall stress for veteran officers ($N = 149$) and there was a mean of 60.73 ($SD = 15.64; SE = 1.28$). Overall stress for university students ($N = 190$) and there was a mean of 68.64 ($SD = 14.52; SE = 1.05$).

An analysis of variance (ANOVA) showed a statistically significant difference between groups for total stress, $F(2, 371) = 15.55, p = .000$ (See Table 3). Post hoc analysis using Fisher's Least Significant Difference (LSD) indicated university students ($p = .000$) responded with higher levels of stress when compared to police cadets ($p = .000$) and veteran officers ($p = .000$) with a statistical difference (See Table 4).

Table 3*ANOVA*

		Sum of Squares	Df	Mean Squares	F.	Sig.
State Trait Anxiety	Between groups	1586.46	2	793.23	12.24	.000
	Within groups	24558.14	379	64.80		
	Total	26144.60	381			
Post-Traumatic Stress Disorder	Between groups	411.93	2	205.96	10.61	.000
	Within groups	7632.07	393	19.42		
	Total	8044.00	395			
Depression Inventory	Between groups	804.58	2	402.29	18.01	.000
	Within groups	8666.89	388	22.34		
	Total	9471.47	390			
Overall Stress	Between Groups	7268.27	2	3634.14	15.55	.000
	Within groups	86265.18	369	233.78		
	Total	93533.45	371			

Table 4*Multiple Comparisons: LSD*

Psychological Items	(I)	(J)	Mean Difference (I-J)	Std. Error	Sig.
State Trait Anxiety	Officer	Student	-4.08743(***)	.86877	.000
Post-Traumatic Stress Disorder	Cadet	Officer	-2.06704(*)	.83174	.013
		Student	-3.42420(***)	.81719	.000
	Officer	Student	-1.35716(*)	.46609	.004
Depression Inventory	Cadet	Police	-2.19614(*)	.89401	.038
		Student	-4.42353(***)	.87674	.000
	Police	Student	-2.22739(***)	.50395	.000
Overall Stress	Cadet	Student	-11.7330(***)	2.8835	.000
	Police	Student	-7.90385(***)	1.6732	.000

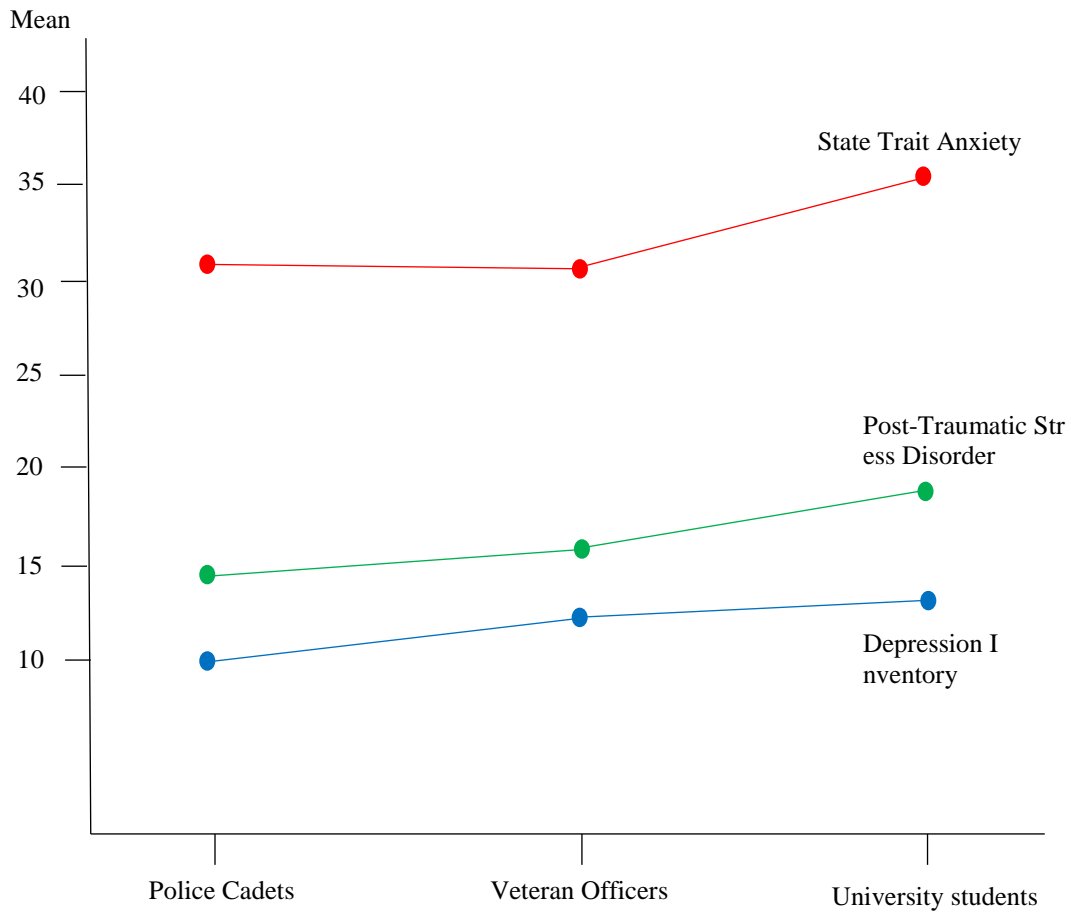
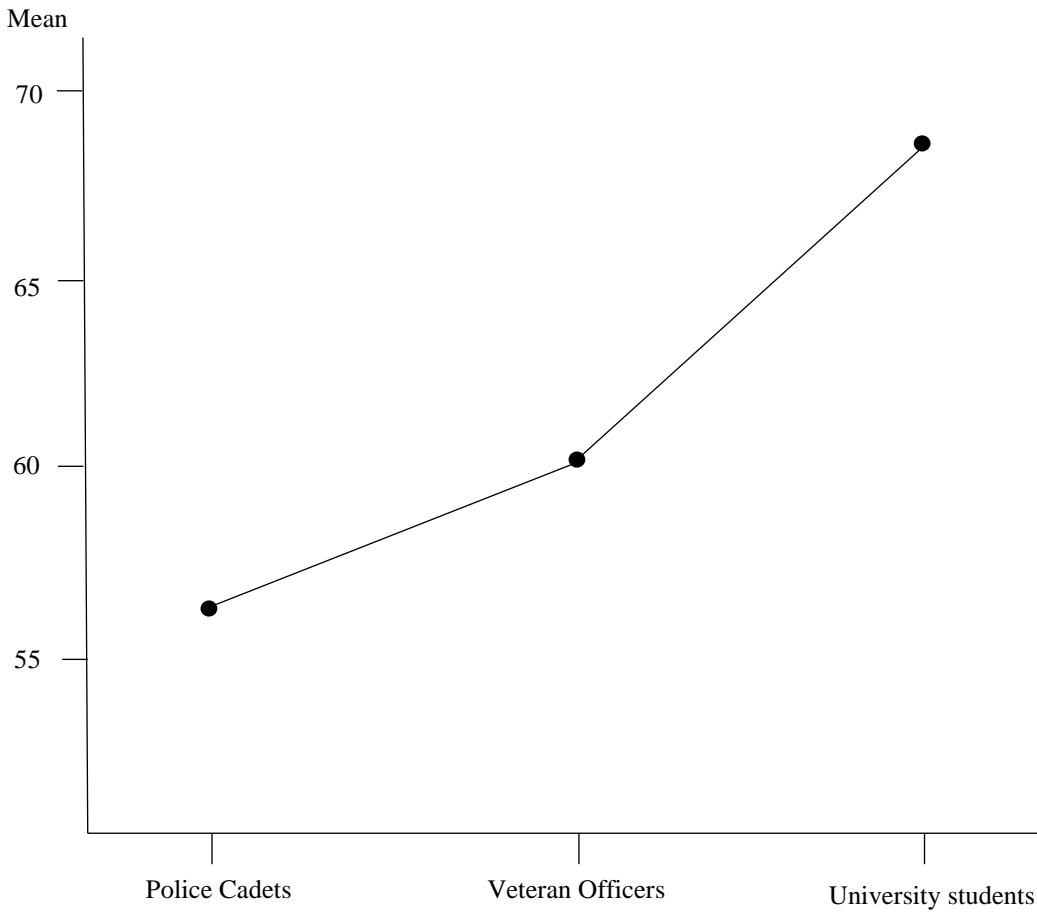
Figure 1 Mean's plots of psychological variables

Figure 2 Mean's plot of the total stress



*Use of Force***Table 5***Descriptive: Comparison of Sample and Population on Available Case-vignettes*

	N	Mean	SD	Std. Error
Case-vignette 1				
Police Cadets	32	6.00	2.18	.386
Veteran Officers	145	6.79	1.83	.152
University Students	202	5.83	2.13	.150
Total	379	6.21	2.07	.106
Case-vignette 2				
Police Cadets	31	2.16	1.15	.207
Veteran Officers	142	3.14	2.17	.182
University Students	201	3.69	2.23	.157
Total	374	3.35	2.18	.113
Case-vignette 3				
Police Cadets	31	2.00	.000	.000
Veteran Officers	142	2.73	1.59	.133
University Students	198	2.24	1.30	.092
Total	371	2.40	1.39	.072
Case-vignette 4				
Police Cadets	31	2.19	.980	.176
Veteran Officers	141	3.02	2.03	.171
University Students	197	2.38	1.60	.114
Total	369	2.61	1.77	.092
Case-vignette 5				
Police Cadets	31	1.03	.179	.032
Veteran Officers	135	1.08	.333	.028
University Students	193	1.31	.876	.063
Total	359	1.20	.685	.036

Case-Vignette: 1/CV1

CV 1 represented a highly publicized use of force case that occurred in Ferguson, Missouri. A white officer was justified in the fatal shooting of an unarmed black man. After the black man prevented the officer from exiting his cruiser, punched the officer multiple times, and attempted to take the officers firearm. The narrative in CV 1 provided respondents with a brief synopsis of the Ferguson case. Respondents would be justified in using deadly force.

The total number of cadets who responded to CV 1 (N=32), there was a mean of 6.0000 (SD=2.18499; SE=.38626). This indicates on average, cadets responded with “Present CED (Taser)”. The total number of veteran officers who responded to CV 1 (N=145), there was mean of 6.7931 (SD=1.83673; SE=.15253). In comparison with cadets, veteran officers responded higher with “Deploy CED (Taser)”. The total number of students who responded to CV 1 (N=202), there was a mean of 5.8366 (SD=213896; SE=.15050). On average, students were slightly lower than cadets and responded with 5 = “Use Impact Weapon (e.g., Baton, Maglite Flashlight, Strikes/Punches).

An analysis of variance (ANOVA) showed a statistically significant difference between responses for CV 1, $F(2,376) = 9.544, p = .000$ (Please see Table 6). Post-hocs analysis using Fisher’s Least Significant Difference (LSD) indicated veteran officers responded with higher levels of force than cadets ($p = .046$) and students ($p = .000$) for CV 1 with a significant difference in both responses (Please see table 7). In comparison with students, cadets ($p = .673$) responded with higher levels of force but did not have significant difference in responses.

Case-Vignette: 2/CV 2

CV 2 represented a highly publicized use of force case that occurred in North Charleston, South Carolina. A white officer was unjustified in the fatal shooting of an unarmed black man.

After the black man was pulled over by an officer and fled the area. The officer exited his cruiser located the individual and subsequently fatally shot the man. The narrative in CV 2 provided respondents with a brief synopsis of the South Carolina case. Respondents would be justified in using defensive tactics.

The total number of cadets who responded to CV 2 (N=31), there was a mean of 2.1613 (SD=1.15749; SE=.20789). On average, cadets responded with “Voice Controls/Commands and Control Holds (e.g., escort, pain compliance holds)”. The total number of veteran officers who responded to CV 2 (N=142), there was a mean of 3.1408 (SD=2.17853; SE=.18282). In comparison with cadets, veteran officers responded higher with “The total number of students who responded to CV 2 (N=201), there was a mean of 3.6915 (SD=2.23705; SE=.15779). Interestingly, students responded substantially higher than both cadets and police officers with, “Use CED (Taser) as a direct contact weapon (Drive Stun).

An analysis of variance (ANOVA) showed there was a significant difference between response for CV 2, $F(2, 371) = 7.967$, $p = .000$ (Please see Table 6). Post-hocs analysis using Fisher’s Least Significant Difference (LSD) indicated that students responded with higher levels of force than cadets ($p = .000$) and veteran officers ($p = .000$) and there was significant differences in both responses (Please see Table 7). Veteran officers responded with higher levels of force than cadets ($p = .022$) with was a significant difference.

Case-Vignette: 3/CV 3

CV 3 represented a use of force case used for training purposes that took place outside the United States. Officers arrived to a bar that was closing and a black man refused to leave the bar. The officer pepper sprayed the individual several times and eventually were able to place

the man in handcuffs. The narrative in CV 3 provided respondents with a brief synopsis of the case. In this case respondents would be justified in using compliance techniques.

The total number of cadets who responded to CV 3 (N=31), there was a mean of 2.0000 (SD=.00000; SE=.00000). On average, cadets responded with “Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds). The total number of veteran officers who responded to CV 3 (N=142), there was a mean of 2.7324 (SD=1.59305; SE= .13369). Veteran officers responded with “Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds). The total number of students who responded to CV 3 (N=198), there was a mean of 2.2424 (SD=1.30669; SE=.09286). Similar to veteran officer and cadets, students responded with “Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds)”.

An analysis of variance (ANOVA) showed there was a statistical difference between response for CV 3, $F(2, 368) = 6.767, p = .001$ (Please see Table 6). Post-hocs analysis using Fisher’s Least Significant Difference (LSD) indicated veteran officers responded with higher levels of force than cadets ($p = .007$) and students ($p = .001$) with statistical differences in both responses (Please see Table 7). Students responded with higher levels of force than cadets ($p = .361$) with no statistical significance.

Case-vignette 4/CV 4

CV 4 represented a use of force case in which police officers may be confronted with daily. An officer conducts a motor vehicle stop and the operator of the vehicle is uncooperative. In this particular case, the operator is reluctant to give the officer his license and registration. The narrative in CV 4 provided respondents with a brief depiction of the scenario. In this case the officer would be justified in using contact controls.

The total number of cadets who responded to CV 4 (N=31), there was a mean of 2.1935 (SD=.98045; SE=.17609). On average, cadets responded with “Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds. The total number of police officers who responded to CV 4 (N=141), there was a mean of 3.0284 (SD=2.03169; SE= .17110). Veteran officers responded with “Use of Oleoresin Capsicum/OC Spray (Pepper Spray, Chemical Agent, etc.). The total number of students who responded to CV 4 (N=197), there was a mean of 2.3858 (SD=1.60783; SE=.11455). Students responded with “Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds)”.

An analysis of variance showed (ANOVA) showed there was a statistical difference between responses for CV 4, $F(2, 366) = 6.566, p = .002$ (Please see Table 6). Post-hocs analysis using Fisher’s Least Significant Difference (LSD) indicated veteran officers responded with higher levels of force than cadets ($p = .016$) and students ($p = .001$) with significant differences in both responses (Please see Table 7). Students responded with higher levels of force than cadets ($p = .569$) with no statistical difference.

Case-vignette 5/CV 5

CV 5 represented a use of force case that police officers may encounter daily. The officer responds to a verbal dispute between a male and female. The officer confirms the verbal dispute did not become physical. The two individuals are cooperative for the most part and the male voluntarily leaves. The narrative in CV 4 provided respondents with a brief depiction of the scenario. In this case the officer would be justified in using cooperative controls.

The total number of cadets who responded to CV 5 (N=31), there was a mean of 1.0323 (SD=.17961; SE=.03226). On average cadets responded with “Voice Controls/Commands”. The total number of police officers who responded to CV 5 (N=135), there was a mean of 1.0889

(SD=33383; SE= .02873). Police officers responded with “Voice Controls/Commands”. The total number of students who responded to CV 5 (N=193), there was a mean of 1.3109 (SD=.87603; SE=.06306). Students responded with “Voice Control/Commands”.

An analysis of variance showed (ANOVA) showed there was a statistical difference between responses for CV 5: $F(2, 356) = 5.351, p = .005$ (Please see Table 6). Post-hocs analysis using Fisher’s Least Significant Difference (LSD) indicated students responded with higher levels of force than cadets ($p = .034$) and police officers ($p = .004$) with a significant difference between both responses (Please see Table 7). Police officers responded with higher levels of force than cadets ($p = .675$) with no significant difference.

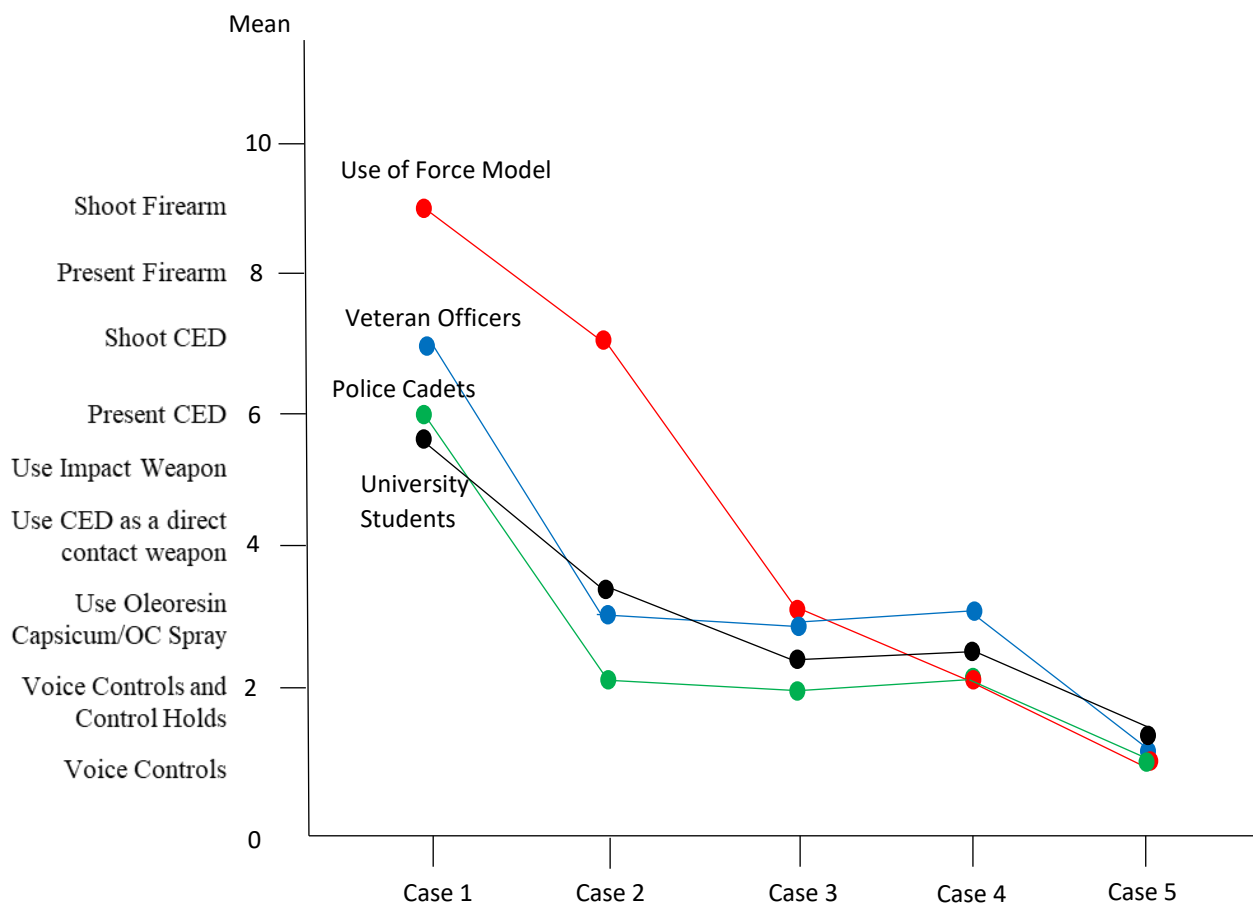
Table 6
ANOVA

		Sum of Squares	Df	Mean Sqaure	F	Sig.
Case-vignette 1						
	Between groups	78.857	2	39.428	9.544	.000
	Within groups	1553.40	376	4.131		
	Total	1632.259	378			
Case-vignette 2						
	Between groups	73.451	2	36.725	7.967	.000
	Within groups	1710.252	371	4.610		
	Total	1783.703	373			
Case-vignette 3						
	Between groups	25.530	2	12.765	6.767	.001
	Within groups	694.195	368	1.886		
	Total	719.725	370			
Case-vignette 4						
	Between groups	39.950	2	19.975	6.566	.002
	Within groups	1113.405	366	3.042		
	Total	1153.355	368			
Case-vignette 5						
	Between groups	4.908	2	2.454	5.531	.005
	Within groups	163.248	356	.459		
	Total	168.156	358			

Table 7*Multiple Comparisons: LSD*

Maximum Use of Force	(I)	(J)	Mean Difference (I-J)	Std. Error	Sig.
Case-vignette 1	Cadet	Officer	-.79310(*)	.39699	.046
	Officer	Student	-.95647(***)	.22123	.000
Case-vignette 2	Cadet	Officer	-.97955(*)	.42564	.022
		Student	-1.5302(***)	.41429	.000
	Officer	Student	-.55070(*)	.23537	.020
Case-vignette 3	Cadet	Officer	-.73239(*)	.27228	.007
	Officer	Student	.48997(**)	.15104	.001
Case-vignette 4	Cadet	Officer	-.83482(*)	.34599	.016
	Officer	Student	.64258(**)	.19240	.001
Case-vignette 5	Cadet	Student	-.27862(*)	.13103	.034
	Officer	Student	-.22199(*)	.07598	.004

Figure 4 Mean's plots of Use of Force measures



Total Stress and Use of Force

In this study, the three psychological diagnostics, such as anxiety, post-traumatic stress disorder, and depression were utilized to measure participants stress levels. Those results indicate university students had the highest levels of total stress. The results for anxiety levels showed police cadets slightly higher than veteran officers. Veteran officers showed higher levels of post-traumatic stress disorder and depression than police cadets. The case-vignettes reflected the Use of Force Model (Graves & Connor, 1997) and were utilized to measure perceptions on use of force. The case-vignettes reflected the Use of Force Model (Graves & Connor, 1997), and used as a guide for responses.

Case-Vignette: 1/ CV 1

In regards to the Use of Force Model (1997), the maximum level of force that may be utilized in CV 1 is in the Officer Response Categories: Deadly Force. Veteran officers were more likely to “Shoot CED (Taser)” and police cadets were more likely to “Present CED (Taser). The “Present CED (Taser)” or “Shoot CED (Taser) falls under the Officer Response Categories: Defensive Tactics. In permitting circumstances, a CED (Taser) may utilized as a less-lethal when a lethal threat presents itself. This indicates veteran officers responded the most appropriately followed by the cadets perceiving the threat as lethal. University students were likely to “Use of Impact Weapon” which falls under the Officer Response Categories: Defensive Tactics. In most circumstances, the “Use Impact Weapon” would not be an appropriate response.

Case-Vignette: 2/ CV 2

In regards to the Use of Force Model (1997), the maximum level of force that may be utilized in CV 2 is in the Office Response Categories: Defensive Tactics. Veteran officers were

more likely to “Use Oleoresin Capsicum/OC Spray”, which falls under the Officer Response Categories: Compliance Technique. Police cadets were more likely to use “Voice Controls/Commands and Control Holds”, which falls under the Officer Response Categories: Contact Controls. This indicates veteran officers responded with a lower level of force and police cadet responded with a much lower level of force. University students were more likely to “Use Oleoresin Capsicum/OC Spray”. This indicates students also responded with a lower level of force.

Case-Vignette: 3/ CV 3

In regards to the Use of Force Model (1997), the maximum level of force that may be utilized in CV 3 is in the Officer Response Categories: Compliance Techniques. Veteran officers, police cadets, and university students were more likely to use “Voice Controls/Commands and Control Holds”, which falls under the Officer Response Categories: Contact Control. Veteran officers were more likely to use a higher level of force than police cadets and university students, such as in the Officer Response Categories: Compliance Techniques. This response would be the most appropriate.

Case-Vignette: 4/ CV 4

In regards to the Use of Force Model (1997), the maximum level of force that may be utilized in CV 4 is in the Officer Response Categories: Contact Controls. Veteran officers were more likely to “Use Oleoresin Capsicum/OC Spray”, which fall under the Officer Response Categories: Compliance Techniques. This indicates veteran officers were more likely to use a higher level of force than justified. Police cadets and university students were more likely to use “Voice Controls/Commands and Control Holds”, which falls under the Officer Response

Categories: Contact Controls. This indicates police cadets and university students were more likely to use the appropriate level of force.

Case-Vignette: 5/ CV 5

In regards to the Use of Force Model (1997), the maximum level of force that may be utilized in CV 5 is in the Officer Response Categories: Cooperative Controls. Veteran officers, police cadets, and university students were likely to use “Voice Controls/Commands”, which falls under the appropriate category. University students were more likely to use a higher level of force than veteran officers and police cadets. Veteran officers were more likely to use a higher level of use of force.

In CV 1, a deadly force case, the veteran officer that showed intermediate stress levels responded most appropriately (Please see Figure 5). The police cadets that showed the lowest stress levels responded appropriately. The university students that showed the highest stress levels did not respond appropriately. In CV 2, a defensive tactics case, the university students that showed the highest stress levels and veteran officer that showed intermediate stress levels, both responded with lower level of force (Please see Figure 6).

In CV3, a compliance technique case, the veteran officers that showed intermediate stress levels responded most appropriately (Please see Figure 7). The police cadets showed the lowest stress levels and university students showed the highest stress levels, both responded with a lower level of force. In CV 4, a contact control technique case, the veteran officer that showed intermediate stress levels responded with a higher level of force (Please see Figure 8). The police cadets that showed the lowest stress levels and university students that showed the highest, both responded appropriately. In CV5, a cooperative control, veteran officers, police cadets, and university students responded appropriately (Please see Figure 9).

The total stress results showed officers to have intermediate stress levels and use of force responses were consistent and most appropriately in the cases where higher levels of force would be justified. The total stress results showed cadets to have the lowest stress levels and use of force responses were consistent and most appropriately in the cases where lower levels of force would be justified. The total stress results showed students to have the highest stress levels and use of force responses were inconsistent and did not respond appropriately to majority of the cases.

Figure 5 Case-vignette 1 and Total Stress Mean

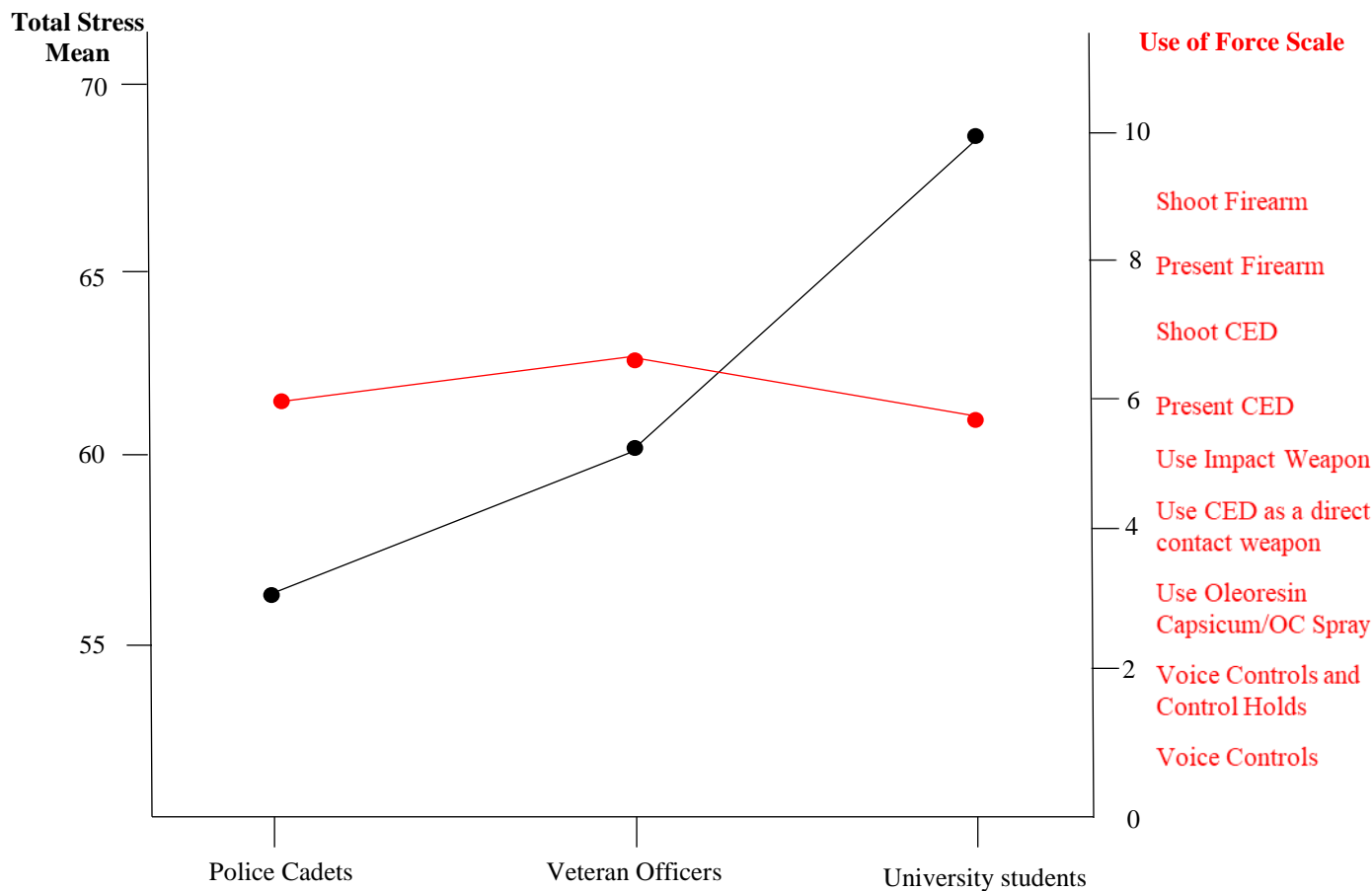


Figure 6 Case-vignette 2 and Total Stress Mean

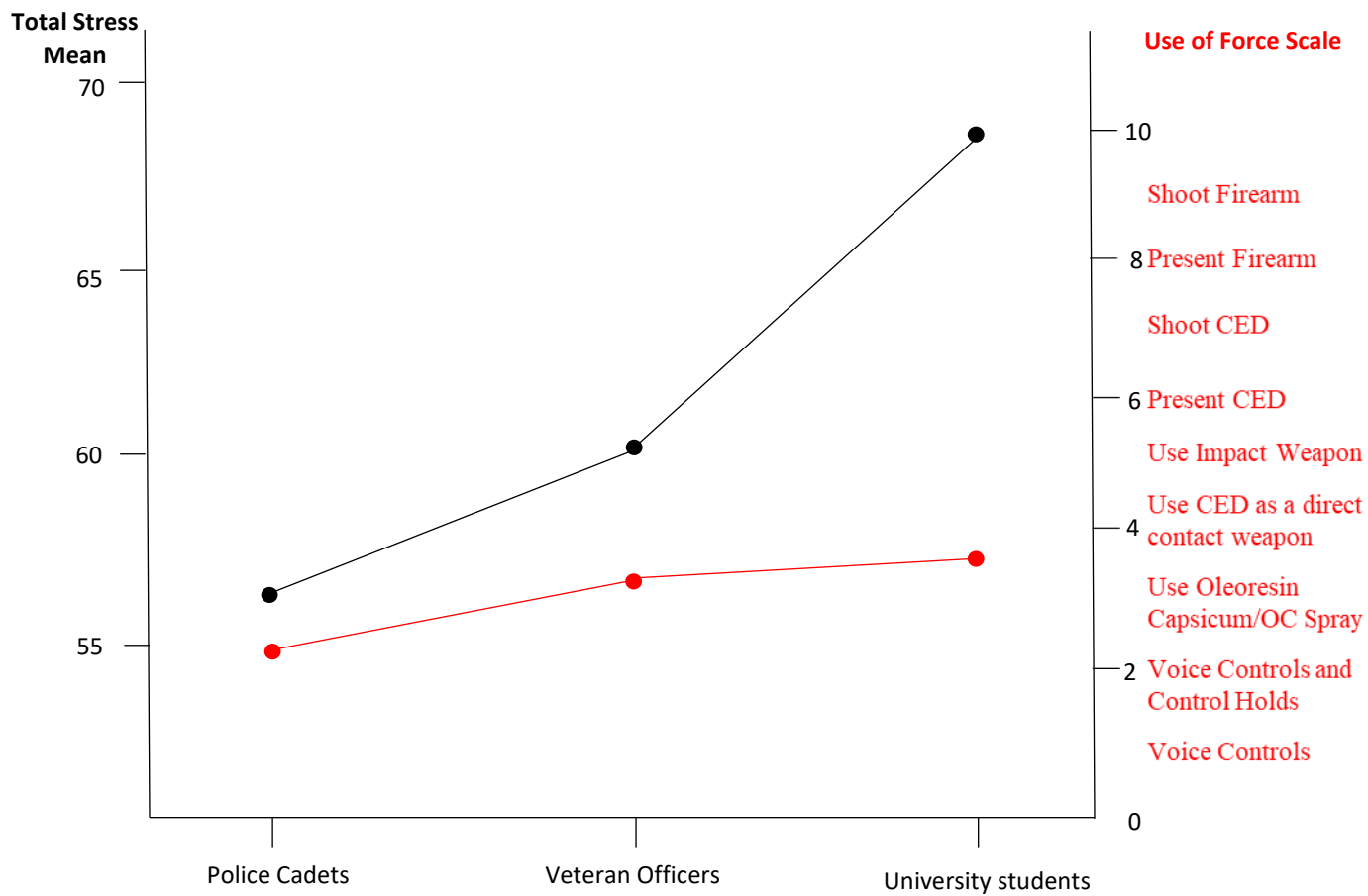


Figure 7 Case-vignette 3 and Total Stress Mean

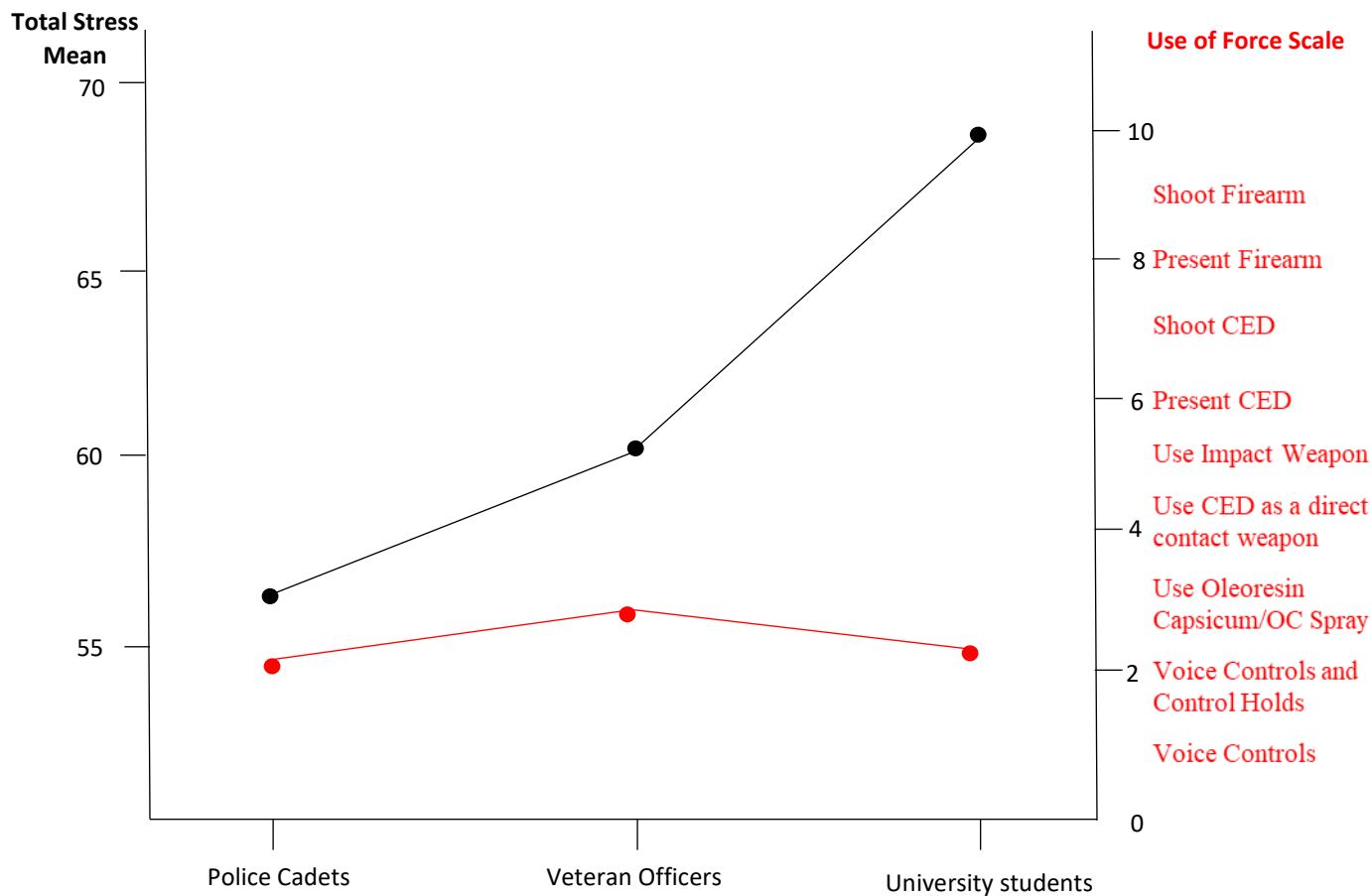


Figure 8 Case-vignette 4

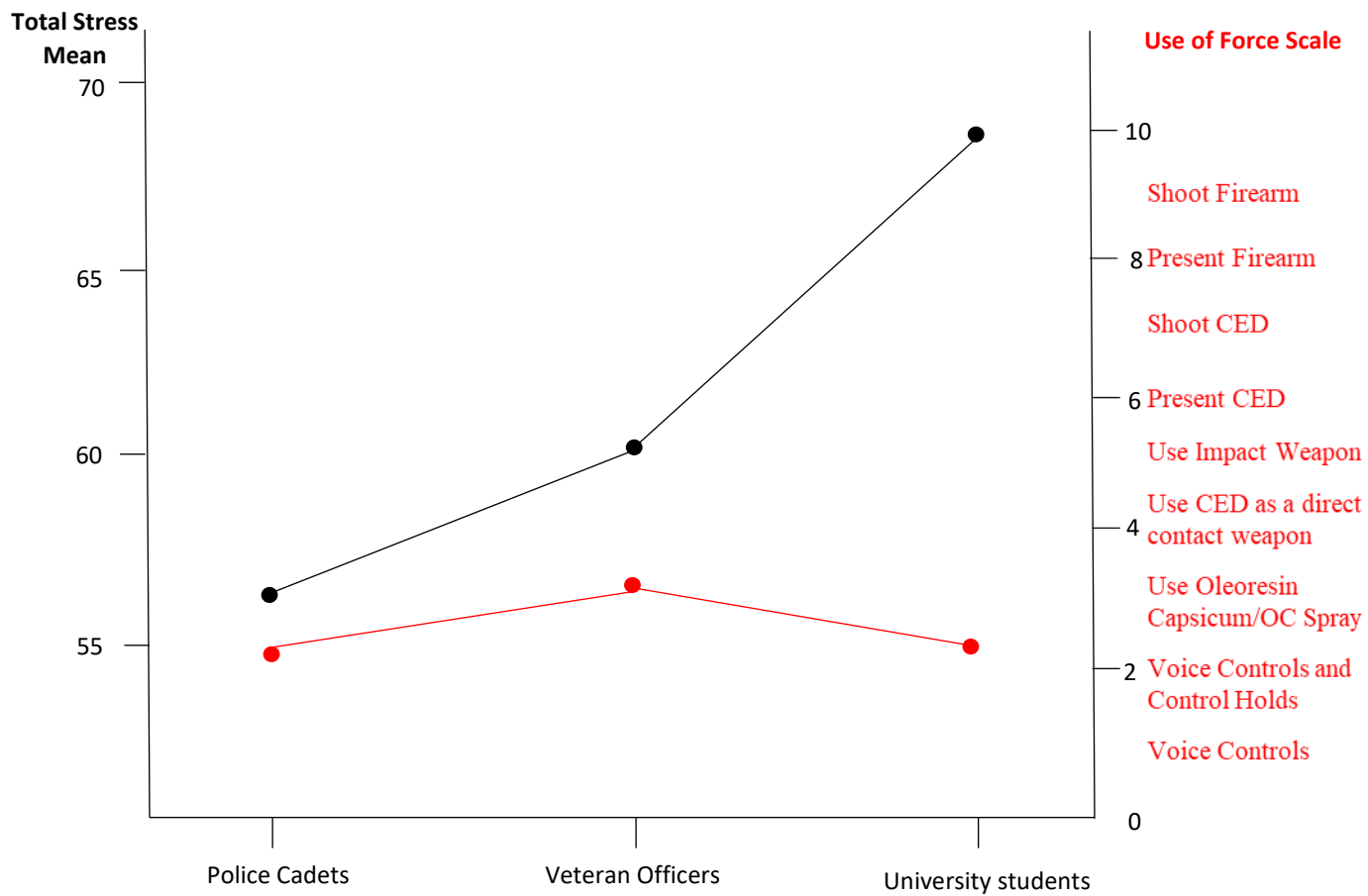
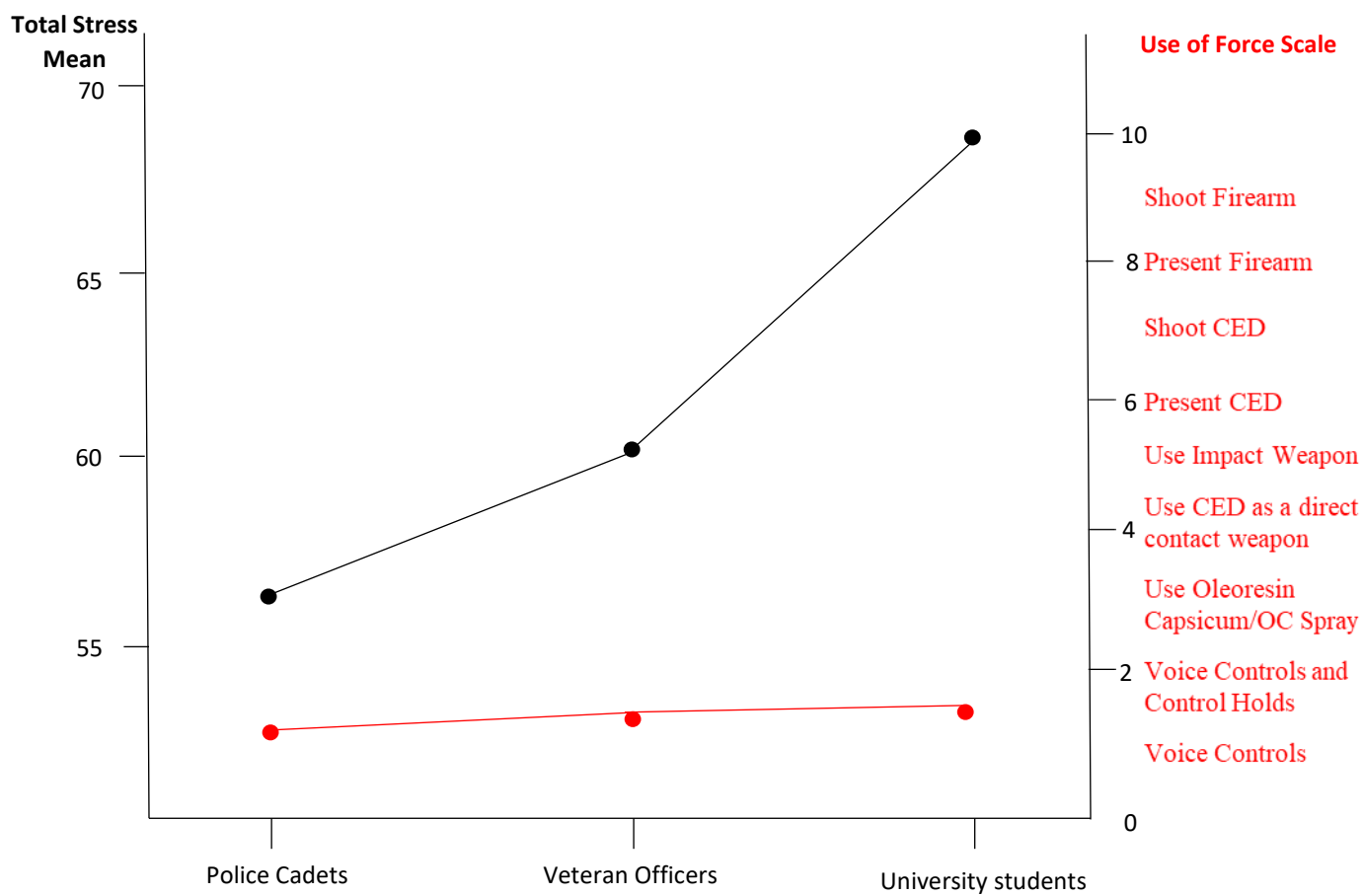


Figure 9 Case-vignette 5 and Total Stress Mean

Discussion

In recent years, there has been a greater divide between police and the public than ever before. The highly publicized cases by the media of officer-involved shootings have ceased the opportunity for the public to understand the police perception on use of force. Many of these cases have created controversy as the police officer often times is the only witness to the incident. As a solution, many police agencies have resorted to a costly measure in body-worn cameras. Police body-worn cameras were implemented years before the fatal shooting of Michael Brown, an incident that has negatively impacted police-public relations for years to come. Although the Brown case did not have footage of the incident, a federal investigation resulted in not indicting the officer. Police body-worn cameras does not serve as a preventative measure rather it offers a single perspective of the incident after the fact.

This discussion utilizes data collected from the interviews of six veteran police officers to reinforce the influence stress has on police officers use of force. In addition, the data collected provides perceptions on being a police officer today, reality of deadly force, and overall stress in policing. This discussion is followed by the implications of this study that also utilizes data collected from the interviews, then limitations and future research. Lastly, this study presents the final thoughts in the conclusion.

Stress

In the evolution of *general strain theory* (Agnew, 1992, 2001a, 2001b, 2006a, 2006b, 2010, 2012) throughout the years, its' main focus involves not being able to achieve goals, removal of positive influences or ambitions, and dealing with negative influences. As previously mentioned, scholars have applied *general strain theory* to police officers and have focused on their negative coping strategies. This study focused on the police officers stress and determining

whether it has an influence on use of force. The desired goals of police officers is difficult to generalize, however a consensus was reached in the interviews. The veteran police officers were able to identify positive aspects of the profession, as well as express their perception on policing.

Some of the response are

“I had the local experience, sheriff’s experience, working inside the jail, being a state trooper, and being on the federal task force I’ve had the exposure to everything. To me as a police officer, I love creating a situation in which I get to meet people and know people” (Officer 2, Personal communication, August 26, 2016).

“Positives are being able to work on behalf of your community, work within the community, and one of the beauties I think of municipal policing is you could see the results of my labor if you will” (Officer 4, Personal Communication, October 13, 2016).

These veteran police officer have a wide range of experiences and police training. It is clear that a desired goal of these officers is to serve their community and have the opportunity to interact with people. Many young individuals grow up wanting to be a police officer for the above mentioned reasons, and once they become a police officer believe “. . . it’s a great job like it’s my passion” (Officer 3, Personal Communications, October 27, 2016).

There was also a consensus for the negative aspects of the profession. Many police officers believe the same as Officer 3 in regards to the negative aspects, “The only negatives that I would say would be the amount of sad things and tragic things police officers see on a day to day basis” (Personal communication, October 27, 2016). Majority of the time, police officers interact with people in negative circumstances and have to view, “. . . hardships, broken families, children with abusive parents, and parents that have drugs dependencies, etc. . .” (Officer 3, personal communications, October 27, 2016). Police officers are looked by the public as source to “. . . alleviate and minimize pain, suffering, anguish, and tragedy” (Officer 4, personal communication, October 13, 2016).

The coping strategies to stress that police officers engage vary and have been identified through prior research. In this interview, the positive and negative coping strategies were identified and discussed. The manner in which people harbor their feelings may entail positive coping strategies, such as exercise, read and educate themselves, while others engage in negative coping strategies, such as alcohol and drugs (Officer 1, Personal Communication, August 16, 2016). The negative coping strategies may include alcoholism, effect job performance, and absenteeism, as well domestic violence, suicide ideations, and impulsive behaviors (Officer 4, Personal Communication, October 13, 2016). Police officers are different in the manner an event may affect them, and cope with it.

Collectively, these interviews provided examples in which police officers encounter stress and reinforce prior research. The significance of these results indicate veteran officers are able to balance stress through positive coping strategies. The next section, interviews offers a different perception on use of deadly force, and discusses the major points from use of force results.

Use of Force

There was a commonality in the six police officers in regards to use of force. The police officers often times used a lower level of force in their particular experience, which is consistent with our results. Most police officers use some level of force throughout their career, however only a minuscule of police officers use deadly force. These officers referred to their deadly force situation as

“I felt this stress start to overcome me, I had physiological, I was shaking, and my fingers didn’t feel as strong. I was almost feeling like I was losing blood in my fingers and the ability to grip. I was getting almost a tunnel vision but it was at a different rate then, I’ve been in stressful situations where it happens quickly you got to make a decisions and it happens and you get that tunnel vision.” (Officer 2, Personal communication, August 26, 2016).

“One incident I can tell you was subject holding a knife threatening to kill us. Ultimately, we cornered the individual and we used less lethal bean bags to subdue him. We did not use lethal force. There were a number of stress factors. I would say one what is the individual going to do. At the time I was the supervisor, so how do I best protect my people and how to protect the individual to bring this matter to a peaceful conclusion” (Officer 4, Personal communication, October 13, 2016).

In CV 1, a deadly force case, the veteran officers that showed intermediate stress levels responded most appropriately. Veteran officers during a stressful encounter have to be aware of their physiological state and have to respond with an appropriate level of force. The use of deadly force by police is a last resort option, and if presented with the opportunity, officer would use a lower level of force to subdue the lethal threat.

Our results indicate, veteran officers were more likely than police cadets to use a higher level of force for CV 1. However, veteran officers and police cadets would rather utilize a less-lethal option than lethal in this deadly force situation. This officer summarizes a personal deadly force incident in which this officer had to make a split-second decision

“During the arrest, the individual brandish a firearm and shot me at point blank range six times. The stressful factors were to me obviously nearly getting killed and after recovering from the major surgery struggling to get back to my old self and getting back to the job in one piece which I was ultimately never able to do. It happen so quick for me everything was in slow motion I remember being on the ground man. I’m not making it home tonight” (Officer 3, Personal communication, October 27, 2016).

This officer presented a deadly force option and was not able to subdue the suspect. Many deadly force cases are unfavorable for law enforcement personnel. This case emphasizes the risk of not utilizing deadly force or resorting to a less-lethal option. The cases that would justify a deadly force response may be handled differently depending on the facts and circumstances.

Many police agencies have their officers actively patrolling their communities and enforcing traffic laws. Several factors may impact an officer’s use of force when conducting a motor vehicle stop, such as the reason, facts, and circumstances of the incident. In this research,

veteran officers were asked about pros and cons on the Use of Force Model (Graves & Connor, 1997).

“The Model is based on your perception...every situation is different...every police officer is different. If you inject us in the same situation I may make a different decision because I have more experience or maybe you have different experience because of your military training or train in a martial arts. It does not mean that either of us are wrong but that’s the beauty of the model it allows for different responses in situations that maybe very similar (Officer 2, Personal communication, August 26, 2016).

In CV 2, a defensive tactics case, veteran officers showed intermediate stress levels and cadets showed lower levels of stress. The veteran officers and police cadets perceived the threat level differently. Veteran officers resorted to a compliance technique and police cadets resorted to contact controls to subdue the subject. However, veteran officers and police cadets used lower force than would have been justified.

Similar to the deadly force case, veteran officers were more likely to use higher force than police cadets. There is a risk for law enforcement utilizing lower force, especially in a motor vehicle stop. Officer 2 and 4 discusses the limited amount of time to apply the Use of Model (Graves & Connor, 1997) to a motor vehicle stop

“...individual goes by me in a corvette about 110mph...I hit my lights and he pulls over...I see a license to carry...I said keep your hands where I can see them on the steering wheel...do you have a weapon on you...he says no I don’t...he reaches into his leather jacket...reaches again at that point I draw my firearm (Officer 2, Personal communication, August 26, 2016).

“I’m conducting a motor vehicle stop they suddenly jump out of the vehicle with some type of weapon. Am I now going through that continuum? Now all of sudden I have to realize...I may have to quickly move ahead on my continuum” (Officer 4, Personal communication, October 13, 2016).

Officer 2 believes that the driver is reaching for a firearm and Officer 4 includes the weapon factor that evidently changes the officers’ use of force response. An officer has to be able to

effectively apply and transition through the Use of Model (Graves & Connor, 1997), especially on a traffic stop.

In CV 3, a compliance technique case in which an officer may utilize certain tools on their duty belt to gain lawful compliance on a subject. Law enforcement officers are trained to perceive the threat and utilize these tools. It is important to emphasize different agencies have policies and procedures guiding their use of force. Officers were asked about a fellow officer's use of deadly force, and how they felt about it. Officer 1 mentions some tools utilized in the compliance technique category

“The officer believes that there is a situation that is either controllable by just handcuffs, controllable by distraction such as pepper spray, drive stun with a Taser...to ultimately gain conclusive control over somebody who doesn't comply to lawful orders...zero to one-hundred and it's firearm.”(Officer 1, Personal communication, August 16, 2016).

The results indicate veteran officers to have intermediate stress levels and cadets to have lower stress levels. Veteran officers' responded most appropriately in compliance techniques and police cadets responded with contact control. In comparison with Officer Response Categories, compliance techniques had the smallest gap between veteran officer's and the Use of Force Model (Graves & Connor, 1997) responses.

In CV4, a contact control technique case, police cadets had the smallest gap when compared to Officer Response Categories. In CV 4, the results indicate veteran officers' responses were inappropriate and considered to be excessive. In CV5, a cooperative control case, police cadets had the smallest gap when compared to Officer Response Categories. Police cadets responded most appropriately and showed the lowest stress levels. In CV5, the results indicate veteran officers' responses were appropriate and similar to compliance techniques had the smallest gap in responses.

CV 1, CV 2, and CV 3 were cases that reflected higher levels of force on the Use of Force Model (Graves & Connor, 1997). The intermediate stress levels suggests veteran officers are engaging in positive coping strategies. The low stress levels suggests police cadets are engaging in positive coping strategies or have not endured occupational stressors. The data collected from interviews suggest stress, training, experience is more of an influence when using higher levels of force. The results indicate veteran officers were more mindful when using higher levels of force. The results indicate police cadets were more cautious when using higher level of force.

In CV 4 and CV 5, results indicate veteran officers were less mindful when using lower levels of force. The results indicate police cadets were appropriate when using lower levels of force. These results indicate veteran officers are more likely to be excessive in those cases. The data collected from interviews suggest training and experience is more of an influence than stress in lower levels of force. Therefore, stress management training on how to handle using higher levels of force and how to cope with it afterwards is recommended. In addition, use of force training, and a review of Department use of force policy.

Policy Implications

The results of this study have indicated three opportunities to address issues between police-public relations specifically use of force. The three opportunities are use of force training, educating the public, and stress management. There has been an emphasis placed on effective police training.

“I believe that training builds confidence, training helps officers make good decision, and exposure to situations helps build good files... I trained with guys from Switzerland every year and we train for a week...in Switzerland and every station has a dojo in it...they train on defensive tactics, firearms, and controlling techniques every single day” (Officer 2, Personal Communication, August 16, 2017).

Some police departments have police officers exercise for an hour as a part of their shift. In addition, some police departments offer monetary stipends once a year if the police officer is able to complete and meet the standard physical fitness tests. The physical fitness program could include use of force training as a part of their shift. This would be additional training to the annual mandatory in-service training. Other focuses on police training, are de-escalation training and scenario based training.

The police educating the public on their department’s procedures. This program is often referred to as the citizen-police academy. This program offers an opportunity for police officers and community members to know what it is like for police. The citizen-police academy has shown to be effective in particular communities to all. “...I think educating and teaching this stuff in school...especially in cities like in Boston...a high population and high crime rate” (Officer 3, Personal communication, August 26, 2016). The belief is to build a relationship with the community and it is important to demonstrate police as a positive leader in the community. It is important for the school system to be able to partner with police and further educate on police-citizen interactions.

Police officers have several areas where stress is facilitated such as, occupational situational, etc. Many police officers are advocates of physical fitness to cope with stress and having a healthy diet. The police culture has made a positive change in regards to stress management. Stress management exists for critical incidents, however some officers suggest it for every use of force incident. "I really think now we need to look at all those situations and I believe it deserves a phone call. Police officers today are different from police officers thirty years ago" (Officer 2, Personal Communication, August 16, 2017). Policing has already attempted to rectify these issues and put together proposals that police departments can follow.

Limitations

In every study, the researcher is faced with adversity that will have to be addressed. Any study involving police-public relations will have the opportunity to improve in future research. The law enforcement sample size was smaller and not a representative sample of the state of Massachusetts. An issue that contributed to this limitation is the limited amount of time and access to personnel. A larger and representative sample would have greater significance to educate the police and public.

For the qualitative portion of this study, there is an interviewer bias. There were different methods in conducting the interviews with law enforcement personnel. Therefore, the validity is an issue in this study. The participants that were interviewed were all police officers that offered only one-side. The difference in perceptions on police use of force should offer a non-police officer to be interviewed as representation of the public.

The student personnel were given a limited amount of time to complete the survey and respond to the case-vignettes. The demographics, psychological items, and case-vignettes raise validity issues. The limited time students had to complete the survey as the Use of Force Model

(Graves & Connor, 1997) was being explained. The case-vignettes were also a limitation in that some people may have recognized the scenarios from the media. That would compromise on whether personnel assessed the case-vignette using the Use of Force Model (Grave & Connor, 1997) or answered based on the result of the case.

Conclusion

This study serves as a starting point to bridge the gap between public-police relations. The first step in rectifying an issue is acknowledgment of the problem. This study acknowledges an aspect of policing that has created a divide between the public and police. The purpose of this research is for the public to understand the stressful and difficult aspect on making split-second use of force decisions. The influence stress has on use of force has been explained through psychological items, General Strain Theory, and case-vignettes.

The findings from this study can be utilized in future research in regards to stress in policing, the application of strain theory, and the influence stress has on use of force. This study could be utilized in police trainings, educating the public on police stress and use of force. The influence stress has on use of force will expectedly be studied further in the future but with a larger size and multi-state comparison. It has been concluded that excessive use of force can be reduced by effective use of force training, and stress management. Ultimately, the expectation is police-public relations will improve substantially through education and training on police use of force, and the decrease of excessive use of force cases.

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Appendix A.1: Police Officer Survey

Survey and Case-vignettes

Part A: Demographics

Instructions: Please complete the section below filling in or checking off the selection that best suits you.

What police department do you work for? _____

A1. What is your current rank?

- Patrol Officer
- Sergeant
- Lieutenant
- Captain
- Deputy Chief/Superintendent
- Chief of Police

A2. How many years of experience?

I have _____ years and _____ months of experience.

A3. Military Experience

- Yes
- No

A4. What is your yearly income? (including overtime)

- Less than \$40,000
- \$40,000-\$49,999
- \$50,000-\$74,999
- \$75,000-\$99,999
- \$100,000-\$124,999
- \$125,000- \$149,999
- \$150,000- \$174,999
- \$175,000-\$199,999

- \$200,000+
- A5. What is your household income?
- Less than \$40,000
- \$40,000-\$49,999
- \$50,000-\$74,999
- \$75,000-\$99,999
- \$100,000-\$124,999
- \$125,000- \$149,999
- \$150,000- \$174,999
- \$175,000-\$199,999
- \$200,000+
- A6. What is your education level?
- General Education Development (GED)
- High school graduate
- Some college/dropped out
- 2 year college graduate
- 4 college graduate
- Master's degree
- PH.D
- A7. How old are you? _____ Years old.
- A8. What is your race/ethnicity?
- African American
- Asian/ Southeast Asia
- Caucasian
- Latino/Hispanic
- Native American
- Pacific Islander
- Indian

Other _____

A9. What is your gender?

Male

Female

Other

Part B: Survey					
Check one of the following boxes based on the statement					
	Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree
I find work fun and interesting.					
I have a good relationship with my fellow officers.					
I worry that I will make mistakes.					
I worry about my career.					
I am stressed when I work alone at night.					
Over-time demands makes me feel stressed.					
Risk of being injured on the job makes me feel stressed.					
I always feel like I'm on the job.					
I feel fatigue because of the stress at work.					
Finding time to stay in good physical condition makes me feel stressed.					
Not having enough time available to spend with family and friends makes me feel stressed.					
Making new friends makes me feel stressed.					
I worry about my family.					
It makes me feel stressed that my family/friends feel the effects of the stigma associated with my job.					

	Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree
Upholding a “higher image” in public makes me feel stressed.					
Negative comments from the public about being a police officer makes me feel stressed.					
Everything will be fine for me.					
I have a lot of interesting things going on.					
I sometimes think of committing suicide.					
I sometimes feel like I want to cry.					
I have difficulty sleeping.					
I usually feel lonely.					
I feel that I am miserable.					
I have a hard time handling problems directly.					
I have been scared because I thought of the bad memory that happened at the time.					
I can remember about a certain event even if I don't want to.					
I think that nobody will understand what I have been through.					
It is hard to constantly concentrate at work.					

	Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree
I wish that I could avoid people, places, or objects that remind me of the bad event.					
Right now I am anxious.					
Right now I feel comfortable.					
Right now I am worried.					
Right now I am satisfied.					
Right now I am fearful.					
Right now I am good.					
Right now I am agonized.					
Right now I am irritated.					
Right now I feel glad.					
My family members are close in their feelings with each other.					
I feel free to talk about my problems with my friends.					
I attend religious services and participate in other activities.					
I perceive religion and as a guide for living.					

Part C: Scenarios

On Duty Gear Police Equipment

Check All that Apply:

- Department Issued Firearm
- Backup Firearm
- Magazine(s)
- Conductive Energy Devices/CED (Department Issued Taser)
- Baton
- Oleoresin Capsicum/OC Spray (Pepper Spray, Chemical Agent, etc.)
- Maglite Flashlight
- Backup Flashlight
- Handcuff(s)
- Pocket Knife
- Bullet Proof Vest
- Portable Radio
- Other (Please lists) _____

Case-vignettes

1. On Saturday, August 9, approximately 12:00 P.M. You are dispatched to respond to convenient store that has been robbed by two black men. During patrol you see two men possibly matching the description walking away from the direction of the store. As you pull up to the two men, you dispatch that you will be out with the two men matching the description and requests assistance to your location. As soon as you attempt to exit your patrol car, one of the black male party approaches your driver's side door, (appears to be 6'5 in height and 300 pounds) and prevents you from exiting by closing the car door. The suspect hits you in the face twice while sitting in the vehicle.

Faced with this situation, select actions you as the police officer would decide to carry out

Check all that apply:

- Voice Controls/Commands
- Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds)
- Use Oleoresin Capsicum/OC Spray (Pepper Spray, Chemical Agent, etc.)
- Use CED (Taser) as a direct contact weapon (Drive stun)
- Use Impact Weapon (e.g., Baton, Maglite Flashlight, Strikes/Punches)
- Present CED (Taser)
- Shoot CED (Taser)
- Present Firearm
- Shoot Firearm

2. On Friday, April 4, approximately 9:00 A.M. You conduct a motor vehicle stop for an equipment violation in a business parking lot. You approach the vehicle and see three people in the vehicle. You informed the driver the reason for the stop. The driver tells you that the car is uninsured and unregistered because he just bought the vehicle. You return to your patrol car to check the driver's license that was given. At this time, the driver attempts to exit the vehicle and starts running towards an open area. Immediately, you inform dispatch that you are in a foot pursuit, you give a description of the suspect (black male, approximately 6'0 and 250 pounds, blue shirt, and black jeans) and direction of travel. You are able to catch up to the driver and he is within arm's length.

**Faced with this situation, select actions you as the police officer would decide to carry out
Check all that apply:**

- Voice Controls/Commands
- Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds)
- Use Oleoresin Capsicum/OC Spray (Pepper Spray, Chemical Agent, etc.)
- Use CED (Taser) as a direct contact weapon (Drive stun)
- Use Impact Weapon (e.g., Baton, Maglite Flashlight, Strikes/Punches)
- Present CED (Taser)
- Shoot CED (Taser)
- Present Firearm
- Shoot Firearm

3. On Sunday, November 3, approximately 2:45 A.M. You are dispatched to respond to a bar for a drunk individual that refuses to leave after being told that it is closing. You arrive and encounter a black male (approximately 5'10 in height and 225 pounds) sitting in a booth with a drink in his hand. The individual says "I'm not going anywhere!"

**Faced with this situation, select actions you as the police officer would decide to carry out
Check all that apply:**

- Voice Controls/Commands
- Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds)
- Use Oleoresin Capsicum/OC Spray (Pepper Spray, Chemical Agent, etc.)
- Use CED (Taser) as a direct contact weapon (Drive stun)
- Use Impact Weapon (e.g., Baton, Maglite Flashlight, Strikes/Punches)
- Present CED (Taser)
- Shoot CED (Taser)

- Present Firearm
- Shoot Firearm

4. On Monday, February 3, approximately 11:00 P.M. You conduct a motor vehicle stop for failure to obey a traffic device. As you encounter the driver, (black male, approximately 5'11 in height and 235 pounds) you request his license and registration. The driver then hands you the two requested documents. The driver asks you "why you pulled me over?" and you respond "you ran the stop sign on Main Street". The driver then attempts to grab his license and registration back from you. A struggle over the paper ensues.

**Faced with this situation, select actions you as the police officer would decide to carry out
Check all that apply:**

- Voice Controls/Commands
- Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds)
- Use Oleoresin Capsicum/OC Spray (Pepper Spray, Chemical Agent, etc.)
- Use CED (Taser) as a direct contact weapon (Drive stun)
- Use Impact Weapon (e.g., Baton, Maglite Flashlight, Strikes/Punches)
- Present CED (Taser)
- Shoot CED (Taser)
- Present Firearm
- Shoot Firearm

5. On Thursday, September 9, you respond to a front porch for a report of a domestic dispute. You respond and confront the two individuals, and you speak with the black female first (appears to be 5'5 in height and 120 pounds). The female says "he is cheating on me! I saw the text messages!" I asked the female if the argument became physical and she said "no". You then speak with the black male (appears to be 5'9 in height and 165 pounds) and he says "I just want to get out of here, there is no talking to her when she is this upset".

**Faced with this situation, select actions you as the police officer would decide to carry out
Check all that apply:**

- Voice Controls/Commands
- Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds)
- Use Oleoresin Capsicum/OC Spray (Pepper Spray, Chemical Agent, etc.)
- Use CED (Taser) as a direct contact weapon (Drive stun)

- Use Impact Weapon (e.g., Baton, Maglite Flashlight, Strikes/Punches)
- Present CED (Taser)
- Shoot CED (Taser)
- Present Firearm
- Shoot Firearm

Appendix A.2 : Student Survey

Survey and Case-vignettes

Part A: Demographics

Instructions: Please complete the section below filling in or checking off the selection that best suits you.

A10. What year are you in school?

- Freshman
- Sophomore
- Junior
- Senior
- Other

A11. Are you currently employed?

- Yes
- No

A12. Military Experience

- Yes
- No

A13. What is your yearly income?

- Less than \$40,000
- \$40,000-\$49,999
- \$50,000-\$74,999
- \$75,000-\$99,999
- \$100,000-\$124,999
- \$125,000- \$149,999
- \$150,000- \$174,999
- \$175,000-\$199,999
- \$200,000+

A14. What is your household income?

- Less than \$40,000
- \$40,000-\$49,999
- \$50,000-\$74,999
- \$75,000-\$99,999
- \$100,000-\$124,999
- \$125,000- \$149,999
- \$150,000- \$174,999
- \$175,000-\$199,999
- \$200,000+

A15. What is your current academic status?

- Full time (at least 12 full credits a semester)
- Part time (less than 12 credits a semester)

A6-1. What is your GPA?

A6-2. What group activities are you involved in at school? (Check all that apply and write in groups if not listed)

- Fraternity
- Sorority
- ROTC
- Student Government Association
- Intramural Sports (Consists of sports programs that are not highly competitive; anyone who want to can play) _____ (indicate which one)
- Program Committee (purpose is to organize events around campus)
- School sports team _____ (indicate which one) (Ex. Football, Basketball, Baseball)
- Other _____

A6-3. What is your primary major? (Please check one)

- College of Science and Math (Biology, Chemical Science, Computer Science, Geography, Geology, Mathematics, Physics)
- College of Humanities and Social Sciences (Anthropology, Art, Communication, Criminal Justice, Economics, English, History, Music, Philosophy, Political Science, Psychology, Social Work, Theater and Dance, Foreign Language)
- College of Business (Accounting and Finance, Aviation Science, Management)
- College of Education and Allied Studies (Counselor Education, Elementary and Early Childhood Education, Movement Arts, Health Promotion and Leisure Studies, Secondary Education and Professional Programs, Special Education and Communication Disorders)

A16. How old are you? _____ Years old.

A17. What is your race/ethnicity?

- African American
- Asian/ Southeast Asia
- Caucasian
- Latino/Hispanic
- Native American
- Pacific Islander
- Indian
- Other _____

A18. What is your gender?

- Male
- Female
- Other

A19. What is your relationship status?

- Single
- Married

- Divorced
- Separated
- Engaged
- Other_____

A20. What is your living status?

- On-Campus Housing
- Commuter

A21. How many children live in household?

_____ (Child/Children)

A22. How many hours a week do you work (including over-time)?

_____ Average hours per week

Part B: Survey					
Please select a response					
	Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree
I find school work fun and interesting.					
I have a good relationship with my classmates.					
I worry that I will make mistakes.					
I worry about my career.					
I am stressed when I work alone at night.					
A lot of school work makes me feel stressed.					
Risk of not being able to finish school makes me feel stressed.					
I always feel like I'm doing school work.					
I feel fatigue because of the stress of school.					
Finding time to stay in good physical condition makes me feel stressed.					
Not having enough time available to spend with family and friends makes me feel stressed.					
Making new friends makes me feel stressed.					
I worry about my family.					
It makes me feel stressed that my family/friends feel the effects of the stigma associated with being a college student.					

	Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree
Upholding a “higher image” in public makes me feel stressed.					
Negative comments from the public about being a college student makes me feel stressed.					
Everything will be fine for me.					
I have a lot of interesting things going on.					
I sometimes think of committing suicide.					
I sometimes feel like I want to cry.					
I have difficulty sleeping.					
I usually feel lonely.					
I feel that I am miserable.					
I have a hard time handling problems directly.					
I have been scared because I thought of the bad memory that happened at the time.					
I can remember about a certain event even if I don't want to.					
I think that nobody will understand what I have been through.					
It is hard to constantly concentrate at work.					

	Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree
I wish that I could avoid people, places, or objects that remind me of the bad event.					
Right now I am anxious.					
Right now I feel comfortable.					
Right now I am worried.					
Right now I am satisfied.					
Right now I am fearful.					
Right now I am good.					
Right now I am agonized.					
Right now I am irritated.					
Right now I feel glad.					
My family members are close in their feelings with each other.					
I feel free to talk about my problems with my friends.					
I attend religious services and participate in other activities.					
I perceive religion and as a guide for living.					

Part C: Scenarios

Case-vignettes

1. On Saturday, August 9, approximately 12:00 P.M. You are dispatched to respond to a convenience store that has been robbed by two black men. During patrol you see two men possibly matching the description walking away from the direction of the store. As you pull up to the two men, you dispatch that you will be out with the two men matching the description and request assistance to your location. As soon as you attempt to exit your patrol car, one of the black male party approaches your driver's side door, (appears to be 6'5 in height and 300 pounds) and prevents you from exiting by closing the car door. The suspect hits you in the face twice while sitting in the vehicle.

Faced with this situation, select actions you as the police officer would decide to carry out. Check all that apply:

- Voice Controls/Commands
- Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds)
- Use Oleoresin Capsicum/OC Spray (Pepper Spray, Chemical Agent, etc.)
- Use CED (Taser) as a direct contact weapon (Drive stun)
- Use Impact Weapon (e.g., Baton, Maglite Flashlight, Strikes/Punches)
- Present CED (Taser)
- Shoot CED (Taser)
- Present Firearm
- Shoot Firearm

2. On Friday, April 4, approximately 9:00 A.M. You conduct a motor vehicle stop for an equipment violation in a business parking lot. You approach the vehicle and see three people in the vehicle. You inform the driver the reason for the stop. The driver tells you that the car is uninsured and unregistered because he just bought the vehicle. You return to your patrol car to check the driver's license that was given. At this time, the driver attempts to exit the vehicle and starts running towards an open area. Immediately, you inform dispatch that you are in a foot pursuit, you give a description of the suspect (black male, approximately 6'0 and 250 pounds, blue shirt, and black jeans) and direction of travel. You are able to catch up to the driver and he is within arm's length.

Faced with this situation, select actions you as the police officer would decide to carry out. Check all that apply:

- Voice Controls/Commands
- Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds)

- Use Oleoresin Capsicum/OC Spray (Pepper Spray, Chemical Agent, etc.)
- Use CED (Taser) as a direct contact weapon (Drive stun)
- Use Impact Weapon (e.g., Baton, Maglite Flashlight, Strikes/Punches)
- Present CED (Taser)
- Shoot CED (Taser)
- Present Firearm
- Shoot Firearm

3. On Sunday, November 3, approximately 2:45 A.M. You are dispatched to respond to a bar for a drunk individual that refuses to leave after being told that it is closing. You arrive and encounter a black male (approximately 5'10 in height and 225 pounds) sitting in a booth with a drink in his hand. The individual says "I'm not going anywhere!"

Faced with this situation, select actions you as the police officer would decide to carry out
Check all that apply:

- Voice Controls/Commands
- Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds)
- Use Oleoresin Capsicum/OC Spray (Pepper Spray, Chemical Agent, etc.)
- Use CED (Taser) as a direct contact weapon (Drive stun)
- Use Impact Weapon (e.g., Baton, Maglite Flashlight, Strikes/Punches)
- Present CED (Taser)
- Shoot CED (Taser)
- Present Firearm
- Shoot Firearm

4. On Monday, February 3, approximately 11:00 P.M. You conduct a motor vehicle stop for failure to obey a traffic device. As you encounter the driver, (black male, approximately 5'11 in height and 235 pounds) you request his license and registration. The driver then hands you the two requested documents. The driver asks you "why you pulled me over?" and you respond "you ran the stop sign on Main Street". The driver then attempts to grab his license and registration back from you. A struggle over the paper ensues.

Faced with this situation, select actions you as the police officer would decide to carry out
Check all that apply:

- Voice Controls/Commands

- Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds)
- Use Oleoresin Capsicum/OC Spray (Pepper Spray, Chemical Agent, etc.)
- Use CED (Taser) as a direct contact weapon (Drive stun)
- Use Impact Weapon (e.g., Baton, Maglite Flashlight, Strikes/Punches)
- Present CED (Taser)
- Shoot CED (Taser)
- Present Firearm
- Shoot Firearm

5. On Tuesday, December 15, you are told by a supervisor that a male in town has an arrest warrant out of our town for failure to appear to court on a previous incident. You go to the male's home and knock on the door. The black male opens the door (appears to be 5'10 in height and 245 pounds) and says "you guys again?" you say "you have an arrest warrant for not appearing to court, sorry you have to come with me". The male responds "I forgot to reschedule my court date, but okay I'll lock up the house and you can bring me in".

**Faced with this situation, select actions you as the police officer would decide to carry out
Check all that apply:**

- Voice Controls/Commands
- Voice Controls/Commands and Control Holds (e.g., escort, pain-compliance holds)
- Use Oleoresin Capsicum/OC Spray (Pepper Spray, Chemical Agent, etc.)
- Use CED (Taser) as a direct contact weapon (Drive stun)
- Use Impact Weapon (e.g., Baton, Maglite Flashlight, Strikes/Punches)
- Present CED (Taser)
- Shoot CED (Taser)
- Present Firearm
- Shoot Firearm

Appendix A.3: Qualitative Questions

Department: _____ Male/Female Years on the Department _____

1. Can you briefly give me some background on your law enforcement career and experience? In your opinion, what are the positive and negative things about being a police officer?
2. Can you tell me about your use of deadly force incident? And what you say were the main stress factors before, during, and after? (Deadly Force being assaultive countermeasures to cease an assault which is lethal or could cause great bodily harm on the officer or others)
3. Can you tell me about a use of deadly force incident to a fellow officer? And how do you feel about the incident?
4. What would you describe to be the main difference from the Use of Force Model created by Graves and Connor, versus Municipal Police Training Committee?
5. The Massachusetts Use of Force Model as it stands today, what would you suggest to be the most prominent pros and cons?
6. If you were in charge of a police department, what would you recommend to police officers to reduce stress levels?
7. Based on the outcome of *Brown v. Ferguson* (2015), what comments do you have overall or in Officer Wilson's use of force?
8. In terms of the media coverage on police officer use of force and misconduct, how would you describe their influence it has on police officers and those of the public?
9. Presently exists a gap between the public and police, what do you believe would minimize the conflict between the two groups?
10. Throughout your career in law enforcement, can you name some positive and negative coping strategies you have seen yourself or fellow officer engage in?
11. For law enforcement, what would be the most effective strategy in minimizing deadly force incidents?

Appendix B.1: IRB Approval Letter



June 9, 2016

Dr. Kyung-Shick Choi
Criminal Justice
311M Maxwell

Re: IRB Application – Case #2016169

Dear Dr. Choi:


This letter is to inform you that the Institutional Review Board (IRB) has approved (*expedited*) the research project titled, *An Empirical Analysis of the Impact Stress has on Police Officers' Perception: A General Strain Theory Approach to Explicate Deadly Force Encounters*.

The approval for your study is active for a period of one (1) year from the date of this letter. You are expected to adhere to the procedures as outlined in your proposal. Any changes in procedures, protocol, or the consent form will require the approval of the Institutional Review Board. You are also expected to notify the IRB immediately in the event of injury to or any problem with the subject participating in the study.

As the principal investigator, you have primary responsibility for protecting the rights and welfare of human research subjects and for complying with the provisions of the Institutional Review Board.

Best wishes on the completion of your research project. Please contact me if you have any questions.

Sincerely,



Dr. Elizabeth Spievak
Chair, Institutional Review Board

ES/dfd

cc: Clint Apaza

Appendix B.2: Informed Consent Clause for Police Survey

Project Title: *Perceptions of Police Use of Force: A General Strain Theory Approach to Explicate Use of Force Incidents.*

Investigator:

Principal Investigator: Kyung-shick Choi Department of Criminal Justice

Co-investigator: Clint E. Apaza Department of Criminal Justice

You are being asked to participate in a project conducted through Bridgewater State University. The University requires your permission to take part in this study.

The investigator will explain to you in detail the purpose of the project, the procedures to be used, and the potential benefits and possible risks of participation. You may ask him/her any questions you have to help you understand the project. A basic explanation of the project is written below. Please read this explanation and discuss with the researcher any questions you may have.

If you then decide to participate in the project, a completion of the survey questionnaire will be submitted in the presence of the person who explained the project to you.

- 1. Nature and Purpose of the Project:** The purpose of this project aims to understand a difficult aspect of policing that has caused law enforcement and public to sunder. As a theoretical frame, Agnew's General Strain Theory (GST) is applied to measure police officers' decision making process in the use of force, and the evaluation will be compare to the college population. Data will be derived from law enforcement officers and college students via survey questionnaires and interview questions reflecting strain factors and the Use of Force Model of case-vignettes.
- 2. Explanation of the Procedures:** At this time, you are being asked to participate in an interview and/or survey regarding their stress levels and use of force decisions. The interview will take approximately one hour to complete.
- 3. Discomfort and Risks:** There are no risks to taken this interview. If a person feels at risk or any type of discomfort he/she may stop taking the interview and all interview questions that the person has already answered will be destroyed properly.

4. **Benefits:** There are no direct incentives to the interviewees. At the conclusion of this project, the society as a whole will have a better understanding of police officers and use of deadly force.
5. **Confidentiality:** By using a qualitative approach, interviews will be conducted. Only the immediate research team will have access to the interview data. The identification of the officer within the project will be determined upon the request of the police officer. The police officer will have the option to be kept anonymous if desired.
6. **Refusal/Withdrawal:** Refusal to participate in this study will have no effect on any future services you may be entitled to from the university or the police. Anyone who agrees to participate in this study is free to withdraw from the study at any time without penalty.

ANY QUESTIONS REGARDING THE CONDUCT OF THE PROJECT OR QUESTIONS PERTAINING TO YOUR RIGHTS AS A RESEARCH SUBJECT OR RESEARCH RELATED INJURY SHOULD BE BROUGHT TO THE ATTENTION OF THE IRB ADMINISTRATOR AT PHONE NUMBER (508) 531-1242.

ANY QUESTIONS ABOUT THE CONDUCT OF THE RESEARCH PROJECT SHOULD BE BROUGHT TO THE ATTENTION OF THE PRINCIPAL INVESTIGATOR: Dr. Kyung-shick Choi

TELEPHONE: 508-531-2566 E-mail: kyungshick.choi@bridgew.edu

Appendix B.2: Informed Consent Form Clause for Students

You are invited to participate in this research study. The following information is provided in order to help you make an informed decision whether or not to participate. If you have any questions please do not hesitate to ask. If you are a student of Bridgewater State University (BSU), and are enrolled in one of the general studies courses you are eligible to participate in the research.

IF YOU ARE UNDER 18 YEARS OLD OR NOT A BSU STUDENT PLEASE DO NOT PARTICIPATE IN THIS SURVEY.

The purpose of this study is to examine the use of force issue in law enforcement officers and public's perception on use of force incidents. Participation in this study will require approximately 30 minutes of your time.

There are no risks or discomforts associated with this survey. If you feel uncomfortable at any time during the survey, you will be allowed to leave. The information gained from this study may help us minimize the gap between law enforcement and the public.

Your participation in this study is **voluntary**. You are free to decide not to participate in this study and withdraw at any time without adversely affecting your relationship with the investigator or BSU. Your decision will not result in any loss of benefits to which are otherwise entitled. You are also free to decline to answer any questions that make you uncomfortable. Upon your request to withdraw, all information pertaining to you will be destroyed. If you choose to participate, please note that all information collected will remain anonymous and will have no bearing on your academic standing or services from the University. Your response will be considered only in combination with those from other participants. The information obtained in the study may be published in scientific journals or presented at scientific meetings but your identity will remain anonymous.

Your patience in allowing the researcher to read this Implied Consent Form to you is deeply appreciated. If you choose to participate in this study, please complete the survey. Thank you for your anticipated participation in this study.

By turning this page and beginning the survey, you are acknowledging that your current questions have been answered in language that you understand.

Sincerely,

Clint E. Apaza
Masters candidate

Study Author

Clint E. Apaza
Department of Criminal Justice
Bridgewater State University
Maxwell Library RM 311M
Bridgewater, MA
Tel: 973-464-3089
Email: c1apaza@bridgw.edu

Faculty Sponsor

Kyung-Shick Choi, Ph.D
Department of Criminal Justice
Bridgewater State University
Maxwell Library RM 311M
Bridgewater, MA
[Tel:508-531-2566](tel:508-531-2566)
Email: Kchoi@bridgew.edu

Appendix C.1: Informed Consent Form for Police Interviews

Project Title: *Perceptions of Police Use of Force: A General Strain Theory Approach to Explicate Use of Force Incidents.*

Investigator:

Principal Investigator: Kyung-shick Choi Department of Criminal Justice

Co-investigator: Clint E. Apaza Department of Criminal Justice

You are being asked to participate in a project conducted through Bridgewater State University. The University requires your permission to take part in this study.

The investigator will explain to you in detail the purpose of the project, the procedures to be used, and the potential benefits and possible risks of participation. You may ask him/her any questions you have to help you understand the project. A basic explanation of the project is written below. Please read this explanation and discuss with the researcher any questions you may have.

If you then decide to participate in the project, a completion of the survey questionnaire will be submitted in the presence of the person who explained the project to you. I

7. **Nature and Purpose of the Project:** The purpose of this project aims to understand a difficult aspect of policing that has caused law enforcement and public to sunder. As a theoretical frame, Agnew's General Strain Theory (GST) is applied to measure police officers' decision making process in the use of force, and the evaluation will be compare to the college population. Data will be derived from law enforcement officers and college students via survey questionnaires and interview questions reflecting strain factors and the Use of Force Model of case-vignettes.
8. **Explanation of the Procedures:** At this time, you are being asked to participate in an interview and/or survey regarding their stress levels and use of force decisions. The interview will take approximately one hour to complete.
9. **Discomfort and Risks:** There are no risks to taken this interview. If a person feels at risk or any type of discomfort he/she may stop taking the interview and all interview questions that the person has already answered will be destroyed properly.
10. **Benefits:** There are no direct incentives to the interviewees. At the conclusion of this project, the society as a whole will have a better understanding of police officers and use of deadly force.
11. **Confidentiality:** By using a qualitative approach, interviews will be conducted. Only the immediate research team will have access to the interview data. The identification of the officer within the project will be determined upon the request of the police officer. The police officer will have the option to be kept anonymous if desired.

12. **Refusal/Withdrawal:** Refusal to participate in this study will have no effect on any future services you may be entitled to from the university or the police. Anyone who agrees to participate in this study is free to withdraw from the study at any time without penalty.

ANY QUESTIONS REGARDING THE CONDUCT OF THE PROJECT OR QUESTIONS PERTAINING TO YOUR RIGHTS AS A RESEARCH SUBJECT OR RESEARCH RELATED INJURY SHOULD BE BROUGHT TO THE ATTENTION OF THE IRB ADMINISTRATOR AT PHONE NUMBER (508) 531-1242.

ANY QUESTIONS ABOUT THE CONDUCT OF THE RESEARCH PROJECT SHOULD BE BROUGHT TO THE ATTENTION OF THE PRINCIPAL INVESTIGATOR: Dr. Kyung-shick Choi

TELEPHONE: 508-531-2566 E-mail: kyungshick.choi@bridgew.edu

Consent Form

After reading and listening to the details of the purpose of the project, the procedures to be used, and the potential benefits and possible risks of participation, I have chosen to be a participant in the study, *Perceptions of Police Use of Force: A General Strain Theory Approach to Explicate Use of Force Incidents*.

Print Name

Date

Signature

Audio Release

I hereby indicate, as specified below, my consent to use audiotape material taken of myself during this research project. I understand that I may withdraw permission for audio material to be used in this research project at any time. PLEASE CHECK TWO BOXES AND SIGN BELOW

- I agree to have my audio material available for the research project and educational use in classroom setting.

- I do not agree to make audio or visual material available for the research project and educational use in classroom and laboratory settings.

- I agree to have my audio material available on the internet as part of a webpage.

- Do not make my audio material available on the internet as part of a webpage.

Participant's Signature Date

Witness Signature Date

Appendix C.2: Qualitative Interview Responses

- 1. Can you briefly give me some background on your law enforcement career and experience? In your opinion, what are the positive and negative things about being a police officer?**

Interviewee	Answer
<p>OFFICER 1 08/16/2016</p>	<p>“I’m a Major currently for Sheriff’s Department. I am the firearms and training coordinator for the Department. On January 23rd 1989, I enlisted in the United States Marine Corp where I served four years active and two years inactive. Honorable service and I was dessert storm veteran. I always have been assigned to special details due to the background and commitment I have and possess. I have done security forces details and was on the silent Marine Corp Silent Drill Team. For those in the military know it is a pretty honorable job duty. In April of 1993, I was accepted into the corrections academy held in Warren Hall at Bridgewater State Complex. I got hired at the Sheriff’s Department and have been working their ever since. I was a part of the tactical response team, which is a fifty-two man unit that basically was assigned to special duties within the correctional setting like cell extraction, searching, and specialty jobs that are designed for those who had enhanced training. I spent an excess of ten years on the tactical response team while working units. I then became a Lieutenant, as a Lieutenant, I supervised the administrative segregation unit on television they call that the hole. I also worked in administrative segregation unit as line officer. As a Lieutenant, I spent four years supervising the administrative segregation unit and got promoted thereafter to the rank of Captain. I transitioned from working inside the correctional facility to a full time position in the training department where I focused on firearms and defensive tactics training. So with the firearms and defensive tactics training, that flourished and I started teaching. I took a course and put myself on the path of focusing on use of force and the application of use of force as it pertains to policing as well as corrections because use of force is use of force. When we talk about constitutional base case laws such as Graham v. Connor and Tennessee v. Garner, the application of use of force is the application use of force. I ended up surrounding myself with municipal officers and state police officers who were teaching throughout the state. I became a certified state instructor and that catapulted me into name recognition for the teaching and the training that I’ve been doing. I got my name out there and I am currently one out of twelve in the entire state of Massachusetts who is a level four instructor. I am considered an expert witness in use of force and I have testified for my department. I really entrenched myself into use of force and I have written a manual on ground fighting for law enforcement which ended up on MSNBC Lockup they did a segment on it. Currently, I have a spreadsheet for 2015, I have trained over 3,600 police officers and correctional officers throughout the state with 875 work hours just in use of force. I have been doing this since 1995, and I work for five different police academies throughout the state as a staff instructor, drill instructor for day one, and also as a use of force/defensive tactics instructor. I assist several other police departments in firearms and I got hired by another agency as a full-time trainer for their annual firearms qualifications.</p>

<p>OFFICER 2</p> <p>08/26/2017</p>	<p>“I got involved in law enforcement in 1993, I got a job at the Suffolk County Sheriff Department at the Nashua street jail. While I was there I got the position of deputy sheriff which is just so you could work road details and have arrest powers and do transportation stuff like that. While I was there I went through the corrections academy and got interested in defensive tactics so I started inquiring about training. In 1994, I took my first baton instructor certification for Monadnock and that’s what kicked off my training in use of force. In 1993, I became a part-time police officers in Pembroke so I became a special police officer I went through a Basic Reserve Academy in Reading. That’s when I took and got all my first introduction to criminal law and criminal procedure that made me expand my training in policing. In 1996, I went to my first defensive tactics instructor certification it was 96 hours. I got certified to train municipal police officers and got Massachusetts Service Association certification to train Sheriffs in defensive tactics and use of force. From there, I got all different certifications in PR-24 Baton, OC certification, and Civil Disturbance Riot Control. While I was at the Sheriff’s Department, I became a part of the Emergency Response Team which is riot control and incident response to emergencies, fires, hostage situations, barricaded individuals, unruly inmates, and fights. In June of 2000, I was accepted into the state police academy so I left both of those jobs. I went through my twenty-six week academy, 75th RTT up in New Braintree. In 2001, I went the NESPAC, New England State Police Administrators Conference defensive tactics instructor course and became a state police instructor. I started helping out with all the recruit classes and special state police recruit classes, environmental police officers, trial courts, and probation all in the defensive tactics. Going backwards in time when I was at the Sheriff’s Department, I also became Municipal Police Training Committee patrol procedure instructor, firearms instructor, and fitness instructor. I went through all those certifications to become well rounded and I kept those certification in place and kept my re-certifications to keep them good. I have worked my way up the levels in Massachusetts. If you get certified you are level one, if you get certified with some experience you become a level two under recommendation, a level three certified instructor is an academy lead instructor and can run programs in whatever the discipline it is. I became a level three instructor in both defensive tactics and firearms. In the past few years, I become a level four which is an instructor-trainer for like defensive tactics the level four there is twelve of us that sit on the advisory board or the use of force committee for the state. I achieved level three with firearms academy level instructor and patrol procedures as well. On the state police side, I was assigned to patrol for seven years during my time on patrol I was on the Emergency Response Team, Civil Disturbance Riot Control/Search and Rescue. I left that after three years and went to the STOP Team which is the Special Tactical Operations Team it’s the state police version of the SWAT Team. I did that for a number of years as well while on the team, in patrol and seven years on the job, I put in for the Violent Crimes Task Force with FBI. I interviewed for that and selected and I have been doing that since 2007. My job and responsibilities in the Violent Crimes Task Force are primarily assisting local police departments investigating bank robberies, armored car robberies, kidnappings, extortion, crimes against public officials, crimes on airplanes and U.S</p>
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Flagships, and mostly violent crimes that are multijurisdictional that maybe a local police department that does not have resources. The FBI could then bring those resources to the investigations to help like equipment, bodies, and national networks. That's my everyday job right now, of course being a part of that team and being a trainer, I got involved in training and help training the task force members in tactics, arrest tactics, felony arrest tactics and surveillance.

I had the local experience, sheriff's experience, working in the inside jail, being a state trooper, and being on the federal task force I've had the exposure to everything. To me as a police officer, I love creating a situation in which I get to meet people and know people. I like when an investigation happens in a town I haven't been in so I get to experience their experiences and get to know them and share whatever I can bring to the table or learn from them. In my experiences things that are good and bad in policing, in my opinion we have the best job I always say I have the best job in the state I really do I got into this to help people. I think in my opinion it's the society has changed a little bit. I analyze everything I do and I analyze people. When I do my training I see hey this isn't working, and we need to figure out how to fix it. I do same with what I do on an everyday basis. I see policing as a whole making a shift. One of the bad things is that I got into this I believe truly, my heart tells me that every police officer gets into this industry for the right reasons and it appears that society is believing we get into this for the wrong reasons. To me that's a negative on police officers it creates a very difficult work environment. I did an independent study on my own where I created a flier and I asked a couple of questions of the recruits here at this academy a couple of academies ago. It was in preparation for defensive tactics so I had them read *Graham v. Connor*, a case law but prior to that I asked them their background were they in the military, sheriff's department, DOC, reserve police officers, how old were they, and where they grew up. I then asked them two questions, I don't remember exactly how I worded the questions but they were along the lines of, how do you perceive police use of force/what do you believe it is and how do you believe society perceives police use of force. Every single recruit said they believe police officers use of force reasonably and try to use it only to make arrests. When I asked the question about what they believe society believes about police use of force, one-hundred percent of the recruits believed that I'll use words they used. Police were excessive, they were brutal, they were violent, they were abusive, they were bullies, and every single one of them had some sort of negative conations to what they believed society believed about police officers use of force. When I came in this I didn't have that I believed that everyone liked the police. As far as negative I see today from twenty-years ago until now even sixteen years ago when I got onto the state police until now, it's a different era of someone from society getting involved into law enforcement right now. They are already coming into a job where they feel that people don't trust them or when they do something they are not going to be believed. I truly believe that every police officers gets on the job for the right reasons but especially now I believe police officers getting on the job believe that society doesn't trust them or society questions everything they do.

<p>OFFICER 3 10/27/2016</p>	<p>“I started working for the Somerville Police department in 1998 and started out as police dispatcher initially and then took the police exam scored fairly high and became a police officer. I went to the Plymouth Police Academy early 1999, 37th MPOC. I did about six years in patrol, in 2005 I became a detective. My last four years at the police department I was assigned to the ATF as federal task force officer. The only negatives that I would say, it’s a great job like it’s my passion. The only negatives that I would say would be the amount of sad things and tragic things police officers see on a day to day basis. You see people’s hardships, broken families, children with abusive parents, and parents that have drug dependencies, etc. Those are sad things that cops as humans have to interact and witness all this stuff. Present day seen a huge increase obviously in electronics. Everybody has an iPhone or a smartphone that captures audio and video. People now have the habit of whipping out the phone instead of helping someone. They want to video record everyone especially the police. They are looking to crucify the police. Not all but the vast majority to be the instant social media infamously.</p>
<p>OFFICER 4 10/13/2016</p>	<p>“I’ve been a police officer here since 1989. I was patrol officer for a number of years and K-9 handler. I worked in detectives. I was a patrol sergeant before I became a detective sergeant. I worked in investigations for a number of years. I was in charge of our regional SWAT team and was assigned to the Web Major Crimes and Drugs Task Force for a number of years. I was lieutenant our executive officer, chief administrative officer, and I’ve been the police chief for the last six years. Positives are being able to work on behalf of your community, work within the community, and one of the beauties I think of municipal policing is you could see the results of my labor if you will. I get to work in the community. If it’s strong and thriving I feel we as a department had a part in that. We are a part of the community to make it strong, healthy, and vibrant. I think the negatives are dealing with a lot of parts of society that are left to police to control and try to remedy. To the degree that we can alleviate and minimize pain, suffering, anguish, and tragedy. No positive comes from having to do that we amongst a few others, such as hospitals are categorized very similarly and were responsible for dealing with a lot of those problems not just in society, but the things that happen. The tragedies that happen to human beings. I’ve had the benefit of working with a lot of people in extraordinary circumstances through the years. One of things that I will leave with when I retire is the true honor its been to be able to not only to serve my community, but to work with some of the people I’ve work with through the years. Who have been extraordinary individuals and who’ve overcome tremendously difficult situations and made it better for people they’ve encountered. It doesn’t mean we’re perfect what it means I’ve been honored to be a part of profession and it’s always something I’ve loved doing even on the worst days. I’ve really loved to have been a part and hopefully made a difference in a few people lives. I really enjoy those opportunities or those incidents where people come up to me later on, it goes both ways. They come up to you saying you don’t remember me do you? And I say oh boy what happened. When they come up to you saying you don’t remember me but you’ve had a positive impact and this is what you did for me and how you helped me. Those are things that are very rewarding.</p>

<p>OFFICER 5 10/26/2016</p>	<p>Yes, I've been in law for 10 years, 8 full time currently a detective Sargent. I've been a dispatcher, patrol officer, detective and most recently detective Sargent on a web which is major crime and drug task force. I'm also a crisis negotiator with semi SWAT team. Positive being obvious arresting people that do wrong thing and hurt people and try to get the typical bad guy off the streets and community outreach programs and try to talk to the community and let them know that we are here for them and to help them. Negative, I just feel like um mostly like the perception is negative that we are out to mess with people or ruin them day or something and that we have bad intention when we do our job.</p>
<p>OFFICER 6 10/26/2016</p>	<p>I worked for three different departments over the last twenty years. They have ranged from very small departments to very large departments. Small town type departments to big city departments. Within that 20 twenty years I have been teaching defensive tactics and use of force for the same amount of time. All of the department have been different the one I have worked for the longest I was a patrolmen, detective, and officer in-charge when supervisors were out. The newest department that I'm in now in my 9th year, I am a detective. I think the positives are obvious, which is you get to help people. You get to try to make your part of the neighborhood, area in where you work in you get to make it a better place. Policing isn't what it you use to be. You just to respond to calls and lock people up. We've had calls like 'we can't get my heat to work' or 'I need help taking my ac unit out of the wall and I have no one to help me'. A gentleman's wheel chair got stuck in the mud with all the rain we had. We went got the wheel chair out of the mud and onto some firm ground, and on he went again. It's not all about crime response and locking up people. It literally is about being service profession that helps people in the neighborhood that may not have anyone to help them. We try to help the neighborhood solve their own problems and sometimes that is about arresting people, if there some drug dealing going on. In the same scenario, there some drug dealing going on, we may talk to the highway department about putting some extra lights, or talk to the detective unit to put cameras up to find out who is selling drugs, or put some extra cars to be visual deterrent. It has transitioned into service profession. Some of the negatives, one of the worse parts is people do not believe the police. I don't mean everybody but it seems there is this movement that unless you recorded the incident whether you recorded the incident by video or by audio, we can't believe that's the way it went down. If it's not on tape we don't believe it and that's going along throughout the criminal justice system, not just the police. That is really a troubling position to be in. I think that has changed the landscape of the job and the way we do things. I think that has made it harder to not only just get information from people but also get information from people in neighborhood to solve those problems. I think it's a very slippery slope that we are marching down. It is getting harder and harder for the police to help the communities solve their problems because we can't use the information from the communities unless they are recorded. There aren't many people that want to get involved with the criminal justice system. They don't want to go to court and testify against people. They don't want the retribution if they find out that information came from that person aka that person snitched on them. That harm is going to come to them or their families, it is getting harder and harder to use the information people want to give</p>

you anonymously. I think as far as the cameras go that everyone is trying to push across the country as far as recording goes, as it relates to use of force it is going to make it difficult on the police officer. It may cause the police officer to hesitate in that use of force incident and that gives the bad guy the opportunity to really hurt the police officer. The police officer is going to think how is this going to look. I never been in a fight that was pretty. Every time that we had to use force, especially if it's starting to get beyond the lower levels of utilizing force. A fight isn't pretty it doesn't look good it's not supposed to look good that is why it's called a fight. I don't think the public understands that. On the flip side, based on training, experience, education, background, intelligence, and all of the above. It also depends on how the officer is comprehending the incidents as it unfolds before them. It is based on the totality of the circumstances and perceived subject actions, what do you believe that subject to be doing or not doing. As a result of those things, based on the totality of the circumstances, the nature, severity of the crime, the threat to the officer, the threat to bystanders. What do you believe is happening and how should you respond to that. And because of that it may not be what the officer thought. There are many different scenarios that come into play. You are chasing a guy who is an armed robber. You have a wanted poster, and you think he is an armed robber, he's been sticking guns in people's faces as he's been robbing them. You see the guy and chase after him, you are in an alley way and its dark, its 2:30 in the morning. He gets cornered and turns to face you and his hand goes behind him, what do you think he is grabbing. Maybe you shoot and maybe because you shot those were the rounds that unfortunately killed that person. Only to find out that he didn't have a gun and what he was reaching for was his wallet and that wasn't the armed robber it was somebody else thinking you were going to take him for some other thing. Very tragic and unfortunate situation, but was the shooting reasonable? Based on all those things you thought and what you were comprehending what was happening in that moment. Yes I would think it is. I think that is one of the things I wish we did more of in the police department and that is we have more of an open dialogue with the community of what the use of force actually means. I think some people think we are just the kids who were picked last in kickball in school and now were some bully with a badge. That is not true. We actually have a lot of rules of engagement, we have a lot of perimeters and guidelines on how were supposed to use force, when we are supposed to use force and what levels we're supposed to use force at. I don't think the public has a whole understanding that there are all those rules. Conversely, there are no rules for the bad guy. The bad guy is supposed to, when you tell the bad guy to turn around put your hands behind your back and let me lock you up and put handcuffs on you. That's what they are supposed to do, the one rule they are supposed to do and they don't do that. They have zero rules. That's why we get into these situations

- 2. Can you tell me about your use of deadly force incident? And what would you say were the main stress factors before, during, and after? (Deadly Force being assaultive countermeasures to cease an assault which lethal or could cause great bodily harm on the officer or others)**

OFFICER 1	<p>“I have never had a deadly force incident, so the answer is no. I have been involved in assaultive where having to take action the perceived action of the subject that I was dealing with, yes. The main factor is that we don’t rise to the level of our expectation we fall to the level of training. The fact that I’ve always been involved in training and they say when I say they, Bruce Lee said it great one-thousand repetitions with one skill set to get that skill set as secondary conditional response to the situation that you are dealing with. When you are driving a vehicle and ball goes in front of your car without thinking about it you either hit the break or cover the break it’s a conditioned response because of the repetitions of hitting the gas and breaking and recognizing the potential that there could be something that happens as a result of you not reacting. To a certain situation and so the situation that I have been confronted with I had an inmate come after me and he actually had a shank which is makeshift edge weapon in his sock. He never had an opportunity to retrieve it. Good verbal skills and quick take down and let my isolation control the situation. It wasn’t until he was handcuffed and given a thorough search that the edge weapon was found. I equate that to recognizing the risks associated with threat and staying within the scopes of policy and procedures that huge. You have individuals out in the street or inside facilities at they don’t operate policy and procedures they operate on street code and street credential if you will. The ramifications to them obviously I’m not in their thinking process which is why we see what goes on today. People that are in the uniform and work for specific agency whether be a sheriff department or police department or federal. There are policy and procedure that guide individuals and there are state law and federal guidelines that govern individuals. When you step outside that box then it just becomes an entrenched explanation of the why because everybody knows the how part, people want to know the why part. That is the part that officers need to really embrace the why. When I say embrace to have an articulation, a reasonable articulation for applying whatever level of force it is and confronted with.</p>
OFFICER 2	<p>“I have been in that situation and at that particular time it was a tactical mission. It was a little bit different we were more prepared and we knew the information. We knew the individual was armed and had a hand grenade. The information was that the individual was bipolar and was off medication. There was a lot of information we knew walking into the scenario so we had heavy vest on and all different weapon systems. We had lethal and less lethal options. So walking into the situation my stress was probably not as high as a situation that unknown to me. We talked about how we were going to go over here use cover, keep distance, you’ll have less lethal and he will have lethal cover. We had options and we knew what we were getting into but I found myself during that situation even as I was moving up into position to engage the individual because it got to that point that negotiations were not working and he was getting more agitated. Myself and my partner were moving up to a position to get closer and get an advantage to use less lethal on the individual who had a gun in his hand. At that point, I felt like even though I thought I had control, I knew what I was doing, I had trained for this all this time. I’ve been a police officer at this point I’ve been involved in law enforcement for at least ten years, no more than that like thirteen years or so. I was</p>

a trainer, I was a firearms guy, and I taught tactics and SWAT tactics. I felt this stress start to overcome me, I had physiological, I was shaking, and my fingers didn't feel as strong. I was almost feeling like I was losing blood in my fingers and the ability to grip. I was getting almost a tunnel vision but it was at a different rate then, I've been in stressful situations where it happens quickly you got to make a decisions and it happens and you get that tunnel vision. This I thought I was able to control but as I got closer to that defining moment of we had to make a decision. I saw that I couldn't prevent the stress from overpowering me it was there I was nervous, I wasn't sure if I was able to control what I was going to do and ultimately it worked out fine. I think because of the level of training we had it just kind of kicked in. I almost felt going back because to me it was like slow motion I almost felt at the time of the incident when we were moving up to my position to engage the individual. As soon as we started to engage and force was being used it almost a feeling at the point I want to say my training took over and I almost felt relaxed. I transitioned weapons systems and I did what I was trained to do. I didn't really realize it until afterwards that I did that but yet I had auditory exclusion so I know the stress was working because my partner was right next to me and fired with a rifle right next to me before I did. I didn't even hear it and I didn't even know he fired until he said hey I just shot him. It was weird so I was stressed out, it was physiologically affecting me the ability to grip, I was shaking, I just felt like it was more difficult to breathe but as soon as we started to move in it seemed like I was able to now control it. I don't know why that even happens and after the situation was over almost like that decompression 'take a deep breathe' I felt like okay I was stressed but didn't realized it. We couldn't initially debrief, we never left scene, we went to the police department and at that point our CPAC which is our detective unit comes in that's the procedure, hey guys don't talk about what occurred, they inspect our weapons, and they bring each of us one on one and interview us much like this on a recording and ask us what happened. We don't really have to write anything down they do an oral interview which my report is created and memorialized in a recording so that's how they kind of did it that day.

It's funny I don't know how beneficial or anything this will go with you. So this whole thing started about eleven o'clock PM on a particular night when around I think the buses were starting to come where they were concerned for the kids to be picked up for school so we are talking about seven AM is when we got to a point where the situation was ended. By the time we were interviewed and everything we are looking about lunch time, so all of us we were up all day. I showed up to relieve another team that was there all evening and then we took over. That's when the situation several hours later kind of came to fruition. All day after interviews and finally leaving the scene when it's all done probably I was there about twelve to fourteen hours. So I am on my way home I'm decompressing in my car, I happened to be in an unmarked car that particular time because I was in my unit but I'm in SWAT gear just kind of geared down I have my weapon on me but no vest or anything but I'm in camouflage. I'm coming down route three, I'm just taking it slow on the right lane getting ready to get off my exit then this individual goes by me in a corvette about 110mph, so as a police officer I'm like hey that's unsafe. I

catch up and I hit my lights and he pulls over and as I walk up. I was just involved in this whole incident debriefing trying to decompress my mind is all over the place you know because an individual lost their life and as a police officer and as a human being I understand why it happened and he put us there and he put himself there. I'm good with that all day but still at the end of the day we were on the end of those weapons and it's tough to swallow that's someone brother, father, uncle, son, and that's a lot to think about. Not that we did anything wrong but I questioned could we have done something different, which ultimately we couldn't have but you wish you could have a different outcome. Again it wasn't my decision he made the decision that brought the situation where it was. I'm thinking all of that stuff this guy goes by and I stop him now of course I get out of my car I'm in camouflage and I walk up to the car. He was polite, license and registration, as he opening up his wallet I see a license to carry, the line that goes across and I know it is a Commonwealth of Massachusetts and it says license to carry a firearm. So I said keep your hands where I can see them on the steering wheel and I said I see you have a license to carry do you have a weapon on you. He says no I don't and then he immediately takes his right hand and reaches into his leather jacket. So I yell at him, hey take your hand out of your jacket put it on the steering wheel! And he does, I don't draw my gun at that point. I told him to put his hands on the wheel, I said don't reach! Do you have a firearm on you, (responds) I don't, why are you reaching? I'm not I have a (does not finish the statement) and reaches again at that point I draw my firearm. Here I am on the side of the road by myself just going through all these hours of being up I never slept because I was up from my normal day before and I have slept in two. Here I am now confronted with this situation where I have this guy at gun point on the side of the road by myself who keeps reaching into his jacket who I know possesses firearms but I don't know whether to believe he has one on him. No normal person reaches in their jacket, this what I'm thinking at the time so at that point I have him at gun point and I tell him don't reach into your jacket and he does. At that point, it all slows down again and I have my finger on the trigger and I say I can't believe what I'm going to have to do from what I just came from no one is going to believe me. He complies he gets his hands put them on the steering wheel I open the door I get him out of the car I holster my weapon I search him he's got nothing on him. My tactics were out the window I didn't deploy the tactics in this case that I should have normally deployed because my mind was going one-thousand miles an hour and I attribute it to stress. I was thinking I can't believe this happening to me again. Long story short he was reaching because he said he thought he had appendicitis and it burst. He said he was actually going to head to the hospital at some point today to get it checked out. It was just all these things I saw jewelry on the rear floor in a zip lock bag that was all random pieces of gold jewelry so I'm thinking this is a bad guy, maybe a thief and he has a license to carry and maybe I'm catching him in the middle of something. All this is going through my mind at that time, when in fact he was polite business man that owned a jewelry store just bought stuff paid cash for it. He was reaching apparently because he had appendicitis and he had no weapon on him. That situation could have went the wrong way had he not taken his hand out or I don't know, maybe my training and experiences I had a little more patience

	<p>because I had my finger on the trigger and I didn't pull the trigger. Maybe someone that didn't, I don't know would have pulled the trigger. I mean he reached into his jacket three times after being told not to, there was a belief he could have had weapon but again now if he had a weapon it would have been legal but you don't pull it out when you're dealing with a police officer on the side of the road.</p> <p>I honestly think that physiologically, I'm not scientist but there so much that goes on in the human body just from reading on science stuff and research on how physiologically the body is affected so many chemicals and hormones released. The body simultaneously it does some crazy things that I don't think that stuff dissipates it's almost like lactic acid after a long workout. That lactic acid remains in your muscles and has to be dissipated. I think that a stressful situation when the situation over lets that situation in the corvette I still talk about it now and right now heart rate goes up just talking about it after ten years ago. The mere fact of being there created that stressful situation again, do I think it was amplified probably because of what I had been through earlier, the lack of sleep, the stress I had undergone for hours, and the culmination of what occurred that day a guy ultimately lost his life. I witnessed it and I participated in it of course I don't think that any of those physiological things were going out of my body completely dissolved and it was like when you take it Ibuprofen. It loses its effectiveness but it still in your system for days if you test for it, it is still there. I believe that it's those hormones and chemicals that your body releases still there, maybe still taking in effect. I believe and I see it in police officers they have a bad incident, stressful situations, or bad interaction with someone in society. I can see there still agitated, they are bothered about how the outcomes was and absolutely it can affect them. I know stories of police officers that had a bad interaction, there's one I recall the individual, the officer had a bad interaction I think it was a domestic situation and he was pissed off at what happened, he then responded to another situation and jumped the gun and claims, he actually says I'm still pissed off from what happened earlier. I believe were human to someone has a bad day at work they go home they're mean to their family or angry to their kids why we are any different. So I believe it absolutely it can affect things going and depending on how stressful it is, although sometimes we can deal it. I don't we can control it I think we can deal with it better. Let's say someone that doesn't do what we I definitely think that depending on the level stress and the individual they how much training, experience, and who are they physiologically incidents could definitely affect the next incident. It may not be the next incident immediately it could maybe a day later.</p>
OFFICER 3	<p>“My use of force incident, I was unfortunately shot and I was on the receiving end of it. It was a federal case investigating from Somerville someone who was trafficking firearms from New Hampshire to Massachusetts gang members in particular in Boston. I was able to interview this gentlemen convince him to get on board as a cooperative informant then a couple days later had a change of heart then I was on the run. On November 2nd 2010, my partner and I special agent Brian</p>

	<p>Higgins we ran into this subject at his mother's house in Somerville and we tried to effect an arrest. During the arrest, the individual brandish a firearm and shot me at point blank range six times. The stressful factors were to me obviously nearly getting killed and after recovering from the major surgery struggling to get back to my old self and getting back to the job in one piece which I was ultimately never able to do. It happen so quick for me everything was in slow motion I remember being on the ground man I'm not making it home tonight. My son three and half years old at that time and I only had one boy. I was thinking when I was on the ground my wife and my boy are at home watching their favorite show they usually watch every night after super. They have no idea that I'm underneath a parked car practically riddled with bullets that I'm bleeding out and I'm going to die. I thought of what really happens when you die, do angels come from heaven and rips your soul up, was my spirit going to float up in the air and look down at my body at this horrific scene. I was waiting for that moment to find out exactly know what happens to you when you die."</p>
<p>OFFICER 4</p>	<p>"Well I haven't used deadly force on an individual. One incident I can tell you was subject holding a knife threatening to kill us. Ultimately, we cornered the individual and we used less lethal bean bags to subdue him. We did not use lethal force. There were a number of stress factors. I would say one what is the individual going to do. At the time I was the supervisor, so how do I best protect my people and how to protect the individual to bring this matter to a peaceful conclusion. The individual often time drives the incident, all I get to do is react to the individual. One of the stress factors is always being able to react it's difficult for me to do something proactive until they've done something. I think that's a stress factor these incidents are heavily scrutinized rightfully so but also these type of incidents if deadly force is used are looked at in a slow motion prism where people can analyze every single set of circumstances. Yet an incident like that may have taken I think it probably took us a couple of hours to resolve but every single second we are out there is questioned, reviewed, and analyzed with such a fine tooth. It's difficult to recreate that and put other people in the officers' position, particularly those officers in the front line face with that. In other words, if the individual suddenly changes what he is doing and becomes much more offensive rather than just kind of holding a defensive posture. The officer will be forced to make other decisions and that is a stress factor knowing they'll be all these other considerations. I think policy and administration is part of it, I think public opinion is a part it. I think a stress factor is the individual as a human being and we don't want to be in the position to have to use deadly force. The use of force is something that's an attraction for many. Some individuals don't see it some individuals see it differently. I think generally speaking particularly as you get older you don't see that as an attractive option. As you become experienced you learn more about how to deal with a whole variety of situations I think you are able analyze all your options and not be so limited. I think when you are a younger/newer officer you don't see you have a lot of options because you haven't worked to perfect all those options. The one incident I've brought to your attention that incident we had the time. We convinced the individual he wasn't going anywhere, we are able to communicate and talk. We slowed the scenario down to look at our options. One of</p>

	<p>our options was the bean bag, a less lethal option that we didn't know would work. We still had to maintain the lethal option available to us, we may have had to use that. We had the time to analyze other options to deploy them and communicate to other officers what our plan was. Communication is another stress factor because often times it goes out the window meaning your forcing to make these split-second decisions. I think all of those are stress factors to name of a few.</p>
OFFICER 5	<p>The unknown, I think is the most stressful you don't know there's so many variables you know, You go to a scene, they call us if there's someone that's barricaded themselves or has someone barricaded you know like a hostage situation. It's just the unknown. If they have a weapon if they don't have a weapon. If there's a mental health issues if they are on drugs, alcohol if they've taken things prescribed medication. I feel like our job is to kind of try to take to the person talk them down, but try to talk them to figure out where they are at and I think that's the most challenging and stressful thing because you have the tactical guys who are ready to go and move in and sometimes that's necessary, however our job is to prevent that because we don't want to use a deadly force option that's kind of our last resort, um or any kind of force option so its stressful because they are waiting for us to get to that point and it takes a long time, takes several hours, the longest call I've been on was eight hours and it did end peacefully but it's just the stress of the unknown not knowing what they person intent and what they have behind that door.</p>
OFFICER 6	<p>"The suspect was going to be placed under arrest and he didn't want to be arrested, as a result he was fighting me and assaulting me. It actually progressed throughout a couple of different things. Initially, I was walking the suspect out he wasn't even going to be arrested, but at some point he determined he was not going to walk out peacefully. He was in front of me and I was trailing behind, and I was going to say without warning but in hindsight there was warning I didn't pick up on the red flags. He turned around and hit me right in the face with an elbow. If you can think about that for a second, spinning around and bringing that elbow behind carries quite a bit of force. It is a pretty powerful strike. I pretty much walked into it. At that point the fight was on, at one point, I was able to what I thought gain control of him although he was still wrestling around a bit and as a result I sprayed him with pepper spray. As you know having gone through the training, pepper spray is nothing more than distraction technique it is supposed to take some of the fight out of them but if you want to hurt somebody than you can fight through that. That is exactly what he did he fought through the pepper spray and continue to fight with me. As the fight continued, I transitioned from pepper spray to baton and I did hit him multiple times. The suspect was still coming even though I was hitting him with a baton. The stress that I was feeling, why isn't any of this stuff working, why is he still coming, what else do I need to do to get this guy under control. At this point, I need to get him under control because he is not going to stop. Those things caused me to stay in the fight longer because I knew if I didn't take control of this guy and he got beyond me other people were going to get hurt. My job is to trying to protect the community, my job is to help protect even the suspect from creating further damage whether to himself or somebody else. It is a very compassionate</p>

	paradigm if you think about it and as a result of that I knew I needed to continue on with this fight to make sure we won the battle so the guy wasn't going to get hurt more than he already was but more that he wasn't able to hurt anyone else. As we continued to try to gain control of him with baton strikes we were finally able to do that and arrest him"
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3. Can you tell me about a use of deadly force incident to a fellow officer? And how do you feel about the incident?

OFFICER 1	<p>“Yes, I have talking to people who have been confronted with a decision to apply lethal force. In conversation, maybe less than five times that I have heard of stories, when I say stories that have been on the news and they've gotten to me. Most recent, I have actually reached out and called an officer who I have never met face to face. He told me about an incident that basically he was choked on unconscious. It was on January 1st and it broke on to this pasts New Years. Basically, had a call for a disturbance for two people arguing. Without getting into depth it quickly changed, the scenario quickly changed from the original call. When he got out the car the individual immediately put his hands up and got down onto his knees with his cell phone in one of his hands. He was speaking broken English and what ended up transpiring, the officer told me, this is what he was telling me, listen I'm a twenty-nine year veteran and I have extensive use of force training. He was in the mix before so it just seem like he realize afterwards when he was able to recall that there were a whole bunch of things he missed. There were tell signs of the subjects' actions, like who would just automatically put their hands up with a flip phone and got down on his knees. The officer ended up closing the distance sooner than he should have and before he knew it the guy was wrestling on the around. When I say wrestling the guy took his back he had a little bit of a skill set on the ground. Then the guy ended putting him in what they call a rear naked choke. This officer said he was looking at up the sky and it was little light flurries. He said he could see the flurries coming across the street light that was illuminating where they were and said underneath. He said he had a wide spectrum and as he was getting choked he said it went to seeing the light through a straw. He said it went from a wide panoramic view and went to a really thin and the light disappeared. So he realized he was going out and the guy was yelling I'm going to kill you! I'm going to kill you! The reason why he couldn't do anything was because he ended up putting him in a body triangle so it's a figure four and his arms were trapped. The only thing that saved him was that prior to him he made a call so it went out on radio that he was talking to a party. One of the other patrolmen happened to be in the area made his way that way. He got there as the officer was getting choked, but had that officer not been there then it was game over and he knew that. It blew my mind he said that he thought that was how he was going to die. He had inner peace like he was good with it. It just blows my mind to hear to be good with it. I never elaborated or talked about it with him in depth about how he was good with it. It's up to speculation as far as what he meant and maybe he did what he could. He fought and his arms were trapped and that's way he goes out then so be it. He was going his job to protect like police officers do. That is one of many, talking about being in officer involved shootings and not being able to really recap during that</p>
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	<p>time it's so fast and drawn out. They always resort back their level of training but it never usually plays out in their head the way they thought it would play out. I believe it is the commitment to knowing, it's like when I train people and tell them if that is the profession you want to get into and you want to be a police officer. They give you a duty belt, your issued equipment, and the equipment encompasses handcuffs, baton, pepper spray, depending on the department, it is Taser, and a firearm accompanied with ammunition. Those tools that I call that equipment that's on your duty belt are there for specific situation when the time calls for it and when the time arises. The officer believes that there is a situation that is either controllable by just handcuffs, controllable by distraction such as pepper spray, drive stun with a Taser, or needs a Taser deployment with the probes to ultimately gain conclusive control over somebody who doesn't comply to lawful orders when it exceeds that then maybe you're in a situation where you get there and there is no time for pepper spray its zero to one-hundred and it's the firearm. Sometimes in the instances when the firearm comes out doesn't always justify a deadly situation. That's responding to the risk you get there because you hear shots fired but when you get there nobody is there, but yet you have your gun out because you perceive there is lethal threat. Until that threat has subsided until that threat is either neutralized then the firearm goes away. You go into a situation like an active shooter in a mall like I've never been involved in that but can you imagine your firearms out you hear pop, pop, pop, and people are falling. It's mass chaos but yet you're running into that not knowing where the shooter is you're just going to the sound. There is a whole bunch of different dynamics that are involved with that and ultimately it goes back to training and mindset. They go hand in hand because you have to have the proper training and proper mindset. You can be deficient in the training, when I say deficient that means natural instinct is going kick in. Then again you have to stay within your policy and procedure. It is a very careful balance in that.</p>
OFFICER 2	<p>"We trained all the time, he had more experience than me and he was a Sergeant he trained way more than me. I believe that he was probably experiencing similar things to me and probably the same, hey could we have done something else. At the end he was comfortable with it and articulated why he did what he did. The guy did raise the gun and was what it was and we can't wait. I know he was good with it, it affected me and I was not at the end of the rifle. I was not the one pulling the trigger on the rifle, ultimately I would assume that he would feel almost probably worse than I would because he knows more likely than not it's his rounds that did the devastating injuries. My use of lethal force didn't put a hole in his heart. I was good with what he had done and I knew he was good with what he had done. I think we fail as law enforcement in recognizing we take it for granted, oh you're a police officer you get stressed out that's what you do, it's okay. I think we as law enforcement need to do a better job of our own, policing our own, and dealing with that. I had these conversation with my wife, she's worked at a place for about twenty-three years and it's got two-thousand employees. She's had one person since she's been there in the twenty-three years commit suicide. I know personally, and never mind being a trainer and training people from Braintree PD and Boston PD, and running into people, just casual acquaintances I'm not going to count.</p>

	<p>Police officers I know that have committed suicide, if I sat here and wrote their names down and figured it out, it's probably a dozen. It is crazy why did they do it, I don't know do I think its job related tell me it's not, how? I work with two-thousand, we had two suicides in the state police and a trooper killed in less than three weeks. How suicides are not job related somehow and going back talking about that situation I truly think we need to do a better job of helping each other out. I really believe incidents like that create PTSD, years later I have thought about my incident and say, maybe we should have done something different. Here I am year's later thinking about it, why? It should be in my past and it shouldn't even bother me. One of my good buddies, actually Major Fortes said something once he said those are not skeleton's in your closet they're ghost. In other words, skeletons not like bad things we've done but ghost things that come back and haunt us. It's a really good analogy and I know people I've had these conversations with and years later they get upset about an incident. We sit down and we talk they get upset about it an incident that happen years ago and they never cried about it or they never talked about it and now they are. It's very similar and not very similar, I don't want to compare at all to men and women in the armed forces do. I wasn't in the military but I could only imagine their stress is sometimes probably tenfold to what we experience. Being overseas and in another country having to go through those things and seeing your buddy blown up having to see people in Afghanistan and Iraq, you know what I'm getting at, it's just the PTSD. They are deployed twice a year at a time, we are deployed thirty years and over time those ghost don't go away. I think they build it might not be a stress of dealing with one situation like maybe in the military I think it's the stress of having all those incidents kind of piled up. I've been giving that a lot of thought because I recently had a very personal friend of mine go through this and he's good, he's fine. He didn't get to that level but it was there and he recognized it, his family recognized and managed it. Out of his mouth it was the job that put him there and he is a good cop and was a good cop and he is alive today and he is good and fine. I think going back to my incident it's a ghost for me it really is, but people think that's what you do you're supposed to survive that or question what we did. Do you think I wanted to be there? Do you think I wanted my partner to pull the trigger on the rifle? Do you think I wanted to hit him with bean bags in the face? I don't want to do that."</p>
OFFICER 3	<p>"I interviewed my guys extensively after the fact. I do know that in talking to each one of the officer and federal agents that were there and directly involved in that shooting. None of them saw each other. You saw my PowerPoint presentation we had major case of crossfire going on. They were all within less than twenty feet from one another and until this day they all swear they never saw each other. I find that a common them as I go around speaking to different police department and I meet officers who have been involved in deadly encounters and have been the shooters. They get the horse blinds they phase everything else out and their only focus is the target or the threat. They don't see everybody else so crossfire theme is very common from what I found. Well I know shortly thereafter two of them retired and I know one Jerry Riordan who made lieutenant, he was one the shooters he wasn't hurt in the incident but to this day I think what bothered them the most from what they told me was them watching me get shot and actually being there</p>

	<p>witnessing it from the beginning until the end. I think that made more trauma for them than them shooting the bad guy. It was watching one of their friends, a coworker getting struck with bullets and falling back. They immediately thought the worst that I wasn't going to make it. That was a big struggle for them. I think their initial concerns or frustration was shit, what we could have done to have avoided this, should we have shot first. It was dark out so no one saw the gun, I never even saw the gun until this day. I never saw the kids' gun so they were beating themselves up I wish we had seen the gun and we hit him first. That was some of their regrets like I wish I saw it before he even shot it, I would have shot him first. They were all reactionary. A couple of them also felt regret that they had to shoot and kill a twenty-one year old kid, he was a young kid. No cop ever wants to take someone life. That I can guarantee.</p>
OFFICER 4	<p>"I can tell you there have been a number training session I've been to. It's been referred to in a variety of ways. One of the most effective ways has been viewed as is a bucket. It's like a bucket and every time you experience something like that you continue to deposit into the bucket but ultimately that bucket will overflow with all those experiences. It always concerns me the psychological health which ultimately leads to physical deteriorate of officers who have experienced those types of situations accumulate over time. I'm always concerned about that one incident but those incident over time wear on an officer and how it's reflective on how they do their job. Also how it's reflective of their own psychological and physical wellbeing. I'm always concerned with the number of times those incidents over time accumulate. I can tell you as a department we're trying to do more with critical incident stress training and debriefing. Planning a program in place to help officers to relieve that stress factor. We try to do more about it. As a person I'm always concerned because I know all these incidents play and have a role, of course every officer relieves the stress in different ways. Some in self destructive ways whether its alcoholism, job performance, etc. It's reflected in their futures. It's always a concern I know it impacts them."</p>
OFFICER 5	N/A
OFFICER 6	<p>There is a whole series of emotions that come. First and foremost you're concerned for your colleague that they are going to be alright. That they were able to stay in the battle and even the after effects of going to the hospital and staying in the fight that way they are still fighting for their lives or fighting to recover. That they are able to do that and you transition to the family. How it is going to affect the family and that there loved one who they send out every day almost didn't make it. Then you transition to hoping that the administration does the right thing by the officer and review the footage. They take a neutral stance because they need to keep the integrity of the department. They do a neutral based federal investigation into the facts and circumstances regarding that incident. After being a police officer this long I don't know any police officer that wants to get involved in a shooting. I don't know anybody on the job as a cop that wants to go out there and hurt somebody it is not in their makeup. Police departments are having a difficult time filling academy spots, they are having a difficult time finding people not only to take the job, but also finding people that pass the scrutiny in these backgrounds we do to put them in a recruit class to learn to do the job. They do that because the</p>

people the police departments hire typically are Boy Scout and Girl Scout, they hire the good people in the neighborhood. They don't hire the people with attitude problems, people that don't follow the rules, or people with shady background. They don't hire those peoples. The excessive use of force by police officers incidents is less than one percent of the incidents that happen out in the streets. That's not in Massachusetts that is across the country. There are very few excessive force incidents and that's not what the media wants you to believe nor what they portray to the public. In turn they believe this happens every day. In the police departments that I have worked for the comradery the police officers have in letting each other know that they are not alone in this. That they have support.

4. What would describe to be the main difference from the Use of Force Model created by Graves and Connor, versus the Municipal Police Training Committee?

OFFICER 1

“There are over two-hundred use of force models. They have wheels, pies, ladders, and they all ultimately are somewhat within same ball park. The preservation of life which is life for the officer, the public, and the individual involved. The model that I train police officer and correctional officers under all that information is very pertinent information. An officer is called to justify their action is not the model that comes into question, its case law that comes into question. The model is exactly that all it is, it is a guide it is a template. It gives you options based on the totality of the circumstances. The perceived circumstances, perceived subject actions, and reasonable officer response. Those three elements are going to be considered in the use of force judgement making process. So when an officer has to justify whether it be putting your hands on someone who was compliant then became non-compliant. And then injuries or no injuries were the result of the actions of the subject then it's on the officer to have to write a report and justify the actions. Now you have to stay within policy and procedures. You also have to stay within the states guidelines under your training and the training we do is currently the use of force model, which started out as a federal model. They use to call it continuum and we got away from the word continuum because it's not well this person does this so I get to do that. It's an equal balance and response to the situation. If that's the line of work you want to get into and you have a full duty belt. On that duty belt you have choices to make but not only that it's good to be confident your skill set in your defense tactics but you also have to be confident just as confident in the application of law. You have to know the elements of the law, and you have to know the situation that you're confronted with. If someone rolls up the window, can I smash this window to get access to this individual that rolled up the window up on and told me no. There are laws officers must know to justifiable put them in the right and once that wheel starts getting motion. Then a physical altercation takes place because of the no cooperation from the individual or parties that they are dealing with well then now they have the tools to deal with that situation. What's going to be asked, were you justified in the first place to do that and if you're not up on Mass. General Laws and Federal Laws then your application force might have been during this situation it might have been okay but it should have not got to the situation. There is way too much focus on the officer. People tend to put the microscope under the officers' actions, like why did the

	officer do this and it takes away from what the subjects' do that made the officer do what they did. That goes into the media.”
OFFICER 2	“I think there is verbiage differences as far as the philosophy behind of the color blending or the level blending is the same. We took Greg Connors mindset and his belief on what the model was visually representing because that’s all it is a visual representation. It’s not an ‘I go to chart’ it’s not if the guys here you do this it’s not that it’s based on totality of the circumstance. That’s why they were blending of colors. I wouldn’t say necessarily there is a philosophy differences in the model. I think that there is verbiage change in the model that we utilize to kind of better fit how we define use of force in Massachusetts based on our case laws and based on our training. The model itself it was Greg Connors, kind of the core and it came to Massachusetts the words were modified a little to fit our environment to which we train and explain things. I think it strains the same way I went to one of the initials trainings in the state when we first started looking at the model itself and made the transition with Greg Connor there as well. It really is the same in my opinion”.
OFFICER 3	“It pretty much is the same. The only difference that I think that the feds have is that they aren’t issue batons like most of these guys are in plain clothes. They aren’t in uniform and are not in duty belts per say. They don’t have that going to the OC or the baton. Their operations are very planned out and approved by specialist. For example, if I was going to buy a gun in an undercover operation. Our operation plan is so thorough and so well thought out and planned. They want things done perfect that’s only major difference that I saw.”
OFFICER 4	“You’re talking about the use of force continuum and familiar with Graves and Connor with their specific system is that you’re referring to. Traditionally use of force continuum has been a kind of ladder approach. You start at your lowest just your presence and leading all the way up to deadly force. All the options that are in between it provides us as police officer with a structured to try to look at it and see where we are, as we know we operate under a reasonableness standard. The trouble is plugging in a reasonableness standard among all these other options you have to weigh that out against the circumstances as you find them in the individual or assailant that you encounter. I think the use of fore continuum can be helpful but there are so many factors that go into it. Let me give you an example is a police K-9 could fit in the use of force continuum when a K-9 is deployed as a use of force tool. Often times that a K-9 isn’t used as a use of force tool maybe used to search for somebody. IF the assailant in the end turns out violent or aggressive deploying the K-9 as use of force is possible. The mere fact that I use the k9 in of itself to search an individual or a building search may not constitute use of force at the time. The use of force has some flexibility. The other complicating factor when it comes to the use of force continuum where do you plug in all those tools. Where does the baton fit? I can give you a general sense but I can’t give you a sense when it comes to an unpredictable set of circumstances. I use this as an example, I’m trying to take someone into custody in it turns to absolute fist fight and all of sudden they pull out a knife and instead of using my firearm I decide to take a chair and smash it over their head. Does that weapon fit into the use of force continuum is it a baton, is it a K-9, is it OC spray, or Taser? The answer is no it doesn’t fit in there, but clearly that use of force has to be a factor in that. I used that was it reasonable for me to do

	that under those circumstances, he presents deadly force and I use some type of impact weapon like a chair, then it was reasonable under the circumstances. I think the use of force continuum it's hard to keep it an exact format. So we and our policies we utilize that discussion of factors that relate to the level of force so deadly force has to fall under a certain set of factors and so forth. We don't use the traditional ladder approach we once did. We certainly recognize verbal commands is different than using deadly force on that kind of scale."
OFFICER 5	N/A
OFFICER 6	There is zero difference. Use of force is use of force. The Supreme Court help define use of force in Graham v. Connor and Tennessee v. Garner, and multiple other cases. There is no difference in the federal state models. It is nothing more than graphical depiction to try and help officer understand when they can use force and how much force they can use based on the scenario they find themselves in. It is not a bright line rule it is a guide. It has to be guide because every scenario is different there is too many variables to consider. The model we use in this state use to be used in teaching the federal agents. Now they stop doing that rather than use the model they use court cases to try to assist new and veteran agent on how they can use force.

5. The Massachusetts Use of Force Model as it stands today, what would you suggests to be the most prominent pros and cons?

OFFICER 1	<p>"We are one of a few and when I say one of a few if you go to the Midwest to the west coast. They don't use models when I go to seminars they're teaching what they call constitutional based use of force. It is based off of case law because when you go to court they are going to pull up the Commonwealth of Massachusetts v. Dwayne Fortes back in ninety-ninety whenever. The case still is relevant and if there isn't any case that has been heard. Well now there is going to be case law on the Commonwealth of Massachusetts v. Dwayne Fortes. Whether it sticks on a district level or goes over all the way to the supreme court and the justification is made that this case has come and it has been tried. Now people after, attorneys etc. can go back and reference back in the ninety-ninety this case similar to what my client or a police department these were the judges' findings or court rulings. The state model, I believe personally that the state model why we use it today because it touches case law. We talk about Graham v. Garner, objective reasonableness. We talk about the feeling felon and we talk about case law in the use of force model. The reason why I believe the Massachusetts state model that we are govern under is very diverse and informative model, which encompasses case law, mass law, and the consideration of report writing. It touches everything it's an all for one. It's very informative it's a good visual tool and good learning tool as well. Its color coded we don't get into the colors but once we explain why certain areas are blending and clear cut concise lines. When you go from the threat perception categories to the perceived subjects actions to officer reasonable response. How they blend and you can find yourself, like there's no clear cut this is it. It is not black and white this is blending. Sometimes the policy and procedure can be stricter than the state model.</p>
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OFFICER 2

“Pros of it for police, it has a lot of options and the ability to flow from one level to the next rather seamlessly based on perception. For instance, if there were defined lines and we tried to emphasize your perception as the police officer using force or having to make those decisions. The model is based on your perception and where there is not defined specific things for instance assaultive behavior like this. It helps recognize that every situation is different every police officer is different. I have more experience than you. I not only use my own experiences I use times I sit down with people and those build files in my brain. I imagine situations and think what I would do in those situations, so I have more of those learning experiences. If you inject us in the same situation I may make a different decisions because I have more experience or maybe you have different experience because of your military training or you train in a martial arts or maybe more physically fit so you may make a different decision. It does not mean that either of us are wrong but that’s the beauty of the model it allows for different responses in situations that may be very similar. It’s not a go to and it’s not a specific thing you have to do in a certain situations. Where I think the model is bad? A lot of times in situations where police officers use of force is questioned, the people that question their use of force use the model as the gospel. They don’t recognize that the model flows and that it’s based on totality of the circumstances and they don’t understand the particular levels. Sometimes they don’t understand the definition of specific behavior and know where to plug a subject’s behavior in and an officers’ response and where it goes. So they look at the model so they look at the model and say the person was just resisting and you can only use contact controls or compliance techniques. They are very specific and that’s not the way it works. It’s good for officers because it gives us options, it flows, and it can be different in every situation. It is bad sometimes because people use it as the model says this and you should have done this and it’s held to gospel. At the end it comes down to reasonableness, *Graham v. Connor*, how we do things reasonableness standard.

Everyone is different everyone learns differently everyone computes things differently everyone retains things differently. We try to give them as many explanations in ways of understanding use of force as we can but have thirty-five people in a room there is thirty-five different ways of understanding the information as you put it out. The best way to get them to understand of what they would do or what they should be doing it’s to put them in the situation, hence the physical part of it. The visualization of the model is nice and puts things in a visual perspective and it helps define things as someone would say officer response is defensive tactics within that empty hand striking techniques, baton striking techniques and maybe Taser deployment. So they say okay defensive tactics if someone is assaultive I can use defensive tactics that allows this, it’s the books smart that it puts in there. As far trying to get them to understand what they should do themselves in a situation I think the hands on is more important. You mentioned the FLETC Model the federal model. FLETC the Federal Law Enforcement Training Center no longer uses the model. They got rid of the model and it’s strictly case law and perception. So think about that so they completely getting away with it for whatever reason and I’m not saying that’s wrong. They see it

	<p>seems to maybe working for them where they feel like they can get away from the visual tool to help people learn. I don't think that's a smart move because we have categories we don't have specific things to do like it doesn't say use baton or use Taser it's says use defensive tactics. Halifax PD has a Taser and maybe East Bridgewater doesn't so we have to put all of them in one to address all of the agencies and options. Some have less lethal and some don't. I know there are agencies in this state even now as big cities like Cambridge they do more of the focus on case law when they are training use of force versus using the model. I think you do that and you do case law so you hit all the learning styles. To me I am a visual learner you show me something I can duplicated it. I close my eyes you tell it to me I'm not as good. I'm hands on that me I learn with my motor skills and visual acuity versus if I hear it. It doesn't work me if I read it doesn't work for me. I think it's a very important tool to have that in our system.</p>
OFFICER 3	<p>“That’s a good question, I’d have to think about that. I think a lot of cops don’t pay enough attention to that I see them and I’m one of the guilty ones. I see a lot of cops not wearing their full duty belts especially in a detail assignment. They just have pancake holster and god forbid they encounter a violent subject all they have on them is that gun. If you go hand to hand combat with a guy and he’s got a knife how do you justify going from hands on/verbal commands ordering hands on maybe doing a takedown then going right to your gun. I’m not saying the use of force model has to be changed. I’m comfortable with it is set up now. I just think of a lot police officers in mass have forgotten about it or disregarded it for the sake of being comfortable. Not counting on the full duty belt.</p>
OFFICER 4	<p>“I think the pros it gives you guidance it gives you expectations. One of the things that is important for me in administration is creating what the expectations are setting those rules and parameters of what is expected of new officers. Not only do they get a sense of what I expect day to day operation. They also need to know what I expect which is a really a reflection of what I expect is in many way a reflection of what the community expects. Not only what the legal parameters are but also the community expectation is a factor as well. Often times we are reflecting and codified in legal terms. So those expectations are really solidified or directed by our policies and procedures something that we are always working on and looking to improve. Keeping up with the legal requirements are but with the community expectations are as well. Most times they go together but sometimes they can be different. I think one of the cons are often we forget that in certain set of circumstances when you use of force continuum and stick to a ladder structure people use that process when they have time to think about it methodically. However, there may not be that amount of time to run through those options if I conduct a motor vehicle which someone is running through a red light a misdemeanor or civil citation. I’m conducting a motor vehicle they suddenly jump out of the vehicle with some type of weapon. Am I now going through that continuum which is what we instructed and am I say verbal commands, am I going to do hand or pain compliance technique. Now all of sudden I have to realize that look I may have to quickly move ahead on my continuum. Sometimes I would say continuum can provide that negative guidance in that set of circumstances. Where the newer officer needs to be familiar with all those options and recognize that</p>

circumstance requires an immediate response beyond that formal step A, to B, to C, and D. In peace time, if you will or in relatively calm I have the time to do that I can look at this piece of paper or manual and it says to start here to demand compliance then you go to hand technique. I would say that's something that can be problematic. Both pros and cons should be a product of training. Let me give you an example the guy with a knife. We cornered him against a fence we really half mooned around him we didn't circle around the individual. We gave him the belief that he couldn't travel anywhere because we were standing in front of him. We needed to maintain some lethal option because I would not have the ability if I said to myself I want to deescalate the situation and he has a knife. There are certain circumstances I could not deescalate because the individual would not allow or give me the option to either defend myself or others. The guy with the knife against the fence if I suddenly said to myself which I could do is as the supervisor on scene. I could say to myself I'm not going to deploy deadly force, me as the individual I will have an officer who is assigned to that. If the individual with the knife decides to start to attack us with the knife then deadly force may be the appropriate response to defend other people's lives. To deescalate that though. I myself could have communication with that individual as long as I know that option is covered. Then I as individual talking with that person may be able to deescalate what they believe is going to be a response. I will also tell you in that case to disarming that individual and having success was because the individual didn't know what we were going to do. The individual was surprised we used the bean bag. That's what was successful about it. He thought we were actually using lethal force on him. He was shocked and surprised, even though the first bean bag didn't have an impact the second caused him to drop the knife and gave the officers an opportunity to get in and completely subdue him before he could grab the knife again. He did say he had another one in his back pocket but we could have controlled that. The totality of the circumstances is critically important knowing all those circumstances. Let me give you another example if I encounter somebody who is a suspect that I chased to the top floor of a triple decker. I get to the top floor near the edge they are not threatening to go over but they are not surrendering to me. Is it appropriate for me to use a Taser and cause him to fall off the building and die? I have to take all those circumstances if in other words if they were at the top of the building and turn to take fighting stance with me. Would I be justified in using a Taser? That ultimately caused their death because I hadn't take the height factor into the totality of the circumstance. If on the other hand I encounter in a house and I go into a domestic situation. I have probable cause because domestic violence has taken place. I tell the individual they are under arrest and immediately take a fighting position. Do I have to wait until they actually strike me or take make some kind of an offensive move or reach for a knife in the draw or grab a flashlight, pipe, broom, stick, or some other weapon or will I be able to use some type of force to intervene before quickly before they do that. That was always a possibility but I have to take those factors into account. I remember me and a partner we were in a domestic situation we had probable cause to arrest who had assaulted his wife badly. We told him he was under arrest and he said I'm not going quietly you guys are going to have to fight me. Me and my partner started

	<p>removing furniture from the kitchen, why did we do that? One it sends a signal to him if that's what it's going to take then that's what it was going to take. Two, if I start fighting with him somebody, me, my partner, or him were going to get hurt because we would be fighting around all these sharp objects etc. As soon as we removed all the furniture and told him again, which then he surrendered. Sometimes you have the luxury that you can do those kind of things. I don't think it's always possible. I'd say that it's not always possible."</p>
OFFICER 5	N/A
OFFICER 6	<p>We capitalize on both methodologies of teaching adult learners. We just didn't get rid of the graphical depiction of the use of force model but we don't subscribe to one method of teaching. We teach court cases, legal statues in regards to use of force, and we use the graphical depiction. So we are taking the best of both worlds and utilizing to teach police officer how they can do their job as it relates to use of force. The use of force model that we utilize has a lot of benefits to it. Adult learners, learn at many different capacities. The strong teaching and strong learning capitalized on as many of the five senses all at the same time. You are not only hearing it but you are seeing. You are not only seeing it but you have a graphical depiction, a picture in your mind on when and how I'm supposed to utilize force. There's been so many models used across the state this is just one of them. Out of all the models I've seen this paints the truest picture as how it relates legal use of force. It is not a stepping stone, you can jump around, and in a use of force incident you are going to jump around. You may start out with your gun pointing at the person but then the person drops the knife and gets down. Then you transition to just handcuffing. Where a show of force was present but a use of force was not. That is also something a lot of members from the public does not understand. I'm referring to the rules of engagement and the transition police officers do is based on what the bad guy is doing. That is the only thing that causes the police officer to use force. What is the bad guy doing? It is reactionary procedure. The bad guy dictates how the situation is carried out. I've advocated for a long time that we should do more training for the public on what it is actually do and what goes through their minds when they perceive the subject actions, evaluate safety threat, nature and severity of the crime. Advocate to these folks what we're doing and why we do it to have a greater understanding. I think that would lead to less ignorant criticism of what the police do. When people are hyper critical of what the police do is because they didn't know. They don't know the fact and circumstances, or the rules of engagement. Police officers would not have to use force if the bad guy was just follow the one rule. Police officer says you are under arrest put your hands behind your back and placed handcuffs on the suspect. If the bad guys did that police officers wouldn't have to use force. It is a lack of respect for authority that police officers carry. If you think the police officer does not have the right to tell you to put your hands behind your back and arrest you. Well still do that and make</p>

	<p>that wrong a right. Do not have court out on the street. If you fight the police the police will fight back. You can go to internal affairs, and if you are not satisfied you can file a civil suit for violating your rights. Therefore, if in fact the police officer wrong fighting the police out on the side walk does not help your case. I don't think people in the public do know that or don't want to hear that"</p>
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6. If you were in charge of a police department, what would you recommend to police officers to reduce stress levels?

<p>OFFICER 1</p>	<p>"It depends on the individual. For me going to the gym and working out then going to the range at least once a week, two times a month for fun. It's a lifestyle it's not a task. Depending for the people like I said who are in dark places, it's difficult because in law enforcement for most people are type A personalities. To engage and go seek help for a lot of people may seem as not a strong minded individual would do that. So they harbor the dark places. Go on vacation once a year don't bring your job, don't bring your job home with you. Everyone has something to live for whether it be knowing at the end of day you have dogs jumping on the window when you are keying in the door or you have a son or daughter comes up to hug. You have to focus to give yourself drive for whatever purpose you're here for. What is your purpose? Why are you here? At the end of the day when people lay down and put their head on the pillow it's just you and your thoughts you and your mind. How you decipher that and how you channel it, we all have decisions, everyone has decisions to make. You can't beg for greatness you can't beg for goodness you have to be good and obtain to be great in your profession or whatever the case may be. That's why there is only one chief of police. You got a couple of captains there is pecking board there is an administration. There is a bunch of patrolmen. A select few aspire to be a chief and a smaller few aspire to be the deputy chief then to be captains, lieutenants, and sergeants. It doesn't mean you're not worthy it just that these individuals took the sergeants exams. That's what I've been told if you take the sergeant's exam for policing you might as well get yourself a law degree, keep going because of the level knowledge you have to obtain it's a very challenging test. I equate it to the people in sports or people in the Olympics. What the difference between us and them? We have two arms and two legs. The difference is the time, commitment, and sacrifice. I bet they had doubts along the way. That's why I do training I'm not a police officer but why do police officers sit there and listen to me because I don't pretend to be someone I'm not. I'm just putting the program out there it's not the Dwayne Fortes model it's the state model. I've taken the time to know it inside and out. I've taken the time to not only to know the model but branch out so that I know specific case laws. I know specific elements that are required in the reports. I know what the courts are going to be asking. I know that when you're involved in different certain situations that afterwards these are the things that you may want to consider in putting either in the use of force report to justify whatever the situation may be whether it is right, wrong, or indifferent. Don't lie, cheat, or that's what it comes back and the facts are the facts.</p>
<p>OFFICER 2</p>	<p>"Number one, I think the employee assistance and it shouldn't be deployed in critical incidents where people die or situation of big magnitude, such as shootings.</p>

	<p>Every use of force, I'm talking about using your baton and use your Taser. I really think now we need to look at all those situation and I believe it deserves a phone call. Police officers today are different from police officers thirty years ago. I can tell you that from my experiences. I've been a trainer in police academies over twenty-years. I train three to four academies a year, never mind the in-service training, individual training and going all over the country training. Here in Massachusetts just think of the number of police officers I've seen. I see the changes in the way we need to train the new people. I also the way they say the generation x or whatever. I see they are different everything is different. The way they communicate they don't communicate the same way. I needed to talk to my sister so I had to find her and had a face to face conversation, like I couldn't text her. My kids text me when they are upstairs. They don't have to have a face to face conversation. That changes the way they are and their behavior and how they deal with people. They have more a difficult time dealing with people. They work at Dunkin Donuts and I think it's a good thing for them. I like that because they deal with everyday people from every walk of life and force to make them happy and force to make them happy. That is why I like them having that job versus working at Abercrombie and Fitch. I think we need to pay more attention to this because I think the younger generation handles stress differently. Different than the older situation. I think smaller department if they don't have the ability to have their own stress unit. I know the cape one is a regional one and try to help everyone out. I think the smaller department take advantage of those opportunities. You know calling the state police or calling the Boston police they have a great one. If you call the state police or Boston police hey I need a couple of guys to talk to my guy who've been involved in a shooting. They'll come down and talk to you no problem because they realize this is a serious problem. I think given incentives for working out some departments gets a day off for every twenty days they workout.</p>
OFFICER 3	<p>“Number one, I would implement or recommend more importantly eat right and exercise daily that for certain has proven that will help with the stress. Number two maybe see a professional in that field on regular basis. Early on in my career I was told I was going to see things that most people will never see in two of their lifetimes. Most cops are subject to a lot of things that normal human beings on this earth would never ever imagine seeing. That eventually does serious impact on the human mind. I would highly recommend that a police officer goes to sees a professional on a monthly or quarterly basis. Throughout their career definitely have somebody they can reach out to and go to speak to them.”</p>
OFFICER 4	<p>“It's probably a number of things we can do, one of them I think is in training. The more training we provide to officers, it's probably one of best things that I as an administrator can do. One is to prepare them for a variety of incidents if they can be prepared, it's like a baseball player who doesn't just show, not even the professionals don't just show up and start first at bat. They go down to the batting cages an hour or two before the game and they're taking some swings getting their rhythm and getting comfortable. So when they get up to the plate and the pitch comes across it's a lot slower to them and they can make rational judgements. Police officer training is pivotal to what we do. Good training not just any training, but good training is pivotal to what we do. It slows down the circumstances it gives</p>

the officers that confidence that they can deal with any kind of situation and of course that in itself relieves a lot of that stress. The tools is another thing we can do with stress. I don't know that we can provide any kind of tool that provides no stress but if I give you options, in other words if I send out into the field and I say Clint you're a new officer they only two options you have are deadly force or verbal and physical control techniques that's it. I'm not going to provide you with OC spray, I'm not going to provide you with a Taser, baton, or any of these other options. Probably makes your decision making a lot harder and realizes that you're probably going to make some hard decisions. Tools I think are another and options I think are of value. When you analyze particularly fatal shootings. Officer involved shooting you quickly realize statistically speaking the officers' involved in those shootings psychologically are permanently damaged. It is often times that they will be required to retire because they can no longer continue. Not to mention the physical so if they are wounded by a shooting, often times the physical and psychological scars from that wound statistically speaking they do not return to work, more often than not. So that's a consequence, so if I can provide training that will prevent that from happening then in the long run I know I'm saving an officer. I will never know I will never be able to quantify that. I can never say to you look I've saved X amount of officers from having to retire early, being permanently disabled, killed, or badly wounded all those things. Some of the things that may have less of an impact but still important. The knowledge that they have the ability to access psychological counseling or other types peer support services that are easy accessible and always accessible to them. Sometimes mandating those types of services requiring them because often times we teach officers to go out and deal with a whole variety of circumstances. At times, little or no supervision are making important, not only constitutional legal decisions but psychological and social decisions that impact people and families for a very long period of time. As a consequence, we need to provide officers with as much support for what they are doing. I don't mean just training support and tools, but that psychological support knowing that we support what they do and that they're trying to do the right things. If we make mistakes or we do the wrong things they have to know that they're held accountable like everybody else. That is an important aspect of being successful and doing the right thing is understanding that is always something were willing to live by certain standards and enforce those standards. As far as use of force incidents I don't believe it's a real attraction particularly when you're talking about deadly force or using significant force. Often times there are a lot of negative consequences that come from doing that. Is it required in certain circumstances? Yes it is required and you can't change that. In others, hopefully training, preparation, and all those other things we do in advance can minimize that. The other thing that plays a significant role when it comes to use of force is the number of officers on scene. You know having a sufficient support, so if you go to a bar fight in the middle of the night and you show up with one or two officers and there are five or ten people fighting you are going to have limited impact without using some type of escalated force response to diffuse the situation. However, if you show up with five, six, or seven officers it's much easier, it's less likely going to escalate the use of force. A hand technique or verbal may separate the parties.

	Simply presence alone can play a big part in that. You may have seen fluctuation in use of force incidents based on what policing staff has been those highs and lows that roller coaster. When it's in particularly low I'd be curious to know whether you see a significant rise in the use of force incidents. When staffing is much higher is there less use of force. I couldn't give you the answer but I believe there is a correlation.
OFFICER 5	N/A
OFFICER 6	The larger police department have employee assistance and stress units. Those units have helped officers cope with substance abuse, a lot of alcoholism and things like that. To being wider open on the spectrum of counseling. Policing has different stressors. They need to understand even they are police 24 hours a day, they need to engage in intramural sports and do other things.

7. Based on the outcome of Brown v. Ferguson (2015), what comments do you have overall or in Officer Wilson's use of force?

OFFICER 1	<p>“After all these cases, they call it the Ferguson effect. The media will put out half-truths because that's all they got for the most part. The other half of the truth is that the truth that they have is diluted by the truth of through the eyes of the officers on scene at that time and what they were dealing with. The hands up don't shoot that was debunked but it wasn't debunked right away it took a media storm and then took a political agenda to it. The big problem is when the government starts getting into policing. When I say that is when you have the commander in chief get up and start bashing basically Cambridge PD officer before they even had all the facts. I'm going back before the Ferguson case. Those little seeds now you get politicians who are not versed in the application of use of force making or casting judgement or statements based on not all the facts. That's one thing about television and think about television it's tell lie vision because it distorts the truths. Until the truth is put out there then let your conscious be your guide. In the Ferguson case, you have an officer like Darren Wilson, I ask people where is he now, like what about his wife or what about his daughter. As we are having this conversation right here where is Darren Wilson at, his career is gone for the most part. For a justifiable action that he did and now when you talk about Michael Brown the facts are he led a lifestyle that wasn't conformed to society's role model if you will. You could spin all that to the product of his environment and where he was brought but that doesn't excuse the facts of what took place on that day. He's walking in a roadway and all he was asked to do was to get up on the sidewalk off the street. Whatever took place between the verbal exchanges of words prompted Officer Wilson to confront the situation, which then immediately and quickly turned into a lethal situation. How does some body get stippling on their hands? That is from gun residue. Darren Wilson was punched and that Michael Brown basically got slide bit from the firearm which is consistent of grabbing the firearm, like why was he grabbing the firearm. No police that I know wakes up gets dressed in his or her uniform and as they are backing out of their department or in their cruiser says I can't wait to shoot someone today. I'm pretty sure Michael Brown didn't go out say I'm going to put myself in situation to wrestle cops gun away. Had he just got off the street way and up on the curb like he was asked in the beginning maybe it would have turned out</p>
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	<p>different. I'm not going be laying credential against credentials Michael Browns juvenile records the fact of the matter is Darren Wilson was performing a noble job he was out there in his uniform driving down the street. Are there incidents where police officers do things that are unjust? Yes they are human. Everyone is human we make mistakes and some mistakes are unforgivable I get that. Those people get punished just like there are people who do that are not in law enforcement that do things and their acts are not forgiven and get punished. I say not forgiven like a slap on the wrist like we'll let it go this time. In some instances you can't allow that. A grand jury finds no reason to indict and then the masses because of what was put out there without the facts and they don't have all the facts. Yet the grand jury does isn't of comprised of police officers it's comprised of citizens that hear the facts. Then they get a lesson in constitutional based case law and they get the facts of what the objective reasonableness standard is thru Graham v. Connor or Tennessee v. Garner. With that being said they choose not to indict, oh let's protest not a righteous protest we're burn things down and cause the police to come and have to restore order to people who are out of order. So I reach for my pepper spray and that doesn't work and this person reaches for my gun or whatever the case may be. Then it gets escalated and now were back on to well why did the police officer do that or well why were you out at eleven o'clock at night smashing windows and lighting places on fire. It's the history repeating itself this is nothing new riots were happening before we were in diapers. It's the lack of education in understanding. This is my interpretation is that there is a division of how can I educate you when you don't want to be educated and you can't see it through my eyes and yet I'm trying to see it through your eyes. There is just that gap and until the government doesn't really when I say the government the big government step on the toes of the individuals' state. Let the police officers police I get that, it is passed that because there's been a dynamic shift where the trusts is gone.</p>
OFFICER 2	<p>"I'll go back to what I said when we first started. I really truly believe and I'm not going to say every, but I'll say every. I believe that every police officer gets on this job for the right reasons and when faced with the life and death situation doesn't see color, doesn't see race, doesn't see differences, doesn't see if the person is rich or poor, if they are hungry or not, doesn't see even where they are. I know that from doing stress inoculation training with recruits they forget everything they can't even hear anything the last thing they are worried about, they don't know that I'm in a suit they forget that. To me that is the color of me that's what I am and they forget that. So when I first heard the incident I heard Officer Wilson shoots Mr. Brown, and I say we have to hear all the facts. We have to see what went on and I know the media wants to give the answer of why it happened the moment they hear the information. If all the facts are not presented with them and can't make a logical or educated decision of what really happened they are going to put out what they believe or the information they have. They need to sensationalize it to sell media, it is what it is. I am not a fan anymore of media. I don't watch the news purposely, unless it's a specific incident I turn it on. I don't like my kids to watch the news. I think in this particular case when it first came out I heard that most people were saying, oh Jesus Christ he shot this kid and for no reason. I stuck with the lets listen to the facts and hear what happened and the totality of</p>

everything that went on. The grand jury investigation resulted in him being cleared of any wrongdoing and people were not satisfied with that. That's what kind of scares me and for me as a police officer it's upsetting because I for a minute don't believe Officer Wilson wanted to shoot Mr. Brown. Let's forget about race he didn't go out saying let's kill someone today. I'm not saying he couldn't be racist I don't know him. I'm not saying that couldn't be a factor some police officer are motivated, sure that's true. I guess I can with confidence say I don't know any. I got 2,500 people in my department and I've trained over 25,000 police officers. There is 16,000 in this state, I've trained more police officers around the world than there is in this whole state. If you think about that and I've interacted with these people and have had conversation. I've heard racist comments but I don't think that's a motivator in a use of force situation. If the interaction initially was, I'm going to stop him because he was a black man, Hispanic man, white man, or Asian man. I believe in the lethal confrontation regardless of why it happened I don't think in most cases, that it's, now it's time to shoot him and if we was white I wouldn't. Hypothetically, I'm not talking about this case but let's I'm in Brockton and I pull over cars that have black males in them because I think their committing crime. I pull that car over and now I get in a lethal confrontation. I really think everything; colors lost and I think survival kicks in. Your mind is taking away even those reasons why you were initially interacting and you shouldn't pull cars over because its two black males driving down the street, of course not. If that does happen, it doesn't mean the lethal confrontations is okay. The lethal confrontation I don't think a police officer has time nor the ability to say if I was white I wouldn't shoot him. There was a situation where a police officer had a Taser out and the guy ran away and shot him multiple times in the back. To me that was clearly unreasonable and I don't know all the facts but when I see that video is was clear. I watch videos like Eric Gardner, I hear that situation and I always say what could they have been possibly doing that could be misconstrued? The shootings that are on video I look at them and say what were they thinking at that time? What was he thinking at that time? I give them the benefit of the doubt. Let's say he wants to shoot because more likely than not in most, and I don't know what the percentages is but I am sure someone has them. What percentages of police involved shooting turn out to be that a police officer made a reasonable decision? It's most. I look at those and I give the police officer the benefit of the doubt. He had to be in that shooting why and I look at it that way. Looking at Ferguson, as soon as I heard what happened I said let's hear all the facts why was he put in that situation. Then you find that he is in the car and started right here inside the car well why is Brown inside the car. Well something is going on and there is facts and circumstances. There is one thing I always say there are two sides to every story. There is this side and another and somewhere in the middle there is the truth. I believe as an example I went to federal court and testified on a case. One bank robber goes into a bank and robs the retailer this is what happened. The retailers are exposed to this guy for less than one minute and he says only select things to them. He mentions he is going to shoot them, he mentions that they shouldn't give them a dye pack if they do he'll shoot them, give me the money, and he says give me the fifty and hundreds. I can't tell you exactly what he said and you know why? All three of the

	<p>retailers said the robber said something different. All three retailers say he said something about the gun in different context and believe he mentioned a gun because all three heard it. So now are they lying? They are not lying because their perception and experiences everything has come together and the stress took over. Right now I can say to you to recite for me A, B, C but if I stress you and I'm fighting you and I'm jumping on top of you. Then I say to you a statement and ask you to repeat it you won't be able to do it accurately, you can't. We'll never know the motivation and unfortunately Mr. Brown is dead. We don't know what really happened so that side is missing. Officer Wilson can speculate what he believes Mr. Brown was doing so we'll never know so that is a piece we have to speculate what Brown was doing. We know what Wilson believes he was doing and we don't know that's accurate. Sometimes you ask police officer how many rounds have you fired they respond three but they really fired seven. Why does that happen? Stress. Same reason the tellers they don't the stress we know, but that's enough stress to screw them. In that situation, I believe it was I felt that we had to hear all the facts and was satisfied with their information. I read and heard on the news that they ultimately came up with a really bad situation. The outcome was reasonable but it is not ideal and I'm sure Officer Wilson feels bad that he took Mr. Brown's life. Mr. Brown had parents, sibling, and friends. He didn't get into this job to do that. I think the media created where we are today without a doubt. We look back at every situation that has occurred starting there and now going way before it wasn't as bad though. Starting with that one they sensationalized what had happened and speculated on their own fueling society. The only information because you're not in Missouri you're not going to get the facts because you don't have access to exactly what happened. For six months before the grand jury hears everything and figures it out. You only hear what the media has to offer and they can't give all the facts because it's sensitive information. They have six months to destroy what people believe about police officers and the Ferguson police officers and Officer Wilson did. When it comes down to making the decision and it was not what they believe for six months they get pissed off and burn the village. I don't understand that.</p>
OFFICER 3	<p>"I can tell you this I've been on talk radio a lot. I said the same thing over and over again. I've noticed in the pasts at least ten years I want to say ten years this new generation and has to start from home people have lost respect for authority. Students beating up teachers talking back to teachers they have zero respect for their elders or any authoritative figure. Whether it be in a school or be out in public and that means police officers. People just don't listen. When I was younger or when I first started as a cop if I told a kid to get out and start walking home. They did it. Now the first words out of their mouths is don't touch me or I'll sue you. You can't touch me get your f-in hands off me or they'll bring out their phones. They'll say hands up don't shoot with the cockiness. I think that has been if you look at every single shooting incident minus maybe a couple and one that comes into mind is somewhere in the south. The guy shot the kid in the back he first said he lost his Taser and shot the guy I don't know what happened. It was a car stop and the kid took off. He ended getting shot in the cop. Every single other incident Michael Brown, Eric Garner the guy in new York the one that got choked, even this guy in charlotte, everybody disobeyed lawful commands. When a police officer</p>

tells you to do something just do it. That is not that proper venue to play judge and jury that's why they have jurist, lawyers, and judges. If you're innocent get a lawyers and plead your case in court. The truth will eventually come out and you'll be set free and justified. Until then if a cop tells you to get down on your knees, you get on your knees, you don't pull a gun, you don't start waving your hands calling them on like you see some of these people going. Things are going to get ugly and then they complain. How about parents teaching their kids, listen if a police officer encounters you there is a reason. You know this, we don't put on our uniform in the morning and say you know what I'm going to go to the Market Basket parking lot in the morning and I'm going to shoot a black man today. We don't do that. If you're doing something or suspected of doing something and a police officer sees you. The officer wants to learn more about what you are doing and engages you in a conversation, how about being polite and saying yes sir how can I help you or no sir that's not what I was doing. You explain yourself away if you weren't committing a crime and you go home safe and alive. I think its lack of discipline and lack of respect for authority I've seen in the last years. No I wasn't there but from what I heard or from what I do know that has been proven a fact. The guy committed a strong armed robbery and he was a big dude, over six feet, over two hundred pounds that's a big gentlemen. He encounters Darren Wilson he reached into this car threated him and even called him a name, pretty much taunting him. When Wilson was giving him commands, Brown still didn't listen and then rushed at him. What else is he supposed to do? Wilson is much smaller and I doubt very much a baton listen. What I tell people is that you got to be there to really know what you are talking about. Do you think a baton would have overpowered that big guy he was a monster. His size and his weight and I was kind saying two hundred pounds it was probably more. This guy grabbed his gun and pretty much threatened him. His only resort is to put this guy down fast. It happened so quickly. Everybody is different. The best analogy I can use is there was guys on my job on my department when I was younger when I first got on. I was quick to be hands on with people because I don't trust anybody. I would grab them throw them to the ground and handcuff them. There is cops, some cops at my job who would walk away or turn because they were afraid. I call them the jumpers and non-jumpers there are people that will jump into a situation and be comfortable, other people it takes them a while to process and then they make a decision on how am I going to react to this. I think that is also played out a lot of situations present day and in recent situations. We are all made up differently. Let's face it Clint, you could agree with me there is a lot of people in uniform that maybe should be cops or aren't made to be a cop. It doesn't make them a bad person but when they are put in a life and death situation you never know. Case in point he was a pastor out in the west coast, a big activist, and he actually went to a sheriff's department where they did mock scenarios. I give the guy a lot of credit he went and he took it. They put him through three scenarios and he failed all three them. He shot the guy it was fake it was paint guns. He ended up shooting the officer that acting out as the aggressor all three times and he didn't have a weapon. Here is guy who is not a police officer who is protesting against cops and against police brutality and he, himself failed the scenarios miserably. People are quick to judge but we are all

	<p>made up differently, all of us. Take a simple medical in your family someone drops, someone is choking right. A child is choking at restaurant there are people at the restaurant that would jump and do the Heimlich, while others just sit there and panic. They freeze and don't know what to do. It's like that in policing too. Some people will react and some people don't react at all. Some people react perfectly and know exactly what to do.</p>
	<p>"I would say the media, not on purpose their constant negative coverage on police officers has created a dangerous culture out there for police officers. Starting from the president who was quick to judge the Cambridge police before knowing all the facts calling saying they acted stupidly. That is the incident for me that opened the flood gates to all this crap. So I blame him and you have Hilary Clinton recently who was criticizing Trump when he said there was bombing when he was absolutely right. Why is he commenting before he know all the facts? I wonder if Hilary Clinton gave the president that same good advice. I doubt that very much. The media coverage is horrible. They are quick to put it out there for everybody to see and it usually based on a thirty-second clip of a video. That does not portray the whole story or the incident unfolds. They only capture what they want to capture that is the highlight of police officers punching someone on the ground. That is all the keep showing repetitively. How about showing or explaining this guy disobeyed a lawful command and swung at a cap and that's what caused the cops reaction. The cop swung back at him and connected that put him on the ground. They don't show that they only show that clip that is going to make their news. That riles up the public, gain more hatred, and more disrespect for law enforcement. Then when there is another unfortunate incident the public says that's right we hate the cops they suck they are criminals they are shooting people innocently. Negative that's not what happens at all."</p>
OFFICER 4	<p>"Well I did read the Department of Justice's report on the Ferguson incident. What I would say is again you weighing all of those factors and I think one of things I look at the Brown incident is that I don't think the officer, and again I don't know who it is and I don't know the facts beyond the DOJ report. In other words, I never talked with officer himself or have any inside information. One of things that I think that is interesting is the media's focus on a few individuals who directed a narrative that turned out to be false and that's the hands up don't shoot narrative, which was really driven by a few individuals maybe they were on scene I'm not sure exactly where it came from. That narrative was driven and the impact that has on the officer, now I suspect that the officer himself would probably say to you I wish I probably had not been involved in that. That's probably what the officers' response would be. I don't think you'll find officers that look forward to doing that. In fact we hope that we never have to use deadly force because we know the psychological consequences to us, we know the physical consequences, and emotional scars to the individual and the families. It's a tragedy for everyone that's involved. There is nothing positive that comes out that so I suspect that the officer involved in that circumstance would tell you the same thing. He probably would have preferred if he ever had the option to not have been involved in those set circumstances, nonetheless that's what he's presented with. I think one of the other things that I did take out form the DOJ report that was interesting. It discussed the</p>

	<p>other biases it believed it found not only departmental operations but in the court system, the criminal justice system in the local level there I thought was a very pointed and unfortunately the media we can't blame them for everything but I do think they share some responsibility in that they drive a certain narrative. The media as you know today, the media's often concerned, again I don't want to vilify them that's not true they play an important role in our government. When I say they play an important role in our government they're really looked upon as a fourth branch. That's what I believe the media was intended to be. I think that unfortunately what the media has really devolved into is an insecure profession. When I say that they know today that people are out there with Instagram, Twitter, Facebook, and they are being beat to cases. They're getting there before the news media is getting this. I think the media feels a sense of driving a narrative no matter what it may be and has caused some consequences for police. Now I would also tell you that, as you know there are incidents that I've seen that have been videotaped. Some have been portrayed by the media and it has been accurate. Some of those incidents that I've looked upon with hard disappointment for my own profession because the officer is clearly exceeded his or her authority in using force in ones I've seen particularly in the deadly force encounters. There's no justification for that and that's the accountability piece that I've talked about that is appropriate under the circumstances. I'm not going to say that media drives or causes problems. Many of your professionals and professors out there refer to them as the citizen journalists that's like I said the Twitter, Instagram, and Facebook all these other media outlets that are causing a media furor that demands there be a narrative whatever narrative it may be even its incorrect or inaccurate."</p>
OFFICER 5	<p>"How would I feel if someone was, even if its justified situation using deadly force nobody wins, even if someone is shooting at you and you shoot them that officer is never going to be the same, I don't think. We all sign up knowing that's the possibility and that's part of the job but I don't think anyone is mentally prepared to take someone's life, even if it means savings their own."</p>
OFFICER 6	<p>"Ferguson is a terrible terrible thing. There are no winners in that scenarios. You have a police officer that ended up having to discharge his firearm on a human being and as a result the human being died. Even if there is no controversy around it you still have a person shoot another person and died. To think that it doesn't have a direct effect on the police officer afterwards is crazy to think. What's terrible? You can do everything right in your situation based on your training, experience, and statues etc. You have several nitty-gritty investigation's done by several agencies and adjudicated that you did nothing wrong and still be wrong in the court of public opinion. There is lack of respect for not only what the police are telling you to do but the law. There is a lack of understanding of what police officer do, why, and how they do it. In the 1990s and 2000s, we were pushing community policing and citizen academies morphed from that. There is not many departments that still do that, it is difficult to put the program together, and people to come out. We were getting tremendous mileage out of the civilian police academies. It was given civilians an inside glimpse of why and how police do things and rules of engagement. We were getting tremendous feedback between the public and police."</p>

It was a huge understanding and two-way communication. I don't think police departments across the country are good at fostering relationships with the community that they are part of. I think that is why they are having some of these serious problems like riots across the country. I think I Massachusetts we do a good job in fostering and trust with the communities. We build trust with the communities that they understand we don't cover up anything and we here to do a job. If something is wrong we will call it and if we are right we are going to explain why it is right and what that means. It is not with just use of force and arrest. There is partnership required between the police and the community. The trust factor and relationship be there because the police can't be everywhere when the crime is happening. The relationship needs to be there to continue to foster the problems in the neighborhood. The officer felt responsible for the riots and bad press the police received that he quit. I don't blame him for quitting for almost losing your freedom in something that you worked so hard to get. The media and public put their twist on things. A tragic situation that brought light to how police conduct business in society right now with media and the way media spins it.

8. In terms of the media coverage on police officer use of force and misconduct, how would you describe their influence it has on police officers and those of the public?

OFFICER 1

“Currently there is over 975,000 police officers across the Unites States. When you take into consideration all the calls, I'm talking from a cat stuck in the tree to the bank being robbed or an active shooter incident and how many lethal confrontations police are involved in its less than one percent of all the interactions. Yet, the Ferguson case, Freddy Gray case, the New York case where the gentlemen Gardner was selling cigarettes take that case, the most recent case right now you got an individual who refused to drop the firearm had the firearm in his hand goes to turn, this is in Milwaukee that's why things are going haywire over there, guy had a firearm he is a felon in possession of a firearm that police don't who this individual is and won't drop the firearm. What are other options are there? I wasn't there but you have somebody with a motor vehicle take the gun out of play they have the motor vehicle they have it in drive and revving the engine and there is a crowd of people you have the options to make a decision to disable that vehicle at one point do you make the decision to disable the vehicle when you see the tires screeching and smoke coming from the tires knowing it only takes a split second to start mowing a whole bunch of people including yourself. Or do you not wait but based your training and experience and the actions of what you see smell and know that the engine is revving and any second the car is going to take off and handling situation. Social media gets a hold of it and the news gets a hold of it, it puts it out real quick before the facts. The other flip side is that departments don't give it out the information well its under investigation there is only so much you can give without impeding policy and procedures or the investigation part. If you say way too much then it may jeopardize that investigation, if you say too little than the media says you're hiding things. When I was kid I've never seen it like this, were police officers getting shot, yes. I remember growing up I've been to the Washington Memorial where I was four years old, cops were getting killed in the line of duty it does happen. Now you see police officers getting executed for

	<p>pumping gas, or in their cruiser, or just for wearing the uniform. Times have changed. This past year in the city I bring up the city because more people more things are going to happen. Ever since this Ferguson case not everyone but some, in particular this female police officer who has been shot, nose broke, and fractured her arm all within seven years. She had mentioned this year recent, she tends to give people of color a break just so she doesn't get the stigma or the reputation that she's picking on individuals or an individual because of color. As a trainer, it blew my mind to hear that. Through your training and experience looks like that they were involved or about to do something but you're going to brush it off so you won't be portrayed that way. There is just as many that will be marching along and doing their job. Right is right, what is questionable is questionable, and what can have discretion can have discretion. There are things that you can't turn your back on. I can't let you walk home because you smashed over three mailboxes and did a certain amount of damage to property. There is no debating that.</p>
OFFICER 2	<p>"I believe it does affect police officer. Remember, I told you about the pamphlet I gave out of the recruits and again they weren't official questions. Every single one of them believes that society dislikes us. It was not like that twenty-years ago when I got on this job. I think it makes it tough for police officers. I think the media has created that because they have the ear of the American public and the whole world. The ear of the American public they create a vision of what police officers are supposed to be like. Major Fortes calls television 'tell lie vision'. I analyze things and I try to figure out what people do what they do. So we have a recruit doing patrol procedures and do you know Cagney and Lacey? It might be before your time. It was two female police officers on a show. So Cagney Lacey use to walk around with their guns out and say 'police get on the ground' similar to Charlie' angels moves. They mop over with the gun and stuff like that. This recruit was never a part-time police officer, in the military, or any experience. One of the patrol procedures exercise is to get the gun in the room. So he has to when the doorway is open he has to pie around the corner with his gun. We call it soften the room to get a visual from outside of what's inside the room and make sure there is no threats or dangers. He's never been shown how to do this and we tell him to get the gun in the room. So he takes out his gun aims it to the ground where it is a safe area. Then he lifts the gun up in the air like Cagney and Lacey. He takes a big step in front of the door way and points his gun in the room. He's never been shown what to do or the right way to do that. So I said what are you doing we call that the fatal funnel what do you think that means. I asked him why you did that and he responds I don't know I was told to get a gun in the room and it was the first thing I thought of. In training we have something called the Hollywood factor. When a person doesn't know what to do. Everything we do I envision my conversation with you. One day I'll sit in this chair and in this room because I train a lot in here. I'm going to see your face because of our conversation and interaction has created a file in my brain. It is subliminal and it is not physically there. It is building files constantly whether I see it or not. The Hollywood factor is that a person never being trained in something only sees it in tell lie vision and believes that is the way things are done. It's much like CSI, a situation happened, they investigate it, they get the evidence, they get the DNA, and go to trial in twenty-minutes excluding commercials. They</p>

	<p>believe things are that fast and so this kid didn't say this to me. I wish he did say he saw it in a movie once. I've had recruits say to me I saw that on TV. These young kids who play these video games, I went to play paintball with my nieces and you would have thought they were in the military. They know how to operate the paintballs, they know how to slice the pie, they how to utilize cover, and they knew what suppressive fire was. They learned this on television and video games because they've never been trained on this before. I think the media is a part of television it's a conduit to what we know and building those files. If they say bad things and you don't hear the good things you're going to believe the bad things because that's all you know. They believe officer Wilson was aggressive, assaultive, and did it because Brown was a certain race. That Officer Wilson created that situation and created six months of files in someone's brain. In that situation in particular that is what happen. So I think the media on an everyday police basis creates an obstacle for us that makes our job difficult. We have to fight that every day. I love body cameras, I think that is a great thing you know why because I think it's going to show that were doing the right things and how violent people can be, how people are mean to us, how they initiate problems and that we respond to that. Will it show that sometimes police officers initiate situations? Of course. Hopefully they'll know they have a camera on them and won't do that anymore. So I think that is how the media in my everyday job difficult. That people really don't what we do and what we are face with and forget why we got into this job. I'm on board with what the recruits says they sensationalize everything and say all cops are like this. It is tough to get people to want to help us and be a part of solving problems."</p>
OFFICER 3	<p>"I would say the media, not on purpose their constant negative coverage on police officers has created a dangerous culture out there for police officers. Starting from the president who was quick to judge the Cambridge police before knowing all the facts calling saying they acted stupidly. That is the incident for me that opened the flood gates to all this crap. So I blame him and you have Hilary Clinton recently who was criticizing Trump when he said there was bombing when he was absolutely right. Why is he commenting before he know all the facts? I wonder if Hilary Clinton gave the president that same good advice. I doubt that very much. The media coverage is horrible. They are quick to put it out there for everybody to see and it usually based on a thirty-second clip of a video. That does not portray the whole story or the incident unfolds. They only capture what they want to capture that is the highlight of police officers punching someone on the ground. That is all the keep showing repetitively. How about showing or explaining this guy disobeyed a lawful command and swung at a cap and that's what caused the cops reaction. The cop swung back at him and connected that put him on the ground. They don't show that they only show that clip that is going to make their news. That riles up the public, gain more hatred, and more disrespect for law enforcement. Then when there is another unfortunate incident the public says that's right we hate the cops they suck they are criminals they are shooting people innocently. Negative that's not what happens at all."</p>
OFFICER 4	<p>"Significant influence both positive and negative. I think positives police use of force is something that is given as a license by those that are governed. That's the procedural justice component and as you know it's important for us to work within</p>

	<p>what are communities expect. Police don't tell the populous how they are going to be governed it's the other way around. The populous and citizens tell us how they want to be governed, how they want to be policed, and they give that license to police to be able to use force. It's not something that is just inherent in the nature of policing it's a product of good government and good government is that transparent and scrutinized. As I said to you I think scrutinizing incidents in reviewing them is a learning tool for other police officers. I think we see where mistakes are made where we can make improvement and how to do things I think there is a value. I think on the other hand is that the negatives are only getting a small glimpse, a small picture, or a very small window without the full context of what the officer is experiencing. That's the downside of that type of media exposure. At one time the media was looked as a reputable source of information that if the media, news print, or television reported something the wall to Cronkite era it was legitimate it was factually based it was not biased. Well I would argue today if you tell me what channel you watch for news I will tell you what your political beliefs are and that has changed. I think that's unfortunate because we rely and the media is so important on the success of our country. It gets into the conversation of freedom of speech and freedom of the press is tied to that. Those are things that are central to our beliefs system on how important freedom of speech is. If you're not getting factually based information it skews not only your beliefs and understandings, but the political system as well which is what you licensed to govern you and policing as well. You tell police how you want to be policed so if the public today felt as though they didn't want police to carry firearms or have deadly force options to them when they encounter it then they have the right through their governmental structure, voting and legislative process to change that. Most people see that there is a need in our society to have that option for the officer to be able to protect themselves and/or others because other threats that exists today."</p>
OFFICER 5	N/A
OFFICER 6	<p>"I think there are some media reporters that are out in the world that are fair that want to report the fact in an unbiased with no agenda format. I don't think that is a whole for that industry. Media wise it does cause awful a lot of problems. I think the media is definitely a problem."</p>

9. Presently exists a gap between the public and police, what do you believe would minimize the conflict between the two groups?

OFFICER 1	<p>"That's a question that I always ask. Educating the public on policing and on decision making processes. They do that but, it takes money, it takes time, and it takes city officials. They did it here, they had city officials come down and actually ran them through the range simulations. It was shoot or don't shoot scenarios. When they ran them through they were getting shot. We're like oh why didn't you shoot? I didn't think they had the gun, but they did. Now realistically if this was real life you wouldn't be standing here right now you'd be in an operating room. Your family would be out there waiting to see if you made it or not. Run them through the scenario a second time they were shooting people who didn't need to be shot because now they were trigger happy and didn't want to be shot. We're like oh why you shoot? They're like we thought...Oh so you thought, you're human</p>
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	<p>you got a chance so you have that but you have a split second decision to be justified or not justified. You're going to have people who don't even do this job make that decision when they hear all the facts. Like I said before it goes back to how much knowledge are you willing to put yourself through and to knowing this is the career path you've chose. People choose this path to become a police officer. When I do the police academy we agree, I agree that it's not this flourishing or overwhelming support of mainstream America. Yet, these academies are full. I'm forty-seven you have recruits mid-twenties knowing they aren't favorited by a good majority. I'm going to take a job where people think I'm above the law, where people think I'm better than the rest, and do anything and get away with it. If you wear that uniform out there at any point in time you might get some rogue individual that may come and assassinate you just because of your uniform. You don't have to worry about that when you have Jim Jones construction. You don't have to worry about being on the side of the road when you're on a steam roller or setting up cones having someone drive by and shoot you. Yet, that officer who is in that marked unit for every vehicle passing by is the potential of that one individual trying to make a name for themselves like they have across the country. Are police officers out there still policing? Absolutely. They are policing with more of a concern, if this situation goes south the scrutiny and the explanation in depth are going to be tenfold of what it used to be ten years ago. Police officers are being challenged people are being pulled over and you want to argue on why you're being pulled over. I'm not saying that every officer in every incident is correct. I'm not saying that every citizen that gets pulled over by the police is always in the wrong. Some things maybe questionable but the time to argue and name calling escalating the situation isn't there. It's not going to get anywhere.</p>
OFFICER 2	<p>"I believe in transparency. I believe in putting things out to the public immediately. For instance in a shooting that's obvious, let's give the Boston police shooting where they had video and moments later they had the video. The guy hops out the car and shoots the officer square in the face. He kind of runs shooting and then they shoot at him and it was over. When the Boston commissioner got on and said my police officer was shot they defended themselves and returned fire. Unfortunately the subject passed away, I think there needs to be more of that. These are the facts and this is what happened. We'll investigate further but at this point this is what we can tell what happened. Do not speculate or any of that just give the facts. Transparency helps I think some people mistake that because you're not giving the officers' name you're hiding something. They don't understand it doesn't matter the officers name for the investigation it was an officer involved in a shooting not mentioning the name is trying to protect the family from people that unfortunately may want to do harm to them and protect him. Mistakenly, they define transparency on their own we need to be transparent as police in our industry. I think that is one way kind of help things. I said to these recruits today downstairs. I believe we are the wave that's going to change the swing of the pendulum. I think the swing of pendulum of talking to police officer recently that have been on in the sixties and they say things are worse tensions now are worse than they were during the riots in the sixties and seventies. Those were very bad times they are still now here saying these times are worse. I wasn't there so I have</p>

	<p>nothing to compare it to but they do. There are two guys I've talked to in the last month about that and they both said the same thing. I said to the recruits be human treat people with respect, treat people like you want your significant other being treated. They are times that we need bring our game up and be more aggressive verbally and maybe physical with people. Most people, ninety-eight percent of the people are good people there is only that two percent that are out to victimize not only us but civilians. Treat the ninety-eight percent, which is the majority so treat everyone like the majority until you know differently. If you have to be that tough and rough police officer do what you have to do to survive and protect other people. I think that way when people say the media portrays these guys as bad guys but my interaction with the guy when I got pulled over the other day for speeding was so polite and professional. Hopefully they spread the word. That saying you do one bad thing and ten people know and you do one good thing no one knows. I believe we need to do that ourselves. So I think transparency, I think taking the public, dealing with public into our hands, being more with public, and spreading the word that we are trying to do the right thing. We can tell everyone until we are blue in the face that we aren't trying to hurt them and we are not aggressive but people are going to believe what they want to believe."</p>
OFFICER 3	<p>"I definitely think having body-cameras is going to help police officers more than they will hurt. That way if there is an issue, I think in Charlotte situation there was a body-camera it hasn't been released yet but when it does it hopefully disapprove what the gentlemen's daughter said that he was reading the book and minding his own business. I heard today that there was a gun in the car and hopefully the body will depict a more accurate picture of exactly what went down and why it went down the way it did. I think that will quail some of the concerns, citizens' concerns and maybe shut them up a little bit. Not just in Charlotte but everywhere. So I definitely think the use of body cameras it's going to come very useful to the police community. Another big thing is I think it needs to be reiterated to parents of this generation to raise your kids right and raise them to have respect not only for police but for the your teachers, anybody with authority. They tell you to do something you do it. That will hopefully down the road minimize people can have respect for law enforcement or for whoever as they are getting older and interacting with more people."</p>
OFFICER 4	<p>"Well I have to tell you I don't believe that gap is as wide spread. Again, it has been driven as narrative. I believe many people out there, policing it is an imperfect profession, we are imperfect individuals, we make mistakes, and quite honestly we learn those mistakes. Even from tragedy we can extract positive and change. We as a profession, I would say at no time in our history have we ever been more professional than we are today. Does that mean perfect? Absolutely not, but I think the majority of the general public has confidence in American policing. If you look at other countries around the world for a few exceptions, universally people in many foreign countries police are the organization not to be trusted. That they don't have confidence in the police. They're corruptive influences, legal acts, and a whole host of other things. Yet, in American policing we're faced with a unique challenge that we have a society that appreciates the second amendment which says that people have the right carry and bear arms meaning that there are firearms that</p>

	<p>are lawfully carried and use to protect individuals. There are firearms that are used to commit violent and vicious crimes. We see it in school shooting and we see it in other types whether it would be terrorist attacks, domestics, or individuals because of mental health or political associations. Policing in America is unique in many ways from around the world because of the freedoms we have in our society and the rights we grant individuals. It makes it not only unique but can be difficult and complex. I think the public should have a healthy skepticism of not only their politicians but policing because it makes what we do better. We have to be conscious of what the public expects of us. Many communities and I think we're one of those communities. Are there people that don't like what you do? There are people that disagree with you on policy and people are unhappy with the response they may have gotten. Yes that happens and we work every day to try to minimize those impacts. The overwhelming support we get from our community is a result of professionally policing the community there are many communities that enjoy that type of policing. In the communities that are disappointed in their policing or felt they've been wronged or treated unfairly whether they feel they were biased against them for racial motivations, religious reasons or ethnic circumstances. Many of those communities' people would, if you spoke with them people would say to you they may feel as though the police have officers that operate that way that may be even corrupt, unprofessional, or biased. They probably would also tell you that they know there're a lot of other individuals even in that very organization they would tell you that are good people trying to do the right thing. Unfortunately in our business there's not a lot of room for error, so when people make mistakes it's held against the majority of those doing the right thing. When you compare, when you statistically analyze the number of incidents where use of force is used versus public encounter or the number of times we encounter people on a daily basis, it is infinitesimal. The number of times use of force is applied compared to the number encounters we have with the public on daily basis. I think honestly the public sees that I think there are things that we can do in policing to make improvements in our professions and we should be making. I think those things have happened in policing there are number of individuals that have done things that are wrong and they should be held accountable for those. Also there is a lot of other people out there who are doing the right thing for the right reasons and making a difference in their communities. I don't think there is this tremendous gap amongst police in a broad brush across the country. There are places that need to improve, change, and correct what they're doing. I would not describe that as the majority and I wouldn't describe in that broad a sense. I don't think that is true."</p>
OFFICER 5	N/A
OFFICER 6	N/A

10. Throughout your career in law enforcement, can you name some positive and negative coping strategies you have seen yourself or fellow officer engage in?

OFFICER 1	<p>“I have a pretty close friend because of the stress decided or shouldn’t be doing policing anymore, to keep him in contact. Personally speaking in corrections I couldn’t go on a family setting and talk about how was your day. I couldn’t talk about an inmate who threw feces on a couple of other officers and possibly contaminated with hepatitis. I actually had an inmate tell me when he gets out of jail he is going to kill everybody here and my family. Where I am assuming the same for police officers they see a horrific accident, write a ticket, remove kids from a house, etc. There are good points but just as much as bad points like dark places that you don’t talk to with anyone else than your peers. It is same thing with military comradery because of the same vested interest that they share. Outside of that it’s why people stay in the military for a long time. I have friends who came out of the military and couldn’t conform so they went back. The same thing in policing I believe that they surround themselves, they venture out and do family things but you don’t know the dark places and the stuff they harbor. It’s not an incident that they were necessarily involved in but someone in their department were involved in went through a dark time. They wonder how I could have helped somehow. To harbor that it takes special individuals, no different from nurses working in a hospital. Nurses see a lot and I’m not saying doctor’s I’m saying nurses in the frontline. They take that home while everyone else is going about their business. It is you and your memory or memories of incidents. How do you cope with that, it is an individual thing? Some people go and they work out. Some people read and educate themselves. Some people do both. Some people drink and get involved in substitutional recreational drugs to offset those memories or their pains. Some people function go all longevity and then some people don’t. At some point water seeks its own level it’s going to come to fruition at some point in your career. I just believe that what you put in you put out and also have to know yourself because you live every single day but you die once. How you spend your time is how you spend your time noble, or honorable. Don’t lie, don’t cheat, and don’t steal.</p>
OFFICER 2	<p>“Again, I talked about the background of a person. You will deal with situations based on your experiences a certain way because of all the files you build. I think stress is going to sometimes override but I think stress will work in combination with those. I like to use the file theory you minds builds files millions of them. You’re put in a situation and you have to make a decisions and your mind says when someone puts their fists up take out your baton and hit him if they attack you. Now you change the situation and you add stress and you add a little bit different visual the person doesn’t put their hands up they push you and their hands go down. It is still an assault and still has the potential to assault you. So because it happened and you were never trained that way the stress kind of helps takes over and your mind is going holy crap I’ve never seen this before. Its flipping through all the files what bests looks close to this and comes up with perception. The one time when someone was close and they were assaultive and they had their hands up you took your baton out. Hopefully it can equate the two situations and say they are similar and here is your response, but stress makes you do this so quick that sometimes you pull the wrong file out and the wrong decision is made. The way</p>

that an officer copes with situations based on training and experience is the bulk of how you should respond the more you do that the more you train or prepare. I think the better prepared you are and to deal with the stress in control it. If the stress gets too high it starts taking over and you make irrational decisions based on what you believe to be right. I don't think they do it to be wrong. I don't think a police officer shoots someone that shouldn't be shot because they were wrong. It's because they were stressed and never been there before and their mind went to the file that was closest to it. As a police officer obviously we work odd hours and shifts. I know a local agency right now in this area that is forcing guys to work triples not only that they got families and lives. My wife comes home six or seven o'clock she's spent and she wants to sit on the couch and take a nap. She can't cope with continuing on like physically. There are police officers who work double or even triples, sometimes they are being forced to work. They are expected to make the same decisions they would make on the first eight hours. Unfortunately how guys cope with that they are dissatisfied with their jobs, creating problems with their families, the guys I know personally contemplate quitting and just saying I'm done with the career. On the job, maybe choosing to do police work when they should be on a normal eight hour shift because they are on their third shift. They put themselves in dangerous situations by parking on the side road and close their eyes. Not out there patrolling when they can be preventing crime by seen in the community but because they are forced to be there and be tired and they know it's unsafe. It affects the home it obviously doing a stressful job and maybe being put in situation when you're forced to work or being forced into situation where people won't seem desirable and it absolutely affects your home. I worked in the sheriff's department I worked their seven years, I got out there just in time. Everyone tells me that to I was dropping the f-bomb every other word towards the tail end of my sheriff department career. I was angry, miserable, mean to people, and I saw it when it was brought to light by my wife. She said you're swearing and using the f-bomb all the time and you're mean like what's going on. I analyzed and I stepped back I said to myself I have to get out of the jail its creating this problem for me. If I was bringing it home. We had several suicide in the jail and again I attribute their suicide to what we do every day. I went two weeks ago, I got search warrant for an individual's phone who is in custody at the Nashua street jail, I worked there. I go at shift change I look at myself in the mirror and I look at a picture of myself sixteen years ago when I left there. Not as much hair and a little less muscular, but I look about the same just some wrinkles. I said this to my wife that I look older but not a lot older and she agrees. I look at my people that are my friends' family that don't do what I do they look somewhat normal. These guys came out of the jail, I worked with all them, some new guys but I'm telling you they saw my expression and read right through me, my jaw dropped. They looked old, beat up, and spent. I'm telling you it is the job that did that to them. I'm telling you that there is no one else of my friends that are not police officers or correctional officers. They don't take that wear and tear. One of the guys who was marathon runner when I worked there and now that I saw him again he was three-hundred pounds. It not only affects you on the job you start being mean to people because you are stressed. Trying to stay healthy and being involved. I said to the recruits stay positive and

	<p>don't fall into the trap. Although I'm expressing what I believe to you that's overall my years and what I am seeing now. I'm still positive and believe in what I do I love my job and I love my team of the police officer local, federals, state, and the teams we have. I always tell them surround yourselves around good people, rely on each other, be a team, friendship, stay healthy, and don't be afraid to talk about things. I have friends that I talked all the time, Major Fortes is one of them. I have something that's bothering me I call them up and I feel better talking about it. I think if I can give advice to people is stay healthy physically and mentally. I think the mental health is different on how they stay mentally healthy. Stay away from what happens sometimes like alcohol and sedentary life styles. That takes years away from people's lives. I think rely on each other and bounce things off of each other and vent to each other. I think that's why cops have cops as friends. I can't say the same things I say to my buddies that I say to Major Fortes. I can't say things that I say to my wife because she's not going to understand. She's never heard that story that happened in Lynn to its fullest and how I felt about it. She won't know how I felt about it and I'm not going to tell her because I don't want her to worry about me. I would say talking staying healthy is the way cope with it. If guys think other guys and girls need help don't ignore it get them help it. I was talking to a guy in the Cape area who is a part of stress team. He went down to New York to help out with the NYPD and fire department to help them out. They set up at school and for two weeks no one showed up. It wasn't until after they were being flooded with officers and fire fighters wanting to talk about it. I had a friend whose sibling got killed by a drunk driver. It was not until years, years, and years later that the same person was helping out another person who committed suicide. They were taking the body down and didn't even know the person. Probably twenty years later, they put themselves back into that situation of when they were holding their dead sibling. That situation happened to open the door someone saw that and asked him what going on you seem off. The guy broke down and what opens the door. It is like those guys in New York it is not necessary is important. I have a co-worker who was one of the first responders to a trooper getting killed when he responded it was one of his close personal friend. He tried to save his life and he couldn't, like it couldn't happen. Sometime later around the same area a trooper was killed by a drunk driver and that same trooper responded to that call. That trooper who died was also a close personal friend of his. I talked to the supervisor who was running the investigation and I just ran into him. I told him what I heard through the grapevine that this trooper was bothered by what had happened. They mention the two incidents and I asked has anyone from stress talked to this trooper. The supervisor says no I don't think so, why? And I say think about this both troopers were close personal friends to both of them and responded to both of them and tried to save both their lives and couldn't. He says you know what I never thought of that but I don't if he is seeing someone anonymously or what. Sometimes you don't think about that it's what we do for a living, but that is the ultimate stressful thing. Seeing a friend die and then seeing it again. I think it's important we realize that and over the years we've gotten better with it.</p>
OFFICER 3	<p>"I know talking to different cops about certain situations certainly helps because they understand your point. A situation that you've gone through or are going</p>

	through they probably have done the same thing. So I think that's one huge benefit is talking to somebody who is your line of work and who gets it. Also having an understanding spouse who understand your job especially as a cop. It's not easy being a cop's wife or a cop's husband, but having a good spouse who understands the long hours, the stress, and the shit that you see. I mean that's huge. I think those two are key for me. You talk to someone in the same field who understands who has lived similar situations and having someone at home who understands it."
OFFICER 4	"In coping for the stress I've seen alcoholism, job performance, and absenteeism. May lead to other improper or unprofessionalism conduct, such as domestic violence, suicidal tendencies, suicidal ideations, self-destructive behaviors, and impulsive behaviors. Those are the negative I've seen. Some of the positives I've seen which I guess in some sense it can be considered negative. Constant training, constant focusing on the job mission, and of course could have a detrimental impact in family and marriage. The positive I've seen in a perpetual state of trying to improve. It sounds like the negative clearly outweigh the positive doesn't it? No, I do think there are a lot of positives again knowing and seeing the product of the fruits of our labor if you will. Myself and many other police officers, I raise my family here, my kids go to local schools, and I do business, I am invested in the community, I live here. I think there are a lot of other positives that come from job stress. I often times use it as a motivator quite honestly to try to make things better, make improvements, and minimize those impacts on other officers."
OFFICER 5	N/A
OFFICER 6	N/A

11. For law enforcement, what would be the most effective strategy in minimizing deadly force incidents?

OFFICER 1	"That is a broad statement but a good a question. It goes much deeper than that. It goes into society and where we are economically as a country. The healthcare is not flourishing either. You got people that should be on medication but can't afford medication. You got people that are doing drugs, dependent on drugs and alcohol. Obviously it dilutes the common sense thinking process of individuals. Some people really shouldn't be on the streets but they are out there. Some people who are incarcerated shouldn't be in a jail they should be in a hospital getting some specific treatment. That doesn't happen there is no money or resources. So that's where they are going to be at. Our solution to that is such a wide problem. You have to cast a huge net to encompass and fix that because if there was it would already been rectified. Training is always good but at the same time it's the actions of individuals. For the most part, any person I know, trained, or trained with wakes up with ambition of going to hit or strike somebody to cause harm. They are going out there because their family members are traveling on the same roadways and going to the same schools, and malls as neighbors and their friends. Why cause a situation that's going to stir up turmoil to bring dysfunction to the same place that their families, friends, and they themselves frequently stay. Again it's educating the
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	<p>public. How much scrutiny do the firefighters fall under when they are going to a building they aren't able to save people that are in that burning building. Why do people love firefighters, EMT, or first responders? Police are all that. You're in a burning car they aren't going to wait for the fire department to get there they are going to extract you from the car or create a buffer zone. My point being is that everyone loves firefighters for the most part you don't hear the scrutiny. You ask yourself why that is. People are going to say two different job descriptions. Firefighters don't have anything on them nor do they respond to situations where you have arson that is about to light the house on fire. What do they do? The police get involved and I get that. The point being that police officer involved in a job that calls for the public safety, protect and serve. Protect those who need protecting and help those who can't help themselves. Those in between that try to inflict harm on those who are just trying to go about their business and do the right and police intervene they end up taking care of the situation. Some people will see it through a straw rather than a panoramic view because they only want to see a certain point and point out the negative to not get the broad spectrum like the why. On the flipside of that when officers write a report they have to explain the why to the point where someone not involved in their line of work could pick up the report or see the report you know what I may not agree with but I can see why you did that. Vice-verse I see why you did that but it wasn't the right thing to do.</p>
OFFICER 2	<p>“Training, absolutely training. In most situations that I've looked at over the years through videos or conversation or the situation that's been evaluated. I believe that training builds confidence, training helps officers make good decision, exposure to situations helps build good files in their, which together those files can come up with a good formula of a successful interaction. I think the more training we do the more exposed we are to like situations. The safer and the more reasonable responses will have. I trained with guys from Switzerland every year and we train for a week. I see them, every police officer in Switzerland and every station has a dojo in it. Every day as part of their shift and every day of their career they train on defensive tactics, firearms, and controlling techniques every single day. To watch how calm they are and how controlled they are in those situations. I've been there in a suit and I can see it in their demeanor, behavior, response of how confident they are and how little force they use to be effective because they are better trained. They recognize situation and opportunities. When a person is less trained for instance we do scenarios with the recruits they don't see opportunities the more trained you are the more opportunities you'll see. What I mean is we tell the recruits when we are in the suits, we told the recruits if you use your baton because we are being assaultive behavior. The baton is merely an instrument to create an opportunity you are looking to create a dysfunction, not an injury a dysfunction, a change of behavior. Hit them in the leg and it knocks them down there is a change in behavior and there is your opportunity to make an arrest. You hit them in the arm you knock their arm down and injure their arm, there is your opportunity to make an arrest because you stopped the attack. You recognize behavior change, and move in and making your arrest. You stop that use of force because you don't need to anymore you've done that. We watched the recruits hit one of the instructors and they go down they hit him again and they hit him again and they hit him again. It's</p>

not because they want to beat him, it's definitely not because we're instructors, they don't want to do that to use they want to pass the scenarios, so they want to do the right thing. So why are they doing that? Because it's a five minute scenario and for two minutes we ran them through an obstacle course and beat the crap out of them and drain them and physically exhausted them with all of the obstacles and tasks and fighting and low crawling and jumping and flipping. Now they come into the situation with two people fighting I'm talking to them as an instructor as a safety and they are not hearing me. Like I'm literally saying look at me, look at me, and I'm saying there name and they don't hear me. That is training stress and now if they get into the situation where that have to use force and they are hitting the instructor who is in the suit and who is no longer assaultive and created behavior change and has created an opportunity to change use of force and make the arrest. Now we work them, we run them, we train them, if we run them through the same scenario again I guarantee the results would be different. I know it will because I do it all time. They make better decisions they recognize opportunities they transition to one force level to the next when the behavior changes which is what we want cops to do. Equating it to lethal force more training more stress inoculation more ability to physiologically deal with stress. Again I was on the STOP/SWAT team we trained shooting, active shooters, and entry all the time. It was not a big deal to aim a gun at me and hit me with rounds. If that were really to happen I know I would be able to work through it because I did it so many times. I wouldn't know the difference between training and not because I've been there. I believe that's my theory on it. So I think how to better officers and make officers better in lethal confrontation and maybe making better decisions whether to shoot or not. I think the answer is absolutely training and it's not read something and do it. It's not watch something and do it. It's do it and be there and be a part of it, it's the only way. You can't change policies how a person is if they are face with a situation and they believe they are going to die they forget they are a cop. I don't even know how many police officers I've talked to I say you were in that violent fight why didn't you take your baton out I forgot I had my baton on. Do you know why they forget? Because they are not trained enough in it. It is not a piece of equipment that they are able to reach and grab. We've had people on the range we put them in stressful situation and they have cell phones on their belt. We tell them You're out! You're out! Reload! And they reach down grab their cell phone and have attempted to inject that cellphone by smashing it into the bottom of the gun. Well why? Muscle memory it's what they do all time. It shows you we need to build muscle memory. Training more builds confidence and confidence builds the ability to see a lot of options, slow things down, and control things, hence making better decisions. Hence maybe I don't need to pull the trigger, maybe I can use Taser or maybe I'll call for backup and there will be two us and we can handle it differently. More opportunities to use a different option or more time. I'm telling cops now to slow down on situations and try to take a bigger look at things and weigh your options. It's like the police officers who dealt with the teenager who had the BB gun or pellet gun and was under the gazebo. They pull right up on him with the cruiser and the passenger jumps out and the guy is right there with the gun and he has to shoot him. I don't think those officers pulled up saying hey he has a

	<p>gun let's pull up close and you hop out and shoot him. My hypothesis is because of the lack of training, the lack of being put in those types of situations and not recognizing the risks and dangers of someone with the gun and if you've had more training you would. Whether it was a real gun or not they didn't know that at the time, the reports said it may be a BB gun or pellet gun but you don't know that so treat it as if it is a gun. I don't mean pull up on him and shoot him. I mean slow down, back off, make observations, and keep distance. Distance and cover buys you time and time buys you good decisions. They could have handle that situation by backing off. The driver of that car put the passenger in that car in that situation they injected themselves into that situation. They took away time, distance and cover, and created that shooting. What I could have fixed that, I believe training could have fixed that. Slowing things down could have fixed that and that why it's so important in lethal force when time allows slow it down. I really think that will make the difference when a person getting shot and a person not getting shot.</p>
OFFICER 3	<p>"I would say police communicating with the suspects being able to talk them down and deescalate situation. Not every situation can be deescalated and I understand that but if there is an opportunity there take it. Calm them down and shift the focus somewhere else. Make them feel at ease as much as you can to avoid escalating to another plateau that could end up in a bad situation. Also I think educating and teaching this stuff in school. Listen if the police encounter you doing something wrong either own up to it or cooperate. Nothing bad is going to happen to keep incorporating this into school. Especially in cities like in Boston or places where there is a high population and high rate of crime. On a topic of what I do in addition to going around speaking I find that there a lot police officers out there who have no clue. Not just cops but chiefs of police. Police departments' administrators have no clue what the death benefits are for a police officer that gets killed in the line of duty. They have no idea what benefits that are awarded to the spouse of a fallen police officer. That is one thing that is important to me given the fact that there is cops being executed on a daily basis out there it seems at least in months. I'm the president and co-founder of VIPO, which gives peer support and advice to violently injured police officers."</p>
OFFICER 4	<p>"Training, to minimize the number of deadly force incident training is critical. I guess I would also throw in the education. To me training is education as well. Also, I don't mean just the educational component I'm talking about the scenario component I'm talking about the actual role playing and judgement exercises to understanding expectation and outlining alternatives. Another thing I would look at it tools, a Taser to me is looked upon in negative light but I see Tasers as a positive alternative. It's one of the best tools you probably been tasered yourself. I was a fan of Taser because I felt it was a great alternative. As you know that NMI, the neuromuscular incapacitation very effective it's an involuntary temporary control of the individual to seize, freeze, and mitigate potential loss of life or injury. I thought it was a great tool and I became more convinced when I got tasered. I think it's a very effective tool. I think that's another thing we can do is look to other techniques and less lethal alternatives to try to minimize the lethal force option. Unfortunately, I think policing didn't have a lot of options for a long time we really relied on a few things baton is something we relied on a lot. Of course that can</p>

	<p>cause significant injury and can have at times minimal impact particular somebody who is under the influence hallucinogenic narcotic. It can only promote more serious injury to themselves when they recover. Then of course, OC spray there have been a variety of weapons long ago that we stopped using whether it was a sap, a claw, suddenly old technique we realized we're more barbaric than they were effective. We should always be looking at new tools that we can provide individuals to police officers in the streets so they have options and alternatives. We can train and educate them give them guidance and direction, but also provide them with the appropriate tools is what can minimize those use of force impacts. I personally think that taser is one of the best things, even in self-defense I think it should be legal for people to own tasers you want to defend yourself. I know there are a lot of people who prefer to have lethal force options, fine which is acceptable, legal, and maybe appropriate and necessary in certain circumstances. There are a lot of other circumstances that taser or we use to recommend mace and OC which could be effective as well, but taser is a very effective tool. Things we can do is look to better tools that we provide our officer to prepare them for that as well.</p>
<p>OFFICER 5</p>	<p>"I would say better training. Someone asked me if they believe people with mental illness should be identified on their licenses or when you run people. I didn't agree. I feel like you should treat everyone the same going into things but then go from there. I would say training on escalation, like looking at dash cam videos or stand offs. The behaviors or what they say. In our negotiations, they all say tag lines and they are similar or reaching into their waistband which is common. It is different for a female to go to a call versus a male. They will size me up differently. I'll look at people differently as well. For example, I dealt with a male that had cauliflower ears and immediately thought it had a mix martial arts background. I thought what tools I have on me and would I go 'toe-to-toe' with this guy. I would think a male would think the same thing unless he felt more comfortable in that field.</p>
<p>OFFICER 6</p>	<p>"There are so many different variables that go into that. You can't just take away guns from cops and say they will stop shooting people. In order to mitigate deadly force scenarios I think it has to be a lot of work and a lot of social policy. This country has to do a better job in dealing with people in mental illness and substance abuse. There aren't too many people that have zero problems, they may not have a mental illness or alcohol problem, which the police have to engage with. It is commonality that police officers dealing with those people. Police wise it is training and what they are being face with. The public is definitely education in understand why we what we do."</p>

Appendix D.1: Use of Force Model

