

OKLAHOMA CITY
POLICE DEPARTMENT
Annual Report | 2022



OKLAHOMA CITY P
CRUITS
www.joinokcpd.com

Table of Contents

Mission, Vision & Core Values	1
Message from the Chief	2
Agency Leadership	3
Department Organization	4
2022 in Review	7
Technology & Equipment	10
Violent Crime in OKC	11
Property Crime in OKC	16
Use of Force & De-escalation	19
Complaints & Administrative Investigations	22
Officer-Involved Shootings	23
In-Custody Deaths	27
An Emphasis on Mental Health	28
Fentanyl & the Public Health Crisis	31
Staffing	32
Recruiting & Retention	33
Employee Wellness	36



Mission, Vision & Core Values

At OKCPD, our mission, vision and core values are at the center of everything we do. Beginning on day one of the police academy, our recruits learn our core values and use them as their class motto throughout their training.

Mission

Our mission is to deliver exceptional police services to our community with integrity, compassion, accountability, respect, and equity.

Vision

The vision of the police department is to ensure Oklahoma City is one of the safest cities in the country through strong community relationships, innovative strategies and healthy, well-trained officers.

Core Values - I. C.A.R.E.

Integrity
Compassion
Accountability
Respect
Equity



Message from the Chief

2022 was a year of innovation for the Oklahoma City Police Department. As staffing became critical in a difficult recruiting environment, we had to find ways to do more with less as an organization. We hired additional non-sworn personnel and expanded the roles of others to provide support to our sworn personnel. Despite our staffing challenges, we remained committed to providing the level of service our community deserves.

We continued to enhance and expand our use of technology at OKCPD. Our officers were equipped with cutting edge body-worn and in-car camera systems. Software advancements and widespread camera capabilities continued to improve our ability to effectively address issues affecting our community.

Our commitment to implementing and expanding mental health programs and services available to residents has been at the forefront of our progress as a police department for the past several years. In 2021, we solicited the assistance of 21CP Solutions – an expert law enforcement consulting firm – to conduct an independent evaluation of specific OKCPD practices and policies and provide recommendations for improvement. We had previously implemented innovative programs such as Assisted Outpatient Treatment, on-the-spot iPad Tele-med assessments with mental health professionals, and the Triaged Resources Urgent Support Team (TRUST). Their recommendations, among other things, helped guide the implementation of other initiatives, such as mobile crisis response, an increased number of CIT officers, and the soon-to-be-launched Crisis Intervention Advisory Group. Our community mental health partners have collaborated with us to ensure other options and resources are being implemented to support a cultural paradigm shift where law enforcement will no longer be relied upon to provide the first response to all incidents involving mental health crisis. We believe readily available mental health alternatives such as 988 and mobile crisis response will continue to reduce the need for police responses to purely mental health-related calls. We will continue to work with our community mental health partners to develop innovative solutions that keep everyone safe and ensure our residents receive the best service possible.

At the center of everything we do remains our mission to serve our community with integrity, compassion, accountability, respect and equity. As Chief of Police, I am continuously astounded by the support our department receives from this community. Many officers throughout the country do not know what it is like to experience the love and support our community so freely gives to us. Oklahoma City is not only a great place to work and live, but a city that retains a sense of small-town community even as it continues to grow in population.

We will continue to develop and implement innovative strategies that enhance the safety of our officers and community. Thank you for your continued support and we look forward to another great year serving you.



Wade Gourley
Chief of Police



Chief Wade Gourley is the City's 50th Chief of Police. He was hired to lead the department in 2019 after serving as an Oklahoma City police officer for 30 years. He oversees the nearly 1,100 uniformed officers and more than 400 non-sworn professional staff members in the department.

Agency Leadership



Vashina Butler, Deputy Chief
Operations North

Responsible for Hefner Division, Springlake Division and Operations Administration. Operations Administration includes the office that supports patrol by managing staffing, supplies and equipment, the Crisis Intervention Team program, and several units that specialize in police-community relations and early intervention, including School Resource Officers, Family Awareness and Community Teamwork, Youth Enrichment Services, the Police Athletic League, and TRIAD for seniors in the community.



Ron Bacy, Deputy Chief
Operations South

Responsible for Santa Fe Division, Southwest Division and 911 Communications, which serves as the central hub for all emergency communications in Oklahoma City. The 911 Communications Unit processes over 1 million calls for service each year and provides unparalleled support to field units responding to calls for service.



Brian Jennings, Deputy Chief
Special Operations

Responsible for Special Operations and Uniform Support Divisions. Special Operations includes Violent Crime Investigations & Apprehension Team, Bomb Squad, Tactical Unit, Canine Unit, Vice Enforcement, Narcotics Investigations, and Interdiction. Uniform Support provides specialized services and includes Airport, Air Support, Emergency Response, Homeless Outreach, Fatality Traffic Investigations, Motorcycle Traffic Enforcement, Parking Enforcement, and School Crossing Guards. The Bricktown Bicycle Unit provides police services in Bricktown and the downtown business district.



Jason Clifton, Deputy Chief
Investigations

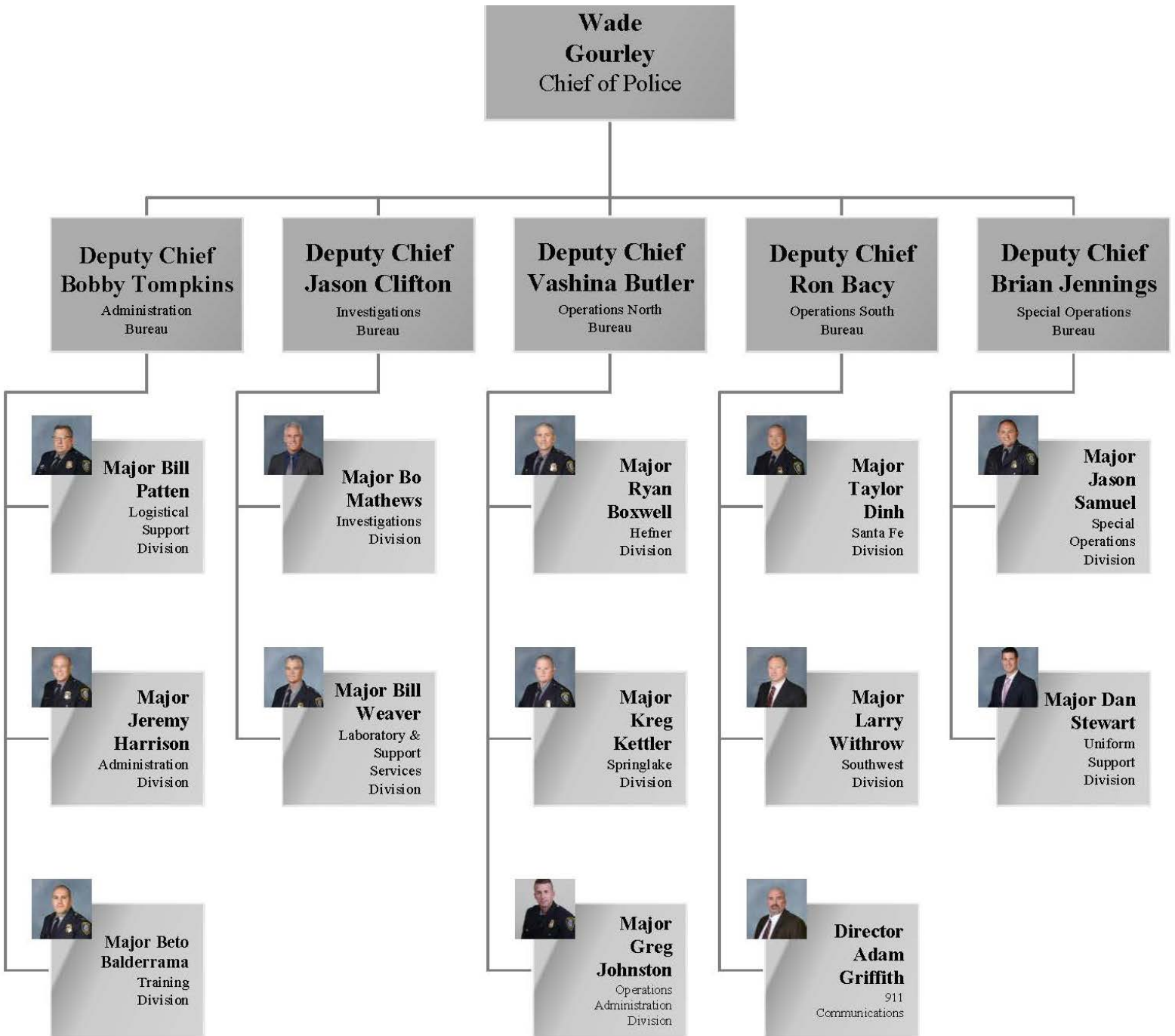
Responsible for initial and follow-up investigations of crimes against people and property, presents investigative information to prosecuting authorities and provides detailed courtroom testimony. The bureau also provides resources and support to victims and witnesses of crimes. Personnel in the Laboratory and Support Services Division conduct technical investigations and examinations of evidence.



Bobby Tompkins, Deputy Chief
Administration

Responsible for recruiting, hiring and training of police officers. The bureau also provides the fleet management function, planning and research resources, information technology support, and other administrative support. The bureau is responsible for developing all department directives and maintains the Police Operations Manual. The Wellness Unit is housed in the Administration Bureau and provides full-time coverage to support the mental health and well-being of employees and their families.

Department Organization



Patrol Divisions



Hefner
3924 NW 122nd St.
Mercy Hospital, Quail Springs Mall, INTEGRIS Baptist Medical Center, Lakes Hefner and Overholser



Springlake
4016 N. Prospect Ave.
OKC Zoo, Remington Park, OU Health Sciences Center, Chisholm Creek, St. Anthony Hospital, Downtown



Santa Fe
9000 S. Santa Fe Ave.
Lake Stanley Draper & INTEGRIS Southwest Medical Center



Southwest
5501 S. Portland Ave.
Will Rogers World Airport, State Fair Park, Stockyards City

Other Division Services

Police Community Relations (PCR)

PCR officers make contacts with residents, businesses and neighborhood associations. They gather intelligence through resident contacts and communicate information to the division's CRIME Unit. PCR officers provide crime prevention and awareness training and help build relationships with the community by organizing informal gatherings where residents can speak with officers one-on-one.

CRIME Unit

CRIME (Crime Reduction Intelligence Management Enforcement) was implemented at each patrol division in November of 2021. This unit was established to identify and reduce criminal activity within the division using an intelligence-based approach. CRIME also addresses resident complaints and provides specialized enforcement for issues affecting the division.

PCR Officers



Hefner
MSgt. Bob Skalla
(405) 316-5035
robert.skalla@okc.gov



Springlake
MSgt. Erick Huff
(405) 316-5138
erick.huff@okc.gov



Santa Fe
MSgt. Jurden Brown
(405) 316-4493
jurden.brown@okc.gov



Southwest
MSgt. Dean Wyatt
(405) 316-5217
larry.wyatt@okc.gov



2022 in Review

OKCPD is always evaluating the ways in which we can increase the level of service we provide to residents and ensure our officers are available to answer emergency calls.

911 processed nearly 1.5 million calls last year. Help us keep our 911 line clear for emergency incidents by calling 911 only when necessary.

Police calls for service in 2022¹	552,188
Calls processed by 911 center in 2022	1,429,807
911 calls answered in 10 seconds or less	78%

We are looking for qualified people to join our team. Candidates will receive a \$5k signing bonus after successful completion of 4 weeks of training & a probationary period!

Visit www.okc.gov to learn more!



¹ Does not include calls categorized in computer-aided dispatch (CAD) system as traffic stops or traffic arrests.

911 is for emergencies...but who do I call instead?

OKC Action Center

The OKC Action Center can assist with a variety of complaints, including graffiti, parking, inoperable vehicles, grass/weeds, illegal dumping, handicap parking, non-emergency code violations, etc.

Reach out to 405-297-2535 or their website at www.okc.gov/residents/action-center

988

988 provides access to crisis services for suicide and mental health-related crisis care

211 Social Services

211 is a free 24/7 service available to all Oklahomans who need help with social services in their area

Non-Emergency?

OKC Action Center

**Homeless Outreach
Report Gang Activity
Property Maintenance
Extra Patrols
Speeding Enforcement
Animal Welfare
Fireworks Complaint
Health Hazards
Graffiti
Parking
Debris
Signage**

OKLAHOMA CITY POLICE DEPARTMENT



PAL served **32,472** kids in OKC during 2022

Community & Youth Outreach

In 2022, 1,282 OKCPD officers attended 436 community events throughout Oklahoma City to connect with residents. Around 35,500 people from the community attended those events.

OKCPD sponsors and participates in many programs focused on young people in our community. These activities help youth make choices that will prepare them for a successful future. We help young people develop trusting relationships with police officers, who serve as positive mentors to the kids they interact with.

OKCPD youth outreach programs:

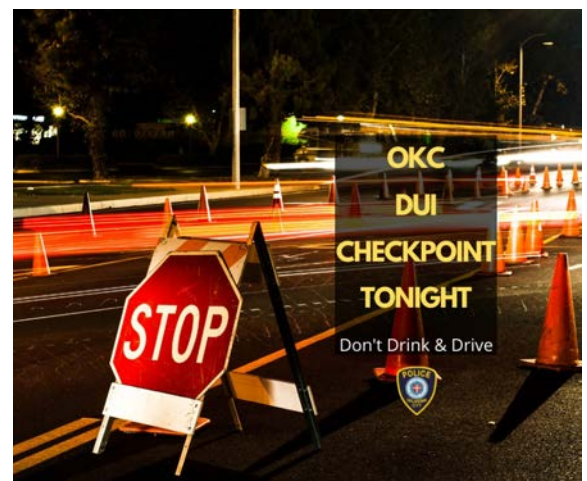
- Family Awareness and Community Teamwork (FACT)
- School Resource Officers (SROs)
- Juvenile Intervention Program (JIP)
- Youth Leadership Academy (YLA)
- Police Athletic League (PAL)
- Youth Enrichment Services (YES)
- Police Cadet Program
- Youth Police Academy

In 2022, more than 40,000 kids in OKC were served in youth outreach programs.



Conversations with Chief Gourley

In 2022, Chief Gourley began recording regular segments and live interviews with local media outlets. Check out your local news stations to find out what he has to say on police issues throughout the year.



Traffic Safety & Enforcement

In 2022, officers investigated 15,734 traffic collisions. 1,577 arrests were made for driving under the influence and 97 traffic fatalities were investigated.

Officers participated in multiple traffic safety programs to enforce compliance with traffic laws and reduce collisions in OKC. 4,171 tickets were issued to people not wearing seatbelts in 2022.

Technology & Equipment

At OKCPD we continually evaluate the technology and equipment our employees use to enhance safety and efficiency. The tools available to law enforcement have changed drastically in recent years and we have embraced these advancements to ensure our officers deliver exceptional police services to our residents.

School safety equipment

School safety has become a major issue in light of recent shooting incidents. Breaching tools were ordered to ensure officers responding to active threats have the tools necessary to gain access to locked or barricaded doors. Safes containing long guns have been installed in collaboration with schools in OKC to ensure school resource officers have the equipment necessary to preserve life in a shooting scenario involving a rifle or shotgun. The safes also contain first aid supplies to ensure life-saving measures can be applied to multiple people immediately if an incident occurs.

Drones

OKCPD uses drones in a variety of ways, including crime scene reconstruction, aerial observation during organized special events and apprehension of suspects. Drones are deployed to enhance efficiency and safety during authorized operations. OKCPD operates drones in accordance with the law while exercising respect for the privacy of the residents we serve.

Tactical vehicle intervention equipment for patrol cars

Patrol cars are being outfitted with equipment for vehicle disabling maneuvers, which are used to safely end pursuits. While the equipment is not necessary to perform safe vehicle disabling maneuvers, it prevents police cars from incurring damage in most cases, reducing the burden on the fleet caused by costly and lengthy repairs.

Real Time Information Center (RTIC)

The RTIC will use multiple law enforcement technology-based systems to allow OKCPD to monitor and detect crime occurring in OKC, locate evidence of crimes after they occur, and assist with traffic issues, road closures, transit issues, and re-routing needs during or after significant weather events. The RTIC will be staffed with non-sworn analysts and one police officer.

Mobile interview room

Investigators can now conduct on-scene interviews using a van equipped with a fully functioning interview room. This allows fewer officers to be tied up after major incidents and reduces waiting times for witnesses and involved parties.



Violent Crime in OKC

In 2022, OKC reported the offenses listed in figure 1 to the Federal Bureau of Investigation’s National Incident Based Reporting System (NIBRS) for certain violent crimes.

In figure 2, data from 2018 - 2019 was taken from historical Uniform Crime Report (UCR) publications, available through the FBI. 2020 - 2022 data was sourced from the FBI’s Crime Data Explorer, which provides information generated from NIBRS. Nationally, all law enforcement agencies were required to transition to NIBRS-based reporting by January 1, 2021.

Violent Crime Reported in 2022		Fig. 1
Murder	62	
Rape	494	
Robbery	638	
Aggravated Assault	3,214	

Fig. 1 (left)

Violent crimes reported in OKC in 2022, broken down by crime type.

Fig. 2 (below)

A comparison of violent crimes reported in OKC from 2018 - 2022.

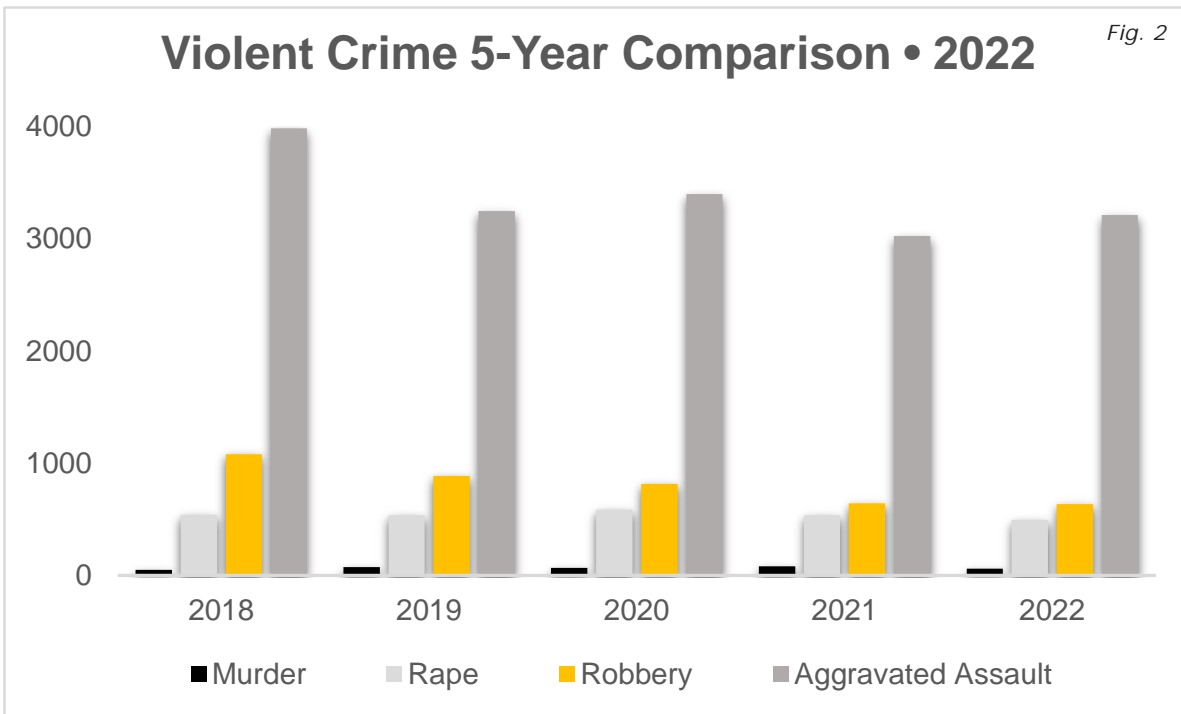


Fig. 2

Homicides in OKC

In 2022, OKCPD conducted 74 homicide investigations. This number is higher than the number reported to NIBRS (in *Fig. 1*) because the Homicide Unit investigates a variety of deaths, including homicide, self-defense, officer-involved incidents, in-custody deaths, fire deaths, and any homicides where another agency requests our help.

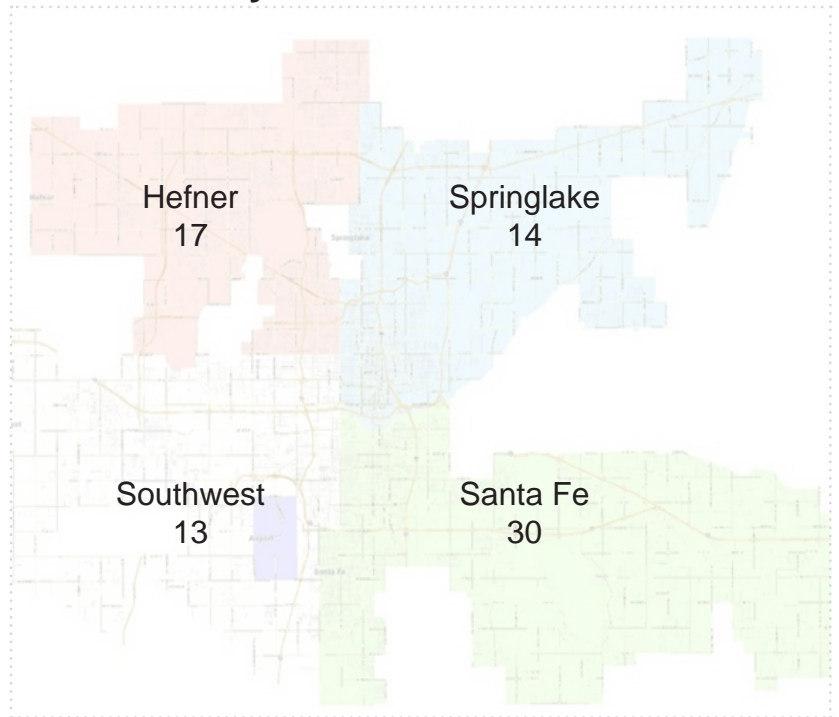
Seventy-three percent (73%) of homicides investigated in OKC in 2022 were committed with a gun. There were 12 domestic-related homicides, 6 child abuse-related homicides and 6 accidental fire deaths.

Thirteen (13) homicide victims had a documented history of gang involvement, and 11 arrested suspects had a documented history of gang involvement.

The Homicide Unit solved 61 cases in 2022 with an overall clearance rate of 82.4%.

Homicides by Patrol Division • 2022

Fig. 3



Southwest Division experienced a decrease of 11 homicides in 2022, while Santa Fe Division experienced an increase of 11 homicides. There were no homicides reported in the Bricktown Entertainment District in 2022.

Fig. 3

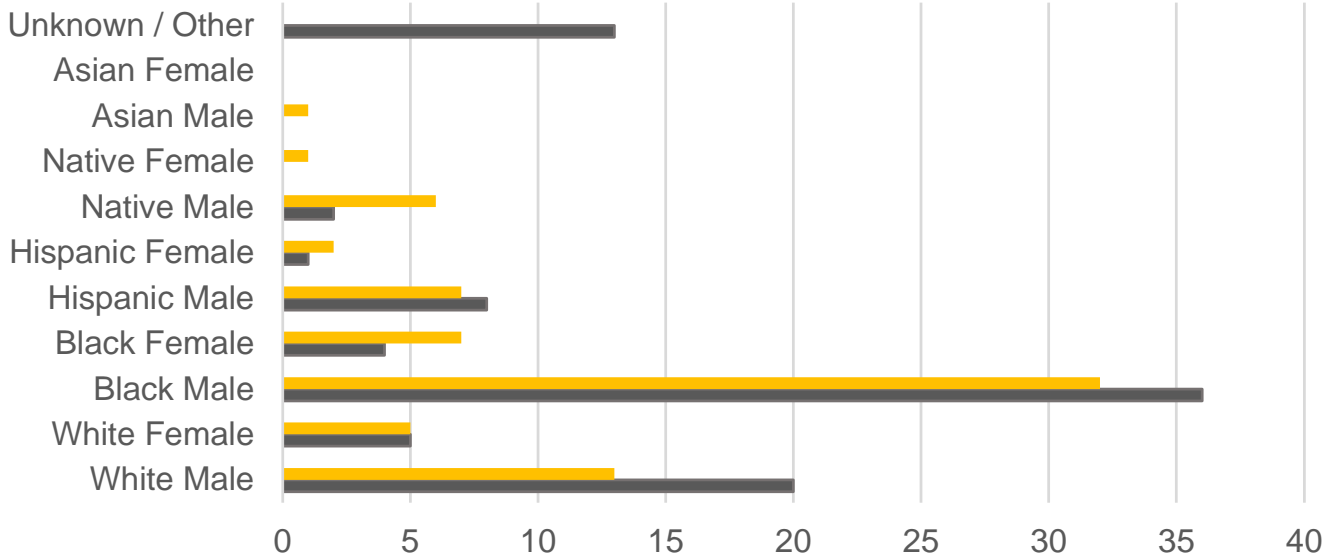
Homicides in OKC by patrol division²

² The Homicide Unit investigates homicides, deaths ruled lawful self-defense (non-officer), officer-involved incidents, in-custody deaths, fire deaths, and any agency assist investigations during the calendar year. Their investigations encompass all offenses listed in the NIBRS homicide offenses section, including murder/nonnegligent manslaughter, negligent manslaughter and justifiable homicide.

Homicides by Race & Gender • 2022

Fig. 4

Victim Suspect



Homicides by Motive • 2022

Fig. 5

Gang-Related Domestic Robbery Argument
 Child Abuse Self-Defense Other Unknown



Fig. 4 (top)

Homicide victims and suspects by race and gender

Fig. 5 (bottom)

Treemap showing motive by frequency for homicides reported in OKC



142 guns entered into NIBIN in 2022 were connected to 181 other crimes

NIBIN

What is NIBIN? NIBIN is the National Integrated Ballistic Information Network. This program automates ballistics evaluations and provides actionable investigative leads to detectives for guns used in violent crimes. NIBIN is the only interstate automated ballistic imaging network and is vital to identifying violent shooters, connecting crimes to guns, and disrupting violent crime in Oklahoma City. The Oklahoma City Police Department attained a Gold Standard rating in the fall of 2022, meaning OKCPD enters all suitable ballistic evidence within two business days of receiving it.

OKCPD NIBIN Data • 2022		<i>Fig. 6</i>
Evidence casings examined	5,100	
Weapons test fired	2,078	
Number of casings entered into NIBIN	3,046	
Number of weapons entered into eTrace	1,835	
Hits / investigative leads generated	664	
Number of hits / leads connecting guns to other crimes	142	
Number of hits / leads connecting casings to other crimes	143	

Fig. 6

NIBIN activity entered and results for OKCPD in 2022

Victim Services

The Victim Services Unit provides support to crime victims and their families. Victim Services served 2,837 individuals for the first time in 2022, providing support for crime victims of sexual assault, child abuse, domestic/family violence, elder abuse/neglect, identity theft, robbery and stalking, to name a few. Victim Services also provided survivor support to 44 individuals who were victimized by the homicide of a loved one in 2022.

Our advocates serve on community boards and attend meetings with various service providers in OKC to build relationships and collaborate to ensure they can provide the best service possible to crime victims.

Individuals served in 2022	2,971
Referrals made to other resources and programs	338
Assisted with relocation / emergency housing	17
Victim protective order (VPO) assistance provided	121

Do I qualify for an advocate?

To qualify, the crime must have occurred in Oklahoma City jurisdiction and you must be:

- A victim of a crime
- Family member of a crime victim
- Witness to a crime
- Survivor of suicide loss

Contact Victim Services at 405-297-3422 today or visit www.okc.gov/departments/police to learn more.



Property Crime in OKC

In 2022, OKC reported the offenses listed in figure 7 to the Federal Bureau of Investigation's National Incident Based Reporting System (NIBRS) for certain property crimes.

In figure 8, data from 2018 - 2019 was taken from historical Uniform Crime Report (UCR) publications, available through the FBI. 2020 - 2022 data was sourced from the FBI's Crime Data Explorer, which provides information generated from NIBRS. Nationally, all law enforcement agencies were required to transition to NIBRS-based reporting by January 1, 2021.

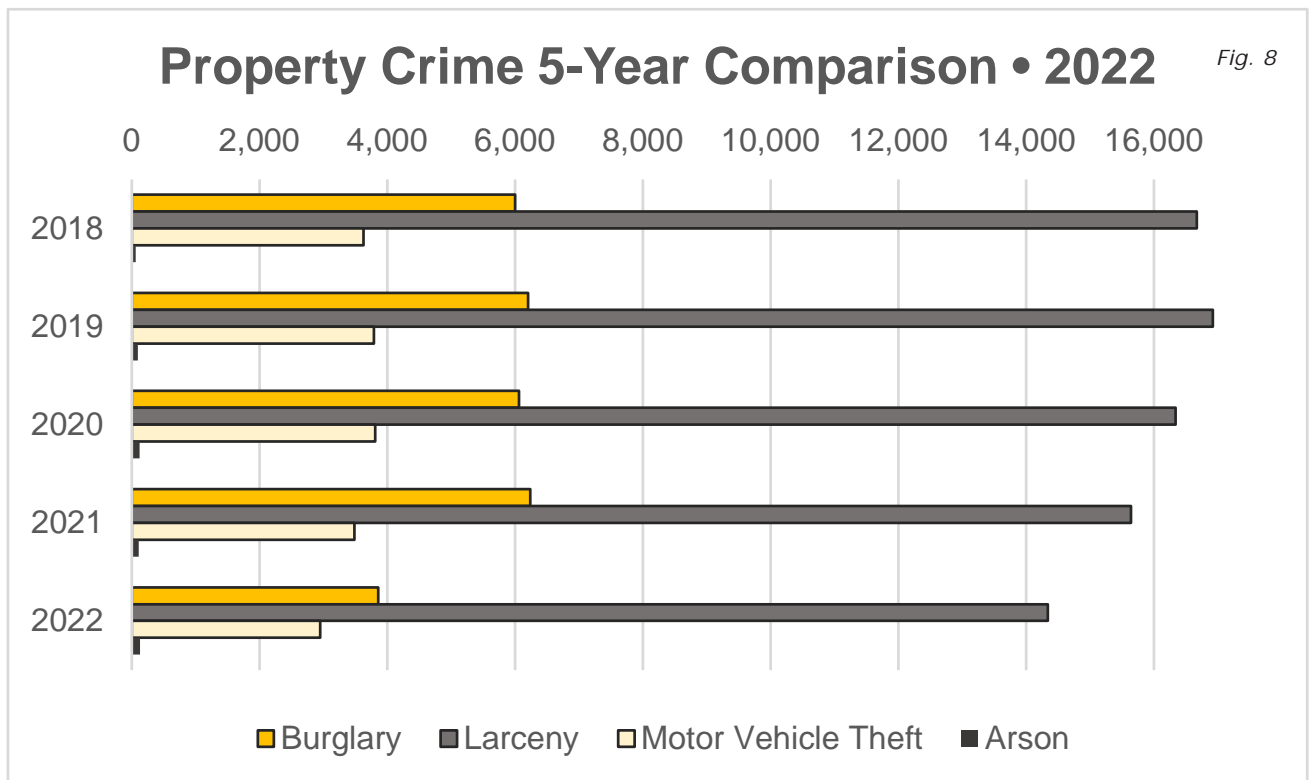
Fig. 7 (right)

Property crimes reported in OKC in 2022, broken down by crime type.

Property Crime Reported in 2022		Fig. 7
Burglary	3,857	
Larceny	14,341	
Motor Vehicle Theft	2,955	
Arson	130	

Fig. 8 (below)

A comparison of property crimes reported in OKC from 2018 - 2022.





Gun Thefts from Vehicles

The Police Department saw an unprecedented increase in gun thefts from vehicles in 2022. In June of 2022, the Burglary Unit began tracking this information more specifically, to include whether the vehicle from which a gun was stolen was locked or unlocked at the time.

Between June and December of 2022, **364** gun thefts from vehicles were reported.

Out of those, **137** were stolen from a locked vehicle and **227** were stolen from an unlocked vehicle.

Safe gun ownership includes ensuring your guns do not end up in the hands of people who may use them to commit crimes. Please remove firearms from your vehicles when you are not in them.

Catalytic Converter Theft

Oklahoma City experienced an increase in catalytic converter thefts in 2022, and began formally tracking these thefts in June of 2022.

Approximately 825 catalytic converters were reported stolen between June and December of 2022. This number accounts only for those theft reports routed solely to the Larceny Unit. Catalytic converter thefts may be routed to other units than the Larceny Unit for investigation, depending on the circumstances surrounding the theft and the way the crime is coded upon entry by the initial officer.

The estimated financial loss incurred by the victims of these thefts was \$1,240,000. This value is based on the victim's estimated loss at the time of reporting. This number is likely much higher because of additional costs for towing, repair and actual market value of a replacement which the victim may not know at the time of reporting.

OKCPD officers were able to disrupt multiple groups conducting serial catalytic converter thefts in OKC during 2022.

Organized Retail Crime (ORC)

The Police Department coordinates with retail loss prevention specialists a few times each year, mostly around the holiday season, to conduct “blitzes.” Plainclothes investigators and officers go into stores during designated times and work in an undercover capacity in partnership with retailers, who assist in conducting investigations and making arrests. Blitz operations have been extremely successful and will likely continue to expand in both volume and frequency.

The Police Department hosts a quarterly Organized Retail Crime Metro Information Sharing meeting. All metro law enforcement agencies as well as retailers in our city are invited to Police Headquarters to share information related to thefts. These meetings are essential to helping us build relationships with retailers so we can better combat retail theft.

Organized theft is a major crime issue and continues to expand. Most retail loss prevention personnel conduct their own investigations and are able to provide ORC investigators with valuable information. While some retailers are not willing to prosecute or hesitant to assist the department in its efforts, we are hopeful to bring those retailers on board over time.

As Oklahoma City continues to grow, we want to ensure our residents and visitors feel safe in our retail establishments and we want our business owners to thrive. ORC’s efforts in this endeavor are invaluable to curbing retail theft in Oklahoma City.

Did you know you can help solve crime in OKC by reporting it to Crime Stoppers at 405-235-7300 or toll free at 1-800-632-TIPS? You can also visit our website to submit your information at <http://ok-ccrimetips.com>. Your call will remain anonymous with no pressure to reveal your identity. If the case is solved as a result of your tip, you may be eligible to receive a reward!



Use of Force & De-escalation

Police officers are responsible for the protection of life and property and the apprehension of criminal offenders. The use of force to achieve those means is one of the most serious responsibilities entrusted to police officers, and as such, is also the most scrutinized.

All force used by police officers must be reasonably necessary based on the totality of circumstances, meaning the officer's decision to use force must be reasonable based on the information known to them before using it. Reasonableness is not determined by looking at an incident with the benefit of hindsight, but by evaluating the incident from the perspective of the officer on the scene.

A variety of factors are used to determine if force is appropriate. Those factors may include if a person is suspected of a crime, the severity of the crime or problem at issue, if the person poses an imminent threat to the safety of officers or others, if the person is actively resisting arrest or attempting to evade arrest by flight, and any suspected or obvious medical or mental conditions. Ultimately, the totality of circumstances known to an officer at the time of the incident determines if force is appropriate.

Of the 472 use of force investigations completed for 2022, **93%** were ruled justified and appropriate, meaning both the use of force itself and the force applied by the involved officer was reasonable.

Fig. 9

Demonstrates the proportion of use of force investigations which were deemed justified & appropriate, justified & inappropriate, and not justified & inappropriate.



Note: Justified and inappropriate means the use of force itself was justified, but the force applied was determined to not be appropriate. Not justified and inappropriate means the use of force itself was determined to be not justified and the force applied by the involved officer(s) was not appropriate.

Use of Force in Perspective

OKCPD officers interact with hundreds of thousands of residents and visitors in our City each year. In 2022, 823,886 police-resident interactions were recorded by 911. This number does not include the undocumented interactions between officers and the community which occur on a daily basis.

Of the 823,886 documented police-resident interactions in 2022, 0.06% of those interactions resulted in a use of force.

0.06% of police-resident interactions in 2022 resulted in a use of force

Response to Resistance

In November of 2022, the department implemented changes to align our practices in reporting and investigating force incidents more closely with other law enforcement agencies nationwide. The department transitioned to the use of response to resistance assessments, which provide for the physical response of an officer to be assessed and screened in to one of three levels of response.

This method of evaluating and recording force incidents provides a more realistic picture of incidents involving actual force versus the use of physical compliance techniques.

Responses to resistance are classified as Level I, II or III. Each level is briefly described below:

Level I - Any physical response causing no more than momentary pain, where no injury is apparent and the individual does not need or ask for medical treatment (e.g., bodyweight stabilization, pressure point activations).

Level II - Any physical response with injury, use of strikes, baton strikes, Taser, impact munitions (beanbag shotgun), shooting at vicious animal, or failure to activate a body-worn camera.

Level III - Any physical response resulting in death, injury requiring in-patient hospitalization, and officer-involved shootings.

We fully anticipate this updated methodology will provide a more comprehensive and accurate assessment of force incidents. We look forward to reporting more detailed data to our residents in the future.

De-escalation tactics and techniques are actions taken by an officer that seek to minimize the need to use force during an incident and to increase voluntary compliance by a person.

De-escalation Training and Reviews

De-escalation is a core component of conflict resolution for police officers. All officers, including those who graduated the police academy prior to the formal implementation of de-escalation into the training curriculum in April of 2017, learned de-escalation tactics and techniques as part of their initial training.

Beginning in the recruit academy, de-escalation concepts are a central component of training. New recruits receive a 4-hour block of instruction devoted exclusively to de-escalation and an additional 215 hours of classroom and practical training which require de-escalation to be discussed, demonstrated and evaluated.

In-service training for all officers incorporates de-escalation strategies into a variety of resident encounters, including mental health intervention, domestic violence situations and response to active threats, like mass shootings.

De-escalation reviews are conducted for all administrative investigations and response to resistance follow-up investigations. We were the first law enforcement agency in the country to implement this practice, setting a national standard for the law enforcement community in the United States.

A de-escalation review assesses whether an officer appropriately used de-escalation tactics and techniques during a given incident. De-escalation reviews reveal any widespread trends that can be addressed with additional training.

In 2022, appropriate de-escalation tactics were applied in 429 out of 472 incidents, or 91% of the time. Inappropriate use of de-escalation tactics is addressed in a variety of ways, including training reviews, counselings, and written reprimands, when appropriate.



Complaints & Administrative Investigations

OKCPD Citizen Advisory Board

The OKCPD Citizen Advisory Board (CAB) was established in 2005. The 9-member board convened bimonthly to review formal resident complaints, complaints alleging excessive use of force, in-custody deaths, officer-involved shootings, and all other incidents the board deemed to be of public concern.

The CAB was dissolved in 2023 and will be replaced by a new advisory board as part of the implementation of recommendations for increasing police transparency and accountability. City Council will select board members and the board will report to the City Manager's Office.

Resident Complaints

Formal complaints generated outside of the Police Department

38

Internal Administrative Investigations

Investigations or reviews generated within the Police Department

60

Criminal Investigations

Investigations of employees for violations of criminal law. This does not include officer-involved shooting investigations conducted by the Homicide Unit or criminal investigations conducted by other law enforcement agencies.

7

Dispositions of Complaints & Internal Administrative Investigations • 2022 Fig. 10		
	Resident Complaints	Internal Administrative Investigations
Not Sustained ³	18	6
Sustained	9	44
Withdrawn	9	0
No Further Action	0	2
Resigned Amid Investigation	N/A	5
Currently Under Investigation	2	3

Fig. 10

Provides a breakdown of dispositions for complaints and internal administrative investigations completed in 2022.

³ Not sustained includes unfounded, exonerated and not sustained disposition rulings.

Officer-Involved Shootings

OKCPD officers were involved in 13 shootings in 2022, 4 of which were fatal. All 13 subjects were male.

One officer was struck by non-fatal gunfire in 2022.

Each incident was investigated by the Homicide Unit and presented to the appropriate district attorney, who determined the disposition of each case.

Male, Black • 2022-0007149

An officer saw a vehicle speeding and made a U-turn to conduct a traffic stop. During the U-turn, the driver accelerated away from the officer. The driver turned onto a dirt road in a newly developed neighborhood, then collided with a large berm, disabling the vehicle. As the officer pulled in behind the vehicle, the driver opened his door. The officer exited her vehicle and fired one round. The driver and passenger complied with verbal commands and were taken into custody when backup officers arrived. This incident was reviewed in detail by the district attorney who declined to file charges.

Male, Black • 2022-0014426

Officers responded to a disturbance call. An officer made contact with the person described in the call and attempted to pat search him to check for weapons. The man pulled a gun from his pocket and fired it at the officer multiple times, striking the officer in the leg. The officer returned fire and the man fled to the officer's vehicle. He attempted to drive away as the officer fired at him but then got out and fled on foot. A drone was used to locate him hiding in a backyard. He was taken to the hospital where he died. The officer was treated for the gunshot wound to his leg and survived.

Male, Black • 2022-0022356

Oklahoma Highway Patrol received a license plate hit on a vehicle which had been involved in a robbery. When they attempted to stop the vehicle, the driver fled. During the pursuit, the man fired shots at pursuing officers. OKCPD joined the pursuit to assist OHP. OHP performed a tactical vehicle maneuver, disabling the fleeing vehicle. The driver fired shots at officers and four OKCPD officers returned fire. Tactical units from OHP and OKCPD were activated and responded. During the standoff, OHP's tactical officers shot the suspect, who died at the scene.

Male, White • 2022-0033721

The OKCPD Tactical Unit was serving a warrant at the residence of a man who had made numerous bomb threats. While preparing to execute the warrant, the man exited his residence and pointed a gun at the police helicopter. Two officers fired at the man, who was transported to a hospital and treated for his injuries.

Call Types Resulting in Officer-Involved Shootings • 2022

Fig. 11

Traffic Stop	3
Person with Gun	3
Disturbance	3
Warrant Service	1
Locate Fugitive	1
Suspicious Person	1
Agency Assist	1

Fig. 11

Demonstrates the variety of 911 call types which resulted in officer-involved shootings in 2022.

Male, White • 2022-0056886

Officers responded to a call of a suspicious person. The homeowner had observed on his camera a man on the porch who was armed and saying he was going to shoot himself. Officers arrived and talked to him. The Tactical Unit was activated while officers remained in safe positions around the residence. The man fired a round into the adjacent pond, then laid the gun on the ground. He picked up the gun and fired again and an officer shot him. He was taken to the hospital and treated.

Male, Black • 2022-0057900

Officers responded to a call of a man refusing to leave. When they arrived, officers heard screaming from inside the house. They determined the man was armed with a gun and holding a person inside the house. The man pointed the firearm at responding officers and shots were fired. The man attempted to flee through a back window. He was caught in the backyard with a handgun and arrested. He was taken to the hospital and treated.

Male, White • 2022-0060356

Officers responded to a call of Oklahoma County deputies needing help. Deputies were attempting to conduct an eviction lockout. During the lockout, a man inside the residence shot at deputies and two were hit. Another deputy returned fire. The man fled the scene in a truck pulling a boat. OKCPD officers saw the man fleeing and attempted to stop him, but he continued driving and began firing rounds at officers. An officer not involved in the pursuit positioned himself on the highway and fired his rifle at the man as he approached. An officer in pursuit behind the man also fired his rifle at him. Neither officer was successful in stopping the driver. The man exited the highway and drove to the gate of Tinker Air Force Base where he surrendered. Deputy Bobby Swartz did not survive his injuries sustained in the shooting.

Male, White • 2022-0068761

Officers responded to a domestic assault call involving a knife. A woman had been stabbed by her boyfriend and he fled before officers arrived. An officer was in a parking lot reading the suspect information when a vehicle pulled into the parking lot and sped past him. The officer identified the man driving as the suspect on the call and attempted to stop him. The man drove in a circular pattern around the parking lot. Once the officer got behind the driver, he stopped. The man immediately exited the vehicle, wielding a knife over his head, and walked towards the officer. The officer retreated and told the man to drop the knife. The man refused to put the knife down and said, "Get it over with" before the officer fired at him. He was taken to the hospital and treated.

Male, White • 2022-0071605

Officers responded to a call of a man with a gun making threats to harm himself and others. The caller was his mother who was with him. Officers arrived and saw the man on the front porch. The man pointed a gun at the officers and they fired at him. He was taken to the hospital and treated.

Male, Hispanic • 2022-0075220

Officers responded to a call of a man threatening people with a knife. When they arrived, they found him in the front yard holding a knife. Officers told him to drop it but he did not comply and started walking towards them. An officer tased him, but it had no effect. The man quickly turned towards the officer with the taser and the officers providing lethal cover fired at him. He was taken to the hospital where he died.

Suspects in Officer-Involved Shootings by Race/Ethnicity • 2022

Fig. 12

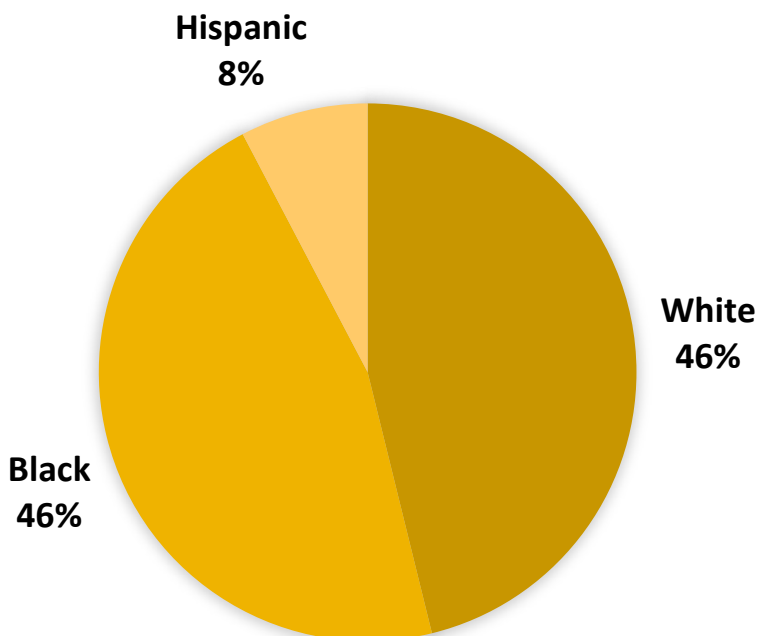


Fig. 12

Provides a breakdown by race/ethnicity of suspects in officer-involved shootings in 2022

Male, Black • 2022-0075634

Officers heard multiple gunshots and observed a vehicle leaving, so they attempted to stop it. The driver fled and officers attempted to pursue him. He evaded officers, but was observed entering an apartment complex nearby shortly after, where he exited his vehicle. An officer attempted to contact him and he fired shots at the officer. The officer returned fire and the man fled on foot. The man observed another officer arrive and fired shots at her also. He was found hiding in an apartment and after a short stand-off, surrendered to officers.

Male, White • 2022-0083005

Officers were trying to locate a man who had an outstanding felony warrant. They talked to a female who owned a trailer on the property and she told them the man was not there and they could search the trailer. While officers were searching, an officer lifted the mattress and found the man under it. He fired a gun at officers and they fired back at him. Officers retreated from the trailer and the Tactical Unit was activated. The man was found deceased.

Male, Black • 2022-0088366

An officer was flagged down by an on-duty City of OKC employee who told him a man had pointed a gun at him. The officer shared the information over the radio and several officers responded. The man was located in a nearby parking lot. Officers could see a gun protruding from his hoodie pocket. The man was struck with a less lethal impact munition round in the midsection. The man produced the gun and pointed it at officers, who fired at him. He was taken to the hospital and treated.

NUMBER OF OFFICER-INVOLVED SHOOTINGS • 2018 - 2022

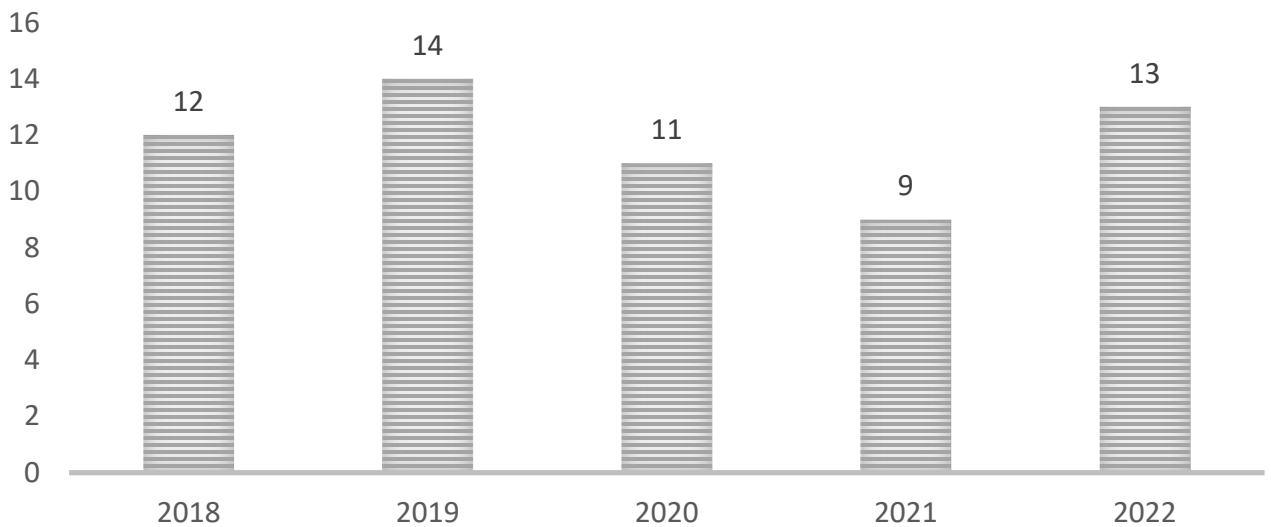


Fig. 13

Fig. 13

Demonstrates the total number of officer-involved shootings per year from 2018 - 2022

In-Custody Deaths

Deaths are classified as “in-custody” when death occurs in furtherance of or as a result of an officer’s actions during or after detainment, arrest, protective custody, transport, or use of force. Deaths where an officer is present but did not take direct enforcement action, like a death by suicide from an overdose, are not classified as in-custody.

OKCPD investigated two in-custody death incidents in 2022.

Male, Indian • 2022-0014705

Officers responded to a disturbance call and found an intoxicated male in the parking lot. He admitted to using methamphetamine. He refused medical treatment and asked the officer to take him to jail. He was handcuffed and taken to jail. During the booking process, he showed signs of medical distress and EMSA was called. Once in the ambulance, he experienced cardiac arrest and died. The Medical Examiner determined his cause of death to be methamphetamine toxicity.

Male, Black • 2022-0016915

Officers responded to a call of a man with a gun and found him and another man in the yard of a residence. Officers told both males to lie on the ground. An officer approached the man with the gun and placed handcuffs on him. He began to show signs of medical distress and officers removed the handcuffs, placed him on his left side in a recovery position and called for medical services. He was taken to the hospital where he died. The Medical Examiner documented numerous serious medical issues, including lung cancer, in their preliminary report and determined the cause of death was heart disease.



An Emphasis on Mental Health

OKCPD is committed to the safety of our community and providing the best service possible for all of our residents, including those who are experiencing mental illness. We understand that as first responders, police officers may be the first ones to encounter a person experiencing crisis and we are committed to doing everything possible to ensure a safe resolution to those encounters for everyone involved.

Officers are encouraged to use alternative mental health resources when possible and OKCPD has a multitude of programs and services available to provide officers the tools to connect residents with the help they need. This section provides an overview of some of those programs.



Crisis Intervention Team (CIT)

The CIT program is intended to improve safety for both officers and people experiencing mental health crises when they encounter each other. CIT officers at OKCPD are spread throughout the city on different shifts.

In 2022, the CIT program was expanded in accordance with a 21CP Solutions recommendation to increase CIT officers while continuing to keep membership on the team voluntary. OKCPD's team capacity now exceeds the CIT International recommendation of 20 - 25% of patrol officers trained in CIT to approximately 35%. The actual percentage of officers trained exceeds the team capacity. In addition, each new recruit who completes the police academy receives the 40-hour CIT training program and they become eligible for CIT team membership once they have obtained two years of field experience.

CHAMPIONS Program

In 2022, OKCPD and NorthCare established a mental health crisis mobile response program. CHAMPIONS is a resource available 24 hours a day to provide mental health response and assistance to the department. The program allows officers to have a mobile response team dispatched to deliver immediate, professional services to people experiencing mental illness.

Triaged Resources Urgent Support Team (TRUST) Program

In 2019, the TRUST program began as a pilot program with a partnership between OKCPD, the Oklahoma Department of Human Services (DHS), and NorthCare to allow OKCPD officers to make referrals during their shifts which would be followed up on by case workers with DHS and NorthCare, usually within 24 hours. This program is now fully operational and allows officers to provide assistance and direct resources to people they interact with who are nearing a state of crisis when immediate intervention is not appropriate or possible, filling a necessary gap in connecting people to the help they need.

Assisted Outpatient Treatment (AOT) Program

OKCPD partners with the Oklahoma Dept. of Mental Health and Substance Abuse Services (ODMHSAS) to provide community outreach teams to respond to persons with serious mental illness. OKCPD provides one full-time CIT officer to work with outreach teams and one supervisor to assist. The assigned officer provides direct support to persons with mental illness by accompanying professional mental health teams during home visits, transporting program participants to treatments or court, and attending court and other meetings in support of them.



When to call?

Call for help if you or someone you know:

- Is a safety threat to self or others
- Is hearing, see, feeling, or otherwise experiencing something that is not real
- Is experiencing mental illness symptoms that interfere with the functions of daily life
- Is experiencing symptoms such as depression, anxiety, or paranoia

Who to call?

988

- A 24-hour helpline dedicated to providing mental health resources
- Answers calls from those experiencing a mental health crisis
- May also require police response
- Usually do not require police response

Approx. 70-80% of crisis situations can be resolved by calling 988

911

- An emergency number for requesting police response
- Call when there is an immediate safety threat such as active violence or the presence of a weapon



What to say?

Whether you call **911** or **988**, you'll need to give information about your immediate circumstances and needs, such as:

- Your name, location, phone number
- Your description
- What you need
 - Your symptoms
- If there are any weapons nearby
- If anyone else is with you
- If you or someone else is in danger

What to expect?

- Officers will restore safety before assessing the situation and offering services. They may request a mobile crisis response team or take the person to a hospital or mental health facility.
- The crisis helpline will assess the individual and decide if immediate services are necessary. If not, they will connect the person to appropriate resources. They may also call for police response.

Mental Health Calls in OKC • 2022

OKCPD responded to 18,708 mental health calls in 2022.

Out of 18,708 mental health-related calls received, only 1.24% resulted in an individual being arrested or taken to the Public Inebriate Alternative.

Officers were able to transport people experiencing mental health crisis who met the criteria for protective custody to receive immediate services 3,742 times, amounting to 20% of mental health calls received.

More than 62% of calls resulted in a disposition of "no criteria," meaning the person did not meet the criteria to be taken into protective custody, they did not want to voluntarily go to the hospital, or the call was unfounded in some way.

**OKCPD experienced a
12.4% decrease in
mental health calls
received in 2022**

Did You Know?

Transportation to the Public Inebriate Alternative (detox) facility is not an arrest. An intoxicated person may be taken to the facility, booked in for a minimum number of hours to ensure their safety, and released without an arrest or citation.

988 IS:

A NEW MENTAL HEALTH RESOURCE FOR ALL OKLAHOMANS

FOR ANYONE EXPERIENCING OR WITNESSING A MENTAL HEALTH CRISIS

Fentanyl & the Public Health Crisis

DEA lab testing reveals that 6 out of every 10 pills with fentanyl contain a potentially lethal dose. Fentanyl is approximately 100 times more potent than morphine.^{4,5}

Criminal drug networks are mass-producing fake pills and falsely marketing them as legitimate prescription pills to deceive the American public. The only safe medications are ones that come from licensed and accredited medical professionals.

Street Narcotics Unit

The Street Narcotics Unit (SNU) investigates street-level drug offenses and is the primary investigative unit responsible for processing and following up on fentanyl overdose deaths.

Fig. 14 (below left)

Provides a snapshot of certain Street Narcotics Unit activity & seizures from 2022

Fig. 15 (below right)

Yearly breakdown of Narcan (drug used to help people overdosing on opioids) deployments by officers from 2015 - 2022, showing a significant increase in 2022

Street Narcotics Unit Activity • 2022	
Fentanyl overdose death investigations	90 ⁶
Fentanyl seized	54 lbs
Felony arrests	235
Search warrants served	212
Guns seized	156

Fig. 14



Fig. 15

⁴ Department of Justice Drug Enforcement Administration Drug Fact Sheet October 2022

⁵ Department of Justice Drug Enforcement Administration Fake Pills Fact Sheet December 2022

⁶ This value is based on overdose death investigations where the Medical Examiner confirmed fentanyl was the cause of death. Twenty-seven Medical Examiner reports for suspected fentanyl overdose deaths in 2022 are still pending. Some overdose death investigations result in a finding where multiple drugs were in the blood, and some derivatives of fentanyl may not appear in fentanyl-specific testing, so for 8 additional overdoses involving multiple drugs in 2022, fentanyl may still have been a factor.

Staffing

The Police Department encountered critical staffing numbers in 2022. Of the 1,235 authorized police officer positions, only 1,097⁷ are filled. The department has developed many creative solutions for addressing this shortfall, including increasing non-sworn support for the department, filling shortages with overtime personnel and encouraging the public to use alternative resources for reporting issues which do not require a police response. With 413 non-sworn employees, the department's total staffing is 1,510 employees.

All Personnel by Sex & Race/Ethnicity • 2022 *Fig. 16*

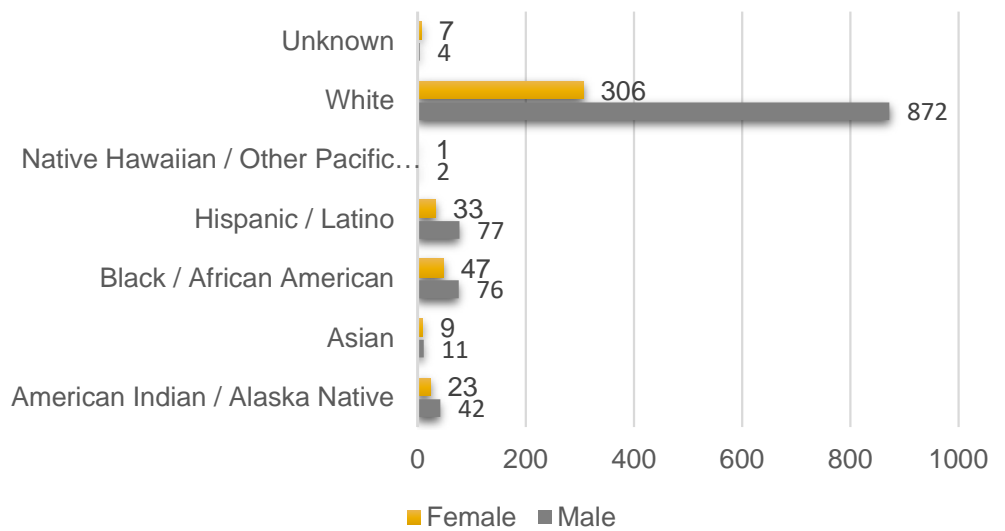


Fig. 16

Demographic breakdown of police employees by sex and race/ethnicity

Race/Ethnicity as Percent of Workforce • 2022 *Fig. 17*

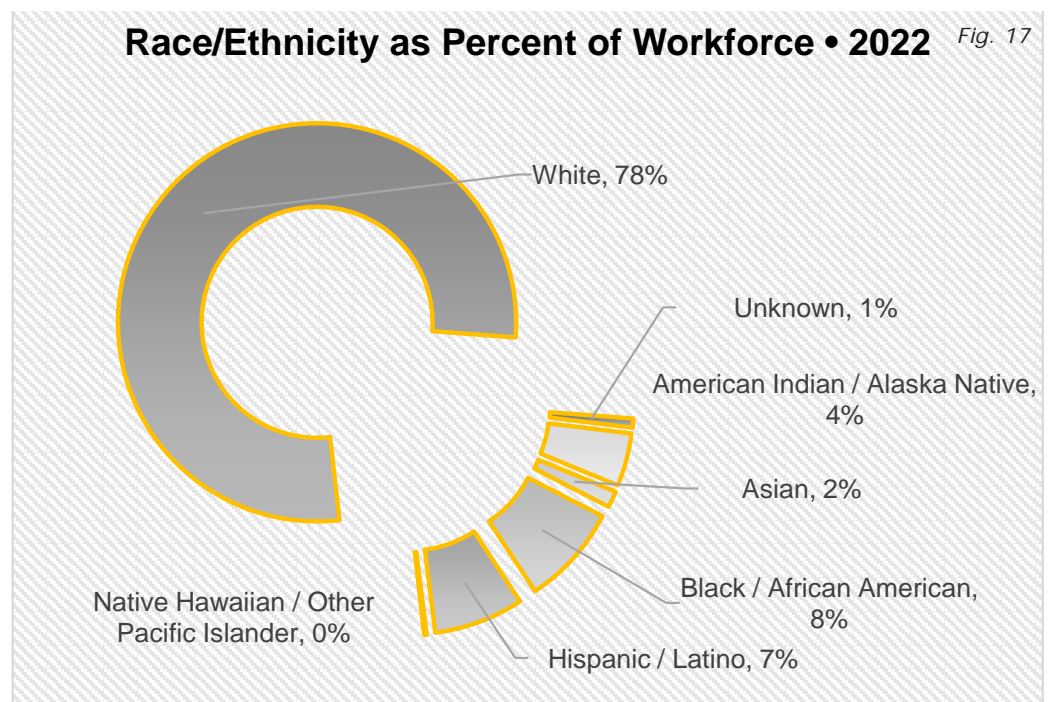


Fig. 17

Demonstrates race/ethnicity of police employees as a percentage of total employees

⁷ This number does not reflect retirements, resignations and terminations which occurred after March in 2023.

Recruiting & Retention

Recruitment of qualified candidates to become police officers remains one of the most significant challenges facing law enforcement nationwide.

OKCPD received 1,560 applications for police officer positions in 2022. Around 4% of applicants are viable candidates who meet the minimum requirements to become a police officer. Even less are able to successfully complete the hiring process, police academy and field training program.

OKCPD is committed to recruiting qualified, motivated individuals to join our department. Our current officers and community supporters are our best recruiters. If you know someone who would make a great police officer, send them our way!

Police Officer Applicants by Sex & Race/Ethnicity • 2022

Fig. 18

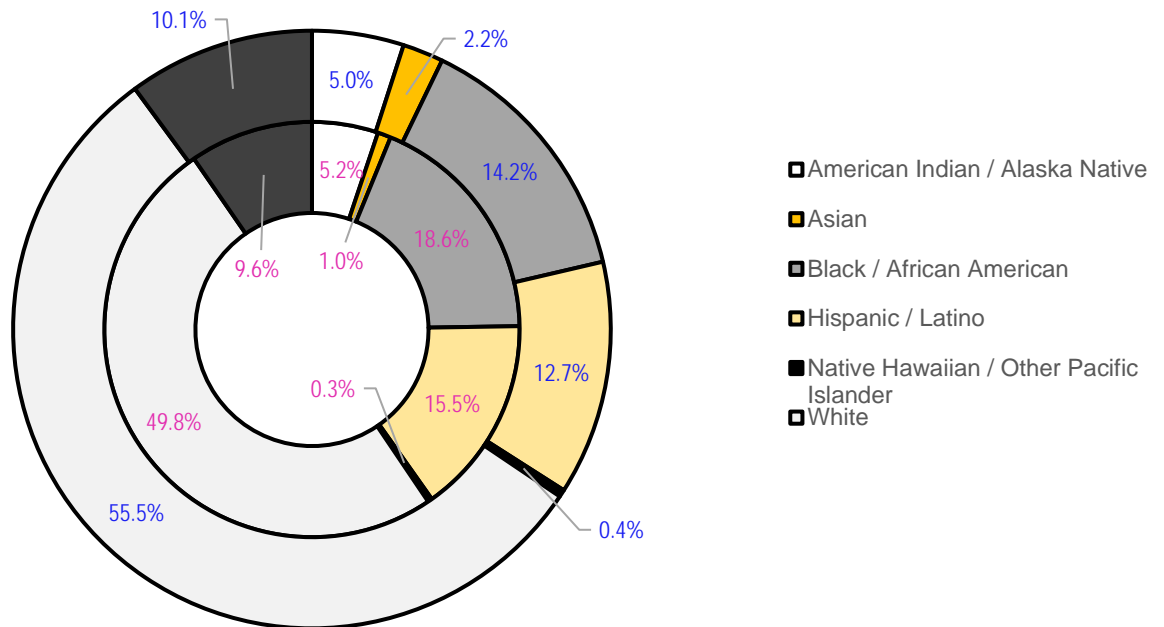


Fig. 18

Provides a breakdown of applicants by sex and race/ethnicity. The inner ring represents female applicants (pink values) by race/ethnicity as a percentage of the total number of female applicants and the outer ring represents male applicants (blue values) by race/ethnicity as a percentage of the total number of male applicants.

Need information or ready to apply?

Visit www.JoinOKCPD.com today!



Compensation/Benefits

- **NEW! Starting Pay \$61,700**
- **NEW! Lateral Pay - \$65,200**
 - Must meet Requirements
- Education Incentive
- Tuition Reimbursement (continuing education)
- 20-Year Retirement
- Newly expanded Take-Home Car Program
- Bi-Annual Uniform Allowance
- Bilingual Incentive Pay
- Health, Dental & Eye Insurance
- Career Advancement
- ... and so much more!

Application Process

Averages 2-4 Months

- Apply: www.joinokcpd.com
- Physical Ability Test (Obstacle Course)
- Written Test (LEAB)
- Interview Board (Virtual)
- Polygraph Examination
- Background Investigation
- Hiring Board
- Final Selection
- Medical/Physical Evaluation

Training Process

Academy

- Approx. 28 weeks
- Non-residential, based out of the OKCPD Training Center
- Monday-Friday

Field Training Officer Program

- Begins upon graduation
- Avg. 4-6 months

**NOW OFFERING A
\$10,000
HIRING BONUS**



Follow us!
@JoinOKCPD



Basic Requirements

- U.S. Citizen
- 21-45 years of age
- Valid Driver's License (2 yrs.)
- High School Diploma or GED
- Drug Free
- High Moral Character
- Integrity
- Updated Tattoo Policy
- *ask for details

Contact Our Recruiters



Sgt. Megan Morgan

405.316.5668

megan.morgan@okc.gov



Sgt. AJ Anderson

405.316.5742

anthony.anderson@okc.gov

www.JoinOKCPD.com

Oklahoma City Police Department

Recruiting Team

405.297.1116

ocpd.recruiting@okc.gov



Retention has become increasingly important as recruiting has become more difficult for law enforcement. From 2018 to 2022, OKCPD successfully hired 377 new officers to replace the 396 lost through attrition. While this still resulted in a net loss of 19 officers, OKCPD is in great shape compared to many other major cities throughout the country. We believe that is a testament to the fact that OKCPD is one of the premier police departments in the nation. We are extremely grateful for the support of City leaders and the people in our community who make OKC a great place to work and live.

The Impact of Hiring Freezes Over Time

The hiring of police officers has been deeply impacted by the economy throughout the lifespan of the OKCPD. Tough budget years have resulted in lengthy hiring freezes. These freezes are typically followed by several years of back-to-back, high-volume police academies to ensure there are enough officers to perform essential functions, replace those lost through attrition, and increase staffing over time so we can safely meet the needs of our ever-growing city.

The hiring frenzies which follow the freezes ultimately result in a large number of employees becoming eligible for retirement in a relatively short amount of time.

OKCPD officers currently eligible for retirement⁸

32%

In the next 5 years, 508⁹ OKC police officers will be eligible for retirement

⁸ This percentage includes all officers with 20 years of service or more as of January 17, 2023. While a police officer participating in the Oklahoma Police Pension & Retirement System (OPPRS) is eligible to receive a retirement benefit after 20 years of service, the retirement benefit is only 50% of the retiree's salary. The benefit percentage increases with tenure, so many officers stay much longer than 20 years.

⁹ Anticipated number of officers who will have 20 years of service or more by 2028

Employee Wellness

Police officers encounter trauma on a daily basis, often multiple times within one shift. Many of our civilian employees also encounter trauma as a routine part of their jobs. We recognize the impact this has on the mental health of our employees and are committed to ending the stigma associated with asking for help before it is too late.

OKCPD has one of the premier wellness programs in the nation and has become a resource for many other agencies as they develop their own wellness programs. Our robust wellness program provides access to the resources our employees need to stay healthy in both their personal and professional lives. Wellness is part of our culture at OKCPD and it is something we instill in new recruits before they even start the police academy.

Wellness Resources Available to Employees

- 24/7 direct phone number for wellness support or assistance
- On-site office staffed with full-time personnel
- On-site Licensed Professional Counselor
- On-site Chaplain
- Peer support team with more than 40 trained employees throughout the department to provide immediate wellness support and resources 24/7
- Volunteer chaplain team
- Family support team
- Network of counselors with experience treating first responders, including counselors trained to treat PTSD
- Partnerships for in-patient and outpatient substance abuse treatment
- Guidance available for other issues (e.g., financial counseling, sleep, fitness & nutrition)

There are no goodbyes for us. Wherever you are, you will always be in my heart.

- Mahatma Gandhi

In Memoriam



Meagan Burke
Police Sergeant

Sergeant Meagan Burke was tragically killed in a motor vehicle accident on September 29, 2022.

Sergeant Burke, who served as an Oklahoma City police officer since May of 2016, was driving north on I-44 near SW 44th St. when a southbound vehicle swerved left, was propelled over the center guardrail, and struck her vehicle head on. Sergeant Burke was pronounced dead at the scene. She was 31 years old.



Loc Nguyen
Police Sergeant/Detective

Master Sergeant Loc Nguyen passed away after being transported to the hospital following a medical emergency on December 13, 2022.

MSgt. Nguyen was a 20-year veteran of the Police Department and most recently served as a detective in our Sex Crimes Unit. He was featured in a video highlighting Asian American and Pacific Islander Heritage Month in 2021, when he spoke about his family's journey from Vietnam to the United States and why he enjoyed serving Oklahoma City.



Cyndi Thomas
Office Coordinator

Cyndi Thomas, a 45-year employee in the Police Department, unexpectedly passed away in December of 2022.

She began her career in Records in May of 1977, where she stayed for 24 years before moving to the Police Training Center, where she served until the time of her passing.

