



President
Ms. Elizabeth Ehrenstrom
City of Oroville

Vice President
Ms. Kristine Haile
City of Folsom

Treasurer
Mr. Tim Sailsbery
City of Willows

Secretary
Ms. Gina Will
Town of Paradise

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

Date: Thursday, February 21, 2019
Time: 10:00 a.m. - 1:00 p.m.
Training Session at 11:30 a.m.
Location: Rocklin Event Center - Ballroom
2650 Sunset Boulevard
Rocklin, CA 95677

A - Action
I - Information

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

MISSION STATEMENT

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

- A. CALL TO ORDER**
- B. APPROVAL OF AGENDA AS POSTED** **A 1**
- C. PUBLIC COMMENTS**
This time is reserved for members of the public to address the Police Risk Management Committee on NCCSIF matters that are of interest to them.
- pg. 3 **D. CONSENT CALENDAR** **A 1**
All matters listed under the consent calendar are considered routine with no separate discussion necessary. Any member of the public or the Police Risk Management Committee may request any item to be considered separately.
- pg. 4 1. **Police Risk Management Committee Meeting Minutes - November 1, 2018**
- E. RISK MANAGEMENT**
- pg. 8 1. **Police Risk Management Grant Funds** **A 1**
The Committee will review members' current and planned uses for the grants and make recommendations for the program in FY 19/20.
- pg. 11 2. **Cordico Mobile Wellness Apps for Law Enforcement** **I 1**
Vacaville Police Chief John Carli will provide an overview of his city's experience in using the Cordico Wellness App.



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pg. 13	3. Workers' Compensation Claims Analysis <i>Dori Zumwalt from York Risk Services will present an overview of claim statistics and trends for the workers' compensation program.</i>	I 1
pg. 18	4. Technology Discussion <i>The Committee will discuss their departments' experiences with body cameras, robots, drones or other new or innovative technology such as the Analytical Patrol Model described in the agenda packet. .</i>	I 4
pg. 23	5. Round Table Discussion <i>This is an opportunity for Committee members to ask questions or raise issue on risk exposures common to the agencies.</i>	I 4
pg. 24	F. INFORMATION ITEMS	I 1
pg. 25	1. NCCSIF 2019 Organizational Chart 2. NCCSIF 2019 Meeting Calendar	

G. ADJOURNMENT

UPCOMING MEETINGS

- Executive Committee Meeting - March 14, 2019
- Claims Committee Meeting - March 14, 2019
- Risk Management Committee Meeting - April 25, 2019
- Board of Directors Meeting - April 25, 2019
- Police Risk Management Committee Meeting - August 1, 2019

pg. 27 **TRAINING SESSION at 11:30 a.m.**
Having a Communication Strategy During a Crisis by Laura Cole, Owner of Cole Pro Media

Per Government Code 54954.2, persons requesting disability related modifications or accommodations, including auxiliary aids or services in order to participate in the meeting, are requested to contact Raychelle Maranan at Alliant Insurance Services at (916) 643-2712.

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

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



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
February 21, 2019**

Agenda Item D.

CONSENT CALENDAR

ACTION ITEM

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

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

FISCAL IMPACT: None.

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

ATTACHMENT(S): Police Risk Management Committee Meeting Minutes - November 1, 2018



**MINUTES OF THE
NCCSIF POLICE RISK MANAGEMENT COMMITTEE MEETING
ROCKLIN EVENT CENTER, ROCKLIN, CA
NOVEMBER 1, 2018**

MEMBERS PRESENT

Interim Chief Victor Pecoraro, City of Auburn
Chief Tod Sockman, City of Galt (Vice-Chair)
Interim Chief Allen Byers, City of Gridley
Chief Tracy Busby, City of Ione
Chief Doug Lee, City of Lincoln
Chief James Leal, City of Nevada City

Lt. Gil Zarate, City of Oroville
Chief James Ortega, City of Placerville
Chief Kyle Sanders, City of Red Bluff (Chair)
Capt. Trent Jewell, City of Rocklin
Asst. Chief Jeremy Garcia, City of Yuba City

GUESTS & CONSULTANTS

Raychelle Maranan, Alliant Insurance Services
Tom Kline, Bickmore
Gail Zeigler, Bickmore
Alex Davis, York Risk Services

Bruce Kilday, Angelo, Kilday and Kilduff
Derick Konz, Angelo, Kilday and Kilduff
Commander Andy Williams, CA Highway Patrol
Div. Chief Brent Newman, CA Highway Patrol
Officer-CPVE/LAN Coordinator Christopher
Bunney, CA Highway Patrol

The California Highway Patrol provided a demonstration of the Starchase Pursuit Management Technology to the Committee prior to the meeting.

A. CALL TO ORDER

Chief Kyle Sanders called the meeting to order at 11:30 a.m.

B. APPROVAL OF AGENDA AS POSTED

A motion was made to approve the Agenda as posted.

Motion: Victor Pecoraro

Second: Tod Sockman

Motion Carried

C. PUBLIC COMMENTS

There were no public comments.

D. CONSENT CALENDAR

1. Police Risk Management Committee Meeting Minutes - August 2, 2018



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

Motion: Victor Pecoraro

Second: Jeremy Garcia

Motion Carried

E. RISK MANAGEMENT

E.1. Appointment of NCCSIF PRMC Chair and Vice-Chair

Mr. Tom Kline indicated that the Committee appoint a Chair and a Vice-Chair to run the Police Risk Management Committee meetings. Mr. Kline indicated that Chief Kyle Sanders with Red Bluff PD and Chief Tod Sockman with Galt PD are willing to serve as Chair and Vice-Chair, respectively. There were no nominations from the floor.

A motion was made to nominate Chief Kyle Sanders as Chair and Chief Tod Sockman as Vice-Chair by consensus. Motion carried.

E.2. Cordico EAP Program

Mr. Kline indicated that the City of Dixon is the only NCCSIF member agency that currently uses the Cordico Employee Assistance Program (EAP). Cordico is specifically designed for the needs of law enforcement and other first responders. The City of Vacaville was the test pilot of the Cordico program.

The Committee is interested to learn more about Cordico and requested for a representative from Vacaville PD to speak about their experience with the Cordico Wellness program and to have a representative from Cordico present at a future meeting.

E.3. Technology Discussion

Chief Tod Sockman stated that Galt PD is working on an autonomous vehicle that a start-up tech company donated to his agency. The vehicle is powered by an artificial intelligence (AI) with features such as 360 degrees cameras, wireless communication and senses body temperature and heartbeat to name a few. Galt PD will have the use of a cutting-edge electric BMW I3 for the minimum of one year and will soon to be tested on the road by December.

Mr. Kline advised the Committee about a potential battery issues with VieVu model LE-5 body-worn cameras.

E.4. Legislative Update

Mr. Kline indicated that three bills that were introduced in the California Legislature during the 2018-2019 Regular Session have been approved by the Governor:

- 1) AB 748, Ting. Peace officers: video and audio recordings: disclosure
This bill was signed into law, and commencing July 1, 2019, allow a video or audio recording that relates to a critical incident, as defined, to be withheld for 45 calendar days if disclosure would substantially interfere with an active investigation, subject to extensions, as specified. The bill would allow the recording to be withheld if the public interest in withholding video or audio recording clearly outweighs the public interest in disclosure because the release of the recording would, based on the facts and circumstances depicted in the recording, violate the reasonable expectation of privacy of a subject depicted in the recording, in which case the bill would allow the recording to be redacted to protect that interest.
- 2) SB 1421, Skinner: Peace officers: release of records
The bill would define the scope of disclosable records of certain peace officer or custodial officer personnel records and records relating to specified incidents, complaints, and investigations involving peace officers and custodial officers to be made available for public inspection pursuant to the California Public Records Act
- 3) AB 2327, Quirk. Peace officers: misconduct: employment
This new law requires each department or agency in this state that employs peace officers to make and retain a record of any investigations of misconduct involving a peace officer in his or her general personnel file or separate file designated by the department or agency.

E.5. Round Table Discussion

Mr. Kline indicated that the only date that Laura Cole could present to the Committee is February 21, 2019 and therefore, the February 2019 meeting will be pushed back to that date instead of the usual first Thursday of the month. Laura Cole will present on Crisis Management and Social Media.

Mr. Kline suggested Dr. Joel Fay, a Psychologist from San Rafael and a retired police officer to present on Mental Health, Crisis Intervention and De-escalation. The Committee agreed to schedule Dr. Fay for future training.

The agenda topic matrix were included to show items to be discussed over the course of the year.

Mr. Kline referred the Committee to the Police Grants Historic Usage Report on page 26 and encouraged members to use their grant.

Mr. Kline stated that he will e-mail the link to the cost and benefits analysis study on body-worn cameras to the Committee.



F. INFORMATION ITEMS

1. NCCSIF 2018 Organizational Chart
2. NCCSIF 2019 Meeting Calendar
3. Meeting Topics Annual Schedule
4. Police Risk Management Grant Fund Historic Usage Report
5. Police Risk Management Grant Request For

These items were provided as information only.

G. ADJOURNMENT

The meeting was adjourned at 12:03 a.m.

The second part of the training session was held at 12:03 p.m. Bruce Kilday and Derick Konz, Attorneys from Angelo, Kilday and Kilduff, discussed the new laws pertaining to police agencies.

The training ended at 1:00 p.m.

Next Meeting Date: February 21, 2019

Respectfully Submitted,

Gina Will, Secretary

Date



**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
February 21, 2019**

Agenda Item E.1.

POLICE RISK MANAGEMENT GRANT FUNDS

ACTION ITEM

ISSUE: The Committee may request another round of funding for police risk management purposes for FY 19/20. The Committee is encouraged to review the program's usage by member and consider their current needs to determine the extent and type of any funding request for the Board.

The Grant Funds Historic Usage Report is attached to ensure members are aware of the past use and available grants for their agencies.

RECOMMENDATION: Review grant program status and make recommendation for continued funding and use.

FISCAL IMPACT: To be determined.

BACKGROUND: The Board approved a FY 14/15 budget of \$50,000 for the purchase of body cameras for NCCSIF's police agencies. The funds were initially used to purchase a total of 58 cameras directly from VieVu at a quantity discount, with two members using the funds to purchase cameras from a different vendor. In each of the four subsequent fiscal years (FY 15/16 through FY 18/19) a total budget of \$50,000 was allocated to members to fund their body camera programs. If a member's program is fully funded the department has the option to use the grant for other safety and risk management uses, including data storage, ballistic vests, and concealable vests with load bearing carriers. Three members have yet to take advantage of the funds.

ATTACHMENT(S):

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

NCCSIF POLICE RISK MANAGEMENT GRANT FUNDS HISTORIC USAGE REPORT - as of 2/14/2019

Member	FY 14/15 \$50,000 Grant Camera Allocation	FY 15/16 \$50,000 Grant Fund Allocation	FY 16/17 \$50,000 Grant Fund Allocation	FY 17/18 \$50,000 Grant Fund Allocation	FY 18/19 \$50,000 Grant Fund Allocation	GRAND TOTAL	YTD Reimbursements Made	REMAINING FUNDS	Reimbursement Notes/Usage
1 Anderson	2	\$1,515.00	\$1,515.00	\$1,515.00	\$1,515.00	\$6,060.00		\$6,060.00	
2 Auburn	4	\$3,030.00	\$3,030.00	\$3,030.00	\$3,030.00	\$12,120.00	\$12,120.00		4/25/17 \$6,280.56 (12 VieVu LE4 mini body worn cameras) 9/8/17 \$3,029.18 (4 VieVu LE4mini & 1 multi-dock LE4) 2/5/19 \$2,810.26 portion of invoice (16 VieVu LE5 body worn cameras)
3 Colusa	2	\$1,515.00	\$1,515.00	\$1,515.00	\$1,515.00	\$6,060.00	\$3,030.00	\$3,030.00	7/27/17 \$3,030 (concealable vests with load bearing carriers)
4 Corning	2	\$1,515.00	\$1,515.00	\$1,515.00	\$1,515.00	\$6,060.00	\$5,592.38	\$467.62	9/6/16 \$3,291.26 (4 VieVu LE4 body cameras) 2/14/19 \$2,301.12 firewall
5 Dixon	4	\$3,030.00	\$3,030.00	\$3,030.00	\$3,030.00	\$12,120.00	\$8,994.38	\$3,125.62	4/20/17 \$6,060 (30 Wolfcom Vision 1080p body camera with rotatable camera head and 32GB memory) 6/1/18 \$2,934.38 (3 Wolfcom Vision 1080p body camera + training cost for force options simulator)
6 Elk Grove*	4	\$3,030.00	\$3,030.00	\$3,030.00	\$3,030.00	\$12,120.00	\$9,090.00	\$3,030.00	1/11/18 \$9,090 (WatchGuard Vista HD body cameras)
7 Folsom	5	\$3,787.50	\$3,787.50	\$3,787.50	\$3,787.50	\$15,150.00	\$7,575.00	\$7,575.00	10/5/16 \$7,576 (8 VieVu LE4 body camera and 1 multi-dock network station)
8 Galt	4	\$3,030.00	\$3,030.00	\$3,030.00	\$3,030.00	\$12,120.00		\$12,120.00	1/25/18 Plan to use fund /BWC program under consideration
9 Gridley	2	\$1,515.00	\$1,515.00	\$1,515.00	\$1,515.00	\$6,060.00	\$4,543.26	\$1,516.74	9/6/16 \$3,291.26 (4 VieVu LE4 body camerass) 3/28/18 \$1,252 (one VieVu LE5 camera and seven Public Safety Vests)
10 Ione	2	\$1,515.00	\$1,515.00	\$1,515.00	\$1,515.00	\$6,060.00	\$4,625.61	\$1,434.39	11/2/16 \$1,655.23 (2 VieVu LE4 body camera) 9/8/17 \$1,736.24 balance (2 VieVu LE4 body cameras and 2 LE4 Cradle) 5/21/18 \$1,234.14 (2 VieVu LE5 body camera and license for Veripatrol Software)
11 Jackson	2	\$1,515.00	\$1,515.00	\$1,515.00	\$1,515.00	\$6,060.00		\$6,060.00	
12 Lincoln	4	\$3,030.00	\$3,030.00	\$3,030.00	\$3,030.00	\$12,120.00	\$6,548.50	\$5,571.50	10/5/16 \$6,060 (8 VieVu LE4 body cameras)
13 Marysville	3	\$2,272.50	\$2,272.50	\$2,272.50	\$2,272.50	\$9,090.00	\$4,919.87	\$4,170.13	8/18/17 \$4,919.87 (6 VieVu LE4 body cameras)
14 Nevada City	2	\$1,515.00	\$1,515.00	\$1,515.00	\$1,515.00	\$6,060.00	\$4,545.00	\$1,515.00	2/6/18 \$4,545 (Body Camera Storage and Equipment cost for 2015-2017)
15 Oroville	4	\$3,030.00	\$3,030.00	\$3,030.00	\$3,030.00	\$12,120.00	\$12,120.00		9/23/16 \$3,010 (Video Storage Buffalo Terastation) 10/5/16 \$3,050 (5 VieVu LE4 body cameras) 11/20/17 \$1,174.00 (1 Tactical Armor-Ballistic Vest) 9/4/18 \$4,886 (20 VieVu LE5s body cameras)
16 Paradise	3	\$2,272.50	\$2,272.50	\$2,272.50	\$2,272.50	\$9,090.00	\$4,545.00	\$4,545.00	11/15/16 \$762.14 (5 flashlights) + \$1,477.28 (1 VieVu LE4 multi-dock station) 3/14/17 \$2,305.58 (Ballistic Vests)
17 Placerville*	2	\$1,515.00	\$1,515.00	\$1,515.00	\$1,515.00	\$6,060.00	\$3,970.32	\$2,089.68	12/28/17 \$3,970.32 (4 Tactical Armor-Ballistic Vests)
18 Red Bluff	3	\$2,272.50	\$2,272.50	\$2,272.50	\$2,272.50	\$9,090.00	\$4,545.00	\$4,545.00	2/17/17 \$1,473.74 (Apex Body cam storage remediation) 10/18/17 \$3,071.26 (5 VieVu LE4 body cameras) 1/25/18 Plan to use to purchase more BWC & future funds to replace old cameras
19 Rio Vista	2	\$1,515.00	\$1,515.00	\$1,515.00	\$1,515.00	\$6,060.00	\$4,241.15	\$1,818.85	11/16/17 \$4,241.15 (9 VieVu LE5 body cameras)
20 Rocklin	4	\$3,030.00	\$3,030.00	\$3,030.00	\$3,030.00	\$12,120.00	\$12,120.00		10/5/16 \$6,516.24 (4 VieVu LE4 body cameras, 1 LE4 multi-dock, 1 LE3 multi-dock) 1/3/19 \$5,603.76 (58 Lenslock bwc cameras and 25 in car dash cameras)
21 Willows	2	\$1,515.00	\$1,515.00	\$1,515.00	\$1,515.00	\$6,060.00	\$2,130.00	\$3,930.00	6/18/18 \$2,130 for 18/19 Lexipol-Fire Policy Service annual fee
22 Yuba City	4	\$3,030.00	\$3,030.00	\$3,030.00	\$3,030.00	\$12,120.00	\$6,060.00	\$6,060.00	5/5/17 \$6,060 (Data911 body-worn cameras)
TOTAL	58	\$49,995.00	\$49,995.00	\$49,995.00	\$49,995.00	\$199,980.00	\$121,315.47	\$78,664.53	

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



POLICE RISK MANAGEMENT GRANT REQUEST FORM

Member Entity Name: _____

Submitted by: _____ Submission Date: _____

Available Funds: _____ Requested Funds: _____

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

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

Check Payable to: _____

Mail Check to: _____

Signature: _____ Date: _____

Please e-mail the completed form to: Raychelle Maranan at Raychelle.Maranan@alliant.com

STAFF USE ONLY

Program Administrator Approval: _____

Total Amount Subject to Reimbursement: \$_____



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
February 21, 2019**

Agenda Item E.2.

CORDICO MOBILE WELLNESS APPS FOR LAW ENFORCEMENT

INFORMATION ITEM

ISSUE: Vacaville Police Chief John Carli was invited by the PRMC to speak about his experience with the Cordico Mobile Wellness Apps for Law Enforcement and answer any questions from the members. The Cordico App is specifically designed to meet the needs of law enforcement, providing wellness resources on demand.

RECOMMENDATION: None. Information only.

FISCAL IMPACT: None.

BACKGROUND: The City of Dixon and the City of Vacaville are early adopters of this Cordico service. At the November 1, 2018 meeting, the PRMC members requested that the police chief from the City of Vacaville be invited to speak about his department's experience with the Cordico Mobile Wellness Apps for Law Enforcement. This type of resource would fit the criteria for a risk management grant if the member already has a body camera program in place.

ATTACHMENT(S): Cordico Mobile Wellness Apps for Law Enforcement



Cordico Mobile Wellness Apps for Law Enforcement

Law enforcement professionals face enormous stressors, pressures, and demands over the course of their careers. Our society depends upon them to repeatedly respond to traumatic events, and research reveals that officers nationwide overwhelmingly report that stress on the job has impacted their mental health. Leveraging input from thousands of first responders over the past 15+ years, our team painstakingly designed the Cordico Law Enforcement Wellness Apps as a scalable, high-tech solution to help strengthen the mental and physical wellness of law enforcement officers throughout the United States. Customized and branded for each agency, this innovative mobile technology is available 24/7/365, providing immediate handheld access to powerful wellness tools, including:

- ★ Alcohol Abuse
- ★ Anger Management
- ★ Behavioral Health Tools
- ★ Critical Incidents
- ★ Chaplain Support
- ★ Depression
- ★ Emotional Health
- ★ Family Support
- ★ Financial Fitness
- ★ Healthy Habits
- ★ Mental Toughness
- ★ Mindfulness
- ★ Officer Wellness
- ★ Peak Performance
- ★ Peer Support
- ★ Psychological First Aid
- ★ PTSD and PTSI
- ★ Push Notifications (Optional)
- ★ Relationship Success
- ★ Resilience Development
- ★ Self-Care Checklists
- ★ Sleep Optimization
- ★ Stress Management
- ★ Stress Response
- ★ Suicide Prevention
- ★ Supporting Children Who Fear for Your Safety
- ★ Teletherapy Access
- ★ Therapist Finder
- ★ Trauma
- ★ Wellness Self-Assessment Tools
- ★ Wellness Videos
- ★ Work-Life Balance

★ **NEW Resource:** Overview of Dr. Kevin Gilmartin's *Emotional Survival for Law Enforcement*





BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
February 21, 2019**

Agenda Item E.3.

WORKERS' COMPENSATION CLAIMS ANALYSIS

INFORMATION ITEM


ITEM: Dori Zumwalt from York Risk Services will present an overview of NCCSIF claim trends and analysis of the top loss exposures related to the Workers' Compensation Program.

FISCAL IMPACT: None.

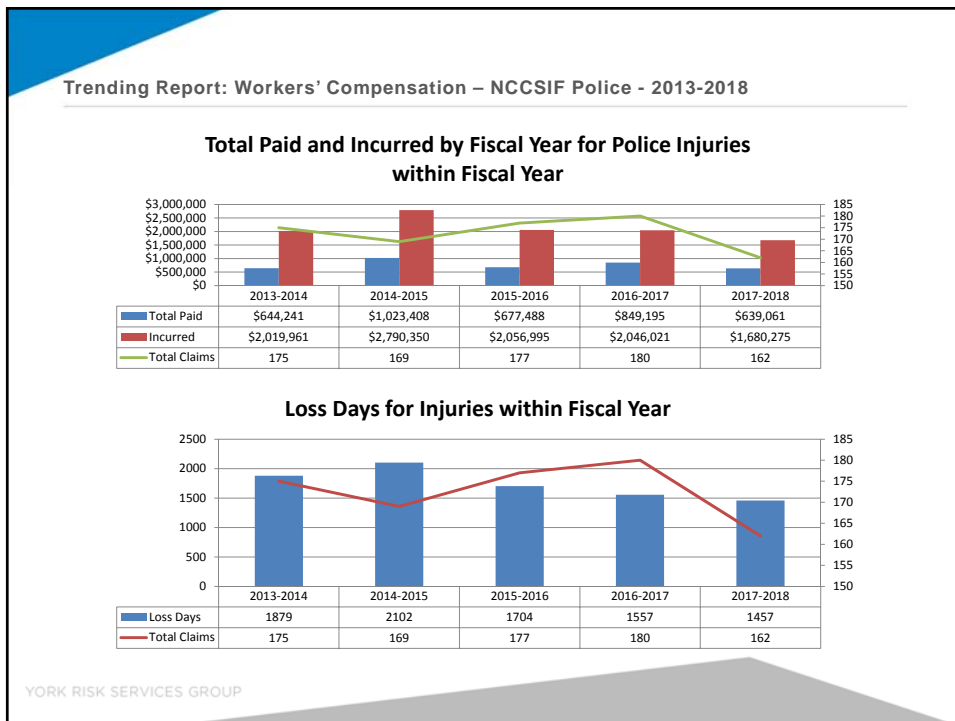
RECOMMENDATION: Information only.

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

ATTACHMENT(S): 2013-2018 Workers' Compensation Claims Trending Report

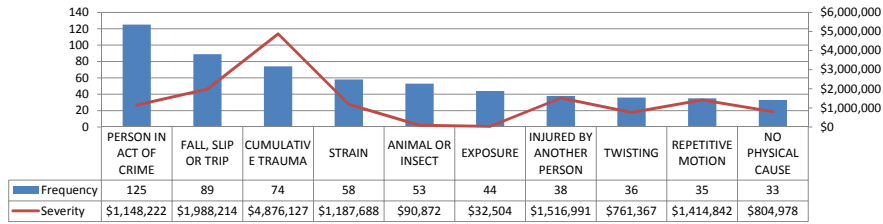


Workers' Compensation Trending Report for NCCSIF Police Risk Management *February 2019*

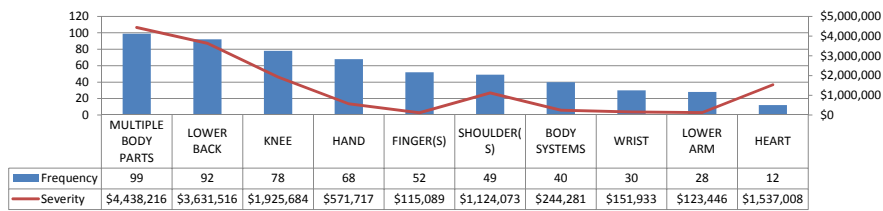


Trending Report: Workers' Compensation – NCCSIF Police - 2013-2018

Top 10 Cause of Injury Fiscal Year 2013-2018



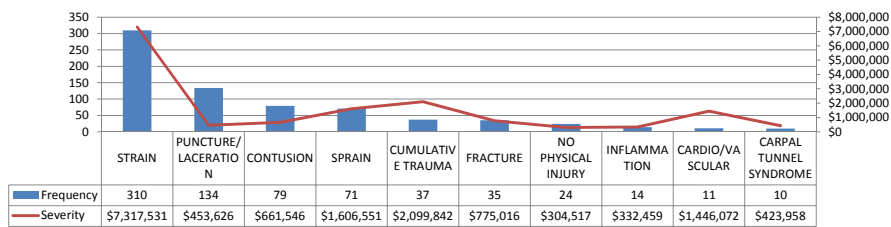
Top 10 Part of Body Injured Fiscal Year 2013-2018



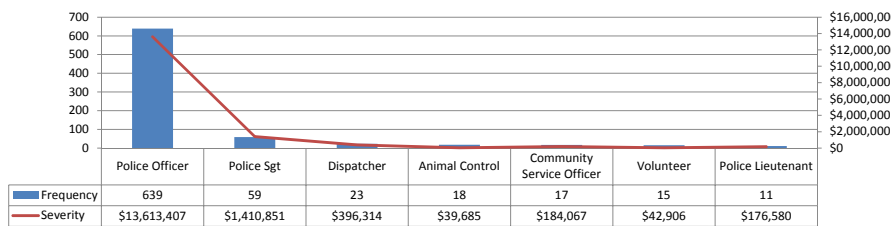
YORK RISK SERVICES GROUP

Trending Report: Workers' Compensation – NCCSIF Police - 2013-2018

Top 10 Nature of Injury Fiscal Year 2013-2018



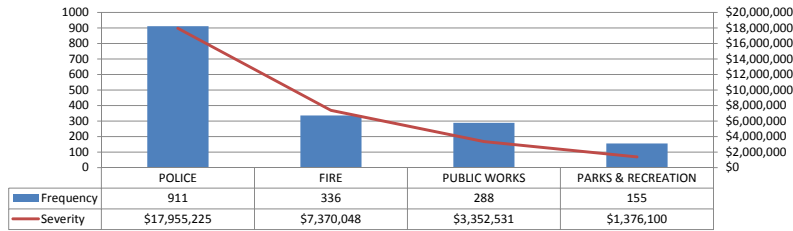
Top 10 Occupation of Injury Fiscal Year 2013-2018



YORK RISK SERVICES GROUP

Trending Report: Workers' Compensation – NCCSIF Police - 2013-2018

Frequency and Severity by Department FY 2013-2018



Department	Frequency	Severity	Average
Police	911	\$17,955,225	\$19,709
Fire	336	\$7,370,048	\$21,935
Public Works	288	\$3,352,531	\$11,641
Parks & Recreation	155	\$1,376,100	\$8,878

YORK RISK SERVICES GROUP

Trending Report: Workers' Compensation – NCCSIF Police - 2013-2018

NCCSIF Members FY 2012-2017

Police Department	Frequency	Severity	Average
City of Anderson	34	\$862,748	\$25,375
City of Auburn	35	\$415,109	\$11,860
City of Colusa	7	\$52,205	\$7,458
City of Corning	14	\$62,463	\$4,462
City of Dixon	27	\$851,871	\$31,551
City Of Elk Grove	227	\$3,888,965	\$17,132
City of Folsom	107	\$1,324,275	\$12,376
City of Galt	75	\$889,042	\$11,854
City of Gridley	11	\$69,631	\$6,330
City of Ione	2	\$1,582	\$791
City of Jackson	8	\$448,806	\$56,101

YORK RISK SERVICES GROUP

Trending Report: Workers' Compensation – NCCSIF Police - 2013-2018

NCCSIF Members FY 2012-2017

Police Department	Frequency	Severity	Average
City of Lincoln	25	\$1,254,565	\$50,183
City of Marysville	24	\$369,061	\$15,378
City of Nevada City	16	\$649,767	\$40,610
City of Oroville	38	\$1,012,137	\$26,635
City of Placerville	30	\$371,648	\$12,388
City of Red Bluff	38	\$814,418	\$21,432
City of Rio Vista	8	\$86,320	\$10,790
City of Rocklin	74	\$1,816,692	\$24,550
City of Willows	6	\$367,555	\$61,259
City of Yuba City	77	\$1,702,724	\$22,113
Town of Paradise	28	\$643,640	\$22,987

YORK RISK SERVICES GROUP



BACK TO AGENDA

Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
February 21, 2019

Agenda Item E.4.

TECHNOLOGY DISCUSSION

INFORMATION ITEM

ISSUE: The Police Risk Management Committee members will be asked to discuss their experiences with their department's body cameras, robots, drones or other new or innovative technology like the Analytical Patrol Model.

RECOMMENDATION: None.

FISCAL IMPACT: None.

BACKGROUND: The Program Administrators were recently made aware of a new decision making tool for patrol investigations.

ATTACHMENT(S): Analytical Patrol Model



The Analytic Patrol Model™

A Decision-Making Toolkit for Patrol Investigations

- Analytic toolkit for information gathering and decision-making on scene.
- Structures and guides thinking, but does not dictate or calculate a decision for the Officer.
- Reduces risk and cost by mitigating cognitive biases, avoiding “tunnel vision” during investigations, and promoting a rational, analytic mindset while dealing with suspects.
- Quickly becomes a series of mental habits performed intuitively without the worksheet.
- Creates decision transparency and increases understanding by building clear, logical outputs.

6 Techniques to Mitigate Cognitive Biases while Investigating

The model contains 6 analytic techniques that ensure objectivity throughout the investigation:

- Tests the officer's hypotheses about possible criminal activity.
- Identifies information gaps and assumptions.
- Assists the officer in maintaining an objective mindset when exposed to potentially incriminating information about a suspect.
- Structures efforts to detect deception.
- Adds precision and rigor to probability judgments about a suspect's behavior.
- Ensures the officer considered a range of explanations for the event under investigation.

Born from the Best Practices of the U.S. Intelligence Community

The Intelligence Community has evolved to mitigate biases in the decisions of its Officers through the use of analytic standards, techniques, and processes. The CIA led the community's effort to help analysts reason with "incomplete and ambiguous information and the inherent limitations of the human mind."

APM has six analytic standards tailored to the law enforcement operating environment and based upon the analytic standards published by the Office of the Director of National Intelligence, [found here](#).

APM's analytic techniques are tailored uniquely to patrol investigations and based upon techniques **such as these** that are used by U.S. Intelligence Officers each day.

The Analytic Patrol Model™

The Core Capability of Directorate 2's Sworn Officer Training

APM is the core of Directorate 2's analytic training for sworn officers. It introduces key concepts such as cognitive biases and heuristics and how our minds work differently than we perceive them to work. Officers begin generating and testing hypotheses and learning how to explain analytic reasoning to others. Officers also begin alternative analysis and learning the importance of considering multiple explanations for an event.

APM is a pre-requisite for Patrol Analytics, and both are pre-requisites for Command Analytics.

APM Performance Objectives

Officers with APM are enabled to:

- Serve with confidence and take action without fearing baseless accusations after the fact.
- Identify common cognitive biases and the Law Enforcement situations in which they occur.
- Use analytic techniques to mitigate cognitive biases and form objective decisions while responding to calls.
- Communicate the basis of an analytic decision to an untrained and skeptical audience, both verbally and in writing.
- Avoid hasty judgments and generalizations while interacting with suspects on patrol.
- Consider alternative explanations for events and avoid investigative tunnel vision.
- Communicate the analytic basis of a probability judgment about a suspect's behavior.
- Communicate consideration of a subject's alternative explanation for an event.
- Characterize the weaknesses and information gaps in their judgments.
- Identify their assumptions and how their judgment would change if an assumption were false.
- Maintain a rational and analytic mindset while communicating with subjects on scene.

Visit APM Online or Contact Us.



Up Next: APM Methodology



APM Methodology

Mitigates Cognitive Biases in Decision-Making

APM mitigates the cognitive biases that prevent officers from objectively establishing reasonable suspicion and probable cause. This reduces the likelihood of baseless stop and frisks, false arrests, and wrongful convictions. APM also reduces the likelihood of excessive force by promoting a rational mindset, which research indicates lessens the likelihood of unnecessary escalation.

APM is a Decision-Making Tool, Not a Classroom Lecture

Humans cannot be “de-biased,” and we require constant anti-bias reinforcement in our work environment (not just an annual lecture) in order to perform objectively. APM reinforces bias mitigation because it is a daily-use analytic toolkit, not a lecture to memorize and recall later.

Misconduct Results from Multiple Biases, Not Just Implicit Bias

Awareness of implicit, or “unconscious” bias is a good start but will not fully achieve agency goals. Law enforcement officers require a comprehensive approach to mitigating the range of cognitive biases that interfere with objective policing, such as the following:

<i>Baseless Stop and Frisk</i>	→	Implicit Bias, Confirmation Bias, Fundamental Attribution Error, Selective Perception, the Anchoring, Availability, and Representativeness Heuristics, and the Overconfidence Effect
<i>False Arrest</i>	→	Implicit Bias, Confirmation Bias, Selective Perception, the Anchoring and Representativeness Heuristics, and the Overconfidence Effect
<i>Wrongful Prosecution and/or Conviction</i>	→	Implicit Bias, Confirmation Bias, Selective Perception, the Overconfidence Effect
<i>Excessive Force</i>	→	Lack of rational and analytic mindset, Representativeness and Anchoring Heuristics, Selective Perception

APM Methodology

The U.S. Intelligence Community Set the Anti-Bias Standard

No organization has done more to develop, implement, and advance bias mitigation techniques than the U.S. Intelligence Community (IC). Building upon *the 1974 decision-making research of Nobel Prize winning Psychologist Daniel Kahneman and his colleague Amos Tversky*, the CIA implemented methods in 1999 to form more objective analytic judgments. In 2004, the Office of the Director of National Intelligence (ODNI) was created to standardize the IC's analytic tradecraft and today the ODNI oversees the development and use of analytic standards, techniques, and processes across the IC (the building blocks used to create APM). Each year, the ODNI evaluates the IC's analysis against these standards and reports their findings to the House Intelligence Committee in the U.S. Congress. These reports aid the IC in continuing to evolve their tradecraft in order to form objective and transparent analytic judgments.

Law Enforcement Analysts Already Receive ODNI Training

Law enforcement agencies already rely on the Intelligence Community's analytic tradecraft for their crime analysis. The ODNI teaches the "Analysis 101" training course to law enforcement analysts, which equips them with the same standards, techniques, and processes that are used every day at U.S. intelligence agencies.

We Made it For the Officer on Patrol

The IC's analytic tradecraft is the best system we know of for mitigating cognitive biases. However, it's designed for long term decision-making in an office environment, not the quickly evolving situations faced by patrol officers. That's why we built APM from the ground up with new standards, techniques, and procedures that are fit for the pace and environment of law enforcement with the same objective and transparent outputs.

APM is the best of the IC's bias mitigation practices, crafted specifically for the patrol officer. It is a decision model and investigative guide, not a classroom lecture. It is reinforced multiple times per day and becomes internalized as new mental habits. It is derived from 50 years of thought evolution in the U.S. Intelligence Community and provides patrol officers with the same benefits currently afforded their crime analyst colleagues.

Visit APM Online or Contact Us.



DIRECTORATE 2™





BACK TO AGENDA

Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
February 21, 2019

Agenda Item E.5.

ROUND TABLE DISCUSSION

INFORMATION ITEM

ISSUE: The floor will be open to the Committee for discussion.

RECOMMENDATION: None.

FISCAL IMPACT: None.

BACKGROUND: Alliant and York have been directed to organize and continue the NCCSIF Police Risk Management Committee and to include a Round Table Discussion Item in the Agendas.

ATTACHMENT(S):

1. The release of the report titled *Costs and Benefits of Body-Worn Camera Deployments* by the Police Executive Research Forum. The link to the full report is <https://www.policefoundation.org/bwc-cost-benefit/>
2. The release of the report titled *Sacramento Police Department Report & Recommendations 2019* by the California Department of Justice. The link to the full report is <https://oag.ca.gov/news/press-releases/california-department-justice-releases-report-analyzing-use-force-policies-and>

NORTHERN CALIFORNIA CITIES SELF INSURANCE FUND

2019 Organizational Chart

Updated as of 2/15/19

MEMBER ENTITY	BOARD OF DIRECTORS	BOARD ALTERNATES	RISK MANAGEMENT COMMITTEE	POLICE RISK MANAGEMENT COMMITTEE
City of ANDERSON	Liz Cottrell	Jeff Kiser	Liz Cottrell	Chief Michael Johnson
City of AUBURN	Cristina Shafer	<i>None appointed</i>	Shari Harris	Chief Ryan L. Kinnan
City of COLUSA	Toni Benson	<i>None appointed</i>	Toni Benson	Chief Josh Fitch
City of CORNING	Kristina Miller	Tom Watson	Tom Watson	Chief Jeremiah Fears
City of DIXON	Rachel Ancheta	Kim Stalie	Rachel Ancheta	Chief Robert Thompson
City of ELK GROVE	Brad Koehn	Kara Reddig	Jim Ramsey Julie Rucker - Alternate Rep.	Lieutenant Jeff Scott
City of FOLSOM	VP / *EC Jim Francis	Kristine Haile*	Kristine Haile	<i>None appointed</i>
City of GALT	EC Cora Hall	Eugene Palazzo	Cora Hall	Chief Tod Sockman (Vice-Chair)
City of GRIDLEY	EC Juan Solis	Elisa Arteaga	Juan Solis	Interim Chief Allen Byers
City of IONE	Jon Hanken	Lori McGraw	Jon Hanken	Chief Tracy Busby
City of JACKSON	Yvonne Kimball	Dalacie Blankenship	Yvonne Kimball	Chief Scott Morrison
City of LINCOLN	EC Veronica Rodriguez	Ruthann Codina	Veronica Rodriguez	Chief Doug Lee
City of MARYSVILLE	<i>Vacant</i>	Jennifer Styczynski	Jennifer Styczynski	Chief Chris Sachs
City of NEVADA CITY	EC Loree' McCay	Catrina Olson	Loree' McCay	Chief James Leal
City of OROVILLE	P / EC / CC Liz Ehrenstrom (Chair)	<i>None appointed</i>	Liz Ehrenstrom (Chair)	Lt. Chris Nicodemus
Town of PARADISE	S / EC / CC CJPRMA Rep Gina Will	Crystal Peters	Crystal Peters	Chief Eric Reinbold
City of PLACERVILLE	Dave Warren	Cleve Morris	Dave Warren	Chief James Ortega
City of RED BLUFF	Sandy Ryan	Anita Rice	Sandy Ryan	Chief Kyle Sanders (Chair)
City of RIO VISTA	*EC Jose Jasso	Jen Lee*	Jose Jasso	Chief Dan Dailey
City of ROCKLIN	Kimberly Sarkovich	Andrew Schiltz, CPA	Kimberly Sarkovich	Chief Chad Butler
City of WILLOWS	T / EC / CC Tim Sailsbery, CPA	<i>None appointed</i>	Wayne Peabody	N/A
City of YUBA CITY	Natalie Springer	Robin Bertagna, CPA	Sheleen Loza	Chief Robert Landon

OFFICERS		
		Term of Office
President (P)	Liz Ehrenstrom	1/1/2019 - 12/31/2020
Vice President (VP)	Kristine Haile	1/1/2019 - 12/31/2020
Treasurer (T)	Tim Sailsbery	1/1/2019 - 12/31/2019
Secretary (S) CJPRMA Board Representative	Gina Will	9/27/2018 - 12/31/2020

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

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

PROGRAM ADMINISTRATORS (Alliant Insurance Services)
Marcus Beverly
Michael Simmons
Raychelle Maranan

CLAIMS ADMINISTRATORS (York Risk Services)
Dorienne Zumwalt
Steven Scott (Workers' Comp)
Tom Baber (Liability)

RISK CONTROL CONSULTANTS (Bickmore)
Gail Zeigler
Tom Kline
Enriqueta (Henri) Castro

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



2019 MEETING CALENDAR

Thursday, February 21, 2019 **Police Risk Management Committee** at 10:00 a.m.

Thursday, March 14, 2019 *Executive Committee* at 10:00 a.m.
Claims Committee at 11:30 a.m.

Thursday, April 25, 2019 **Risk Management Committee** at 10:00 a.m.
Board of Directors at 12 noon

Thursday, May 16, 2019..... **Claims Committee** at 10:00 a.m.
Executive Committee at 11:30 a.m.

Thursday, June 13, 2019..... **Board of Directors** at 10:00 a.m.

Thursday, August 1, 2019 **Police Risk Management Committee** at 10:00 a.m.

Thursday, September 26, 2019..... **Claims Committee** at 10:00 a.m.
Executive Committee at 11:30 a.m.

Thursday, October 24, 2019** **Risk Management Committee** at 9:30 a.m.
40th Anniversary Luncheon at 11:00 a.m.
Board of Directors at 1:30 p.m.

Thursday, November 7, 2019 **Police Risk Management Committee** at 10:00 a.m.

Thursday, January 16, 2020 Long-Range Planning and **Board of Directors** at 10:00 a.m.

Meeting Location: Rocklin Event Center - Garden Room (except February and March - Ballroom)
2650 Sunset Boulevard, Rocklin, CA 95677

**Rocklin Police Department Emergency Operations Center
4080 Rocklin Road, Rocklin, CA 95677

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



BACK TO AGENDA

**Northern California Cities Self Insurance Fund
Police Risk Management Committee Meeting
February 21, 2019**

TRAINING SESSION AT 11:30 A.M.

Communication Strategy During a Crisis

Laura Cole, Cole Pro Media, will provide best practices for an effective communication strategy when dealing with a crisis.

ATTACHMENT(S):

Having a Communication Strategy During a Crisis by Laura Cole, Owner of Cole Pro Media.



POLICE RISK MANAGEMENT COMMITTEE

HAVING A COMMUNICATION STRATEGY DURING A CRISIS

Overview:

You never know when a crisis might hit your agency. Learn the best ways to manage a crisis, how to stay connected to the public, and keep your community stakeholders informed.

Understand the best ways to work with the mainstream media and how to use social media to tell your story.

Date and Time:

Thursday, February 21, 2019

Committee meeting starts at 10 a.m.

Lunch provided at 11 a.m.

Training from 11:30 a.m. to 1:00 p.m.

Location:

Rocklin Event Center - Ballroom

2650 Sunset Blvd.

Rocklin, CA 95677

To Register:

Please e-mail Raychelle Maranan at raychelle.maranan@alliant.com with the names of those who wish to attend.

FREE TRAINING EVENT

Presenter: **Laura Cole**,
Owner of Cole Pro Media

Laura has worked as a White House Correspondent and as a reporter for local television stations in California, Ohio and Nebraska. Her stories focused on public safety, education and government related topics. Laura established her company to consult with law enforcement, fire departments, school districts, cities and businesses on how to effectively work with the media, craft positive stories for social media and the best ways to manage a crisis. [Read more>>](#)

Target Audience: Police Chiefs, Command Staff, Human Resources and Risk Managers are encouraged to attend.

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