CONFIDENTIAL

ADMINISTRATIVE INVESTIGATION REPORT Vallejo Police Department Officer-Involved Shooting, June 1, 2020

June 2021

Contract Investigators:
Michael Gennaco
Stephen Connolly



323-821-0586 7142 Trask Avenue | Playa del Rey, CA 90293 OIRGroup.com

OVERVIEW OF INVESTIGATION:

¹ Summaries of these statements – which were produced in separate interviews with the same individual – are included in the criminal investigation materials that are included as Attachment A to this investigation. He initially told investigators that, at the time of the shooting, he did not see in detail what the person who was shot was doing. VPD detectives reached out to him again at the end of July 2020, when it had become apparent that the drone recording itself was not retrievable. He offered additional observations about the incident in this second interview, including several new recollections about Mr. Monterrosa's actions and a claim that he had

through a technological malfunction, and investigative efforts to retrieve it were unsuccessful.

This left the statements of the four VPD officers on scene as the primary evidence as to what had occurred. All four – the three detectives and ______, who was alone in a separate vehicle and participating in the quickly improvised response to the looting – gave voluntary interviews several hours after the shooting.

There was initial uncertainty as to which entity would be making the independent assessment as to the legality of the deadly force. The completed criminal investigation was eventually submitted to the Solano County District Attorney's office, but the formal review process as to legality has recently been taken over by the State Office of the Attorney General. At the time of this writing, the review is still pending.

Apart from that process, VPD's own administrative investigation into the officers' actions is the subject of a separate inquiry. In conjunction with the City of Vallejo, the Department delegated the responsibility for that investigation to OIR Group, an independent team of police practices experts that is located in southern California. Acting under the authority of the Chief of Police, OIR Group members Michael Gennaco and Stephen Connolly conducted the investigation that produced this Report.

METHODOLOGY:

Investigators Gennaco and Connolly were provided with access to the complete criminal investigation file that was compiled by detectives from the Vallejo Department.² Apart from reviewing those materials, they interviewed as witnesses. They also interviewed as subjects

as witnesses. They also interviewed subject

All interviews were conducted remotely and recorded digitally.³ The subject

been listening to the police radio and had heard someone say, "Gun, gun, gun." This and other specific aspects of his supplemental statements were not corroborated by other evidence. However, his general description of Mr. Monterrosa running toward the car and then turning in the direction of vehicle is consistent with the observations of involved VPD personnel.

Other colleagues of this person were also interviewed for the criminal case after it was learned they had been monitoring some of the drone camera activity at the relevant time, but this did not produce significant additional evidence about what had happened at the scene. Summaries of their interviews are included in the criminal investigative report.

² The detective investigative report and exhibits are attached to this report as Attachment A.

³ The recordings of those interviews are attached to this report as Attachments B, C, D, E, F, and G.

interviews, and one of the witness interviews, were also transcribed by Cron & Associates Transcription, Inc.4 was also designated as a subject of the investigation. However, due to status, we were advised that he was not available for a subject interview. Nonetheless, consistent with best practices and based on the available evidence, this Report includes an analysis of actions in light of VPD Policy as it existed on the day of the incident. FACTUAL BACKGROUND: On Monday, June 1, the Vallejo Police Department was one of many police agencies around the country dealing with a high level of civic protest and related unrest including extensive vandalism and looting – that had emerged in the days following the murder of George Floyd in Minneapolis on May 25. Vallejo had experienced this directly, including a clash with protestors outside VPD headquarters on Saturday May 30. In preparing for anticipated needs as nightfall approached on June 1 (including intelligence about prospective organized looting), VPD activated a number of additional officers to supplement their staffing. Among the officers called in to work were who worked together in variety of targeted operations. All three were also assigned to the VPD SWAT unit as a collateral responsibility, and all three understood that they would be serving that night in a dual capacity, depending on the issues that arose as the night progressed. duty vehicle – an unmarked silver The three rode together in pickup truck equipped with lights and sirens – and responded to the field command post that had been established at the Best Buy parking lot. There, the officers (and other SWAT personnel) met with to be briefed on their role. Unlike a traditional SWAT deployment, which is targeted on a specific objective and often preplanned, the SWAT group of 8-10 people was divided and was serving in more of an "all hands on deck" bolstering of resources. Mutual aid officers from other agencies were also at the command post.

⁴ The transcripts of those interviews are also attached to this report as Attachments that align with the relevant recordings. However, the most accurate record of those interviews are the recordings themselves.

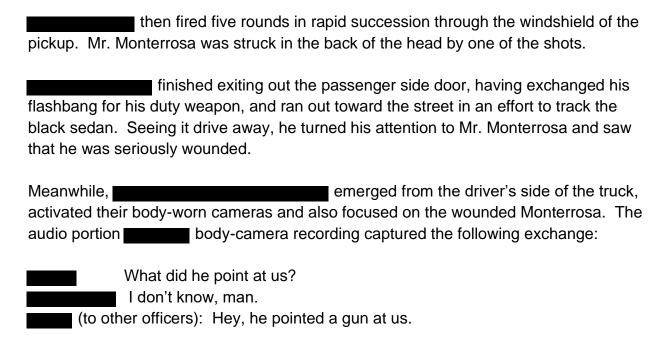
The considered themselves to be performing in a hybrid function, with equipment and training that would allow them to respond in a flexible manner as needs arose. goal was to group officers together for patrolling different "sectors" of the city in what he hoped would be a cohesive fashion, given the mix of personnel who were available.
While their later recollections varied as to when they left the briefing, they each recalled being in the field long enough to respond to a gun store out of concern for possible looting activity. Finding that location quiet, they moved toward a shopping district where looting had been reported earlier in the evening. By now it was after midnight on the morning of June 2.
They were driving – and nearby – when they heard explored, who had deployed into the field, put out via "air priority" radio traffic that he was observing active looting at the Walgreens location on Broadway and Redwood Street. They drove west several blocks and found him pulled over in his unmarked SUV on Redwood Street, with a vantage point to the Walgreens on the corner.
Pulling up along driver's side, the detectives had an exchange with him that lasted just long enough for to advise detectives that he would head north on Broadway and pull into the Walgreens lot through a northeast entrance, and vehicle would cross Broadway and enter the lot from the south. He then turned and headed up Broadway, and the detectives quickly drove forward toward their designated location in response.
There were two vehicles in the Walgreen lot and what later estimated to be 10-12 people. It looks then broadcast: "They're wearing all black. It looks like they're armed; possibly armed." All three detectives reported that this broadcast heightened their respective threat perceptions.
Meanwhile, the detectives were moving into the parking lot in a compressed timeline, and without further communication, other than possible reference to a flashbang device he intended to utilize. He was in the passenger seat. was driving, and was centered in the back seat. He was carrying his Colt M4 Commando rifle, an automatic weapon which he was qualified to use in SWAT roles.
After hearing over the radio, turned on his lights and siren in order to clearly indicate their status as police officers. This prompted a reaction

from the various subjects in the lot. Some got into a gray pickup truck that left the scene through the northeast driveway.

That left a black sedan in the lot, and the subject in black, later identified as Sean Monterrosa, moved toward that vehicle. The officers were focused on Mr. Monterrosa in particular to different extents, and had slightly different perceptions of his interactions with that car. But each described it as driving away and leaving him in the lot. As it attempted to flee, the black sedan collided with car with enough force to deploy the air bag, and then pushed past it and drove off.

According to as this was occurring, Mr. Monterrosa turned in the direction of the officers and went into a kneeling position:

And then just out of nowhere the suspect from running perpendicular to our car towards his car or straight toward hi- car which is, you know, perpenperpendicular to - to the line of sight of our car stops, turns towards me - turns towards our vehicle and gets down in what looked like a kneeling shooting position.



The officers approached and attempted to render medical aid to Mr. Monterrosa until other officers and resources arrived.

APPLICABLE POLICIES:

300.4 DE-ESCALATION

It is the policy of this Department that when all of the known circumstances indicate that it is reasonably safe, prudent and feasible to do so, an officer(s) shall attempt to slow down, reduce the intensity or stabilize the situation through de-escalation so that more time, options and/or resources may become immediately available for incident resolution.

De-escalation tactics and techniques are those actions undertaken by an officer(s) to avoid physical confrontations and to increase the likelihood of voluntary compliance or cooperation. Officers are expected to use de-escalation techniques before using force whenever practical, following department required training, unless force is immediately necessary to protect an individual, stop dangerous behavior, protect or prevent damage to property or stop a crime in progress in an effort to reduce or eliminate the need for varying levels of force.

De-escalation tactics and techniques include, but are not limited to the following:

- (a) Communicating with the suspect
- (b) Gathering information about the incident
- (c) Verifying information provided by dispatch
- (d) Assessing risks
- (e) Gathering resources (both personnel and equipment)
- (f) Using time, distance and cover
- (g) Using crisis intervention techniques
- (h) Communicating and coordinating with other responding officers

[...]

An officer's awareness of the above possibilities, when time and circumstances reasonably permit, shall then be balanced against the facts of the incident and which tactical options are the most appropriate to bring the situation to a safe resolution. A member is not expected to engage in force de-escalation measures that could jeopardize the safety of the community or of any employee.

Where circumstances and time reasonably permit, an officer shall take those reasonable and prudent actions which operate to mitigate the immediacy of the

threat thereby giving the officer time to call additional officers, utilize other tactics or request specialty assistance such as crisis negotiators.

300.5 USE OF FORCE

Officers shall use only that amount of force that reasonably appears necessary given the facts and totality of the circumstances known to or perceived by the officer at the time of the event to accomplish a legitimate law enforcement purpose (Penal Code § 835a).

The reasonableness of force will be judged from the perspective of a reasonable officer on the scene at the time of the incident. Any evaluation of reasonableness must allow for the fact that officers are often forced to make split-second decisions about the amount of force that reasonably appears necessary in a particular situation, with limited information and in circumstances that are tense, uncertain, and rapidly evolving.

[...]

300.5.2 FACTORS USED TO DETERMINE THE REASONABLENESS OF FORCE

When determining whether to apply force and evaluating whether an officer has used reasonable force, a number of factors should be taken into consideration, as time and circumstances permit.

These factors include but are not limited to:

- (a) The apparent immediacy and severity of the threat to officers or others (Penal Code § 835a).
- (b) The conduct of the individual being confronted, as reasonably perceived by the officer at the time.
- (c) Officer/subject factors (age, size, relative strength, skill level, injuries sustained, level of exhaustion or fatigue, the number of officers available vs. subjects).
- (d) The conduct of the involved officer (Penal Code § 835a).
- (e) The effects of drugs or alcohol.
- (f) The individual's apparent mental state or capacity (Penal Code § 835a).
- (g) The individual's apparent ability to understand and comply with officer commands (Penal Code § 835a).

- (h) Proximity of weapons or dangerous improvised devices.
- (i) The degree to which the subject has been effectively restrained and his/her ability to resist despite being restrained.
- (j) The availability of other reasonable and feasible options and their possible effectiveness (Penal Code § 835a).
- (k) Seriousness of the suspected offense or reason for contact with the individual.
- (I) Training and experience of the officer.
- (m) Potential for injury to officers, suspects, and others.
- (n) Whether the person appears to be resisting, attempting to evade arrest by flight, or is attacking the officer.
- (o) The risk and reasonably foreseeable consequences of escape.
- (p) The apparent need for immediate control of the subject or a prompt resolution of the situation.
- (q) Whether the conduct of the individual being confronted no longer reasonably appears to pose an imminent threat to the officer or others.
- (r) Prior contacts with the subject or awareness of any propensity for violence.
- (s) Any other exigent circumstances.

300.6 DEADLY FORCE APPLICATIONS

If an objectively reasonable officer would consider it safe and feasible to do so under the totality of the circumstances, officers should evaluate the use of other reasonably available resources and techniques when determining whether to use deadly force. The use of deadly force is only justified in the following circumstances (Penal Code § 835a):

- (a) An officer may use deadly force to protect him/herself or others from what he/she reasonably believes is an imminent threat of death or serious bodily injury to the officer or another person.
- (b) An officer may use deadly force to apprehend a fleeing person for any felony that threatened or resulted in death or serious bodily injury, if the officer reasonably believes that the person will cause death or serious bodily injury to another unless immediately apprehended. Where feasible, the officer shall, prior

to the use of force, make reasonable efforts to identify themselves as a peace officer and to warn that deadly force may be used, unless the officer has objectively reasonable grounds to believe the person is aware of those facts.

Officers shall not use deadly force against a person based on the danger that person poses to him/herself, if an objectively reasonable officer would believe the person does not pose an imminent threat of death or serious bodily injury to the officer or to another person (Penal Code § 835a).

An "imminent" threat of death or serious bodily injury exists when, based on the totality of the circumstances, a reasonable officer in the same situation would believe that a person has the present ability, opportunity, and apparent intent to immediately cause death or serious bodily injury to the officer or another person. An officer's subjective fear of future harm alone is insufficient as an imminent threat. An imminent threat is one that from appearances is reasonably believed to require instant attention (Penal Code § 835a)

321.5.6 EFFICIENCY

(b) Unsatisfactory work performance including, but not limited to, failure, incompetence, inefficiency or delay in performing and/or carrying out proper orders, work assignments or the instructions of supervisors without a reasonable and bona fide excuse.

423 PORTABLE AUDIO/VIDEO RECORDERS

[...]

423.4 MEMBER RESPONSIBILITIES

Prior to going into service, each uniformed member will be responsible for making sure that he/she is equipped with a portable recorder, issued by the Department, and that the recorder is in good working order. [...]

423.5 ACTIVATION OF THE PORTABLE RECORDER

Members shall activate their recorder whenever there is a reasonable expectation of an adversarial encounter, violence, inter-personal conflict, use of force, or display of weapons or any time the member believes it would be appropriate or valuable to record an incident.

In addition, the portable recorder shall be activated in any of the following situations:

- (a) Prior to arrival at dispatched or self-initiated responses to calls for service
- (b) All enforcement and investigative contacts including stops and field interview (FI) situations

[...]

Statute of Limitations

Ordinarily, a City has one year in order to provide notice of an intent to discipline officers for violations of policy. However, that time frame is extended in incidents that are subject to criminal review. The criminal review in this case is still pending and therefore there are no current statute of limitations issues. See Daugherty v. City and County of San Francisco, 24 Cal. App. 5th 928 (1st Dist. 2018 If conduct has a "possible connection" to a criminal investigation it is the "subject" of the same which tolls the one-year period irrespective of the conduct's criminality. Moreover, in March 2020, as a result of the Covid-19 pandemic, Governor Newsom through Executive Order extended the statute of limitations by 60 days.

Summary of WITNESS INTERVIEWS:

participated in a witness interview on November 2, 2020 in his capacity as and an authority on firearms safety and tactics. He described his tenure with VPD, his various assignments, and the particular responsibilities associated with the role.
He was asked about his knowledge of the "Colt M4 Commando" model of rifle that was used by in the incident, and what features make it distinctive compared to other weapons – including the rifles issues to qualified patrol officers. He explained that the Commando model is issued to SWAT operators and that it has full- or semi-automatic firing capability. In terms of the tactical advantages it affords (compared to a standard handgun), listed several: accuracy, distance, power, and capacity.
He also commented about the purpose of flashbang devices as another option available to SWAT. He described its disorienting effects and the accompanying tactical advantage. Asked whether it would be considered a "de-escalation"

⁵ The recording of that interview is included as Attachment B. The transcript of that interview is included as Attachment B1.

technique, he responded that it could be – that de-escalation is to some extent situational, and that it could provide the sort of temporary advantage that would allow officers to neutralize a problem without significant force.

Moving to the particulars of the OIS incident, was asked about the coordination between the two VPD vehicles and the tactic of entering the Walgreens parking lot from different directions. He considered this advantageous for a few reasons and called it "smart planning."

He was then asked to comment on the information about the subjects being possibly armed, as put out by over the radio, and how that information could or should influence tactics. He said that it would influence the mindset of the officers in terms of "priming" their threat perception – which could be either an advantage or a disadvantage. But he described detectives, all of whom were also SWAT officers, as being particularly well-suited to respond in terms of their training and equipment.

Asked about the possible benefits of slowing things down in response to that information, he suggested that it would be beneficial to have additional communication and planning, but that coming in fast would still be a priority. He speculated that the three detectives would have been talking as they approached and mentioned the staging of the long rifle as a sound tactic for the situation. He added that the subjects' ability to flee in vehicles would have added to the need for relatively quick movement rather than maintaining a safer distance.

The interview then turned to a discussion of the advantages and disadvantages of firing through a windshield. He described it as a way to "expedite the response to an armed subject or a dangerous situation," whereas exiting the vehicle and establishing a stable shooting platform would obviously be time consuming. He also talked about the potential influence on accuracy that would occur when firing through a windshield, and the effect on visibility that the rounds would have in terms of the cracks to the glass and "frosted look" that could result. As for noise and the potential disorientation it could cause, he minimized the significance of this, particularly for weapons with suppressors. (After a later follow-up question, he explained that the rifles issued to SWAT operators have the threaded barrels that would allow for a suppressor to be added.)

He then was asked about an expression he had used earlier in the interview about the tactic of putting a "long eye" on a situation, and explained it as taking the opportunity to assess from a distance before engaging at a particular scene.

Asked about the benefits of waiting for additional resources in dealing with potentially armed subjects, he acknowledged the advantages that such an

approach would offer, but then cautioned that circumstances (such as an active shooter scenario) could create exigencies that outweighed the advisability of waiting. He further noted that, in terms of this specific case, the training and experience of the involved personnel would change the calculus and make waiting somewhat less needed.

The interview then returned to the question of waiting for backup resources and the advantages it potentially offered. He agreed that one benefit would be the ability to respond more effectively in a situation like the one that was ultimately presented here – namely, the ability to prevent or respond if subjects fled the scene in vehicles.

Returning to the issue of planning and communication prior to engagement at a given scene, he acknowledged that such steps are valuable, but that information is often limited in a call for service response, and that the timing doesn't always lend itself to ameliorating that. He did say that it would be important for all participants to be informed and on the same page to the extent possible. And, when asked, he specifically said that the potential use of a flashbang would be something that all on-scene officers should be aware of – even if that only takes the form of something like yelling "Device" before deployment.

The interview then turned to the issue of one officer serving in a designated lethal force role for this type of response, as with and his rifle. He spoke of different schools of thought regarding this tactic – with one significant downside being that the sudden incapacity of that person would obviously make the overall deployment that much more vulnerable. But the availability of a long rifle would be an advantage, and would not preclude others from moving to their own deadly force options if necessary. He then spoke about the importance of communicating that choice so that everyone had the awareness, both to better understand the tactical situation and to ensure the safety of everyone inside the vehicle.

again mentioned the experience and familiarity of detectives in working as a team, and the assumptions he could make about their understanding of each other's roles. Asked about whether it would nonetheless be useful to provide verbal warning about a decision to fire, he said, "when there's time," but cautioned that waiting to accomplish this could bring about its own disadvantages. He then responded to a question about the possibility of other officers not realizing what was happening – or even perceiving that they were being fired upon, and acknowledged that as a potential concern. He also cited the noise and disorientation as drawbacks that could be mitigated with a warning where possible, and agreed that providing partners with warning that a

subject is armed would also be helpful when feasible. He talked about the training that is given to communicate that threat, even in the form of yelling "gun."

statements are summarized above for the sake of completeness in recounting the administrative interviews that were conducted. However, there were limitations to their ultimate value in our analysis. Some of these were a function of gaps between his speculation about what may have occurred – given that he was not directly involved in the VPD response to the incident – and the facts as established.

For example, the detectives were admittedly not talking as they approached, and commented on the inadvisability of pursuing in the unmarked truck; it was not pursuit rated. comparison to an "active shooter" scenario was inapposite and the involved detectives also talked about how ideally it would have been better to approach the Walgreens situation more deliberately. The involved detectives all stated to varying degrees that coming in "fast" would not be an advantageous tactic.

Additionally, there were other places in which his tactical observations and conclusions did not seem supported by best practice or the particular circumstances of this incident. For example, while use of a flash bang might be considered as a less-lethal option, it would not be considered as a "deescalation" technique as the term is commonly understood; it does not deescalate anything. And as stated by the involved detectives themselves, the investigators did not consider instructions to be "smart planning" in any sense of the word.

was interviewed remotely (by Zoom) on November 25, 2020. He was interviewed as a witness, based on his supervisorial responsibilities on the night of the incident.⁶

He began by describing his career with VPD and his responsibilities at the time of the incident. He was then for the incident, and among his areas of command was the Emergency Services Unit, which is comprised of three different groups: SWAT, Hostage Negotiations, Mobile Field Force, Tactical Dispatch, and the "Tech" team. He has under him, and trusts them both from his personal confidence in them and his managerial philosophy. He

14

⁶ The recording of that interview is included as Attachment C.

sees his role as maintaining the "30,000 foot view" so as to stay able to focus on broader goals and objectives.

Asked about the circumstances in Vallejo at that time, he spoke of the unrest that had reached the area in the aftermath of the George Floyd case in Minneapolis. He said they had experienced issues dating over the weekend, and that by June 1 they were operating with specific intelligence about an organized looting group from the Bay Area that was purportedly targeting the city.

He said one response was to activate the SWAT team in a preparatory way, in anticipation of looting-related challenges. He described the team as 15-20 members; he called in as many as could respond. There was a heightened emphasis on safety, given the information that some of the looters were/had been armed in terms of activity that already occurred.

Asked about the activation of the SWAT officers and what it signified, he talked about the chain of supervision and the different components of potential SWAT response. He said they brought out some of the special equipment, such as the Bearcat vehicle. He said he chose the Best Buy parking lot as a command post,

given its proximity to a lot of potential targets. It was left to to deploy the available resources as he saw fit.
He was at the Best Buy, and that was the designated staging area, where fire and mutual aid and VPD officers were responding. He said were also at the command post. Asked about being in the field, described him as "self-deploying" into the field, while stayed at Best Buy to provide more general command oversight.
He talked about the request for mutual aid resources as it grew dark out in the field; his sense was that the scope of activity was larger than they had anticipated. He says that specific assignments for the SWAT members was left to He regrets that they didn't have the SWAT RV and a tactical dispatcher on scene to provide easier tracking of the overall deployments; instead, he was just scribbling notes as to where the different resources had been sent. It would have been better for the command and coordination to be more unified.
was then asked about the specific role of the described their role within the division, and said that there was a "hybrid" deployment of them that was intended to take advantage of their overlapping skills – the SWAT tactics but also the surveillance experience, active investigating in the field, etc. He says that the details of their specific mission were left to discretion.
15

He was then asked about outreach to the National Guard, but said he did not recall that being considered as an option. As for the preparations that were taken, based on intelligence, in terms of reaching out to merchants and advising them on hardening their specific stores from vulnerability, he said it would have been a worthwhile step but that it was not taken. He said there had not been time to get that done.

Asked about "lessons learned" from the overall deployment experience of those days of unrest, he says that the Department did make subsequent adjustments. He said that the notion of an "After Action" review for the whole Department is something that they have considered, and has been incorporated into their application process for new lieutenants. said that time constraints and other challenges have kept them from achieving a robust formal review. He was then asked about the specific deadly force incident and his own response. He learned of the shooting and authorized the pursuit (of the gray subject vehicle) that ensued. He also responded to the scene itself, where he monitored the medical response and the initial investigative steps. He described learning of the seem on scene who had been using a drone at the time of the incident. He gave direction for the drone to be retrieved and preserved. He then ensured that involved officers were sequestered; he himself brought back to the station. Asked again about the ways that SWAT equipment and approach would differ from responsibilities, he said that there definitely would have been different equipment and philosophy once they were activated at SWAT. He talked about "Containment, Overwatch, and React" as fundamental elements of a coordinated SWAT response that the officers would be very familiar with. He said that, while SWAT is usually kept separate from patrol, the night of June 1 was distinctive, and that in particular was serving a blended function which potentially could have entailed bringing in additional units to respond to a particular scene or situation involving a possible containment or multiple subjects. was interviewed by Zoom on December 11, 2020. He described his career with VPD, . His current assignment is , but he was interviewed as a witness in capacity as the SWAT

⁷ The recording of that interview is included as Attachment D.

Commander, who had supervisorial duties during the shift that included the officer-involved shooting on June 2.

also had direct familiarity with the concept, having been given some responsibility for "re-imagining" the unit in 2016. He has served on the SWAT team for 8 or 9 years, and was a sergeant team leader before his promotion. He said the team's size varies, with a maximum of 20 and 12 officers (at the time of the interview). He said the unit is "functioning" if not "thriving" in light of the resource demands.

Asked about the SWAT unit's volume of work, he said it varies. He described the two basic kinds of SWAT incidents: Spontaneous events/emergency deployments that have dwindled in recent years to an average of 1 or 2, and pre-planned operations such as high-risk search warrants or high-risk apprehensions. He said it is not unusual for there to be hybrid operations involving SWAT personnel (4 of whom actually serve in both capacities). He also described the annual training schedule, which has a goal of 20-24 training days per year and follows POST guidelines.

Discussing his recollections of the days leading up to the OIS, he described it as a fog in which everyone was at the Department quite a bit, attempting to adapt to circumstances that were evolving constantly. He did remember having multiple conversations with about how best to make use of the SWAT team, given that "civil unrest" challenges were not part of their usual role. At the same time, it seemed urgent to have as many people and resources available as possible to meet whatever the needs might be.

He described some of the apprehension he felt about SWAT being used in ways that didn't match their usual mission or function. However, he recognized the potential for them being utilized, so he made sure his team was ready in case they were in fact activated. As he described it, because SWAT falls under the "Emergency Services" umbrella, it was conceivable for them to be deployed in some sort of support capacity. He said that what's they ultimately landed on: SWAT in a support or "force protection" role to assist as needed as the night unfolded.

He was not originally on duty on June 1, but he was called to activate the SWAT team, and he reported to work in the evening. He checked in at the station and then went to join at the command post that had been established at the Best Buy parking lot. He was aware of the sporadic acts of looting that were a focal point of concern that day, and said the situation was already devolving in terms of the looting activity.

He made the decision to drive his own car to the Best Buy location. He chose not to bring out the SWAT RV (with its range of equipment and capabilities as a "mobile command post") out of concern that it would be problematic to have it overrun if the rioting deteriorated. He acknowledged there were "pros and cons" to that decision.

Asked about his instructions to the SWAT officers, he said the initial directive was just to get gear and respond to the Best Buy, with further instructions to follow. This was unusual – command and control were already being handled, instead of SWAT taking over those functions upon arrival at the scene. He reiterated that the circumstances were very unusual. He said that, at the very least, and light of the idea that it is against good practice to have SWAT start to integrate into other functions, he wanted SWAT to be the consistent force to stay together, and maintain that internal cohesion for whatever the assignment ended up being.

His recollection is that were not already on duty, but were called in along with others. He says he encountered them for the first time at the Best Buy location.

He recalled some dynamics that arose as he was on his way to the Best Buy lot – specifically, a couple of vehicle pursuits that had, among other things pulled ranking officers away from the command post. He said it was concerning to him to hear the level of activity over the radio, and asked for one of the pursuits to be terminated to preserve resources. This put him into temporary friction with ______, the Watch Commander at the time, but he thought it was the right decision – particularly when he arrived at the command post location and was the only ranking officer at the scene.

He described still speaking with when his attention was pulled to a variety of mutual aid resources that were arriving at the scene. He got busy dealing with that – again in the absence of the captains and the other lieutenant. He described his sense that the notion of "unified command" had broken down a bit, between the uncertainty about the pursuit and the lack of direction as to the mutual aid assignments. Finally, he got to return to the scene, and he was able to focus his attention on his SWAT officers as they arrived.

He recalled them arriving in a range of vehicles, and in somewhat improvised fashion. He said the were there in blue jeans, with SWAT vests and driving in a undercover vehicle. It was unorthodox, but he was mostly grateful to have the personnel there.

He said that, after discussing different deployment options with decision was to keep teams and agencies together to the extent possible, while breaking the city up into designated sectors. Again, it was somewhat hasty and lacking in a lot of definition – a verbal operational briefing. That said, he claimed that he felt reasonably good about what they had arrived at under the circumstances. He reemphasized that his primary idea had been to keep SWAT members together for the sake of the cohesion that it would provide.

He had returned to the Best Buy area, when he heard radio broadcast about the looting at the Walgreens on Redwood. That prompted him and others to being responding to the scene. He was en route when he heard the radio reference to subjects being possibly armed, and then the notification of the shooting.

Listening to the flurry of radio traffic that followed, he decided to engage with the pursuit of the gray truck that ended in Contra Costa County – the initial belief was that these subjects had been directly connected to the shooting incident (of which there were very few details at that point). He stayed with that operation, managing the scene after the subjects were taken into custody.

After establishing that overall narrative, the interview revisited specific issues. recalled that the space of time between the original deployment and the shooting was only about 30 minutes to an hour. He then reiterated his mixed feelings about the non-traditional nature of the SWAT deployment that night, and seeing the not dressed as they normally would be reinforced that. He said the officers themselves were uncertain as to what they were specifically supposed to be doing. He said that he did feel better after talking to and developing a plan that would be a more "conservative" response in terms of staying together and being careful about deployment of resources. He considered it a supportive role, and felt like he had communicated that.

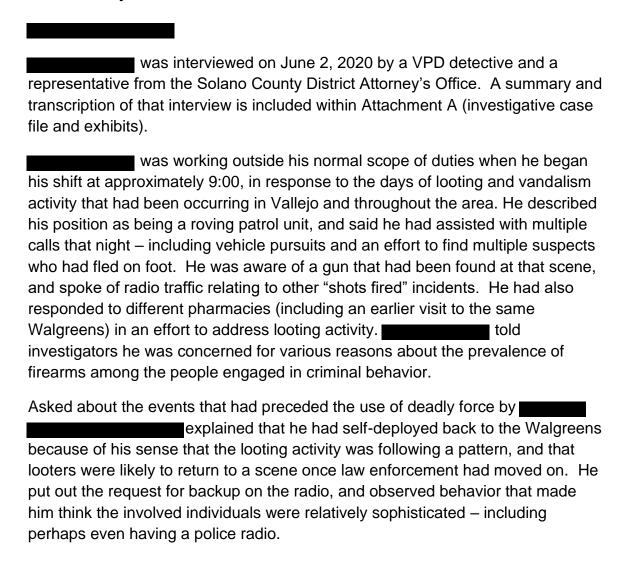
Asked specifically about the flashbang as a potential tool, he did not recall having specific conversations about it. But he said that the officers were trained in their use, and had access to them in both the SWAT capacities.

was then asked about whether the enforcement actions that led to the shooting were consistent with his vision about what they would be doing in the field. He said it did not seem outside the realm of possibility. Observing a looting crime and coming up with a plan to contain/apprehend, preferably via voluntary surrender, were all activities that were feasible in his view.

He then explained again that the idea was to divide the city into particular "sectors" and to have personnel from the same agency stick roughly together, for the cohesiveness that would create. He did not remember particulars about who was sent where, and did not recall there being any questions. He thinks the plan worked in the sense that made observations about criminal activity and VPD officers responded to assist.

When asked about how the mutual aid and additional officers were meant to coordinate with the existing VPD patrol units, he again acknowledged a "disconnect" in terms of the overall command and control and coordination of these different resources. But he also thought none of it was insurmountable – logistical issues or confusions can often be addressed just through effective radio communications.

Summary of SUBJECT INTERVIEWS:



recalled that it was less than a minute before officers arrived in their vehicle. He directed them to approach the Walgreens parking lot from one entrance while he went to the other. He estimated there were 10-12 subjects involved in the looting, and described the silver pickup and black sedan that were there as well.

He said that as he drove toward his self-selected entrance to the Walgreens parking lot, he became focused on the subject, dressed in black, who turned out to be Mr. Monterrosa. He noted something in this person's hand that led him to believe the man was armed with a gun. He said this caused him to change the angle of his vehicle's entry so as to put the engine block between himself and this person for safety purposes. In his interview, he recalled advising on the radio that this individual was "armed, possibly armed."

At the moment where the shooting occurred, his attention had been diverted to the subject vehicles that were moving in his direction. He described the silver truck as going around his vehicle, but the black sedan collided with his SUV. believed that his driver's door was open at the time of the collision, based in part on the pain in his left knee. He interpreted the crash as intentional, to help effectuate the suspects' escape, and the black car did leave the lot.

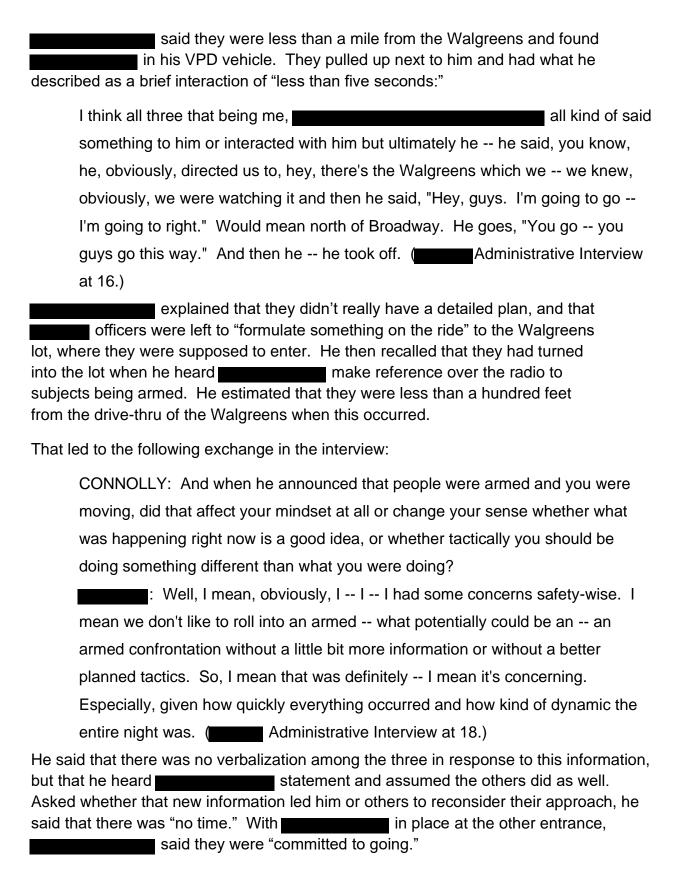
He had the impression that the collision occurred prior to the shots being fired. He described thinking that he had been rammed, and now "was being shot at." He was preparing for a gunfight as he got oriented, and decided to go around the back of his vehicle so he could use it as cover from the passenger side. That was when he observed the wounded person on the ground. He thought it was the same person whom he had been focused on previously, but could not be sure because of the way his attention had been on the moving suspect vehicles.

was interviewed on June 2, 2020 by a VPD detective and a representative from the Solano County District Attorney's Office. A summary and transcription of that interview is included within Attachment A (investigative case file and exhibits).

was interviewed as a subject of this administrative investigation on February 3, 2021. The interview was conducted remotely. A

 $^{^8\}mathrm{The}$ actual recorded transmission is "They're wearing all black. It looks like they're armed, possibly armed."

recording and transcript of that interview are included as Attachments E and E1. The following is a summary of that interview:
explained that his current assignment is as a member of the also currently a member of the SWAT unit, as he was at the time of the incident. Talking about he said that he usually works the same shift as ; while they usually go out in separate vehicles, their activities are generally coordinated.
On Monday June 1, he was not originally scheduled to work; he recalled being notified in the early evening that he was being activated. He estimated that it was 8:30 pm before he actually reported. He met with his partners at off-site facility, and they reported together to the command post location.
Asked about his understanding of their assignment for the night, said he thought they were there to "protect the Department" in the event that there was protest activity directed there (as there had been over the weekend), and that there were meant to protect "high value" businesses such as pharmacies or gun shops that were likely targets of looting activity. They would also be available to respond if "something bigger" of any kind happened to unfold.
He described it as an unusual set of circumstances. Things were unpredictable, and they were prepared to "shift gears at any moment." He estimated that it was approximately 30 minutes after they left the briefing that the shooting occurred. Asked about his understanding of how his team was meant to interact with other VRP personnel, he said he did not leave the briefing with specific expectations, but that they were used to overlap as a small department.
Returning to the unique dynamics of the night, called it "unprecedented" in terms of the level of activity in the city. Monitoring the radio after being called in had given him a sense of large numbers of coordinated efforts to engage in looting behavior.
He remembered deploying to a gun store as their initial stop and making sure it was secure. Shortly after, he heard get on the radio regarding the Walgreens. He said that had not been at the briefing, but that he had heard him on the radio earlier, engaged in enforcement activity, and so knew that he was in the field. He said he did not specifically know what the role was.



At that point in the interview, was asked clarifying questions about his time at the command post prior to deployment. He recalled approximately a dozen people being there, and did not have a specific recollection about officers from other agencies being present. He also did not recall any particulars about a briefing or directions the team may have received from (He was also asked later in the interview about the briefing, and he did not remember any reference to a "sector-based plan" or attempt to organize officers, geographically or otherwise.)
After reiterating his recollection about the criminal activity that he heard on the radio during his drive to work, he described their stop at the Triple A gun store, where they did not detect signs of a break-in.
The interview then re-focused on the exchange with as the vehicles were adjacent to each other on Redwood Street. provided more detail about the respective entrances (on Broadway, on Redwood) that they were going to use. Asked then about the "ultimate objective of the plan" as he understood it,
didn't articulate what his plan was. He just said I'm going to go this way and you go this way and I I I think our anticipation was to arrest somebody if we had the possibility or had the option to arrest somebody if we do that, but there was no discussion GENNACO: Okay, and about, specifically, what we were going to be doing. (Administrative Interview at 26.)
then said that they were basing their sense of people breaking into the Walgreens on radio traffic. In terms of his own observations, he said he saw a couple of vehicles in the lot, with various people moving around them. He explained that he understood reference to "armed" as meaning firearms, and that this increased his threat perception as they got closer to the subjects around the vehicles.
Asked then whether stopping and engaging in further observation would have been feasible, he said he didn't think so. The specific timing did not lend itself to that ability to process and change their approach; moreover, he said that commitment to entry also limited their options. In response to a question about whether things might have been different with more time or distance to reassess.

said the following: Well, I think if we had the option of -- of getting it -- of coordinating some resources and -- and being able to formulate a -- a different plan with more time and more distance between us and them, I think that would have, you know, that would be ideal. (Administrative Interview at 29.) Asked then about whether the possibility of the subjects attempting to flee in their vehicles had been considered, he said that they didn't have time to discuss it or weigh the value of waiting for additional resources – again because of the timeline dictated by actions. The interview then turned to questions about the flashbang device that was holding at the time of the shooting. He had made reference to the flashbang in his earlier interview with the criminal investigators, describing it as "kind of a de-escalation technique" that could assist in the apprehension of looters. He said although they were authorized to carry them in both their SWAT usually deployed in the context of a pre-planned event. This night presented different circumstances that were outside their usual contexts, that might have merited using the device outside of their normal scenarios for doing so. Asked about what he would have considered the ideal result of using it at the Walgreens scene, he said it would have been a distraction that potentially overwhelmed the subjects and made it easier to apprehend them without their "running, or fighting, or accessing a weapon." He accordingly got the flashbang ready after they left ■ He was then asked what caused him to transition from the flashbang plan and to his firearm as he exited the truck, and he explained that "Mr. Monterrosa's actions" in approaching the black car made it seem like they were more likely going to be in a foot chase or car chase. As he was re-appraising, the shooting occurred – he described it "kind of just one contemporaneous event" rather than a clearly defined sequence.

Returning to vehicle's approach into the Walgreens parking lot, said he was able to maintain visual contact with the subjects as they drove from the meeting with and then turned into the entrance. He said he was

He said he dropped the flashbang as he exited the truck. He said he did not recall any

of the flashbang might render its use inadvisable, but acknowledged that it would be a

lack of awareness

discussion among members as to whether

focused on the subject who turned out to be Mr. Monterrosa. There were two vehicles, including a gray Nissan truck that was closer to them initially as they drove in, but which drove away (north, through the lot) in response to their arrival.



truck, and in close proximity to him. He said he was in the process of exiting the truck to the right when the shooting occurred. He later said that his thought was just to get out of the car, establish his footing, and then "be ready for whatever happens next." The shooting was taking place at what was effectively the same time.

He said that the truck was still moving slowly at the time the shots were fired. Asked if this made it more challenging, he said he had not been in that situation and wouldn't know from experience. He did say he assumed it would make effectiveness more difficult. He was then asked what training he had received about firing through a windshield, and recalled learning that it affects the trajectory of rounds, but did not remember specific details or extensive coverage of the topic.

The interview then covered	Mr. Monterrosa's specific movem	ents at the time of the		
shooting.	said that he was going down into what he described as a			
"one-knee shooting position	," and said he	had been trained in that		
position. He was then asked about whether Mr. Monterrosa's actions were also				
consistent with surrendering, especially in light of the fact that he turned out not to have				
a gun. sa	aid that the interpretation was pla	usible "in hindsight," but		
that it was not his perception at the time.				

Asked then about his actions after the shooting, he described going out toward the street to see if the black car (that had struck vehicle) was disabled because of the collision, but that it drove off northbound. He then turned his attention back to Mr. Monterrosa and his partners.

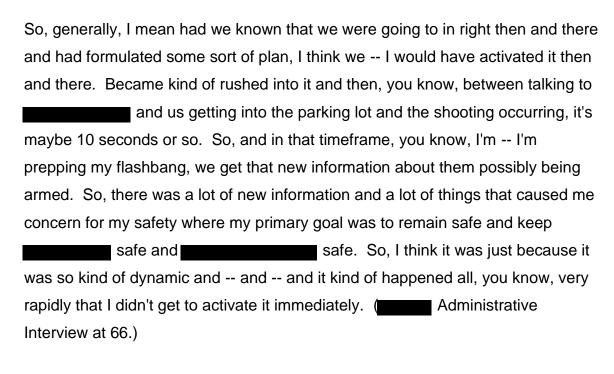
He eventually approached Mr. Monterrosa. Describing his observations after handcuffing him, he recounted finding a pocketknife in his pocket, removing a hammer from his sweatshirt pocket, and seeing a cellphone next to him, which he surmised may have been the object he had interpreted as a gun.

He said he did not recall anything specific that was said by in the ensuing commotion. He recalled broadcasting his belief that the subject had a gun, as he got on the radio to provide updates. He also recalled providing first aid to Mr. Monterrosa prior to the arrival of paramedics. He did not recall recognizing the specific nature of Mr. Monterrosa's head wound, and did not know specifically how or why the entry wound would have been in the back of Mr. Monterrosa's head. He said he recalled Mr. Monterrosa facing them, though he acknowledged losing sight of him very briefly as he exited the truck.

then described his actions at the scene after the arrival of the

paramedics. He recalled participating in the security sweep of the inside of the Walgreens before returning to the station. He did not recall who transported him, or know what particularly happened to truck.

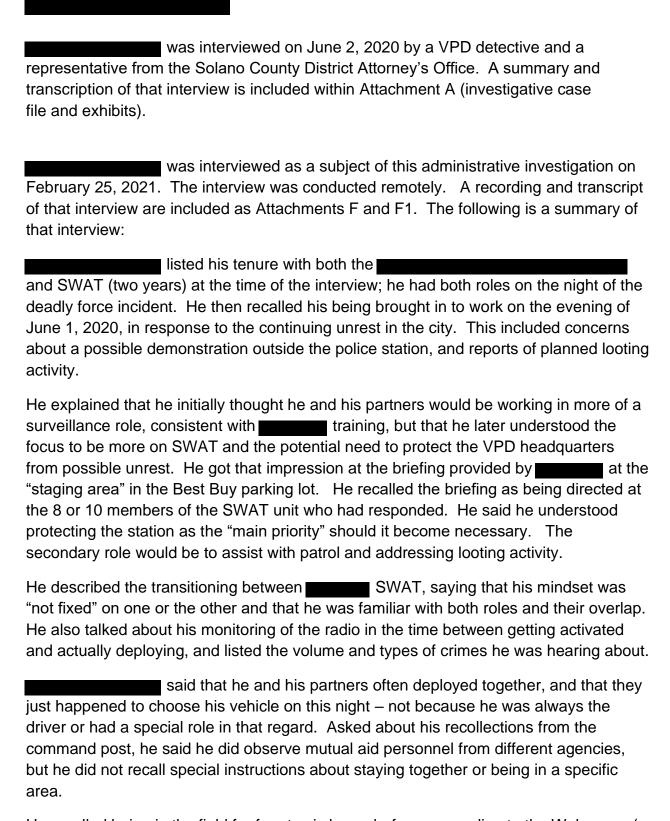
The interview then turned to the topic of body-worn camera activation. After establishing that he had activated his camera after getting out of the vehicle, he was asked about why he had waited until this point in the incident. He provided the following response:



He also expressed his belief that the relevant VPD policy regarding activation did not apply specifically to but was patrol specific, although are in fact equipped with the cameras and use them.

He said he did not recall what prompted him to turn his camera off.

Asked whether he had discussed the incident with his partners, he said that he had not on that night, but had done so subsequently. He said they were good friends and that the topic of the evening and their feelings about it had come up. He was specifically asked whether had ever indicated what object he had mistaken for a gun, and said he thought it had been the hammer – a different impression than his own.



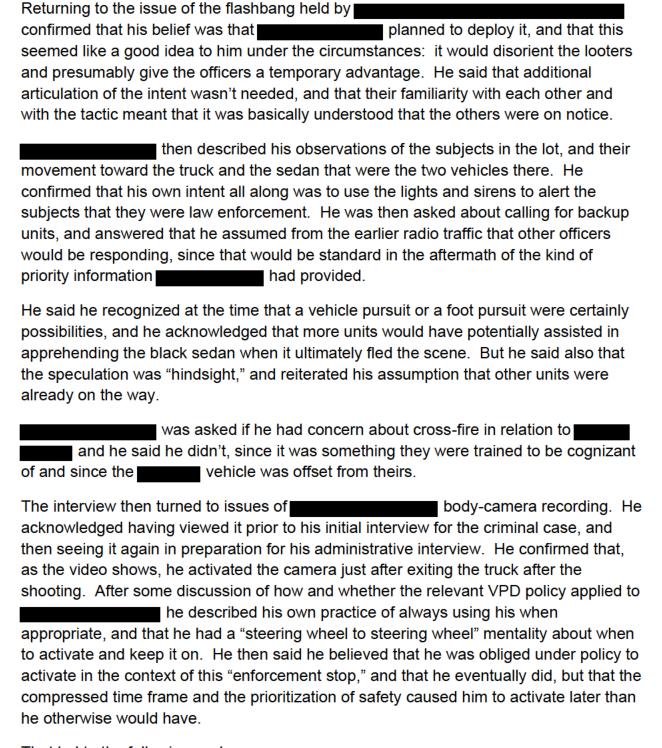
He recalled being in the field for four to six hours before responding to the Walgreens (a much longer time span than others had noted). He mentioned a particular response to

that his team had latitude to do what they considered most important, but that he was also cognizant of the potential need to coordinate with or assist other officers. He said they were focusing their attention on an area where there were many of Vallejo's main businesses, and were nearby when they heard over the radio asking for "air priority" traffic regarding his observation of looting activity at the Walgreens. This made an impression on him insofar as the priority nature of the call, and the unusual circumstance being in the field. They responded directly to his location. Asked about the exchange with as the vehicles were next to each other, estimated that it was 10 or 15 seconds in length, and that his partners were talking with while he primarily focused on the Walgreens. He described plan to enter the lot from different directions, and said his understanding was that they would be helping him with enforcement activity upon their mutual arrival. He was then asked if he recalled mentioning at the time of his interview for the criminal case some element of "confusion" about intentions. He did, and explained that he was uncertain as to who was going to go first. He considered departure his signal to go. After he saw ____ move forward, they proceeded toward the subjects. Asked about communication with his partners at that time, he recalled it being very minimal, though he remembered saying that he had a "bang" (flashbang device). He said he had turned into the lot of the Walgreens when he heard over the radio. He described him as "pretty elevated" and was letting them know that one or more of the subjects were armed. He said this heightened his officer safety concerns, though he had come into the shift with a sense that many of the people they might be encountering could be armed. was then asked if this new information caused him to reconsider at all in terms of possibly stopping their approach or otherwise changing tactics. He answered that the timing was such that they were "pretty committed." He then added that he turned on his lights and sirens at that point, and that his intent was to make it clear to the looting suspects that they were police officers.

the Triple A gun store out of concern that it would be a likely target for looting. He said

⁹The relevant recording of reference to "armed" subjects is part of the attached criminal investigation file. In listening to it, we did not perceive his affect and voice intonation as reflecting recollection of an "elevated" state."

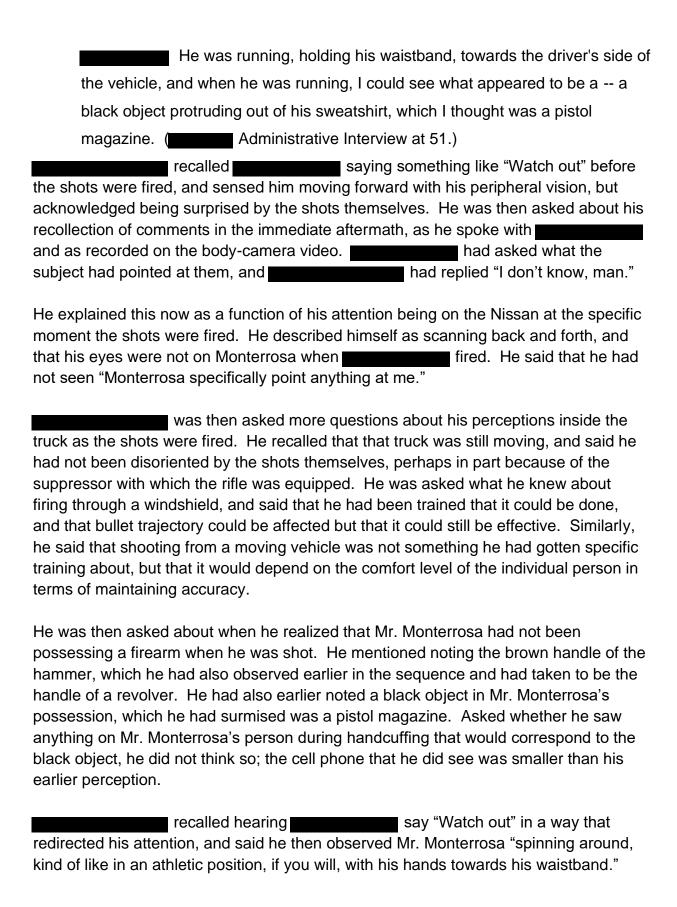
Asked about the particular focal points or responsibilities he had as the driver in that situation, he said there was distinctive decision-making involved in terms of potentially going into vehicle pursuit, and maneuvering the truck as needed to promote the safety of himself and his partners in response to threats.

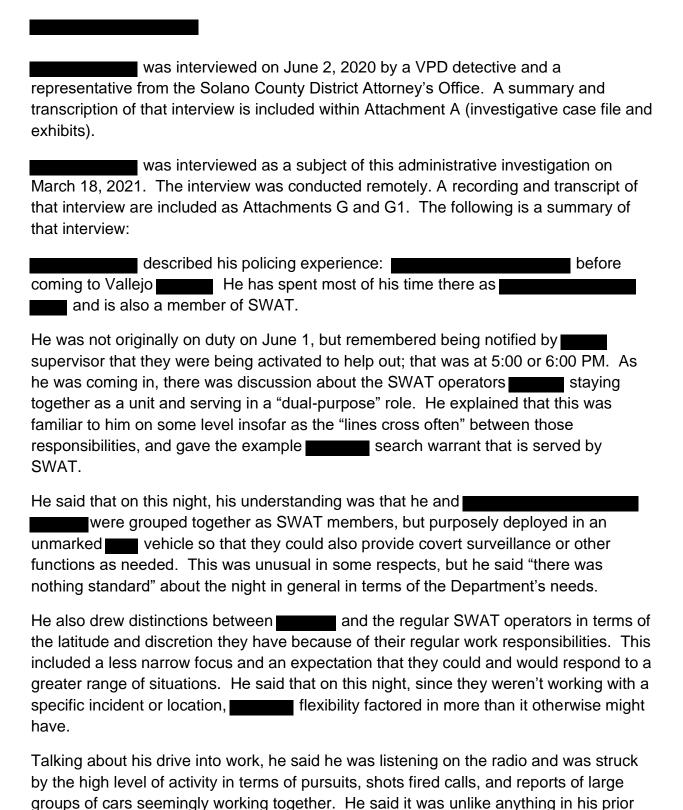


That led to the following exchange:



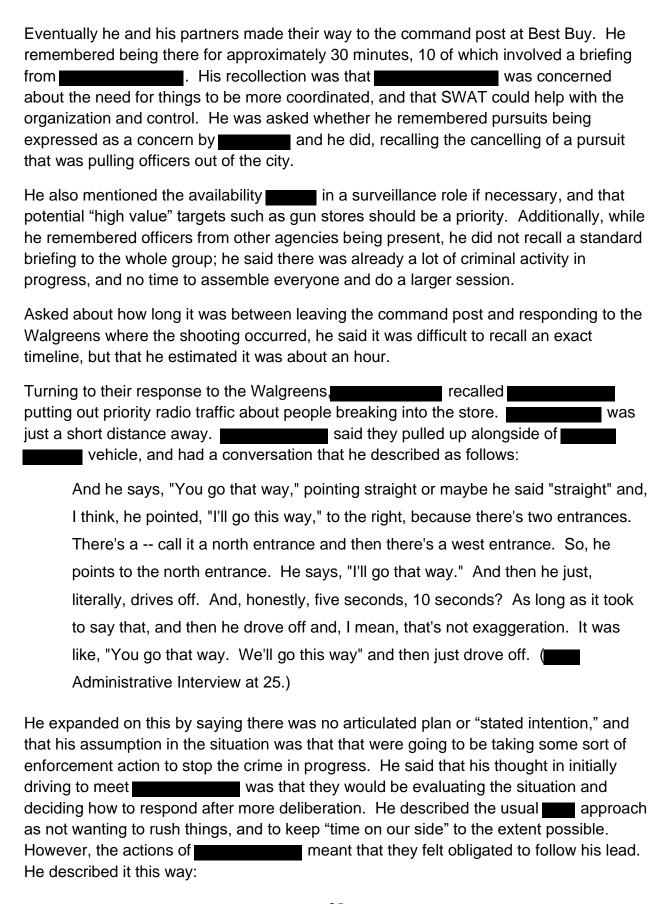
CONNOLLY: And tell us, if you can, again, what the aspects of his behavior that were attracting your attention, at that point?





34

experience.



him. We don't -- you can't just leave people. And sometimes there's a time for a conversation but sometimes, like if the balls rolling, like there's no -- once the train's moving, you can't stop it sometimes. And that's not necessarily a good thing but, I mean, it's just the reality of it. And so, you know, what I wanted or would have liked to happen, didn't happen, and that's just, you know, how it played out. (Administrative Interview at 28-29) was then asked about the flashbang device that considered deploying. He said it was something was authorized to carry, and that they had talked about it as a potential aid to a takedown without arriving at any specific decisions – in part because individual circumstances should dictate. He did have the would be the team member to use one if they were going to do it for any reason. He said he remembered that, as they drove toward the mentioned something about the flashbang and that he Walgreens lot, himself – in the midst of processing a lot of different information, said "Don't bang." This was because he thought that unawareness of its potential use could make the situation more chaotic in terms of his possible interpretations. told us that based on the route they were instructed to take by the they had farther to drive than said that as they were driving through the parking lot, he heard say over the radio that the "guy in the black is armed." He then talked about the sequence in which he heard over the radio making reference to subjects being "armed." He said his rifle was already between his legs and that the radio traffic made him grab it in earnest. He said he attempted to crack the door in anticipation of getting out of the truck, but that he was not used to being in the back seat of vehicle and had trouble with the lock. This meant, in his mind, that he was "stuck in the truck," so he slid over to be in the middle of the seat and have a better vantage point. Asked about how the information relating to one or more subjects being armed changed his mind set about the situation or planning, see said that in his view they were already committed, and that stopping abruptly could have been even more dangerous. He went on as follows:

Like he's going -- he's going to take some enforcement action. We have to help

So, it didn't, at that point, change the plan or in no way was there time to change

the plan. Again, don't hear me say that this was the best plan. I will concede that the planning portion wasn't there. But given what we were doing, and given that the train had already been -- was already going, you know, 80 miles an hour, there was no -- there wasn't time to broadcast anything, there wasn't time to ask anything, there wasn't time to say anything, I mean, it was, literally, hey, he's armed, 1000, 2000 -- shooting. That quickly. (Administrative Interview at 34-35.)

was then asked follow-up questions about what he could see of the Walgreens area as they were next to and he talked about being able to discern activity consistent with what had said regarding the burglary in progress. He was then asked whether he and his partners engaged in further discussion about their own intentions. He said they did not, and described his own sense that they were likely going to be engaging in a vehicle pursuit or a felony traffic stop, depending on the level of compliance from the subjects. He said the idea of a pursuit was concerning to him, since the truck was not "pursuit rated" in terms of its capabilities and handling.

Asked about whether he considered waiting for additional marked units that could potentially assist in a pursuit scenario, he said that initial radio traffic would have summoned units to respond, and he assumed that was still happening. He said it did not cross his mind to get on the radio for that purpose, and reiterated that his main focus at that point was not leaving "hanging out there" to confront people by himself.

He acknowledged the other options that might have been effective under different circumstances, including a surveillance-based plan that would have focused on the most significant vehicle and gotten assistance from patrol or an Air unit to follow and then arrest. He said his own preference and intention was to have "ducks in a row" to a greater extent. However, in his mind, that option was eliminated by response to the scenario:

It did change when he took off. I mean, I think, that for me, was just -- first off, what is -- he just took off. Like he didn't wait for anything and, you know, he was a little excited, and I get it, you know, he's not normally in a street capacity. I do. I understand that and I understand it. I've been amped up myself before and, you know, it's a crazy night and it's not his normal function. And so, I don't -- I

don't hold that against him and, I think, he did a good job under the circumstances. It's just it changed it. Right? And there's, in my mind, no disputing that when he just took off, all our other options were gone. (Administrative Interview at 42-43.)

The interview then turned to the issue of body-worn camera activation.

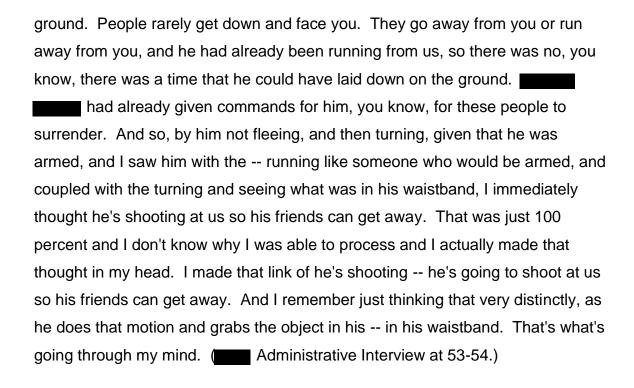
talked about his familiarity with the policy. He reviewed the general requirements for activation, and talked about the exception that officers aren't expected to compromise safety in order to comply. He also mentioned the idea that the policy is directed at "uniform assignment" officers and may not be applicable in the same ways to detectives; at the same time, he recognized that having activated it earlier than he did in this scenario would have been helpful. He said the reason he did not turn it on sooner was simply that he was "processing too much information." He added that the time frame was compressed, and that he had arrived at the scene with the idea that they were initially going to be engaged in surveillance as opposed to enforcement. He said that the membered to activate his camera only after the OIS had occurred.

The interview then moved to the use of deadly force itself. was asked about what made him specifically begin to focus on the individual who turned out to be Mr. Monterrosa, and he replied that it was statement on the radio as they were entering the Walgreen's lot. He said he was hearing it imperfectly, and has since listened to the actual transmission, but that he recalls hearing it at the time as "The person in black was armed." He said that there was one person in the lot that was in black, and running, and he began to focus on that person.

Watching Mr. Monterrosa's movements at the time, said he initially believed that he was getting in the black car, which had an open back door. He recalled Mr. Monterrosa running in a way that attracted his attention, by keeping his hands centered on his body as if he "had something on him" as opposed to a natural sprinting motion that would involve more arm movement. This heightened his sense that the individual was armed, in reinforcement of comment. He described Mr. Monterrosa as partially entering the car at one point, and he assumed that there would be a pursuit.

When Mr. Monterrosa did not in fact get into the car, and instead turned in the direction of vehicle, this was surprising to him. He described the following thought process that ensued:

In my mind, there was a reason he was not either fleeing or complying with -with getting on the ground. And, in fact, I've had numerous people get on the



then described other factors in his assessment. He said it was clear that vehicle and were both police (and remembered being relieved when he confirmed that the police lights on truck had been activated and he had a recollection of out of his vehicle and giving commands. He believed Mr. Monterrosa would have had the time to get down on the ground if his intention had been to surrender.

He then expanded on this, offering other elements of his perception that Mr. Monterrosa had not been surrendering:

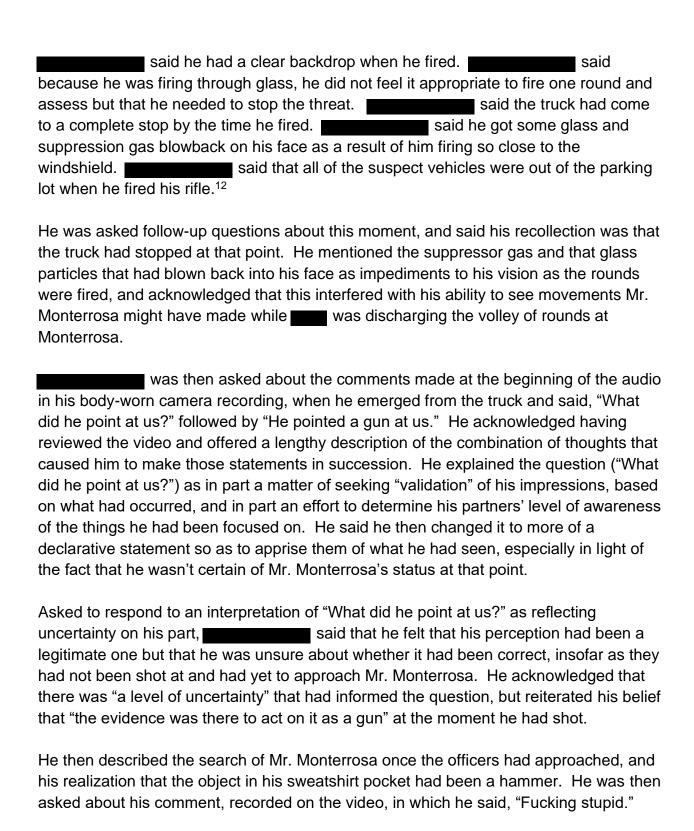
Specifically, why I thought he was fighting was the way he -- well, I mean, and again, I'm breaking down what I saw, basically, all at once, which is him turning around, not moving his hands up, they were -- his hands never were above his waist, ever. So, to be clear on that. Moving his hands towards his waist, physically grabbing an object in his waist, that I could see partial -- a partial, you know, a little bit of. I could see a couple inches. None of those things are consistent with surrender. Those are -- everyone of those things is, to me, was consistent with he's about to draw a firearm. And, again, a lot of this is predicated on observation that he was armed.

Administrative Interview at 56.)

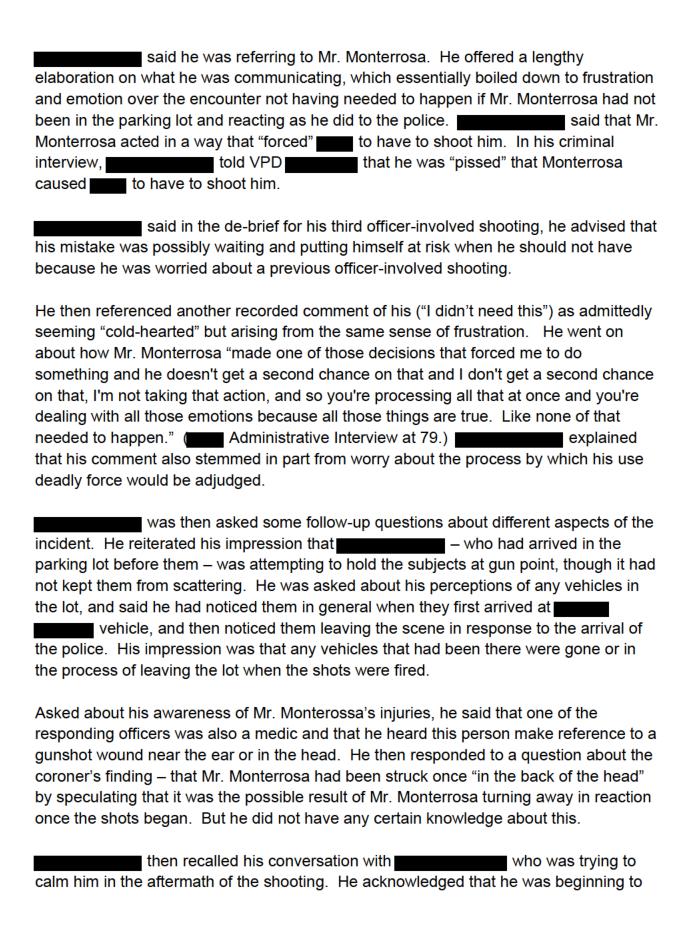
went on to describe the way his threat level, which had already been at "orange," advanced to "red" based on statement, and then went to "whatever is like way beyond red alert" as a function of his observations. He said these culminated in Mr. Monterrosa's grabbing at something in his waist area that appeared to him to be the butt of a firearm. He described processing this very guickly, and being uncertain as to whether his partners were even focusing on the same thing, thereby increasing his sense that they were potentially endangered as they both started exiting the vehicle. He asserted that he had a very strong impression that Mr. Monterrosa was about to shoot at them. He described an "immediacy" to the situation that made him feel compelled to fire through the windshield. said as they drove to the drive-through area, he tried to crack open the back door but was unable to get the door open due to perhaps the child lock mechanism of the truck being activated. He was asked whether he had given any warning to his partners, and he responded that he "may have said something short" but did not have time to articulate anything detailed. He talked about moving forward to ensure he was between his partners and not endangering them, and said the suppressor would have lessened some of the noise produced by firing in the enclosed space. Asked about firing through the windshield, said he had gone through extensive training on doing so. He said he fired five rounds in quick succession, that he was aware that he had a clear backdrop, and that the close proximity of the rounds to each other meant that he had confidence in his original target even as the changes in the windshield obstructed his view at some point.¹⁰ His plan was to "take several rapid shots, hope that I'm effective in this and then, once you have taken a reasonable amount of shots, then we'll reassess what's going on." (Administrative Interview at 64).11 similarly said in his criminal interview that his vision was obstructed during the firing sequence:

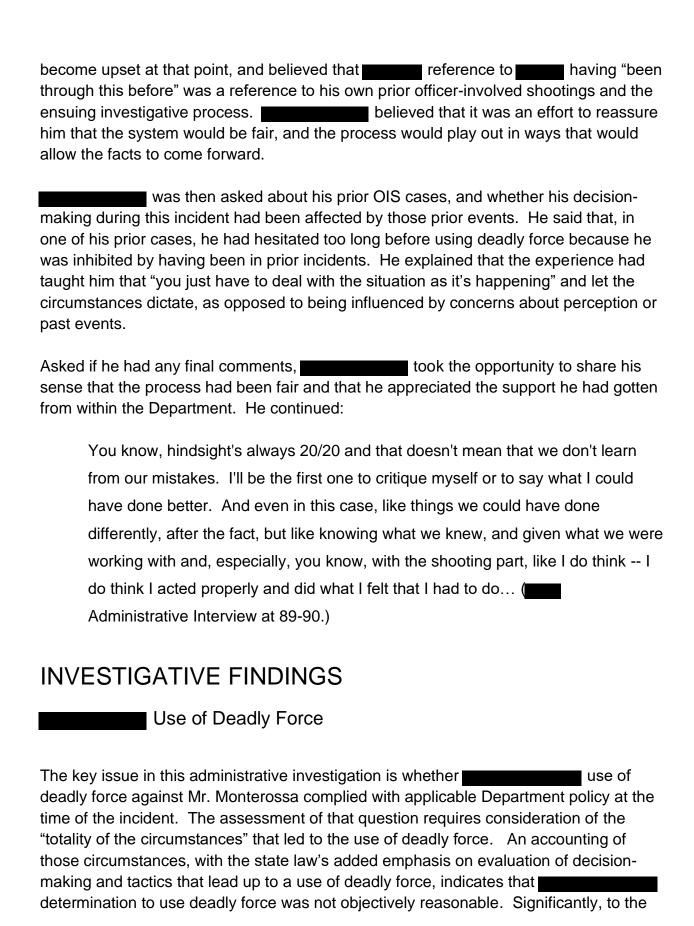
Yeah so my view was obstructed after my firing my rifle through the windshield. Uh, again there was some debris. There was glass blowback. Uh, there's also gas blowblowback 'cause I run a suppressor on my rifle so there's gas coming out of that and then there's, uh, debris coming out of the windshield.

¹¹ In his interview with criminal investigators, when they hit glass." said: "[B]ullets can do crazy things



¹² As evidenced by body-worn camera, not all of the vehicles were out of the parking lot at the time shot and it is likely that one of the rounds he fired struck the fleeing truck, calling into question his representation that he had a clear backdrop.





degree that any perception of threatening behavior by Mr. Monterrosa was presented to the responding officers, it was predicated on the tactically poor way in which they responded and their failure to deploy any de-escalation techniques. Because of these factors, the chances of a non-threatening – or even capitulating – movement by Mr. Monterossa being misperceived as a deadly threat were greatly increased. This was compounded by choice to fire rapidly through the windshield of the vehicle, which by his own account inherently influenced accuracy and his ability to visualize possible threat dissipation.

The relevant definition, as set forth in VPD Policy 300.6, reads as follows:

An "imminent" threat of death or serious bodily injury exists when, based on the totality of the circumstances, a reasonable officer in the same situation would believe that a person has the present ability, opportunity, and apparent intent to immediately cause death or serious bodily injury to the officer or another person. An officer's subjective fear of future harm alone is insufficient as an imminent threat. An imminent threat is one that from appearances is reasonably believed to require instant attention (Penal Code § 835a).

Among the notable elements of this standard, which add to the steps of the factual analysis here, are the overt references to both the "totality of the circumstances" as a relevant concept and Penal Code § 835a – the California law governing the legality of deadly force use. Section 835a was amended in 2020, and it includes the following definition:

"Totality of the circumstances" means all facts known to the peace officer at the time, including the conduct of the officer and the subject leading up to the use of force. [Emphasis added.] This is meant to incorporate the notion that the reasonableness inquiry should extend back from the moment of the deadly force itself in assessing the officer's actions and decision-making.

VPD's policy also notes that an important element in the totality of the circumstances review is:

The availability of other reasonable and feasible options and their possible effectiveness (Penal Code § 835a).

VPD Policy 300.5 contains the following language regarding general principles of use of force:

Officers shall use only that amount of force that reasonably appears necessary given the facts and totality of the circumstances known to or perceived by the officer at the time of the event to accomplish a legitimate law enforcement purpose (Penal Code § 835a).

The reasonableness of force will be judged from the perspective of a reasonable officer on the scene at the time of the incident. Any evaluation of reasonableness must allow for the fact that officers are often forced to make split-second decisions about the amount of force that reasonably appears necessary in a particular situation, with limited information and in circumstances that are tense, uncertain, and rapidly evolving.

ANALYSIS

As stated above, VPD policy establishes that when evaluating whether an officer has used reasonable force, a number of factors should be taken into consideration. A consideration of those factors shows that use of force was not objectively reasonable.

(a) The apparent immediacy and severity of the threat to officers or others (Penal Code § 835a).

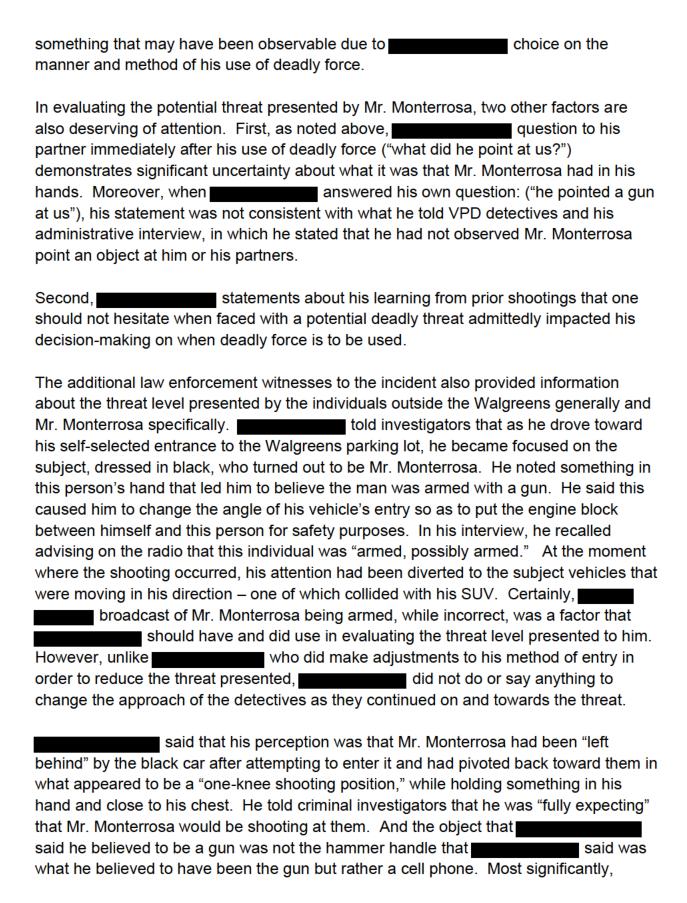
According to the reason that he used deadly force on Mr. Monterrosa was his belief that Monterrosa was armed and was reaching for a firearm to harm him or his partner officers. As it turned out, Mr. Monterrosa did not have a firearm at the time of the shooting, but that does not end the inquiry of whether it was reasonable for the detective to believe he was an imminent threat. Instead, the question is whether the mistaken *perception* of an immediate and severe threat was objectively reasonable.

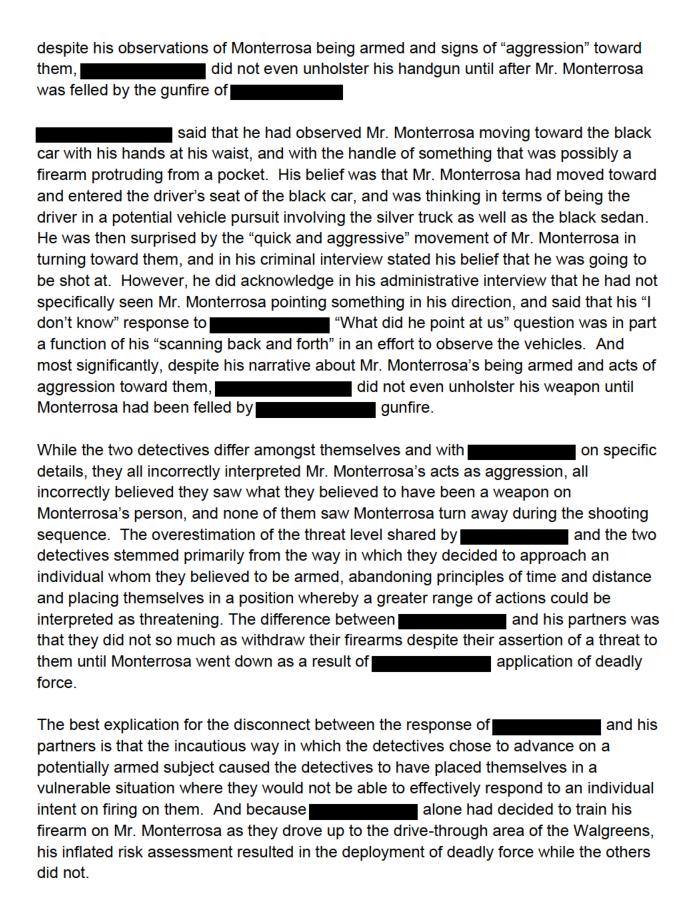
While there may be times that question might be answered in the affirmative, (such as a situation where the subject closes the distance and "forces" the confrontation) here it was the detectives that closed distance and increased their risk, at the same time decreasing their tactical options. As stated above, that approach increased the likelihood that actions consistent with surrendering could also be interpreted as acts of aggression and lead to the resulting application of unreasonable force.

asserts that the reason he used deadly force on Mr. Monterrosa was his belief that Monterrosa was armed with a firearm and was reaching for it to harm him or his partner officers. In addition to ultimately being mistaken assumption, it was premised in large part on the manner in which the detectives' approach left no margin for error, thereby subjecting Mr. Monterrosa to an unduly extreme interpretation of a movement that was ambiguous or even meant as surrender, as discussed immediately below.

(b) The conduct of the individual being confronted, as reasonably perceived by the officer at the time.

been involved in a burglary of a commercial establishment and was perhaps arms a gun based on radio broadcast. Certainly, the fact that Mr. Monterrosa was observed with individuals suspected of being involved in felonious behavior was evidence of a potential threat to responding officers. More significant broadcast about one individual being possibly armed also increase the threat level presented to the officers. And all cited to the unusual criminal action that night as contributing to the threat level present in the City that night. But, as admitted to varying degrees by the detectives, these indicia of threat should have heeded as a reason not to approach without a plan; the officers' reckless approach the most significant factor in increasing the level of threat presented to them.	ed with s ntly, sed vity of been
With particular regard to the observations of the responding detectives, all recall Monterrosa moving in the direction of the black sedan as if to get in the vehicle and consistent with the response of other subjects on scene who were seemingly involved the looting activity and realized that police officer had arrived (per the emergency on vehicle). According to the detectives, Mr. Monterrosa then abruptly changed course, pivoting away from the black car (which drove off) and toward truck. He then allegedly crouched on to one or both knees while facing the officer what they variously described as an "aggressive posture" and a "shooting stance" raised their threat perception. But this interpretation proved to be objectively inco insofar as Mr. Monterrosa had nothing to shoot with. Importantly, it is further chal by the extent to which the same conduct by Mr. Monterrosa was also potentially consistent with an intent to surrender – a theory reinforced by the reality that he din fact have a gun.	d flee, lved in lights s in that rrect lenged
As detailed above, the fatal shot to Mr. Monterrosa entered the back of his head, inconsistent with the officers' statements that he was facing them in an aggressive shooting stance at the time shot him. Assuming that Mr. Monterrowas facing prior to the use of deadly force, when the bullet that kill him was fired, his head was turned away from the detective, resulting in a significated dissipation of any threat perceived by However, because fired as raphe did and because the bullets, gas, glass, and fracturing of the windshield impactability to continue to observe any threat, his method of using deadly force rendered unable to discern that level of threat dissipation that occurred. In short, during the sequence of events, Mr. Monterrosa being turned away from the detectives was not sequence of events, Mr. Monterrosa being turned away from the detectives was not sequence of events.	esa led ant idly as ted his d him





sustained, level of exhaustion or fatigue, the number of officers available vs. subjects).
In this case, there were four officers dealing with multiple subjects initially with one being rank and the others assigned to the Department's elite tactical team. All other sub-factors were not applicable or relevant to this analysis.
(d) The conduct of the involved officer (Penal Code § 835a).
As detailed below, failure to deploy de-escalation techniques and tactical deficiencies contributed to the increased likelihood that this incident would result in the use of deadly force.
(e) The effects of drugs or alcohol.
Not a significantly salient factor in the decision-making of
(f) The individual's apparent mental state or capacity (Penal Code § 835a).
Not a significantly salient factor in the decision-making of
(g) The individual's apparent ability to understand and comply with officer commands (Penal Code § 835a).
There were no commands given by officers prior to the use of deadly force. While stated in his administrative interview that he had a recollection of holding suspects at gunpoint and giving commands, this was not corroborated by other available evidence.
(h) Proximity of weapons or dangerous improvised devices.
While Mr. Monterrosa had a hammer at the time he was killed, the hammer did not present an imminent threat to the officers at the time deadly force was used. While said in his interviews that he believed Mr. Monterrosa had a gun, his first remarks after he used deadly force expressed uncertainty about whether Mr. Monterrosa was, in fact, so armed.

(c) Officer/subject factors (age, size, relative strength, skill level, injuries

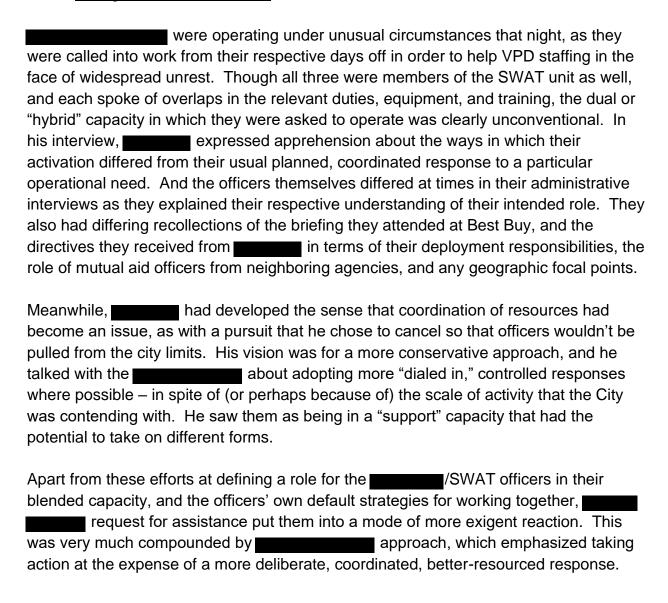
(i) The degree to which the subject has been effectively restrained and his/her ability to resist despite being restrained.

Not applicable.

(j) The availability of other reasonable and feasible options and their possible effectiveness (Penal Code § 835a).

Here, the extremely rushed, unplanned, and aggressive nature of the VPD response to activity in the Walgreens parking lot is critical in evaluating whether other reasonable and feasible options existed.

Background Circumstances



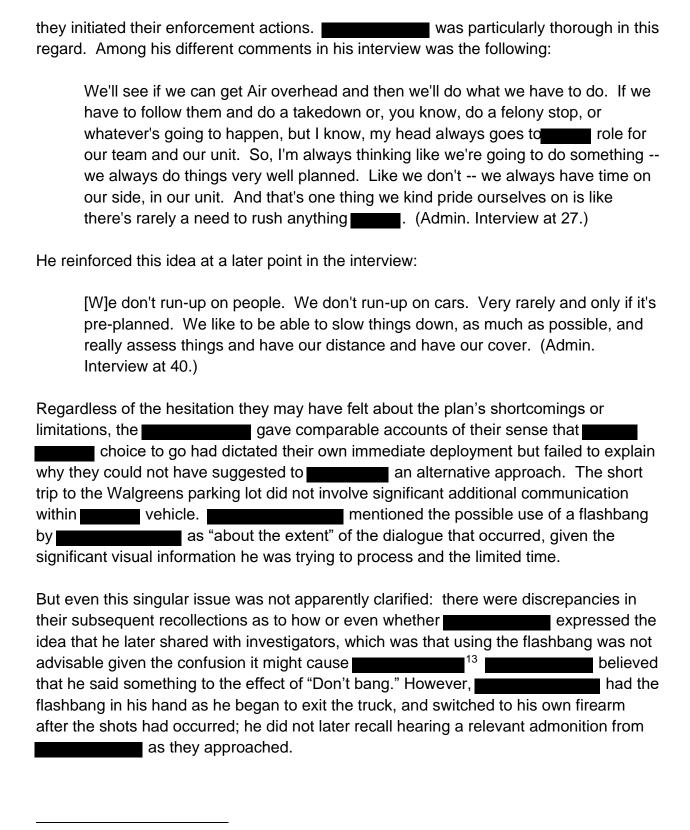
The chaotic nature of the night, the high volume of criminal activity that was reported to be organized, the numerous vehicle pursuits that had already occurred, and the reports of shots being fired – all these components were later described by the involved officers as putting them in a heightened state of alert. While this heightened state of alert is understandable, it simultaneously reinforces the extent to which their hasty engagement was misguided and blameworthy under the circumstances.

As detailed above, _____ arrived at the Walgreen's and radioed that looting was occurring. Hearing the radio transmission and being close by, the three detectives responded to the location, saw him at the side of the road on Redwood St., and pulled up to his driver's side to speak with him through the open windows of the two vehicles. By the accounts of the ______ (not all of whom could even fully hear or participate), their meeting with _____ was extremely brief — estimates ranged

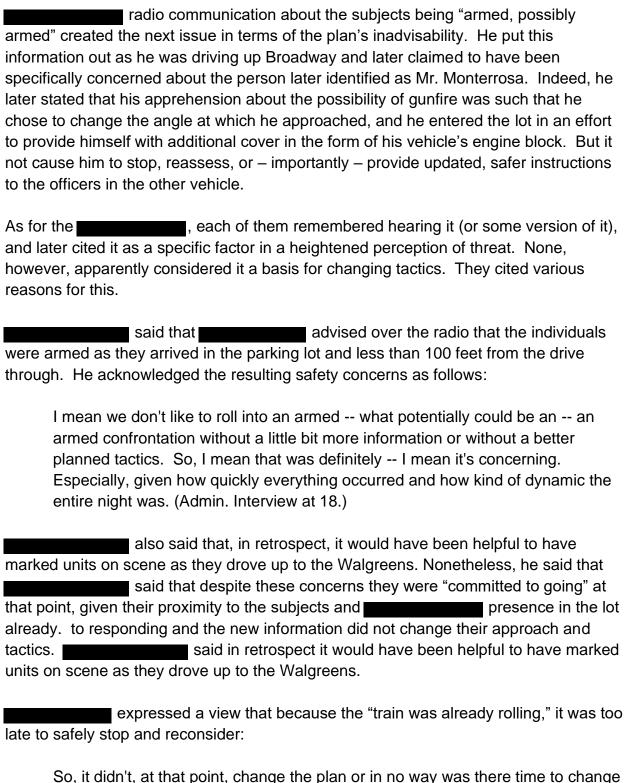
participate), their meeting with was extremely brief – estimates ranged from less than 5 to 15 seconds. They shared a basic sense of its substance (and framed the encounter in the same way): he told them he was going to go right on Broadway and enter the parking lot from that direction, and instructed them to go into the other entrance (off Redwood), with the apparent idea to contain the subjects between them. He then abruptly initiated his own drive onto Broadway, leaving the to use that cue as their own impetus to begin driving toward the lot.

The inadequacy of this communication is reflected in the various critical features that were missing. There was no discussion between the four men of the objective of the approach, or what the officers would do upon arrival at the drive-through area of the store, or when or how the officers were meant to engage with the subjects milling around outside of the store. There was no discussion about what to do should the subjects get into vehicles and attempt to flee. There was no discussion about the advantage of waiting for marked units to arrive (who are better equipped to engage in vehicle pursuits), additional backup or Air Support, and whether they would then attempt to effectuate a felony stop. Finally, there was no discussion about whether officers would engage in foot pursuits should the subjects run, or any attempt to address issues such as possible cross-fire in light of their different angles of entrance into the lot.

Moreover, even if some of these topics had been covered, the approach belied the stated emphasis on surveillance and intelligence gathering. Each of the expressed concern about the haste and lack of detail with which



¹³ Whether it was advisable at all is another issue that merits consideration. Whatever the advantages of the device as a means of momentary distraction/disorientation, we are not familiar with its use as a form of "de-escalation."



So, it didn't, at that point, change the plan or in no way was there time to change the plan. Again, don't hear me say that this was the best plan. I will concede that the planning portion wasn't there. But given what we were doing, and given that the train had already been -- was already going, you know, 80 miles an hour,

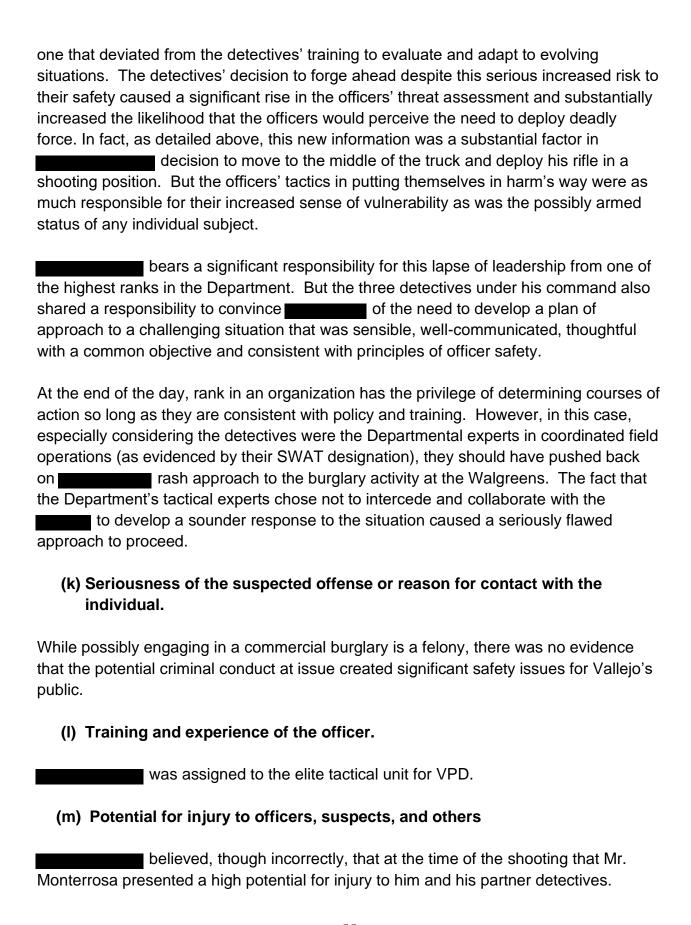
there was no -- there wasn't time to broadcast anything, there wasn't time to ask anything, there wasn't time to say anything, I mean, it was, literally, hey, he's armed, 1000, 2000 -- shooting. That quickly. (Admin. Interview at 34-35.)

As discussed above, the detectives recognized the deficiencies of the "plan", and of the inadvisability of simply "rolling up" on people without discussion of tactics, yet they did not engage with to suggest further consideration, thought, or refinement to the operation. While the officers were observing potential criminal activity in progress, the initial information was that the individuals were engaged only in property crimes, which was apparently rampant in the City that evening. Considering the "risk/reward" calculus that officers should always assess, the additional few seconds it would have taken for the Departmental experts to formulate a sensible, safe, and coordinated plan could have greatly reduced the need for the split-second assessment of Mr. Monterrosa's intentions that ultimately occurred and would likely have resulted in a different outcome than the officer-involved shooting.

Nor did the officers manage to alleviate any of this during their own trip into the lot. Moreover, after the three detectives received the "plan" from and as they approached the drive-through area of the Walgreens, there was no apparent discussion among the three of them about how they were going to execute their response; in fact, the only specific idea that was raised – relating to the flashbang – failed to produce a shared understanding. As a result, and as detailed above, there was no consensus on whether and when to deploy a flash bang as a distraction device.

Neither nor have any apparent knowledge that as they approached, had placed his rifle in a firing position. There was no discussion about whether and when they would activate their emergency equipment, where they would stop their vehicle, and what they would do when the vehicle was stopped. And there was no discussion about whether they would use their truck to pursue a vehicle if it fled the scene. While there was not a lot of time to have such discussion considering the close distance between the staging area and the ultimate destination, the fact that the detectives had no discussion regarding tactics during that short trip resulted in a forfeited opportunity to create a more coordinated approach. While the opportunities were certainly limited by the compressed time frame, the uncertainty and lack of coordination presumably added to the overall vulnerability that perceived on behalf of himself and his partners.

While the concern for leaving alone was understandable, the fact that no effort whatsoever was made to change their "plan" in response to the updated information about "armed, possibly armed" subjects constituted another tactical flaw,



(n) Whether the person appears to be resisting, attempting to evade arrest by flight, or is attacking the officer.

believed, though incorrectly, that at the time of the shooting that Mr. Monterrosa was about to shoot at him and his partner detectives. As a result of the rushed and poorly considered approach to the drive through, the detectives were required to make observations of what they were facing as the truck continued to approach the subjects. The detectives had different and inconsistent perceptions about what caused them to believe that Mr. Monterrosa was armed immediately prior to use of deadly force.
As detailed above, said that it appeared to him as if Mr. Monterrosa tried to get into the car but got left behind. Said that he saw Monterrosa spin around and face the detectives while indexing a black object near his waistband. Said that the object he observed was not the hammer later found on Monterrosa but possibly a cell phone seen near to him. However, said that the object he observed what appeared to be a black object protruding out of his sweatshirt, which he thought was a pistol magazine. Said that no object found near Monterrosa resembled what he had seen in his sweatshirt and speculated that he may have thrown in in the car before it sped away. And said that it was the handle of the hammer that he observed Monterrosa carrying that he believed to be a gun. In sum, while all three detectives said during their interviews that they saw objects on Monterrosa's person that they believed to be firearms, what they saw were all different. And all three were wrong in their perception that Monterrosa was armed with a firearm.
both described Monterrosa going to one knee in a "shooting stance" immediately prior to use of deadly force. However, the description of Monterrosa's action could just as easily been the beginning of an act of surrender by going to the ground. In essence, considering the risk the detectives had placed themselves in due to their tactically flawed approach toward a subject they believed to be armed, an unduly wide range of actions could have been interpreted as acts of aggression and subjected Mr. Monterrosa to deadly force. Indeed, while Mr. Monterrosa's actual intentions are unknowable, his lack of a firearm meant that assuming "a shooting stance" would be an unlikely choice.

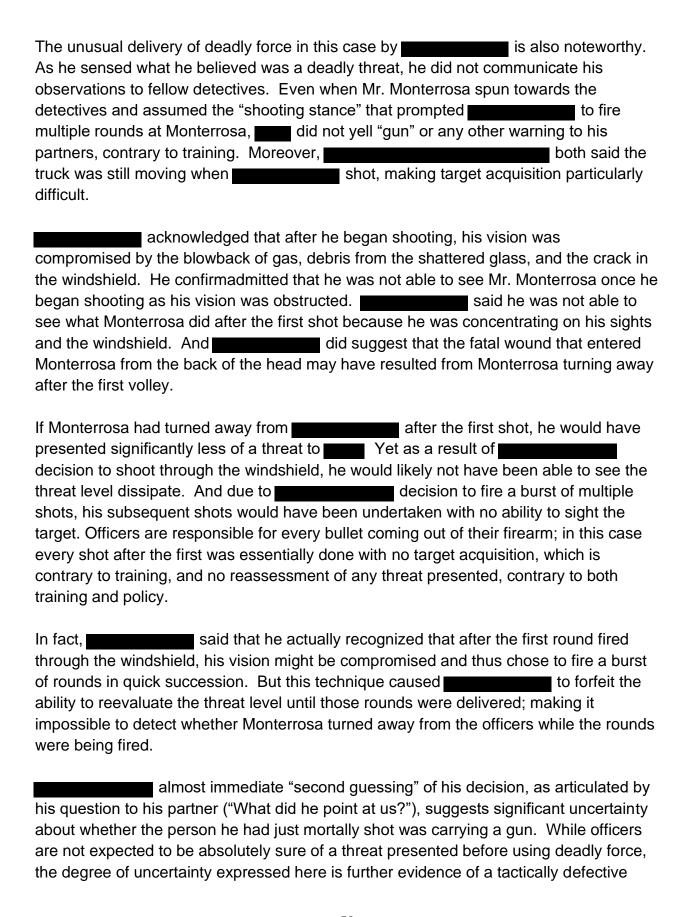
(o) The risk and reasonably foreseeable consequences of escape.
Had Mr. Monterrosa escaped, a potential burglary suspect may have evaded apprehension.
(p) The apparent need for immediate control of the subject or a prompt resolution of the situation.
Other than preventing a potential burglary in progress, there was no apparent need for immediate control of the subject. And acknowledged that additional surveillance would have been his preferred approach than the immediate action actually taken.
(q) Whether the conduct of the individual being confronted no longer reasonably appears to pose an imminent threat to the officer or others.
As explained elsewhere, the method and manner in which decided to deliver multiple rounds of deadly force precluded his ability to determine whether there was threat dissipation during that time. What is known is that the fatal round to Mr. Monterrosa struck the back of his head, suggesting that he had turned away from the detectives (and was less of a legitimately perceived threat) when he was fatally struck.
(r) Prior contacts with the subject or awareness of any propensity for violence.
Mr. Monterrosa's identity or any prior history was not known to the time deadly force was used.
(s) Any other exigent circumstances.
None identified.
Other Issues with the Deadly Force Deployment
The officers' precipitous entrance into the Walgreens parking lot prompted various reactions from the subjects who were there, including the departure of the two vehicles and Mr. Monterrosa's path to the black sedan, sudden pivot away from it, and crouching motion. Things were happening so quickly that all later said they were not aware that had centered himself with his rifle in the

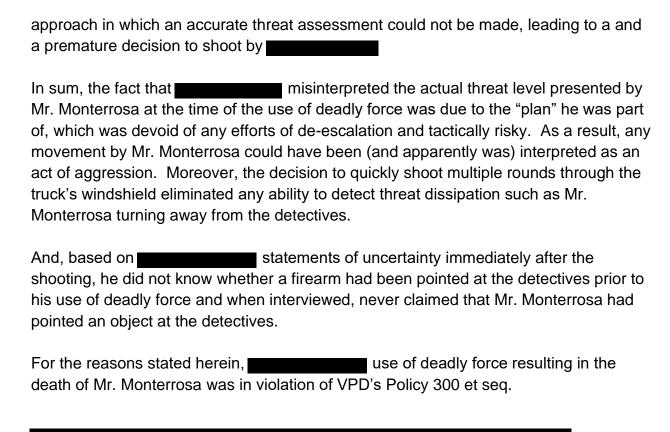
back seat, and both professed to being unaware that he was firing before the shots occurred.

There were several implications to the highly compressed timeline, proximity to the potentially armed subject, and lack of cover that resulted. Most importantly, these factors accelerated need to assess the threat, under conditions that subjected Mr. Monterrosa's movements to heightened interpretations of aggression rather than any likely alternatives (including possible surrender). Other issues – also attributable to the rushed entrance into the lot – contribute to concerns about the shooting and its adherence to policy, training and VPD expectations. Officers are trained that before using a firearm, they are to consider their backdrop to ensure that uninvolved individuals are not struck by errant rounds. While maintained that he had no backdrop or "fields of fire" issues when he used deadly force against Monterrosa, the physical evidence indicates otherwise. After the silver truck that was sighted at the Walgreens drive-through area was recovered (following an extended vehicle pursuit), it was found to have a hole resembling a bullet hole in the left driver's side of the vehicle. Moreover, a review of ■ body camera video footage shows a silver truck turning and leaving the scene at a point and in a direction that corresponded to the possibility of its being struck. The likelihood that one of rounds struck the silver vehicle is further evidence of the concerns raised by the shooting, and is a further factor for a finding of unreasonableness. A second question emerges from the fact that Mr. Monterrosa's fatal wound was to the back of his head. Accounting for this requires speculation that is necessarily inexact. But it does reinforce the idea that circumstances – and the threat perception created by Mr. Monterrosa's specific movements – changed during the very brief window of time in which the shots were fired. However, was in less of a position than usual to reassess and adjust because of the realities of firing through the windshield. cited his training in shooting through glass and the associated influences on round trajectory, accuracy, etc. One of the challenges, as he acknowledged in his different interviews, was the effect of the first round on the windshield and the resultant interference with the sight picture and target acquisition upon which officers generally rely. He explained that this influenced his decision to fire multiple rounds in succession, relying on his original sense of target. Combined with the fact that the vehicle was still

moving, these limitations also weigh against an overall determination of

reasonableness.





Violations of De-escalation and Unsatisfactory Work Performance Policies

As stated above, VPD's de-escalation policy (300.4) requires that when it is reasonably safe, prudent and feasible to do so, an officer shall attempt to "slow down, reduce the intensity or stabilize the situation through de-escalation so that more time, options and/or resources may become immediately available for incident resolution." The policy further expressly notes that: Officers are expected to use de-escalation techniques before using force whenever practical, following department required training, unless force is immediately necessary to protect an individual, stop dangerous behavior, protect or prevent damage to property or stop a crime in progress in an effort to reduce or eliminate the need for varying levels of force.¹⁴

¹⁴ The reasons that violated VPD's De-escalation Policy are also extremely relevant to the discussion regarding his violation of VPD's Deadly Force Policy: As stated in VPD's force policy, an express factor to consider in evaluating the reasonableness of any use of force is: "the availability of other reasonable and feasible options and their possible effectiveness (Penal Code § 835a)"

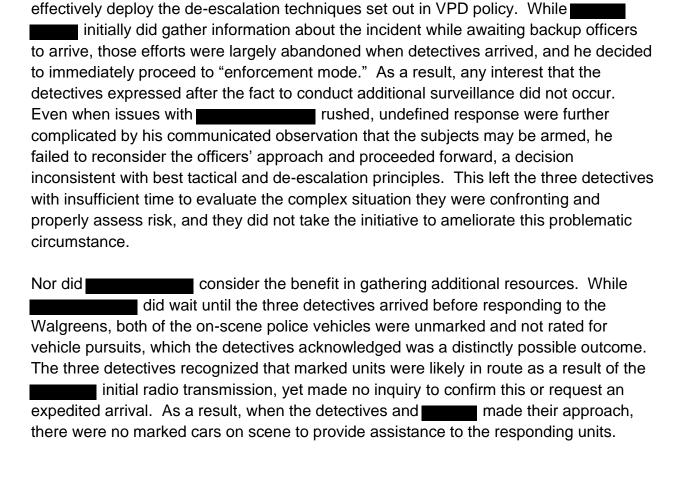
De-escalation techniques set out in the policy include: "gathering information about the incident", "assessing risks", "gathering resources", "using time, distance, and cover", and "communicating and coordinating with other responding officers".

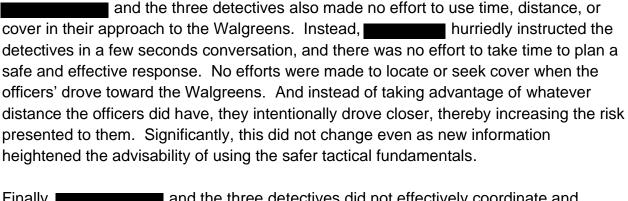
The policy continues:

As set out above,

An officer's awareness of the above possibilities, when time and circumstances reasonably permit, shall then be balanced against the facts of the incident and which tactical options are the most appropriate to bring the situation to a safe resolution. A member is not expected to engage in force de-escalation measures that could jeopardize the safety of the community or of any employee. Where circumstances and time reasonably permit, an officer shall take those reasonable and prudent actions which operate to mitigate the immediacy of the threat thereby giving the officer time to call additional officers, utilize other tactics or request specialty assistance such as crisis negotiators.

failed to





and the three detectives did not effectively coordinate and communicate their response with each other. In fact, as set out above, claimed not to have even been able to hear the details of the conversation between and the two other detectives. All three detectives were, in hindsight, critical of the "plan" devised by yet did not communicate with or suggest improving the plan when it could have mattered. Nor was there any effort to modify the approach once made observations that significantly increased the risk to the responding officers.

Moreover, consistent with the detectives' statements during their administrative interviews, the time and circumstances faced by them at Walgreens reasonably permitted other approaches, such as additional surveillance or other tactical options to bring the situation to a safe resolution. And there was no indication that engaging in such force de-escalation members as set out in the policy would have jeopardized the safety of the community or of any employee. There were no indicia that the behavior of the individuals outside the Walgreens presented imminent jeopardy to the Vallejo community. Perforce, tactical options consistent with principles of force de-escalation would have reduced the risk and safety of the responding VPD officers significantly.

The de-escalation policy concludes as follows: "Where circumstances and time reasonably permit, an officer shall take those reasonable and prudent actions which operate to mitigate the immediacy of the threat thereby giving the officer time to call additional officers, utilize other tactics or request specialty assistance such as crisis negotiators."

failed in significant regards to follow the expectations of force de-escalation set out by VPD policy and each therefore violated that policy (De-escalation Policy 300.4).

Furthermore, VPD policy (321.5.6) provides sanctions for "unsatisfactory work performance." For the reasons set out in the above discussion relating to the de-

escalation policy, each violated VPD policy relating to unsatisfactory work performance. 15
Worn Camera Delayed Activation of Body-
As the recordings themselves indicate, and as each subject officer acknowledged in the context of his administrative interview, each activated his own body-worn camera at a point after the shooting had already occurred. The buffering feature of the cameras did provide video that encompassed several seconds prior to the use of deadly force, but there was no audio accompanying this portion of the recordings.
In terms of timing, the officers are effectively situated the same way; as discussed below, there was slight variance in the explanations they offered and their respective understanding of the policy's requirements. The key questions, then, are whether the policy applied to them at all (given their assignment), whether the point of activation was consistent with VPD expectations, and whether the policy's "officer safety" exception to the requirement was relevant to the finding.
As detailed above, VPD's policy in effect at the time of the incident ¹⁶ required that, "prior to going into service, each <i>uniformed member</i> will be responsible for making sure that he/she is equipped with a portable recorder." (Emphasis added.) In their administrative interviews, each of the detectives expressed some version of the idea that the policy did not directly apply to them by virtue of their assignment as detectives (as opposed to uniformed patrol officers):
"my understanding is that the Body Camera Policy does not, specifically, apply to detectives." (Admin. Interview at 45.)
• "I know as members of know, I believe, that we're exempt from requiring to activate them." (Admin. Interview at 38.). (but he walks it back)
15 As stated above, But, consistent with best practices, we make a tentative finding based on evidence currently available.

¹⁶ Soon after beginning his tenure at VPD in the fall of 2019, Chief Williams had prioritized the strengthening of the relevant policy in order to ensure that more encounters would be recorded in their entirety. The new, more rigorous version of Policy 423 was in effect on June 2, 2020, and remains the standard at the time of this writing.

is specific to uniform patrol." (Admin. Interview at 67.) While this concept makes sense on some level, and while many and investigative functions would presumably be outside the intent of the policy (as with sworn officers in plain clothes, undercover, administrative or managerial positions, for example)¹⁷, the counterpoint to this is that the three officers had equipped themselves with cameras (as expressly allowed by the policy), were wearing their special assignment uniforms, and were serving in a capacity that involved enforcement activities directly covered by the policy. referred to the possible exemption as only a "technical" point Indeed, before going on to acknowledge the relevance and potential value of activation in the context of this incident. similarly stated that "it definitely applied to me when we were coming into the lot," and also acknowledged that the cameras are something that they regularly use. Accordingly, the policy did apply to them during the incident in spite of their being assigned instead of patrol. Turning to the issue of whether, per policy, the cameras should have been activated at an earlier point than they were, the policy's language is instructive in this regard: "Members shall activate their recorder whenever there is a reasonable expectation of an adversarial encounter, violence, inter-personal conflict, use of force, or display of weapons or any time the member believes it would be appropriate or valuable to record an incident." In addition, VPD's body-worn camera policy required that the recorder shall be activated in any of the following situations: "(a) Prior to arrival at dispatched or self-initiated responses to calls for service (b) All enforcement and investigative contacts including stops and field interview (FI) situations." asserted a belief in his interview that the policy categorizes Though the activation requirement as a "should" rather than the more demanding "shall," this ¹⁷ We note that wearing his uniform and self-deployed in the field in an enforcement role, was not wearing a body camera at the time of the incident. The question of whether he should have been, and/or his reasons for not doing so, is not addressed here – in part because of his unavailability to provide information on this issue.

"It's my understand that the -- the policies -- the policy

was not the case in the new version of Policy 423 that VPD had adopted. And while he also described a personal understanding of a "steering wheel to steering wheel" practice for activation (meaning keeping the camera on from the time he exited the car on a stop to his return to it), this does not comport with the plain language of the policy, and was not reinforced by other officers. Instead, stated that a belief that his camera ordinarily would have been activated "at the onset of the incident or something like that," and explained his position as follows:

I'm not trying to get around the fact that I know a body cam on at the beginning would be helpful and more helpful in this specific situation. I understand that. So, that's not my -- that's not my intent to argue about not having it on earlier." (Admin. Interview at 46.)

Assuming then, that proper activation of the cameras would have occurred as early as their initial travel toward in response to his radio alert about the Walgreens, and certainly as they moved toward the Walgreens parking lot after speaking with him, the remaining question is whether any other exception to the policy requirements is applicable.

Policy 423.5 does contain the following relevant language: "At no time is a member expected to jeopardize his/her safety in order to activate a portable recorder or change the recording media. However, the recorder shall be activated in situations described above as soon as reasonably practicable."

In their administrative interviews, each of the three subject officers put the delayed timing of their respective activations into the context of the rapidly unfolding events:

- "My plan was to do surveillance. Again, that all changed and once it started changing, I don't want to say the last thing on my mind was my camera, but it was not on my mind. It was what's going on? What are we doing? How's this going to play out...I was going in a straight surveillance/observation mode and it just got yanked into an enforcement mode. So, that was the cause for the lack of activation earlier on." (Admin. Interview at 47.)
- "...it was my intent to probably activate my camera sooner but then I had saying, "Hey, they're all armed, they're all armed." And although I know, you know, I still activated it. I just -- that wasn't my primary focus at the time. I don't want to be caught, you know, activating my body camera, you know, people are armed and with -- with firearms so I activated it, you know, once I felt, you know, I was able to -- safely." (Admin.

Interview at 39.)

• "I think it was just because it was so kind of dynamic and and and it kind of happened all, you know, very rapidly that I didn't get to activate it immediately." (Admin. Interview at 66.)
While comes closest to matching his thought process to the specific safety-based exception articulated in the policy, the three detectives offered the same basic explanation for their timing: namely, that their body camera activation was not prioritized in the press of their rapid deployment into a potentially dangerous enforcement action.
But the preponderance of the evidence indicates that there was indeed time for each of the officers to safely start their recordings (or at least attempt to do so, through the press of the relevant button) between the onset of the policy obligation and their actual engagement of the cameras. And significantly, the delay had evidentiary significance, the failure of the detectives to timely activate their body camera prevented the collection of relevant information such as any conversations on the way to the drive through area of the Walgreens and most significantly, an audio capture of the actual shooting.
For the reasons stated above, the allegation of failure to comply with Policy 423.5 is SUSTAINED as to
of relevant information such as any conversations on the way to the drive through area of the Walgreens and most significantly, an audio capture of the actual shooting. For the reasons stated above, the allegation of failure to comply with Policy 423.5 is

66