



OKLAHOMA CITY POLICE DEPARTMENT

2023

Annual Report



Table of Contents

Mission, Vision & Core Values	1
Department Organization & Leadership	2
Patrol Services	4
2023 in Review	5
Youth Outreach	7
Technology & Equipment	8
Traffic Safety & Enforcement	10
Violent Crime in OKC	12
Property Crime in OKC	19
Responses to Resistance	21
De-escalation	23
Complaints & Administrative Investigations	24
Officer-Involved Shootings	25
Fatal Medical Episodes	26
Mental Health	27
Staffing	28
Recruiting	30
Employee Wellness	32
Oklahoma City Police Foundation	33



Mission, Vision & Core Values

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

Mission

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

Vision

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

Core Values

Integrity **C**ompassion **A**ccountability **R**espect **E**quity



Department Organization & Leadership



Wade Gourley, Chief of Police

The Chief of Police is ultimately responsible for more than 1,500 department employees and directly oversees all five Deputy Chiefs, Professional Standards, Finance and Media Relations.

Professional Standards

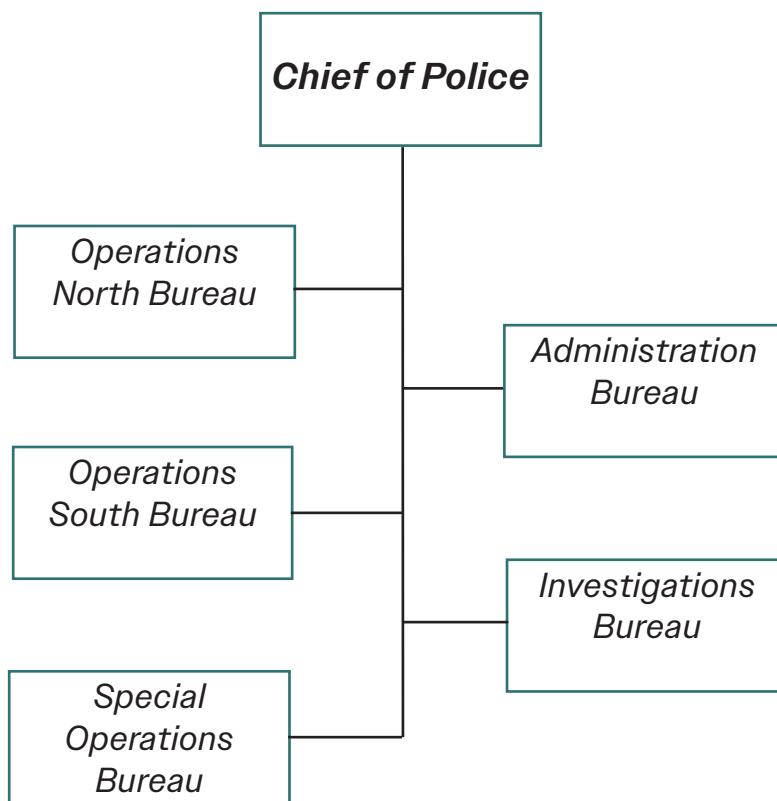
Professional standards investigates resident complaints, administrative cases and some criminal cases.

Finance

The Business Manager oversees the department budget, purchases and expenditures.

Media Relations

The Office of Media Relations manages information releases, social media, Crime Stoppers, and records requested by media. The captain who oversees this function serves as the department's Public Information Officer.



Department Organization & Leadership

Operations North Bureau



Jason Clifton
Deputy Chief



Springlake Division
Patrol, PCR officer,
CRIME Unit

Kreg Kettler
Major



Hefner Division
Patrol, PCR officer,
CRIME Unit

Ryan Boxwell
Major



Operations Administration
Crisis intervention,
administrative support for
operations, community
relations & youth programs

Greg Johnston
Major

Operations South Bureau



Bobby Tompkins
Deputy Chief



Southwest Division
Patrol, PCR officer,
CRIME Unit

Larry Withrow
Major



Santa Fe Division
Patrol, PCR officer,
CRIME Unit

Taylor Dinh
Major



911 Communications
Public Safety
Communications Center
for all OKC emergency
services, including police,
fire & medical

Adam Griffith
Director

Special Operations Bureau



Brian Jennings
Deputy Chief



Jason Samuel
Major

Special Operations

Violent crime investigations & apprehensions, Real Time Information Center, narcotics, interdiction, computer forensics, tactical response, police canines, bomb threat mitigation



Dan Stewart
Major

Uniform Support

Traffic safety, Bricktown, emergency management and response, special events, helicopters, homeless outreach, OKC Will Rogers International Airport

Investigations Bureau



Ron Bacy
Deputy Chief



Bo Mathews
Major

Investigations

Investigations of person and property crimes, victim services, violent & sex offender registration, bilingual services



Bill Weaver
Major

Laboratory & Support Services

Crime scene processing & investigation, digital media evidence services, forensic laboratories, firearms examination, latent print analysis, evidence storage and management

Administration Bureau



Vashina Butler
Deputy Chief



Bill Patten
Major

Logistical Support

Police records, Permits & ID, building management, crime information system support for field officers



Jeremy Harrison
Major

Administration

Human resources, IT, fleet services, project & policy management, employee wellness



Beto Balderrama
Major

Training Division

Recruiting, recruit training, reality-based training, firearms range, in-service training

Patrol Services

Patrol Divisions



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



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



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



Southwest
5501 S. Portland Ave.
OKC Will Rogers International
Airport, State Fair Park,
Stockyards City, Mike Maroney
Aeronautical Center

Other Division Services

Police Community Relations (PCR)

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

CRIME Unit

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

PCR Officers



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



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



Santa Fe
Sgt. Brad Gilmore
(405) 316-5760
robert.gilmore@okc.gov



Southwest
MSgt. Michael Miller
(405) 316-4372
michaelp.miller@okc.gov

2023 in Review

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

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

Police calls for service in 2023¹ **571,768**

Calls processed by 911 center in 2023 **1,430,449**

911 calls answered in 10 seconds or less **69%**



***911 is for things that require an emergency response.
For other needs, contact:***

988

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

211 Social Services

211 is a free 24/7 service available to all Oklahomans who need help with social services in their area, such as housing, food, transportation and health care.

OKC Action Center

- Homelessness
- Reporting gang activity
- Property maintenance
- Extra patrols
- Speeding enforcement
- Animal welfare
- Fireworks complaints
- Health hazards
- Graffitti
- Parking
- Debris
- Signage
- Inoperable vehicles
- Handicap parking
- Illegal dumping
- Grass & weeds

Visit the website at www.okc.gov/residents/action-center

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

2023 in Review

Law enforcement accreditation achieved

In 2022, OKCPD began seeking accreditation through the Oklahoma Law Enforcement Accreditation Program (OLEAP), which is facilitated by the Oklahoma Association of Chiefs of Police and endorsed by the Council on Law Enforcement Education and Training (CLEET). Accreditation requires compliance with 171 professional standards and best practices.

OKCPD underwent on-site assessment of the required standards and was awarded accreditation status in early 2024.

Long-term planning for OKCPD

OKCPD contracted with the National Policing Institute to conduct an analysis of the department's management, staffing and infrastructure needs. Multiple factors were analyzed to assess current resource allocation and growing needs within the department, to include the City's increasing population, number of calls for service, crime data, and geographical trends. The insights resulting from the analysis will provide valuable support as OKCPD continues to identify how best to serve the residents of OKC.

Leadership & development

The Leadership, Ethics and Accountability Development (LEAD) program is an internal learning opportunity available to police employees. This program brings together employees from all tenures and ranks to develop peer-to-peer and supervisory leadership skills through class discussion, instruction, group activities, and a class project. A major component of this program is the presentation of proposals to improve processes, procedures, and operations on the final day of the course. In 2023, OKCPD hosted 3 LEAD schools resulting in multiple employee-driven proposals that have already been implemented or are in the process of being implemented.



Homelessness

The OKCPD Homeless Outreach Team (HOT) works collaboratively with the City of OKC's homelessness solution services to ensure appropriate resources are deployed to assist residents experiencing homelessness.

All non-emergency concerns and complaints regarding homelessness should be reported to the City of OKC Action Center. The Action Center can be contacted via multiple platforms. Visit <https://www.okc.gov/residents/action-center> to learn more.

Police & Fire integrated active threat response training

In 2023, OKCPD and OKCFD participated in integrated response training for active threats. This training highlighted the importance of teamwork and communication between the agencies, providing valuable hands-on training in tactical medicine, breaching and realistic response scenarios.

School safety

In 2023, all Oklahoma peace officers attended state-mandated Law Enforcement Active Shooter Emergency Response (LASER) training facilitated by Louisiana State University's National Center for Biomedical Research and Training. The training focused on providing universal emergency response and active threat tactics to all officers, ensuring continuity in the event of a multi-jurisdictional response to an incident.

Youth Outreach

Community & Youth Outreach

In 2023, officers attended 522 community events throughout Oklahoma City to connect with residents. Around 39,000 people from the community attended those events.

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

OKCPD youth outreach programs:

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

In 2023, more than 70,000 contacts were made serving kids in OKC through youth outreach programs.

PAL served 64,534 kids in OKC during 2023



Youth Police Academy

OKCPD hosted its first Youth Police Academy in 2023. This program aligns with the OKC Public Safety Partnership's recommendation to City Council that the department consider holding special sessions of the adult-focused Community Police Academy for youth.

This program provides young people a behind-the-scenes look at the Police Department. They learn about many of the ways employees serve the community and travel around the department learning about different facilities and equipment.

Youth Engagement Council

The Youth Engagement Council was established in 2023 to provide young people an opportunity to engage in discussions with OKCPD leaders on issues related to policing and community relations.

The Board meets four times during the course of their service and engages in small group discussions with officers and command-level leaders on current "hot topics" in the community. They are then asked to share their insights and feedback with the larger group.



Technology & Equipment

Technology is changing the landscape of policing

OKCPD uses technology to provide quality police services to residents while ensuring safety and accountability remain top priorities:

- Body-worn cameras
- In-car video with built-in license plate readers
- TASERs
- Records Management System
- Digital evidence storage
- Drones
- E-citation
- CCTV / Flock cameras
- iPads

Axon Records Management System (RMS)

This was purchased as part of a complete package with Axon to provide seamless services department-wide. Axon RMS went live in September of 2023. Using the new RMS, employees enter information only once and it is pushed to all corresponding forms for the incident. Employees are able to easily validate reports to comply with federal incident reporting requirements (NIBRS).

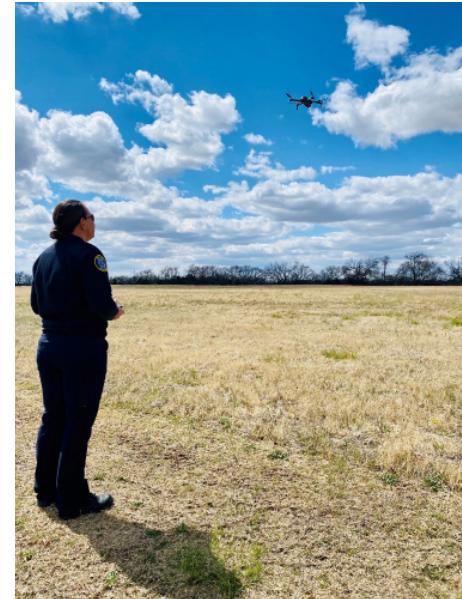
The system is fully integrated with the digital evidence platform, allowing videos and other digital evidence to be easily connected to an incident. The system is configurable, which allows changes to be made to better serve employees and residents over time. The system also has advanced digital connections, allowing it to connect to other law enforcement systems and provide an optimized experience for end users.

Drones

OKCPD uses drones in a variety of ways, including crime scene reconstruction, aerial observation during special events, and apprehension of criminal suspects. We were one of the first agencies in the country to develop a drones-as-first-responders approach that placed drones directly in the hands of officers in the field. Field officers are trained to deploy them and can place eyes on the ground from a safe distance before officers arrive physically.

With thousands of flights already, we've been able to locate missing children, victims of assault left in wooded areas, and fugitives. We have also prevented auto burglaries and safely resolved numerous mental health calls by providing responding officers with time and distance to plan the most appropriate response.

Drones are deployed to enhance efficiency and safety during authorized operations. OKCPD operates drones in accordance with the law while exercising respect for the privacy of the residents we serve.



E-citations

E-citation software has digitized the citation-writing process, allowing for electronic entry of citations. This results in faster and more accurate entry and ensures they enter the Municipal Courts system quickly.

Every officer can access the E-citation app on their phone, which connects by Bluetooth or wireless to a printer in their car.

This software is part of the AXON ecosystem, so person, vehicle and charge information entered on a citation are automatically populated into the corresponding report (if one is generated), which increases accuracy and reduces time spent on paperwork for officers.

Real-Time Information Center (RTIC)

The purpose of the RTIC is to improve situational awareness for officers in the field in real-time, increasing officer and resident safety. The RTIC's resources are deployed with respect for the individual rights of our residents as a priority.

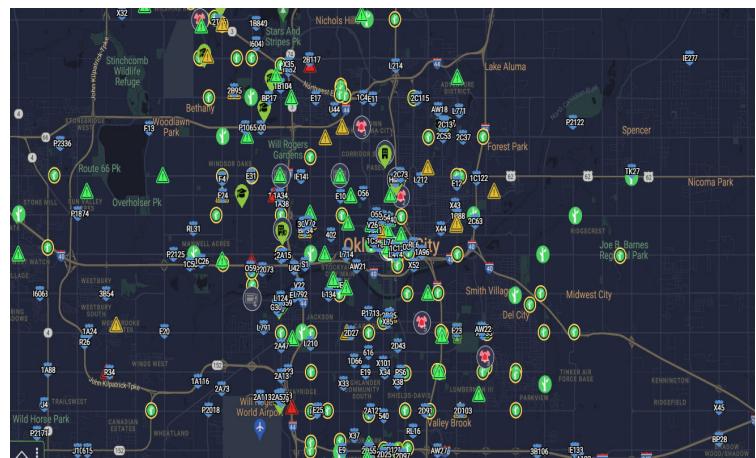
Our mission is to provide relevant, actionable, real-time information so officers can respond to high-risk incidents more efficiently, more deliberately, with improved operational intelligence, and with a proactive emphasis on officer, resident, and community safety.

The RTIC went live in November of 2023 and is staffed with two Senior Crime Analysts and at least one commissioned officer.

Capabilities

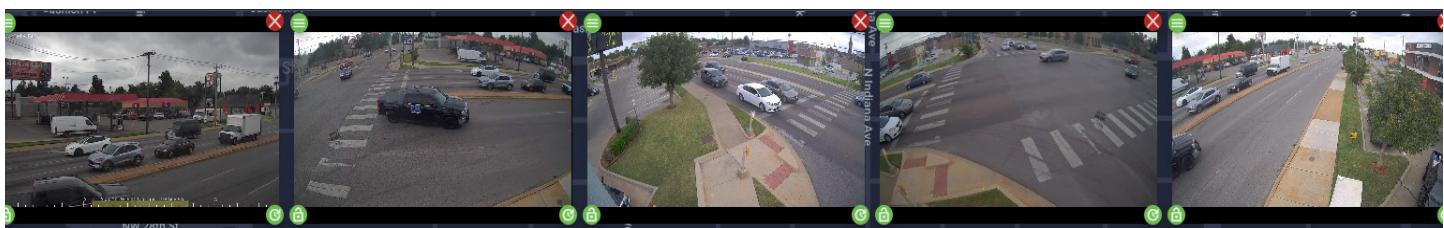
RTIC personnel monitor calls for service and radio traffic to identify incidents where they can provide assistance, including:

- Live or recorded video feeds
- Leveraging license plate readers
- Offering real time analytical research of addresses and occupants, vehicle information, criminal histories, etc.



Cameras & Fusus integration

Each system provides 4 static views and a point-tilt-zoom (PTZ) camera. Fusus integrates City of OKC closed-circuit television and private partner camera feeds, license plate readers, calls for service, patrol vehicle locations, NCIC alerts, and more into a single pane of glass. This supports the efficient relay of accurate information to officers in the field.



Traffic Safety & Enforcement

Resident Survey

49.8% of residents were satisfied or very satisfied with the enforcement of local traffic laws.

Of those who were dissatisfied, **76.8%** responded not enough citations are given and **4%** responded too many citations are given.

2023 Traffic Statistics

Traffic fatalities investigated	97
Collisions investigated	15,636
DUI alcohol/drug arrests	1,604
Traffic contacts made by officers	70,050



Of the 97 traffic fatalities reported in 2023, 33 of those collisions involved a pedestrian.

Traffic Safety Enforcement Programs

Officers participated in multiple traffic safety programs to enforce compliance with traffic laws and reduce collisions in OKC. Traffic safety overtime programs focused on the following areas of concern in 2023:

- Impaired driving enforcement
- Bicycle & pedestrian safety contacts
- Occupant protection
- Aggressive driving

Traffic Safety in OKC Reimagined

In 2023, a project began to reimagine traffic safety in Oklahoma City. The primary focus of this initiative was to identify solutions for major traffic safety concerns and develop a comprehensive Traffic Safety Unit focused on increasing enforcement, awareness and collaboration, and ultimately reducing collisions in OKC.

Plans for the new Traffic Safety Unit include:

- Collaborative roles and responsibilities for officers in the unit
- New staffing schedules to increase coverage during peak times
- Safety-related goals rather than activity or caseload-driven goals
- A dedicated traffic safety data analyst



Traffic Enforcement Plans

Traffic Enforcement Plans (TEP) are an essential component of the Traffic Safety Unit's plan to proactively address problems. Resources will be deployed to saturate specific problem areas and work as a team to enforce violations. Certain traffic problems, like running signal lights, are difficult and dangerous for a single officer to enforce. As a team, those violations can be observed and enforced safely and effectively.

Alcohol and drug-impaired driving is preventable. Plan ahead and keep OKC safe.

In 2024, OKCPD will use saturation patrols and DUI checkpoints to reduce the number of impaired drivers and collisions on OKC roadways.



Violent Crime in OKC

In 2023, OKC reported the offenses listed in figure 1 to the Federal Bureau of Investigation's National Incident Based Reporting System (NIBRS) for certain violent crimes.

In figure 2, data from 2019 was taken from a historical Uniform Crime Report (UCR) publication. 2020 - 2023 data was sourced from NIBRS data reported to the FBI. Nationally, all law enforcement agencies were required to transition to NIBRS-based reporting by January 1, 2021.

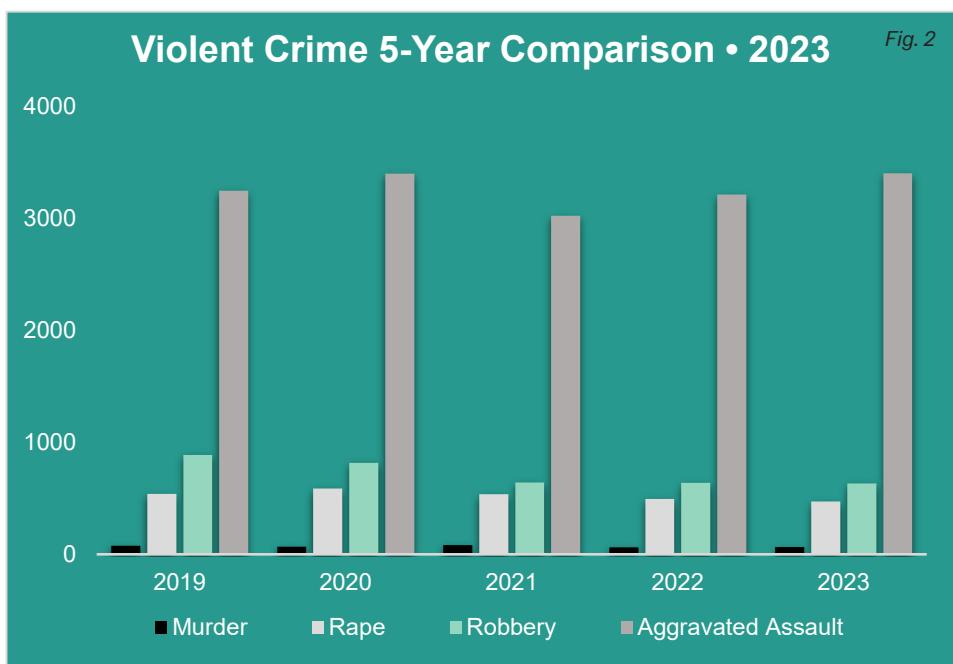
Fig. 1 (right)

Violent crimes reported in OKC in 2023 by crime type. This data does not reflect all violent crime types reported.

Violent Crimes Reported in 2023	
Murder	65
Rape	471
Robbery	634
Aggravated Assault	3,405

Fig. 2 (right)

A 5-year comparison of violent crimes reported in OKC by crime type.



Violent Crime in the U.S.

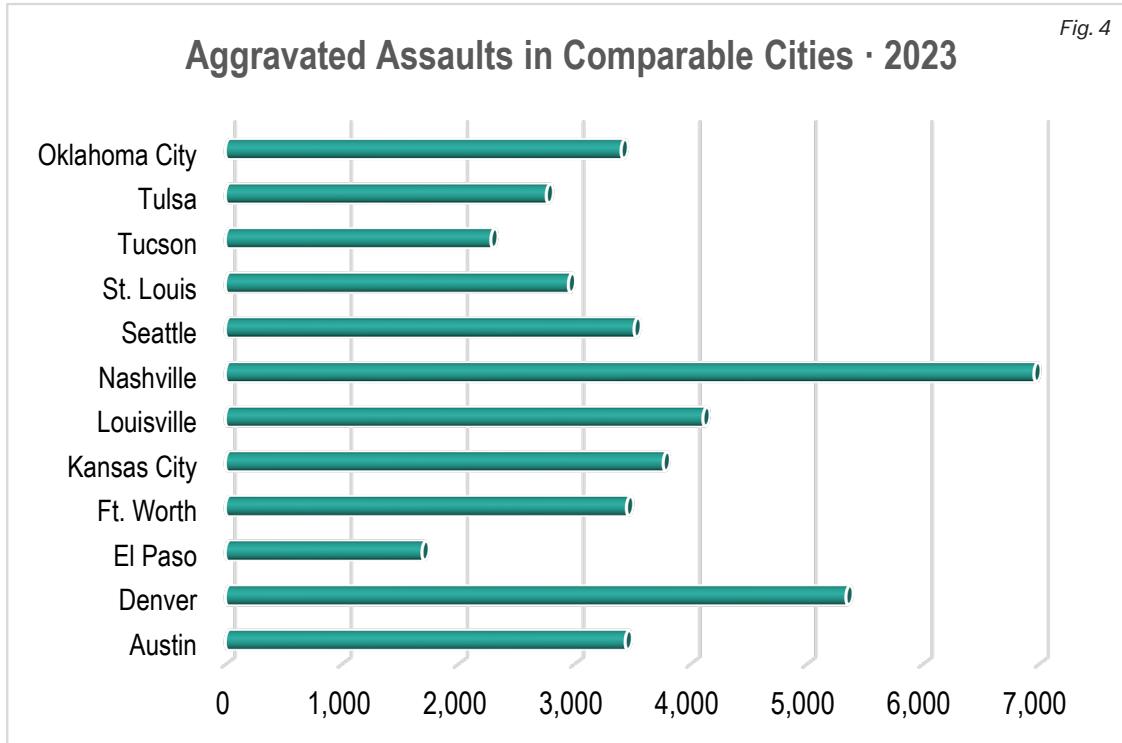
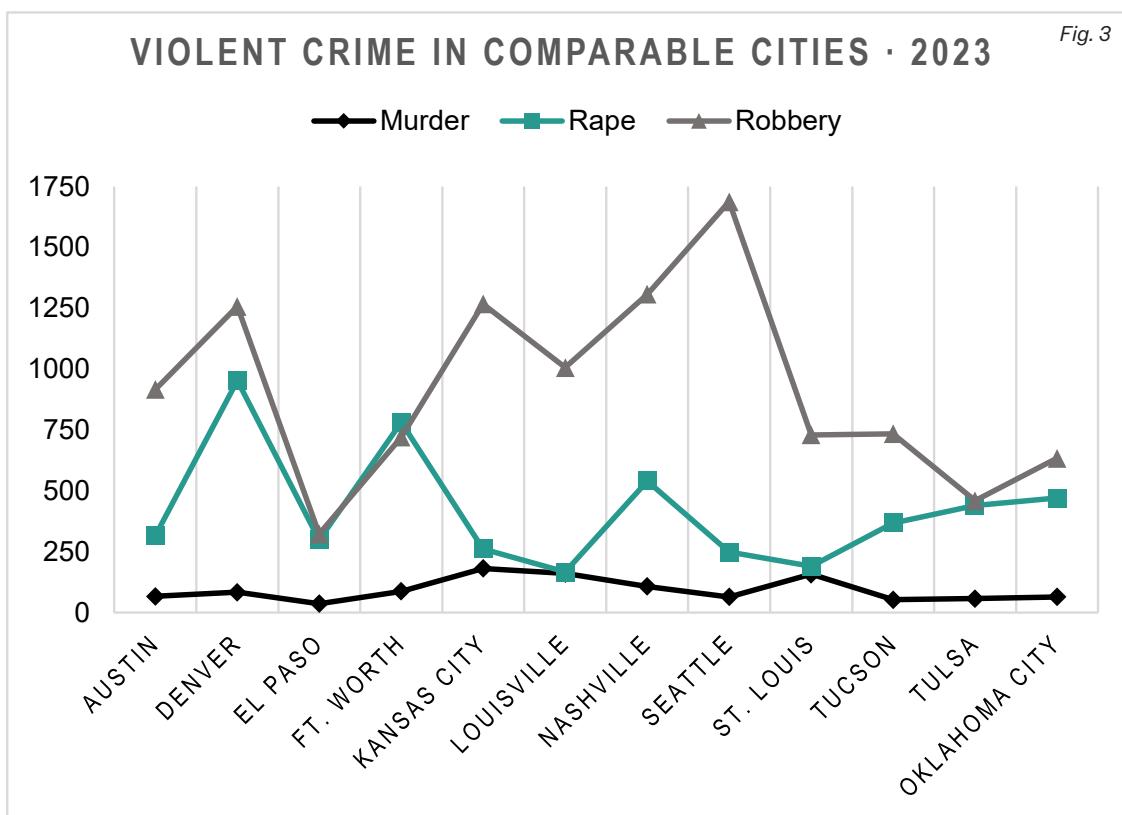


Fig. 3 (top)

A comparison of murders, rapes and robberies reported among comparable U.S. cities in 2023.

Fig. 4 (bottom)

A comparison of aggravated assaults reported among comparable U.S. cities in 2023.

Homicides

In 2023, OKCPD conducted 75² homicide investigations. This number is higher than the number reported to NIBRS (in Fig. 1) because the Homicide Unit investigates a variety of deaths, including homicide, self-defense, officer-involved incidents, fatal medical episodes in the presence of an officer, fire deaths, and any homicides where another agency requests our help.

Eighty percent (80%) of homicides investigated in OKC in 2023 were committed with a gun. There were 18 domestic-related homicides and 9 fire-related deaths.

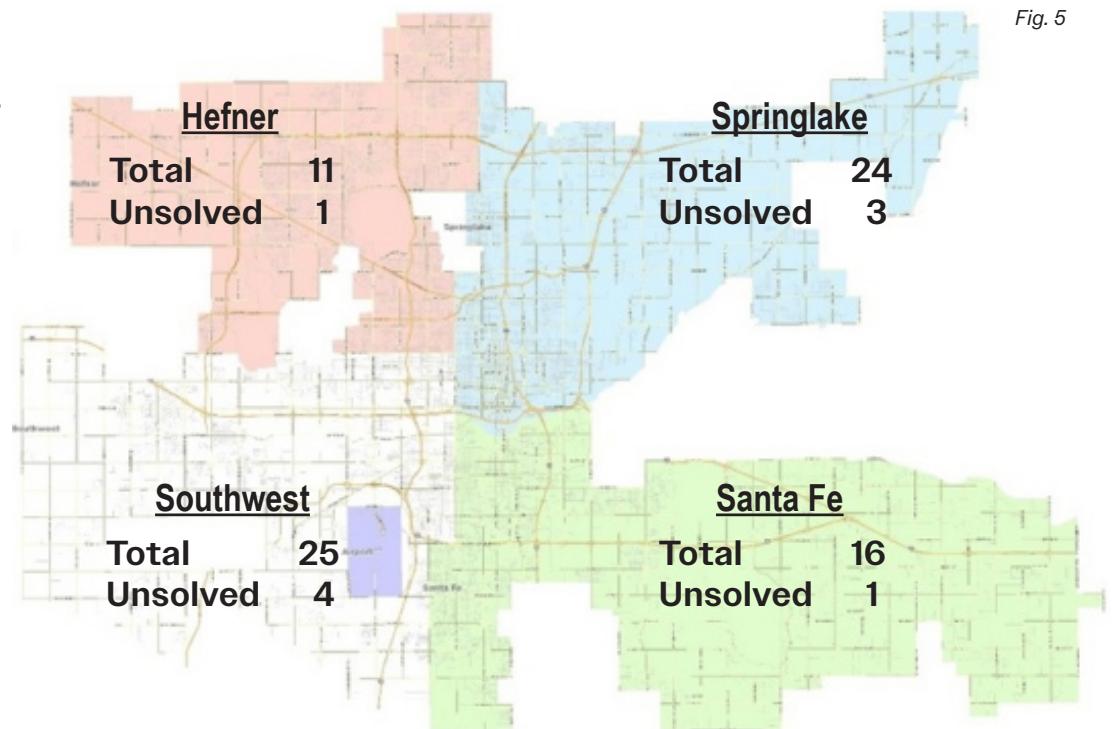
The Homicide Unit solved 66 cases in 2023 with an overall clearance rate of 88%.

Homicides in OKC by Patrol Division • 2023

Fig. 5 (right)

Homicides in 2023 by patrol division and the number which remain unsolved.

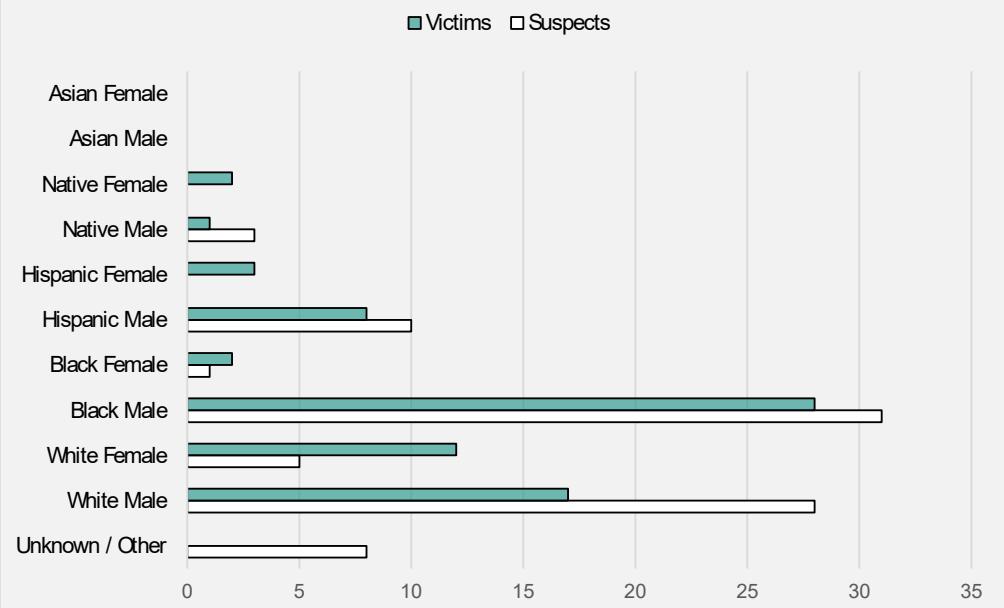
Fig. 5



The northwest and southwest areas of OKC experienced a marked increase in homicides in 2023. Twenty-four (24) homicides occurred in Springlake Division, increasing 71% from 2022. Twenty-five (25) homicides occurred in Southwest Division, increasing 92% from 2022.

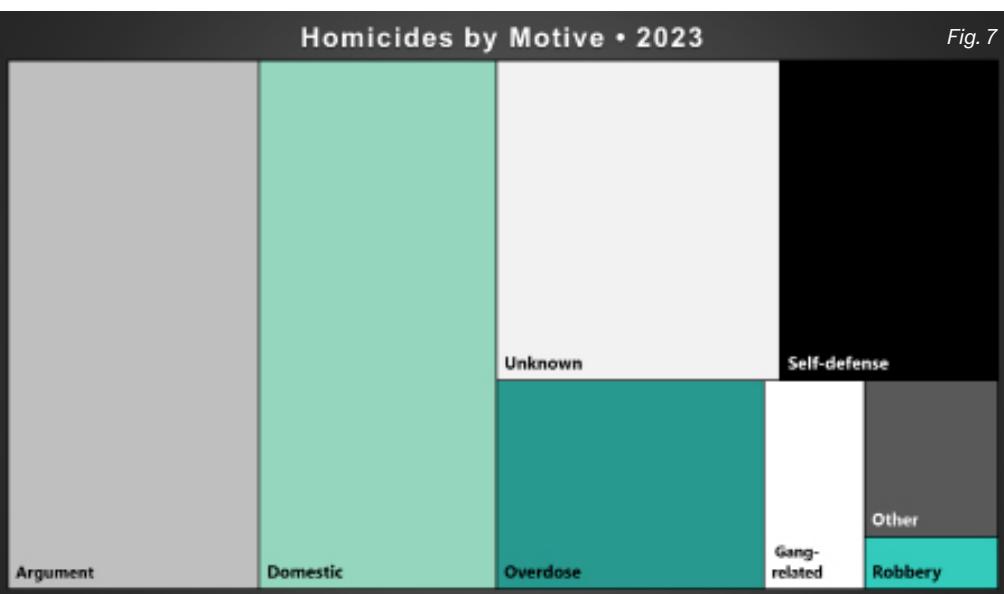
Homicide Victims & Suspects by Race & Gender • 2023

Fig. 6



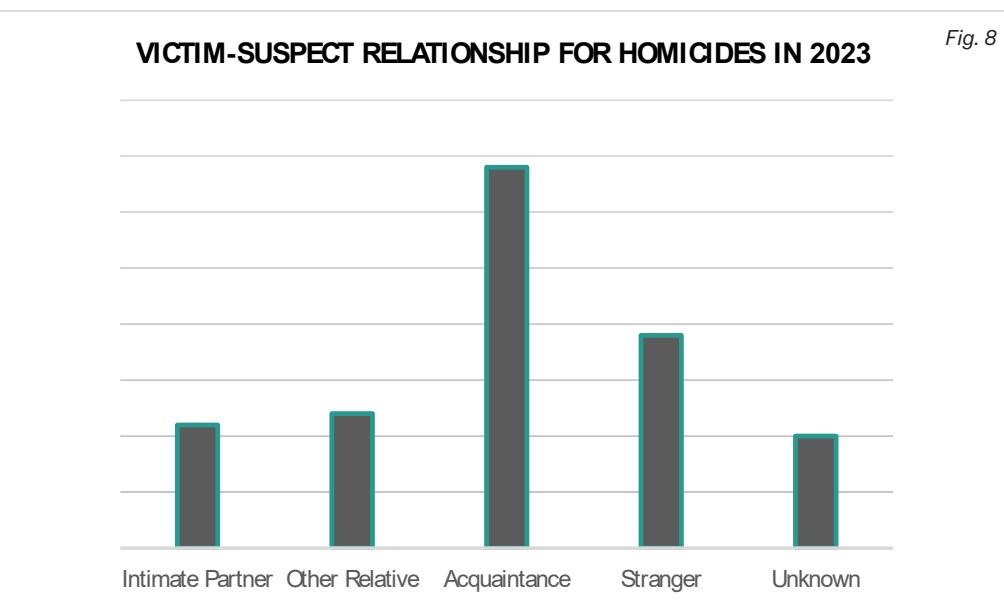
Homicides by Motive • 2023

Fig. 7



VICTIM-SUSPECT RELATIONSHIP FOR HOMICIDES IN 2023

Fig. 8



³No child abuse deaths were reported in 2023. Overdoses are only counted in homicide statistics in cases for which a suspect is identified as the person who supplied the drugs which caused death and is arrested/charged.

Gang-related homicides in 2023

21 victims had a documented history of gang involvement

18 out of 88 arrested suspects had a documented history of gang involvement

1/3 of all homicides had either an involved victim or suspect with a documented history of gang involvement

In 2023, investigators solved a homicide from 2010. The suspect was charged with 1st degree murder.

Nine homicides from 2023 remain unsolved

Out of the 75 homicides investigated in 2023, 9 remain unsolved. The victims of those cases are listed below. If you have any information that might assist investigators in solving one of these cases, please come forward.

Victims of Unsolved Homicides in 2023

Rocky Gonzalez

January 1, 2023 • 8800 S Drexel Ave • 2023-0001686

Zyron Owens

April 30, 2023 • 3000 W Memorial Rd • 2023-0030085

Zion Debusk & Keithon Wilson

May 11, 2023 • 2600 S Meridian Ave • 2023-0033472

Quantrell Steele

September 10, 2023 • 1300 Block of NE 8th St • 2023-0066230

Charles Ingram & Andre Neal

October 14, 2023 • 1917 NW 36th St • 2023-0075915

Terry Jackson

December 10, 2023 • 5900 Block of SB I-35 • 2023-0090384

Gabriel Garcia

December 26, 2023 • 5517 NW 50th St • 2023-0094227

YOU CAN HELP!

Call the homicide tip line to share information that might help solve a case:

Call 405-297-1200

Tips can also be submitted to Crime Stoppers by text or by completing a tip form online:

Text 405-415-5666
Online <http://okccrimetips.com>

Investigative Laboratory Services

NIBIN

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

374 guns entered into NIBIN in 2023 were connected to 605 other crimes



Evidence casings examined	1,075
Weapons test fired	2,394
Number of casings entered	3,469
Number of weapons entered	1,133
Hits/leads generated	710
Hits/leads connecting casings to other crimes	93

OKCPD's Laboratories Achieved ANSI National Accreditation Board (ANAB) Requirements in 2023

Oklahoma State Statutes require forensic laboratories to be accredited by a national organization before the lab's findings may be presented in court. A full assessment occurs every four years. Accrediation is an ongoing process that ensures the high standards of quality generated by the laboratory. Compliance is required for over 300 standards.

An on-site assessment by technical assessors in each discipline who must observe and document objective evidence that shows laboratory personnel are following established procedures. This evidence is obtained through case review and direct observation of forensic scientists conducting tests.

Six assessors from around the country came to Oklahoma City and spent a week assessing our labs in 2023. The net result was that compliance was found and all four of the Police Department's labs were reaccredited.

Crime Victim Services

The Victim Services Unit provides support to crime victims and their families. Victim Services assisted 2,884 people for the first time in 2023, providing support for crime victims of sexual assault, child abuse, domestic/family violence, elder abuse/neglect, identity theft, robbery and stalking, to name a few. Victim Services also provided survivor support to 71 people who were victimized by the homicide of a loved one in 2023.

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

People served in 2023	3,061
Referrals made to other resources and programs	632
Assisted with relocation or emergency housing	19
Victim protective order (VPO) assistance provided	138



Do I qualify for an advocate?

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

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

Contact us at 405-297-3422 or www.okc.gov/departments/police to learn more.

Property Crime in OKC

In 2023, OKC residents reported 32,554 property crimes to the Police Department. Figure 9 contains data for several offense categories, but does not reflect all property offense categories included in the Federal Bureau of Investigation's National Incident Based Reporting System (NIBRS).

Property Crimes Reported in 2023		<i>Fig. 9</i>
Arson	117	
Burglary / breaking & entering	3,671	
Stolen car	2,689	
Theft from building	1,127	
Auto burglary	4,357	
Vandalism	6,439	
Shoplifting	3,787	

Fig. 9 (left)

Property crimes reported in OKC in 2023, broken down by crime type. This data does not reflect all property crime types reported.



Did you know you can help solve crime in OKC by reporting it to Crime Stoppers at 405-235-7300 or toll free at 1-800-632-TIPS? You can also text 405-415-5666 or visit our website to submit a tip at <http://okccrimetips.com>. Your tip will remain anonymous with no pressure to reveal your identity. If the case is solved as a result of your tip, you may be eligible to receive a reward!

Emerging Trends in Property Crime

Gun Thefts from Vehicles

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

In 2023, **586** gun thefts from vehicles were reported.



Out of those, **257** were stolen from a locked vehicle and **329** were stolen from an unlocked vehicle.

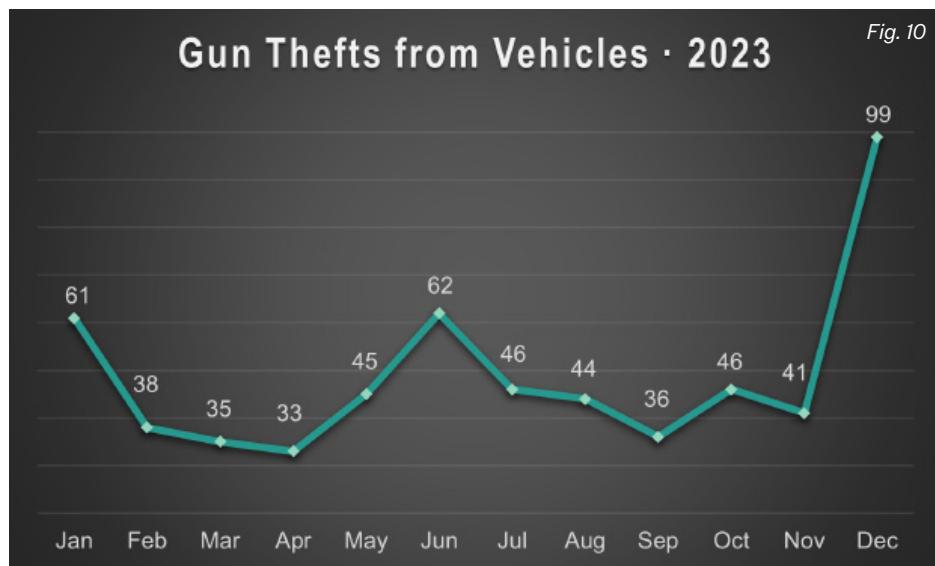


Fig. 10 (left)

Number of gun thefts from vehicles reported each month in 2023.

Fig. 11 (bottom left)

Number of KIA and Hyundai thefts reported in 2022 and 2023.

KIA & Hyundai Thefts

KIA and Hyundai thefts in OKC increased considerably from 2022 to 2023. Many of these thefts were the same vehicles being stolen multiple times because owners did not repair broken ignitions, windows or door locks after previous thefts.

Fig. 11

Car Thefts Reported in OKC

	KIA	Hyundai
2022	60	73
2023	120	104



KIA thefts increased 100%

Hyundai thefts increased 42%

Responses to Resistance (RTR)

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

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

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

Responses to Resistance

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

This method of evaluating and recording force incidents provides a more realistic picture of incidents involving force rather than physical compliance techniques.

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

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

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

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

RTR In Perspective

OKCPD officers interact with hundreds of thousands of residents and visitors in our city each year. In 2023, 805,047 police-resident interactions were recorded by 911. This number does not include the undocumented interactions between officers and the community which occur on a daily basis.

Of the 805,047 documented police-resident interactions in 2023, 0.06% of those interactions resulted in a response to resistance incident.

0.06% of police-resident interactions in 2023 resulted in a physical response by an officer

Of the 497 response to resistance investigations completed for 2023, 93% were ruled justified and appropriate, meaning both the response itself and the physical response by the involved officer was reasonable.

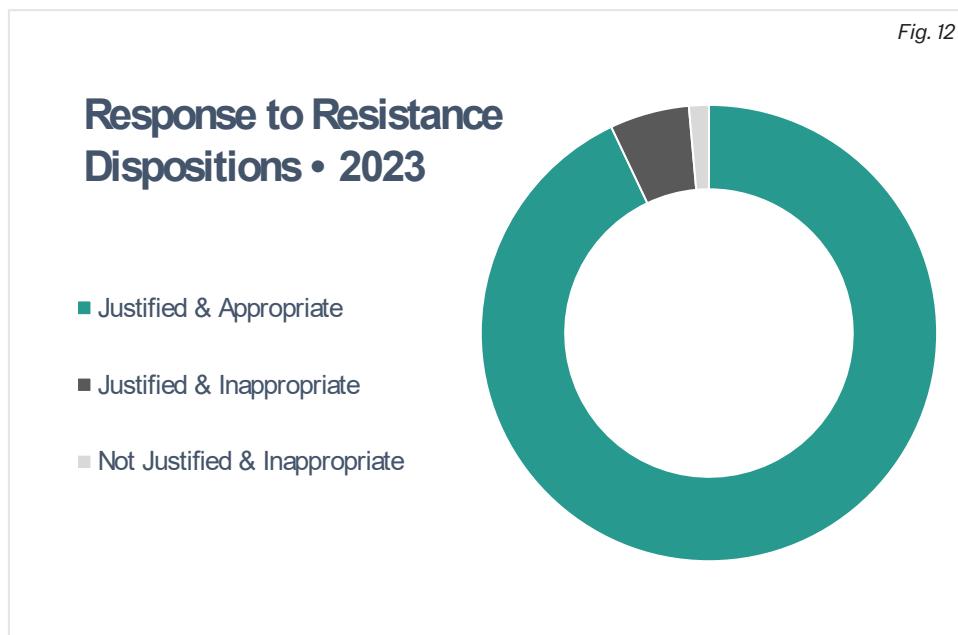


Fig. 12 (left)

Demonstrates the proportion of RTR investigations which were deemed justified & appropriate, justified & inappropriate, and not justified & inappropriate.⁴

⁴ Justified and inappropriate means the response to resistance was justified, but the force applied was determined to not be appropriate. Not justified and inappropriate means the response to resistance itself was determined to be not justified and the force applied by the involved officer(s) was not appropriate.

De-escalation

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

De-escalation Training and Reviews

De-escalation is a core component of conflict resolution for police officers. All officers learn de-escalation tactics and techniques as part of their initial training and it is a core component of post-academy instruction.

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

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

De-escalation reviews are conducted for all response to resistance follow-up investigations. A de-escalation review assesses whether an officer appropriately used de-escalation tactics and techniques during a given incident. These reviews also reveal any widespread trends that can be addressed with additional training. OKCPD was the first law enforcement agency in the country to implement this practice, setting a national standard for the evaluation of de-escalation in force incidents.

In 2023, appropriate de-escalation tactics were applied in 471 out of 497 incidents, or 95% of the time. Inappropriate use of de-escalation tactics is addressed in a variety of ways, including training reviews, counselings, and written reprimands, when appropriate.



Complaints & Administrative Investigations

61

Resident Complaints

Formal complaints generated outside of the Police Department

50

Internal Administrative Investigations

Investigations or reviews generated within the Police Department

7

Criminal Investigations

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

Dispositions of Allegations • 2023			Fig. 13
	Resident Complaints	Internal Administrative Investigations	
Not Sustained ⁵	28	8	
Sustained	18	30	
Withdrawn	11	0	
No Further Action	3	6	
Resigned Amid Investigation	0	5	
Pended ⁶	0	1	

Fig. 13 (left)

Provides a breakdown of dispositions for complaints and internal administrative investigations completed in 2023.

Officer-Involved Shootings

OKCPD officers were involved in 3 shootings in 2023, one of which was fatal. No officers were injured by gunfire in 2023.

One incident resulted from a traffic stop and 2 incidents resulted from calls of a person with a gun.

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

Male, Black • 2023-0005710

An officer found a vehicle that had been stolen during an armed robbery at an apartment complex. When the officer approached the car, 5 men ran from it. Officers gave chase on foot and the men threw 3 firearms on the ground as they ran away. An officer found 2 of the men at the back of the apartments and fired their gun at one of the suspects. Four of the men were caught by officers and canines. None of the suspects were hit by gunfire and no officers were injured. This incident was reviewed by the district attorney who declined to file charges.

Male, Black • 2023-0082549

Officers responded to a domestic violence call where a man had a gun. Officers found the man in the parking lot of a high-rise apartment complex holding a gun. The man fled into the lobby of the building and officers followed him inside. The man pointed his gun at residents and officers, then hid behind a vending machine. While hiding, he shot at an officer who returned fire and fatally struck the suspect. This incident was presented to the Oklahoma County Grand Jury and they declined to indict the officer.

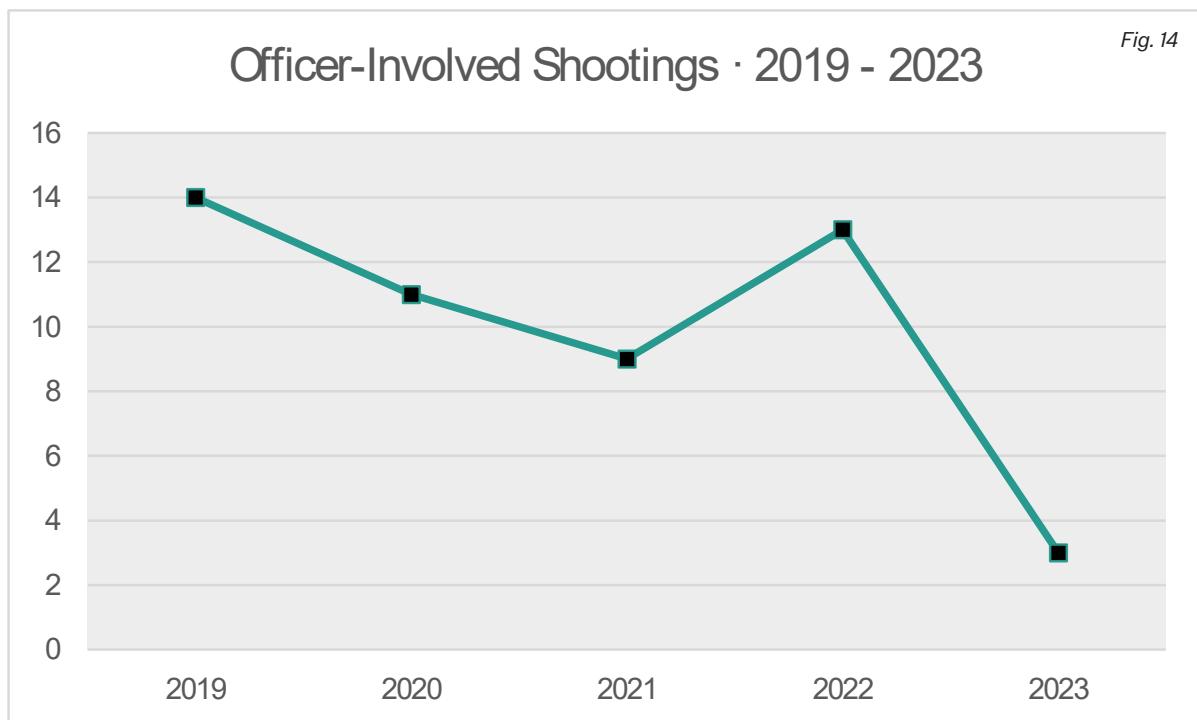
Male, Black • 2023-0093569

An officer was responding to an unrelated call when they heard gunshots nearby and found two men shooting into a residence. One of the men saw the officer and pointed an AR-15 rifle at them. The officer shot him, striking him in the arm, then both men fled from the scene. Officers caught both suspects and one was treated for his arm wound. The residence was occupied by 3 adults and 2 children, none of whom were injured. This incident was reviewed by the district attorney who declined to file charges.

Officer-Involved Shootings

Fig. 14 (right)

Demonstrates the number of officer-involved shootings per year from 2019 to 2023



Fatal Medical Episodes

Fatal medical episodes are investigated by the Homicide Unit when a person died or suffered serious physical injury while in the presence or custody of an officer. This does not imply the event was caused by the actions of the officer(s) involved, but indicates an officer was present, witnessed, or was otherwise involved when the death occurred. These investigation include, but are not limited to, fatal medical episodes, unexplained deaths, and deaths involving appropriate applications of tools or devices considered to be less-lethal.

OKCPD did not investigate any fatal medical episodes in 2023.

Mental Health

OKCPD is committed to the safety of our community and providing the best service possible for all of our residents, including those who are experiencing mental illness or crisis.

Mental health is a community issue. Residents receive the best services when everyone works together. With community input, partnerships with mental health care providers, assistance from expert consultants, and unyielding determination, the City is enhancing mental health service delivery in OKC on a transformational level.

Core Mental Health Programs & Services

- Alternative response options for dispatchers and officers, including:
 - 211 hotline
 - Youth crisis mobile response
 - Mobile crisis teams (ODMHSAS-contracted teams through 988)
 - Telemed access with providers through iPad program
 - TRUST referrals
 - 911 call diversion to 988
 - Community Advocacy Program (CAP)
 - Overdose Response Team (ORT) in partnership with HOPE
- Triaged Resources Urgent Support Team (TRUST)
- OKCPD Crisis Intervention Team (CIT) program
- 988 Suicide & Crisis Lifeline
- Mobile crisis team options
- MAPS 4 Mental Health & Addiction Project
- OKCPD Mental Health Response Protocol Guide
- Reality based training for officers
- Supervisor training & debriefings
- Mental health contact forms
- 911 Communications Quality Assurance (QA) program
- Training 911 call takers & dispatchers
- Alternatives to physical arrest



OKCPD Mental Health Response Protocol Guide

In December of 2023, the Police Department launched a guide that simplified guidance on mental health-related call-taking, dispatching and field response, while consolidating those protocols into one resource for employees.

The guide is intended to be updated as needed to adapt to rapidly changing resources available in mental health response, ensuring employees have the tools they need to provide quality service to residents in OKC.

Staffing

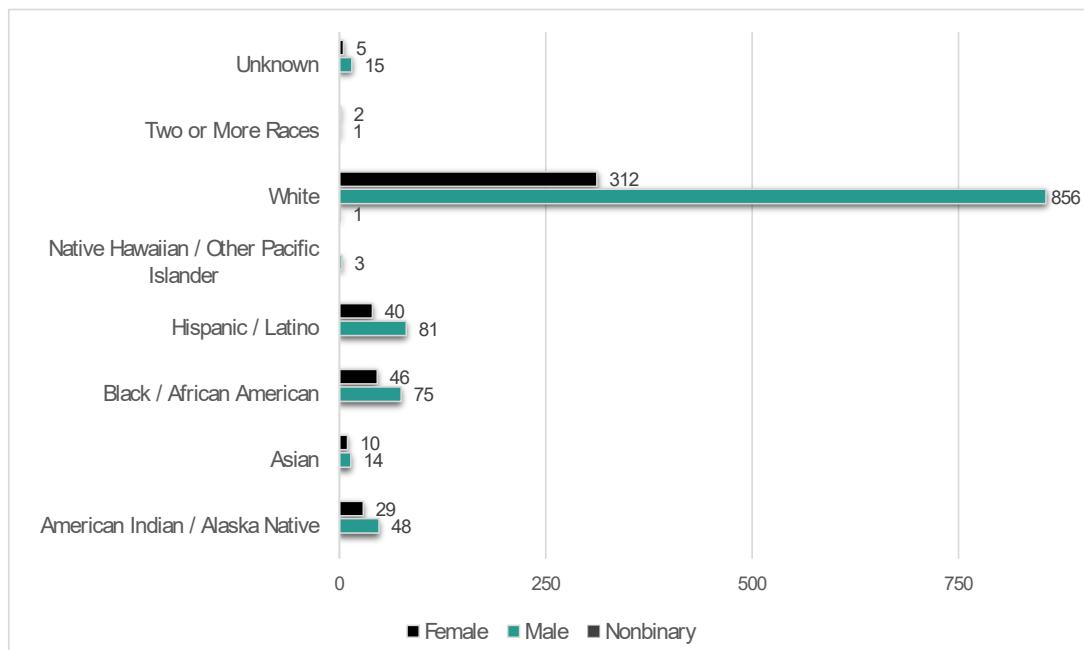
The Police Department encountered critical staffing numbers in 2023. Of the 1,235 authorized police officer positions, only 1,084 were filled at year-end 2023. The department has developed many creative solutions for addressing this shortfall, including hiring more non-sworn professional staff, filling shortages with overtime, and encouraging the public to report non-emergencies through alternative resources. The department's professional staff numbers increased from 413 in 2022 to 454 in 2023, bringing the department's total workforce to 1,538⁷ employees.

OKCPD Staff by Sex & Race/Ethnicity • 2023

Fig. 15

Fig. 15 (right)

Demographic breakdown of police employees by sex and race/ethnicity



Race/Ethnicity of Staff as a Percentage of All Employees • 2023

Fig. 16

Fig. 16 (top)

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

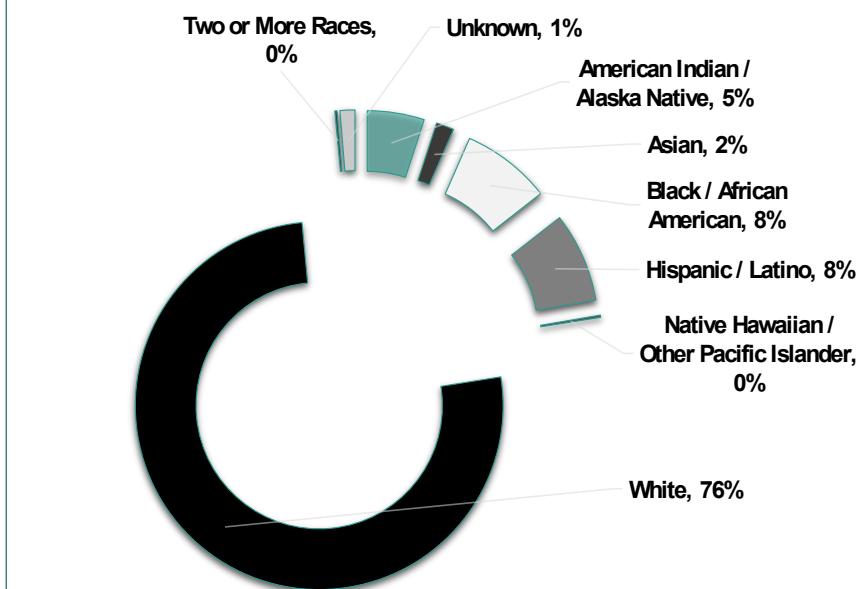
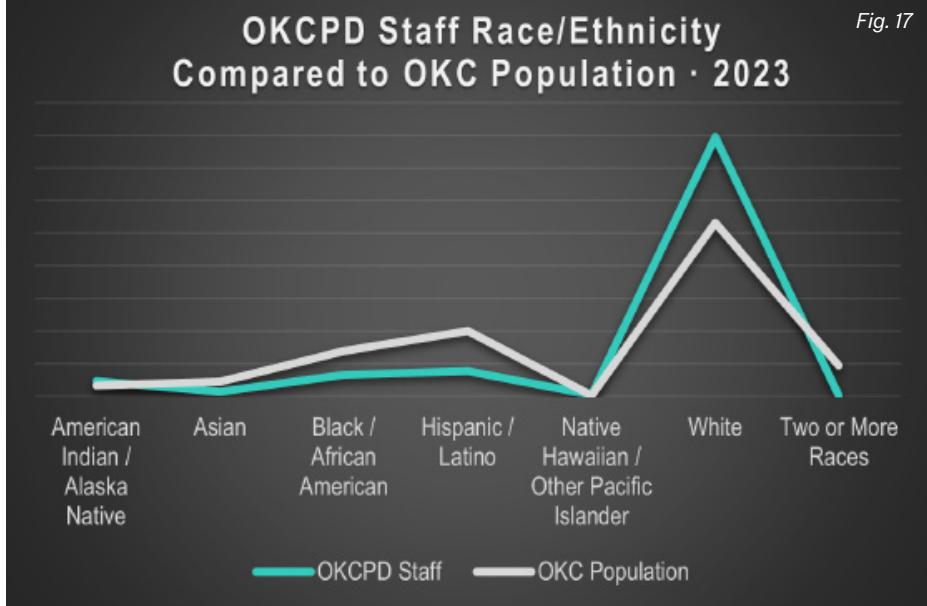


Fig. 17 (bottom)

Demonstrates representation of race/ethnicity in police employees in comparison to race/ethnicity in OKC population⁸

OKCPD Staff Race/Ethnicity Compared to OKC Population • 2023

Fig. 17



Professional Staff Hires

From 2019 - 2023, fifty-nine (59) professional staff positions were added to the department. Those positions included property crime specialists, crime scene investigators, analysts, computer forensic specialists, IT support, dispatchers, digital media specialists, financial experts, and other administrative support staff.

The department also employs dozens of part-time employees who assist with background investigations for new hires and provide support to detectives.

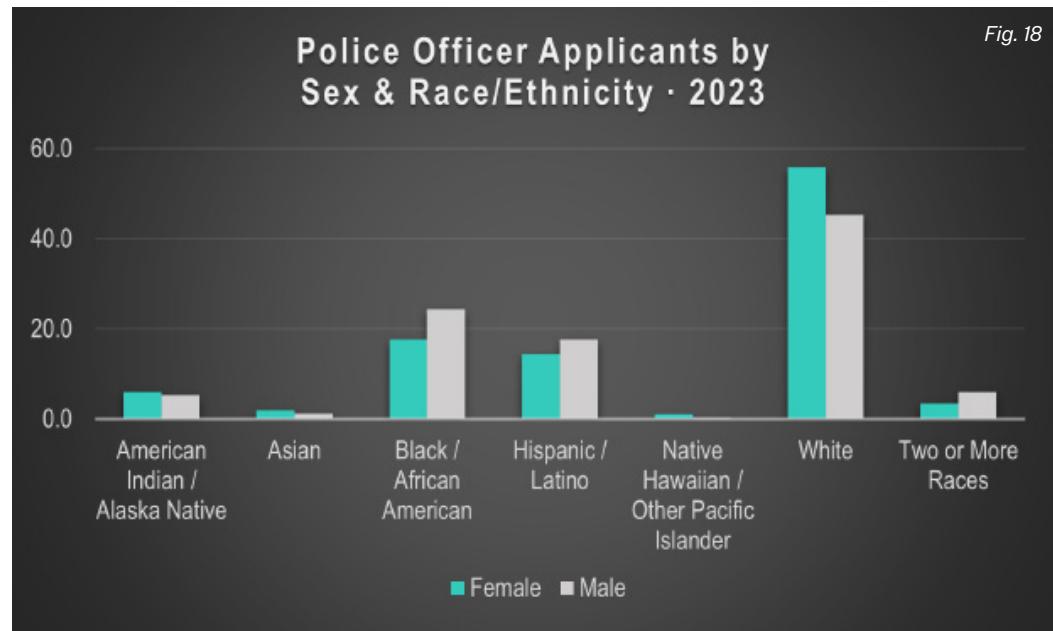
⁸OKC population data sourced from 2020 U.S. Census Bureau demographics. "Unknown" category is not reflected in census data and is excluded from this comparison.

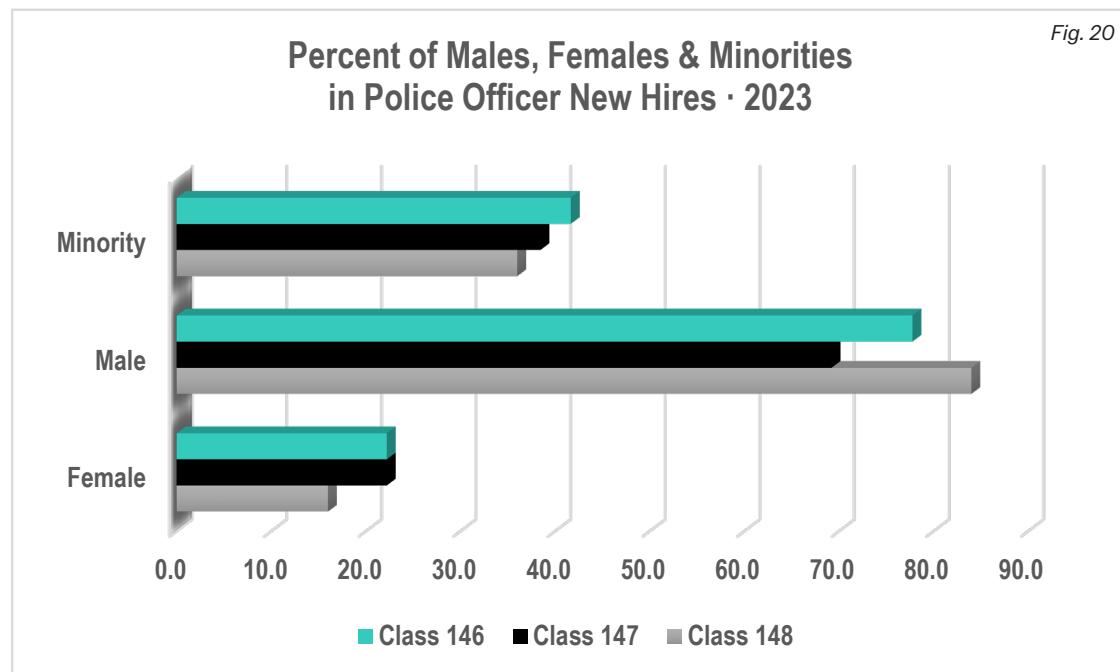
Recruiting

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

OKCPD received 1,868 applications for police officer positions in 2023. Around 4% of applicants are viable candidates who meet the minimum requirements to become a police officer. Even less are able to successfully complete the hiring process, police academy and field training program.

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





Are you *interested in serving as an OKC police officer?*

OKCPD hosts regular recruiting events. Follow us on Facebook & Instagram to keep up to date on all things happening with OKCPD recruiting!

@joinokcpd



⁹ Minority classification includes minorities categorized by race/ethnicity and/or sex.

Employee Wellness

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

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



Wellness Resources

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

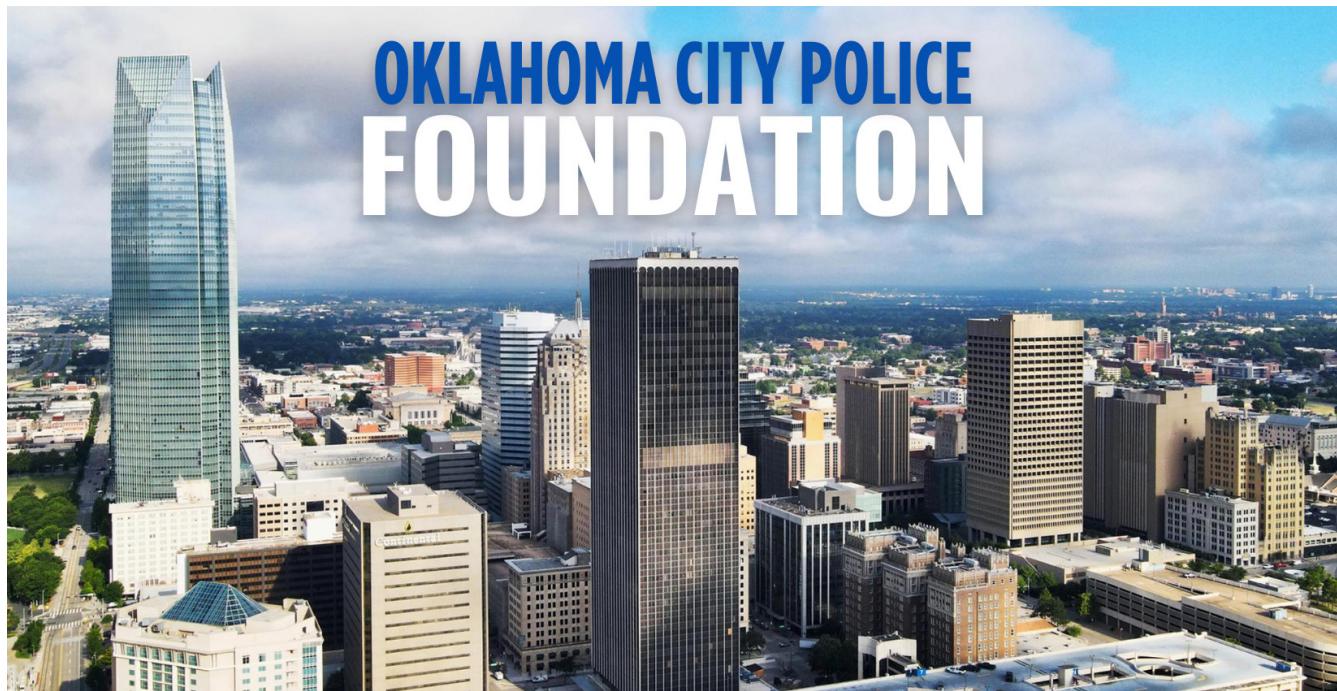
Oklahoma City Police Foundation



The Oklahoma City Police Foundation (OKCPF) was established in 2023. It's a first-of-its-kind organization in OKC whose mission is simple - to support all employees of the Oklahoma City Police Department. From sponsoring events to aiding employees experiencing life challenges, the OKCPF is committed to providing critical support to the Police Department. The OKCPF is the only support organization for OKCPD that is not primarily funded by the collection of monthly dues from employees.

The OKCPF's support has been instrumental in ensuring immediate wellness resources are available to employees. Employee wellness remains one of their primary focuses as they look toward the future.

Visit <https://www.okcpf.org/> or find them on Facebook to learn more about what the Oklahoma City Police Foundation is doing and how you can be a part of it!



**Thank you to the community of people who make
OKC an incredible place to call home. We look
forward to another year of serving you with integrity,
compassion, accountability, respect and equity.**

