



## Concord Police Department

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### Response to Inquiries re: Police Department Tactics

The members of the Concord Police Department are dedicated to providing the highest quality police services in order to enhance community safety, protect life and property, and reduce crime and the fear of crime. To do this, we pledge to continue to strengthen our partnership with the community, working with our community to resolve problems, and to improve the safety and quality of life in our City.

Above all else, the members of the Concord Police Department will protect and preserve human life. We are committed to public service and the improvement of the quality of life in our community through community partnerships and mutual accountability. We are committed to becoming the profession's benchmark through constant attention to self-improvement and development of optimum internal systems focused on quality performance and results.

We revere honesty, fairness, respect, and a consistent application of objective standards. Members of the Concord Police Department consciously and consistently demonstrate a commitment to the Peace Officer profession.

To that end, we have robust policies that are up to date, including but not limited to use of force, force reporting, and the use of verbal commands and command presence. We are trained in de-escalation tactics, mental health intervention, how to avoid biased-based policing, and how to engage with our diverse community.

All uses of force are reviewed up the chain of command to ensure best practices, policy compliance, and to identify training issues. Additionally, the Concord Police Department has a robust body worn camera policy to ensure transparency and capture the performance of our staff. We have our use of force and reporting policies posted to the City website and we encourage you to review them:

<https://www.cityofconcord.org/841/Department-Policy>.

The Concord Police Department has the highest of standards in our recruiting and hiring process. We believe not only in hiring the best personnel, but also officers who we believe to be the best fit for our diverse community.

Thank you for your interest in learning more about your police department.

Sincerely,

Mark Bustillos  
Chief of Police