



SUMMARY REPORT

Hibiscus Drive Critical Incident
January 19, 2020

HONOLULU POLICE DEPARTMENT
JANUARY 2022

INCIDENT SUMMARY

On January 19, 2020, at approximately 0902 hours, Honolulu Police Department (HPD) officers were sent to a suspicious circumstance call at 3015 Hibiscus Drive. At the scene, Officer Yongming Huang, Officer Cody Peer, and Officer Tiffany-Victoria Enriquez observed a female victim who had been stabbed in the leg. The victim/witness reported that the downstairs tenant, Jerry Hanel (Suspect), was the person who attacked her and that her friend, Lois Cain, was possibly being held by the suspect. As the officers approached the suspect's downstairs unit and called for him to come outside, Officer Enriquez was shot in the chest by a sniper and fell to the ground unresponsive. Additional officers responded to the scene to assist, including Officer Kaulike Kalama who took up a perimeter position at the driveway of the residence. Officer Kalama provided cover while Officer Enriquez was carried to safety. After officers again identified themselves and ordered the suspect to come out of the residence, a loud shot was heard and Officer Kalama fell to the ground having been shot in the chest by the sniper. Officer Kalama discharged his HPD rifle eight (8) times before becoming unresponsive. Officer Charles Spencer rendered aid to Officer Kalama and discharged his HPD-issued firearm once in the direction of the gunshots. Officer Spencer stayed with Officer Kalama until other officers arrived to carry Officer Kalama to safety where life-saving efforts continued until he could be transported to the hospital. Shortly thereafter, black smoke could be seen from within the residence and a single gunshot was heard.

Officer Enriquez and Officer Kalama succumbed to their wounds and were pronounced dead shortly after arriving at the hospital. Both had been shot in the upper chest. Two bodies were subsequently located among the debris at the scene. One was positively identified as Ms. Cain, the homeowner, and the other was identified as the suspect, Jerry Hanel. Near the suspect's body, a Weatherby rifle (.460 caliber) was recovered.

TERMS, ACRONYMS, AND HPD ORGANIZATION

All times are reflected in 24 hour times

CID Criminal Investigation Division

CRU Crime Reduction Unit

EMS Emergency Medical Services

HPD Honolulu Police Department

PSO Professional Standards Office

SIS Scientific Investigation Section

SSD Specialized Services Division

D1 District 1: Central Honolulu (Downtown, Chinatown, Nuuanu, Makiki, Ala Moana, Kakaako)

D2 District 2: Wahiawa (Mililani, Schofield/Wheeler, Waialua, Waimea)

D3 District 3: Pearl City (Aloha Stadium, Aiea, Pearl Harbor, Pearl City, Waipahu)

D4 District 4: Kaneohe, Kailua, Kahuku (Waimanalo, Kaneohe MCBH, Waiahole/Waikane, Kahaluu, Hauula)

D5 District 5: Kalihi (Iwilei, Kalihi, Nuuanu, Kapalama, Fort Shafter, Moanalua, Salt Lake, DKI Airport, Hickam)

D6 District 6: Waikiki

D7 District 7: East Honolulu (Moiliili, UH Manoa, Kaimuki, Kahala, Hawaii Kai)

D8 District 8: Kapolei (Ewa, Makakilo, Nanakuli, Waianae, Makaha)

CHRONOLOGY OF EVENTS

January 19, 2020

0855 to 0902

Victim 2, who lives at 3015 Hibiscus Drive, heard screaming within the residence and went to check on her friend, Lois Cain, the owner of the property. Victim 2 could not find Ms. Cain and noticed that the downstairs laundry room key was missing.

Victim 2 then went to the laundry room where the downstairs tenant, Jerry Hanel, closed the laundry room door on Victim 2 and said that he was washing clothes. When Victim 2 asked Hanel if Ms. Cain was in the laundry room, he related that Ms. Cain had just left.

Victim 2 heard heavy breathing coming from the inside of the laundry room so she started to dial 911. Hanel exited the laundry room and stabbed Victim 2 multiple times with a small metal garden tool.

Three nearby witnesses heard Victim 2 screaming and responded to the Cain residence. Witness 1 saw Hanel hitting Victim 2 with his hands. Hanel went back into the bottom dwelling when he saw Witness 1. Witness 1 observed and recovered a metal garden tool on the ground next to Victim 2.

The three witnesses observed that Victim 2 was bleeding and helped get her out of the area and onto the street. Victim 2 mentioned to Witness 2 that she believed Hanel was killing Ms. Cain. Witness 2 went back down the driveway to check on Ms. Cain. Witness 2 heard what sounded like someone being beaten inside the bottom dwelling. Witness 2 called out and asked Hanel if Ms. Cain was inside, but received no response. Victim 2 did not recall seeing Ms. Cain in the laundry room.

0902 hours

Officer Huang and Officer Alcover were dispatched to 3015 Hibiscus Drive in response to a suspicious circumstance call. Dispatch reported that a female was asking for police, but not answering any questions. During the call, screaming was heard in the background.

0905 hours

Officer Huang arrived on scene and was flagged down by multiple bystanders fronting 3015 Hibiscus Drive. He observed Victim 2 sitting on the sidewalk and bleeding from the right thigh. The bystanders informed Officer Huang that a male who lived in the back of the house attacked Victim 2. The male suspect was still in the house and possibly keeping another female in the house with him.

Officer Huang walked down the driveway of 3015 Hibiscus Drive and checked the exterior of the downstairs unit. Officer Huang was familiar with the male suspect from prior 911 calls and recalled that he lived in the studio in the back. Officer Huang observed blood on the ground by the laundry area, but could not see anyone inside of the house due to the darkness and obstructed windows.

As he walked back up the driveway, Officer Huang requested an ambulance and more units via police radio. He relayed that he had an assault case with a female bleeding from her leg. At the top of the driveway, a male bystander told Officer Huang that the suspect was in the unit. Officer Huang walked back down the driveway and requested the ambulance be expedited. Officer Huang returned to Victim 2 and began treating her injuries by placing a tourniquet on her leg.

Victim 2 told Officer Huang that she went downstairs because she heard noises and screaming and did not know if it was a kid or someone else. She said she went to the kitchen and noticed the laundry keys were not there so she thought Ms. Cain must be there. Victim 2 referred to the suspect as "Yarda" and said she asked him if everything was okay. She said he replied that everything was okay.

Officer Huang asked Victim 2 if she was stabbed with a knife, but she said she did not know. Another female bystander informed Officer Huang that Victim 2 was stabbed with some kind of "rusty pitchfork thing." Witness 1 later handed the small pitch fork tool to Officer Huang and related that it was the weapon used to stab Victim 2, but that Witness 1 had not seen what happened.

Officer Huang walked back down the driveway as he updated dispatch that the suspect was supposedly still downstairs at the residence.

0908 hours

Officer Peer and Officer Enriquez arrived at the scene as Officer Huang tried to get Victim 2 to positively identify a pitchfork as the weapon that was used. Witness 2 related that she saw the suspect striking Victim 2 and observed the pitchfork tool on the ground, so she believed that the suspect used it. Officer Huang handed the pitchfork to Officer Peer and informed her that it was the possible weapon as they secured it in the patrol car.

Officer Peer asked the bystanders where the suspect was and they relayed he was downstairs. They further relayed they were more worried about the landlord, Ms. Cain, who was an elderly female. They believed Ms. Cain was also downstairs. Victim 2 was crying and saying, "She's there, she's there, she must be there!"

Officer Huang and Officer Peer made their way down the driveway with Officer Enriquez just behind. Dispatch related over the radio that the ambulance was on the way for the stabbing victim.

0909 hours

The three officers walked to the bottom of the driveway as Officer Huang pointed out where he recalled the suspect was living. The officers then stood in the open driveway area facing the closed downstairs door. While looking at the door to the bottom unit, Officer Peer called out, "Yarda, come out with your hands up!"

One loud gunshot was heard, and Officer Enriquez fell backward to the ground and became unresponsive. Officer Huang and Officer Peer ran into the carport area at the bottom of the

driveway as Officer Peer yelled, "Shots fired, shots fired" while Officer Huang transmitted to dispatch that shots were fired. Officer Peer transmitted to dispatch that an officer was down and requested an ambulance be expedited to the scene.

0910 to 0912 hours

Officer Pagarigan, Officer Pickard, and Officer Alcover arrived on scene. Officer Pagarigan began heading down the driveway and saw that Officer Enriquez was on the ground. He transmitted for everyone to pull back and that Officer Enriquez was down from an apparent gunshot. The officers then cleared out the bystanders.

Officer Peer transmitted that she needed more officers to her location to secure the scene and that Officer Enriquez was down on the ground. Officer Cheng, Officer Kodama, Sergeant Perry, and Officer Youth arrived on scene. They began to check the area. Lieutenant So requested more units from District 7 (East Honolulu) and District 1 (Central Honolulu).

Officer Kodama asked where the officers were. Officer Peer responded that they were down below the house and that Officer Enriquez was down. Officer Pickard asked if the suspect went back into the house. Officer Huang replied that the suspect was in the house, but they did not know where, that one shot was fired, and that Officer Enriquez was down.

Officer Pickard and Officer Kodama partially walked down the driveway and observed Officer Enriquez on the ground. They yelled out to the other officers and Sergeant Perry that Officer Enriquez was down, was not responding, and that they had to get her.

0912 hours

Officer Huang transmitted that they did not know the suspect's location and warned responding officers to stay away from the windows. The responding officers then pulled back behind cars in the area.

Officer Kodama and Officer Cheng ran to the adjacent house on the Diamond Head side of the suspect residence and reached the carport where Officer Peer and Officer Huang were. Officer Pickard asked if the suspect was in the house on the top or the bottom. Officer Huang replied that they did not know.

0913 hours

While Officer Cheng provided cover from an adjacent yard, Officer Kodama hopped over a wooden fence to get to the carport area where Officer Huang and Officer Peer were located. Officer Kodama asked Officer Cheng to cover him so he could get to Officer Enriquez. Officer Kodama then moved behind another vehicle in the carport which was closer to Officer Enriquez.

Sergeant Perry transmitted via radio that they had a barricade situation and were trying to locate one of their officers.

Officer Pagarigan took a post on the second floor balcony of the neighboring home.

Officer Pickard checked the Ewa side of the suspect residence and eventually made his way to a post at the rear, on the Ewa side of the carport.

Officer Peer transmitted to responding officers that the suspect was possibly on the downstairs floor because they saw a shot fired from there. Officer Huang and Officer Peer ordered the suspect to come out with his hands up.

0914 hours

Sergeant Perry transmitted to notify District 7 to assist with evacuating the homes in the area and to stage on Poni Moi Road. Officer Hess went into the Ewa neighboring house with Officer Youth and Sergeant Perry. They then checked the suspect's property.

The District 7 dispatcher related that District 6 requested for District 1 and District 7 to stage on Poni Moi Road for evacuation.

Officer Kodama asked Officer Cheng to jump over the fence so they could get Officer Enriquez. Officer Peer related that they needed a couple more officers first. Officer Huang yelled out for someone to get a patrol vehicle and drive it down the driveway and block the area.

Officer Pickard transmitted that he would bring down a patrol vehicle. He made his way back up to Hibiscus Drive and checked for the keys for a patrol vehicle parked in the front. Officer Huang transmitted to cancel getting the patrol vehicle because they did not know what kind of firearm the suspect had. Officer Kodama related that they had to get Officer Enriquez and could not wait any longer. Officer Huang then transmitted to drive the patrol vehicle down.

0917 hours

Officer Thorpe arrived on scene and posted up with Sergeant Vargas and Corporal Manzano near the suspect residence. Corporal Manzano instructed Officer Thorpe to hold that position. Sergeant Vargas instructed Officer Kalama to go with him and Corporal Manzano since Officer Kalama had an AR-15 rifle.

Officer Kodama ran from the middle of the carport area to Officer Enriquez's location, dragged her into the carport area, and began Cardiopulmonary Resuscitation (CPR). Officer Peer took over with continuing CPR. Officer Peer intermittently checked for a pulse and related that Officer Enriquez was not breathing.

From the top of the driveway, Officer Pickard saw Officer Kodama dragging Officer Enriquez to cover and ran down the driveway to cover down on the house. Officer Pickard and Officer Alcover then posted just before the open area in front of the carport and house. Sergeant Vargas, Corporal Manzano, and Officer Kalama arrived to assist with covering the driveway area and the Diamond Head side of the house.

Officer Pickard transmitted that Officer Enriquez was under cover behind a car and was being administered first aid. Officer Pickard transmitted for officers to get ready so they could move Officer Enriquez up the driveway. Officer Pickard related to Sergeant Vargas that he wanted to

get Officer Enriquez to the ambulance. Sergeant Vargas concurred and instructed Corporal Manzano to go with him and Officer Pickard to extract Officer Enriquez.

0918 hours

Sergeant Vargas, Corporal Manzano, and Officer Pickard went across the open area of the driveway to the carport as Officer Peer continued CPR.

0920 hours

Officer Pickard and Sergeant Vargas carried Officer Enriquez out of the carport. Officer Mochizuki, who had just come down the driveway, took Officer Pickard's place in carrying Officer Enriquez. Officer Kalama, Corporal Manzano, and Officer Alcover continued to cover down on the bottom level of the house from the driveway.

Officer Mochizuki and Sergeant Vargas continued to carry Officer Enriquez until Officer Pickard took over for Sergeant Vargas. They took Officer Enriquez to the ambulance that was treating Victim 2. They informed the paramedics that they had an officer down, they needed to get her out, and that she had been struck right above the vest.

Once Officer Enriquez was removed from the scene at the residence, Officer Alcover, Officer Kalama, and Corporal Manzano held their position along the driveway on the Diamond Head side of the suspect's house just before the open area. Officer Spencer then moved down the driveway near the other officers.

Officer Alcover and Officer Kalama, with Corporal Manzano behind them, were all posted, looking into the open area of the driveway.

0921 hours

Sergeant Vargas returned and instructed Corporal Manzano to head back with him to the carport where Officer Peer, Officer Huang, and Officer Kodama were.

From the adjacent home's balcony, Officer Pagarigan yelled for the suspect to come out with his hands up. Once Sergeant Vargas and Corporal Manzano moved into the carport, Officer Pagarigan repeated, "Jerry, this is HPD!"

A deep sounding gunshot was heard and Officer Kalama fell to the ground among shrubbery in the driveway. Officer Spencer and Officer Alcover began running up the driveway as Officer Kalama discharged about eight (8) rounds from his rifle. Officer Kalama then became unresponsive. Officer Spencer briefly turned around to point his firearm back at the house. He quickly continued back up the driveway, but turned around again to look back down and yelled for Officer Kalama. Officer Kodama and Sergeant Perry transmitted for everyone to fall back.

Officer Spencer then ran back down the driveway to Officer Kalama. Officer Spencer yelled for help as he pointed his duty pistol toward the suspect's house. He then discharged one (1) round after hearing a loud sound coming from the house.

Officer Spencer attempted to drag Officer Kalama and yelled to the officers in the carport for assistance.

0922 hours

Corporal Manzano could be heard telling Officer Spencer to stay in place. Officer Kodama transmitted that they had another officer down. Sergeant Vargas called to have someone bring a patrol vehicle down the driveway. Officer Kodama transmitted those instructions over the radio.

Sergeant Vargas transmitted that they needed someone from the top to help get Officer Kalama. Sergeant Vargas and Corporal Manzano related they could not see where the suspect shot from but believed that it was possibly from a downstairs window.

0924 hours

Officer Spencer asked for cover while he again tried to extract Officer Kalama. Officer Spencer related to Officer Thorpe and Officer Davis that he needed help.

Lieutenant So transmitted to let SSD know that the suspect had a possible "AR."

0926 hours

Officer Thorpe made his way to Officer Spencer and Officer Kalama and helped grab Officer Kalama while Officer Davis covered for them. Officer Davis and Officer Asing subsequently assisted with carrying Officer Kalama across the street.

The officers assessed Officer Kalama's condition and Officer Davis began CPR. Officer Asing and Lieutenant So got a spine board from the ambulance that was treating Victim 2 and they all carried Officer Kalama to the ambulance.

0935 hours

SSD personnel began to arrive on scene.

0942 hours

Officers on scene reported seeing smoke and flames coming from the suspect's residence.

0944 hours

A single gunshot was heard, which possibly came from the suspect's residence. Lieutenant So instructed everyone to pull back.

0948 hours

The suspect's house appeared to be almost completely engulfed in fire.

Live ammunition was igniting in the suspect's house due to the fire.

Subsequent investigation determined that the homeowner, Victim 1, kept an assortment of firearms, and possibly ammunition, at her residence.

1030 to 1044 hours

In addition to the suspect's home, three neighboring houses were reported to be on fire. HFD began extinguishing the fires while escorted by various Crime Reduction Units from HPD.

1322 hours

Both HFD and HPD personnel began processing the scene.

January 21, 2020**1030 hours**

Ms. Cain's body was discovered in the burnt remains of the suspect residence.

1600 hours

Suspect's body was discovered in the burnt remains of the suspect residence.

ADMINISTRATIVE REVIEW

An administrative review was conducted and a report of the findings submitted to the Administrative Review Board (ARB). The ARB determines whether all applicable HPD policies were appropriately followed during the critical incident and whether any changes are needed to training and/or policies. If the ARB determines that there are discrepancies, they will direct the PSO to conduct a detailed administrative investigation and submit its findings for consideration. If the ARB determines that officers acted appropriately and the pertinent policies were followed, the incident shall be deemed to be within acceptable parameters.

The ARB may also make recommendations to include, but not limited to, review/modification of policies/procedures, training, remedial training of officers, and the development and implementation of additional training curriculums.

The following policies were identified and reviewed as relevant in this case:

POLICY REVIEWED:	Policy 4.48 Barricade, Hostage, and Sniper Incidents
FINDING:	A review of the relevant reports and recordings indicated compliance with Policy 4.48.

This policy was reviewed to determine if involved personnel acted appropriately during the incident.

The incident was initially properly identified and reported as a Barricade, Hostage, and/or Sniper incident.

A temporary command post was established.

As the incident progressed, officers began to move to different areas as needed.

Responding patrol officers evacuated the immediate surrounding area.

The Commander of the SSD and the Commander of the CID negotiators were notified of the incident.

The District Commander or designee proceeded to the incident site and awaited the support units dispatched to the site. SSD was apprised by the commander at the scene.

Shelter was properly arranged for evacuees. The Red Cross was notified and a Red Cross shelter was established at the Waikiki Elementary School cafeteria.

POLICY REVIEWED: Policy 1.04 Use of Force

FINDING: A review of the relevant reports and recordings indicated compliance with Policy 1.04.

This policy was reviewed to determine if the officers were justified to discharge their firearms and if they properly documented the incident.

Officer Kalama and Officer Spencer were justified when they discharged their firearms. After Officer Kalama was struck by gunfire, he discharged his firearm in the direction of the suspect's residence. During an immediate attempt to rescue Officer Kalama, Officer Spencer fired a single round at the suspect's residence in the direction where he believed the shots were coming from.

On January 21, 2020, the suspect's body was located among the debris at the scene. A rifle and ammunition casings were located near the suspect's body. A subsequent test of the rifle determined that it was in operating condition. The rifle was identified as a Weatherby .460 caliber rifle not registered to the suspect. Bullet fragments from both Officer Kalama and Officer Enriquez could neither be eliminated nor identified as having been fired from the Weatherby rifle due to the condition of the fragments.

Use of Force Reports were properly submitted.

POLICY REVIEWED: Policy 4.49 Officer Critical Incident Protocol

FINDING: A review of the relevant reports and recordings indicated compliance with Policy 4.49.

Based on this policy, the incident was determined to be a critical incident due to the fatal injuries sustained by Officer Enriquez and Officer Kalama and based on the fact that Officer Kalama and Officer Spencer discharged their firearms toward the suspect. Critical incidents involving police officers are also investigated to determine the presence or absence of criminal liability on the part of those involved.

Emergency lifesaving measures were administered as soon as practicable. Medical assistance was obtained for Victim 2, Officer Enriquez, and Officer Kalama as soon as practicable. At least five or six officers reported injuries ranging from bruising, abrasions, and minor scrapes as a result of the incident. All indicated they would seek treatment on their own if necessary. Numerous other officers indicated they were exposed to thick black smoke and fumes due to the fires making it difficult to breathe and causing shortness of breath, coughing, and burning to nose, eyes, and throat. Some did not indicate whether they would seek medical treatment while others indicated that they would seek medical treatment on their own if needed.

An uninvolved supervisor immediately obtained a Public Safety Statement from Officer Spencer and broadcasted the information immediately via radio.

Officer Spencer was relieved of his post and sequestered as promptly as possible.

Officer Spencer's firearm was recovered by SIS. Officer Kalama's Colt AR-15 rifle was left behind as Officer Kalama was being extracted from the area. The location of the rifle rendered it unsafe to attempt recovery as it would expose an officer to the suspect whose position and vantage point was unknown at the time. Firearm parts were later recovered among the debris in the driveway of the suspect residence and were identified as a barrel, bolt, and lower receiver of an AR-type rifle.

The supervising officer at the scene properly notified the Communications Division.

POLICY REVIEWED: Policy 2.38 Uniforms, Equipment, and Firearms

FINDING: A review of the relevant reports and recordings indicated compliance with Policy 2.38

This policy was reviewed to determine if the officers were qualified to discharge their firearms at the time of the incident.

Both Officer Spencer and Officer Kalama were qualified to use their issued Glock 17 pistol and issued Colt AR-15 carbine rifle, respectively. Both officers had attended annual firearm qualification training.

POLICY REVIEWED: Policy 2.57 Body-Worn Cameras

FINDING: A review of the relevant reports and recordings indicated compliance with Policy 2.57.

This policy was reviewed to determine if the officers appropriately utilized their body-worn cameras during the incident.

The majority of participating/responding officers activated their BWCs during the incident. See exceptions below.

Eleven (11) participating/responding officers who had been issued BWCs did not activate them during this incident and documented the reasons in their reports. The reasons provided were found to be within policy and included ambulance escort, hospital assignment, static traffic post and perimeter post.

Three (3) officers' BWCs fell off or were lost during the incident and were unrecoverable due to the fire or could not be located.

Two (2) officers who were issued BWCs and responded to the scene but did not have any footage of the incident did not specify the reason in their reports. Upon further inquiry, both officers were not in assignments that required the activation of their BWCs as one was not dealing with members of the public and the other was assigned to a perimeter post.

POLICY REVIEWED:	Policy 8.01 Departmental Notification Procedure
FINDING:	A review of the relevant reports and recordings indicated compliance with Policy 8.01.

This policy was reviewed to determine if appropriate notifications were made as required.

The District Watch Commander was informed about the incident. The District Watch Commander requested implementation of the departmental notification procedure with the Communication Division.

After receiving the request, the Communication Division notified the affected element commanders, bureau chief, CID watch commander and PSO amongst others.

POLICY REVIEWED:	Policy 4.29 Crime Scene: Investigative Responsibilities and Procedures
FINDING:	A review of the relevant reports and recordings indicated compliance with Policy 4.29.

This policy was reviewed to determine if the crime scene and investigations were appropriately handled.

CID Homicide Detail personnel responded to the scene and began obtaining statements from witnesses. CID Homicide Detail personnel initiated a criminal investigation.

HPD investigators worked with HFD regarding the fires at the scene. HFD determined to a reasonable degree of certainty that the cause of the fire was incendiary and intentionally set and originated from the downstairs basement/living space. The point of origin was unknown and the source of ignition and the first material ignited was undetermined.

The Federal Bureau of Investigation was notified that Officer Enriquez and Officer Kalama were killed in the line of duty. FBI Agents responded to the scene.

Offenses that were reported to or observed by the patrol units were investigated under the supervision of the commander in charge of the watch. At least two (2) sergeants, four (4) lieutenants, and one (1) captain arrived at the scene from 0910 to 1000 hours.

Responding field units maintained command of the crime scene until they were properly relieved or until the crime scene was properly released. The perimeter of the scene was initially secured by responding patrol officers after the suspect fired the first gunshot at about 0909 hours. Uniformed patrol units from Districts 1, 6, and 7 maintained the perimeter until they were relieved by SSD and/or CRU starting around 1015 hours. Once SSD cleared the scene, District 6 Fourth Watch and CRU personnel continually held the scene while it was processed by CID and SIS personnel. The scene was released on January 26, 2020 at about 2200 hours.

POLICY REVIEWED: **Policy 3.06 Industrial Injury/Illness and Workers' Compensation**

FINDING: **A review of the relevant reports and recordings indicated compliance with Policy 3.06.**

Policy 3.06 requires certain notifications when an HPD employee dies as a result of injuries received while on duty. This policy was reviewed to determine if the appropriate notifications were made.

The Human Resource Division Commander and Police Chaplains were notified of the deaths of Officer Enriquez and Officer Kalama.

The on-duty supervisors prepared and submitted the CSWC-1 form: Report of Industrial Injury/Illness on behalf of Officer Enriquez and Officer Kalama.

The HRD Commander notified the Occupational Safety and Health Division and the Workers' Compensation Division of the Department of Labor and Industrial Relations as well as the Safety Division of the Department of Human Resources of the deaths of Officer Enriquez and Officer Kalama.

POLICY REVIEWED: Policy 3.14 Human Services Unit

FINDING: A review of the relevant reports and recordings indicated compliance with Policy 3.14.

Policy 3.14 requires notifications to the police psychologist or designee when a member of the department is killed or involved in a critical incident. This policy was reviewed to determine if the appropriate notifications were made to the police psychologist.

Police Psychologist Alicia Rodriguez was notified at approximately 0941 hours on January 19, 2020.

POLICY REVIEWED: Policy 3.15 Peer Support Unit

FINDING: A review of the relevant reports and recordings indicated compliance with Policy 3.15.

Policy 3.15 requires notification be made to the Peer Support Unit when a member of the department is involved in a critical incident. This policy was reviewed to determine if the appropriate notification was made to the Peer Support Unit.

The request was made to notify Peer Support and have them respond to the hospital. Dispatch related that the Peer Support Unit was notified and was responding to the hospital.

FINDINGS AND RECOMMENDATIONS

After careful consideration of the facts and circumstances in this case, it was the finding of the Administrative Review Board (ARB) that Officer Spencer's firearm discharge was within acceptable parameters and no further action should be taken against any of the involved officers. Furthermore, the ARB made the following recommendations:

1. Training Committee to develop and implement a curriculum/course focused on tactics, communication, and supervision in relation to this incident. The development and implementation of the curriculum/course shall include other appropriate element representatives, i.e., Criminal Investigation Division, Specialized Services Division, and Major Events Division, etc.
2. Inquiries should be sent to the appropriate responding personnel to obtain information on how to improve upon the supervision of the incident (to include tactics utilized, scene control or management, direction of personnel providing assistance to initial units, etc.) and body-worn camera utilization given the situation. The compiled information should then be used for consideration in the development of a training curriculum for departmental personnel.