



**SUBJECT:** Critical Incident After-Action Review Team

**TO:** Department Members

This Order establishes department policy and member responsibilities for the following:

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**43.1 CRITICAL INCIDENT AFTER-ACTION REVIEW TEAM**

A multidisciplinary Critical Incident After-Action Review Team (CIAART) is established within the department for the purpose of identifying changes in training, policy, operations, and resources that may lead to improved outcomes for subsequent critical incidents. The CIAART’s review of a critical incident is not intended to supplement or replace a criminal or administrative investigation of a member involved in the critical incident and the review shall not be used for that purpose.

- A. For purposes of this section, the term “critical incident” includes all of the following:
  - (1) Incidents in which an enforcement member or non-enforcement member authorized by the Director to carry firearms while on duty discharges a department-issued firearm, other than discharges resulting from participation in firearms training, firearms competitions, or dispatching an animal in accordance with Official Order No. 71.
  - (2) Incidents which result in the death or great bodily harm to a member or to any other person while in the custody of an enforcement member or while an enforcement member is attempting to gain custody.
  - (3) Any crash involving a member driving a department vehicle that results in death or great bodily harm to any person.
  - (4) Any other incident assigned to the CIAART for review by the Director.
- B. The department’s risk manager shall chair the CIAART. In addition to the department’s risk manager, the CIAART shall be comprised of the following persons:
  - (1) The commander of the Field Operations Bureau, or his or her designee.
  - (2) The commander of the Training Division, or his or her designee.

- (3) The director of the Human Resources Division, or his or her designee.
  - (4) The director of the Office of Behavioral Science, or his or her designee.
  - (5) The commander of the Professional Standards Section, or his or her designee.
- C. District or division commanders shall review each critical incident involving a member under their command and participate in the CIAART review of the incident.
- D. The CIAART shall convene as needed to ensure the timely review of critical incidents.
- (1) Upon conclusion of any and all criminal and administrative investigations of a critical incident, the commander of the Professional Standards Section shall prepare an executive packet for the CIAART.
    - a. The executive packet shall contain all related investigative reports, including any BlueTeam Incident Reports and any recorded media of the incident.
    - b. The executive packet shall be submitted to the department's risk manager within 60 days of the conclusion of any and all criminal and administrative investigations, when practicable.
    - c. The department's risk manager may, at any time, request all information currently available, pending completion of the executive packet.
- E. The department's risk manager shall provide quarterly updates to the Leadership Team summarizing the findings and recommendations of the CIAART.

#### **43.2 REVISION RESPONSIBILITY**

Responsibility for continuous review and revision of this order lies with Executive Operations (Risk Management Section).

DIRECTOR