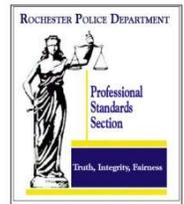




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2019 Annual Report on Police Complaints

Between **January 1** and **December 31, 2019**, Police Department personnel responded to **312,911** calls for service, for a total of **561,831** responses by Departmental units. (A response refers to each individual officer involved in the call for service). This activity resulted in the initiation of **13** citizen complaints of misconduct.

Sometimes a complaint will involve several allegations of misconduct arising out of the same incident. For example, a citizen may file a complaint alleging that an officer put the handcuffs on too tightly, sprayed him with ASR, and was discourteous. This amounts to one complaint, which will be counted as three allegations.

The types of cases investigated by the Professional Standards Section include Citizen Complaints and Departmental Investigations. Misconduct that meets certain criteria may be resolved through the Command Discipline process. During the course of an investigation, Satellite Issues, alleged misconduct that is not part of the original complaint, may be discovered. These Satellite Issues will be addressed along with the original complaint.

The Civilian Review Board is an independent board of civilians from the community. The Civilian Review Board reviews all complaints involving allegations of force, and actions that would constitute a crime. The Civilian Review Board also may make policy and training recommendations.

The following findings apply to all allegations:

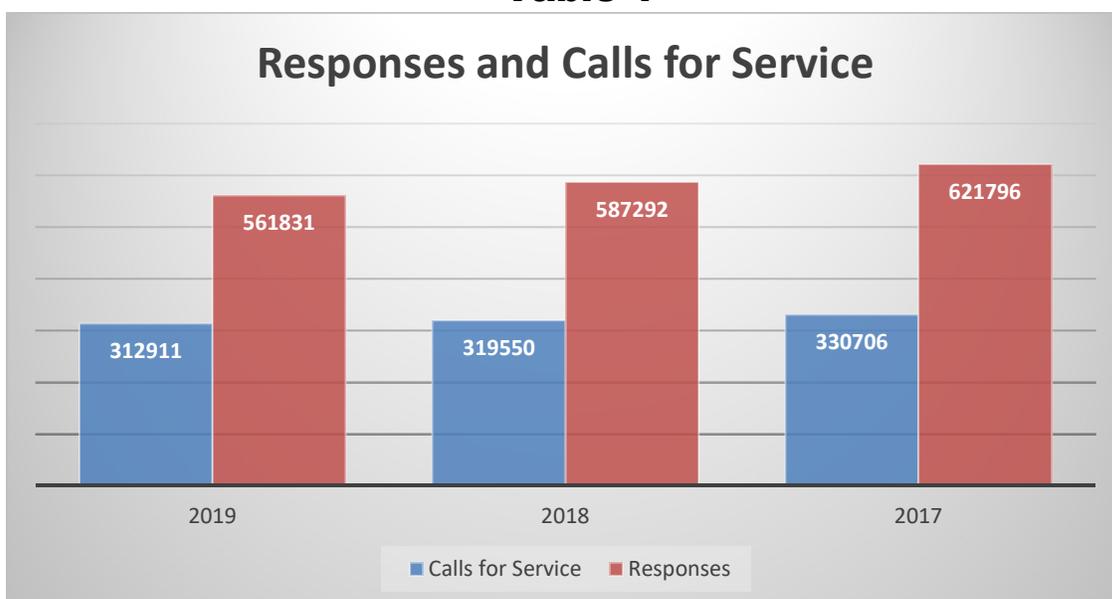
- Exonerated - Conduct was lawful, justified and proper.
- Sustained - The conduct occurred and amounted to misconduct or misjudgment.
- Unprovable - There is insufficient evidence to prove or disprove the allegation.
- Unfounded - The act apparently did not occur.
- Office - An allegation is closed because a complainant fails to cooperate with the investigation and there is not enough evidence available to draw a fair conclusion and apply a finding.

Following are figures reflecting investigations and C.R.B. reviews initiated by the Professional Standards Section through the **Fourth** quarter of **2019** and the percentage of change when compared to the previous year's totals.

	Investigations initiated through the Fourth quarter 2018	Investigations initiated through the Fourth quarter 2019*	Percentage Change
Citizen	23	13	-43%
Departmental	30	21	-30%
Total Investigations	53	34	-36%
C.R.B. Reviews	25	19	-24%
Command Discipline	5	3	-40%

* Data reflects investigations initiated, not necessarily completed in 2019.

Table 1



INCIDENT REVIEWS

Incident Reviews are investigations that do not meet the criteria to become a formal investigation, but require investigative effort and documentation. Through the **Fourth** quarter of **2019**, **10** investigations were initiated as an Incident Review.

ADMINISTRATIVE INQUIRES

An Administrative Inquiry is when a P.S.S. Investigator renders a service to a complainant, which does not meet the criteria of a formal investigation. Each time a citizen interacts with the Professional Standards Section, an administrative entry is completed into the IPro system to document the information. Through the **Fourth** quarter of **2019**, the Professional Standards Section completed **149** Administrative Inquires.

CITIZEN COMPLAINTS

Complainant Demographic Breakdown: Of Complaints *initiated* through the **Fourth** quarter of **2019**.

	Complainants	% of Total
White	2	15%
Black	9	70%
American Indian	0	0%
Asian/ Oriental	0	0%
Unknown	2	15%
Total	13	100%

Of the citizen complaints investigated through the **Fourth** quarter of **2019**, **7** allegations of misconduct were sustained. For the sustained allegations of misconduct, **6** individuals were held accountable.

Citizen Complaints			
Citizen Complaints: Disposition by Individual			
<u>Action Taken</u>		<u>Number of Personnel</u>	
Memorandum of Record		2	
Command Discipline		0	
Formal Charges		2	
Other (Retired)		1	
Total		6	
<u>Below is the breakdown of Formal Charges preferred:</u>			
	Personnel Involved	Allegation	Departmental Action (per officer)
17-0027	1	Courtesy	Retired
17-0252	2	Procedure Procedure	Suspension Suspension
19-0088	1	Procedure (2) Conduct	Memorandum
19-0124	1	Procedure	Memorandum
19-0201	1	Procedure	Retired

* This data reflects those Citizen Complaint Investigations that were completed and closed out In 2019

DEPARTMENTAL INVESTIGATIONS

Of the internal complaints investigated through the **Fourth** quarter of **2019**, **47** allegations of misconduct were sustained. For the sustained allegations of misconduct, **21** individuals were held accountable. They received remedial training and/or Departmental charges were filed. The below table shows the disposition of Departmental Investigations.

Departmental Investigations			
Departmental Investigations: Disposition by Individual			
<u>Action Taken</u>		<u>Number of Personnel</u>	
Memorandum of Record		3	
Formal Charges		13	
Resigned or Retired		2	
Other		1	
Terminated		1	
Total		20	
<u>Below is the breakdown of formal charges preferred:</u>			
PSS #	Personnel Involved	Allegation	Departmental Action (per officer)
15-1086	1 Member	Conduct / Courtesy	Suspension
16-0903	1 Member	Procedure	Suspension
17-0656	1 Member	Conduct	Suspension
17-1049	3 Members	Procedure Procedure Procedure	Resignation Suspension Suspension
18-0440	1 Member	Conduct	Suspension
18-0627	3 Members	Procedure (5) Force (2) Conduct (2)	Terminated Memorandum Pending Hearing
18-0644	1 Member	Conduct	Suspension
18-0693	1 Member	Force	Suspension
18-1063	1 Member	Procedure	Suspension
18-1307	1 Member	Procedure	Letter of Reprimand
19-0017	1 Member	Procedure (2)	Memorandum
19-0072	1 Member	Conduct (19)	Resignation
19-0223	1 Member	Procedure	Letter of Reprimand
19-0226	1 Member	Procedure	Letter of Reprimand
19-0464	1 Member	Conduct	Memorandum

19-0581	1 Member	Procedure	Suspension
19-1011	1 Member	Procedure	Letter of Reprimand

CIVILIAN REVIEW BOARD (C.R.B.)

The Civilian Review Board reviews the Professional Standards Section investigations of Citizen Complaints and Departmental Investigations that allege an improper use of force, conduct which would constitute a criminal act, or any other investigation designated by the Chief of Police. Three trained citizens from the Center for Dispute Settlement convene to review these cases. The C.R.B. makes recommendations to the Chief of Police based on the case investigation, video, and any additional information requested by the Board. The Board also has the authority to call witnesses for voluntary testimony. Note that certain cases may be reviewed a second time by the C.R.B. when additional information or allegations are developed.

The rulings of the Chief of Police are based on the C.R.B. findings, police command reviews, the Professional Standards Section recommendations, and the Chief’s own judgment.

Through the **Fourth** quarter of **2019**, **19** cases were determined to fit the criteria for Civilian Board review. The C.R.B. cases reviewed were the result of **11** Citizen Complaint investigations and **8** Departmental Investigations, consisting of a total of **144** allegations.

The Board’s review resulted in the following **144** findings for the allegations of misconduct:

Exonerated	72
Sustained	35
Unprovable	17
<u>Unfounded</u>	<u>20</u>
Total	144

C.R.B. recommendations of remedial actions, such as additional training and counseling, are not limited only to those cases where sustained findings result. In cases closed during **2019**, the Police Chief’s actions taken as a result of C.R.B. advisory recommendations are as follows:

Remedial recommendations	2
Policy recommendations	0
Investigative recommendations	5

At times the Chief does not agree with the findings of the C.R.B. and determines a different finding. The following show the investigations where there was a non-concurrence.

Non-concurrences			
PSS #	Allegation	C.R.B. Finding	Chief's Finding
18-0640	Procedure Force Courtesy Courtesy	Unfounded Unfounded Unprovable Unprovable	Exonerated Unprovable Exonerated Exonerated
18-1195	Procedure (3)	Exonerated	Unfounded
19-0017	Force	Exonerated	Sustained
19-0072	Conduct	Sustained	Unprovable
19-0090	Procedure	Unprovable	Unfounded
19-0124	Procedure Conduct	Exonerated Unprovable	Unfounded Unfounded
19-0186	Conduct	Sustained	Unprovable
19-0201	Courtesy Force Procedure	Unfounded Exonerated Sustained	Unprovable Unprovable Unprovable
18-0690	Force Force	Exonerated Exonerated	Unfounded Unfounded

COMMAND DISCIPLINE

Command Discipline cases are investigations that are initiated by a Command Officer. Through the **Fourth** quarter of **2019**, **3** allegations, implicating **3** officers, were disposed of through the Command Discipline process.

Command Discipline			
PSS	Personnel Involved	Allegation	Departmental Action
19-0220	1 Member	Procedure	Command Discipline
19-0377	2 Member(s)	Procedure Procedure	Letter of Reprimand Letter of Reprimand

SATELLITE ISSUES

A satellite issue is an alleged violation, which was discovered through an investigation, but was not part of the original complaint. Through the **Fourth** quarter of **2019**, **10** satellite issues were sustained, **8** members were held accountable.

Satellite Issues			
PSS	Personnel Involved	Allegation	Departmental Action
17-1049	1 Member	Courtesy	TBD
18-1083	1 Member	Procedure	Memorandum
18-1283	1 Member	Procedure	Training
18-0912	2 Member(s)	Procedure Procedure	Memorandum Verbal Counseling
19-0090	1 Member	Procedure	Remedial Training
19-0124	1 Member	Procedure (2)	Memorandum
19-0688	1 Member	Procedure	Verbal Counseling

2019 SUMMARY OF INVESTIGATIONS

Note: A complaint may consist of several separate allegations. Under the citizen complaints column, *complaints initiated* indicate the actual number of people who initiated investigations into officer misconduct during this reporting period.

	Citizen Complaints	Departmental Investigations	C.R.B. Reviews
Number of complaint investigations initiated	13	21	<i>CRB does not initiate investigations</i>
Number of complaint investigations completed *	23	22	19
Number of complaint investigations active/open*	9 (2 are in the review process) (3 are in the Hearing stage)	29 (4 are in the review process) (9 are in the Hearing stage)	<i>CRB does not have any open investigations</i>
Closed Case Findings by allegation:			
Exonerated	25	39	72
Sustained	10	39	35
Unprovable	21	4	17
Unfounded	29	0	20
Officed	5	0	<i>CRB cannot office allegations</i>
Totals	90	82	144

* Some of the investigations completed this year were initiated in the previous year

Citizen Complaint Timeline

The average case completion timeframe for cases initiated and completed in **2019** and reviewed by the Civilian Review Board is as follows:

- **PSS Inv. Completion:** 109 calendar days from the date of complaint
- **Division Review:** 13 calendar days to review the case
- **CRB Review:** 17 calendar days from the date of PSS completion
- **Executive Review:** 151 calendar days from date of complaint
- **Final letter:** 164 calendar days from date of complaint

The below two tables represent the number of allegations from Investigations closed and active that were initiated within 2019.

2019 BREAKDOWN OF CITIZEN COMPLAINTS BY ALLEGATION							
	Exonerated	Sustained	Unprovable	Unfounded	No Findings or Officed	Pending	Total
UNNECESSARY USE OF FORCE							
Unnecessary Force	3		2	3		5	13
COURTESY							
Discourtesy	1		1	2		2	6
IMPROPER PROCEDURE							
Consorting							
Damaged citizen property							
Failed to provide medical attention						2	2
Failed to ID self				1			1
Failed to notify supervisor		1		1			2
Failed to take police action							
Failed to take a report							
False arrest						1	1
Harassment							
Improper conduct / procedure	6	4	2	9	1	17	39
Improper tow							
Insufficient police investigation						4	4
Misappropriated property / money						4	4
Missing citizen property / money							
Other							
Unlawful search and seizure							
Untruthfulness							
Pointed a firearm							
Bias Based Policing							
<i>Satellite Issues</i>		3	2	1		2	7
Totals	10	7	7	17	1	37	79

2019 BREAKDOWN OF DEPARTMENTAL INVESTIGATIONS BY ALLEGATION							
	Exonerated	Sustained	Unprovable	Unfounded	No Findings or Officed	Pending	Total
UNNECESSARY USE OF FORCE							
Unnecessary Force	5					4	9
COURTESY							
Discourtesy							
IMPROPER PROCEDURE							
Abuse of sick time							
Consorting with felon							
Damage Police Property		6				1	7
Divulge Police Information							
Failed to file SRR						1	1
Failed to notify supervisor							
Failed to take action							
Failed to take a report							
Failed to accurately complete reports							
Failed to cooperate with internal investigation							
Failed to supervise							
Harassment / Sexual Harassment							
Improper conduct / procedure		16	5			6	27
Insubordination							
Insufficient police investigation							
Left area of assignment							
Misappropriated property/ money							
Missing police property							
Unlawful search and seizure							
Untruthfulness		7					7
Other (i.e. reading on duty)							
<i>Satellite Issues</i>							
Totals	5	29	5			12	51

Table 2

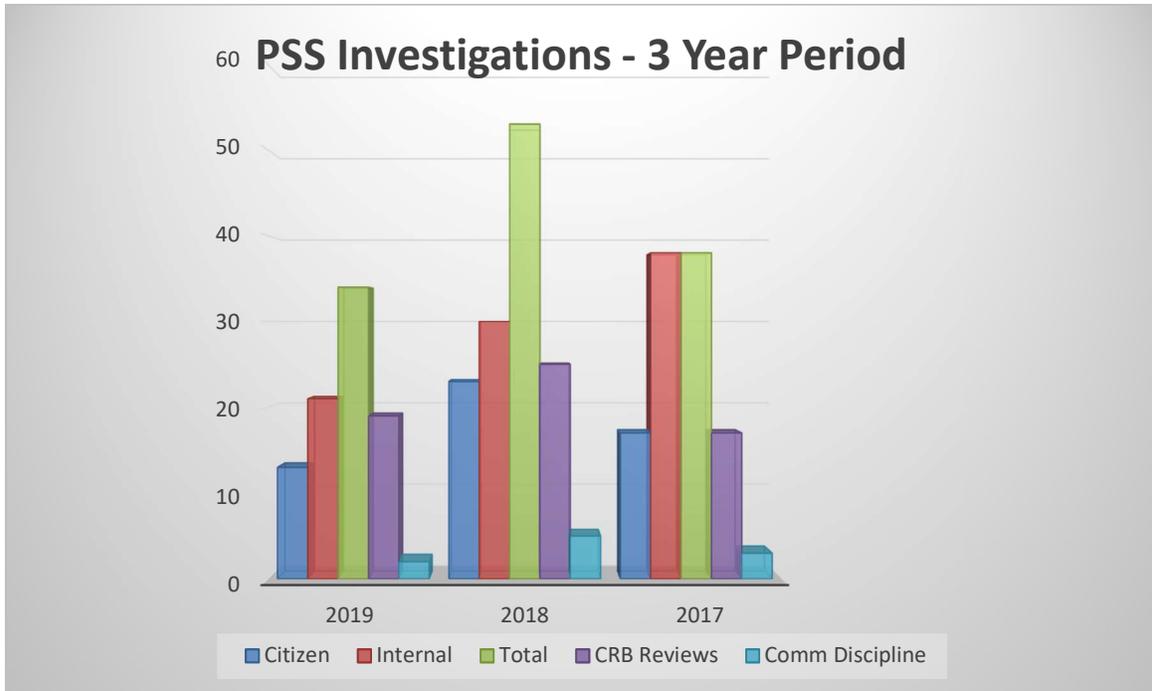


Table 3

