

# 2015

**Joplin Police Department**

# Annual Report



2015 Year End Report

January 1<sup>st</sup> to December 31<sup>st</sup>

Prepared by Office of Internal Affairs

## PURPOSE OF THIS REPORT

The main purpose of this information is to get as much factual information as possible out to the members of the Department and the public to avoid unnecessary rumors, which have a negative effect on the Department. The annual report will provide a statistical analysis of the lethal, less-lethal, and non-lethal force used by the JPD Officer and JPD Detention Officers; and enhance transparency between the Department and its stakeholders within the City of Joplin.

## MISSION STATEMENT

The mission of the Joplin Police Department is to work with all citizens to preserve life, maintain human rights, and protect property; to hold ourselves accountable to our community and to recognized industry standards; to reduce crime, and the fear of crime, by facilitating positive police-citizen contacts. It is critical that all department personnel understand, accept, and be aligned with these responsibilities and the concept of quality public service.

## VALUE STATEMENT

We, the members of the Joplin Police Department, recognize that our contribution to the quality of life in our community is best served by providing the finest professional law enforcement services found in the State of Missouri. We will meet the challenge of providing these services by basing our thoughts and actions on the following shared values.

### **Our Community**

The foundation of our law enforcement agency is the principal of the protection of the worth, dignity and rights of all we serve. We take pride in the opportunity to provide to our community high quality services which are fair, courteous, consistent, impartial, thorough, timely, and professional.

### **Our Integrity**

We value and expect candor, honest and ethical behaviors in the members of our department. We are committed to upholding our positions of trust by maintaining the highest ethical standards as set forth in the law enforcement code of ethics, and our own departmental principals.

### **Our Accountability**

We value the need for effective use of our resources, and the straightforward communications with our department and the citizens we serve. We are responsible for our actions, willing to admit our mistakes. We will work to ensure that our conduct earns the support and trust of all segments of the public that we serve.

### **Our Professionalism**

We value the spirit of professionalism, having a clear sense of commitment, perspective and direction. It has been developed by creating an environment that encourages teamwork, innovation and constant evaluation of ourselves. Our professional attitude is dedicated to high quality, timeliness, and excellence in our service to our community.

### **Our Pride**

We believe our work to be a source of enjoyment and satisfaction. We are proud of our accomplishments as an integral part of our community. We do not take ourselves so seriously that we fail to enjoy what we choose to do - serving the citizens of Joplin by being a member of the Joplin Police Department.

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## Use of Force Policy and Definitions

Officers are confronted daily with situations requiring the use of force to affect an arrest or ensure public safety. The degree of force used depends on what the officer perceives as reasonable and necessary under the circumstances at the time he or she decides to use force. Except for deadly force, the application of any degree of force is justified only when the officer reasonably believes that it is necessary:

- To prevent the escape from custody, make an arrest or an investigative detention of a person the officer believes has committed a crime.
- To defend him or herself or another from what the officer believes is the use of force while trying to arrest another, prevent the suspect's escape, or otherwise lawfully take the person into custody.
- To disperse persons participating in an unlawful assembly.

Deadly force: Any force applied in any manner by any means that could reasonably be expected to cause death or serious physical injury. (RSMo 563.011)

Non-deadly force : Force employed which is neither likely nor intended to cause death or serious physical injury.

Firearms: Any weapon from which a projectile is forcibly ejected by an explosive.

Reasonable belief : When facts or circumstances the officer knows, or should know, are such as to cause an ordinary and prudent person to act or think reasonably in a similar way under similar circumstances.

Serious physical injury: Bodily injury which creates a substantial risk of death or which is likely to cause serious permanent disfigurement or loss, or extended impairment of the function of anybody member or organ.

Objectively Reasonable Force : The "reasonableness" of a particular use of force must be judged from the perspective of a reasonable officer on the scene, rather than with the 20/20 vision of hindsight. The calculus of reasonableness must embody allowance for the fact that police officers are often forced to make split-second judgments - in circumstances that are tense, uncertain, and rapidly evolving - about the amount of force that is necessary in a particular situation. The question is whether the officers' actions are "objectively reasonable" in light of the facts and circumstances confronting them, without regard to their underlying intent or motivation. Because "the test of reasonableness under the Fourth Amendment is not capable of precise definition or mechanical application," however, its proper application requires careful attention to the facts and circumstances of each particular case, including the severity of the crime at issue, whether the suspect poses an immediate threat to the safety of the officers or others, and whether he is actively resisting arrest or attempting to evade arrest by flight.

## Use of Force Overview

In 2015 Joplin Police Officers employed some level of force 171 times to effect an arrest or assist with a prisoner/medical patient. There were 301 officer involvements, meaning that in some arrests more than one officer was involved. Comparatively speaking during 2014 Joplin Police Officers employed some level of force 197 times to effect an arrest or assist with a prisoner/medical patient.

The analysis provided is based upon averages. The actual use of force by individual officers can be influenced by a number of factors such as assignment, patrol area, shift, number of hours worked and other variables.

- Joplin Police Officers made 7,137 arrests during 2015.
  - Joplin Police Officers made 8,051 arrests during 2014.
- When at full strength the Joplin Police Department has 112 officers.
- Use of force occurred an average of once in every 41.74 arrests during 2015.
  - Use of force occurred an average of once in every 40.86 arrests during the same time period in 2014.
- The use of force rate for 2015 is 2.40%
  - The use of force rate for the 2014 reporting period was 2.44%.
- The average use of force per officer was 1.54 for the reporting period.
  - The average use of force per officer was 1.77 for the same reporting period in 2014.

### **Profile of Use-of-force Incidents received between January 1<sup>st</sup> 2015 and December 31<sup>th</sup>, 2015**

Total number of use-of-force incidents:	<b>171</b>
Total number of officers involved:	<b>301</b>

## 2015 Type of Force Tally

The following statistics are a comprehensive breakdown of individual use of force events. As such, they are representative of the dynamic and fluid nature of such events wherein a single use of force event is comprised of phases of escalation and de-escalation. A number of levels of force and methods of force are utilized to bring about a successful resolution to the event. The following numbers reflect the multiple efforts in use of force events and do not represent a change in the total use of force events listed above.

Type of Force	Total #	Type of Force	Total
1 Active Pointing of Weapon	38	15 Knee Strike	13
2 Arm bar	28	16 OC- Spray	3
3 Canine	14	17 Open Hand Strike	2
4 Come-Along	2	18 Physical Restraint	18
5 Control Hold	35	19 Pressure Point(s)	7
6 Elbow Strike	3	20 Push	13
7 Empty Hand Control	53	21 Strikes	13
8 Escort	14	22 Take to Ground	22
9 Fist	7	23 Taser	37
10 Handgun	1	24 Thrust Kick	2
11 Hobble Restraint	5	25 Tinsley	12
12 Impact Munitions	2	26 Verbal Direction	90
13 Joint Lock	6	27 Wrist Lock	9
14 Kicks	2		

## Taser Usage

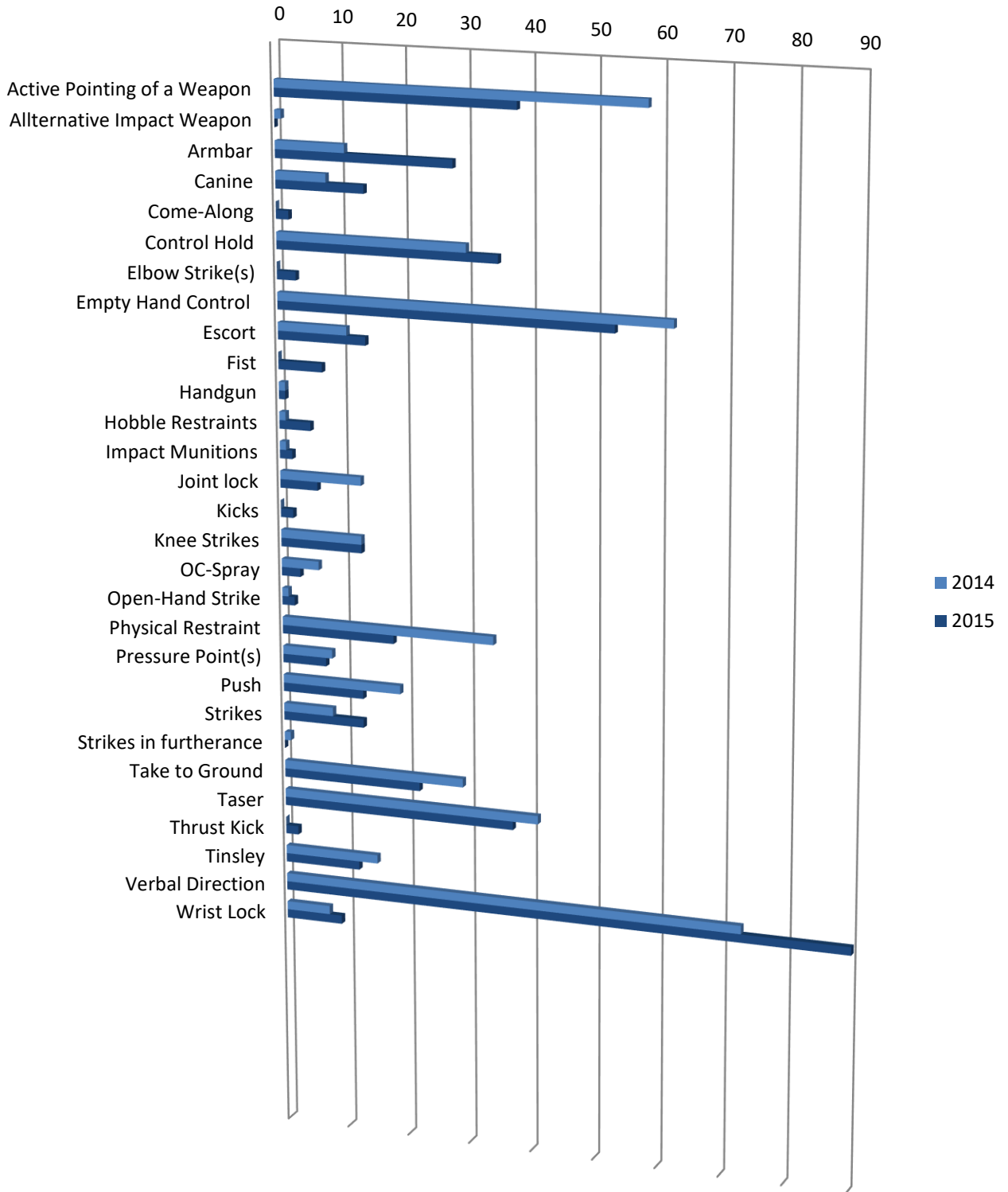
- Tasers were deployed 37 times in 2015.
  - Tasers were deployed 41 times during 2014.
- Tasers were deployed an average of once in every 192.9 arrests in 2015.
- The average number of Taser deployments was 3.08 times per month during 2015.
- The Use of Taser rate is 0.52 % of the total number of arrests made in this period.

## Yearly Type of Force Comparison

It should be noted that there were 173 Use of Force events in 2015 and 197 Use of Force events in 2014. The numbers on the chart below will show a higher number. One should take into consideration that many use of force events have more than one type of force used. For example, if verbal direction is given, and the party still fails to comply with the officer, that officer will move to a different type of force.

See following page for Graph

## 2014 vs 2015 Force Used





## Citizen Resistance Tally

### Types of Resistance;

**Psychological Intimidation** – Verbal and Non-Verbal cues indicative of a subject’s mental or physical preparedness to resist and/or assault the officer or others.

**Non-Compliance** - Noncompliance or verbal responses or threats of non-compliance to officer’s directions.

**Passive Resistance** - Dead weight; no active participation, not influencing, not exerting any force (internal or otherwise)

**Active Resistance** - Clinging to objects in an attempt to prevent the officer from gaining control, exerting influence by physical effort or action. (i.e. using muscle tension to prevent movement.)

**Escape Resistance** - Fleeing, pushing or pulling away from the officer to avoid control, however, not attempting to harm the officer.

**Active Aggression** - Physical actions of assault.

**Deadly Force Threat** – Assaults with the perceived intent and apparent ability to cause death or great bodily harm.

Reason	Count	Percent of total
Active Aggression	27	7%
Active Resistance	80	20%
Deadly Force Assault on Officer	1	1%
Escape Resistance	74	19%
Felony Car Stop	14	4%
Handgun	3	1%
Knife	5	1%
Non-Compliance	113	29%
None	9	2%
Passive Resistance	37	9%
Psychological Intimidation	14	4%
Self-Harm	4	1%
Showed Great Strength	9	2%
Spit	2	1%
<b>Total</b>	<b>392</b>	

## Arrests and Charges

### Citizen arrested in conjunction with use-of-force (# incidents):

	Count	Percent of total
No	25	14%
Yes	147	85%
Unknown	1	1%
<b>Total</b>	<b>173</b>	

### Tally of charges against involved citizens:

Charge	Count	Percent of total
96 hour Mental Commit	14	6%
Assault	2	1%
Assault on Officer	10	4%
Domestic Assault	6	3%
DWI/DUI	8	3%
Felony Resisting Arrest	23	10%
Felony Warrant	14	6%
Misdemeanor Warrant	22	9%
Not Arrested/Charged	5	2%
Obstructing service	22	9%
Other Felony PC	21	9%
Other Misdemeanor PC	19	8%
Peace Disturbance	1	0%
Possession of Controlled Substance	9	4%
Possession of Drug Paraphernalia	13	5%
Possession of Marijuana	6	3%
Resisting Arrest	31	13%
Traffic Violations	10	4%
Violation of Ex-parte/Full Order	1	0%
<b>Total</b>	<b>237</b>	

## Injuries

**Injury**-The Missouri Criminal Code defines injury in Chapter 565.070 as *physical pain, illness, or any impairment of physical condition*. Our current category for injuries only includes injured or not injured. For the purpose of reporting injuries, Injuries will include visible injuries such as contusions and bruises, lacerations, punctures, scratches and abrasions. It will also include any complaint of physical pain, illness, or any impairment of physical condition which may not be clearly visible, however an Officer reasonably believes is caused from the type of force that was used on the Officer or Subject. Officers and subjects may have more than one visible injury (i.e. a contusion and an abrasion) however these are only counted as one “injury” in relation to the use of force event. This data will not include pre-existing injuries in relation to the use of force event.

**Taken to Hospital**- Subject or Officer was taken to hospital for treatment as a result of the use of force event. This may occur for a number of reasons and may sometimes be required by Departmental Policy do to the type of force that was used.

**Citizen was injured in conjunction with use-of-force (# incidents):**

	Count	Percent of total
No	115	66%
Yes	57	33%
Unknown	1	1%
<b>Total</b>	<b>173</b>	

**Citizen taken to hospital in conjunction with use-of-force ( # incidents):**

	Count	Percent of total
No	135	78%
Yes	37	21%
Unknown	1	1%
<b>Total</b>	<b>173</b>	

**Officer injured in conjunction with use-of-force (# incidents):**

	Count	Percent of total
No	162	94%
Yes	10	6%
Unknown	1	1%
<b>Total</b>	<b>173</b>	

**Officer taken to hospital in conjunction with use-of-force (# incidents):**

	Count	Percent of total
No	170	98%
Yes	2	1%
Unknown	1	1%
<b>Total</b>	<b>173</b>	

## Reason for Use of Force and Type of service being rendered at the time

### Reason for use-of-force:

<b>Reason</b>	<b>Count</b>	<b>Percent of total</b>
Felony Car Stop (No arrest)	4	2%
To Assist Another Agency	2	1%
To Defend Another Person	4	2%
To Defend Self	15	9%
To Effect Arrest	112	65%
Investigative Detention	15	9%
To prevent a Violent Felony	1	1%
To prevent a Violent Misd.	1	1%
To Restrain for Subjects Safety	9	5%
Transport Prisoner	5	3%
Failure to Comply	3	2%
Unknown	2	1%
<b>Total</b>	<b>173</b>	

### Type of service being rendered at time of use-of-force:

<b>Service type</b>	<b>Count</b>	<b>Percent of total</b>
Accident Investigation	2	1%
Call for Service	32	18%
Criminal Investigation	14	8%
Disturbance	30	17%
Felony Car Stop	9	5%
Foot Pursuit	20	12%
Mental	15	9%
Pedestrian Check	9	5%
Prisoner Handling	1	1%
Prisoner Transport	2	1%
Suspicious Activity	5	3%
Traffic Stop	12	7%
Vehicle Pursuit	3	2%
Warrant Service	16	9%
(Jail) Detention	1	1%
Unknown	2	1%
<b>Total</b>	<b>173</b>	

## Detention Officer Use of force

During the end of 2012, the Joplin Police Department began to track Police Officer use of force stats separate from Detention Officer use of force stats. This was in an effort to give the most practical data for officers working in a street environment vs. inside a correctional facility. Detention Officer stats no longer reflect such data such as; Officer use of force vs. arrest, Officer use of force vs. use of force rate, Taser deployments vs. arrest, reason force was used, and type of service being rendered. This data will be documents separately in order to give the most accurate number.

In 2015 Joplin Detention Officers employed some level of force 25 times to defend themselves, enforce a jail rule, or move a prisoner. In 2014 Detention Officers used force 21 times.

The analysis provided is based upon averages. The actual use of force by individual detention officers can be influenced by a number of factors such as assignment, shift, number of hours worked and other variables.

The following statistics are a comprehensive breakdown of individual use of force events. As such, they are representative of the dynamic and fluid nature of such events wherein a single use of force event is comprised of phases of escalation and de-escalation. A number of levels of force and methods of force are utilized to bring about a successful resolution to the event. The following numbers reflect the multiple efforts in use of force events and do not represent a change in the total use of force events listed above.

## Detention Use of Force Continued

### Profile of Jail Use-of-force Incidents received Between January 1<sup>st</sup> 2015 and December 31<sup>th</sup> 2015

Total number of use-of-force incidents: **25**  
Total number of officers involved: **55**

<b><u>Type of Force</u></b>	<b><u>Total #</u></b>
Control Hold	2
Kicks	1
Knee Strikes	1
Open-Hand Strike	3
Physical Restraint	2
Pressure Point	1
Push	1
Strikes	3
Take to the Ground	1
Taser	9
Tinsley	5

### **Citizen resistance tally:**

<b><u>Reason</u></b>	<b><u>Count</u></b>
Active Aggression	4
Active Resistance	10
Non-Compliance	8
Self Harm	1
Showed Great Strength	2
Spit	1
<b>Total</b>	<b>26</b>

## Injuries (Detention Officers)

### Citizen was injured in conjunction with use-of-force (# incidents):

	Count
No	22
Yes	3
<b>Total</b>	<b>25</b>

### Citizen taken to hospital in conjunction with use-of-force ( # incidents):

	Count
No	24
Yes	1
<b>Total</b>	<b>25</b>

### Officer injured in conjunction with use-of-force (# incidents):

	Count
No	24
Yes	1
<b>Total</b>	<b>25</b>

### Officer taken to hospital in conjunction with use-of-force (# incidents):

	Count
No	24
Yes	1
<b>Total</b>	<b>25</b>

## Internal Affairs Report

During the year of 2015, 60 cases were forwarded to the Office of Internal Affairs for investigation. There were cases that involved 39 sworn personnel and 21 cases that involved non-sworn personnel. Comparatively speaking, for the year of 2014, 55 cases were forwarded to the Office of Internal Affairs for investigations. 32 of those investigations were against sworn personnel and the remaining 23 against non-sworn personnel.

The 60 cases involving department personnel are broke down by month and graphs are completed to give an indication of how many complaints have been investigated, where the complaints were generated from, how many have been sustained and what types of disciplinary actions have been handed out for those violations.

During the year of 2015 the Joplin Police Department was staffed with approximately 112 sworn officers and 45 non-sworn positions. Non-sworn is broken down as: 13 civilian positions in the police department; 18 jail employees and 17 dispatch employees, bringing the total number of employees that fall under the Police Department to 157.

The main purpose of this information is to get as much factual information as possible out to the members of the Department to avoid unnecessary rumors, which have a negative effect on the Department. The Office of Internal Affairs understands and respects each individual employee's right to confidentiality and will uphold that standard. However, it is important that generic information be shared Department wide to provide expectations and equality for every employee. With this in mind, the Office of Internal Affairs will assure you that each complaint will be investigated in accordance with department policy and as expeditiously as possible.

As illustrated in SOG 2-08, Internal Affairs, I have listed the disposition classifications of internal investigations for your convenience. Disposition classifications are as follows:

1. Unfounded - no truth to allegations.
2. Exonerated - allegations true, but result of adherence to proper and appropriate procedures and techniques.
3. Not sustained - unable to verify the truth of the matters under investigation.
4. Sustained - allegations true.
5. Policy Failure - The allegation is true, but employee's action was not inconsistent with policy and there is an indication of a need for policy review and revision.
6. Withdrawn – Complainant withdraws their complaint.
7. Inactivated – There is not enough information to conduct an investigation and no way of obtaining more information. The case may have to be inactivated until more information is available.

## Complaints Received

The following is a breakdown of all complaints received by Internal Affairs for the year 2015.



- 60 complaints were received
- 21 complaints were generated by citizens
- 39 complaints were generated within the agency
- 36 complaints were sustained or partially sustained
- 24 complaints resulted in findings that were other than sustained
- JPD received an average of 1.75 citizen complaints per month
- JPD generated an average of 3.25 investigations per month from within the agency

During the year of 2015 the Joplin Police Department responded to 84,436 calls for service, which is a 5.4% decrease from 2014. Including 18,075 vehicle stops. JPD officer made 7,137 arrest resulting in 14,904 charges.

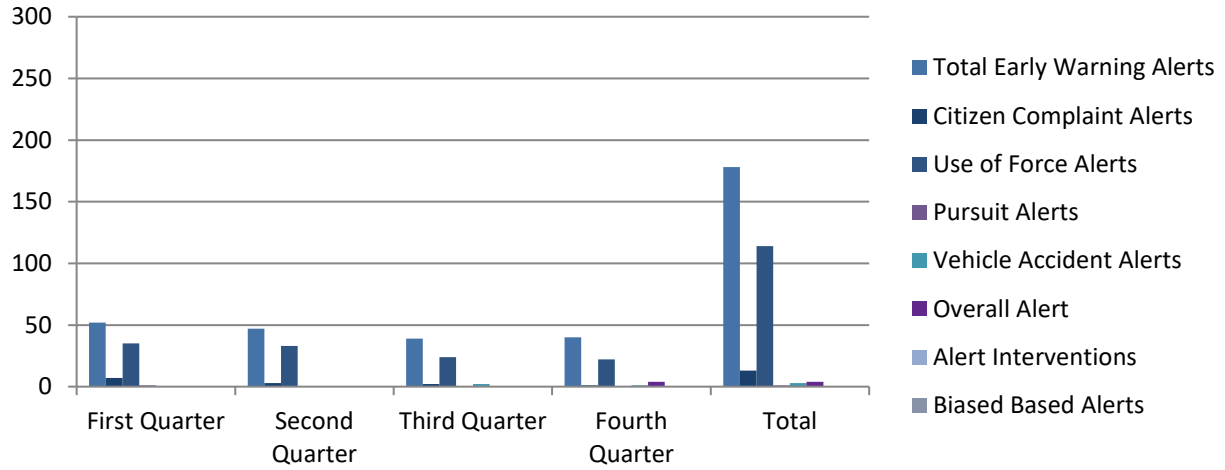
During the year of 2014 the Joplin Police Department responded to 89,255 calls for service, which is a .981% increase from 2013. Including 27,609 vehicle stops. JPD officer made 8,051 arrest resulting in 16249 charges.

During the year of 2013 the Joplin Police Department received 87,588 calls for service, which is a 1.04% increase from 2012. Included in this figure is 29,903 vehicle stops. JPD officers also made 8,578 arrests resulting in 16,832 charges, this too is an increase over 2012 by 1.03%..

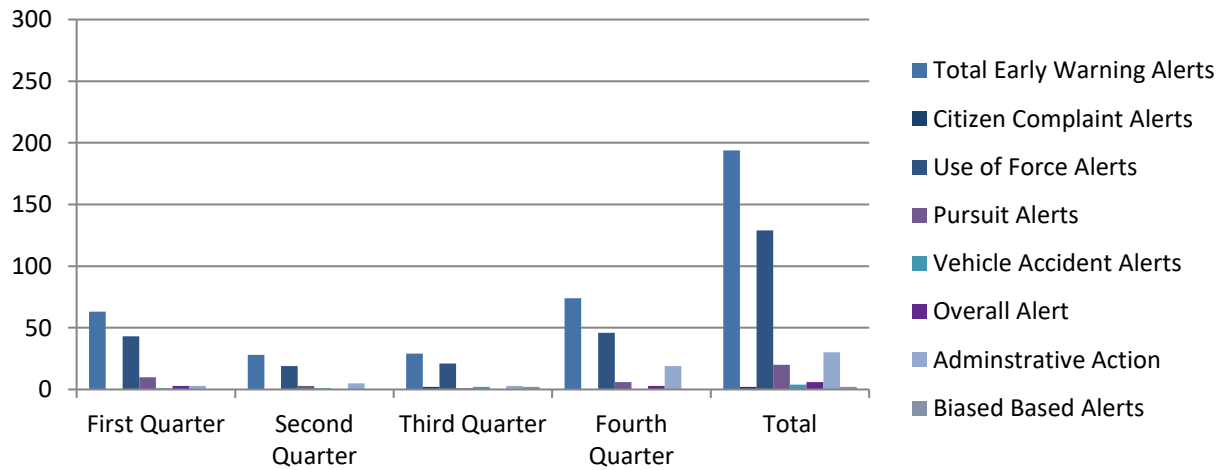
## Early Warning System

In addition, a comprehensive Personnel Early Warning System is an essential component of a well-managed law enforcement agency. The Joplin Police Department is committed to this concept and I have implemented threshold limits into our Internal Affairs software (IA Pro) to manage this process. As a result of threshold limits recommended by the officers of the department and set by the Chief of Police, officers activities will be reviewed (by their immediate supervisor) when threshold limits are met. The threshold limits have been set as follows, to cover a twelve (12) month period; Citizen Complaints = 3, Use of Force = 12, Pursuits = 4, Bias Based Profiling = 1, and Vehicle Accidents = 2. The purpose of the Personnel Early Warning System shall be a means to identify and assess employees' performance in high-risk incidents and intervene where appropriate.

## 2014 Early Warning System Alerts



## 2015 Early Warning System Alerts



## Investigations (Monthly Breakdown)

### FIRST QUARTER INVESTIGATIONS

#### January 2015

7 Investigations (5 internal complaints received, 2 citizen complaints received)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
1. Insubordination	Sustained	IA/Dispatch
2. Jail Procedure	Sustained	Patrol
3. Excessive Force/Racial Motivates	Exonerated	IA
4. Rudeness	Sustained	Patrol
5. Insubordination	Sustained	IA/Jail
6. Conduct Unbecoming	Sustained	IA
7. Incompetent/Inefficient	Sustained	IA/Jail

#### February 2015

6 Investigations (4 internal complaint received, 2 citizen complaints received)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
1. Incompetent/Inefficient	Sustained	IA/Jail
2. Incompetent/Inefficient	Sustained	IA/Patrol
3. Conduct unbecoming	Sustained	IA
4. Jail Procedure	Sustained	IA
5. Conduct Unbecoming	Not Sustained	IA
6. Rudeness	Exonerated	IA

#### March 2015

4 Investigations (3 internal complaint received, 1 citizen complaints received)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
1. Pursuit Violation	Sustained	Patrol
2. Jail Procedure	Sustained	Jail
3. Driving Complaint	Not Sustained	Patrol
4. Insubordination	Sustained	Jail

## SECOND QUARTER INVESTIGATIONS

### April 2015

3 Investigations (2 internal complaints received, 1 citizen complaints received)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
1. Law Violation	Exonerated	IA
2. Inefficient Job Performance	Sustained	IA
3. Failure to document	Sustained	IA

### May 2015

6 Investigations (3 internal complaints, 3 external complaints)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
1. Inefficient Job Performance	Sustained	IA
2. Inefficient Job Performance	Sustained	IA
3. Lost Property	Sustained	IA
4. Failure to Supervise	Sustained	IA
5. Unauthorized towing of vehicle	Exonerated	IA
6. Rudeness	Not Sustained	IA

### June 2015

5 Investigations (3 internal complaints, 2 citizen complaints received)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
1. Racial Motivated Encounter	Not Sustained	IA
2. Incompetence	Sustained	IA
3. Excessive Force	Unfounded	IA
4. Inefficient Job Performance	Sustained	IA
5. Failure to Perform assignment	Sustained	IA/Det

## THIRD QUARTER INVESTIGATIONS

### July 2015

11 Investigations (7 internal complaints received)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
1. Tardiness	Sustained	Patrol
2. Tardiness	Sustained	Jail
3. Insubordination	Sustained	Patrol/IA
4. Insubordination	Sustained	Jail
5. Inmate property	Sustained	IA
6. Records Procedure	Sustained	IA
7. Travel Policy	Not- Sustained	IA
8. Untruthfulness	Unfounded	IA
9. Racial bias policing	Unfounded	IA
10. Racial bias policing (same complainant)	Unfounded	IA
11. Rudeness	Exonerated	Patrol

### August 2015

8 Investigations (4 internal complaints received)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
1. Inefficient Performance of Duties	Sustained	Dispatch/IA
2. Incompetence	Sustained	IA
3. Conduct Unbecoming	Sustained	IA
4. Missing/Late	Sustained	IA
5. Excessive Force	Unfounded	IA
6. Rudeness	Not sustained	Patrol/IA
7. False Arrest	Unfounded	IA
8. Excessive Force	Exonerated	IA

### September 2015

4 Investigations (3 internal complaints received)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
1. Jail Procedure	Sustained	IA
2. Jail Procedure	Sustained	IA
3. Rights Violation	Exonerated	IA
4. Conduct Unbecoming	Sustained	IA

## FOURTH QUARTER INVESTIGATIONS

### October 2015

1 Investigations (No internal complaints received)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
1. Policy Violation	Unfounded	IA

### November 2015

3 Investigations (2 internal complaints received)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
1. Inefficient Performance of Duties	Inactivated/Resigned	IA
2. Conduct Unbecoming	Inactivated/Resigned	IA
3. Rudeness	Inactivated	Patrol/IA

### December 2015

2 Investigations (1 internal complaints received)

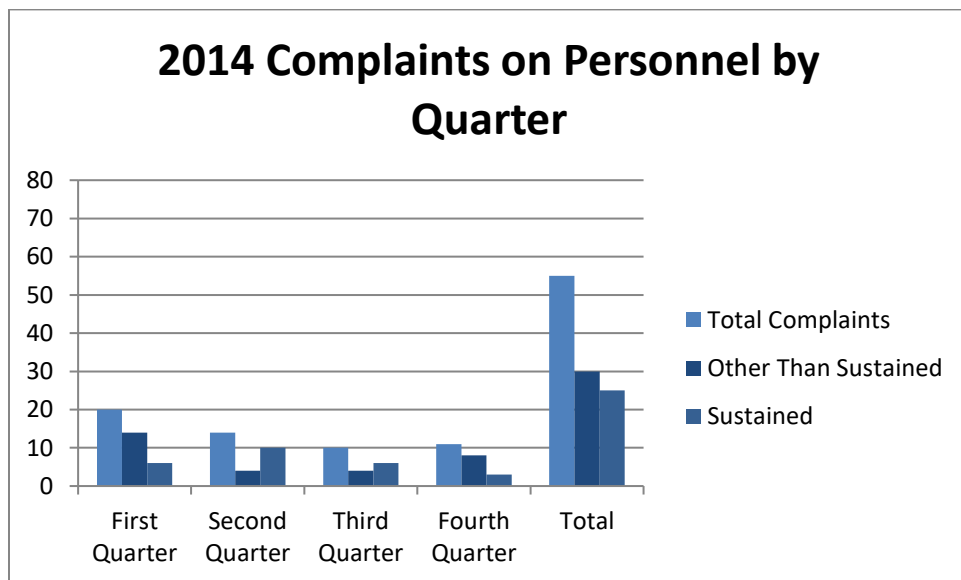
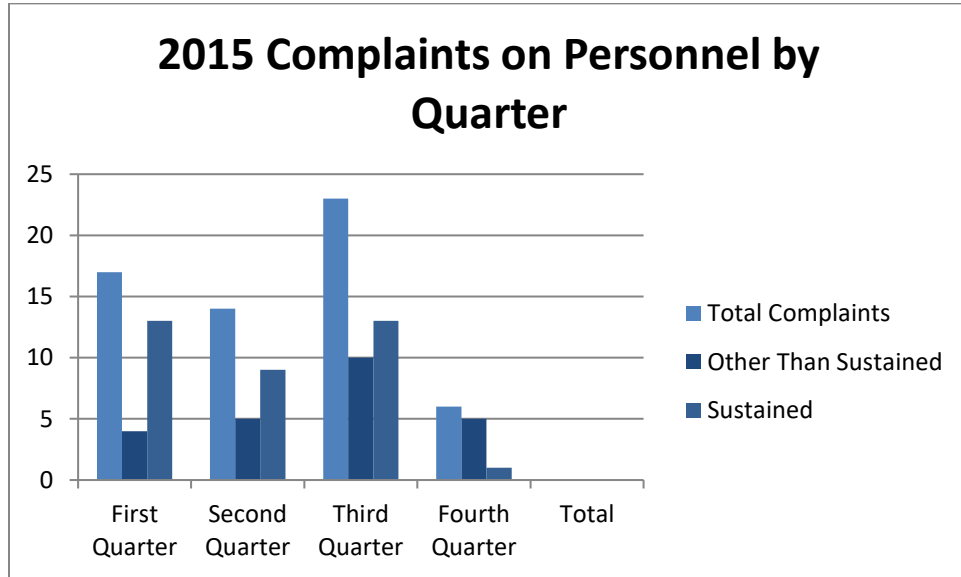
<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
1. Conduct Unbecoming/Untruthfulness	Sustained/Resigned	IA
2. Rudeness	Unfounded	IA

The following is a breakdown of Biased Based complaints received for the year 2015:

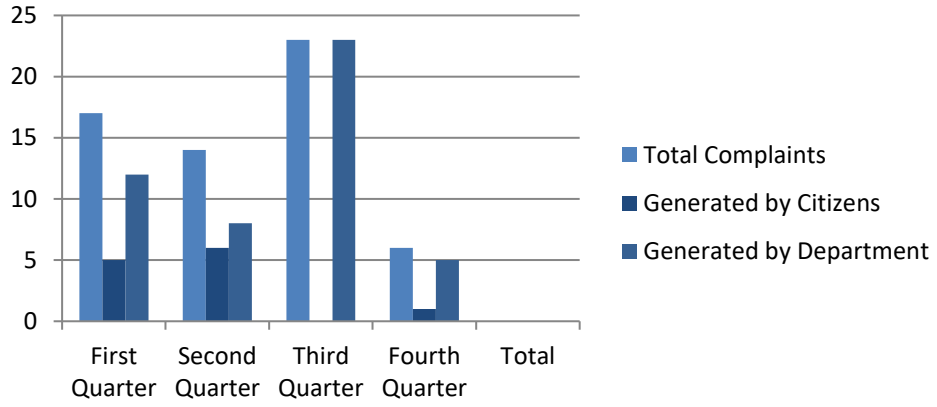
- 4 Complaints received based on Race
  - 1 Exonerated
  - 3 Unfounded
- 0 Complaints received based on Gender
- 0 Complaints received based on Religion
- 0 Complaints received based on Economic Status
- 0 Complaints received based on Age
- 0 Complaints received based on Ethnicity
- 0 Complaints received based on Sexual Orientation

**\*\*\*It should be noted that there may be more complaint types and investigations than actual complaints received. This is a result of multiple employees being investigated for one complaint form.**

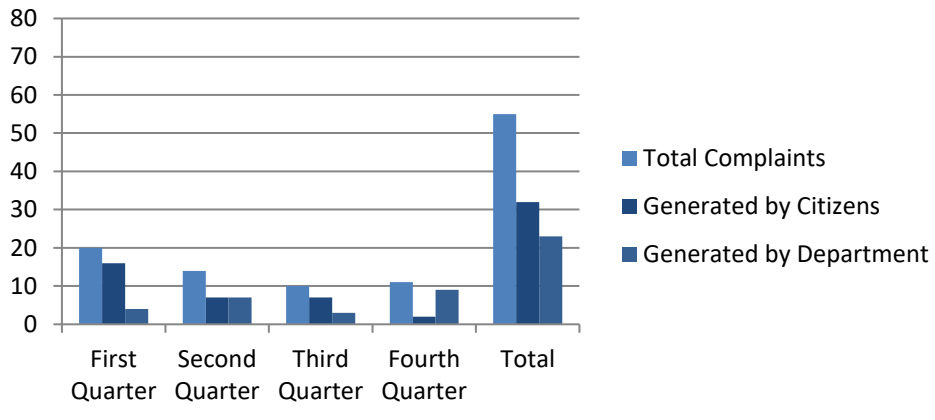
## Graphs for Complaints



### 2015 Complaints from Citizens vs. Within Department

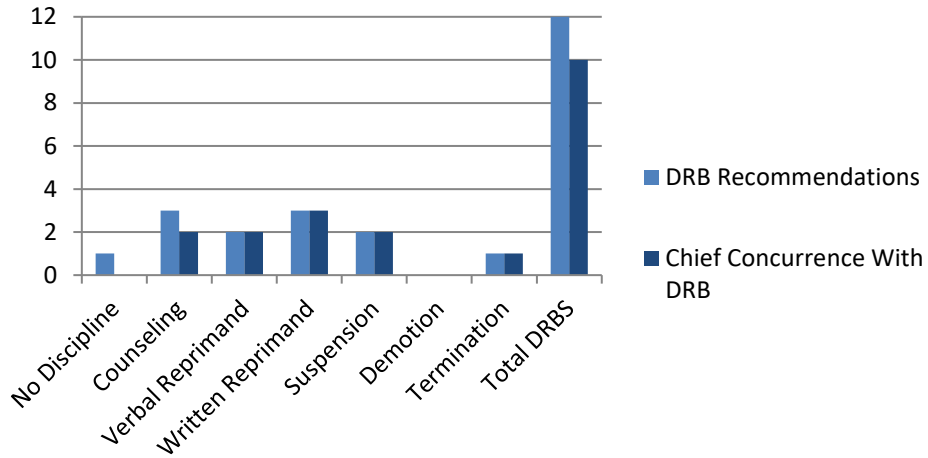


### 2014 Complaints from Citizens vs. Within Department

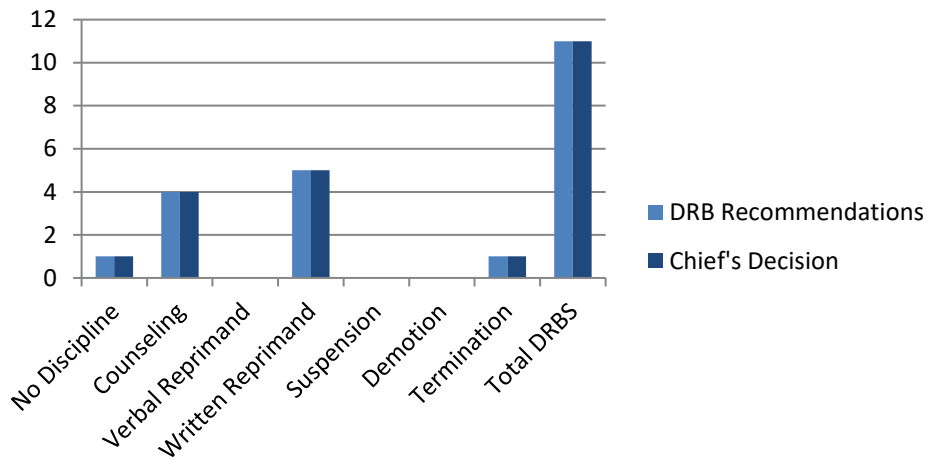




### 2015 DRB Involving Police Personnel



### 2014 DRB Involving Police Personnel



## Types of Discipline

### First Quarter Discipline

#### Violation

Insubordination  
Unsafe Work Practices  
Rudeness  
Insubordination  
Conduct Unbecoming  
Inefficient Job Performance  
Fail to Perform Duties  
Conduct Unbecoming  
Fail to Perform Duties  
Fail to Perform Duties  
Policy Violation  
Policy Violation  
Policy Violation

#### Discipline

Verbal Reprimand  
Counseling  
Verbal Reprimand  
Verbal Reprimand  
Suspension  
Counseling  
Written Reprimand  
Suspension  
Counseling  
Counseling  
Counseling  
Counseling  
Counseling

### Second Quarter Discipline

#### Violation

Inefficient Job Performance  
Failure to document  
Inefficient Job Performance  
Inefficient Job Performance  
Lost Property  
Failure to Supervise  
Incompetence  
Inefficient Job Performance  
Failure to Perform Assignment

#### Discipline

Counseling  
Counseling  
Counseling  
Counseling\Reassigned  
Verbal Reprimand  
Counseling  
Counseling  
Counseling  
Counseling

### Third Quarter Discipline

#### Violation

Incompetence  
Inefficient Performance of Duties  
Missing/ late for duties  
Procedures  
Procedures  
Conduct Unbecoming  
Tardiness  
Tardiness  
Insubordination  
Insubordination  
Inmate Property  
Report Procedures  
Conduct Unbecoming

#### Discipline

Written Reprimand  
Counseling  
Counseling  
Counseling  
Counseling  
Termination  
Counseling  
Counseling  
Counseling  
Counseling  
Counseling  
Verbal Reprimand  
Termination

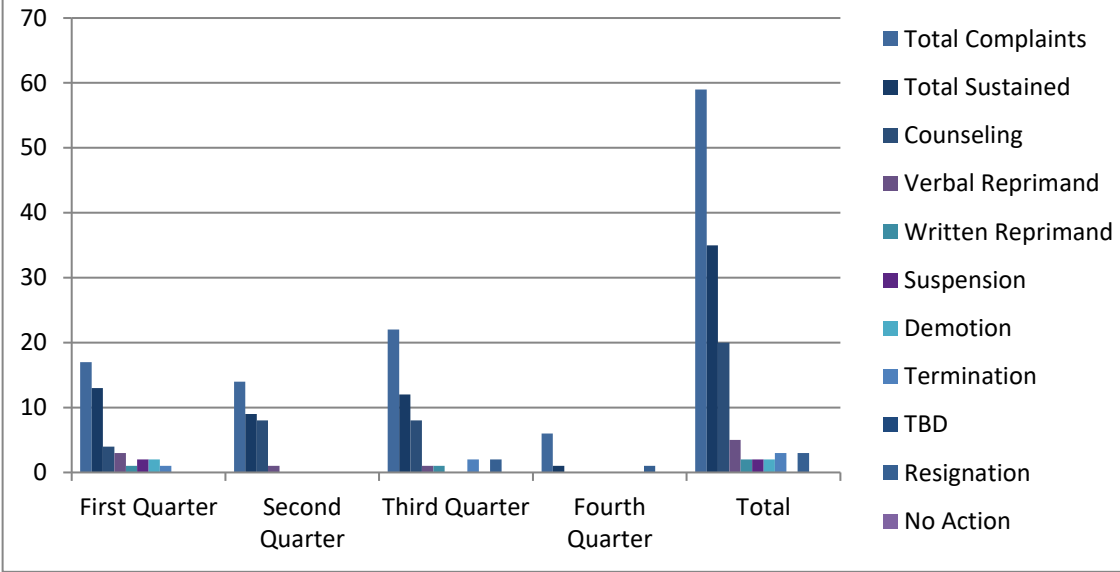
### Fourth Quarter Discipline

#### Violation

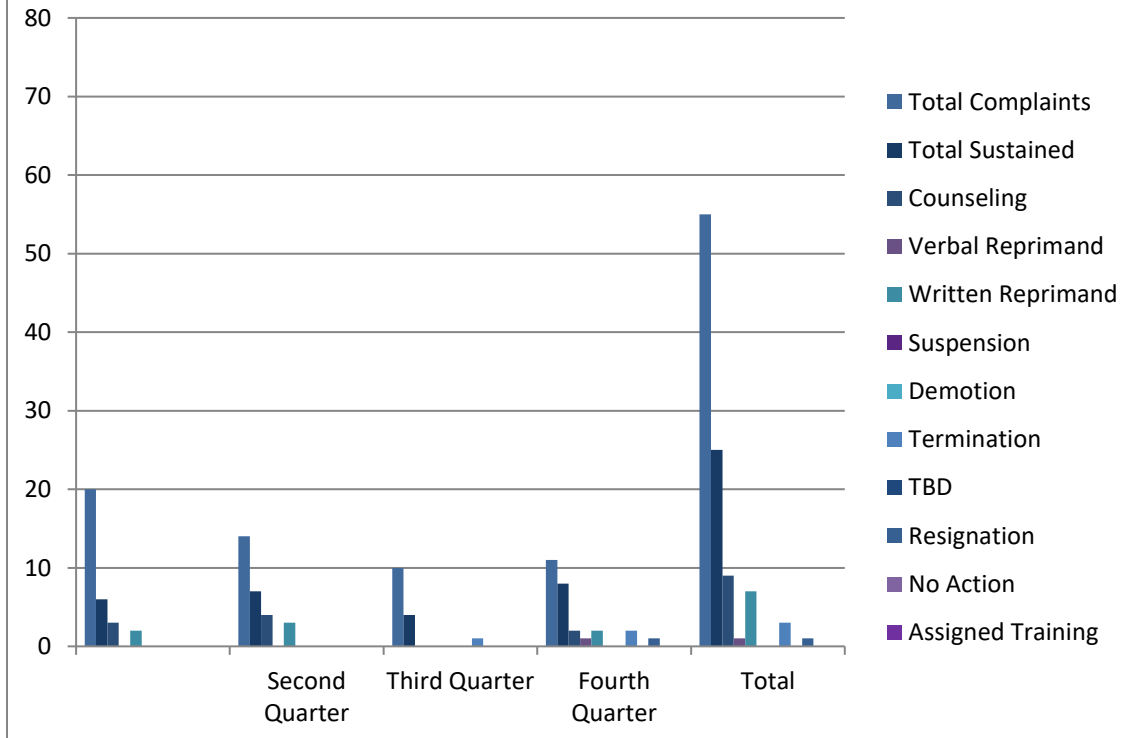
No discipline for this quarter due to employee resigning.

#### Discipline

## 2015 Type of Discipline



## 2014 Type of Discipline



**\*If you see a disciplinary action that does not seem to fit the violation, keep in mind that it may be due to the severity of the case or it could be a progressive level of discipline.**

## Accidents and Pursuit Policy

In case of accident or damage to any department vehicle the driver will immediately request the on-duty supervisor be notified. The supervisor will have an investigation made and the accident investigator will report the accident using the State approved accident form. An Accident/Pursuit Review Board will then review all accidents/pursuits involving Police Department employees and vehicles.

**The Accident/Pursuit Review Board-** the body responsible for reviewing completed officer involved accident and pursuit reports. The Accident/Pursuit Review Board will review each report to ensure compliance with department policy and forward their findings to the Office of Internal Affairs. The Office of Internal Affairs, or his/her designee, will review the Accident/Pursuit Boards findings and initiate an investigation if appropriate. The Accident/Pursuit Review Board is a panel of three officers consisting of the Traffic Sergeant and two designees.

For tracking purposes accidents in a city vehicle and pursuits are separated from internal and citizen complaints and are categorized in the following manner.

## Accidents

During 2015 there were 23 officer involved accidents in a city vehicle. Of those accidents 11 of the officers were determined by the Accident Review Board to be at fault.

### First Quarter Accident Discipline

<b><u>Violation</u></b>	<b><u>Discipline</u></b>
Accident City Vehicle	Counseling

### Second Quarter Accident Discipline

<b><u>Violation</u></b>	<b><u>Discipline</u></b>
Accident City Vehicle	Counseling
Accident City Vehicle	Counseling

### Third Quarter Accident Discipline

<u>Violation</u>	<u>Discipline</u>
Accident City Vehicle	Counseling

### Fourth Quarter Accident Discipline

<u>Violation</u>	<u>Discipline</u>
Accident City Vehicle	Counseling
Accident City Vehicle	Counseling

## Pursuits

During 2015 there were 27 officer involved pursuits. During 2014 there were 20 officer involved pursuits. All of the pursuits were reviewed by the Pursuit Review Board. Of the 27 officers involved in the pursuits six of them were found to be outside of policy. It should be noted in most cases the pursuit itself was within policy, other non-directly involved officers operating their vehicle outside of policy was the primary issue noted.

### First Quarter Pursuit Discipline

<u>Violation</u>	<u>Discipline</u>
Caravanning	Counseling
Pursuit Related Violation	Counseling
Caravanning	Verbal
Caravanning	Written
Driving off road	Counseling

### Second Quarter Pursuit Discipline

<u>Violation</u>	<u>Discipline</u>
Pursuit Related Violation	Counseling

### Third Quarter Pursuit Discipline

<u>Violation</u>	<u>Discipline</u>
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For the third quarter of 2015 there were 6 officer involved pursuits. Those pursuits have reviewed by the Pursuit Review Board and were determined to be within policy.

### Fourth Quarter Pursuit Discipline

<u>Violation</u>	<u>Discipline</u>
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No Discipline noted at this time due to pending review.

**\*If you see a disciplinary action that does not seem to fit the violation, keep in mind that it may be due to the severity of the case or it could be a progressive level of discipline.**