

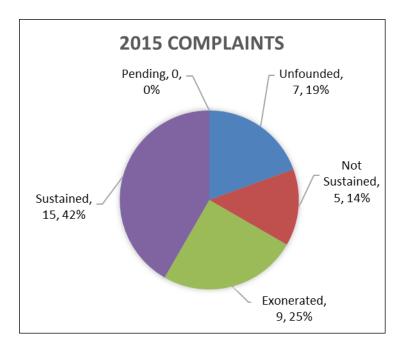
To: Chief Kenneth C. Miller From: Captain S. F. Hunt January 28, 2016 Prepared by: Denise R. Mapp

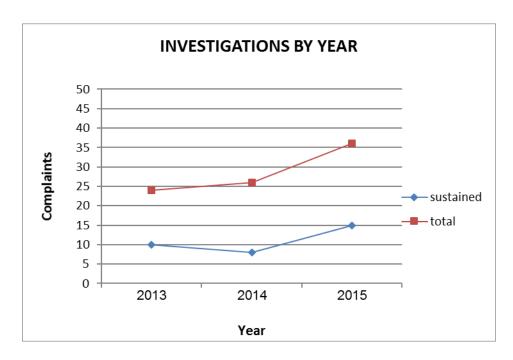


Thirty-six investigations were conducted by the Internal Affairs Unit in 2015—a 38% increase over last year. This increase was anticipated as the Internal Affairs process was changed to allow acceptance of complaints by third parties and discontinuing the requirement for an affidavit of complaint to be signed that allowed for prosecution of persons making false allegations against employees. A discipline philosophy and conduct rules policy was created for the agency and the Internal Affairs policy was updated to allow for a chain-of-command hearing for employees.

The investigations accounted for 18 citizen complaints. Fifteen investigations were sustained; 2 of the 15 sustained investigations were citizen complaints.

	2013		2014		2015	
	Count	%	Count	%	Count	
Unfounded	0	0.00	1	3.85	7	19.44%
Not Sustained	4	16.67	7	26.92	5	13.89%
Exonerated	5	20.83	9	30.77	9	25.00%
Sustained	10	41.67	8	34.62	15	41.67%
Closed by Exception	3	12.50	1	3.85	0	0.00%
Pending	2	8.33	0	0.00	0	0.00%
TOTAL	24	100.00	26	100.00	36	100.00





Uniform Patrol makes up over half of the workforce and is the source for the majority of arrests and contacts with the public. Of the twenty-seven investigations involving Uniform Patrol personnel, fourteen were the result of citizen complaints.

	2013		2014		2015	
	Count	%	Count	%	Count	%
Uniform Patrol/CBD	15	62.5%	19	73.1%	27	75.0%
Traffic	0	0.0%	0	0.0%	0	0.0%
Warrants/Court Security	0	0.0%	1	3.8%	0	0.0%
Criminal Investigations	3	12.5%	3	11.5%	2	5.6%
Vice & Narcotics/CRT	4	16.7%	1	3.8%	2	5.6%
Other	2	8.3%	2	7.7%	5	13.8%
TOTAL	24	100.0%	26	100.0%	36	100.0%

### Investigations by Complainant's Race and Gender

In 2015, minority complainants accounted for 39% of complaint investigations and 19% percent of all Internal Affairs investigations. Citizen complaints filed by minorities show a decrease by 12.5 percent. Twelve complainants were male; four of those were minorities. Six complaint investigations involved female complainants—half were minorities. Internal Affairs investigated two complaints alleging racial bias.

Race/Gender of	2013		2014		2015	
Public Complainants	Count	%	Count	%	Count	%
Minority	7	29.2%	8	30.8%	7	19.4%
Non-Minority	5	20.8%	7	26.9%	11	30.6%
Department Initiated	12	50.0%	11	42.3%	18	50.0%
TOTAL	24	100.0%	26	100.0%	36	100.0%
Male	3	12.5%	4	15.4%	12	33.3%
Female	9	37.5%	11	42.3%	6	16.7%
Department Initiated	12	50.0%	11	42.3%	18	50.0%
TOTAL	24	100.0%	26	100.0%	36	100.0%

# **Investigations by Employee Race and Gender**

Race/Gender of	2013		2014		2015	
Officers	Count	%	Count	%	Count	%
Minority	1	4.2%	4	15.4%	5	13.9%
Non-Minority	11	45.8%	11	42.3%	13	36.1%
*Department Initiated	12	50.0%	11	42.3%	18	50.0%
TOTAL	24	100.0%	26	100.0%	100.0%	100.0%
Male	10	41.7%	15	57.7%	17	47.2%
Female	2	8.3%	0	0%	1	2.8%
*Department Initiated	12	50.0%	11	42.3%	18	50.0%
TOTAL	24	100.0%	26	100.0%	100.0%	100.0%

### **Sustained Complaints**

Fifteen investigations were sustained in 2015. None of the sustained investigations represent bias-based policing complaints.

		COMPLAINANT		OFFICER	
IAD#	COMPLAINANT RACE	GENDER	OFFICER(S) RACE	GENDER	NATURE OF COMPLAINT
15-03	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
15-05	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
15-08	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
15-12	WHITE	MALE	WHITE	MALE	HANDCUFFS TOO TIGHT
15-16	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
15-18	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
15-22	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
15-26	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
15-28	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
15-30	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
15-33	WHITE	FEMALE	WHITE	MALE	DMV ACCESS PERSONAL USE
15-34	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
15-35	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
15-36	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
15-37	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION

### **Breakdown of Investigations by Nature of Complaint**

The chart below lists complaints by category.

Nature of Complaint	Count	%
EXCESSIVE FORCE	3	8.3%
FAILED TO PERFORM DUTY	3	8.3%
HARASSMENT	2	5.6%
FALSE ARREST/UNLAWFUL SEARCH	4	11.1%
BIAS-BASED POLICING/DISCRIMINATION	2	5.6%
UNPROFESSIONAL CONDUCT, RUDE	4	11.1%
INTERNAL INVESTIGATIONS (3 EXCESSIVE FORCE)	18	50.0%
TOTAL	36	100.00%

**Excessive Force Complaint Investigations** 

IA NUMBER	DATE	TYPE OF FORCE	COMMENTS	DISPOSITION
			CHIEF DIRECTED INVESTIGATION — SUBJECT RAN	
		SOFT EMPTY-HAND	TO AVOID ACTIVE WARRANT ARREST, RESISTING	
15-01	1/21/15	CONTROL, TAKE-DOWN	ARREST	EXONERATED
			CHIEF DIRECTED INVESTIGATION - SHOPLIFTING	
			SUSPECT PULLED AWAY FROM OFFICER AS HE	
		TASER FIRED, *BATON	WAS BEING HANDCUFFED, PUSHED PAST ANOTHER	
15-03	2/02/15	STRIKES	OFFICER AND RAN	*SUSTAINED
			CITIZEN COMPLAINT: FEMALE COMPLAINED THAT	
			OFFICERS FORCED HER JUVENILE SON TO THE	
		TAKE-DOWN, POINTED	GROUND AND POINTED A FIREARM TO THE BACK	
15-10	4/09/15	FIREARM	OF HIS NECK	UNFOUNDED
			CITIZEN COMPLAINT: FEMALE COMPLAINED THAT	
			OFFICERS USED EXCESSIVE FORCE WHEN THEY	
			TASED HER SON FOUR TIMES EVEN THOUGH HE	
			WAS NOT RESISTING (SUBJECT REFUSED LAWFUL	
15-17	5/20/15	TAKE-DOWN, TASER FIRED	DIRECTIVE, INTERFERED WITH INVESTIGATION)	EXONERATED
			CHIEF DIRECTED INVESTIGATION - OFFICERS	
			FAILED TO DOCUMENT CONTROLLING FEMALE TO	
			A SOFA AND HANDCUFFING HER WHEN SHE	
		SOFT EMPTY-HAND	ATTEMPTED TO STOP OFFICERS FROM ENTERING	
15-18	5/31/15	CONTROL	THE RESIDENCE	SUSTAINED
			CITIZEN COMPLAINT: SUBJECT COMPLAINED	
			OFFICER POINTED A FIREARM AT HIM WHILE HE	
			WAS IN HIS YARD. SUBJECT WAS HOLDING A	SUSTAINED FOR
			PELLET RIFLE. OFFICER FAILED TO DOCUMENT	NO
15-23	6/01/15	POINTED FIREARM	PRESENTING HIS FIREARM.	DOCUMENTATION

In July 2015, General Order 167A6 Internal Investigation, Adjudication and Employee Rights replaced Internal Affairs 167A3. The policy now provides that the employee's Chain of Command or the Chief of Police shall review and adjudicate complaints and allegations of misconduct against them. The policy also provides for acknowledgement of receipt, in writing, to the complainant and accused employee, with the stipulation of the Unit's intent to fully investigate the complaint or allegation. In view of major amendments to the policy, Internal Affairs investigators held several classes with management and supervisory personnel to ensure compliance in the handling and adjudication of complaint investigations. By September 2015, the Department was in full compliance with policy. "Complaints are investigated by the responsible unit . . . unless otherwise directed by the Chief of Police or the Professional Standards Division Commander." Accused employees and complainants are updated in writing every 30 days and informed of the investigation's status until they are notified of the outcome.