

# 2018

**Joplin Police Department**

# Annual Report



2018 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

Our mission is to provide professional service and protection through leadership and partnership with the community.

## VALUE STATEMENT

### **Honor**

-Honor without compromise

### **Courage**

-Courage with Compassion

### **Commitment**

-Commitment to community

### **Service**

-Service with Understanding

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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 2018 Joplin Police Officers employed some level of force 125 times to effect an arrest or assist with a prisoner/medical patient. There were 241 officer involvements, meaning that in some arrests more than one officer was involved. Comparatively speaking during 2017 Joplin Police Officers employed some level of force 158 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 arrested 6,715 people on a total of 14,934 criminal charges during 2018.
  - Joplin Police Officers arrested 7,493 people on a total of 16,276 criminal charges during 2017.
- When at full strength the Joplin Police Department has 110 officers.
- Use of force occurred an average of once in every 54 arrests during 2018.
  - Use of force occurred an average of once in every 47.75 arrests during the same time period in 2017.
- The use of force rate per arrest for 2018 is 1.86%.
  - The use of force rate per arrest for the 2018 reporting period was 2.43%.
- The average use of force per officer was .51 for the reporting period.
  - The average use of force per officer was .59 for the same reporting period in 2017.
- Use of Force Incidents broken down by race:
  - White-112
  - Black-12
  - Hispanic-1
  - Asian-
  - Native American-
  - Other-
  - Unknown-

\*Comments: Some use of force incidents involved multiple subjects

**Profile of Use-of-force Incidents received between January 1<sup>st</sup> 2018 and December 31<sup>th</sup>, 2018**

Total number of use-of-force incidents: **125**  
 Total number of officers involved: **241**

**2018 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	29	22 Knife	0
2 Alternative Impact Weapon	0	23 Lateral Vascular Neck Restraint	0
3 Arm bar	12	24 Leg Strike(s)	1
4 ASP	1	25 OC Spray	6
5 Canine	11	26 Open-Hand Strike	7
6 Clamp	0	27 Pepperball Gun	0
7 Come-Along	2	28 Physical Restraint	41
8 Control Hold	41	29 Pressure Point(s)	10
9 CS Gas	0	30 Push	12
10 Elbow Strike(s)	13	31 Rifle	0
11 Empty Hand Control	60	32 Shotgun	0
12 Escort	13	33 Strike(s)	23
13 Fist	14	34 Strikes in Furtherance	0
14 Foot	0	35 Take to Ground	50
15 Handgun	1	36 Taser	49
16 Headlock	1	37 Taser Arc Display	0
17 Hobble Restraints	1	38 Thrust Kick	0
18 Impact Munitions	0	39 Tinsley	10
19 Joint Lock	11	40 Verbal Direction	145
20 Kicks	5	41 Wrist Lock	6
21 Knee Strike(s)	13		

## Taser Usage

- Tasers were deployed 49 times in 2018.
  - Tasers were deployed 56 times during 2017.
- Tasers were deployed an average of once in every 137.64 arrests in 2018.
- Tasers were deployed an average of once in every 142.35 arrests in 2017.
- The average number of Taser deployments was 4.08 times per month during 2018.
- The Use of Taser rate is 0.72 % of the total number of arrests made in this period.

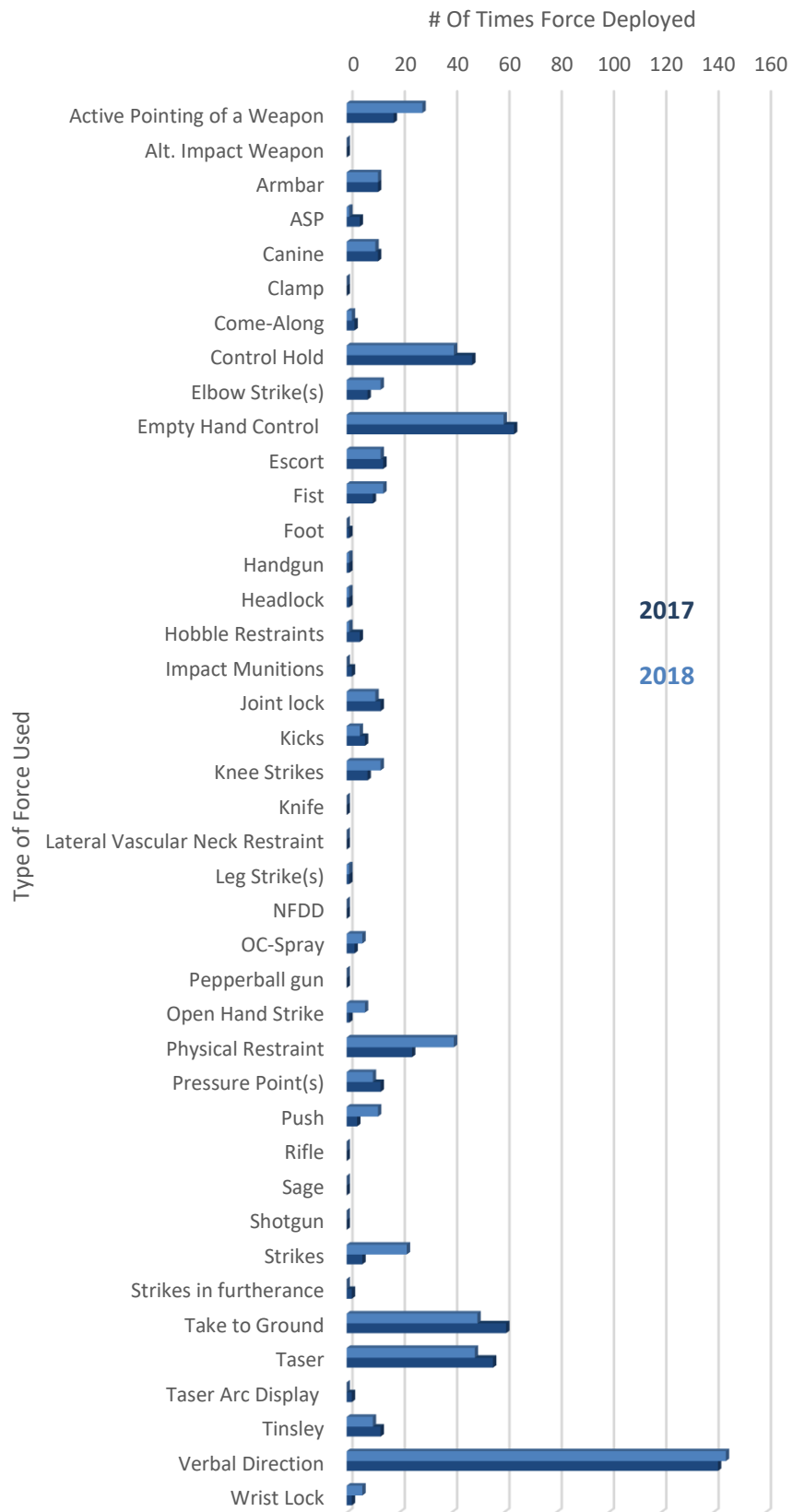
## Yearly Type of Force Comparison

It should be noted that there were 125 use of force events in 2018. There were 158 Use of Force events in 2017. 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



## 2018/2017 Forced 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	42	11%
Active Resistance	76	20%
Deadly Force Assault on Citizen	0	0%
Deadly Force Assault on Officer	2	0.5%
Escape Resistance	74	19%
Felony Car Stop	5	1.3%
Handgun	2	0.5%
Knife	2	0.5%
Non-Compliance	98	26%
None	7	1.9%
Passive Resistance	22	5.9%
Psychological Intimidation	29	7.7%
Self-Harm	3	0.8%
Showed Great Strength	11	3%
Spit	4	1%
<b>Total</b>	<b>377</b>	

## Arrests and Charges

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

	Count	Percent of total
No	22	18%
Yes	100	82%
<b>Total</b>	<b>122</b>	

### Tally of charges against involved citizens:

Charge	Count	Percent of total
96 hour Mental Commit	13	4.7%
Assault	6	2.1%
Assault on Officer	26	9.4%
Compliance with request for information by Ofc.	4	1.4%
Domestic Assault	17	6.4%
Domestic Peace Disturbance	0	0%
DWI/DUI	4	1.4%
Felony Resisting Arrest	26	9.4%
Felony Warrant	19	6.9%
Misdemeanor Warrant	15	5.4%
Not Arrested/Charged	7	2.5%
Obstructing service of Officer/Resisting	37	13.4%
Other Felony PC	22	8.0%
Other Misdemeanor PC	16	5.7%
Peace Disturbance	3	1.0%
Possession of Controlled Substance	8	2.8%
Possession of Drug Paraphernalia	7	2.5%
Possession of Marijuana	2	0.70%
Resisting Arrest	41	14.8%
Safe Keep	0	0%
Traffic Violations	2	0.70%
Violation of Ex-Parte/Full Order of Protection	1	0.30%
<b>Total</b>	<b>276</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	70	56%
Yes	55	44%
<b>Total</b>	<b>125</b>	

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

	Count	Percent of total
No	92	73.6%
Yes	33	26.4%
<b>Total</b>	<b>125</b>	

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

	Count	Percent of total
No	113	90.4%
Yes	12	9.6%
<b>Total</b>	<b>125</b>	

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

	Count	Percent of total
No	125	100%
Yes	0	0%
<b>Total</b>	<b>125</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>
Jail cell extraction	0	0%
Jail failure to comply	3	2.4%
Jail inmate movement	0	0%
Jail to enforce jail rule	0	0%
Felony car stop (no arrest)	0	0%
To assist another agency	3	2.4%
To defend another officer	3	2.4%
To defend another person	5	4.0%
To defend self	15	12.0%
To disperse an unlawful assembly	1	0.8%
To effect arrest	82	65.6%
Investigative detention	10	8.0%
To prevent a violent felony	0	0%
To prevent a violent misdemeanor	1	0.8%
To restrain for subject's safety	2	1.6%
Transport Prisoner	0	0%
<b>Total</b>	<b>125</b>	

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

<b>Service type</b>	<b>Count</b>	<b>Percent of total</b>
(Jail) detention	2	1.6%
Accident investigation	0	0.0%
Attending court	0	0.0%
Bar check	0	0.0%
Call for service	18	14.4%
Canine Track	0	0%
Criminal investigation	10	8.0%
Disturbance	31	24.8%
Felony car stop	3	2.4%
Foot pursuit	8	6.4%
Medical assistance call	0	0.0%
Mental	13	10.4%
Off duty	0	0%
On Lunch Break	0	0%
Pedestrian check	9	7.2%
Prisoner handling	1	0.8%
Prisoner transport	0	0.0%
Suspicious activity	3	2.4%
Traffic Stop	8	6.4%
Vehicle Pursuit	1	0.8%
Warrant Service	18	14.4%
<b>Total</b>	<b>125</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 2018 Joplin Detention Officers employed some level of force 14 times to defend themselves, enforce a jail rule, or move a prisoner. In 2017 Detention Officers used force 27 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> 2018 and December 31<sup>th</sup> 2018

Total number of use-of-force incidents:	<b>14</b>
Total number of officers involved:	<b>27</b>

<u>Type of Force</u>	<u>Total #</u>
Alternative Impact Weapon	0
Arm bar	0
ASP	0
Clamp	0
Come-Along	0
Control Hold	3
Elbow Strike(s)	0
Empty Hand Control	0
Escort	7
Fist	0
Foot	0
Headlock	1
Hobble Restraints	0
Joint Lock	0
Kicks	0
Knee Strike(s)	0
Lateral Vascular Neck Restraint	0
Leg Strike(s)	1
Open-Hand Strike	0
Physical Restraint	2
Pressure Point(s)	0
Push	0
Strike(s)	0
Strikes in Furtherance	0
Take to Ground	1
Taser	6
Taser Arc Display	1
Thrust Kick	0
Tinsley	2
Verbal Direction	1
Wrist Lock	0

**Citizen resistance tally:**

<b>Reason</b>	<b>Count</b>
Active Aggression	11
Active Resistance	9
Deadly Force Assault on Citizen	0
Deadly Force Assault on Officer	0
Escape Resistance	0
Handgun	0
Knife	0
Non-Compliance	10
None	0
Passive Resistance	0
Psychological Intimidation	0
Self Harm	0
Showed Great Strength	0
Spit	0
<b>Total</b>	<b>30</b>

**Injuries (Detention Officers)**

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

	<b>Count</b>
No	14
Yes	0
<b>Total</b>	<b>14</b>

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

	<b>Count</b>
No	14
Yes	0
<b>Total</b>	<b>14</b>

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

	<b>Count</b>
No	14
Yes	0
<b>Total</b>	<b>14</b>

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

	<b>Count</b>
No	14
Yes	0
<b>Total</b>	<b>14</b>



## Internal Affairs Report

During the year of 2018, 59 cases were forwarded to the Officer of Internal Affairs for investigation. There were 43 cases that involved sworn personnel and 16 cases that involved non-sworn personnel. Comparatively speaking, for the year of 2017, 74 cases were forwarded to the Office of Internal Affairs for investigation. There were 54 cases that involved sworn personnel and 21 cases that involved non-sworn personnel.

The 59 cases involving department personnel are broken 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.

In 2018, the Joplin Police Department was authorized for 110 sworn officer and 12 civilian positions in the police department. There are currently 18 jail employees and 22 dispatch employees. This makes 162 authorized employees that fall under the Police Department.

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 2018:

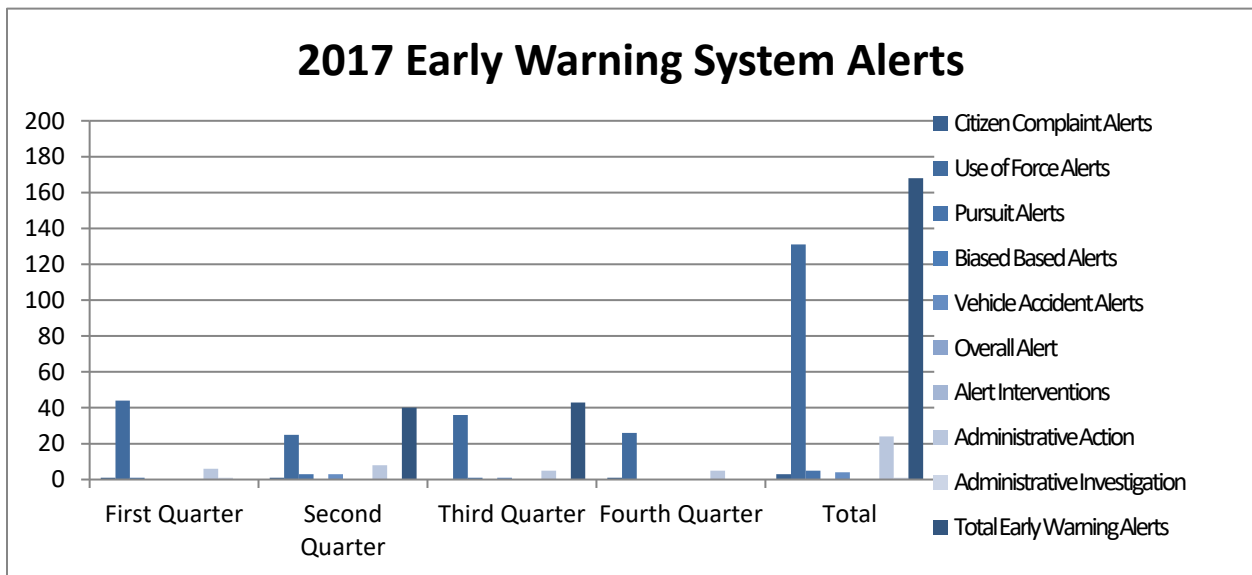
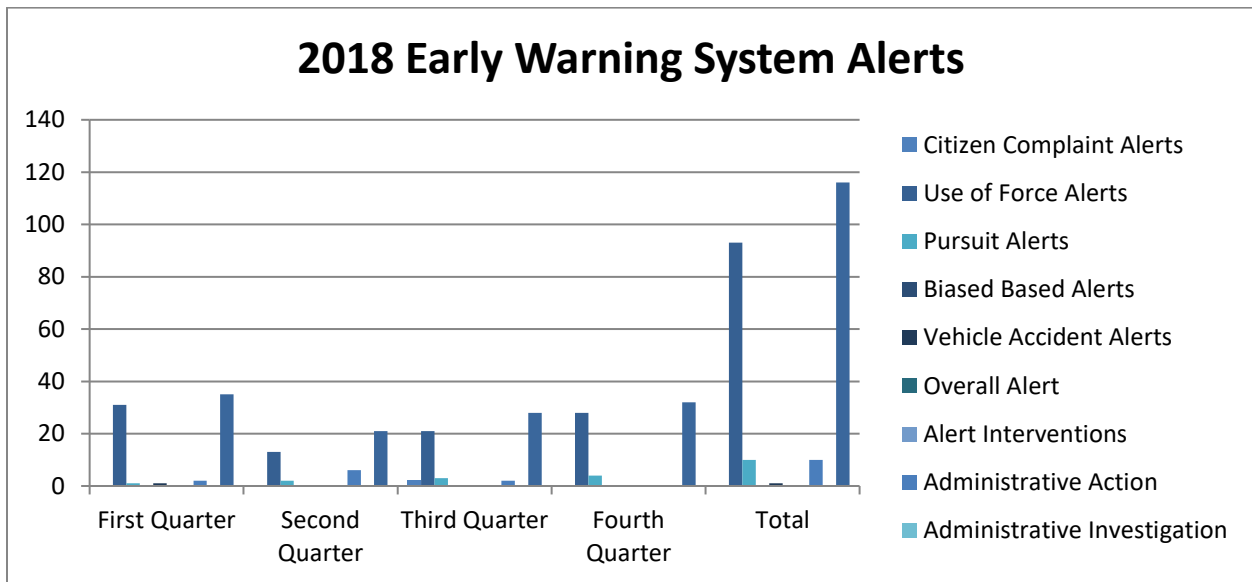
- 59 complaints were received
- 21 complaints were generated by citizens
- 38 complaints were generated within the agency
- 36 complaints were sustained or partially sustained
- 23 complaints resulted in findings that were other than sustained
- JPD received an average of 1.75 citizen complaints per month
- JPD generated an average of 3.2 investigations per month from within the agency

During the year of 2018 the Joplin Police Department responded to 79,146 calls for service, which a 6% decrease from 2017. Included in that number is 12,123 vehicle stops. JPD Officers made 6,715 arrests resulting in 14,934 charges.

During the year of 2017 the Joplin Police Department responded to 84,034 calls for service, which a 1.4% decrease from 2016. Included in that number is 14,989 vehicle stops. JPD Officers made 7,493 arrests resulting in 16,276 charges.

## 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.



## Investigations (Monthly Breakdown)

### FIRST QUARTER INVESTIGATIONS

#### **January 2018**

1 Investigations (0 internal complaints received, 1 citizen complaints received)

<b><u>Complaint Type</u></b>	<b><u>Results</u></b>	<b><u>Investigator</u></b>
1. Excessive Force	Unfounded	IA

#### **February 2018**

7 Investigations (3 internal complaints received, 4 citizen complaints received)

<b><u>Complaint Type</u></b>	<b><u>Results</u></b>	<b><u>Investigator</u></b>
1. Rules of Conduct	Unfounded	IA
2. Rules of Conduct	Unfounded	IA
3. Rules of Conduct	Unfounded	IA
4. Excessive Force	Unfounded	IA
5. Failure to Safeguard Property	Sustained	Review Board
6. Failure to Maintain Equipment	Sustained	IA
7. Failure to Maintain Equipment	Sustained	Supervisor

#### **March 2018**

10 Investigations (10 internal complaints received, 0 citizen complaints received)

<b><u>Complaint Type</u></b>	<b><u>Results</u></b>	<b><u>Investigator</u></b>
1. Rules of Conduct	Sustained	Review Board
2. Rules of Conduct	Sustained	Review Board
3. Rules of Conduct	Sustained	IA
4. MDT Violation	Sustained	Review Board
5. Fail to Perform Duties	Sustained	Supervisor
6. Fail to Perform Duties	Sustained	Supervisor
7. Fail to Perform Duties	Sustained	Supervisor
8. Tardiness	Sustained	Supervisor
9. Tardiness	Sustained	Supervisor
10. Fail to Report for Duty	Sustained	Supervisor

### SECOND QUARTER INVESTIGATIONS

#### **April 2018**

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

<b><u>Complaint Type</u></b>	<b><u>Results</u></b>	<b><u>Investigator</u></b>
1. Driving Rules	Sustained	Review Board
2. Rules of Conduct	Unfounded	IA
3. Rules of Conduct	Unfounded	IA

## **May 2018**

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

<b><u>Complaint Type</u></b>	<b><u>Results</u></b>	<b><u>Investigator</u></b>
1. Rules of Conduct	Sustained	IA
2. Rules of Conduct	Unfounded	Supervisor
3. Rules of Conduct	Sustained	IA
4. Driving Rules	Sustained	Review Board
5. Driving Rules	Sustained	Review Board
6. Driving Rules	Sustained	Review Board

## **June 2018**

4 Investigations (4 internal complaints, 0 citizen complaints received)

<b><u>Complaint Type</u></b>	<b><u>Results</u></b>	<b><u>Investigator</u></b>
1. Rules of Conduct	Unfounded	IA
2. Rules of Conduct	Sustained	IA
3. Vehicle Operations	Sustained	Review Board
4. Driving Rules	Sustained	Review Board

## **THIRD QUARTER INVESTIGATIONS**

## **July 2018**

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

<b><u>Complaint Type</u></b>	<b><u>Results</u></b>	<b><u>Investigator</u></b>
1. Biased Policing	Unfounded	IA
2. Rules of Conduct	Not Sustained	IA
3. Excessive Force	Not Sustained	IA

## **August 2018**

4 Investigations (0 internal complaints received, 4 citizen complaints received)

<b><u>Complaint Type</u></b>	<b><u>Results</u></b>	<b><u>Investigator</u></b>
1. Arrest Procedure	Unfounded	IA
2. Rudeness	Unfounded	IA
3. Rules of Conduct	Withdrawn	IA
4. Rules of Conduct	Unfounded	IA

## **September 2018**

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

<b><u>Complaint Type</u></b>	<b><u>Results</u></b>	<b><u>Investigator</u></b>
1. Rules of Conduct	Sustained	IA
2. Rules of Conduct	Sustained	IA
3. Racial Bias	Unfounded	IA
4. Excessive Force	Unfounded	IA
5. Vehicle Accident	Sustained	IA

## FOURTH QUARTER INVESTIGATIONS

### October 2018

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

<i>Complaint Type</i>	<i>Results</i>	<i>Investigator</i>
1. Excessive Force	Unfounded	IA
2. Breach of Confidentiality	Unfounded	IA
3. Rules of Conduct	Sustained	IA
4. Inefficient Performance of Duties	Sustained	IA

### November 2018

2 Investigations (2 internal complaints received, 0 citizen complaints received)

<i>Complaint Type</i>	<i>Results</i>	<i>Investigator</i>
1. Officer Involved Shooting	Within Policy	IA
2. Vehicle Accident	Not at Fault	IA

### December 2018

5 Investigations (5 internal complaints received, 0 citizen complaints received)

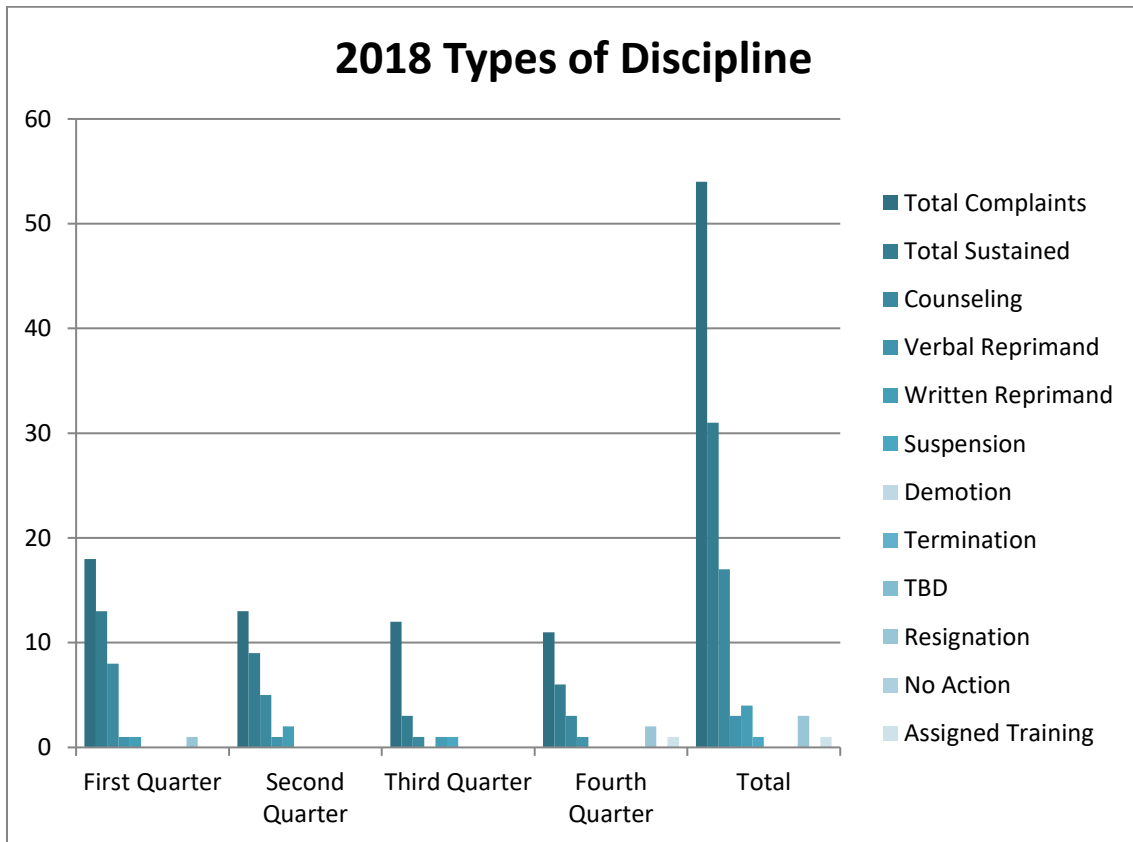
<i>Complaint Type</i>	<i>Results</i>	<i>Investigator</i>
1. Rules of Conduct	Sustained	IA
2. Vehicle Accident	Not at Fault	IA
3. Rules of Conduct	Sustained	IA
4. General Conduct	Sustained	IA
5. Alcohol & Drug Free Workplace	Sustained	

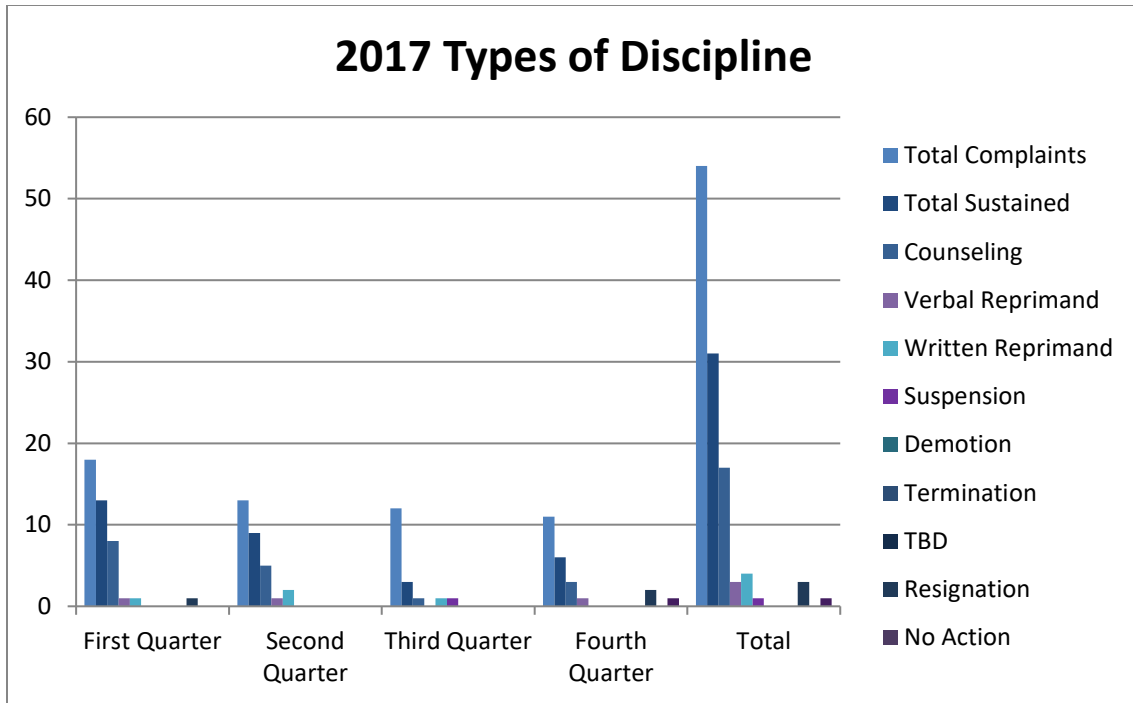
The following is a breakdown of Biased Based complaints received for the year 2018:

- 2 Complaints received based on Race
- 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.**

## Types 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.**

## Crashes and Pursuit Policy

In case of crash 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 crash investigator will report the crash using the State approved crash form. An Crash/Pursuit Review Board will then review all crashes/pursuits involving Police Department employees and vehicles.

**The Crash/Pursuit Review Board-** the body responsible for reviewing completed officer involved crash and pursuit reports. The Crash/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 Crash/Pursuit Boards findings and initiate an investigation if appropriate. The Crash/Pursuit Review Board is a panel of three officers consisting of the Traffic Sergeant and two designees.

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



## Crash

During 2018 there were 12 officer involved accidents in a city vehicle. Of those accidents 10 of the officers were determined by the Crash Review Board to be at fault.

### First Quarter Crash Discipline

#### Violation

Accident City Vehicle  
Accident City Vehicle  
Accident City Vehicle  
Accident City Vehicle  
Accident City Vehicle

#### Discipline

Written Reprimand  
Written Reprimand  
Written Reprimand  
Suspension  
Written Reprimand

### Second Quarter Crash Discipline

#### Violation

Accident City Vehicle  
Accident City Vehicle  
Accident City Vehicle

#### Discipline

Counseling  
Written Reprimand  
Written Reprimand

### Third Quarter Crash Discipline

#### Violation

Accident City Vehicle

#### Discipline

Written Reprimand

### Fourth Quarter Crash Discipline

#### Violation

Accident City Vehicle

#### Discipline

Counseling

## Pursuits

During 2018 there were 14 officer involved pursuits. During 2017 there were 19 officer involved pursuits. All of the pursuits were reviewed by the Pursuit Review Board. Of the 14 pursuits involving officers, 2 officers were disciplined for policy violations related to the pursuits.

### First Quarter Pursuit Discipline

#### Violation

Vehicle Pursuit-Justification

#### Discipline

Written Reprimand

### Second Quarter Pursuit Discipline

#### Violation

Vehicle Pursuit-Justification

#### Discipline

Written Reprimand

### Third Quarter Pursuit Discipline

#### Violation

None

#### Discipline

None

### Fourth Quarter Pursuit Discipline

#### Violation

None

#### Discipline

None

**\*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.**