

2014

Joplin Police Department

Annual Report



2014 Year End Report

January 1st to December 31st

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.

Contents

Use of Force Policy and Definitions	4
Use of Force Overview	5
2014 Type of Force Tally	6
Taser Usage.....	7
Yearly Type of Force Comparison	7
Citizen Resistance Tally	9
Arrests and Charges	10
Injuries	11
Reason for Use of Force and Type of service being rendered at the time	12
Detention Officer Use of force.....	13
Detention Use of Force Continued	14
Injuries (Detention Officers)	14
Internal Affairs Report	15
Complaints Received.....	16
Early Warning System	17
Investigations (Monthly Breakdown).....	18
FIRST QUARTER INVESTIGATIONS.....	18
SECOND QUARTER INVESTIGATIONS.....	19
THIRD QUARTER INVESTIGATIONS.....	20
FOURTH QUARTER INVESTIGATIONS.....	21
Graphs for Complaints	22
Types of Discipline	25
Accidents and Pursuit Policy	28
Accidents.....	28
Pursuits	29

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 2014 Joplin Police Officers employed some level of force 197 times to effect an arrest or assist with a prisoner/medical patient. There were 294 officer involvements, meaning that in some arrests more than one officer was involved. Comparatively speaking during 2013 Joplin Police Officers employed some level of force 201 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 8,051 arrests during 2014.
 - Joplin Police Officers made 8,578 arrests during 2013.
- When at full strength the Joplin Police Department has 111 officers.
- Use of force occurred an average of once in every 40.86 arrests during 2014.
 - Use of force occurred an average of once in every 42.67 arrests during the same time period in 2013.
- The use of force rate for 2014 is 2.44%
 - The use of force rate for the 2013 reporting period was 2.34%.
- The average use of force per officer was 1.77 for the reporting period.
 - The average use of force per officer was 1.81 for the same reporting period in 2013.

Profile of Use-of-force Incidents received between January 1st 2014 and December 31th, 2014

Total number of use-of-force incidents:	197
Total number of officers involved:	333

2014 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	58	17 Kicks	0
2 Alt Impact Weapon	1	18 Knee Strike	13
3 Arm bar	11	19 OC- Spray	6
4 ASP Baton	0	20 Open Hand Strike	1
5 Canine	8	21 Physical Restraint	34
6 Control Hold	30	22 Pressure Point(s)	8
7 CS Gas	0	23 Push	19
8 Elbow Strike	5	24 Strikes	8
9 Empty Hand Control	62	25 Strikes in furtherance	
10 Escort	11	26 Take to Ground	29
11 Fist	10	27 Taser	41
12 Handgun	1	28 Taser Arc Display	0
13 Headlock	0	29 Tinsley	15
14 Hobble Restraint	1	30 Verbal Direction	73
15 Impact Munitions	1	31 Wrist Lock	7
16 Joint Lock	13		
41			

Taser Usage

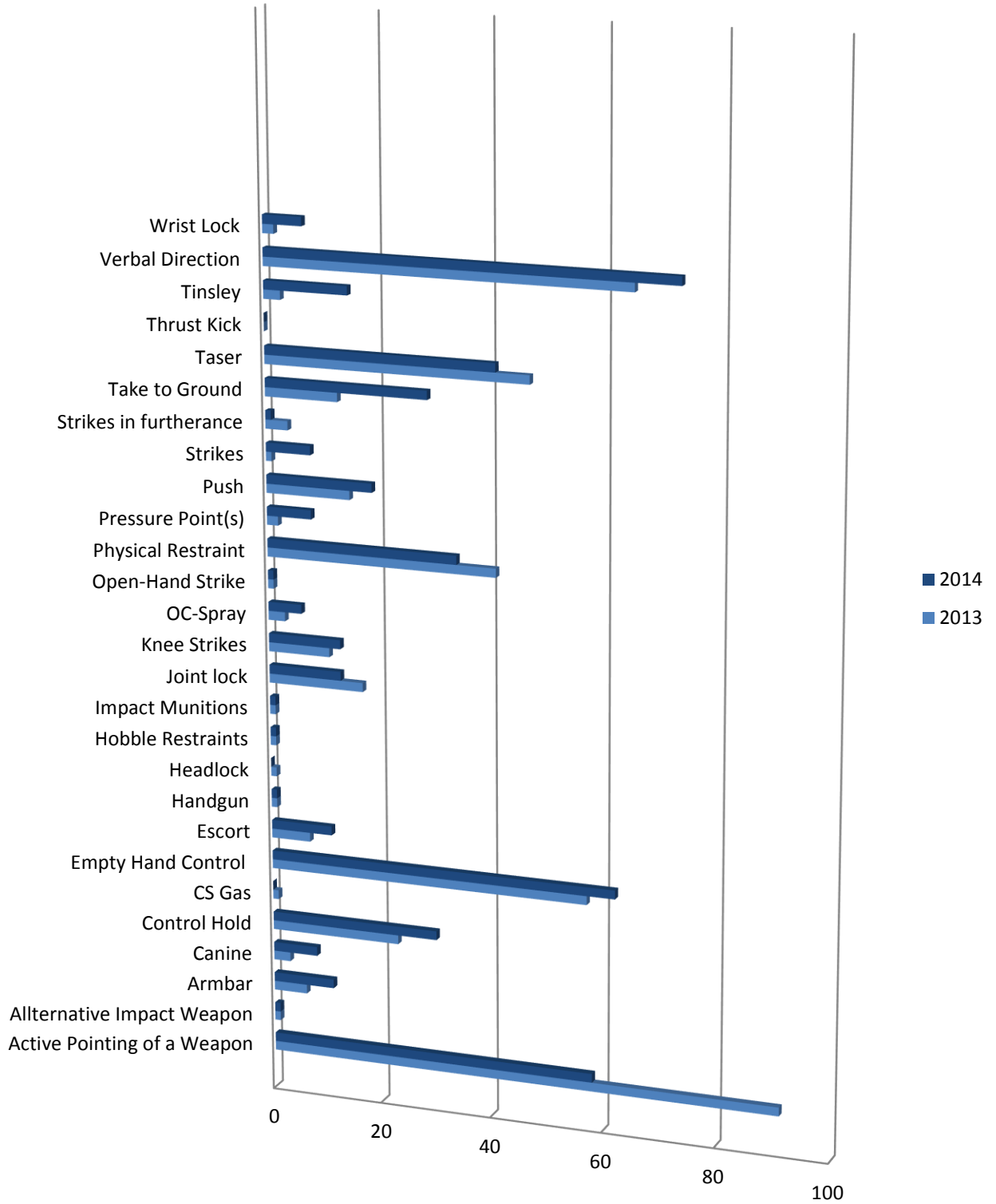
- Tasers were deployed 41 times in 2014.
 - Tasers were deployed 47 times during 2013.
- Tasers were deployed an average of once in every 196.3 arrests in 2014.
- The average number of Taser deployments was 3.41 times per month during 2014.
- The Use of Taser rate is 0.05% of the total number of arrests made in this period.

Yearly Type of Force Comparison

It should be noted that there were 197 Use of Force events in 2014 and 201 Use of Force events in 2013. 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

2013 vs 2014 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 - Non compliance 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	51	11%
Active Resistance	93	21%
Deadly Force Assault on Citizen	1	0%
Deadly Force Assault on Officer	4	1%
Escape Resistance	80	18%
Felony Car Stop	15	3%
Handgun	0	0%
Knife	4	1%
Non-Compliance	119	27%
None	9	2%
Passive Resistance	28	6%
Psychological Intimidation	23	5%
Showed Great Strength	12	3%
Spit	3	1%

Self-Harm	5	1%
Total	447	

Arrests and Charges

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

	Count	Percent of total
No	41	21%
Yes	156	79%
Total	197	

Tally of charges against involved citizens:

Charge	Count	Percent of total
96 hour Mental Commit	6	2%
Assault	13	5%
Assault on Officer	28	10%
Compliance with request for information by Ofc.	8	3%
Domestic Assault	11	4%
Domestic Peace Disturbance	2	1%
DWI/DUI	9	3%
Felony Resisting Arrest	20	7%
Felony Warrant	10	4%
Misdemeanor Warrant	10	4%
Not Arrested/Charged	7	3%
Obstructing service	30	11%
Other Felony PC	17	6%
Other Misdemeanor PC	29	11%
Peace Disturbance	3	1%
Possession of Controlled Substance	10	4%
Possession of Drug Paraphernalia	6	2%
Possession of Marijuana	4	1%
Resisting Arrest	34	13%
Safe Keep	1	0%
Traffic Violations	9	3%
Violation of Ex-parte/Full Order	0	0%
Total	268	

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	134	68%
Yes	63	32%
Total	197	

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

	Count	Percent of total
No	162	82%
Yes	35	18%
Total	197	

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

	Count	Percent of total
No	181	97%
Yes	16	3%
Total	197	

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

	Count	Percent of total
No	191	97%
Yes	6	3%
Total	197	

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

Reason for use-of-force:

Reason	Count	Percent of total
Felony Car Stop (No arrest)	1	1%
To Assist Another Agency	5	3%
To Defend Another officer	3	2%
To Defend Another Person	5	3%
To Defend Self	28	14%
To Effect Arrest	102	52%
Investigative Detention	18	9%
To prevent a Violent Felony	4	2%
To prevent a Violent Misd.	3	2%
To Restrain for Subjects Safety	3	2%
Transport Prisoner	3	2%
Failure to Comply	16	8%
Total	197	

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

Service type	Count	Percent of total
Call for Service	39	20%
Criminal Investigation	12	6%
Disturbance	43	22%
Felony Car Stop	7	4%
Foot Pursuit	19	10%
Medical Assistance Call	1	1%
Mental	9	5%
Off Duty	1	1%
Pedestrian Check	4	2%
Prisoner Handling	3	2%
Prisoner Transport	5	3%
Suspicious Activity	4	2%
Traffic Stop	18	9%
Vehicle Pursuit	3	2%
Warrant Service	6	3%
(Jail) Detention	20	11%
Total	197	

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 2013 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 1st 2014 and December 31th 2014

Total number of use-of-force incidents:	21
Total number of officers involved:	39

<u>Type of Force</u>	<u>Total #</u>
Arm Bar	0
Control Hold	2
Empty Hand Control	5
Escort	2
Foot	0
Physical Restraint	6
Pressure Point	1
Strikes	1
Take to the Ground	6
Taser	14
Tinsley	2
Verbal Direction	1

Citizen resistance tally:

Reason	Count
Active Aggression	3
Active Resistance	5
Deadly Force Assault	0
Escape Resistance	0
Non-Compliance	8
Passive Resistance	2
Self Harm	1
Total	19

Injuries (Detention Officers)

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

	Count
No	20
Yes	1
Total	21

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

	Count
No	20
Yes	1
Total	21

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

	Count
No	20
Yes	1
Total	21

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

	Count
No	21
Yes	0
Total	21

Internal Affairs Report

During the year of 2014, 55 cases were forwarded to the Office of Internal Affairs for investigation. There were 32 cases that involved sworn personnel and 23 cases that involved non-sworn personnel. Comparatively speaking, for the year of 2013, 57 cases were forwarded to the Office of Internal Affairs for investigations. 40 of those investigations were against sworn personnel and the remaining 22 against non-sworn personnel.

The 55 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 2014 the Joplin Police Department was staffed with approximately 111 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 156.

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 2014.

- 55 complaints were received
- 32 complaints were generated by citizens
- 23 complaints were generated within the agency
- 28 complaints were sustained or partially sustained
- 27 complaints resulted in findings that were other than sustained
- JPD received an average of 2.66 citizen complaints per month
- JPD generated an average of 1.91 investigations per month from within the agency

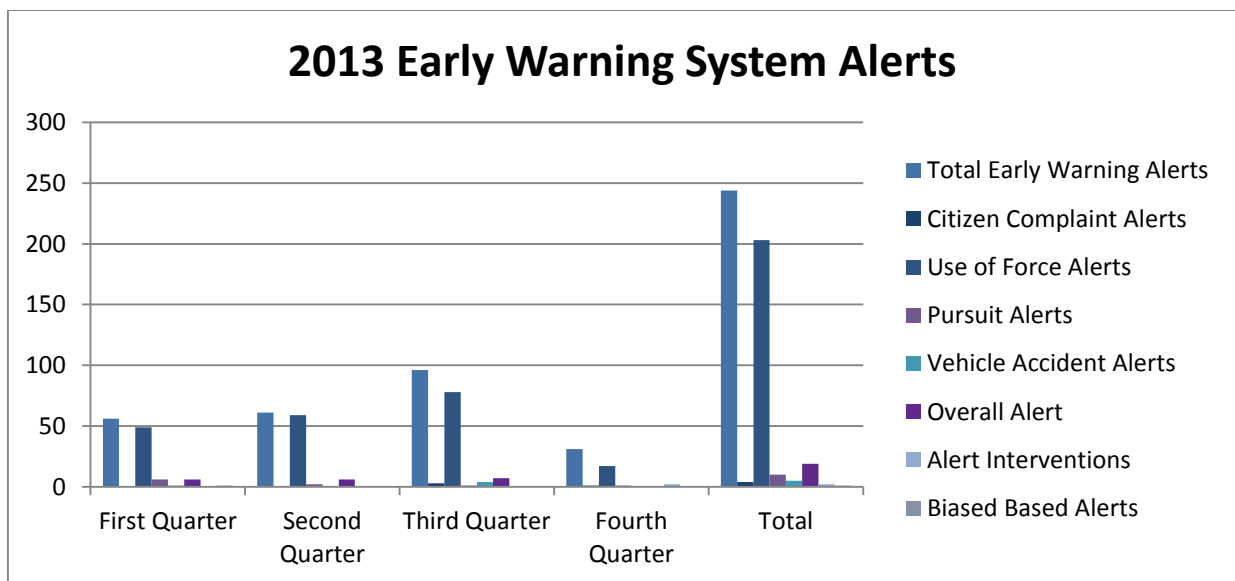
During the year of 2014 the Joplin Police Department responded to 89,255 calls for service, which is a .981% increase from 2013. Including 27,609 vehicle stops. JPD officer made 8,051 arrest resulting in 16249 charges.

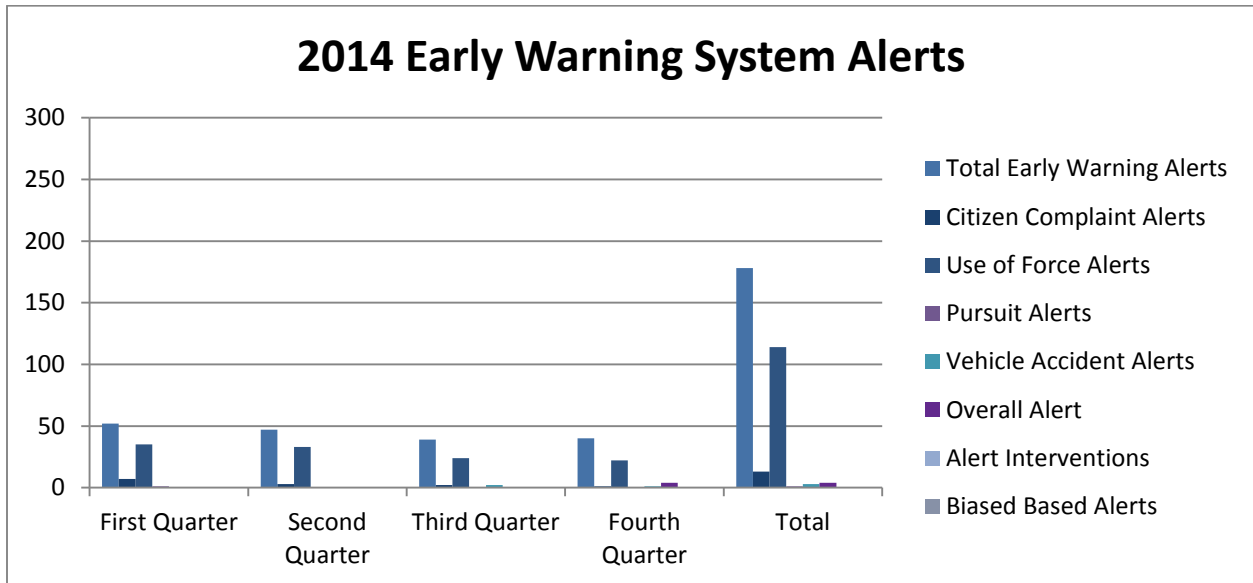
During the year of 2013 the Joplin Police Department received 87,588 calls for service, which is a 1.04% increase from 2012. Included in this figure is 29,903 vehicle stops. JPD officers also made 8,578 arrests resulting in 16,832 charges, this too is an increase over 2012 by 1.03%..

During the year of 2012 the Joplin Police Department received 84,020 calls for service. Included in this figure is 27,510 vehicle stops. JPD officers also made 8,462 arrests resulting in 16,283 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 2014

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

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
1. Fail to File Report	Unfounded	Patrol/IA
2. Rudeness	Unfounded	Patrol/IA
3. Rudeness	Not Sustained	IA
4. Excessive Force	Exonerated	IA
5. Jail Procedure	Sustained	IA
6. Conduct Unbecoming	Sustained	IA
7. Excessive Force	Withdrawn	IA
8. Incompetency	Sustained	SEB/IA
9. Excessive Force	Exonerated	IA

February 2014

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

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
10. Improper Language	Sustained	IA
11. Incompetency	Exonerated	Jail/IA
12. Rudeness	Sustained	IA

March 2014

8 Investigations (1 internal complaint received, 7 citizen complaints received)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
13. Insubordination	Sustained	IA
14. Rudeness	Not Sustained	IA
15. Driving Complaint	Not Sustained	IA
16. Excessive Force	Unfounded	IA
17. Racially Motivated Encounter	Not Sustained	IA
18. Excessive Force	Unfounded	Patrol/IA
19. Theft	Not Sustained	IA
20. Imp. Searching of Vehicles	Unfounded	Patrol/IA

SECOND QUARTER INVESTIGATIONS

April 2014

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

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
21. Handling Evid/Unsafe Work	Exonerated	Patrol/IA
22. Conduct Unbecoming	Exonerated	IA
23. Excessive Force	Policy Failure	IA
24. Rudeness	Sustained	Patrol/IA
25. Rudeness	Not Sustained	SEB/IA
26. Inefficient Job Performance	Sustained	IA
27. Fail to Complete a Report	Not Sustained	Patrol/IA

May 2014

5 Investigations (5 internal complaints)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
28. Insubordination	Not Sustained	IA
29. Key Control	Sustained	IA
30. Sleeping/Unsafe work Practice	Sustained	IA
31. Fail to Perf. Duties/Coop W/Agencies	Sustained	IA
32. Unsafe Work Practices	Sustained	IA

June 2014

2 Investigations (2 citizen complaints received)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
33. Failure to Safeguard Property	Not Sustained	IA
34. Sleeping on Duty	Sustained	IA

THIRD QUARTER INVESTIGATIONS

July 2014

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

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
35. Use of Force Policy Viol/Cond Unbecoming	Sustained	IA
36. Excessive Force	Withdrawn	IA
37. Fail to Perform Duties	Exonerated	Patrol/IA
38. Rudeness/Insubordination	Sustained	IA
39. Excessive Force	Exonerated	IA

August 2014

1 Investigations (1 citizen's complaint)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
40. Inefficient Performance of Duties	Sustained	Patrol/IA

September 2014

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

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
41. Excessive Force	Exonerated	IA
42. Rules of Conduct	Sustained	IA
43. Theft	Withdrawn	IA
44. Racial Motivated Encounter/Rudeness	Exonerated	IA

FOURTH QUARTER INVESTIGATIONS

October 2014

5 Investigations (5 internal complaints received)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
45. Reporting Procedure	Sustained	IA
46. Conduct Unbecoming	Exonerated	IA
47. Radio Procedure	Sustained	IA
48. Radio Procedure	Sustained	IA
49. Failure to Perform Duties	Sustained	IA

November 2014

2 Investigations (2 citizen's complaint)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
50. Conduct Unbecoming	Sustained	IA
51. Conduct Unbecoming	Unfounded	IA

December 2014

4 Investigations (4 internal complaints received)

<u>Complaint Type</u>	<u>Results</u>	<u>Investigator</u>
52. Unsafe Work Practices	Sustained	IA
53. Rudeness	Not Sustained	IA
54. Dereliction of Duty	Sustained	IA
55. Honesty	Sustained	IA

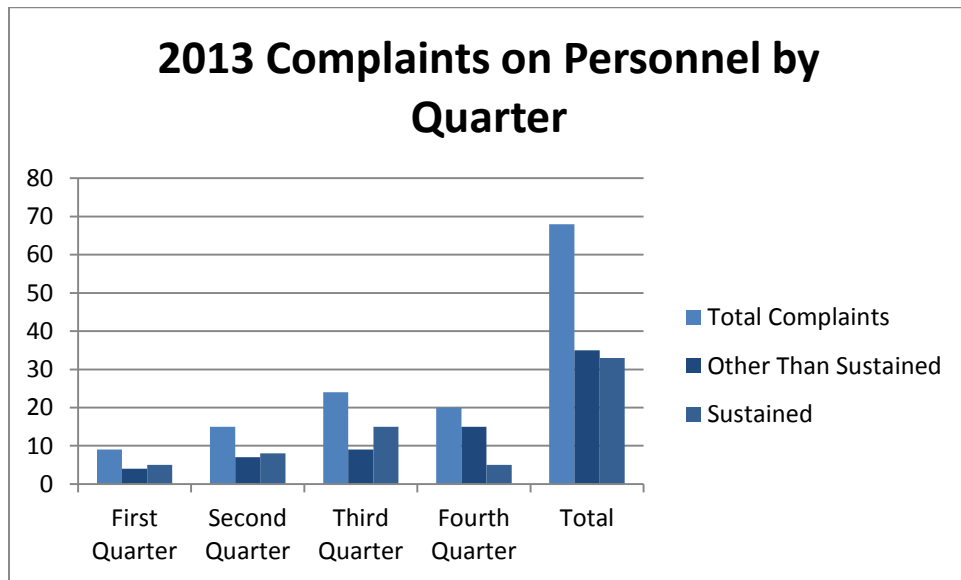
The following is a breakdown of Biased Based complaints received for the year 2014:

- 3 Complaints received based on Race
 - 2 Not Sustained
 - 1 Exonerated
- 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

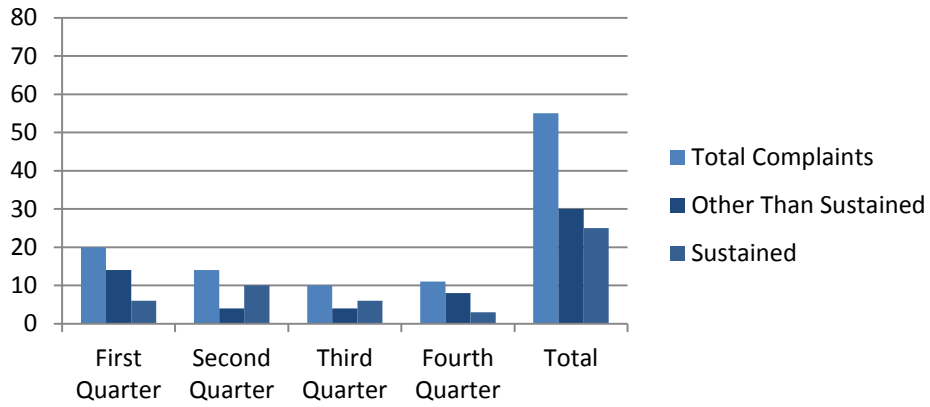
- 0 Complaints received based on Ethnicity
- 0 Complaints received based on Sexual Orientation

*****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.**

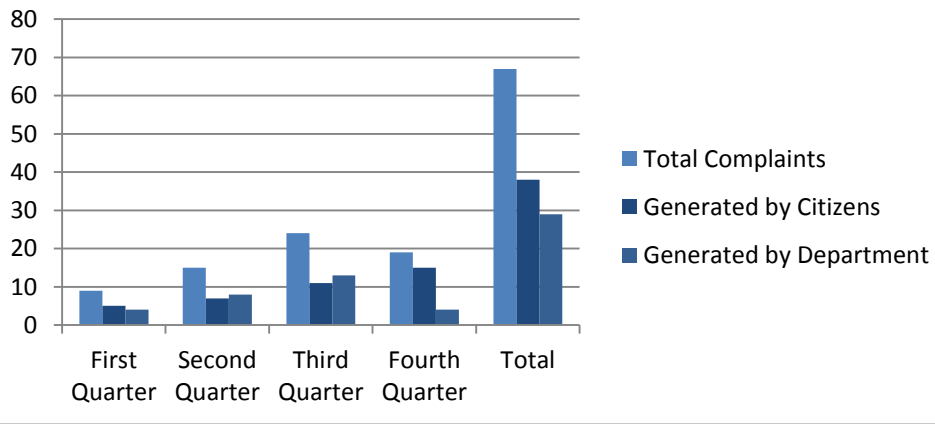
Graphs for Complaints



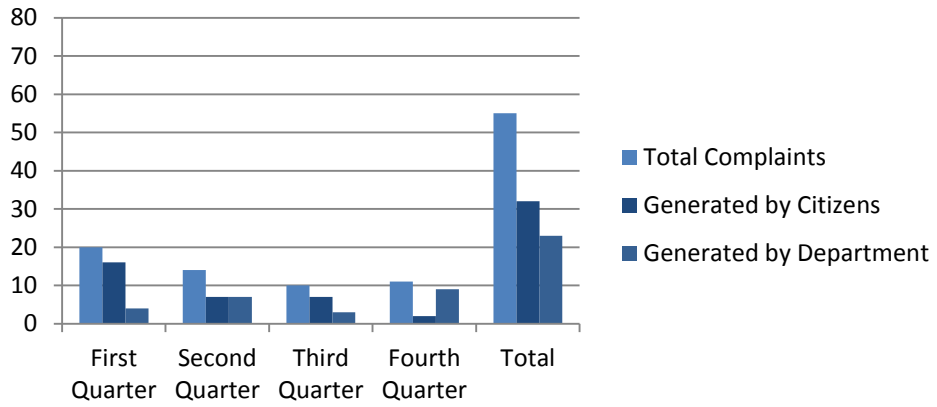
2014 Complaints on Personnel by Quarter



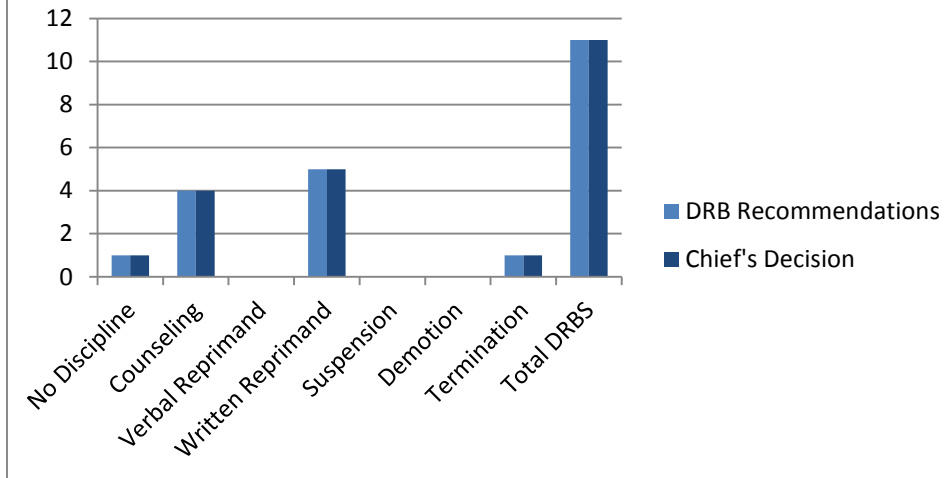
2013 Complaints from Citizens vs. Within Department

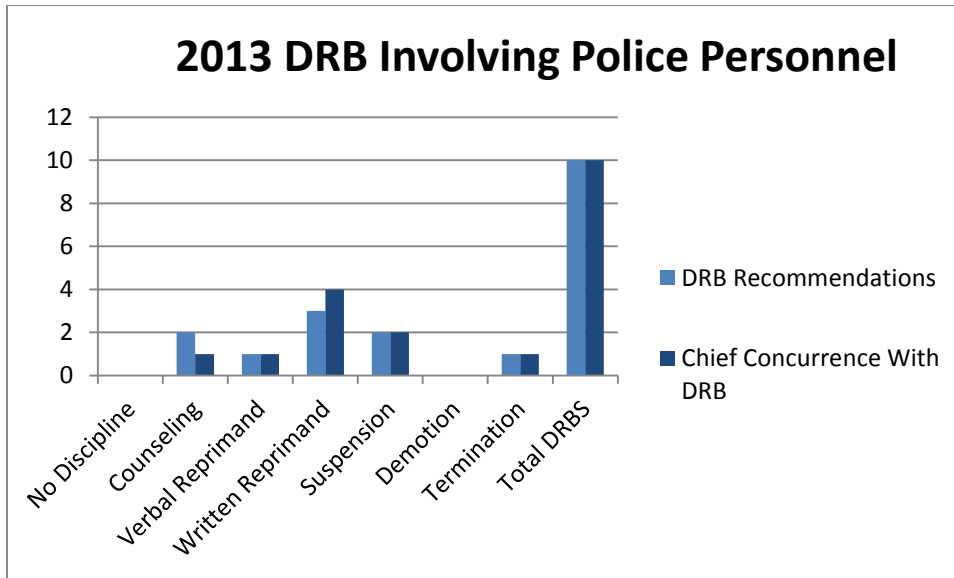


2014 Complaints from Citizens vs. Within Department



2014 DRB Involving Police Personnel





Types of Discipline

First Quarter Discipline

Violation

Jail Procedure
 Actions Unbecoming
 Incompetence
 Improper Language
 Rudeness
 Insubordination

Discipline

Demotion
 Written Reprimand
 Counseling
 Counseling
 Counseling
 Written Reprimand

Second Quarter Discipline

Violation

Rudeness
 Inefficient Job Performance
 Key Control
 Sleep/Unsafe Work Practices
 Unsafe Work Practices
 Sleeping on Duty

Discipline

Counseling
 Counseling
 Written Reprimand
 Written Reprimand/Counseling
 Counseling
 Written Reprimand

Third Quarter Discipline

Violation

Use of Force Policy Vio/Cond Unbec/Rude/Insub
 Inefficient Performance of Duties
 Rules of Conduct

Discipline

Termination
 Counseling
 Counseling

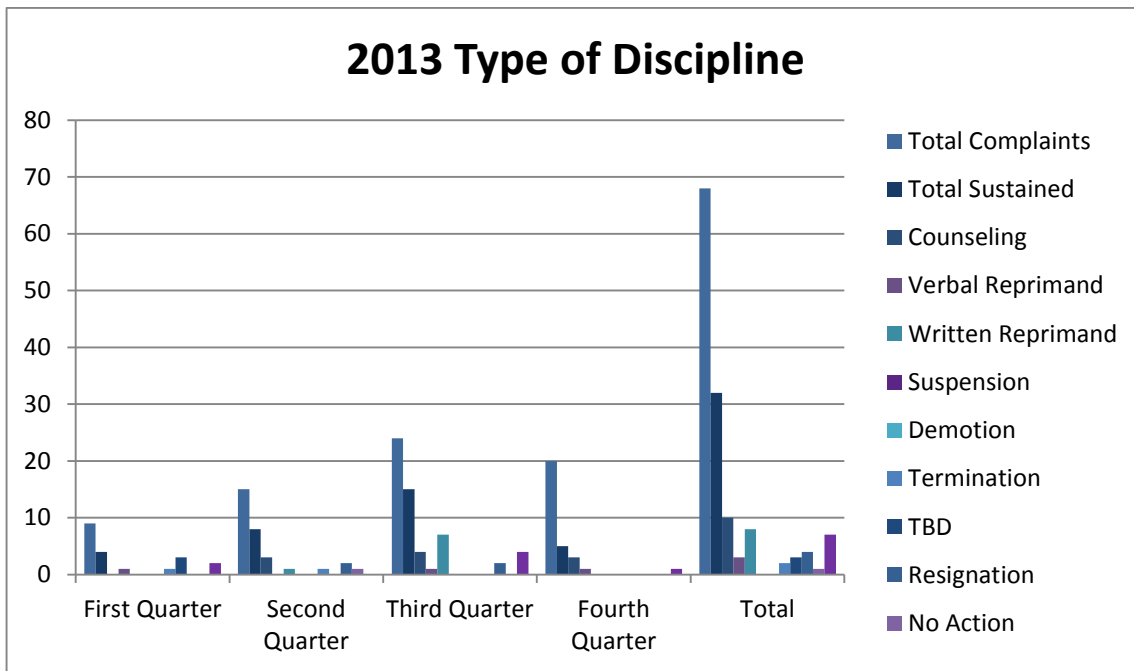
Fourth Quarter Discipline

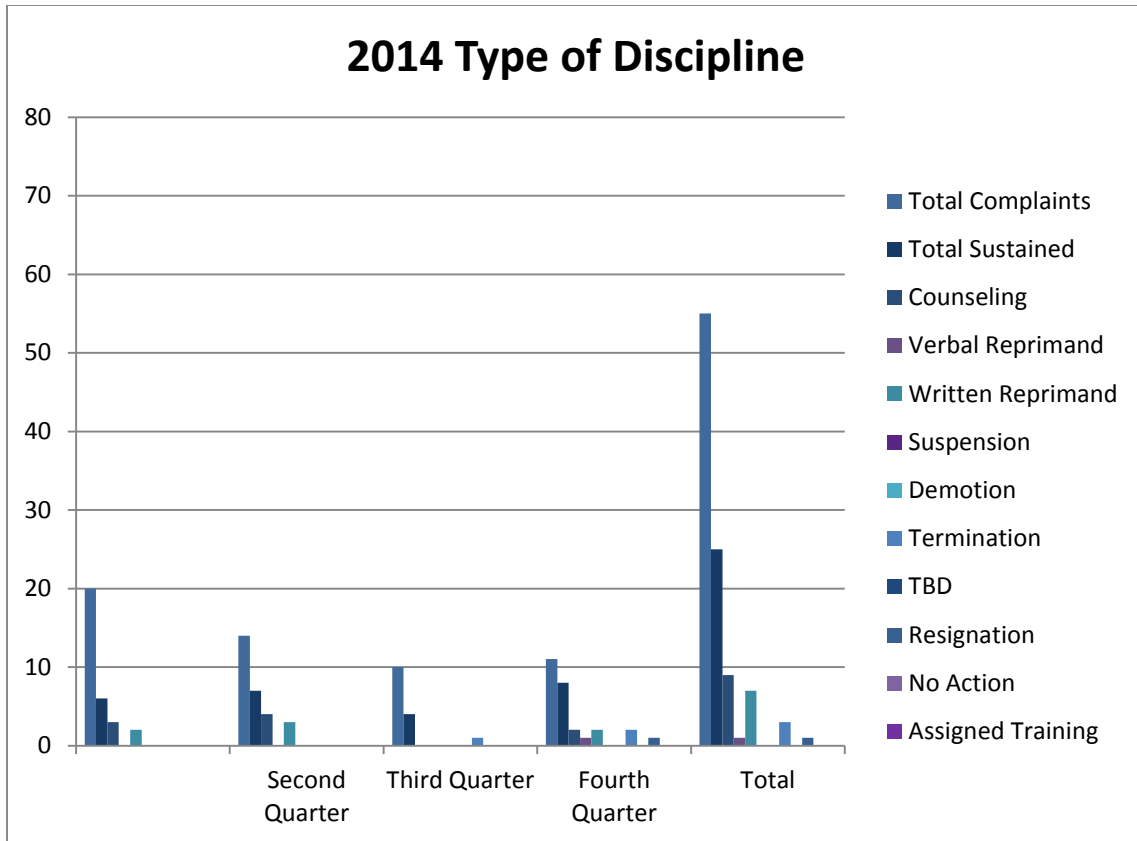
Violation

Reporting Procedure
 Radio Procedures
 Radio Procedures
 Fail to Perform Duties
 Conduct Unbecoming
 Unsafe Work Practices
 Dereliction of Duty/Honest

Discipline

Counseling
 Written Reprimand
 Counseling
 Counseling
 Resigned
 Written Reprimand
 Termination





***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 2014 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

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

Second Quarter Accident Discipline

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

Third Quarter Accident Discipline

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

Fourth Quarter Accident Discipline

<u>Violation</u>	<u>Discipline</u>
------------------	-------------------

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

Supplemental Training
Written Reprimand/Supplemental Training
Written Reprimand/Supplemental Training
Counseling

Pursuits

During 2014 there were 20 officer involved pursuits. During 2013 there were 21 officer involved pursuits. All of the pursuits were reviewed by the Pursuit Review Board. Of the 20 officers involved in the pursuits four 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>
Pursuit Related Violation	Counseling Form

Second Quarter Pursuit Discipline

<u>Violation</u>	<u>Discipline</u>
Pursuit Related Violation	Written Reprimand and Counseling

Third Quarter Pursuit Discipline

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

Fourth Quarter Pursuit Discipline

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

***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.**