

Executive Summary of PD Oversight Task Force Information Request

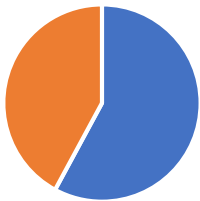
Definitions

Class 1 Professional Standards Investigation: the allegation is serious in nature and/or serious discipline may result if the allegation is sustained. It may also include allegations of great concern to the community. Normally the Professional Standards Unit conducts the investigation.

Class 2 Professional Standards Investigation: the allegation is non-serious in nature and any resulting discipline may not exceed a permanent letter of reprimand. Normally the investigation is conducted by the affected member's immediate supervisor.

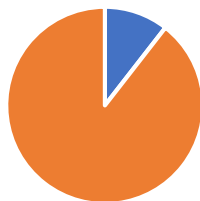
Class 1 Investigations 2014-2018 (19 total)

Source of Complaint



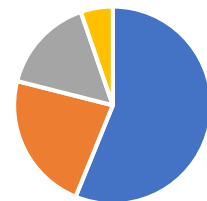
■ Internal 58%
■ External 42%

Allegations of Bias



■ Bias Alleged 11%
■ No Bias Alleged 89%

Final Outcome



■ Sustained 56% ■ Not Sustained 23%
■ Exonerated 16% ■ Unfounded 5%

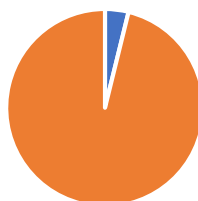
Class 2 Investigations 2014-2018 (26 total)

Source of Complaint



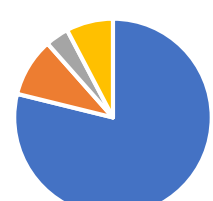
■ Internal 65%
■ External 35%

Allegations of Bias



■ Bias Alleged 4%
■ No Bias Alleged 96%

Final Outcome



■ Sustained 79% ■ Not Sustained 10%
■ Exonerated 4% ■ Unfounded 7%

Notes:

- Not all allegations of bias are treated as class 1 investigations.
- In every class 1 investigation for the past five years, the final finding of the Police Chief has concurred with the finding of the Professional Standards Review Panel. In two cases, a minority of the panel dissented with the full panel's finding.

Records Retention

Employee records are maintained according to state-mandated records retention schedules and are preserved for a minimum of 5 years. In some cases, records are maintained for up to 10 years beyond an employee's retirement.

2014 Class 1 Investigations

Source of Complaint	Number of Employees Named in Incident	Allegation(s)	PSRP Finding	Final Disposition	Nature of Discipline	Bias Alleged
Internal	4	Conformance with Laws Conduct	Sustained	Sustained	1 Year letter	No
External	1	Use of Force	Exonerated	Exonerated	N/A	No
External	1	Use of Force	Not Sustained Two panel members dissented wanting the finding to be Exonerated	Not Sustained	N/A	No
Internal	1	Conformance with Laws Conduct Security of Police Information	Sustained	Sustained	Resignation	No
External	1	Compliance with Vales, Rules and General Orders Use of Force	Not Sustained	Not Sustained	N/A	Yes (Race)
External	3	Use of Force	Not Sustained PSRP asked for further information on one aspect of the investigation	Not Sustained	N/A	Yes (Race)

2014 Class 2 Investigations

Source of Complaint	Number of Employees Named in Incident	Allegation(s)	Final Disposition	Nature of Discipline	Bias Alleged
Internal	1	Compliance with Values, Rules and General Orders	Sustained	1 Year Letter	No
Internal	1	Compliance with Values, Rules and General Orders	Sustained	1 Year Letter	No
Internal	1	Compliance with Values, Rules and General Orders	Sustained	1 Year Letter	No
Internal	1	Compliance with Values, Rules and General Orders	Sustained	1 Year Letter	No
Internal	1	Compliance with Values, Rules and General Orders	Sustained	1 Year Letter	No
Internal	1	Compliance with Values, Rules and General Orders	Sustained	Verbal Counseling	No
Internal	1	Compliance with Values, Rules and General Orders	Sustained	1 Year Letter and Briefing Training	No
Internal	1	Compliance with Values, Rules and General Orders Respect for Others Conduct	Sustained	1 Year Letter	No
External	2	Compliance with Values, Rules and General Orders Conduct	Rule 1 Sustained Rule 2 Not Sustained	1 Year Letter x2	No
Internal	1	Conformance with Laws	Sustained	1 Year Letter	No

2014 Summary

Class 1 – 6 Investigations, 2 Internal, 4 External; 2 allegations of bias
 Class 2 – 10 Investigations, 9 Internal, 1 External; No allegations of bias
 Referral – 21 Referrals, all External; No allegations of bias

2015 Class 1 Investigations

Source of Complaint	Number of Employees Named in Incident	Allegation(s)	PSRP Finding	Final Disposition	Nature of Discipline	Bias Alleged
Internal	1	Adherence to Orders	Sustained	Sustained	5 Year letter	No
Internal	1	Conduct	Sustained	Sustained	1 Year Letter	No
External	1	Use of Force	Unfounded	Unfounded	N/A	No

2015 Class 2 Investigations

Source of Complaint	Number of Employees Named in Incident	Allegation(s)	Final Disposition	Nature of Discipline	Bias Alleged
Internal	1	Compliance with Values, Rules and General Orders	Sustained	1 Year Letter	No
External	1	Respect for Others	Sustained	1 Year Letter	No
External	1	Conduct	Sustained	1 Year Letter	No
External	1	Police Authority and Public Trust	Sustained	1 Year Letter and Training	No
External	1	Respect for Others	Unfounded, Complaint Withdrawn	N/A	Yes

2015 Summary

Class 1 – 3 Investigations, 2 Internal, 1 External; No allegations of bias
 Class 2 – 5 Investigations, 1 Internal, 4 External; 1 allegations of bias
 Referral – 25 Referrals, 5 Internal, 20 External; 1 allegations of bias

2016 Class 1 Investigations

Source of Complaint	Number of Employees Named in Incident	Allegation(s)	PSRP Finding	Final Disposition	Nature of Discipline	Bias Alleged
External	2	Police Authority and Public Trust Use of Force	Exonerated	Exonerated	N/A	No
External	1	Police Authority and Public Trust Use of Force	Exonerated	Exonerated	N/A	No
Internal	1	Compliance with Values, Rules and General Orders Truthfulness Use of Force	Sustained 2 panel members dissented with Not Sustained recommendation	Sustained	Resigned	No

2016 Class 2 Investigations

Source of Complaint	Number of Employees Named in Incident	Allegation(s)	Final Disposition	Nature of Discipline	Bias Alleged
External	2	Compliance with Values, Rules and General Orders	Unfounded	N/A	No
Internal	1	Conduct	Sustained	1 Year Letter, Training	No
Internal	1	Police Authority and Public Trust	Sustained	1 Year Letter	No

2016 Summary

Class 1 – 3 Investigations, 1 Internal, 2 External; No allegations of bias
 Class 2 – 3 Investigations, 2 Internal, 1 External; No allegations of bias
 Referral – 16 Referrals, 1 Internal, 15 External; 1 allegation of bias

2017 Class 1 Investigations

Source of Complaint	Number of Employees Named in Incident	Allegation(s)	PSRP Finding	Final Disposition	Nature of Discipline	Bias Alleged
Internal	1	Compliance with Values, Rules and General Orders	Sustained	Sustained	5 Year letter	No
Internal	1	Compliance with Values, Rules and General Orders	Sustained	Sustained	1 Year Letter	No
Internal	3	Compliance with Values, Rules and General Orders	Sustained Sustained Not Sustained	Sustained Sustained Not Sustained	1 Day Suspension 1 Year Letter N/A	No
Internal	1	Conduct	Sustained	Sustained	5 Year Letter, Training	No
Internal	1	Compliance with Vales, Rules and General Orders Conduct	Sustained	Sustained	5 Year Letter	No

2017 Class 2 Investigations

Source of Complaint	Number of Employees Named in Incident	Allegation(s)	Final Disposition	Nature of Discipline	Bias Alleged
External	2	Respect for Others Use of Force	Exonerated	N/A	No
Internal	1	Compliance with Values, Rules and General Orders	Sustained	1 Year Letter, teach training	No
External	1	Conduct	Not Sustained	N/A	No
Internal	1	Conduct	Sustained	1 Year Letter	No
External	1	Police Authority and Public Trust	Sustained	1 Year Letter	No
Internal	1	Conduct	Not Sustained	N/A	No

2017 Summary

Class 1 – 5 Investigations, 5 Internal, 0 External; No allegations of bias
 Class 2 – 6 Investigations, 3 Internal, 3 External; No allegations of bias
 Referral – 18 Referrals, 1 Internal, 17 External; No allegations of bias

2018 Class 1 Investigations

Source of Complaint	Number of Employees Named in Incident	Allegation(s)	PSRP Finding	Final Disposition	Nature of Discipline	Bias Alleged
External	1	Conformance with Laws Conduct	Not Sustained	Not Sustained	N/A	No
Internal	1	Compliance with Values, Rules and General Orders	Sustained	Sustained	2 Day Suspension	No

2018 Class 2 Investigations

Source of Complaint	Number of Employees Named in Incident	Allegation(s)	Final Disposition	Nature of Discipline	Bias Alleged
Internal	1	Compliance with Values, Rules and General Orders	Sustained	Verbal Counseling, Training	No
Internal	1	Compliance with Values, Rules and General Orders	Sustained	1 Year Letter	No

2018 Summary

Class 1 – 2 Investigations, 1 Internal, 1 External; No allegations of bias
 Class 2 – 2 Investigations, 2 Internal, 0 External; No allegations of bias
 Referral – 20 Referrals, all External; 1 allegations of bias