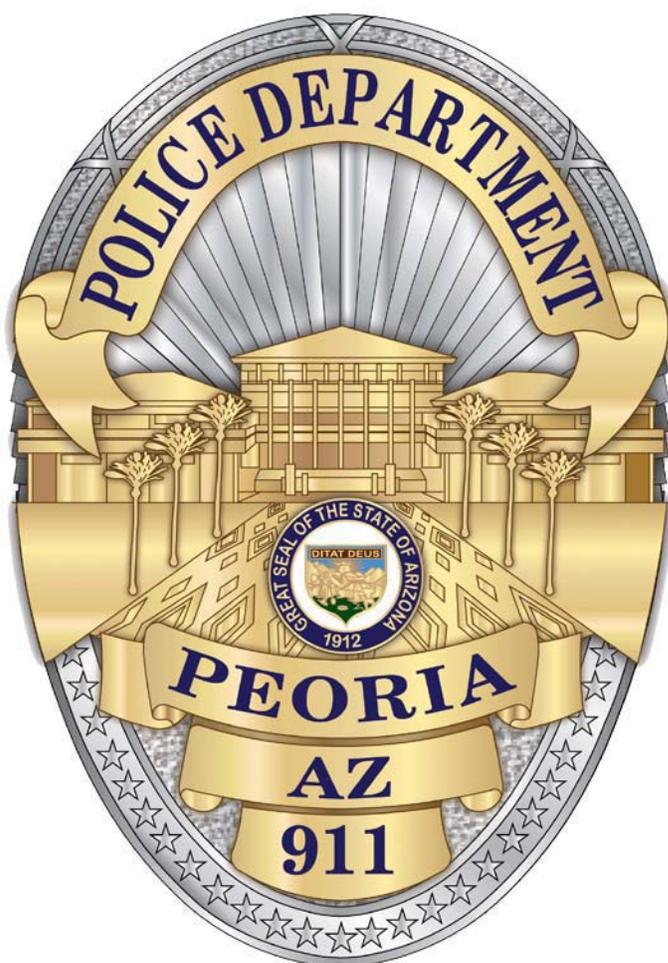


# Professional Standards Unit

2013 Annual Report





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**Date:** January 31, 2014

**To:** Roy W. Minter, Jr., Chief of Police

**From:** Professional Standards Unit

**Subject:** Professional Standards Unit 2013 Calendar Year Summary Report (CALEA 52.1.5)

This report is the 2013 calendar year activity summary for the City of Peoria Police Department Professional Standards Unit.

The Professional Standards Unit is responsible for the records regarding all administrative investigations and specific administrative matters. The unit is responsible for the coordination and records storage of the following;

- Discipline Review Panel
- Use of Force Committee
- Vehicle Operations and Safety Committee
- Early Intervention Program
- Department grievance and appeal processes
- Department Controlled Substance Screening Program
- Department inspections and audits

In addition to assisting the City Attorney's Office and the Human Resources Department with matters pertaining to Police Department personnel matters, the unit is also responsible for the training of Department personnel in matters relating to the functions of the Professional Standards Unit.

The Professionals Standards Unit had two personnel assigned in 2013 - Lieutenant Jason Christofferson and Sergeant Greg Larson.

### **Use of Force (CALEA 1.3.13)**

The following is a report of the force used by Peoria Police Officers from January 1, 2013 through December 31, 2013. This report was conducted by utilizing the information entered into Blue Team and retained in IA Pro. The following areas are covered in Use of Force reports entered into Blue Team for Use of Force:

- Injury/Death
  - Officer's use of force resulted in an injury/alleged injury to himself/herself
  - Officer's use of force resulted in an injury/alleged injury to another
  - Officer's use of force resulted in a death of another
- Less-Lethal Options
  - Officer used Oleoresin Capsicum (OC) spray and discharged it at another person
  - Officer used hard empty hand control technique
  - Officer used as a hard impact weapon (i.e. expandable baton, flashlight, etc.).

- Officer used a Stun Bag Shotgun discharging it at another person
- Police Service Dog was utilized
- Taser
  - Laser point utilized
  - Arc for compliance
  - Discharge of Probes
  - Drive stun
- Firearms
  - Officer intentionally discharged a firearm
  - Officer unintentionally discharged a firearm
  - Accidental discharge of a firearm
- Special Assignment Unit (SAU) and Mobile Field Force (MFF)
  - Use of Chemicals (OC spray, CS gas, or CN gas)
  - Stun bag shotgun deployed
  - Deployed other less-lethal kinetic batons
  - Deployed smoke or diversionary devices
  - Pepper Ball System deployed in unlawful assembly situation

### Incident Review (CALEA 1.3.6)

**Figure 1**

#### **Use of Force Chart**

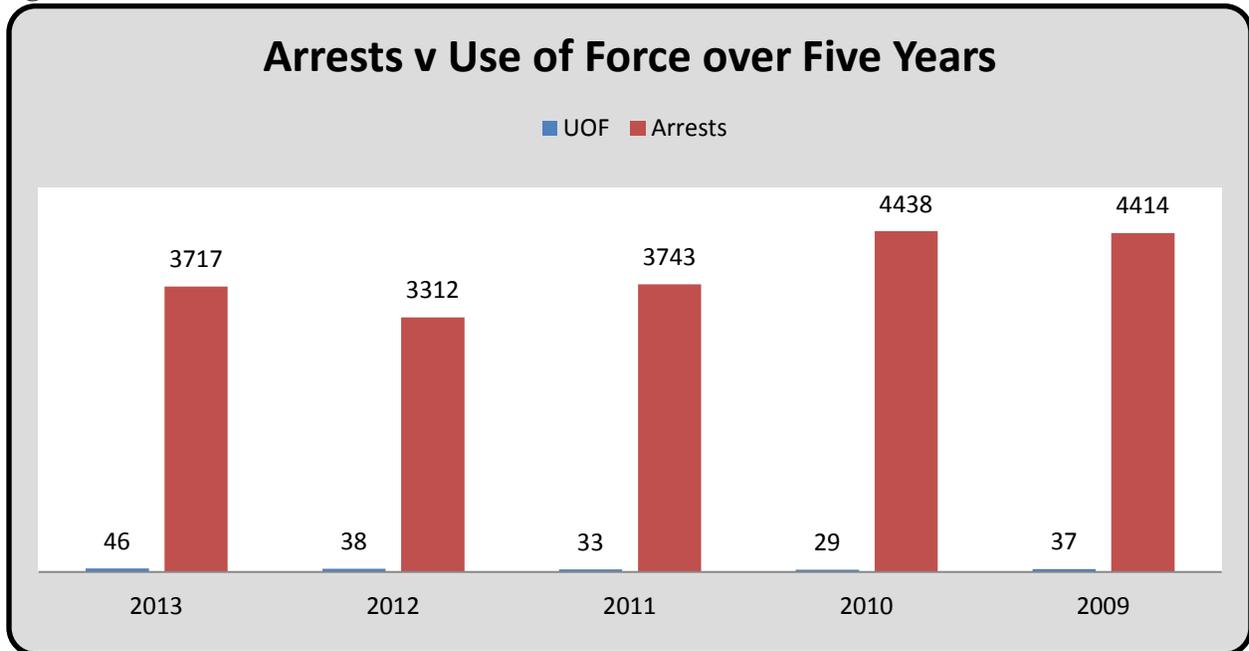
<b>Description</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Difference 2012/2013</b>	<b>% Change 2012/2013</b>
Use of Force Incidents	37	29	33	38	46	8	21%
Calls for Service	103,557	102,412	109,570	116,161	105,187	-10,974	-10%
Arrests	4414	4438	3743	3312	3717	405	12%
Sworn Full Time Employees	190	187	187	187	188	1	>1%
Use of Force Resulted in Injury	8	22	26	30	25	-5	-16%
Use of Force Resulted in Death	0	1	0	0	0	0	0%
<b>Description</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Difference 2012/2013</b>	<b>% Change 2012/2013</b>
O.C. Spray	1	1	1	0	0	0	0%
Hard Empty Hand	18	15	11	23	22	-1	-4%
Hard Impact Weapon	1	3	2	0	1	1	100%
Soft Empty Hand	14	16	14	28	27	-1	-3%
Less Lethal Stun bag Shotgun	0	1	2	0	0	0	0%
Police Dog	4	4	4	3	4	1	33%
Taser	12	17	24	20	16	-4	-20%
<b>Discharge of Firearm</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Difference 2012/2013</b>	<b>% Change 2012/2013</b>
Intentional	1	4	1	2	4	2	50%
Unintentional	0	1	1	1	0	-1	-100%
Accidental	0	0	0	0	0	0	0%

<b>SAU/MFF Use of Force</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Difference 2012/2013</b>	<b>% Change 2012/2013</b>
Less Lethal Stun bag Shotgun	0	0	0	0	0	0	0%
Less Lethal Kinetic Baton	0	0	0	0	0	0	0%
Smoke or Diversionary Device	1	17	24	36	14	-22	-61%
SAU (SWAT) Deployments	11	13	30	42	40	-2	-4%
SAU High Energy Breach					3	3	300%
<b>Times</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Difference 2012/2013</b>	<b>% Change 2012/2013</b>
Day (0600-1600)	8	5	13	14	8	-6	-57%
Evening (1600-2200)	12	11	5	4	16	12	75%
Night (2200-0600)	17	13	15	17	22	5	23%

(Note: Calls for Service and Arrests were extracted from the Peoria Police Department LERMS system based on information available at the time of this report.)

- In 2013, there were 46 incidents in which Peoria Police Officers documented at minimum, one level of force utilized. The 46 use of force incidents involved 81 officers utilizing 88 different levels of non-lethal force. In comparison to 2012, there were 38 use of force incidents involving 75 officers utilizing 84 different levels of non-lethal force. Although there was a slight increase of 10 reported incidents of force in 2013, the total levels of all levels of force used by officers only slightly increased by 5% or four reported uses of force. A review of the 46 reported use of force incidents in 2013 revealed seven reported uses of force or 8% involved officers only needed to display the Taser or expandable baton in order to gain compliance. It should also be noted that 22 of the 88 reported uses of force or 25% involved officers utilizing handcuffs to gain compliance of a suspect that resulted in minor injury or complaint of injury meeting the threshold of reportable force.
- In 2013 there were 105,187 Calls for Service (CFS). In comparison, there were 116,161 CFS in 2012, a decrease of 10,974 or a 10% decrease in CFS in 2013.
- In 2013, there were 3,717 arrests. In comparison, there were 3,312 reported arrests in 2012, an increase of 405 arrests or a 12% increase. Of the 46 incidents of force reported in 2013, 36 of these force incidents or 78% were the direct result of officers affecting an arrest.
- When comparing Use of Force to the number of arrests in 2013, Peoria officers used force less than 1% of the time when affecting an arrest. Examining the remaining seven incidents, or 8% were related to mentally ill subjects that were a danger to themselves or others requiring justifiable force to control the subject to assist them in seeking mental health care. The remaining incidents involved officers using justifiable force occurred while attempting to control a subject during investigative contacts and the officer had probable cause at the time of the contact. Figure 2 is a five year comparison of arrests vs. Use of Force incidents.

Figure 2

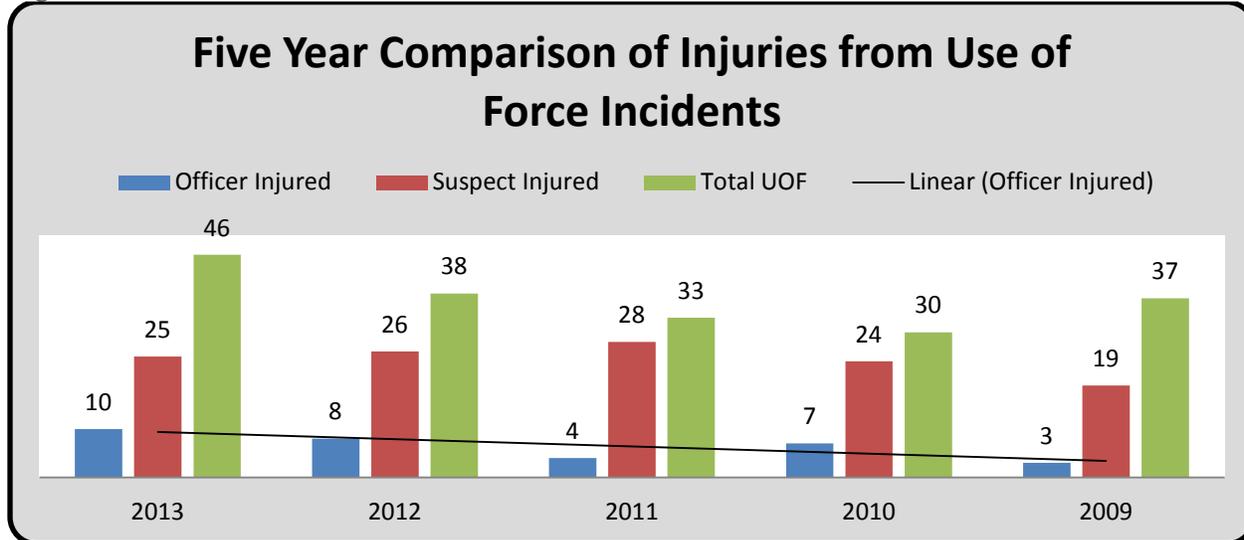


- The Peoria Police Department started exploring High Energy Breaching (HEB) by SWAT in 2011. There was a realization where in some tactical situations the speed of getting officers into a structure would be invaluable and increase the likelihood of a positive outcome. Examples of these situations include hostage rescue operations and high risk search warrant service. The HEB program of the Peoria Police Department is based on the premise that the minimum amount of explosives is used to guarantee a positive entry into the structure. The HEB program was started in 2013 and SWAT utilized HEB entries three times or on 7% of their operations.

#### **Injury/Death (CALEA 1.3.6)**

- Of the 46 total Use of Force incidents in 2013, 25 incidents or 54% of the incidents resulted in an injury/alleged injury to the suspect. In comparison to 2012, 26 incidents or 68% of the incidents resulted in an injury/alleged injury to the suspect.
- Of the 46 total Use of Force incidents in 2013, 12 incidents or 26% resulted in an injury to the officer. This is an increase of four incidents or a 5% increase compared to 2012.
- There were no uses of force in 2013 that resulted in the death of a human. There was no change compared to 2012.
- Figure 3 is a five year comparison of injuries connected to uses of force. Significant injury was determined if the officer or suspect was transported to the hospital. Significant injuries to suspects increased slightly by 3% in 2013 but significant injury to officer's dramatically decreased with no officers requiring hospitalization.

Figure 3



### Less-Lethal Force Options (CALEA 1.3.6)

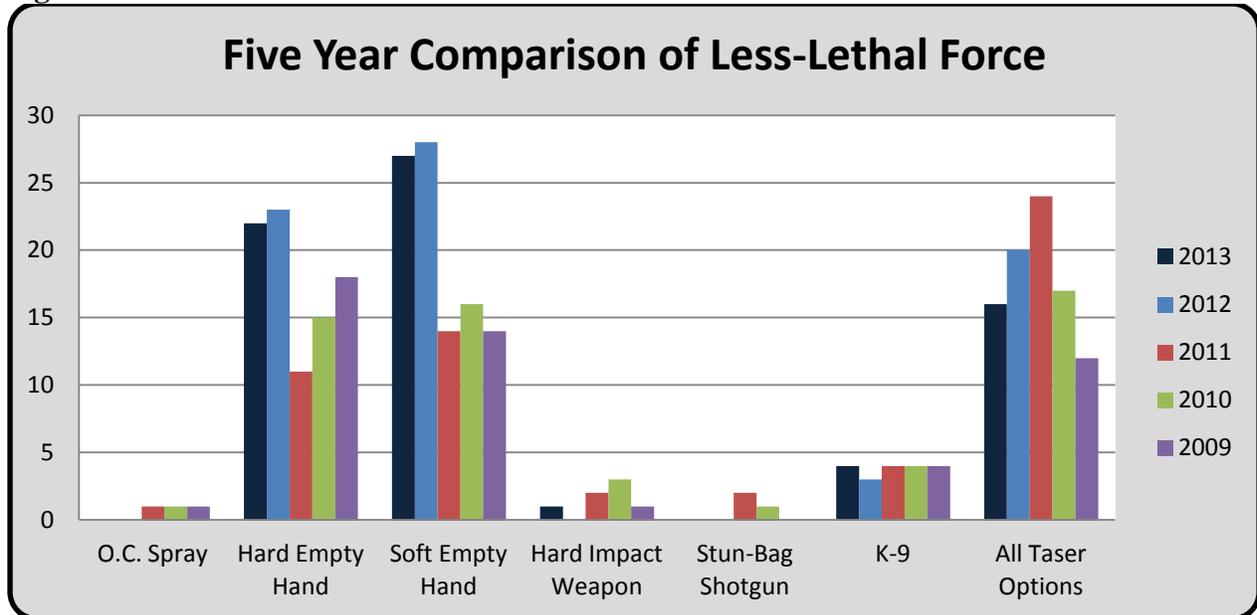
Less-Lethal force response options are defined and explained in Peoria Police policy 300 through 309. Less-Lethal force is defined as a tactic that minimizes the risk of causing death or serious injury and is designed to stop aggression or aid in establishing control of a situation. Several different force options may be used during one incident by various officers to stop aggression and gain control.

The Peoria Police Department uses web based software called Blue Team to document all reportable use of force incidents. One use of force incident may have multiple officers that used different levels of force. In 2013, the Peoria Police Department had 46 reportable use of force incidents involving 81 officers using various levels of force, not including deadly force. Compared to 2012, the Peoria Police Department had 38 reportable use of force incidents involving 75 officers using various levels of force, not including deadly force.

- There were no reported uses of OC spray in 2013. There was no change compared to 2012.
- Hard empty hand control techniques were used 22 times or 25% of all reported force used in 2013. This is a decrease of one incident when compared to 2012.
- Soft empty hand control techniques were used 27 times or 30% of all reported force used in 2013. This is a decrease of one incident compared to 2012.
- There was one reported use of an expandable baton 2013. The officer displayed the expandable baton and the suspect immediately complied with no further action by the officer. This is an increase of one incident when compared to 2012.
- There was no reported use of a flashlight in 2013 as an impact weapon or as a tool to gain control of a suspect. There was no increase or decrease when compared to 2012.
- There was no reported use of the stun bag shotgun in 2013. There was no increase or decrease when compared to 2012.
- A police service dog or K-9 was used in 4 incidents or 4% of all reported force used in 2013. This is an increase of one incident when compared to 2012.

- All available options for the Taser were used 16 times or 18% of all reported force used in 2013. This is a decrease of 2 usages when compared to 2012. Figure 4 is a five year comparison of less-lethal force used by the Peoria Police Department.

Figure 4



### Significant Increases/Decreases

A review of the 2013 use of force statistics shows a slight decrease in the use of hard and soft empty hand techniques to control violent or potentially violent subjects while the use of the Taser also continues to decrease. In 2013 officers continued to use more hands-on techniques when using force and were less reliant on the Taser. Unfortunately, injuries to officers involved in use of force incidents continued to increase by 25% in 2013 when compared to 2012.

### Unintentional/Intentional/Accidental Discharge of a Firearm

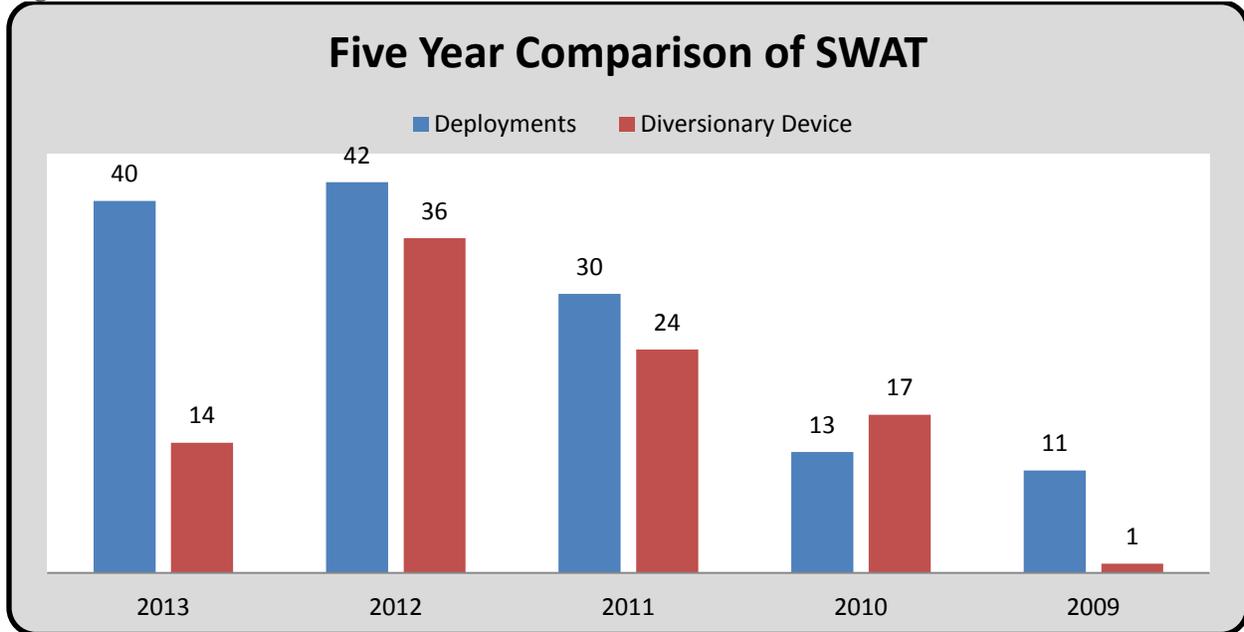
- There were no noted unintentional discharges of a firearm in 2013. (CALEA 1.3.6.)
- One intentional discharge of a firearm was reported in 2013 in connection with dangerous animals.

**Warning shots** are prohibited by Peoria Police Department SOP PTY 300—there were no violations of this policy in 2013. (CALEA 1.3.3)

### SAU and MMF Use of Force (CALEA 1.3.6)

- There were no incidents in which the Stun bag Shotgun (less-lethal) was deployed in 2013. There was no increase or decrease when compared to 2012.
- There were no uses of less-lethal kinetic batons in 2013. There was no increase or decrease when compared to 2012.
- There were 14 incidents where SAU deployed a diversionary device in 2013. This was a decrease of 22 uses from 2012. The decrease in the use of diversionary devices is most likely attributed to SAU not having inventory readily available. The inventory back order was due to Federal Government shut downs causing a six month delay in shipping. Figure 5 is a five year comparison of SAU deployments and diversionary devices used.

Figure 5



### Training (CALEA 1.3.13)

In 2013, Peoria Police officers received mandatory in-service training on Taser deployment and completed a written test focused on use of force. In addition, all officers received Low Light Firearms Training and completed a “discretionary shoot” using either Multiple Interactive Learning Objectives (MILO) or Simunitions Technology.

### Analysis (CALEA 1.3.13)

Overall, the department saw an increase in use of force incidents when compared to 2012 by approximately eight incidents. It should be noted that each Use of Force incident may have multiple officers using several different types or levels of force. When examining 46 use of force incidents, 88 different types of force were utilized by 81 officers in 2013, this is a 6% increase compared to 2012. Although the number of use of force incidents increased along with the number of officers that used force in 2013, officers continue to be effective when utilizing force and using the minimal amount of force necessary to control the situation.

The deployment of O.C Spray and collapsible baton is almost non-existent by officers in the field. It is reasonable to believe that the continual decrease in the use of O.C Spray, Taser, and the collapsible baton would increase the use of hard/soft empty hand techniques. This could also be directly related to the increase in officers’ injuries in 2013.

Taser was the second most used less-lethal force option used by Peoria officers in the field but the overall use of the Taser decreased by 20% in 2013. In fact, of the 16 Taser uses in 2013, six or 37% of the uses were officers activating the laser sight and immediately gaining compliance from the suspect without any further action by the officer. Peoria officers continue to use the minimal amount of force necessary to control and/or take subjects into custody when confronted with resistance.

**Professional Standards Unit****Figure 6**

<b>Description</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Difference 2012/2013</b>	<b>% Change 2012/2013</b>
Total Incidents Received	254	456	715	794	1305	511	64%
Administrative Investigations	11	17	14	10	5	-5	-50%
Service Complaints	71	155	129	88	86	-2	-2%
Citizen Commendations	61	137	102	108	118	10	9%
Commendations	0	61	191	200	241	41	20%
Early Intervention Program	0	1	2	1	0	-1	-100%
Employee Grievance	0	2	0	3	1	-2	-66%
Vehicle Accidents	29	16	24	24	22	-2	-8%
Vehicle Pursuits	4	0	3	2	2	0	No Change
Photo Radar	24	22	19	6	4	-2	-50%
<b>Service Complaint Findings</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Difference 2012/2013</b>	<b>% Change 2012/2013</b>
Exonerated	13	38	40	30	24	-6	-20%
Unfounded	25	53	40	29	34	5	17%
Not Sustained	25	9	4	2	3	1	50%
Sustained	14	54	43	24	24	0	No Change
Retired	0	0	0	0	1	1	100%
<b>Service Complaint Discipline</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Difference 2012/2013</b>	<b>% Change 2012/2013</b>
Letter of Reprimand	2	11	10	8	4	-4	-50%
Written Counseling	1	6	7	3	4	1	33%
Verbal Counseling	11	45	23	11	16	5	45%
Training	2	0	2	2	2	0	No Change
<b>Administrative Investigation Findings</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Difference 2012/2013</b>	<b>% Change 2012/2013</b>
Exonerated	4	4	2	0	2	2	200%
Unfounded	1	3	2	1	0	-1	-100%
Not Sustained	1	0	3	1	0	-1	-100%
Sustained	5	10	6	7	2	-5	-71%
Resigned Prior to completion	0	0	0	1	1	0	No Change
<b>Administrative Investigation Discipline</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Difference 2012/2013</b>	<b>% Change 2012/2013</b>
Termination	1	2	1	1	0	-1	-100%
Resigned	1	0	0	1	1	0	No Change
Demotion	0	0	0	2	0	-2	-200%
Suspension	2	2	2	3	1	-2	-66%
Letter of Reprimand	0	4	2	0	0	0	No Change

Written Counseling	1	1	0	0	0	0	No Change
Verbal Counseling	3	1	0	0	1	1	100%
Retired	0	2	0	0	0	0	No Change
No Action Taken	0	0	1	0	0	0	No Change
<b>Vehicle Accident Findings</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Difference 2012/2013</b>	<b>% Change 2012/2013</b>
Preventable	19	10	16	15	9	-6	-40%
Non-Preventable	9	6	8	9	13	4	44%
Preventable/Justified	1	0	0	0	0	0	No Change
<b>Vehicle Accident Discipline</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Difference 2012/2013</b>	<b>% Change 2012/2013</b>
Suspension	0	0	0	0	0	0	No Change
Letter of Reprimand	5	1	2	0	0	0	No Change
Written Counseling	0	3	1	0	0	0	No Change
Verbal Counseling	14	6	12	15	9	-6	-40%
Training	0	0	1	0	0	0	No Change
<b>Vehicle Pursuits Findings</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Difference 2012/2013</b>	<b>% Change 2012/2013</b>
Out of Policy	2	0	1	0	0	0	No Change
Within Policy	2	0	2	1	2	0	No Change
Determined Not a Pursuit	0	0	2	1	0	0	No Change
<b>Vehicle Pursuit Discipline</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Difference 2012/2013</b>	<b>% Change 2012/2013</b>
Suspension	0	0	0	0	0	0	No Change
Letter of Reprimand	0	0	0	0	0	0	No Change
Written Counseling	0	0	0	0	0	0	No Change
Verbal Counseling	2	0	2	0	0	0	No Change
Training	0	0	2	0	0	0	No Change

### Commendations/Complaints (CALEA 52.1.1)

In January of 2009, the Professional Standards Unit implemented a new tracking software system called IA Pro. IA Pro allows for accurate records of complaints and commendations received by the Peoria Police Department. Better accuracy resulted in an increase in the number of complaints and commendations for 2010 and 2011. This increase is a direct result of full implementation of a web based system called Blue Team. Blue Team allows and in some situations requires certain incidents traditionally tracked in an employee's individual performance record (IPR) or in CAD to be entered into Blue Team. The Blue Team software augments the IA Pro software. The IA Pro data base system has improved the accuracy in which complaints, commendations, and other performance issues are processed, tracked, and monitored for consistency. IA Pro also tracks use of force incidents, vehicle accidents, drug screening, inspections, and audits. The IA Pro and Blue Team software continues to be a valuable tool for PSU and the members of the Peoria Police Department as we strive to meet our department goal of building partnerships and trust with the community we serve.

### Complaint/Commendation Process

When a complaint is received it is classified into one of two categories based upon the potential discipline or allegation an employee would receive if the allegation is proven to be true. These two classifications are:

- Administrative Investigation: The allegation, if true, would result in more than a letter of reprimand.
- Service Complaint: The allegation, if true, would result in no more than a letter of reprimand.

Complaints classified as Administrative Investigations (AI) are investigated by the Professional Standards Unit (PSU) due to the severity of allegations and/or the potential level of discipline. Complaints classified as Service Complaints (SC) will normally be investigated by the involved employee's supervisor. (CALEA 26.1.5; 52.2.1)

### 2013 Incidents

PSU received 1305 contacts from citizens and Department personnel. Compared to 2012, PSU received 511 more contacts or a 64% increase in incidents tracked through IA Pro. Of the 1305 contacts, 359 or 27% resulted in commendations for Peoria Police Department employees. In comparison, only 86 or 6% of the 1305 contacts resulted in a complaint. The remaining contacts consisted of use of force, vehicle accidents, drug screens, K-9 kit audits, MDC audits, and other incidents tracked by IA Pro located in the figure 6 of this report.

When looking at the 1305 incidents received in PSU, 185 were from citizen contacts. Of the 185 citizen contacts, 84 were received by telephone, 26 were received by the Professional Standards Unit on-line complaint/commendation process, 7 were received by walk-in, 64 were received in writing, and 4 were received from the Citizens' Pipeline.

### Investigations of Complaints

The Professional Standards Unit utilizes a process, developed in 2003 and modified in 2011, to comply with Arizona Revised Statute (ARS 38-1101) laws concerning officers' bill of rights on how investigations are handled. The Department has two forms of investigative formats;

- **Administrative Investigation** – a non-criminal investigation, ordered by the Chief of Police, to determine the facts of what occurred in response to an alleged or suspected violation of an established rule, regulation, policy, or procedure. The investigation is reviewed by the involved employee's chain of command to determine if a violation has occurred and recommend corrective action to the Chief of Police.
- **Service Complaint (CALEA 26.1.5)** – The investigative process conducted by the initiating supervisor to determine if a violation of policy has occurred and to administer the appropriate level of corrective action or procedural changes.

The possible findings for complaints investigated at any level are:

- a. **Unfounded**: The events or allegations reported by the complainant did not happen or were false.
- b. **Exonerated**: The allegation did occur but the employee's actions were lawful, proper, and within department policy.
- c. **Not Sustained**: The allegation against the employee could not be proven or disproven during the investigation.

- d. Sustained: The allegation against the employee met the “standard of proof” and was determined to be true.

**Administrative Investigations:**

A total of five Administrative Investigations (AI) were authorized by the Chief of Police in 2013. The investigations were reviewed by a Discipline Review Panel (DRP) that consisted of the employee’s chain of command. Of the five investigations in 2013, the DRP determined the following: two of the investigations were “exonerated,” none of investigation were found “not sustained,” two were “sustained,” none were “unfounded,” and one investigation was closed due to the officer’s resignation prior to the conclusion of the investigation. Of the two sustained allegations, discipline ranged from verbal counseling to suspension.

- PSU met all required time limit requirements for notification and completion of investigations as directed by policy. (CALEA 52.2.3)

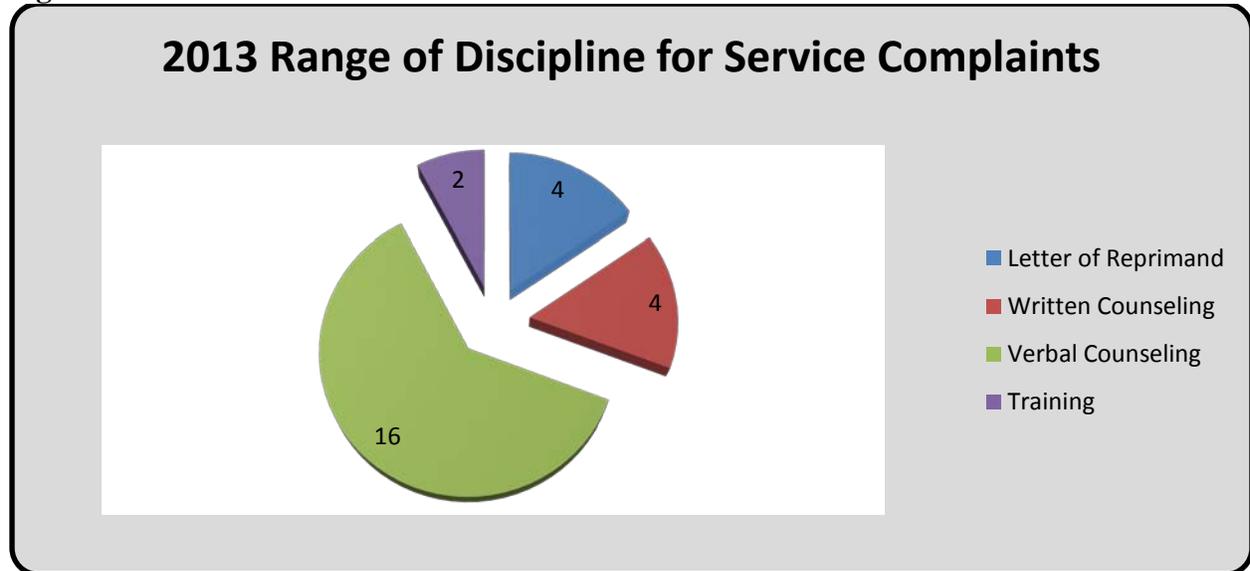
**Dismissals/Terminations (CALEA 26.1.8)**

The Peoria Police Department did not dismiss any employees in 2013.

**Service Complaints (CALEA 26.1.5)**

During 2013 a total of 86 service complaints were processed by PSU. Of those 86 complaints, 24 were exonerated, 3 were not sustained, 24 were sustained, 34 were unfounded, and one employee retired prior to the conclusion of the complaint. The 24 sustained complaints involved 21 different employees. Discipline resulting from these investigations is shown in figure 7:

**Figure 7**



There were no investigations that required officers to have medical or laboratory examinations, photographs, be subjected to a line-up, disclose financial statements, or take a test that would detect deception. This criterion is outlined in Peoria Police Department policy 1020. (CALEA 52.2.6.)

Figure 8 is a five year comparison of discipline in connection to sustained Administrative Investigations. (CALEA 26.1.8)

**Figure 8**

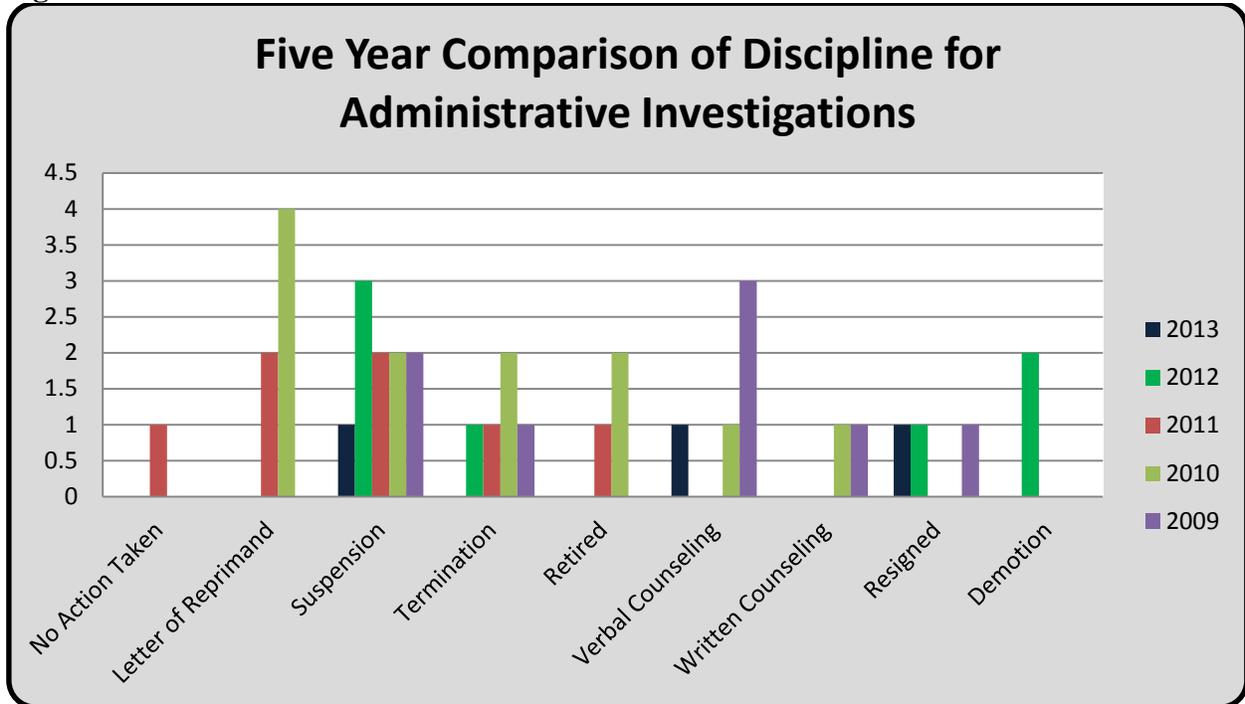


Figure 9 is a five year comparison of discipline in connection to sustained Service Complaints. (CALEA 26.1.5)

**Figure 9**

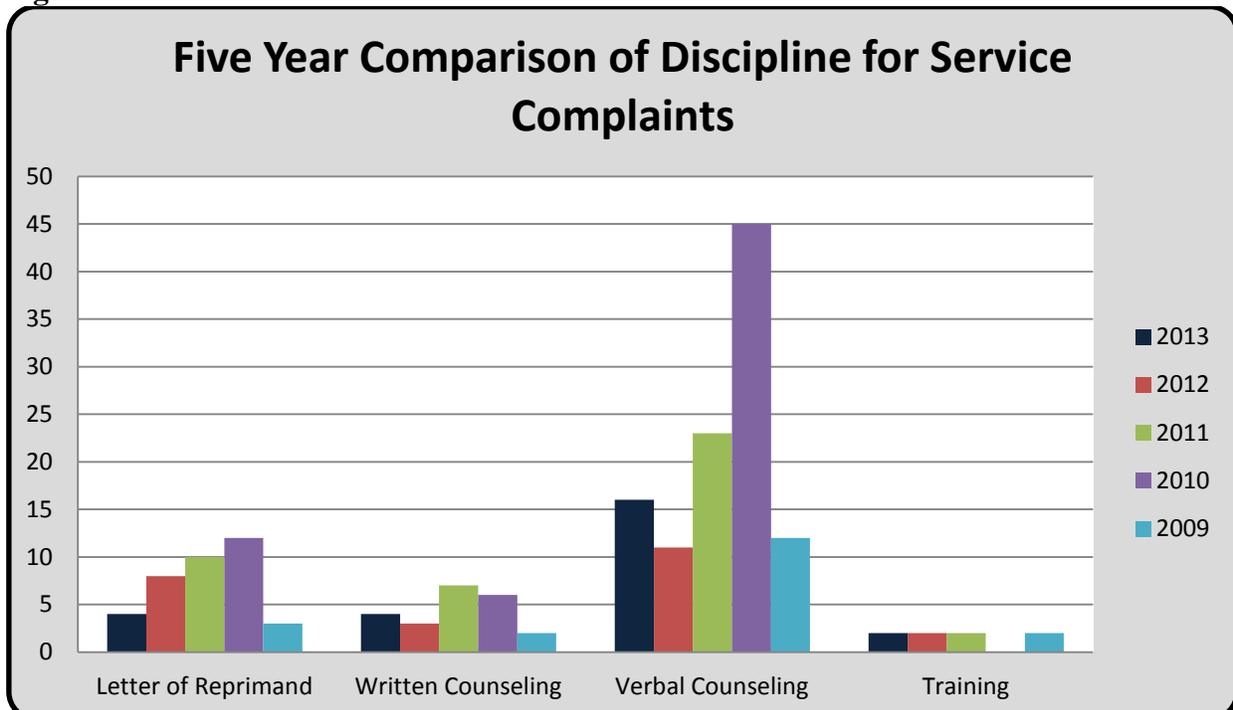
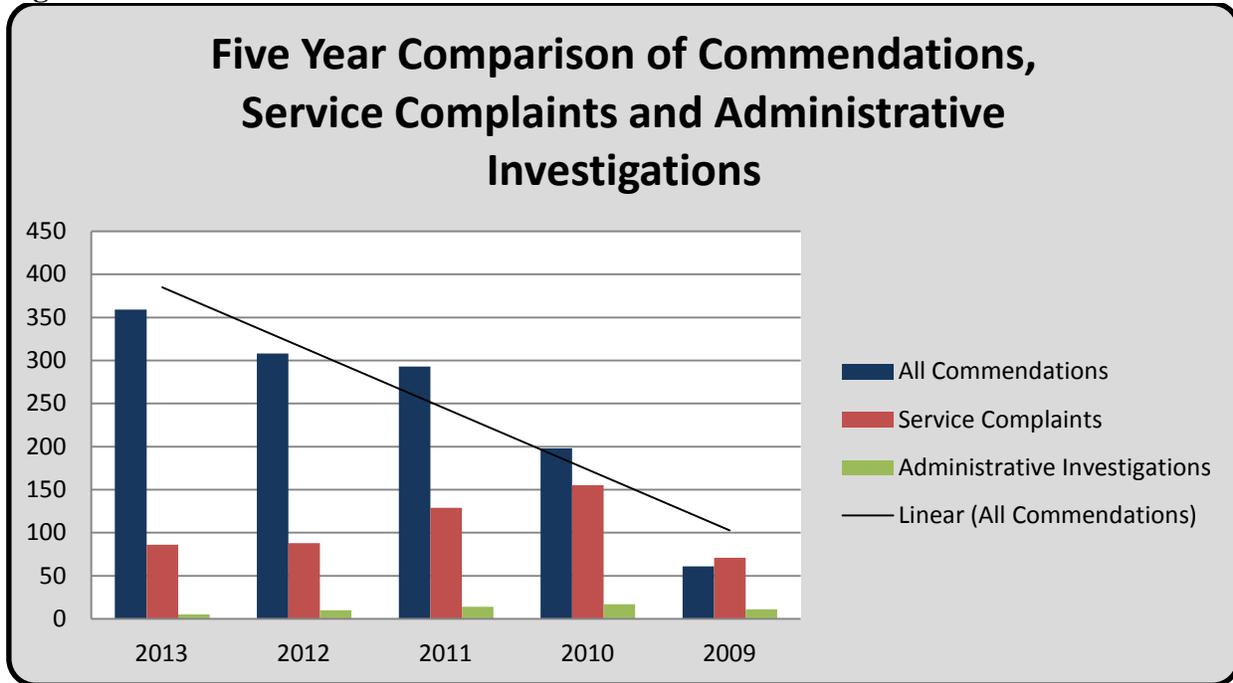


Figure 10 is a five year comparison of Citizen Commendations, Commendations, Service Complaints, and Administrative Investigations received in PSU. (CALEA 52.2.1)

**Figure 10**



#### **Biased Based Profiling Investigations: (CALEA 1.2.9)**

The Department received one complaint of Biased Based Profiling in 2013 AI 2013-002. On January 29, 2013, the Peoria Police Department Traffic Service Section participated in a commercial safety checkpoint with the Arizona Department of Transportation in the area of 8600 W Grand Avenue. An aspect of the checkpoint was to stop all vehicles to confirm the vehicle was registered, insured, and that the driver was properly licensed. A complaint was received alleging the checkpoint was intentionally singling out Hispanic drivers. The investigation revealed the checkpoint in no way was racially motivated or biased. The checkpoint followed set guidelines and protocols used in sobriety checkpoints that have been upheld in the U.S. Supreme Court. A Discipline Review Panel determined the officers had not violated Department policy on biased based policing.

#### **Vehicle Operations and Safety Committee (VOSC)**

During 2013 Peoria Police employees were involved in a total of 22 vehicle incidents. This was a slight decrease of two incidents compared to 2012. Of those 22 vehicle incidents, 13 were determined “not preventable” or the employee was not at fault for the accident and 9 were determined “preventable” or the employee was at fault for the accident by the Vehicle Operation Safety Committee. Figure 11 is a five year comparison of preventable and non-preventable vehicle collisions. Figure 12 is a five year comparison of all the primary collision factors. Inattention and backing were the top reasons sighted as the primary cause of collision in 2013. In an effort to bring driving safety and awareness to the attention of Peoria Police employees a program called “Below 100” was implemented in 2012. Part of the program’s focus is to get officers to wear their seatbelts, slow down, and focus on their driving.

Figure 11

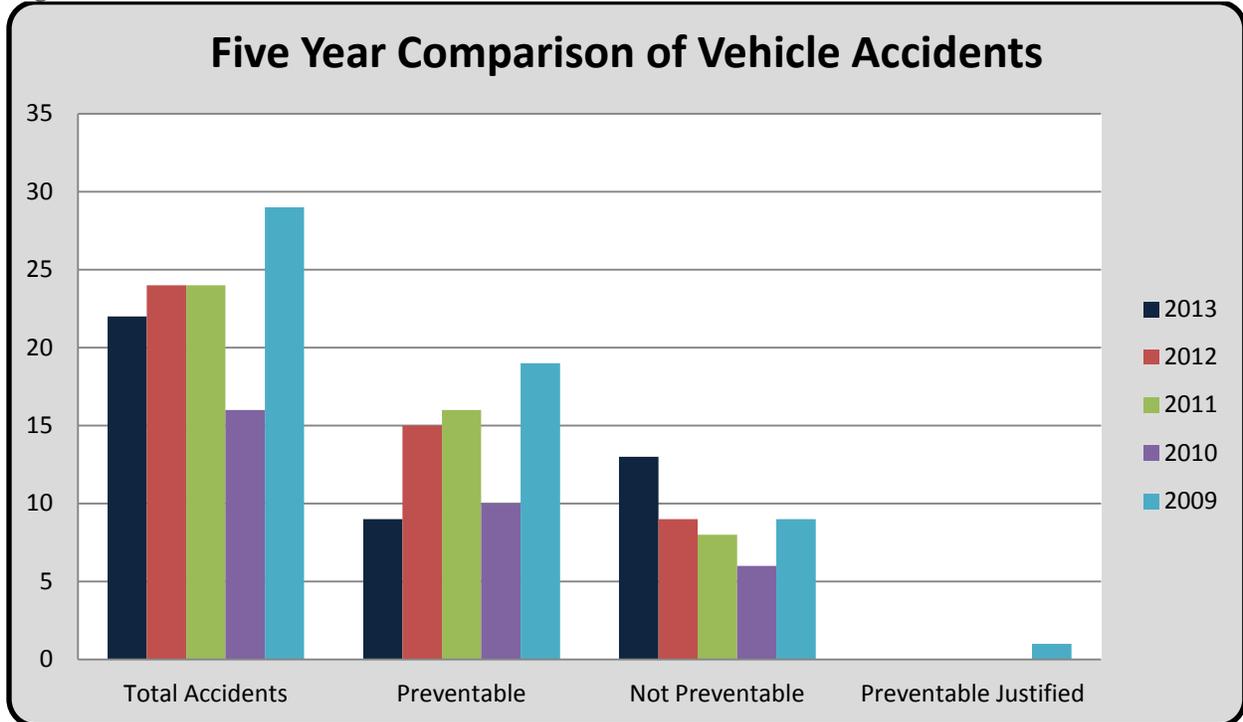
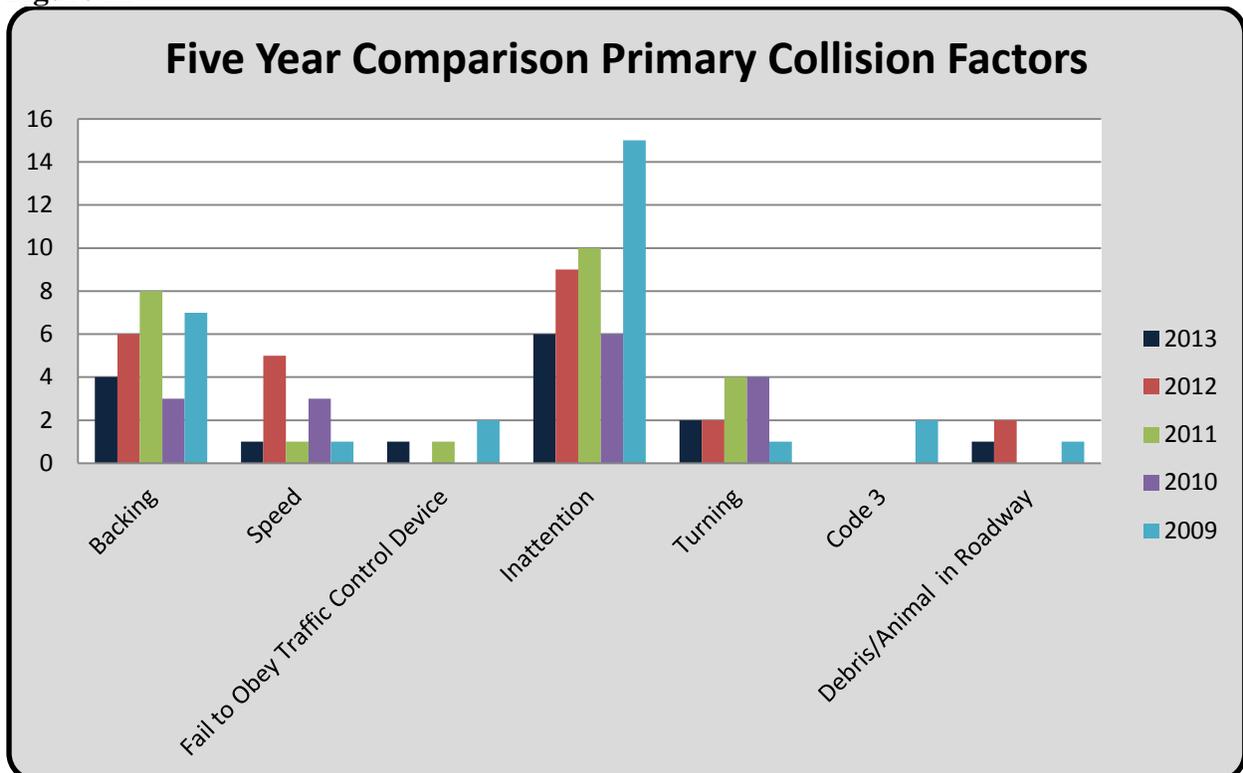


Figure 12

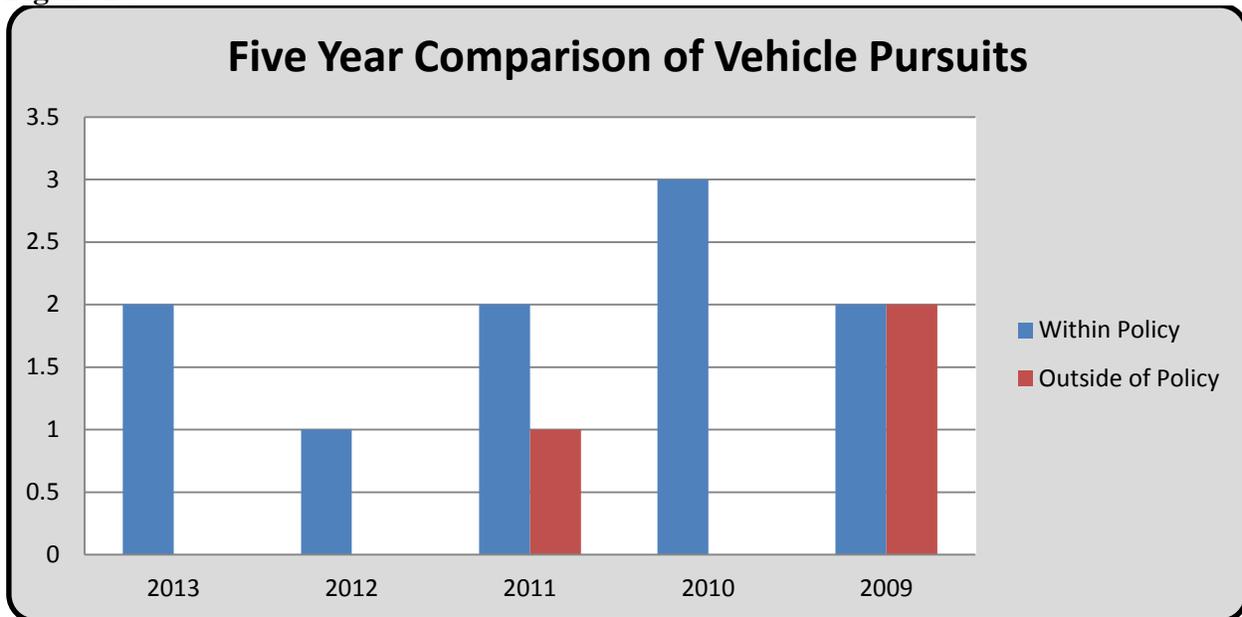


Discipline for Peoria Police employees found to be at fault in a vehicle collision ranges from verbal counseling to suspension and is determined by Department SOP GEN-706. In all nine incidents in 2013 where Peoria Police employees were determined to be the cause of the collision they received verbal counseling.

#### **Pursuit (CALEA 41.2.2)**

During 2013, the Peoria Police Department was involved in two vehicle pursuit incidents and the VOSC reviewed both entries. Both pursuits were determined to be within policy.

**Figure 13**



#### **Grievances: (CALEA 25.1.3)**

During the year of 2013 the Peoria Police Department had one grievance filed by a police officer. The officer filed the grievance because his vacation request had been denied because of staffing levels while requests from officers with less seniority were granted. The officer believed by granting the junior officer's vacation request, the Department violated the Union's MOU and the City of Peoria's PAR's. The senior officer was eventually given the time off but it was determined no violation of MOU or City PAR's had occurred. Maintenance and control of grievance records are maintained in IA Pro from 2009 until present day. The only people that have access to IA Pro are PSU personnel.

#### **Disciplinary Action Appeals (CALEA 26.1.6)**

No appeals were filed in 2013.