

Professional Standards Unit 2010 Annual Report

In 2010, the City of Peoria Police Department responded to 102,412 calls for service, a one percent decline from 2009, but saw a 4.73% increase in the number of arrests made. Table 1 below provides a summary of the Department's calls for service and arrest activity for the past four (4) years.

Table 1: Department Summary

	2007	2008	2009	2010	Change 2009 to 2010
Calls for Service	103,450	109,181	103,557	102,412	-1.11%
Adult	3,455	3,580	3,682	3,807	3.39%
Juvenile	651	672	732	816	11%
Total	4,106	4,252	4,414	4,623	4.73%

Table 1 reflects arrest information reported by the Strategic Planning and Research Section and includes all arrests made by officers of the Peoria Police Department. This number does not reflect the number of convictions resulting from arrests and is limited by officer case closure reporting into the Records Management System.

Complaint Summary and Analysis (CALEA 52.2.1, 26.1.4.c, 26.1.8)

During the calendar year 2010, the Peoria Police Department investigated 173 complaints concerning the employee conduct. Of these complaints 55% were initiated by a citizen filing a complaint against an employee, with the remaining 45% of complaints being internally generated. The following table is a breakdown of the sources the department utilizes to take in complaints concerning employee conduct.

Table 2: Complaint by Source Summary

Source	2010 Count	% of Total	2009 Count	% of Total
Citizen's Pipeline	7	4%	1	2%
Department Initiated	78	45%	10	12%
PSU On-Line	16	9%	10	12%
Telephone	60	35%	51	62%
Walk-In	5	3%	8	10%
Written	7	4%	2	2%
Total	173	100%	82	100%

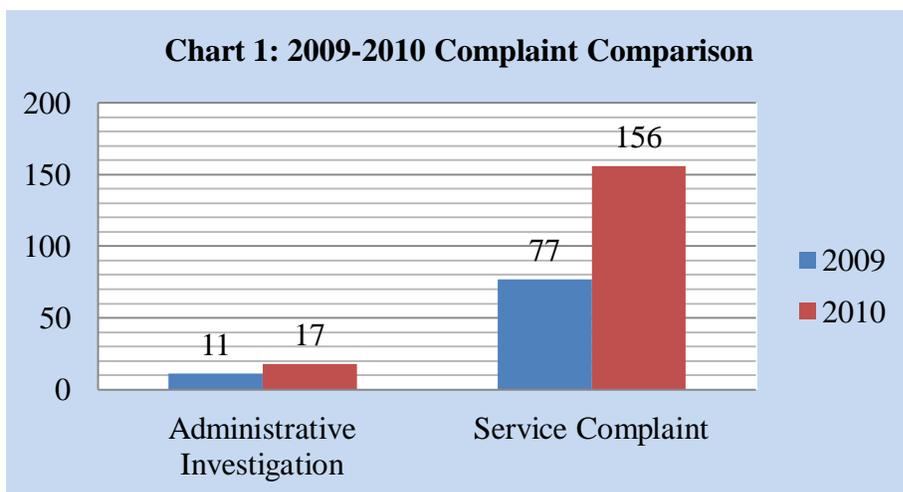
As can be seen in Table 2, the number of "department initiated" complaints rose significantly in 2010. This increase is a result on the full field implementation of the department's Blue Team software, which allowed and required supervisors and managers to track complaints traditionally tracked in an employee's individual performance record (IPR). The Blue Team software was

implemented with the IPro system in mid-2009 in an effort to improve the accuracy in which complaints, commendations, and other performance issues are processed and tracked.

When a complaint is received it is classified into one of two categories based upon the potential discipline 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.

Due to the severity of allegations and the level of potential discipline, investigations classified as administrative investigations (AI) are investigated by the Professional Standards Unit (PSU), while service complaints (SC) normally being investigated by the involved employee's first line supervisor. In 2010, seventeen (17) complaints resulted in the Chief of Police authorizing an AI while the remaining 156 were classified as SCs.



Of the complaints listed in above in Table 2, the investigations found that 65 cases against the employees met the “standard of proof” and were determined to be true (sustained). The possible findings for AIs and SCs are:

- Closed per the Chief of Police: The investigation was terminated at the discretion of the Chief of Police prior to the conclusion of the investigation.
- Exonerated: The allegation did occur but the employee's actions were lawful, proper, and within department policy.
- Not Sustained: The allegation against the employee could not be proven or disproven during the investigation.
- Sustained: The allegation against the employee met the “standard of proof” and determined to be true.
- Unfounded: The events or allegations reported by the complainant did not happen or were false.

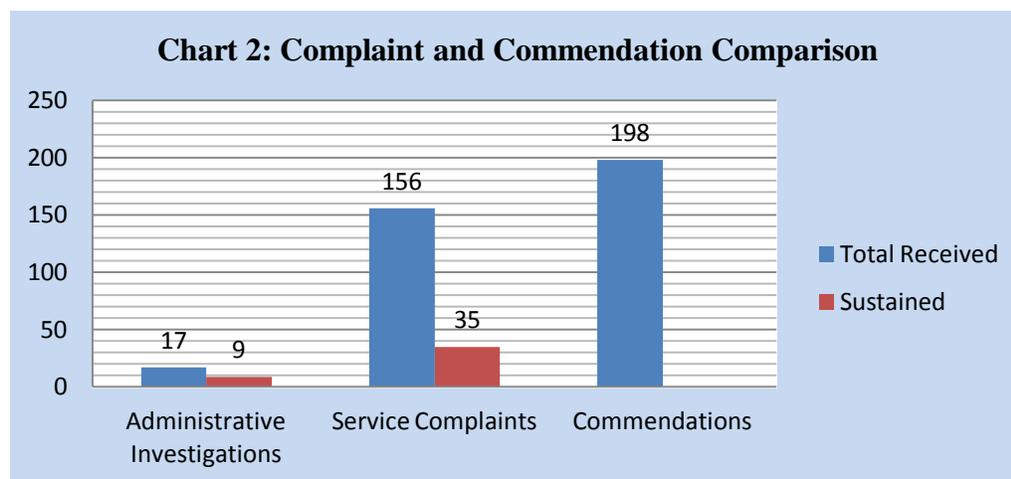
Table 3: Complaint Findings Summary (includes both AIs and SCs)

Disposition	2010 Count	% of Total	2009 Count	% of Total
Exonerated	1	1%	16	20%
Not Sustained	44	25%	26	32%
Preventable/Justified	8	5%	1	1%
Sustained	65	37%	19	23%
Unfounded	55	32%	20	24%
Total	173	100%	82	100%

The comprehensive breakdown provided in Table 3 summarizes the findings of all investigation conducted in 2010. The 65 sustained cases represents equates to approximately 0.06% of the 102,412 calls for service answered by department employees during the year. As mentioned above the overall increase is attributed to the improved accuracy of tracking performance related issues.

Disciplinary Summary (CALEA 26.1.4.c and 26.1.7)

In 2010, the investigations into the 173 complaints received by the department resulted in 37% being sustained. Of the 64 sustained complaints, nine (9) were administrative investigations that were reviewed by the involved employee's chain of command for recommendation concerning disciplinary/corrective action.



The data seen in Chart 2 shows us that the vast majority of the complaints received by the department are classified as service complaints. The following is a breakdown of the corrective/disciplinary actions taken as result of the 35 sustained service complaints, it should be noted that these 35 cases involved 57 employees:

- 12 employees received letters of reprimand
- 41 employees received verbal counseling
- 4 employees received written counseling

The following is a summary of the corrective/disciplinary actions taken as a result of the nine (9) sustained incidents investigated as administrative investigations and involved 10 employees:

- One (1) employee received verbal counseling
- Four (4) employees received letters of reprimand
- One (1) employee retired prior to receiving discipline/corrective action
- Two (2) employees received 20 hour suspensions
 - One (1) employee was suspended for failure to take action during a domestic violence call for service.
 - One (1) employee was suspended due to improper handling of document evidence and unprofessional conduct.
- Two (2) employees were terminated
 - One (1) sworn employee was terminated after allegations of domestic violence were sustained.
 - One (1) non-sworn employee was terminated after allegations of untruthfulness were sustained.

Use of Force (CALEA 1.3.13)

The following is an analysis of the force used by Peoria Police Officers from January 1, 2010 through December 31, 2010. This analysis was conducted utilizing the information reported by officers on the Peoria Police Department “Use of Force Response Option” form or entered into the IAPro/Blue Team system. In an effort to improve the tracking of incidents involving use of force by officers, the department implemented mandatory IAPro/Blue Team electronic routing and tracking of all use of force incidents in mid-2010.

During 2010, the department recorded 30 incidents in which 53 Peoria Police Officers used force, which is a 19% reduction from 2009. It should be noted that one (1) incident could have multiple types of force used (i.e. Taser discharge was ineffective and resulted in a hard empty hand strike being used), or more than one (1) officer uses force during an incident.

Table 4: Use of Force by Type of Force

Type of Force Used	Force Effective	Force Not Effective	Total
Discharge of Probes	7	3	10
Drive Stun	1	1	2
Laser Pointed	3	2	5
Expandable Baton	2	0	2
Handcuffing	2	0	2
Hard Empty Hand	10	5	15
K-9	4	0	4
O.C. Spray	1	0	1
Soft Empty Hand	15	1	16
Other	3	0	3
Total	48	12	60

Table 4 shows the type of force used by the 53 officers involved in the 30 incidents in which force was used in 2010.

- In 2010 the Peoria Police Department received six (6) complaints related to officers' use of force.
- In 2009, there were 37 incidents in which Peoria Police Officers documented at minimum, one level of force utilized. In comparison, there were 38 incidents in 2008.
- Of these 30 incidents, four (4) incidents resulted in a complaint being filed concerning level of force used (Case findings: 3 – Exonerated and 1- unfounded).

In 2010, the department had one officer involved shooting (OIS), which involve two officers firing their weapons. This resulted in the death of an actively aggressive subject who was armed with a hammer and a baseball bat. On May 6, 2010, a Deadly Force Review Board (DFRB) was convened to review the officers' action. This board was made up of one citizen, an outside subject matter expert, and chaired by a Peoria police lieutenant to ensure a thorough review was conducted. After reviewing the incident the DFRB found that the shooting was within departmental policy, procedures, and training guidelines.

Vehicle Pursuits (CALEA 41.2.2)

There were no recorded vehicle pursuits in 2010.

Grievances (CALEA 25.1.1)

In 2010 there were two grievances filed through the chain of command. These grievances were filed in reference to sworn employees working a one-hour uncompensated lunch. The grievance resulted in an employee's work schedule being altered to incorporate a 30-minute compensated lunch hour.

Early Intervention Program (CALEA 35.1.9)

One employee was placed in the early intervention program in 2010.

Biased Based Profiling Investigations (CALEA 1.2.9)

In 2010 the department received one (1) complaint (SC 10-126) of Biased Based Profiling, which was found to be exonerated.

Warning Shots (CALEA 1.3.3)

Per Peoria Police Department policy 1.0.3B.II.B, warning shots shall not be fired. In 2010, there were no warning shots fired by any Peoria Police Department employee.

Complaint Review Process (CALEA 52.2.3)

According to Peoria Police Department policy 5.01 administrative investigations should normally be completed within 60 days, with requests for extension being authorized by the Chief

of Police. Administrative investigations conducted in 2010 took an average of 64 days to investigate and conduct chain of command review. With an average of 64 day to investigate and review it is easy to conclude that investigations conducted in 2010 were completed within the 60 day requirement. The four (4) investigations which took longer were complex investigations and were approved by the Chief of Police to go beyond the 60 day requirement.

Standard operating procedure (SOP) 5.01.03 recommends service complaints be completed within 30 days. During 2010 it took an average of 18.34 days to complete these investigations.

Firearms Discharges

In 2010, five (5) officers discharged their firearms. The following is a summary of these discharges:

- Two (2) officers were involved in an officer involved shooting (OIS), which resulted in the death of a suspect who was armed with a baseball bat and hammer.
- One (1) officer had an accidental discharge while cleaning his department issued firearm.
- Two (2) officers fired their firearms at aggressive dogs.