



## AGENDA

### COMMUNITY POLICE OVERSIGHT BOARD

#### A Regular Meeting via Teleconference

Wednesday, August 18, 2021 at 4:00 p.m.

City Council Chambers, La Mesa City Hall  
8130 Allison Avenue, La Mesa, California

This meeting is being conducted utilizing teleconferencing and electronic means consistent with State of California Executive Order N-29-20 dated March 17, 2020, regarding the COVID-19 pandemic.

The public may view the meeting live using the following remote options:

Teleconference Meeting Webinar

<https://us06web.zoom.us/j/84603235531>

Telephone (Audio only)

(669) 900-6833 or (253) 215-8782 | Webinar ID: 846 0323 5531

Copy and paste the webinar link into your internet browser if the webinar link does not work directly from the agenda.

#### Public Comments for Items not on the Agenda

Members of the public who wish to make public comments may submit their comments by email to be read aloud at the Community Police Oversight Board (“CPOB”) meeting by staff. Email comments must be submitted to [Comments@cityoflamesa.us](mailto:Comments@cityoflamesa.us) by **2:00 p.m.** the day of the CPOB meeting and be no more than 300 words. Any language beyond the 300 words shall not be read during the Board meeting. The counting of words, for the purposes of public comment submissions, shall follow the same standards as set forth in Elections Code § 9 (see Attachment A). Please note in your email subject line that this is for “PUBLIC COMMENT”. All email comments shall be subject to the same rules as would otherwise govern speaker comments at the CPOB meeting. Form correspondence of identical content signed by different individuals shall be read aloud only once during the comment period. Immediately prior to the reading of such correspondence, the name of each signatory shall be stated aloud.

#### Public Comments for Items on the Agenda

Members of the public who wish to make comments on items on the agenda may submit their comments by email to be read aloud at the CPOB meeting by staff. Email comments will be accepted prior to the CPOB meeting and up until the time that the Chair announces that public comment is closed for that item. Email comments must be submitted to [Comments@cityoflamesa.us](mailto:Comments@cityoflamesa.us) and be no more than 300 words. Any language beyond the 300 words shall not be read during the CPOB meeting. The counting of words, for the purposes of public comment submissions, shall follow the same standards as set forth in Elections Code § 9 (see Attachment A). Please note in your email subject line the agenda item number related to the comment. All email comments shall be subject to the same rules as would otherwise govern speaker comments at the CPOB meeting.

## **CALL TO ORDER**

## **ROLL CALL**

## **PLEDGE OF ALLEGIANCE**

## **PUBLIC COMMENTS**

Members of the public may address the CPOB on subjects within the jurisdiction of the CPOB. Unless such subjects are contained within this agenda, there can be no discussion or action by the CPOB until a subsequent, publicly noticed meeting.

## **CURRENT BUSINESS**

- 1. APPROVAL OF THE MINUTES FOR THE COMMUNITY POLICE OVERSIGHT BOARD REGULAR MEETINGS HELD WEDNESDAY, JULY 7, 2021, AND JULY 21, 2021**
- 2. LA MESA POLICE DEPARTMENT UPDATE ON COMMUNITY LISTENING SESSIONS**
- 3. PRESENTATION FROM LA MESA POLICE DEPARTMENT REGARDING DRAFT POLICY ON BIAS-BASED POLICING**
- 4. DISCUSSION REGARDING COMMUNITY POLICE OVERSIGHT BOARD AD-HOC COMMITTEE(S) IN PREPARATION OF AN ANNUAL REPORT TO THE LA MESA CITY COUNCIL**
- 5. REVIEW OF UPDATED DRAFT POLICIES AND PROCEDURES**
- 6. PRESENTATION FROM THE INDEPENDENT POLICE AUDITOR OF THE SAMPLE QUARTERLY REPORTS**

## **STAFF AND BOARD MEMBER ANNOUNCEMENTS**

## **ADJOURNMENT**

Materials related to an item on this agenda submitted to the CPOB after distribution of the agenda packet are available for public inspection in the City Clerk's Office, 8130 Allison Avenue, during normal business hours.

Copies of the CPOB Agenda are posted for public review on the announcement boards located near the entrance to City Hall and the entrance to the Council Chambers, 8130 Allison Avenue, La Mesa, California, no less than seventy-two (72) hours prior to a meeting of the CPOB.

The City of La Mesa encourages the participation of disabled individuals in the services, activities and programs provided by the City. Individuals with disabilities, who require reasonable accommodation in order to participate in CPOB meetings, should contact the City's Americans with Disabilities Act (ADA) Coordinator, Rida Freeman, Director of Administrative Services, 48 hours prior to the meeting at 619.667.1175, fax 619.667.1163, or [rfreeman@cityoflamesa.us](mailto:rfreeman@cityoflamesa.us).

**State of California****ELECTIONS CODE****Section 9**

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9. (a) Counting of words, for purposes of this code, shall be as follows:
- (1) Punctuation is not counted.
  - (2) Each word shall be counted as one word except as specified in this section.
  - (3) All proper nouns, including geographical names, shall be considered as one word; for example, "City and County of San Francisco" shall be counted as one word.
  - (4) Each abbreviation for a word, phrase, or expression shall be counted as one word.
  - (5) Hyphenated words that appear in any generally available standard reference dictionary, published in the United States at any time within the 10 calendar years immediately preceding the election for which the words are counted, shall be considered as one word. Each part of all other hyphenated words shall be counted as a separate word.
  - (6) Dates shall be counted as one word.
  - (7) Any number consisting of a digit or digits shall be considered as one word. Any number which is spelled, such as "one," shall be considered as a separate word or words. "One" shall be counted as one word whereas "one hundred" shall be counted as two words. "100" shall be counted as one word.
  - (8) Telephone numbers shall be counted as one word.
  - (9) Internet Web site addresses shall be counted as one word.
- (b) This section shall not apply to counting words for ballot designations under Section 13107.

*(Amended by Stats. 2014, Ch. 697, Sec. 3. (SB 1253) Effective January 1, 2015.)*



**Minutes of a Regular Meeting of the City of La Mesa  
Community Police Oversight Board  
July 7, 2021 at 4:00 p.m.  
City Council Chambers, 8130 Allison Avenue, La Mesa, California**

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This meeting was conducted utilizing teleconferencing and electronic means consistent with State of California Executive Order N-29-20 dated March 17, 2020, regarding the COVID-19 pandemic.

**CALL TO ORDER**

Chair Castaños called the meeting to order at 4:02 p.m.

**ROLL CALL** (X indicates present)

Chair Castaños	X
Vice Chair Dillard	X
Board Member Darby	X
Board Member Davis	X (arrived at 4:10 p.m.)
Board Member Duff	X
Board Member Fuentes	X
Board Member Johnson	X
Board Member Kertson	
Board Member McWilliams	X (arrived at 4:15 p.m.)
Board Member Sylvester	X
Board Member Tiffany	

Others present: Assistant City Manager Tomaino; City Clerk Wiegelman; General Counsel Chiappetti.

**PLEDGE OF ALLEGIANCE**

Board Member Darby led the Pledge of Allegiance.

**PUBLIC COMMENTS**

There were no public comments.

**CURRENT BUSINESS**

- 1. APPROVAL OF THE MINUTES FOR THE COMMUNITY POLICE OVERSIGHT BOARD REGULAR MEETING HELD WEDNESDAY, JUNE 16, 2021**

This item was removed from the agenda.

## **2. INTRODUCTION OF NEW CHIEF OF POLICE**

City Clerk Wiegelman read aloud the first 300 words of the emailed public comments submitted the day of the CPOB meeting.

Cheri Cooper Robertson submitted a comment congratulating Chief Sweeney on his appointment to Chief of Police and inquiring about his six point action plan.

Andy Trimlett submitted a comment congratulating Chief Sweeney on his appointment to Chief of Police and encouraging change in the La Mesa Police Department's ("LMPD") approach to community safety.

Gene Carpenter submitted a comment congratulating Chief Sweeney on his appointment to Chief of Police and encouraging the hiring of a person of color and/or female for the next position of Captain or Lieutenant.

Theresa A. submitted a comment encouraging Chief Sweeney to create change within the LMPD and to strive for equity.

Demetrius Antuna submitted a comment congratulating Chief Sweeney on his appointment to Chief of Police and encouraging change in the LMPD's approach to policing.

Melissa Walter submitted a comment congratulating Chief Sweeney on his appointment to Chief of Police and inquiring about his six point action plan.

Chief Sweeney introduced himself, provided background on his professional experience, and reviewed his six point plan for the LMPD.

Following Board questions and comments, no action was taken.

## **3. PROPOSED COMMUNITY LISTENING SESSIONS INCLUDING DISCUSSION OF THE SIX-STEP ACTION PLAN, PROPOSED SCHEDULE, AND DRAFT CPOB QUESTIONNAIRE**

Assistant City Manager Tomaino and Chief Sweeney explained the purpose and intent of the community listening sessions and CPOB questionnaire.

Following Board questions and comments, no action was taken.

## **4. AD-HOC SUBCOMMITTEE REPORT ON INDEPENDENT POLICE AUDITOR**

Vice Chair Dillard provided an update on the Request for Proposal process and selection of the Independent Police Auditor.

Following Board questions comments, no action was taken.

## **STAFF AND BOARD MEMBER ANNOUNCEMENTS**

Assistant City Manager Tomaino provided an update on the CPOB membership to the National Association for Civilian Citizens Oversight of Law Enforcement and other related organizations.

**ADJOURNMENT**

Chair Castaños adjourned the meeting at 5:31 p.m.



**Minutes of a Regular Meeting of the City of La Mesa  
Community Police Oversight Board  
July 21, 2021 at 4:00 p.m.  
City Council Chambers, 8130 Allison Avenue, La Mesa, California**

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This meeting was conducted utilizing teleconferencing and electronic means consistent with State of California Executive Order N-29-20 dated March 17, 2020, regarding the COVID-19 pandemic.

**CALL TO ORDER**

Chair Castaños called the meeting to order at 4:02 p.m.

**ROLL CALL** (X indicates present)

Chair Castaños	X
Vice Chair Dillard	X
Board Member Darby	X
Board Member Davis	X
Board Member Duff	X
Board Member Fuentes	
Board Member Johnson	X
Board Member Kertson	
Board Member McWilliams	X
Board Member Sylvester	X
Board Member Tiffany	X

Others present: Assistant City Manager Tomaino; City Clerk Wiegelman; General Counsel Chiappetti.

**PLEDGE OF ALLEGIANCE**

Board Member Tiffany led the Pledge of Allegiance.

**PUBLIC COMMENTS**

There were no public comments.

## **CURRENT BUSINESS**

### **1. APPROVAL OF THE MINUTES FOR THE COMMUNITY POLICE OVERSIGHT BOARD REGULAR MEETING HELD WEDNESDAY, JUNE 16, 2021**

ACTION: Motioned by Board Member Darby and seconded by Board Member Duff to approve the minutes for the Community Police Oversight Board (“CPOB”) Regular meeting held Wednesday, June 16, 2021.

Vote: 9-0

Yes: Chair Castaños, Vice Chair Dillard, Board Members Darby, Davis, Duff, Johnson, McWilliams, Sylvester, and Tiffany

No: None

Abstained: None

Absent: Board Members Fuentes and Kertson

Motion passed.

### **2. LA MESA POLICE DEPARTMENT UPDATE REGARDING SCHEDULE AND TENTATIVE LOCATIONS FOR COMMUNITY LISTENING SESSIONS**

Chief Sweeney announced the following schedule for the community listening sessions:

- Thursday, July 29, 2021 at Rolando Elementary from 6:00 p.m. to 8:00 p.m.;
- Thursday, August 5, 2021 at Lemon Avenue Elementary from 6:00 p.m. to 8:00 p.m.;
- Thursday, August 12, 2021 at Maryland Avenue Elementary from 6:00 p.m. to 8:00 p.m.;
- Thursday, August 19, 2021 at Northmont Elementary from 6:00 p.m. to 8:00 p.m.

Chief Sweeney announced National Night Out would be held on August 3, 2021 from 6:00 p.m. to 8:00 p.m. and there would be a safety fair on August 16, 2021 in the La Mesa Police Department (“LMPD”) parking lot.

Following Board questions and comments, no action was taken.

### **3. PRESENTATION REGARDING LA MESA HOMELESS OUTREACH AND MOBILE ENGAGEMENT (“HOME”) PROGRAM AND EAST COUNTY HOMELESS TASK FORCE**

Captain Nicholass provided a PowerPoint presentation on the HOME Program, highlighting the purpose, benefits to La Mesa, benefits of working out of the LMPD, Phase 1 and 2 of the HOME Program, partnerships, and communication efforts. Captain Nicholass introduced Matthew Smiley, Clinical Homeless Outreach Specialist, and Andrea Karrer, Senior Homeless Outreach Specialist, who provided information on the daily aspects of the HOME Program.

Board questions and comments ensued.

Bonnie Baranoff provided a PowerPoint presentation on the East County Homeless Task Force, highlighting the purpose, mission, infrastructure, partners, functions, goals, vision, and accomplishments of the East County Homeless Task Force. Bonnie Baranoff announced the

East County Homeless Task Force would be hosting a SpeakWell training on August 27, 2021 at the El Cajon City Council Chamber from 1:00 p.m. to 2:30 p.m.

Following Board questions and comments, no action was taken.

### **STAFF AND BOARD MEMBER ANNOUNCEMENTS**

Assistant City Manager Tomaino provided an update on the Independent Police Auditor contract approval process.

### **ADJOURNMENT**

Chair Castaños adjourned the meeting at 5:25 p.m.

## Bias-Based Policing

### 401.1 PURPOSE AND SCOPE

This policy provides guidance to Department members that affirms the La Mesa Police Department's commitment to policing that is fair and objective.

Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the Department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

#### 401.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability, or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

### 401.2 POLICY

The La Mesa Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this Department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 401.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit an officer from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

#### 401.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT

Members shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Members shall not assist federal government authorities (Government Code § 8310.3):

- (a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.
- (b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

## *Bias-Based Policing*

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### **401.4 MEMBER RESPONSIBILITIES**

Every member of this Department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members shall, when reasonable to do so, intervene to prevent any biased-based actions by another member.

#### **401.4.1 REASON FOR CONTACT**

Officers contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved officer should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any officer to document a contact that would not otherwise require reporting.

#### **401.4.2 REPORTING OF STOPS**

Unless an exception applies under 11 CCR 999.227, an officer conducting a stop of a person shall collect the data elements required by 11 CCR 999.226 for every person stopped and prepare a stop data report. When multiple officers conduct a stop, the officer with the highest level of engagement with the person shall collect the data elements and prepare the report (11 CCR 999.227).

If multiple agencies are involved in a stop and the La Mesa Police Department is the primary agency, the La Mesa Police Department officer shall collect the data elements and prepare the stop data report (11 CCR 999.227).

The stop data report should be completed by the end of the officer's shift or as soon as practicable (11 CCR 999.227).

This subsection will be enacted January 1, 2022.

### **401.5 SUPERVISOR RESPONSIBILITIES**

Supervisors should monitor those individuals under their command for compliance with this policy and shall handle any alleged or observed violations in accordance with the Personnel Complaints Policy.

- (a) Supervisors should discuss any issues with the involved officer and his/her supervisor in a timely manner.
  - 1. Supervisors should document these discussions, in the prescribed manner.
- (b) Supervisors shall initiate investigations of any actual or alleged violations of this policy.
- (c) Supervisors should take prompt and reasonable steps to address any retaliatory action taken against any member of this Department who discloses information concerning bias-based policing.

# La Mesa Police Department

## Policy Manual

### *Bias-Based Policing*

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#### **401.6 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Chief of Police or his designee shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against officers is collected and provided to the Records Manager for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020). See the Records Unit Policy.

Supervisors should ensure that data stop reports are provided to the Records Manager for required annual reporting to the DOJ (Government Code § 12525.5) (See Records Bureau Policy).

#### **401.7 ADMINISTRATION**

Each year, the Patrol Division Commander should review the efforts of the Department to provide fair and objective policing and submit an annual report, including public concerns and complaints, to the Chief of Police.

The annual report should not contain any identifying information about any specific complaint, member of the public or officers. It should be reviewed by the Chief of Police to identify any changes in training or operations that should be made to improve service.

Supervisors should review the annual report and discuss the results with those they are assigned to supervise.

#### **401.8 TRAINING**

Training on fair and objective policing and review of this policy should be conducted as directed by the Training Unit.

- (a) All sworn members of this Department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.
- (b) Pending participation in such POST-approved training and at all times, all members of this Department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this Department who received initial bias-based policing training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary, in order to keep current with changing racial, identity and cultural trends (Penal Code § 13519.4(i)).

## **Proposed Community Police Oversight Board Ad-Hoc Subcommittees**

### **Purpose**

In compliance with the California Public Safety Officers Procedural Bill of Rights, Government Code Section 38630, Government Code Section 37104, Penal Code Section 832.7, and all other applicable state and federal laws, Section 2.30.100 of the Community Police Oversight Board (“CPOB”) Ordinance vests the CPOB with the duty of providing recommendations to the City Council, City Manager, and Chief of Police regarding certain policies, procedures, and practices related to the La Mesa Police Department.

The La Mesa Municipal Code requires that the CPOB provide an annual report on these activities. To accomplish these goals, the CPOB may wish to organize itself into Ad-Hoc Committees. With the assistance of the Independent Police Auditor, the Ad-Hoc Committees will focus efforts to provide recommendations that will be captured in the Annual Report for the following subject matter areas.

### **Proposed Community Police Oversight Board Subcommittees:**

#### 1. Policies, Operations, and Trainings

- Use of Force Policy
- Cultural Competency
- Unintentional Bias Awareness Training
- Crowd Control tactics training, policies and procedures
- Use of non-lethal and less-lethal weapons policies
- De-escalation Training
- Purchase of military equipment

#### 2. Emergency Operations and Communications

- Critical Incident Policy and Incident Command Structure ICS
- Periodic simulated sessions for Emergency Operations Center and/or Department Operations Center activities
- Site selection, tech/communication equipment, and staff roles identified
- Communications plan for critical incidents
- Plan to communicate across various agencies and governmental staff

#### 3. Community Policing and Outreach programs

- Community engagement activities
- Mental health and homelessness issues
- Complaint procedures handbook and accessible complaint form

- Community involvement in elimination of racial bias
- CPOB as bridge between community and law enforcement

4. Hiring Practices/Promotions, and Employee Wellness Programs

- Diversify the force
- Follow-up with officers who receive multiple complaints
- Improve access to Employee Wellness and Assistance Programs
- Review recruiting and hiring practices
- Review promotion and probationary procedures
- Officer reward incentives

**[DRAFT] PROCEDURES**  
of the  
**City of La Mesa**  
**Community Police Oversight Board**  
**for Complaint Intake, Audit Handling, and Reporting**

**ARTICLE I – DEFINITIONS**

***Allegation of Misconduct.*** An accusation against a La Mesa Police Department employee of a failure to comply with or violation of the law or the LMPD’s policies and procedures.

***CPOB.*** Community Police Oversight Board.

***Complaint.*** A Complaint is a statement filed by an aggrieved person that alleges misconduct by an employee of the La Mesa Police Department. Complaints may be initiated in writing, in person, by mail, by telephone, by email, or through the CPOB website, and may be submitted to the CPOB, IPA, or LMPD. LMPD or an employee of the LMPD may also file a Complaint alleging misconduct by an officer. These are known as internally generated complaints.

***Complainant.*** A Complainant is any person who files a Complaint with the CPOB, IPA, or LMPD.

***Department.*** The Department refers to La Mesa Police Department or “LMPD.”

***IPA.*** Independent Police Auditor.

**ARTICLE II – FILING COMPLAINTS**

A community member may file a Complaint regarding alleged misconduct by a Department officer to the CPOB, IPA, or the LMPD.

Section 1. The Complaint Form

- (a) The CPOB shall make a complaint form available at City Hall and on its website.
- (b) The CPOB shall publish instructions for filing a Complaint on its website. The complaint form itself must also indicate how it may be filed.
- (c) The CPOB shall establish a secure, accessible public drop box at the City Clerk’s Office for receiving Complaints.
- (d) This procedure shall not be construed as interfering with the LMPD’s own procedures for receiving Complaints, with whom a community member may file a Complaint directly.

**ARTICLE III –  
INTAKE ACTIONS ON COMPLAINTS  
RECEIVED DIRECTLY BY THE CPOB OR IPA**

Section 1. Receipt of Complaints

The CPOB may directly receive Complaints in one of several ways: by online submission or email, by submission to the CPOB public drop box, or via the IPA. The IPA shall forward a copy of all Complaints he or she receives directly to the CPOB complaint email address. Complaints made to the IPA can be made via email, phone, or in person.

Section 2. Registering of Complaints

- (a) The CPOB Chair shall designate, on a rotating annual basis, a CPOB member to ensure all Complaints directly received by the CPOB are delivered to the IPA and Chief of Police.
- (b) The IPA shall maintain a Complaint-tracking database that organizes Complaints by category type, by Complainant, and by tracking number. The IPA shall use the Complaint-tracking database to document the receipt, status, and disposition of all Complaints. The LMPD shall provide to the IPA its Internal Affairs Complaint number, for ease of tracking with a common number.
- (c) The CPOB shall have access at all times to the Complaint-tracking database. In order to comply with all state laws requiring the confidentiality of police department records and information as well as the privacy rights of all individuals involved in the process, the IPA shall omit any confidential information that would identify the officer(s) who are the subject of the Complaint.

**ARTICLE IV –  
INTAKE ACTIONS ON COMPLAINTS  
REFERRED TO THE IPA BY THE LMPD**

Section 1. Registering of Complaints

- (a) Copies of all Complaints filed directly with the LMPD will be forwarded to the IPA.
- (b) Upon receipt of a Complaint from the LMPD, the IPA shall register the Complaint in the Complaint-tracking database. In order to comply with all state laws requiring the confidentiality of police department records and information as well as the privacy rights of all individuals involved in the process, the IPA shall omit any confidential information that would identify the department employee(s) who are the subject of the Complaint.

## ARTICLE V – TRACKING COMPLAINTS AND INVESTIGATIONS

### Section 1. Overview

- (a) The IPA shall, upon request, receive notifications of progress of pending investigations and be given an opportunity to review activity in pending investigations. The IPA shall also be notified by the LMPD of any new allegations of misconduct which are developed in the course of the investigation of the original allegations.
- (b) When the LMPD completes an investigation of a Complaint, the Chief of Police will notify the IPA and the Complainant as to the disposition, subject to Penal Code Section 832.7(f). LMPD will provide access to the IPA of all investigative steps, interviews, evidence and recordings so as to facilitate IPA's mandate to audit cases, as applicable.
- (c) Upon notification by the Chief of Police, the IPA shall update the Complaint-tracking database with the disposition of the Complaint:
  1. Unfounded: the alleged act did not occur.
  2. Exonerated: the alleged act occurred but was justified, legal, and proper.
  3. Not sustained: the investigation produced insufficient information to prove clearly or disprove the allegations.
  4. Sustained: the accused employee committed all or part of the alleged acts of misconduct.
- (d) Upon conclusion of the LMPD investigation, the IPA may request all relevant case files for review and a determination the investigation was thorough and complete.

### Section 2. Reporting to the CPOB

- (a) At least quarterly, the CPOB shall receive reports from the IPA on the number of Complaints filed, the number of open investigations of Complaints, the disposition of and any action taken on filed Complaints, and the number of concluded investigations by LMPD. The report shall summarize all Complaints received by the IPA, the CPOB, and the LMPD.
- (b) As for any investigation that has been concluded and audited by the IPA since his or her last report, the report shall include the IPA's determination as to whether the investigation was thorough and complete and whether the IPA agrees or disagrees with the finding(s).
- (c) The report to the CPOB shall also include the number of cases being audited by the IPA.

## ARTICLE VI – AUDITS

### Section 1. Automatic Audits

- (a) The IPA shall audit the internal affairs investigation of an incident of use of force involving accidental discharge of weapons, officer-involved shootings, officer-involved deaths, or officer-involved interactions resulting in serious bodily injury.
- (b) The IPA shall have discretion to interview witnesses and shall have access to all LMPD files. All parties who have access to confidential information shall comply with all confidentiality requirements of LMPD, La Mesa, Government Code section 3300 *et seq.* (the California Public Safety Officers Procedural Bill of Rights), and all other state and federal laws.

### Section 2. Discretionary Audits

- (a) The IPA shall have the discretion to review any investigation(s) of a Complaint conducted by the LMPD to determine if the investigation was complete, thorough, objective, and fair. The IPA, at his or her discretion, shall have authority to monitor or recommend follow-up investigation into any citizen Complaint or allegations that is handled by LMPD.
- (b) The IPA shall have discretion to interview witnesses and shall have access to all LMPD files. All parties who have access to confidential information shall comply with all confidentiality requirements of LMPD, La Mesa, and all state and federal laws.
- (c) When the IPA does not exercise his or her discretion to review an investigation of a Complaint conducted by the LMPD, the CPOB may, in such circumstance, require a report with additional information from the IPA on that matter, and after consultation with the IPA, if necessary, initiate an audit.

### Section 3. Audits of past incidents

- (a) The CPOB may request that the IPA audit the investigation of a past incident of use of force, harassment or discrimination, and make a determination as to whether it was thorough and complete. This review shall not impact the disposition of the investigation but the IPA and the CPOB may make recommendations concerning the investigation.
- (b) All materials in the investigative file concerning the past incident shall be made available to the IPA. The IPA shall prepare a case summary for use during the public meeting of the CPOB that protects the confidentiality of the Complainant, witnesses, and the officer(s) involved.
- (c) The purpose of the CPOB's review of past incidents includes the following:

1. Identify deficiencies in the complaint system (intake and classification);
2. Develop recommendations for process improvements;
3. Make judgments about the quality of the investigation;
4. Increase transparency by analyzing the rationale for the case disposition;  
and
5. Increase transparency by the public discussion of a Complaint.

#### Section 4. Communication with Complainant

- (a) The LMPD shall inform the Complainant at the conclusion of the Internal Affairs investigation as to the disposition of the Complaint.
- (b) The CPOB shall use the IPA's quarterly reports to inform Complainants whether an audit has been initiated, when an audit has been completed, and the outcome of the audit. The CPOB shall develop a form for this communication that informs Complainants that the outcome of the IPA audit is advisory and cannot directly change the outcome of the Internal Affairs investigation or the Chief of Police's decision.
- (c) Nothing in this section shall prevent the CPOB from having communication with the Complainant during the pendency of the Internal Affairs investigation.

### **ARTICLE VII – VOLUNTARY MEDIATION PROGRAM**

The CPOB, with the input of the IPA, shall develop a proposal for a voluntary alternative dispute resolution process for resolving those Complaints which involve conduct which may most appropriately be corrected or modified through less formal means. The CPOB shall present the proposal to the Chief of Police and City Council.

### **ARTICLE VIII – PROCEDURES FOR PROVIDING RECOMMENDATIONS AS TO COMPLAINTS OR SERIOUS INCIDENTS**

#### Section 1. Receiving and Reviewing IPA Recommendations

- (a) Upon completion of an audit of an investigation, the IPA shall provide a report of its audit to the CPOB. In so doing, the IPA shall comply with all state laws requiring the confidentiality of police department records and information as well as the privacy rights of all individuals involved in the process. The IPA's findings shall be advisory and shall not directly change the outcome of the Internal Affairs investigation or the Chief of Police's decision. No report to the CPOB shall contain the name of any individual police officer, unless permitted by law.

(b) The audit report shall:

1. Indicate and explain whether or not the Complaint disposition was supported by the evidence;
2. Recommend that the LMPD reopen the investigation if it finds either:
  - i. The investigation was materially incomplete or inadequate and the IPA has reason to believe that further investigation is likely to reveal facts that could change the disposition; or
  - ii. The disposition reached by the LMPD is not supported by substantial evidence;
  - iii. State any recommendations regarding the handling of the Complaint and the investigation process; and
  - iv. Identify any other relevant policy, procedural or training issues for further consideration, and offer recommendations as appropriate.

(c) Presentation of the audit report.

1. The IPA shall meet with the CPOB at least once per quarter and present any completed audit reports from the previous quarter.
2. In connection with the presentation of any completed audit reports, the IPA will present to the CPOB his or her formal conclusion regarding further investigation and processes.

The CPOB will have an opportunity to review and comment on the IPA's formal conclusion and any applicable recommendations.

## Section 2. Delivery of Recommendations

If the CPOB votes to ratify the IPA recommendation with or without additional comment, the IPA shall deliver his or her recommendation to the Chief of Police in writing, in the form of a quarterly report with any additional comment from the CPOB, with copies to the City Manager and City Council.

## Section 3. Recording of Recommendations.

- (a) The IPA shall retain a record of any recommendation delivered to the Chief of Police.
- (b) The IPA shall record in the IPA quarterly report his or her recommendation, as well as any further comment by the CPOB where applicable, and the date of its delivery to the Chief of Police.

- (c) The IPA and CPOB shall receive, within thirty days of delivery of any recommendations of any kind, a response in writing from the Chief of Police. The Chief of Police may request from the City Manager a single thirty-day extension to respond to any recommendation upon a showing of good cause.
- (d) Upon receipt of a response to the recommendation from the Chief of Police, the IPA shall note the response in the IPA quarterly report and retain a record of the response.
- (e) The IPA shall also track the number and type of recommendations delivered to the Police Chief, and the number and type of recommendations implemented, and report this information to the CPOB. The IPA shall track the number of cases in which its recommendations are rejected and report this information to the CPOB.

#### Section 4. Appropriate Scope of Recommendations

Recommendations to the Chief of Police shall focus on process rather than outcomes, such as whether the LMPD investigation was fair and thorough, whether findings were reasonable and evidence-based, and whether the disposition was supported by substantial evidence. Recommendations can also reflect the IPA's considerations for best practices to help mitigate future instances in similar situations which could lead to misunderstandings or loss of community confidence.

### **ARTICLE IX – PROCESS FOR PROVIDING RECOMMENDATIONS AS TO LMPD'S POLICIES AND PROCEDURES.**

#### Section 1. Annual CPOB Reports

City of La Mesa Municipal Code section 2.30.100, subdivisions (g) and (h), and section 2.30.110 require the CPOB to draft and issue several public reports annually ("CPOB Annual Reports").

- (a) The CPOB shall issue an Annual Report on each of the following:
  1. LMPD policies, procedures, practices, and training as to regular operations;
  2. LMPD policies, procedures, and practices as to hiring and promotions;
  3. LMPD policies, procedures, practices, and training as to internal LMPD investigations of misconduct;
  4. Initial and in-service LMPD trainings in de-escalation techniques, human relations instruction, and implicit bias training;

5. LMPD policies, procedures, practices, and training as to community-oriented policing; and
  6. A report that studies, develops, and recommends alternative crime-prevention policies and strategies and assesses and makes recommendations regarding the role in public safety of social services, including, but not limited to, those related to mental health, alcohol and substance abuse, homelessness, juvenile justice, and education.
- (b) An annual report may be in the form of an update from a previous year's report.
  - (c) In consultation with the IPA, the CPOB may issue additional public reports on any and all other areas of policing or La Mesa Police Department policies, procedures, practices, and training that the CPOB finds appropriate for review.
  - (d) The Chairperson shall establish a special ad hoc subcommittee for each CPOB Annual Report comprised of less than a majority of CPOB members. Each special subcommittee shall be responsible for researching, drafting and presenting to the CPOB its assigned CPOB Annual Report.
  - (e) Each special subcommittee shall present a draft CPOB Annual Report to the CPOB at a regular public meeting. The CPOB shall vote either to send the report back to the special subcommittee with specific recommended changes, or to approve the Report as final.
  - (f) Final, approved CPOB Annual Reports shall be sent to the Chief of Police, the City Manager, and the City Council, and shall be publicly posted on the CPOB's webpage.
  - (g) CPOB Annual Reports shall pertain to a calendar year, and must be made public and final no later than the end of February of the following calendar year. This deadline may be extended by no more than 60 days by a majority of CPOB voting members.

## Section 2. Semi-Annual CPOB Reports

City of La Mesa Municipal Code section 2.30.110(b) requires the CPOB to, in conjunction with the Independent Police Auditor, issue a semi-annual public report ("CPOB Semi-Annual Report").

- (a) The required CPOB Semi-Annual Report shall present the number and types of Complaints reviewed and the CPOB's responses, investigative findings, analysis of police data, police progress on CPOB recommendations and other updates relevant to the mission of the CPOB.
- (b) The Chairperson shall establish a special ad hoc subcommittee to compile and draft these Semi-Annual Reports.

- (c) This special subcommittee shall present a draft Semi-Annual Report to the CPOB at a regular public meeting. The CPOB shall vote either to send the report back to the special subcommittee with specific recommended changes, or to approve the Report as final.
- (d) Final, approved CPOB Semi-Annual Reports shall be sent to the Chief of Police, the City Manager, the Independent Police Auditor, and the City Council, and shall be publicly posted on the CPOB's webpage.
- (e) CPOB Semi-Annual Reports shall pertain to January-June and July-December, respectively, of each calendar year, and must be made public and final no later than 30 days after the conclusion of the relevant six-month period. This deadline may be extended by no more than 60 days by a majority of CPOB voting members.

### Section 3. Confidentiality of CPOB Reports

In order to comply with all state laws requiring the confidentiality of police department records and information as well as the privacy rights of all individuals involved in the process, all CPOB Reports shall omit any confidential information that would identify any officer(s) who are the subject of any Complaint.

SALT LAKE CITY POLICE CIVILIAN REVIEW BOARD  
1<sup>st</sup> QUARTERLY REPORT 2021

April 21, 2021

PANELS

Note: the use of the letter S denotes the subject officer(s)

Panels/Polls initiated in the 1<sup>st</sup> quarter of 2020:

**S2020-0001**

Allegation: S – Excessive Force: OIS

Panel Recommend: S – Sustained

SLCPD Finding: S – Within Policy

**S2020-0007**

Allegation: S-S1 – Excessive Force: OIS

Panel Recommend: S-S1 – Exonerated

SLCPD Finding: S-S1 – Within Policy

Panels/Polls initiated in the 2<sup>nd</sup> quarter of 2020:

**C2020-0070**

Allegation: S – Improper Use of Force

Panel Recommend: S – Sustained

SLCPD Finding: S – Outside of Policy

Panels/Polls initiated in the 3<sup>rd</sup> quarter of 2020:

**C2020-0124**

Allegation: S – Excessive Force: Use of K9

Panel Recommend: S – Sustained

SLCPD Finding: S – Pending

Panels/Polls initiated in the 4<sup>th</sup> quarter of 2020:

**C2020-0030**

Allegation: S – Improper Use of Force

Panel Recommend: S – Exonerated

SLCPD Finding: S – Within Policy

**C2020-0101**

Allegation: S – Excessive Force

Panel Recommend: S – Exonerated

SLCPD Finding: S – Within Policy

**C2020-0149**

Allegation: S – Excessive Force: Use of K9

Panel Recommend: S – Exonerated

SLCPD Finding: S – Pending

Panels/Polls initiated in the 1<sup>st</sup> quarter of 2021:

**C2020-0150**

Allegation: S – Excessive Force: Use of K9

Panel Recommend: S – Sustained

SLCPD Finding: S – Pending

**C2020-0151**

Allegation: S – Excessive Force: Use of K9

Panel Recommend: S – Exonerated

SLCPD Finding: S – Pending

**C2020-0152**

Allegation: S – Excessive Force: Use of K9

Panel Recommend: S – Exonerated

SLCPD Finding: S – Pending

**C2020-0153**

Allegation: S – Excessive Force: Use of K9

Panel Recommend: S – Exonerated

SLCPD Finding: S – Pending

**C2020-0154**

Allegation: S – Excessive Force: Use of K9

Panel Recommend: S – Exonerated

SLCPD Finding: S – Pending

**S2020-0013**

Allegation: S – Excessive Force: OIS

Panel Recommend: S – Exonerated

SLCPD Finding: S – Pending

### **Trends/Issues Identified and Relayed to the Police Department**

No trends were identified during this quarter. CRB continues to review pending K9 cases and will offer suggestions as needed based upon those reviews. CRB has recommended that the SLCPD consider establishing a review committee to look at each use of a K9 in a timely manner. It was recommended that something akin to the OICI protocols used in OISs, being established to review each use of a K9. This will likely improve training of the handlers and will ensure that the K9 program, and resulting bites, are within policy. If this team opines that the bite is not within policy, then it can be sent to Internal Affairs for further review.

One OIS from 4/19/18 remains at the SLCoDA's office. This particular OICI has been pending within the DA's office for over three years.

Internal Affairs Cases  
**January 1 – March 31, 2021**

**23 Vehicle accidents**  
**0 Intelligence cases**  
**4 Pursuits**  
**4 Firearms discharge**  
**31 IA cases**

Dispositions: AD: Administratively Declined  
 PO: Polled the PCRB  
 PA: PCRB Panel Held

File #	Category	Sworn Y / N	Use of Force Y / N	Disposition	Status	Summary
C2021-0001	N/A	N/A	N/A	N/A	N/A	Program did not generate 0001 case number.
0002	1	Y	N	AD	Pending	Allegation of sexual assault by officer-off duty.
0003	2	Y	N	AD	Exonerated	Complaint: improper follow up on investigation.
0004	2	Y	N	AD	Pending	Officer discarded a license plate costing owner \$16.
0005	1	Y	N	Pending	Pending	Officer's ex-wife alleges DV during her marriage-off duty.
0006	N/A	N/A	N/A	N/A	N/A	Duplicate case
0007	Complaint	N	N	AD	Closed Resolved by Bureau	Complaint: Dispatcher used department resources to illegally access records.
0008	M-file	Y	N	AD	Pending	Complainant says officer had an attitude.
0009	1	Y	Y	Pending	Pending	Complaint: Wrongful arrest, excessive force, profiling.
0010	1	Y	N	AD	Pending	Officer accused of sharing a recording without her permission.
0011	M-file	Y	N	AD	Closed-Info Only	Officer not wearing mask inside a store.
0012	1	Y	N	AD	Pending	Complaint: misleading statements and mishandling evidence.
0013	Complaint	Y	N	AD	Closed-Info Only	Complainant accused officer of false arrest.

File #	Category	Sworn Y / N	Use of Force Y / N	Disposition	Status	Summary
0014	Complaint	N	N	AD	Pending	Complaint against Records Unit graveyard shift using Teams for offensive chat.
0015	2	Y	N	AD	Exonerated	Complainant said officer was too close to his bicycle at a light.
0016	M-file	Y	N	AD	Handled in Field	Complaint: language, unprofessional behavior.
0017	Complaint	Y	Y	Pending	Pending	Use of Force stemming from protest at DA's office.
0018	1	Y	Y	Pending	Pending	Officer used bean bag round during a protest. It is alleged the force was excessive.
0019	M-file	Y	N	AD	Handled in Field	Complaint: Excessive speeding.
0020	Complaint	Y	N	AD	Exonerated	Complaint: Vehicle Idling
0021	Complaint	Y	N	AD	Closed-Info Only	Officer engaging in sexual activity while on duty.
0022	Complaint	Y	N	AD	Pending	Complaint: Speeding while holding dog in lap.
0023	1	Y	Y	Pending	Pending	Excessive force
0024	N/A	N/A	N/A	N/A	N/A	Out of sequence number.
0025	M-file	Y	N	AD	Pending	Officer failed to for shift.
0026	Complaint	Y	N	AD	Pending	Officer placed hand on shoulder to guide Comp towards sidewalk.
0027	Complaint	Y	N	AD	Pending	Officer mishandled evidence.
0028	M-file	Y	N	AD	Pending	Tardiness problem.
0029	M-file	Y	N	AD	Pending	Tardiness problem (different than 0028)
0030	Complaint	Y	N	Pending	Pending	Complaint regarding a Centerville Officer and an illegal recording.
0031	Complaint	Y	N	AD	Handled in Field	Complaint: officer driving in HOV lane.
0032	2	Y	N	AD	Pending	Complaint: inconsiderate contact, rudeness.
0033	M-file	Y	N	AD	Pending	Complaint: speeding
0034	N/A	N/A	N/A	N/A	N/A	Purged, duplicate to 0033.
P2020-0025	Pursuit	N	N	AD	Pending	Officers pursued DV suspect

File #	Category	Sworn Y / N	Use of Force Y / N	Disposition	Status	Summary
						(Incident occurred 1/1/21, program generated a 2020 case number.)
P2021-0001	Pursuit	N/A	N/A	N/A	N/A	Program did not generate 0001 case number.
0002	Pursuit	Y	N	AD	Pending	Officers pursued a “shots fired” suspect.
0003	Pursuit	Y	N	AD	Pending	Officers pursued DUI suspect with minor in vehicle.
0004	Pursuit	Y	N	AD	Pending	Officers pursued aggravated assault suspect.
S2021-0001	Firearm Discharge	N/A	N/A	N/A	N/A	Program did not generate 0001 case number.
0002	Firearm Discharge	Y	N	AD	Pending	Accidental discharge into the ground, safety was not on.
0003	Firearm Discharge	Y	N	AD	In Policy	Injured deer
0004	Firearm Discharge	Y	N	AD	In Policy	Injured deer
0005	Firearm Discharge	Y	N	AD	In Policy	Injured “wild animal”

OVERVIEW of IA MATTERS (1<sup>st</sup> Quarter 2021)

61 Total Internal Affairs (IA) Matters

-31 Administrative (23 Accidents; 4 Firearm Discharges; 4 Pursuits)

-30 IA Cases

--Cat 1 7  
---3 allege “Use of Force” of some manner

--Cat 2 4  
---0 “Use of Force” allegations

--M Files 8  
--Complaint 11

---1 “Use of Force” allegations

Personnel Involved

-28 Sworn

-8 involve Rudeness, Inconsiderate Contact, and/or poor Driving Habits

-2 Civilian Employees

**SALT LAKE CITY POLICE CIVILIAN REVIEW BOARD  
4<sup>th</sup> QUARTERLY REPORT 2020**

**January 26, 2021**

**PANELS**

Note: the use of the letter S denotes the subject officer(s)

Panels/Polls initiated in the 1<sup>st</sup> quarter of 2020:

**S2020-0001**

Allegation: S – Excessive Force: OIS

Panel Recommend: S – Sustained

SLCPD Finding: S – Pending

**S2020-0007**

Allegation: S-S1 – Excessive Force: OIS

Panel Recommend: S-S1 – Exonerated

SLCPD Finding: S-S1 – Pending

Panels/Polls initiated in the 2<sup>nd</sup> quarter of 2020:

**C2020-0070**

Allegation: S – Improper Use of Force

Panel Recommend: S – Sustained

SLCPD Finding: S – Pending

Panels/Polls initiated in the 3<sup>rd</sup> quarter of 2020:

**C2020-0124**

Allegation: S – Excessive Force: Use of K9

Panel Recommend: S – Sustained

SLCPD Finding: S – Pending

Panels/Polls initiated in the 4<sup>th</sup> quarter of 2020:

**C2020-0030**

Allegation: S – Improper Use of Force

Panel Recommend: S – Exonerated

SLCPD Finding: S – Pending

**C2020-0101**

Allegation: S – Excessive Force

Panel Recommend: S – Exonerated

SLCPD Finding: S – Pending

**C2020-0149**

Allegation: S – Excessive Force: Use of K9

Panel Recommend: S – Exonerated

SLCPD Finding: S – Pending

### **Trends/Issues Identified and Relayed to the Police Department**

CRB has noticed an increased in the use of de-escalation tactics in interactions reviewed after the policy change was instituted. A recently reviewed OIS, not listed this quarter, was really notable.

The ongoing review of K9 cases is continuing.

No other trends were noted by unit, squad or individual officers other than the ongoing issues within the K9 squad.

**Internal Affairs Cases  
October 1 – December 31, 2020**

**27 Vehicle accidents**  
**0 Intelligence cases**  
**2 Pursuits**  
**11 Firearms discharge**  
**31 IA cases**

Dispositions: AD: Administratively Declined  
 PO: Polled the PCRB  
 PA: PCRB Panel Held

File #	Category	Sworn Y / N	Use of Force Y / N	Disposition	Status	Summary
C2020-0172	2	Y	N	AD	Unfounded	Complainant felt officers took too long to respond and treated him rudely.
0173	M-File	Y	N	AD	Closed-Resolved by Bureau	Driving Habits-speeding & improper lane changes.
0174	M-File	Y	N	AD	Closed-Resolved by Bureau	Officer didn't wear required PPE causing several officers to be placed on quarantine.
0175	M-File	Y	N	AD	Handled in Field	Officer failed to use body camera.
0176	Complaint	Y	N	AD	Pending	Complaint: Rudeness
0177	1	Y	N	AD	Pending	Complaint: Officer was confrontational, verbally and physically aggressive while off duty.
0178	N/A	N	N	AD	N/A	Purged-Not a complaint per policy
0179	2	Y	N	AD	Closed-Resolved by Bureau	Complaint regarding a Reddit thread and an SLCPD shop car.
0180	M-File	Y	N	AD	Pending	Officer drove away with fuel pump still in vehicle.
0181	M-File			AD	Pending	Officer photographed decedent with personal phone during after traffic accident.
0182	1	Y	N	AD	Pending	Officer did not report or enter time off properly.
0183	1	Y	N	AD	Terminated	Officer under criminal

File #	Category	Sworn Y / N	Use of Force Y / N	Disposition	Status	Summary
						investigation with U of U PD.
0184	M-File	Y	N	AD	Handled in Field	Officer attached a photo to a report for humor.
0185	M-File	Y	N	AD	Closed-Resolved by Bureau	Driving Habits-tailgating on the I-15.
0186	M-File	Y	N	AD	Handled in Field	Driving Habits-speeding, tailgating, driving in HOV lane.
0187	1	Y	N	AD	Pending	OCIC regarding death at jail after A/P was released to jail custody.
0188	M-File	Y	N	AD	Unfounded	Complainant felt officer hindered her ability to get boyfriend medical care.
0189	1	Y	N	AD	Unfounded	Possible problem with police issued radio.
0190	1	Y	N	AD	Unfounded	Complainant upset her friend's daughter was called into Loss Prevention at Walmart.
0191	2	Y	N	AD	Pending	Officer drove away with fuel pump still in vehicle.
0192	M-File	Y	N	AD	Handled in Field	Complaint: Rudeness
0193	1	Y	N	AD	Pending	Officer improperly working secondary employment.
0194	Complaint	Y	N	AD	Pending	Deputy Chief's comments could be viewed as interfering in an investigation.
0195	2	Y	N	Pending	Pending	Officer used profanity after being spit on by A/P.
0196	1	Y	N	AD	Pending	A/P knocked himself unconscious and officer failed to tell jail on delivery.
0197	N/A	N	N	AD	N/A	Number out of sequence
0198	N/A	N	N	AD	N/A	Duplicate case to C2020-0180
0199	1	Y	Y	Pending	Pending	Officer did not attempt to deescalate situation before using force.
0200	M-File	Y	N	AD	Pending	Complainant: Officer was rude, called himself an expletive and came closer

File #	Category	Sworn Y / N	Use of Force Y / N	Disposition	Status	Summary
						than 6 feet putting her at health risk.
0201	Complaint	Y	N	AD	Pending	Complainant upset by lack of service and action concerning her complaint.
0202	M-File	Y	N	AD	Closed-Info Only	Driving Habits: Speeding
0203	M-File	Y	N	AD	Pending	Officer drove away with fuel pump still in vehicle.
0204	Complaint	Y	N	AD	Pending	Complainant alleges officer accessed her info without cause and is harassing her.
0205	M-File	Y	N	AD	Pending	Driving complaint
P2020-0022	Pursuit	N	N	-	-	Number out of sequence
0023	Pursuit	Y	N	AD	In Policy	Officer pursued suspect involved in threats, property damage and hit & run case.
0024	Pursuit	Y	N	AD	In Policy	Officer pursued suspect believed involved in firing a firearm.
S2020-0017	Firearm Discharge	Y	N	AD	In Policy	Destruction of animal for humanitarian purposes.
0018	Firearm Discharge	Y	N	AD	In Policy	Destruction of animal for humanitarian purposes.
0019	Firearm Discharge	Y	N	AD	In Policy	Destruction of animal for humanitarian purposes.
0020	Firearm Discharge	Y	N	AD	In Policy	Destruction of animal for humanitarian purposes.
0021	Firearm Discharge	Y	N	AD	In Policy	Injured deer
0022	Firearm Discharge	Y	N	AD	In Policy	Injured deer
0023	Firearm Discharge	Y	N	AD	In Policy	Destruction of animal for humanitarian purposes.
0024	Firearm Discharge	Y	N	AD	In Policy	Injured deer
0025	Firearm Discharge	Y	N	AD	Duplicate	Duplicate Case to 2020-0022.
0026	Firearm Discharge	Y	N	AD	In Policy	Destruction of animal for humanitarian purposes.
0027	Firearm Discharge	Y	N	AD	In Policy	Destruction of animal for humanitarian purposes.

OVERVIEW of IA MATTERS (4<sup>th</sup> Quarter 2020)

71 Total Internal Affairs (IA) Matters

-40 Administrative (27 Accidents; 11 Firearm Discharges; 2 Pursuits)

-31 IA Cases

--Cat 1

9

---1 allege "Use of Force" of some manner

--Cat 2

4

---0 "Use of Force" allegations

--M Files

14

--Complaint

4

---0 "Use of Force" allegations

Personnel Involved

-31 Sworn

-12 involve Rudeness, Inconsiderate Contact, and/or poor Driving Habits

-0 Civilian Employees