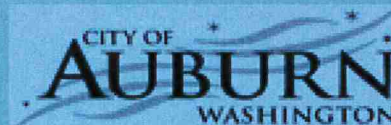




AUBURN POLICE DEPARTMENT 2022 ANNUAL CIA REVIEW



THE AUBURN POLICE
DEPARTMENT IS A
STATE ACCREDITED AGENCY



Report prepared by Commander Dave Colglazier

[Signature]
05/22/23

This annual analysis of the CIA (Commendations, Inquiries, and Allegations) investigations provides the administration of the agency and the public we serve a review of agency personnel conduct from an analytical perspective. As outlined in the Auburn Police Department Manual of Standards, the CIA system provides a standardized means of reporting, investigating, and documenting Commendations, Inquiries, Internal Investigations and Collision Reviews.

Our **Vision Statement** calls for us to be a premier agency that is trusted, supported, and respected. Our **Mission Statement** requires that our department will “Provide professional law enforcement services to our community.” To meet these demands, we must be a disciplined and a well-regulated organization. One method by which to determine our success is to evaluate our CIA process. This report illustrates how well the Auburn Police Department is perceived to be following our Vision and Mission statements, as well as our Manual of Standards.

Summary of 2022

In 2022, Auburn Police Officers responded to 69,072 CAD incidents (72,944 in 2021) and completed 15,412 case reports (15,295 in 2021). Officers made 2343 arrests (2,990 in 2021) with 1,768 of those arrestees being booked into SCORE (1,067 in 2021), and issued 4,972 infractions/citations (3,820 in 2021). All of this activity accounts for only a portion of the personal contacts with our community members that are made by our police officers throughout the year.

Commendations

A **Commendation** is used to recognize actions or performance by members of the police department who act or perform in a manner that is outstanding or beyond what is normally expected. The Commendation process recognizes employees for Professionalism, Exemplary Job, Exemplary Actions, Life Saving and Heroism.

The majority of our commendations come from citizens who took the time to recognize one or more officers due to their exemplary and professional work. These commendations range from officers conducting school speeches, helping someone change a tire or going above and beyond to investigate someone’s case.

The **Medal of Valor** will be awarded to department personnel for acts that meet all of the following conditions.

1. When the act conspicuously displays extreme courage, beyond the normal demands for police service.
2. When failure to take such action would not justify official censure.
3. When substantial risk to their physical safety actually existed and the individual was unquestionably conscious of this imminent threat.
4. When the objective was logically believed to be of sufficient importance to justify the risk taken.

The **Medal of Distinction** will be awarded to department personnel for acts which meet all of the following criteria.

1. When personnel manifest courage in the performance of duty under circumstances less than those required for the Medal of Valor.
2. When a risk to the individual's physical safety actually existed, or when there was reason to believe that such a risk was present.
3. When the act indicated that the individual was conscious of the imminent danger to their personal safety, or when a reasonable and prudent person would normally assume such a danger was present.
4. When the objective was reasonably believed to be of sufficient importance to justify the risk taken.
5. When the individual accomplished the objective, or was prevented from doing so by circumstances beyond his/her control.

The **Lifesaving Medal** shall be awarded to department personnel for acts that meet all of the following criteria.

1. When the acts were personally performed by the officer.
2. When affirmed by competent medical authority, an individual saved a human life or prolonged life beyond the day of extraordinary circumstances.

The **Merit Medal** shall be awarded to department personnel for acts that meet all of the following criteria.

1. When individuals who distinguish themselves by excellence in events which involve tactical action.
2. When the event involves some risk to the individual.

The **Honorable Tactical De-escalation Medal** shall be awarded to department personnel for acts that meet all of the following criteria.

1. When the acts were personally performed by the department member.
2. When the department member utilized exceptional tactical skills or verbal approaches and techniques to de-escalate any deadly force situation resulting in the saving or sustaining of a human life.
3. When the deadly force and de-escalation factors can be independently verified.

| Year | Commendations | Letter of Commendation | Medal of Distinction | Life Saving | Medal of Valor | Medal of Merit | Tactical Medal |
|------|---------------|------------------------|----------------------|-------------|----------------|----------------|----------------|
| 2019 | 93 | 7 | 0 | 11 | 0 | 4 | 0 |
| 2020 | 167 | 16 | 3 | 10 | 0 | 0 | 0 |
| 2021 | 124 | 2 | 0 | 7 | 2 | 2 | 1 |
| 2022 | 44 | 6 | 0 | 3 | 0 | 0 | 1 |

Employee Investigations

There are three ways a complaint can be categorized and investigated: Complaint(Supervisor Inquiry), Supervisory Investigation, and Internal Investigation.

A Supervisory Investigation involves a complaint made regarding the quality of service delivery. These complaints vary in degree from complaints regarding an employee's demeanor, tardiness, complaints related to customer service, or the nature of a department practice. This may also be a complaint of a minor policy violation. The employee's immediate supervisor typically handles this type of complaint, but a commander might also take charge of it.

An Internal Investigation involves a complaint of a possible violation of department standards, written directives, City policies or applicable Civil Service Rules. These allegations include, but are not limited to, complaints of bias based policing, excessive force, alleged corruption, insubordination, breach of civil rights, false arrest, and other types of allegations of serious misconduct. In the event that an allegation of criminal misconduct is reported and appears to have merit, a simultaneous **criminal investigation** will be initiated.

Internal Investigations

| Year | CAD Incidents | Internal Investigations | Inv. With Misconduct | Total Employees | Emp. With Misconduct |
|------|---------------|-------------------------|----------------------|-----------------|----------------------|
| 2019 | 86,062 | 18 (.02%) | 11 | 17 | 13 |
| 2020 | 73,998 | 9 (.01%) | 6 | 9 | 6 |
| 2021 | 72,944 | 6 (.008%) | 5 | 7 | 5 |
| 2022 | 69,072 | 6 (.009%) | 4 | 4 | 3 |

Internal Investigations generated by internal and external sources

| | External Sources | Internal Sources | Total Combined |
|-----------------------------|------------------|------------------|----------------|
| Total Investigations | 0 | 6 | 6 |
| Sustained Misconduct | 0 | 4 | 4 |

In examining the above tables, Internal Investigations generated internally usually resulted in a finding of actual misconduct. The above table shows that both of the Investigations received from internal sources resulted in a finding of misconduct. During these types of investigations, statements, photographs, videos, police reports, and any other potential documentation are examined. The investigation is then forwarded to a supervisory review board to determine findings.

Supervisory Investigations

| Year | CAD Incidents | Supervisory Investigation | Unacceptable Performance | Involved Employees | Employees with Unacceptable Performance |
|-------------|---------------|---------------------------|--------------------------|--------------------|---|
| 2021 | 72,944 | 10 (.01%) | 2 | 12 | 2 |
| 2022 | 69,072 | 9 (.01%) | 4 | 11 | 5 |

Complaints (Supervisory Inquiries)

These numbers continue to be very low compared to the amount of contacts with the public. This would appear to indicate that our officers conduct themselves most of the time in a professional manner due to the fact that inquiries are complaints regarding an officer's demeanor, tardiness, and customer service. (These were labeled as Supervisory Inquiries prior to 2021)

| Year | CAD Incidents | Supervisory Inv/ Inquiries | Inquiries with Unacceptable Performance | Involved Employees | Employees with Unacceptable Performance |
|-------------|---------------|----------------------------|---|--------------------|---|
| 2019 | 86,062 | 11 (.01%) | 7 | 12 | 6 |
| 2020 | 73,998 | 21 (.03%) | 12 | 21 | 11 |
| 2021 | 72,944 | 10 (.01) | 2 | 14 | 2 |
| 2022 | 69,072 | 19 (.03%) | 3 | 21 | 4 |

Allegations

The following table depicts the total combined allegations by category for all Supervisor Inquiries, Supervisor Investigations, and Internal Investigations for 2022. It should be noted that Supervisory Investigations and Inquiries can result in findings of Acceptable Performance or Unacceptable Performance, and Internal Investigations can result in findings of Misconduct or No Misconduct, among others.

| Allegation | Total | No Misconduct/ Acceptable Performance | Misconduct/ Unacceptable performance | No Conclusion/ Pending |
|-------------------------------|-----------|---|--|---------------------------|
| Violation of General Policy | 5 | 0 | 5 | 0 |
| Discourtesy | 8 | 7 | 1 | 0 |
| Conduct Unbecoming | 3 | 0 | 3 | 0 |
| Bias Policing | 1 | 1 | 0 | 0 |
| Use of Force | 1 | 0 | 1 | 0 |
| Police Procedure Question | 9 | 8 | 1 | 0 |
| Care of Department Property | 1 | 0 | 1 | 0 |
| De-Escalation Policy | 1 | 1 | 0 | 0 |
| Fail to Meet Job Expectations | 5 | 5 | 0 | 0 |
| Harassment | 2 | 2 | 0 | 0 |
| K9 Policy Violation | 1 | 0 | 1 | 0 |
| Neglect of Duty | 4 | 3 | 1 | 0 |
| Totals | 41 | 27 | 14 | 0 |

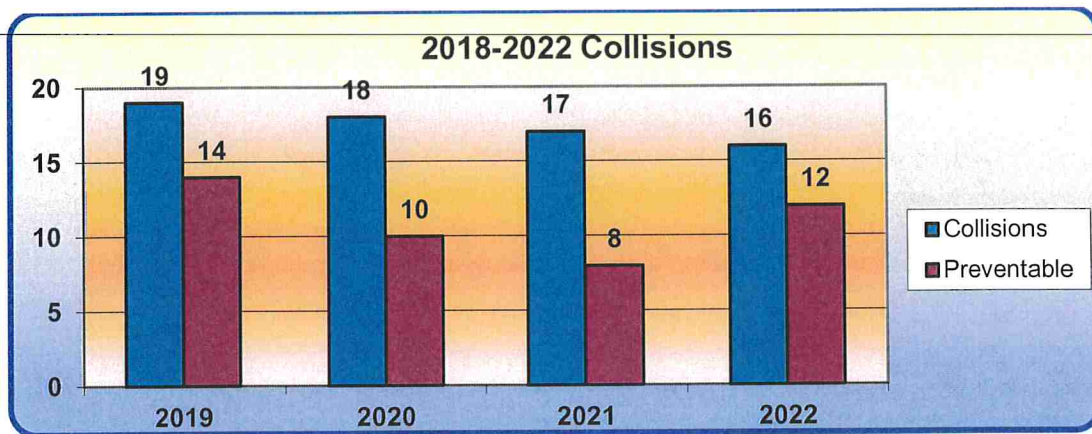
Collisions

In 2022, there were 16 collisions involving APD employees. Twelve of the 16 collisions were determined to be preventable on the part of the officer. The median years of service of the officers involved in collisions is 4 and the median age of the officer was 34. Nine of the collisions that occurred were officers who have 5 years or less of service with Auburn PD. The preventable collisions were attributed to officers with a median of 4 years of service. In examining the number of collisions, it is important to note that the department determines a collision to be any time an employee in control of a department vehicle has any contact with another vehicle, object, or person. Damage caused by a specific maneuver (PIT, intentional strike, etc.) is not considered a collision under our department policy. The majority of these collisions did not meet the state definition of a reportable collision.

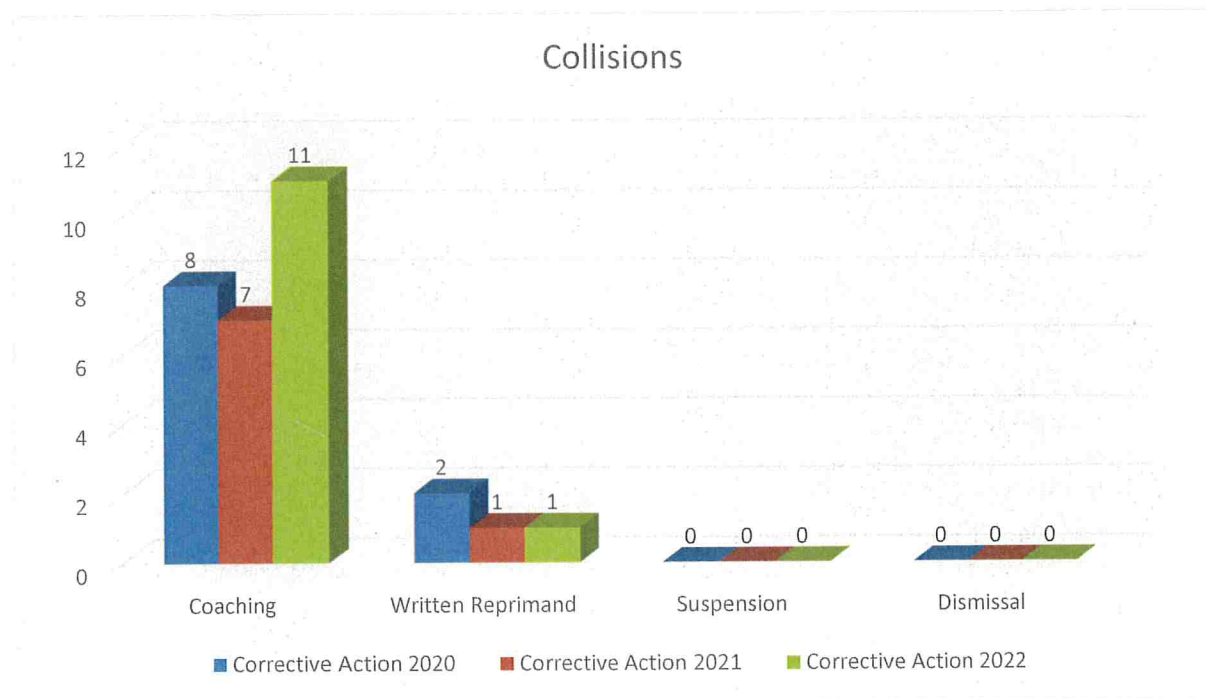
In reviewing the 12 collisions which were determined by a Collision Review Board to be preventable, "driver inattention" was apparent in most cases, by either watching for suspects or looking at vehicle equipment inside the car. If the drivers had been more

attentive, they would not have collided with another vehicle, curb, tree, etc. All 2022 collisions (preventable and non-preventable) are categorized as follows:

- 8 - Driver Inattention
- 2 - Improper Backing
- 4 - Other driver at fault
- 2 - Poor tactics

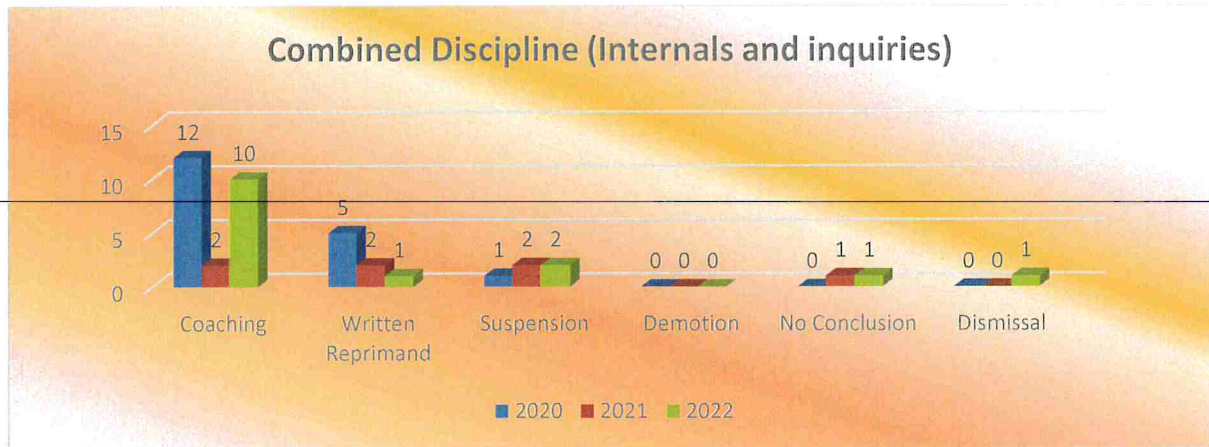


The below chart depicts the corrective action dispensed to the employees in preventable collisions. Some officers also received additional training where it was appropriate.



Actions Taken Internal Investigations

The following chart depicts action taken for misconduct, whether from an Internal Investigation, Supervisory Investigation, or Inquiry for each employee involved.



Outside Agency Investigations

To ensure that our investigations are unbiased, there are times when an outside agency may be asked to investigate serious allegations of misconduct made against agency staff, especially those that may be of a criminal nature. This provides Auburn citizens with confidence and allows for unbiased transparency into actions, activities, and decisions made by the Auburn Police Department. In 2022 there was one allegation of criminal misconduct investigated by the Seattle Police Department and filed with the King County Prosecutors Office. The Officer was charged criminally and terminated after an Internal Investigation.

A second criminal investigation was conducted by the Puyallup Police Department for a separate employee and incident. This investigation is still ongoing at the time of this report.

Grievances

There were no grievances of Internal Investigations during 2022.

Conclusion

A review of the frequency of incidents for 2022 regarding alleged misconduct by employees of the Auburn Police Department does not appear to raise any specific concerns. The number of allegations and found misconduct when compared to the actual number of contacts Auburn Police Officers encounter each year is extremely low. This illustrates and confirms that we take all complaints seriously and train our employees regularly, and when necessary, use corrective action depending on the severity of the allegation.