



AUBURN POLICE DEPARTMENT 2020 ANNUAL CIA REVIEW



THE AUBURN POLICE
DEPARTMENT IS A
STATE ACCREDITED AGENCY



Report prepared by Commander Steve Stocker

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 and possibly through the eyes of our community. 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 2020

In 2020, Auburn Police Officers responded to 73,998 CAD incidents (86,062 in 2019) and completed 15,299 case reports (16,827 in 2019). Officers made 3,629 arrests (4,606 in 2019) with 1,652 of those arrestees being booked into SCORE (2,893 in 2019), and issued 8,110 infractions/citations (7,262 in 2019). 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.

<i>Year</i>	<i>Total Commendations</i>	<i>Letter of Commendation</i>	<i>Medal of Distinction</i>	<i>Life Saving</i>	<i>Medal of Valor</i>	<i>Medal of Merit</i>
2017	99	5	0	15	0	0
2018	71	1	0	7	1	0
2019	93	7	0	11	0	4
2020	167	16	3	10	0	0

Employee Investigations

There are two ways a complaint can be categorized and investigated: Supervisory Inquiry and Internal Investigation.

A Supervisory Inquiry 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
2017	97,843	14 (.01%)	6	20	6
2018	96,884	7 (.007%)	6	9	7
2019	86,062	18 (.02%)	11	17	13
2020	73,998	9 (.01%)	6	9	6

Internal Investigations generated by internal and external sources

	External Sources	Internal Sources	Total Combined
Total Investigations	4	5	9
Sustained Misconduct	2	4	6

In examining the above tables, Internal Investigations generated internally usually resulted in a finding of actual misconduct. The above table shows that most 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 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.

Year	CAD Incidents	Supervisory Inquiries	Inquiries with Unacceptable Performance	Involved Employees	Employees with Unacceptable Performance
2017	97,843	14 (.01%)	8	16	8
2018	96,884	20 (.02%)	10	20	12
2019	86,062	11 (.01%)	7	12	6
2020	73,998	21 (.03%)	12	21	11

Allegations

The following table depicts the total combined allegations by category for all Inquiries and Internal Investigations for 2020. It should be noted that Supervisory 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.

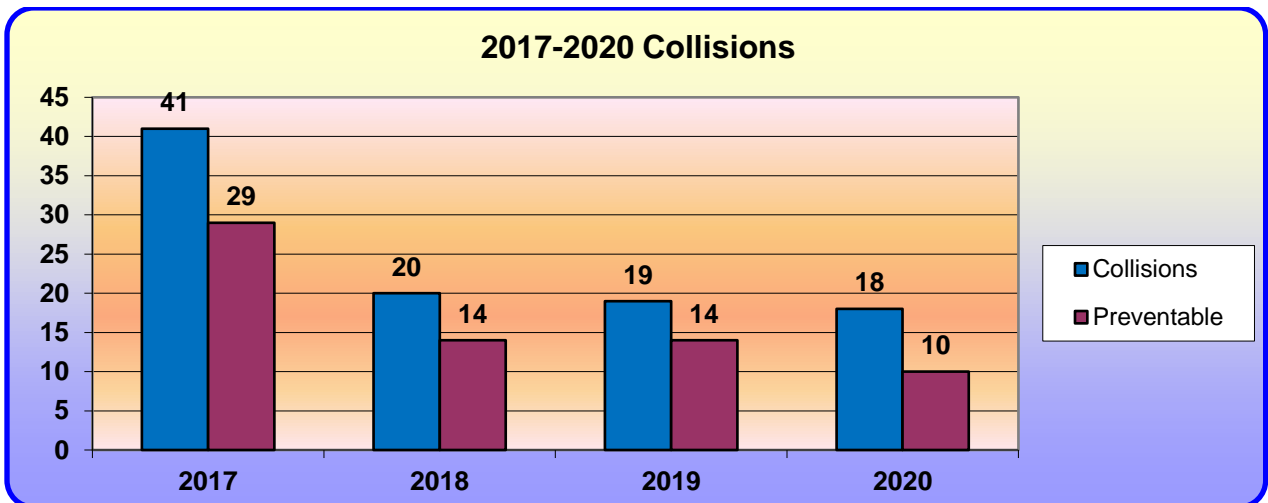
Allegation	Total	No Misconduct/ Acceptable Performance	Misconduct/ Unacceptable performance	No Conclusion/ Pending
Violation of General Policy	2	1	1	0
De-Escalation Policy	2	0	2	0
Discourtesy/Conduct Unbecoming	5	3	2	0
Neglect of Duty	1	0	1	0
Code of Conduct	11	7	4	0
Fail to Notify Supervisor	1	0	1	0
False Arrest	2	2	0	0
Harassment	1	1	0	0
K9 Policy Violation	1	0	1	0
Excessive Force	7	5	2	0
Biased Policing/Discrimination	2	2	0	0
Dereliction of duty	1	0	1	0
No Show/Late for Work	2	0	2	0
Take Home Car Policy	1	0	1	0
Slow/No Response	2	0	2	0
Totals	41	21	20	0

Collisions

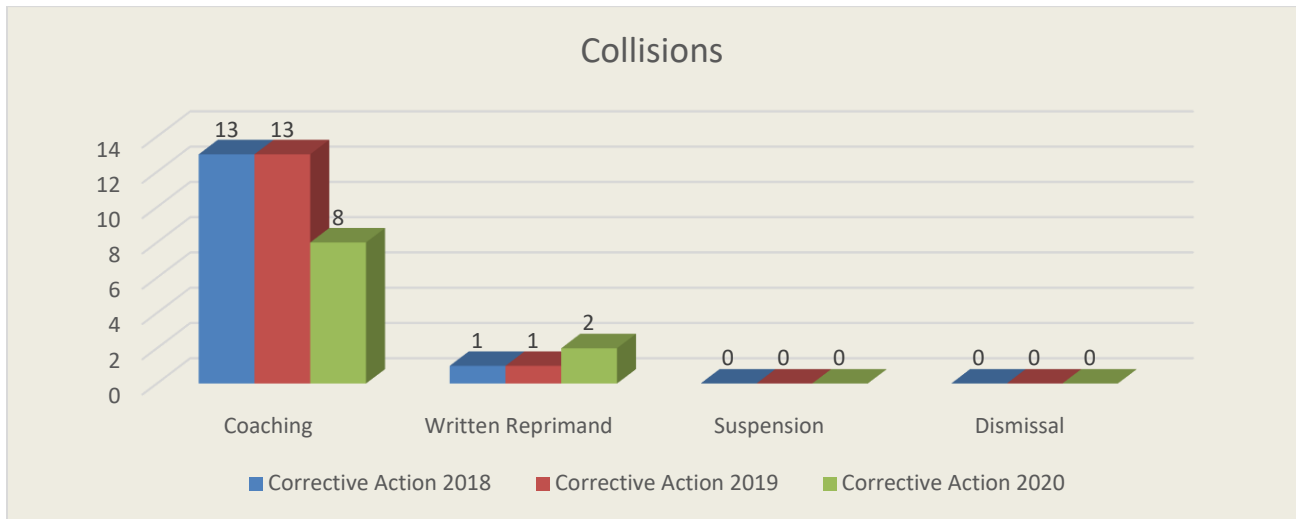
In 2020, there were 18 collisions involving APD employees. Ten of the 18 collisions were determined to be preventable on the part of the officer. The median years of service of the officers involved in collisions is 6.3 and the median age of the officer was 35. Twelve of the collisions that occurred were officers who have 5 years or less of service with Auburn PD. The preventable collisions were attributed to officers with a median of 6 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 10 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 2020 collisions (preventable and non-preventable) are categorized as follows:

- 7 - Driver Inattention
- 2 - Improper Backing
- 0 - Fail to Clear Intersection
- 8 - Other driver at fault
- 1 - Poor tactics

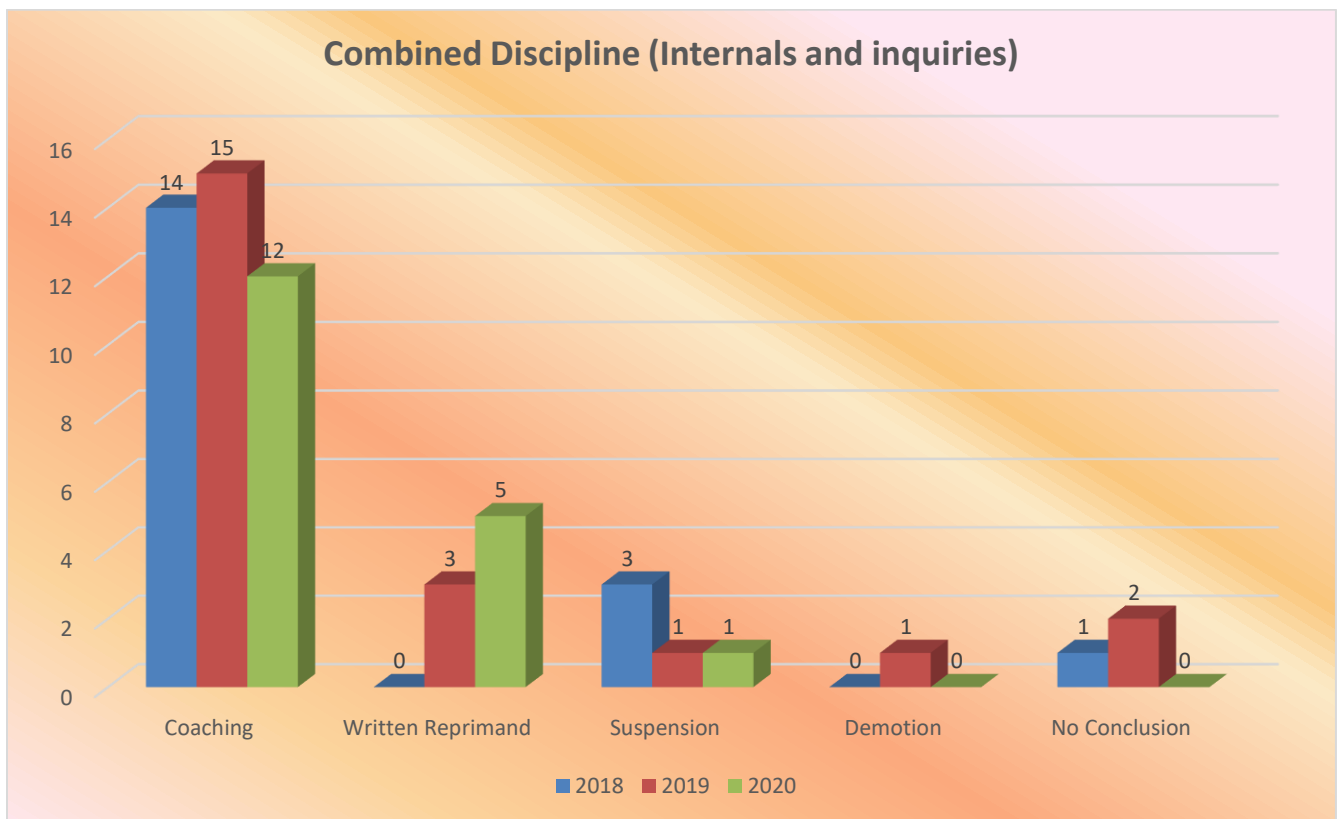


The below chart depicts the corrective action dispensed to the employees in preventable collisions. Some officers also received additional training where it was appropriate.



Actions Taken Internal Investigations

The following chart depicts action taken for misconduct, whether from an Internal Investigation or Supervisory 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 2020 there were no allegations of criminal misconduct.

Grievances

Two of the Internal Investigations where misconduct was found are currently in the grievance process.

Conclusion

A review of the frequency of incidents for 2020 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.

And, as noted earlier, inquiries and investigations that come from internal sources make up the majority of sustained misconduct which illustrates that we take it very seriously to police ourselves and make sure our employees are following our mission and vision statement.

As seen in this document the majority of corrective action taken was coaching and counseling which illustrates that the majority of allegations were minor in nature and did not warrant more severe corrective action. The data revealed for 2020 illustrates that the Auburn Police Department continues to be successful in striving to perform by the standards of our CORE values and provide professional police services to the City of Auburn.