

RILEY COUNTY POLICE DEPARTMENT
Report Submission

To:	Director Brad Schoen	
Thru:	Assistant Director John Doebling	
From:	Lieutenant Mark French	
Position:	Internal Affairs	Division: Office of the Director
Report Title:	Internal Affairs Annual Summary	
Rpt Freq./Year:	Annual / 2015	
Policy #:	52.1.5	
Date:	January 6, 2016	

Policy:

The Internal Affairs Officer will complete and submit to the Director an annual overview. This report will recap the past year's activities, a statistical analysis, analysis of complaint areas, and resolution of cases.

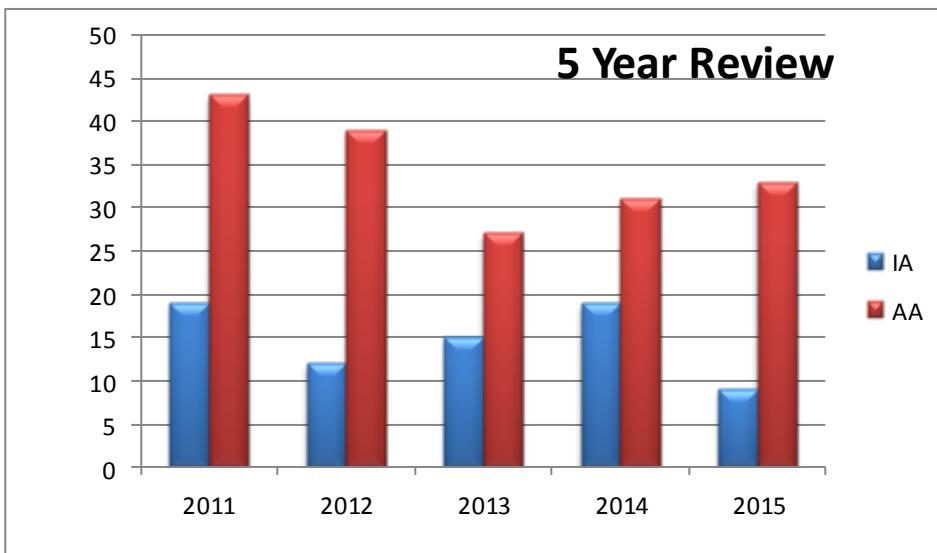
Investigations:

In 2015, the Internal Affairs Section received forty-two (42) cases for investigation:

- Nine (9) cases were reported by citizens and involved:
 - Twelve (12) police officers
 - Zero (0) support personnel.
- Thirty-three (33) cases were reported internally and involved:
 - Twenty-five (25) police officers;
 - Eight (8) correction officers;
 - One (1) dispatcher.
 - Seven (7) support personnel

NOTE: Some employees were involved in more than one allegation.

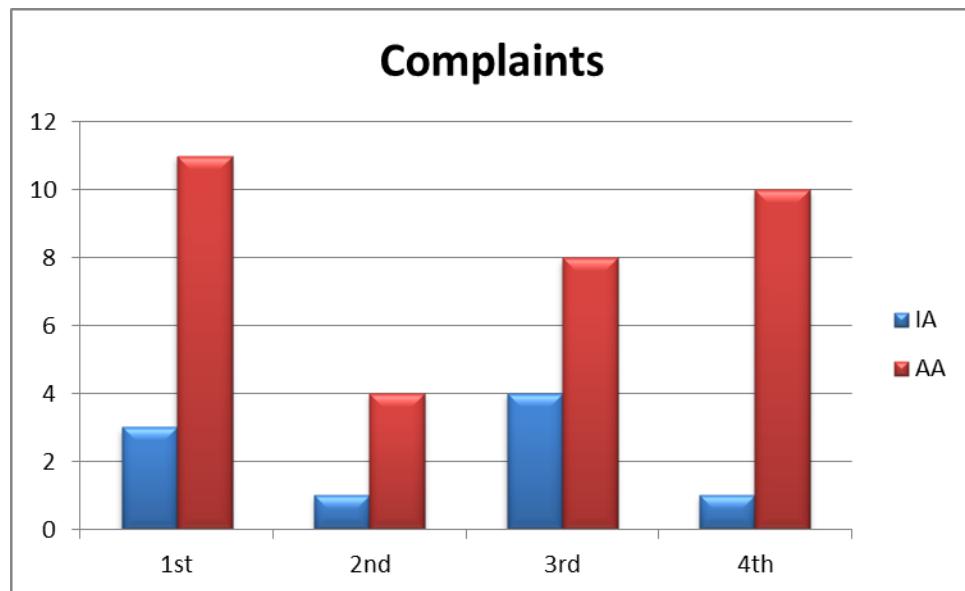
The following chart details the last five (5) years of Internal Affairs cases:



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	<u>IA</u>	<u>AA</u>	<u>Total</u>
2011	19	43	62
2012	12	39	51
2013	15	27	42
2014	19	31	50
2014	9	33	42

The following lists the quarterly complaints and allegations for 2015



	Quarter				
	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>Total</u>
IA	3	1	4	1	9
AA	11	4	8	10	33

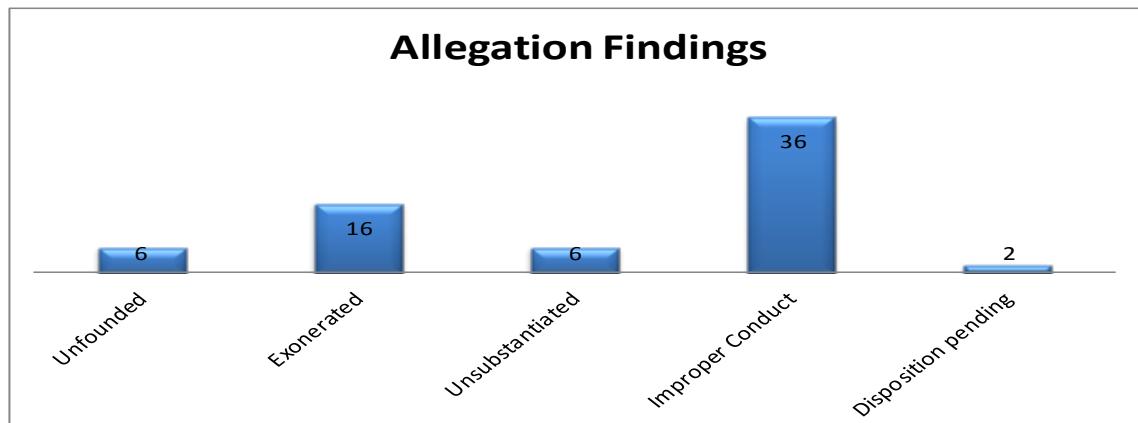
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Allegations:

The 42 cases involved 9 allegations by citizens and 33 allegations by supervisors, which total 66 allegations reported in 2014.

Below you will find a detailed list of the allegations and the findings of the investigation:

Allegations	Allegation total	Unfounded	Exonerated	Unsubstantiated	Improper Conduct	Disposition pending
Failure to take Appropriate Action	7	1	2		4	
Obedience to Policies	18		6	3	9	
Collection of Evidence / Property	0					
Reporting for Duty	2				1	1
Use of Force	4		2		2	
Submission of Reports	2				2	
Courtesy	4		2	1	1	
Operation of Department Vehicles	8			1	6	1
Lawful Orders	2		1		1	
Intervention	1				1	
Supervision	2				2	
Discrimination	2	1	1			
Dissemination of Information	3	1	1		1	
Public Statements & Appearance	0					
Department Computers & Information Technology	3	2	1			
Conformance to Laws	1	1				
Unprofessional Conduct	5			1	4	
Truthfulness	2				2	
Total:	66	6	16	6	36	2



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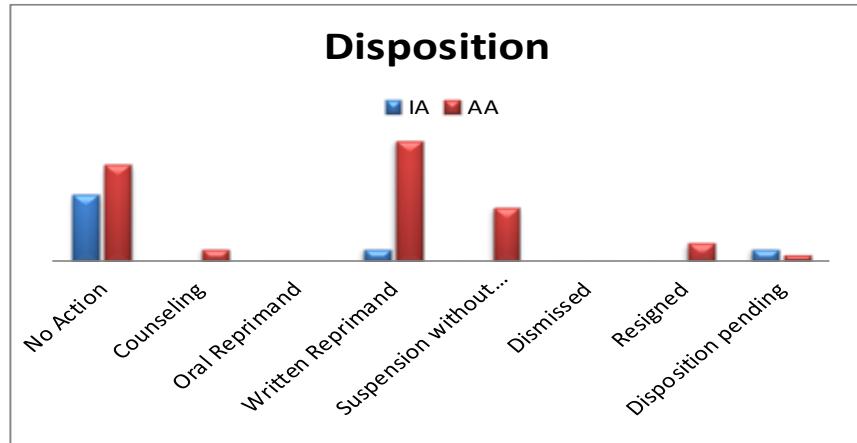
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Supervisors and department members are expected to monitor activity and report policy violations to the Director. The high number of "Improper Conduct" dispositions is the result of supervisors documenting and reporting violations.

Dispositions:

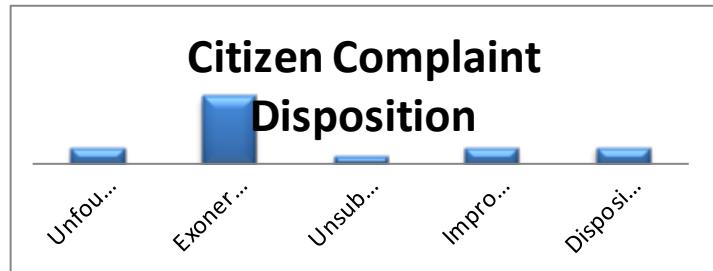
The following describes the action taken against employees based on the case finding. The first chart depicts the conclusion of fact for the employee(s) involved. Each complaint lodged may involve a single employee or multiple employees. Also, each complaint lodged may involve a single allegation or multiple allegations.

<u>Dispositions</u>	IA	AA
No Action	11	16
Counseling	0	2
Oral Reprimand	0	0
Written Reprimand	2	20
Suspension without pay	0	9
Dismissed	0	0
Resigned	0	3
Disposition pending	2	1
Total:	15	51



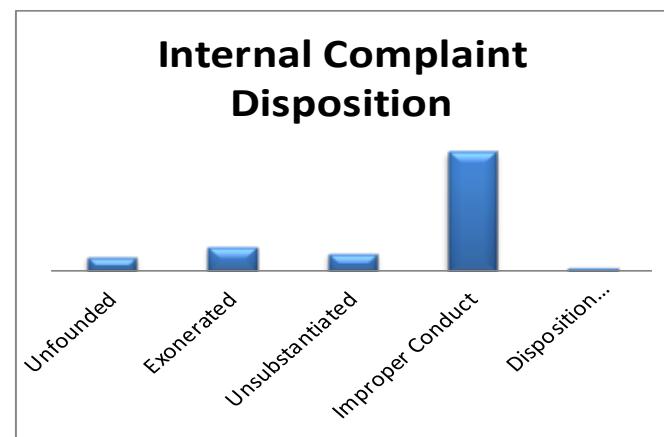
IA Dispositions

Unfounded	2
Exonerated	8
Unsubstantiated	1
Improper Conduct	2
Disposition pending	2



Internal Complaint Disposition

Unfounded	4
Exonerated	7
Unsubstantiated	5
Improper Conduct	34
Disposition pending	1



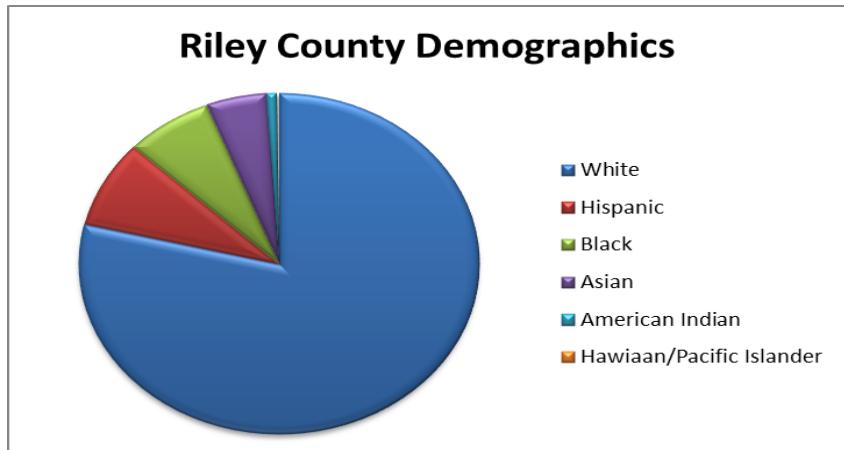
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Demographics:

Our department is responsible for policing all of the Riley County area which is made up of 622 square miles. The 2014 US Census Bureau estimates the population for our policing area as 75,194 people and the race profile is as follows:

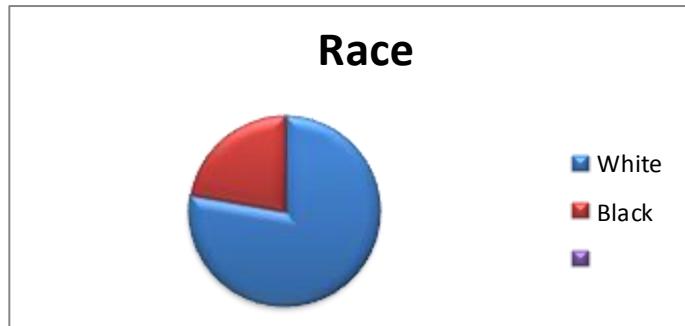
Race	%
White	77.1
Hispanic	8.1
Black	6.9
Asian	4.8
American Indian	0.8
Hawaiian/Pacific Islander	0.2



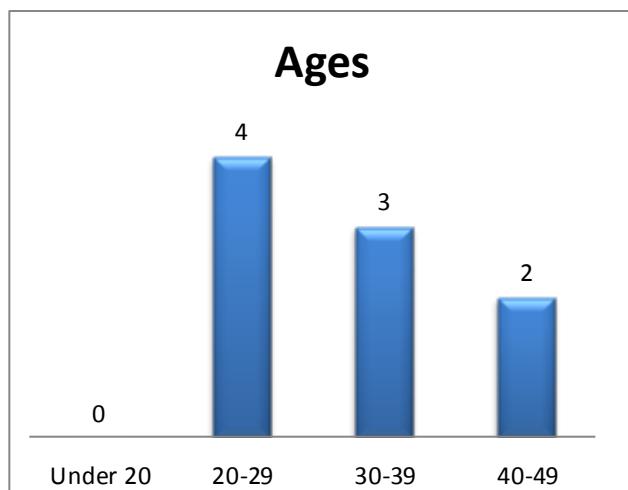
Below you will find the demographics for the citizens who made allegations against our employee's:

<u>Race</u>	
White	7
Black	2
Hispanic	0

<u>Gender</u>	
Male	2
Female	7



<u>Age</u>	
Under 20	0
20-29	4
30-39	3
40-49	2
50-60	0



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Analysis:

In 2015, we received nine (9) citizen complaints; ten (10) less than 2014. Those 9 complaints involved fifteen (15) allegations and of those complaints only two (2) were found to be Improper Conduct by RCPD employees. Note: There are 2 allegations still pending outcome.

In 2015 we received 63761 calls for service (including traffic stops) and our jail processed 2679 people. It is realistic to estimate department members had face-to-face contact with over 66,000 people in 2015.

In reviewing the race and sex factor of those filing complaints I cannot find any pattern of bias or misconduct. I also cannot find any pattern of wrong doing which would identify an employee as a liability or concern.

Our department utilizes an Early Warning System to identify potential problem employees. One flagging criteria is to have two substantiated IA/AA complaints within a quarter; or, four substantiated IA/AA's in one year. In 2015, we initiated three (3) EWS cases based on the aforementioned criteria. Two (2) of these cases resulted in no further action and in one case it was addressed through a Performance Improvement Plan (PIP).

In conclusion, it appears our employees are performing professionally and our efforts to educate and police ourselves from within are proving effective.

The following chart depicts how many citizens / supervisors initiated complaints against employees. Each complaint may involve only one allegation or multiple allegations of misconduct on behalf of an employee therefore the conclusion of facts may exceed the number of complaints.

CALEA Proof:

Complaints & Internal Affairs Investigations			
External	2013	2014	2015
Citizen Complaint	15	19	9
Sustained	3	3	2
Not Sustained	3	14	1
Unfounded	1	4	2
Exonerated	10	21	8
Internal			
Internal Complaint	27	31	33
Sustained	26	39	34
Not Sustained	2	5	5
Unfounded	2	5	4
Exonerated	3	5	7

Respectfully submitted,

Mark French
Lieutenant
Internal Affairs
Riley County Police Department

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