

SPD STATISTICS

» Allegation Descriptions - SPD

COMPLAINT ALLEGATION

Allegation

MISCONDUCT - An allegation against an employee involving a violation of any law, department order, rule, regulation, or policy. The following is a list of misconduct classifications and their definitions. More than one classification can be attached to a complaint.

- A. **CONDUCT UNBECOMING AN EMPLOYEE**
Behavior that is malicious or criminal or a failure to follow ordinary and reasonable rules of good conduct and behavior. This includes any misconduct bringing discredit upon the Department.
- B. **DISCOURTESY**
Rude or abusive actions directed towards another person.
- C. **DISCRIMINATION**
Allegations that the employee's actions or misconduct was due to race, sex, religion, physical disability, ethnicity or sexual orientation of an individual.
- D. **DISHONESTY**
Theft, misappropriation of funds, property of the City or others, or giving false, or misleading information.
- E. **FORCE**
Covers any force from shoving or pushing to outright brutality.
- F. **FALSE ARREST**
Most of these deal with the arrest and become legal rather than internal matters. The District Attorney and the Courts usually have to make the decisions in this level of complaints. Often these complaints turn into civil suits and are investigated as such. If it is determined through legal channels that the complaint may be sustained, the Department's Internal Affairs Division shall conduct an internal investigation.
- G. **FIREARM DISCHARGE**
Anytime a firearm is discharged in violation of Department policy.
- H. **HARASSMENT**
Any employee action or conduct including, but not limited to, the making of threats of violence, physical intimidation, verbal abuse, derogatory comments, sexual demands or an act of retaliation because of the sex, race, ancestry, physical handicap, medical condition, marital status, age, sexual preference, or any other protected characteristic of an individual.
- I. **IMPROPER SEARCH and SEIZURE**
As in False Arrest, this is a legal matter and is handled in the same manner. When the complaint indicates a probability of misconduct, an immediate internal investigation is conducted by IAD.
- J. **IMPROPER TACTICS**
Procedures used by an employee that could be different from approved procedures. Examples could be using other than approved techniques to handcuff suspects, mishandling a call to the point that the employees inflame rather than alleviate the situation and giving inappropriate advice or taking inappropriate action.
- K. **INSUBORDINATION**
Failure or refusal to follow a lawful written or verbal order of a superior.
- L. **INTOXICATION**
On duty personnel under the influence of intoxicants.
- M. **MISSING PROPERTY**
Property missing, which has, at one time, been in the custody or control of a member of the Department.
- N. **NEGLECT OF DUTY**
The failure to perform a required duty.
- O. **SERVICE**
The failure to provide adequate, timely, and required police action.
- P. **TRAFFIC**
Improper or illegal driving by an employee.
- Q. **WAGE GARNISHMENT**
Failure to pay just debts.

» SPD Statistics

Figure 2: Shows a three-year overview of total complaints received

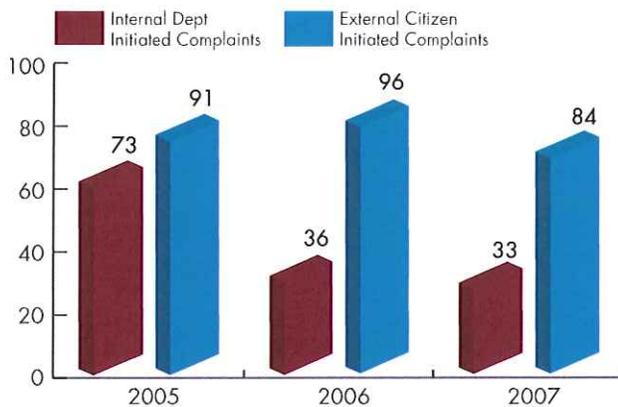


Figure 3: Provides the number of force complaints filed since 2004

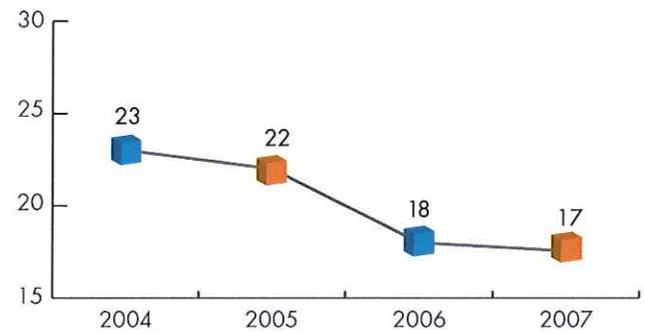


Figure 4: Details the total number of allegations received in 2007.

ALLEGATIONS RECEIVED (INTERNAL AND EXTERNAL)	2005		2006		2007	
	#	%	#	%	#	%
Conduct Unbecoming an Employee	47	14%	29	13%	27	9%
Discourtesy	37	11%	21	10%	54	19%
Discrimination	23	7%	6	3%	8	3%
Dishonesty	12	3%	8	4%	15	5%
Excessive Force	34	10%	50	23%	31	11%
False Arrest	13	4%	22	10%	6	2%
Firearm Discharge	0	0%	2	1%	0	0%
Harassment	12	3%	1	0%	20	7%
Improper Search and Seizure	12	3%	3	1%	11	4%
Improper Tactics	22	6%	19	9%	23	8%
Insubordination	10	3%	3	1%	7	2%
Intoxication	1	0%	1	0%	2	1%
Missing Property	5	1%	6	3%	12	4%
Neglect of Duty	86	25%	28	13%	51	18%
Service	30	9%	17	8%	15	5%
Traffic	3	1%	3	1%	3	2%
TOTAL ALLEGATIONS	347	100%	219	100%	285	100%

**An employee can have multiple allegations per case. One case may also have multiple employees accused. Consequently, all allegations for all employees are listed in the table.*

» Disposition Descriptions - SPD

CLASSIFICATIONS

Misconduct complaints shall be placed into one or more of the following classifications for final disposition:

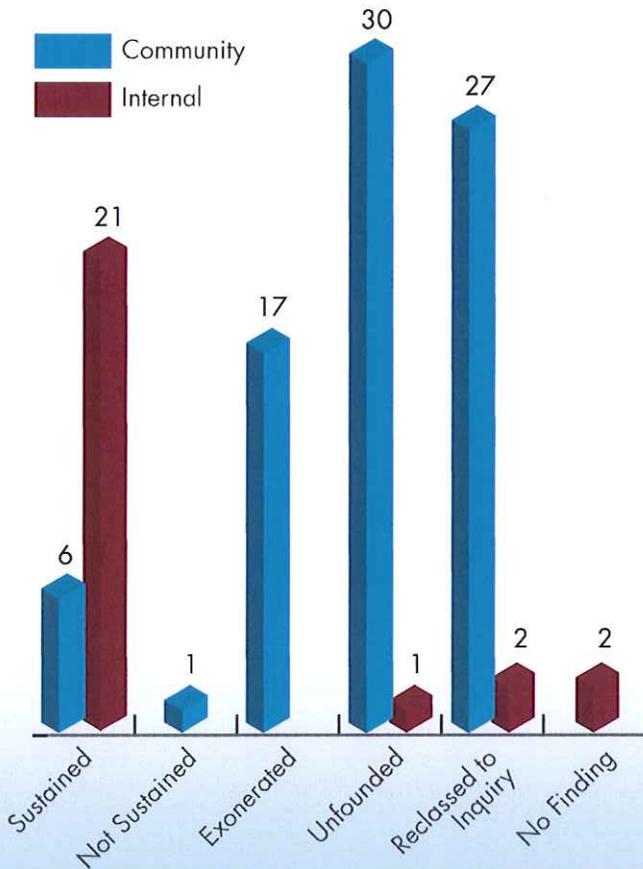
1. **UNFOUNDED**
The act(s) alleged did not occur, or the employee(s) named were not involved in the act (s), which was alleged to have occurred. This also includes frivolous complaints, which are found to be totally and completely without merit or for the sole purpose of harassing an employee.
2. **EXONERATED**
The act(s) alleged occurred and were justified.
3. **NOT SUSTAINED**
Insufficient evidence exists to clearly prove or disprove the allegation.
4. **SUSTAINED**
Sufficient evidence supports the allegation(s) against the employee.
5. **RECLASSIFIED TO CITIZEN INQUIRY**
Preliminary investigation discloses this is not a complaint. The matter will be reclassified as a citizen inquiry and filed under the citizen's name.

COMPLAINT DISPOSITION

SPD Statistics - Dispositions

Figure 5: Shows the final disposition of cases investigated in 2007 using SPD IAD statistics.

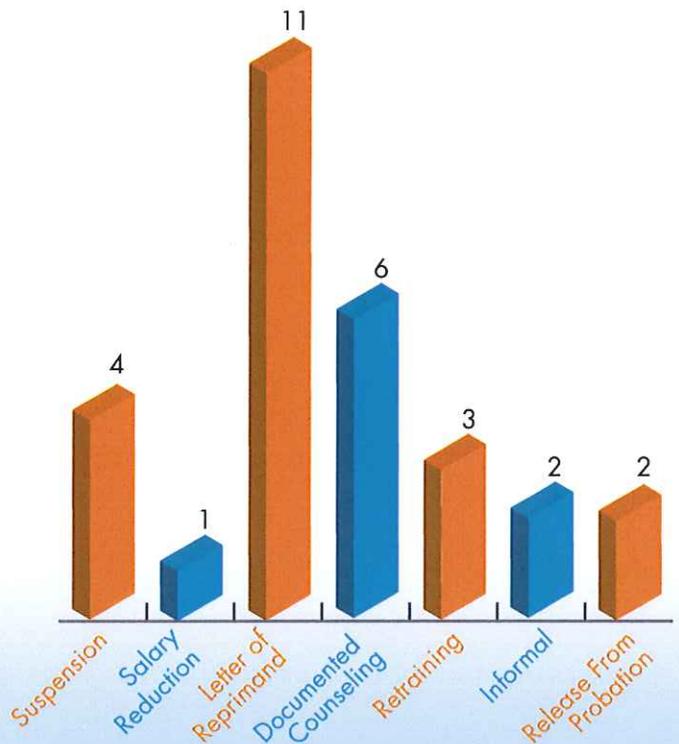
Numbers reflect cases completed in 2007 regardless of when the case was received.



SPD Statistics - Discipline

Figure 6: Shows a breakdown of discipline imposed in 2007 taken from SPD IAD statistics.

Numbers reflect cases where discipline was imposed during the time indicated regardless of when the case was received.



OFFICERS' EXPERIENCE

In examining trends, OPSA tracks the race and experience of SPD officers receiving complaints. The statistics used are from the total number of complaints filed in 2007. Most contacts between the public and the Police Department are conducted by patrol officers. Patrol activities generate the majority

of the complaints by the public. The majority of officers assigned to patrol have less than five years of experience. Consequently, officers with less than five years of experience are disproportionately represented in citizen complaints.

Figure 7: Officers' Experience

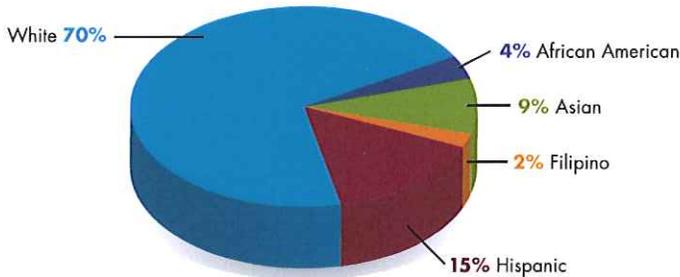
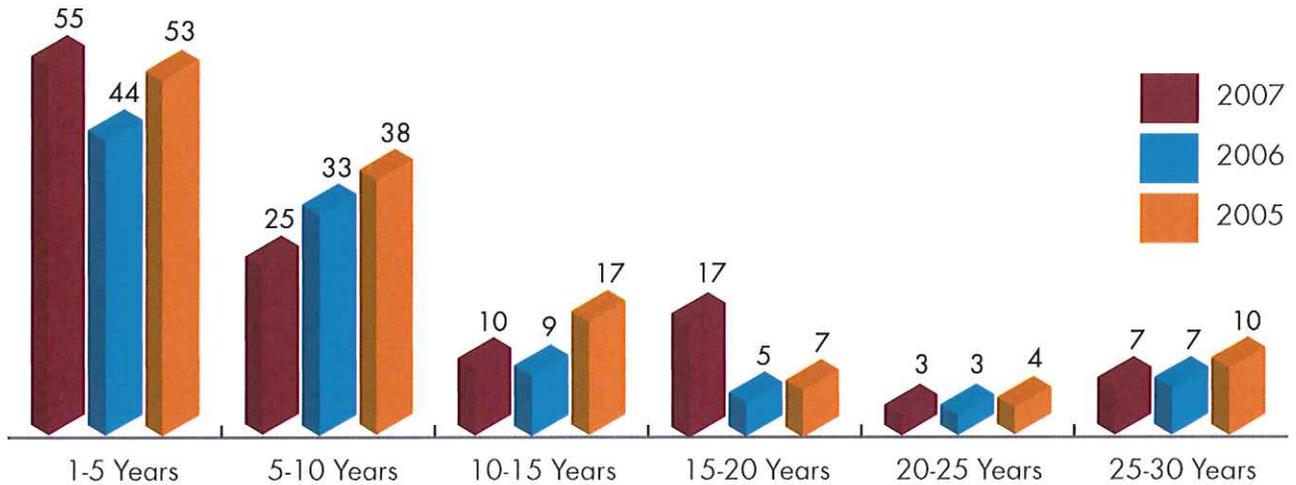


Figure 8: Shows the race of officers who have had complaints filed against them.

Some officers may have more than one complaint filed against them.

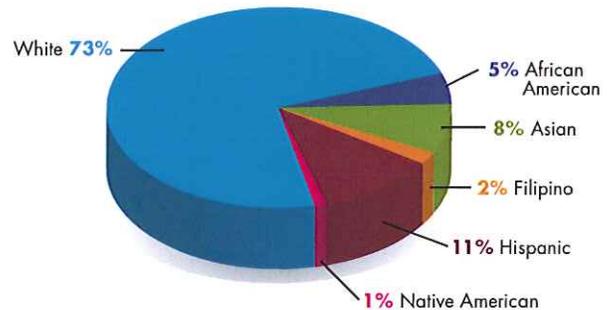


Figure 9: Shows the racial breakdown of the SPD police force as of January 1, 2008.

Although these two charts do not match exactly, they are closely similar, suggesting that no one particular race of officer receives a disproportionate number of complaints.

2007 COMPLAINANTS STATISTICS

The trend continues to show that the African American community files the majority of police complaints. OPSA staff is working with local community groups like the NAACP and Urban League to address this trend.

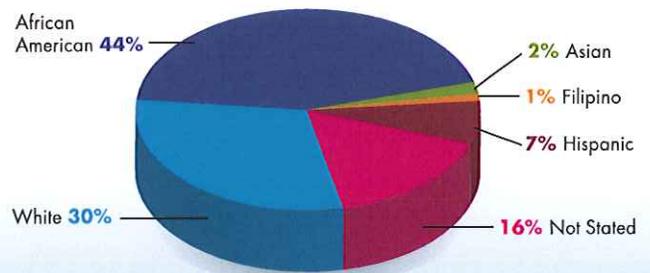


Figure 10: Shows the racial breakdown of individuals who filed complaints in 2007.

» Sacramento Fire Department

Per Sacramento City Council directive, SFD was added to OPSA oversight in 2004. Since that time, OPSA and SFD have established a cooperative working relationship. Regular communication takes place between OPSA and SFD executive leadership.

The goal of SFD is to improve the quality of service provided, to promote a high-level of public confidence and to enhance and maintain the professional integrity of SFD and its employees.

In order to ensure that integrity, SFD established the Professional Standards and Accountability (PSA) Unit. The PSA Director is a Battalion Chief and works directly for the Assistant Chief of Human Resources. The OPSA has made itself available to SFD and PSA throughout their growth process.

In order for OPSA to be effective, it is essential to maintain a professional working relationship the SFD.

In 2007, OPSA was involved in SFD activities as follows:

- **SFD Academies**
 - OPSA staff provides training at SFD fire academies for new firefighters on fire oversight.
- **SFD Local 522**
 - Periodic meetings continue to take place with the President of Local 522.
- **SFD Executive Leadership**
 - Regular meetings continue to take place with the Fire Chief and executive leadership. In addition, OPSA staff periodically meets with the Assistant Chiefs and Battalion Chiefs to discuss their roles in supervising and leading line personnel.
- **Training Opportunities**
 - OPSA staff occasionally meets with SFD supervisory/command personnel to discuss strategies to improve accountability and to enhance relationships between the community and SFD (i.e., ethics training).
- **Individual SFD Employees**
 - Upon request, the OPSA Director will meet with individual employees.
- **SFD PSA**
 - OPSA staff meets quarterly with PSA staff to discuss SFD accountability issues.

» Allegation Descriptions - SFD

Complaints Defined:

Any complaint pertaining to SFD policies, rules, procedures or employee conduct. Misconduct complaints include, but are not limited to, allegations of:

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| <ol style="list-style-type: none"> 1. A CRIMINAL OFFENSE
As statutorily defined. 2. NEGLECT OF DUTY
The failure to perform a required duty. 3. UNPROFESSIONAL CONDUCT
Behavior that is malicious or criminal or a failure to follow ordinary and reasonable rules of good conduct and behavior. This includes any misconduct bringing discredit upon the SFD. 4. DISCOURTESY
Rude or abusive actions directed toward another person. 5. DISCRIMINATION
Allegations that the employee's actions or misconduct was due to the race sex, religion, physical disability, ethnicity, age, national origin or sexual orientation of any person. 6. HARASSMENT
Any action or conduct including, but not limited to, the making of threats of violence, physical intimidation, verbal abuse, derogatory comments, sexual demands or an act of retaliation because of the sex, race, ancestry, physical handicap, medical condition, marital status, age, sexual preference, or any other protected characteristic of a citizen or employee. 7. DISHONESTY
Theft, misappropriation of funds, property of the City or others, or giving false, or misleading information. 8. EXCESSIVE FORCE
Includes attempted or actual intimidation as well as physical use of force. 9. IMPROPER TACTICS
Improper or unapproved procedures and techniques used by an employee, such as giving inappropriate advice or taking inappropriate action. 10. INSUBORDINATION
Failure or refusal to follow a written or verbal order of a superior. | <ol style="list-style-type: none"> 11. INTOXICATION
The use of intoxicants by on-duty personnel. 12. WAGE GARNISHMENT
Failure to pay just debts. 13. SERVICE
The failure to provide adequate, timely and proper service. 14. TRAFFIC
Improper or illegal driving by an employee. 15. MISSING PROPERTY
Missing property that, at one time, was in the custody or control of a member of the SFD. 16. CITY EQUIPMENT
Any misuse of City equipment. |
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This data is for SFD. SFD refers complaints it receives from community members and SFD complaints to OPSA for review. OPSA may ask to monitor and/or audit complaints.

Figure 11: Details the total number of allegations received in 2007

	#	%
City Equipment	3	4%
Discourtesy	16	22%
Dishonesty	1	1%
Harassment	1	1%
Improper Tactics	1	1%
Intoxication	1	1%
Missing Property	7	9%
Neglect of Duty	1	1%
Other	16	22%
Service	16	22%
Traffic	5	6%
Unprofessional Conduct	7	10%
TOTAL	75	100%