



POLICE DEPARTMENT

350 South Highway 74 | Peachtree City, Ga 30269 | 770-487-8866 | Fax: 770-631-2512
www.peachtree-city.org/police



Janet L. Moon
Chief of Police

TO: JANET L. MOON, CHIEF OF POLICE

FROM: MARK BROWN, LIEUTENANT, ACCREDITATION MANAGER

DATE: FEBRUARY 20TH, 2016

SUBJECT: ANNUAL ANALYSIS OF COMPLAINTS
INTERNAL AFFAIRS REVIEW 2015

The Internal Affairs function oversees the actions of the agency's employees to ensure that they display personal integrity, honesty and discipline at all times. Employees, supervisors, and citizens are notified of the outcome of the complaints to ensure that the process is educational and informative. All complaints are archived in Guardian with the results of the investigations if disciplinary action is issued. When any part of a complaint is sustained, some type of corrective behavior may be recommended by the supervisor to the Chief of Police.

Some of the many goals of the Internal Affairs Function are as follows:

- ✓ Encourage a positive public image.
- ✓ Monitor employee compliance with departmental directives.
- ✓ Identify potential problem employees through early warning systems.
- ✓ Identify the validity of each citizen complaint.
- ✓ Identify the potential for biased based profiling.
- ✓ Help ensure the integrity of the police department, as well as its employees.
- ✓ Protect employees from malicious or unwarranted complaints.
- ✓ Identify the necessity of policy revision or modification.
- ✓ Ensure the integrity of our Court System by omitting the potential for outside pressure or influence involving cases presented to the court.

All complaints are investigated with an investigative conclusion as follows:

Exonerated: An incident occurred, but the employee's actions were lawful and proper.

Sustained: The allegation or complaint is supported by sufficient evidence.

Not Sustained: The investigation failed to disclose sufficient evidence to prove or disprove the allegation.

Unfounded: The allegation or complaint was demonstrably false or there was no credible evidence to support the complaint.



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An integral part of the Internal Affairs process involves the management of citizen complaints. This involves the documentation of performance, professionalism, and general conduct as it relates to citizen contacts. The complaint process provides an avenue for citizens to express their concerns and complaints against employees, and allows the department to respond to the community’s needs through the investigation of these complaints. As complaints are received, it is determined if they are formal or informal in nature. This depends greatly on the gravity of the allegation and the method by which the citizen voices their concerns; however, mechanisms are in place should the Internal Affairs Investigator determine that an informal complaint be upgraded. Through the investigation of all complaints, employees and citizens gain a better understanding of what is expected of them. Whenever possible and appropriate, line supervisors investigate complaints against members of their team. Once the supervisor has concluded their investigation, the completed complaint is forwarded to the Chief of Police. Once the investigation and conclusion has been approved, the complaints are returned to the Internal Affairs Officer for review and tracking. The system of checks and balances provided by our process allows for fair and equitable treatment of our citizens and employees alike.

Analysis of Complaints in 2015:

- In 2012 the process for documenting internal complaints was revised. Over the past three years it is suggested that our on-line based training on critical tasks is a factor in keeping complaints consistent. In 2015, the department realized a **slight decrease in complaints from 111 in 2014 to 108 in 2015.**

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Total Complaints	97	111	108
Administrative Reviews (Internal)	57	58	54
External Complaints	40	53	54
Internal Affairs Investigations (formal)	7	11	6

- In 2015, there were 6 Internal Affairs investigations. This represents a **45% decrease** from the 11 Internal Affairs investigations in 2014.
- Significant increases were found in complaints or investigations regarding Vehicle Operation and Job Performance categories from 2013 to 2015. The increases in Job Performance complaints generally stemmed from internal reviews and the consolidation of complaint categories into one category of Job Performance. In so far as the vehicle collisions and vehicle operation complaints, half of the investigations resulted in a finding that the collision was



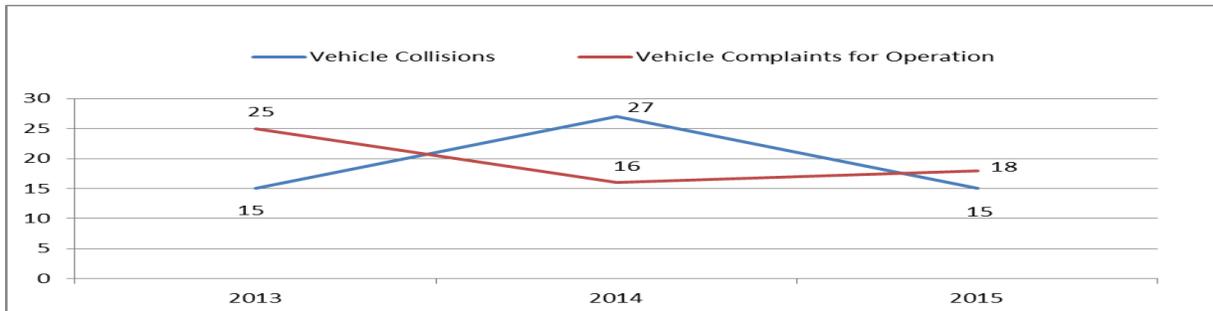
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avoidable. The winter storm and collisions with animals contributed to the increase in 2014; however, for the first time the department instituted practical precision driver training in 2015. We hope that the driver training contributed to the 55% reduction in collisions from 2014 to 2015 (27 collisions to 15), with 50% of those collisions found to be unavoidable on the part of the officer. A vehicle collision committee will be established in 2016 to further review these collisions for a more comprehensive analysis. Driver training is scheduled to continue on a yearly basis as part of critical task training.



Summary of internal affairs complaints in 2015:

Type of Complaint	2013	2014	2015	Exonerated	Sustained	Not Sustained	Unfounded
Vehicle Operation-Collision	15	27	15	4	11	1	
Vehicle Operation-Operation	25	16	18	5	3	6	1
Rudeness*	1	13	6	5			1
Equipment Issues	1	5	1		1		
Improper Conduct	14	19	15	8	2	1	4
Harassment*	2	4	4	2	2		
Undeserved Traffic Stop or Citation	7	4	2	1	1		
Unbecoming Conduct	0	0	0				
Biased Based Profiling	1	1	2				1
Improper Use of Force	1	1	2	2			
Job Performance	14	25	45	17	26	2	
Improper Search	3	0	1	1			
Failure to Take Appropriate Action	9	5	0				
Criminal Conduct	0	2	1		1		
Extra Duty Employment	0	4	0				
Improper Arrest	0	1	4	3		1	
Truthfulness	0	2	3		2		1
Reporting Issues	0	12	8	3	5		
Summary:				51	54	11	8
Total Complaints	97	111	108	*One complaint could have several sub-complaints and one complaint could have multiple officers complained on from the same incident*			
Administrative Reviews (Internal)	57	58	54				
External Complaints	40	53	54				
Internal Affairs Investigations	7	11	6				

This memorandum will serve to meet the requirements of CALEA Standard 52.1.5. Thank you for your attention.