



INTERNAL AFFAIRS YEAR END SUMMARY

Santa Monica Police Department

Report Date: January 11, 2016

Personnel Complaints

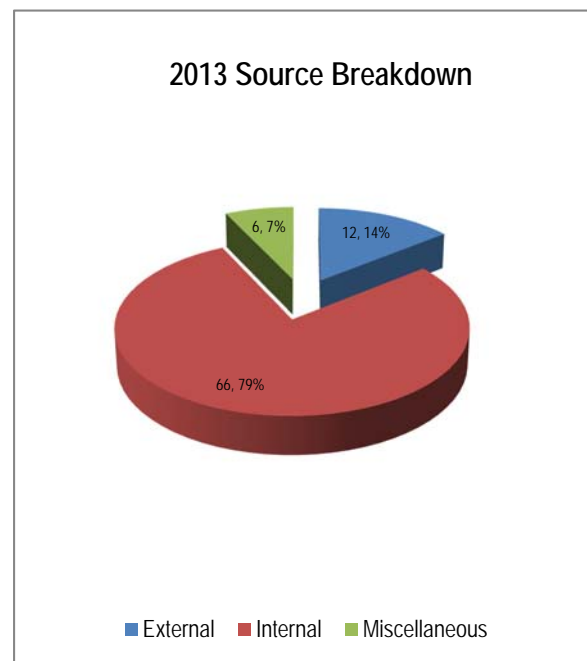
2013 Report Year

The Internal Affairs Unit divides personnel complaints into two main categories based on the source of the complaint. Acts of misconduct reported by community members are labeled External Complaints, while acts of misconduct observed or reported within the Department to SMPD supervisors are labeled as Internal Complaints. When a supervisor or citizen reports allegations of personnel misconduct that do not rise to the level of any policy violation, the complaint or complaints are categorized as Miscellaneous Complaints.

Complaints Received in 2013			Sworn		Non-Sworn		Total Employees	
External	12	(-14.3%) ^s	16	(-15.8%)	5	(+400.0%)	21	(+5.0%)
Internal ^s	66	(+175.0%)	67	(+252.6%)	20	(+100.0%)	87	(+200.0%)
Total	78	(+105%)	83		25		108	(+120.4%)
Miscellaneous	6							

To thoroughly investigate all complaints, Internal Affairs administrative cases may require up to a year to complete an investigation. Due to this lengthy process, statistical reporting will only cover only calendar years where all investigations received in that reporting period have been closed by the Internal Affairs Unit. This report will compare the most recent completed 2013 year and the previous 2012 year as well as more extended trends and comparisons where possible.

In 2013, the Internal Affairs Unit received 12 External Complaints and 66 Internal Complaints for a total of 78 Personnel complaints. The Internal Affairs also received 6 Miscellaneous Reports, all were from internal sources of perceived employee misconduct that failed to reach the level of a policy violation. The 78 combined Personnel Complaints involved 108 subject employees and required IA to conduct 178 interviews of member of the public, witness employees, and the subject employees.



The pie chart to the right indicates IA provides a visual comparison of the three sources of investigations received by the Internal Affairs Unit for the 2013 report year.

[†] Report period is January 1 to December 31

[§] Percentages reflect the change from the previous report year

[§] A substantial increase in internal complaints is due to changes to organizational policy related to traffic collisions.

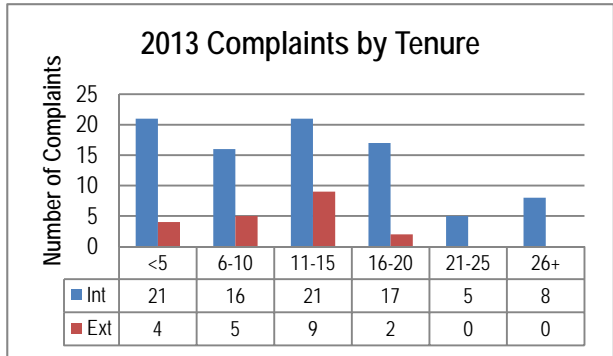
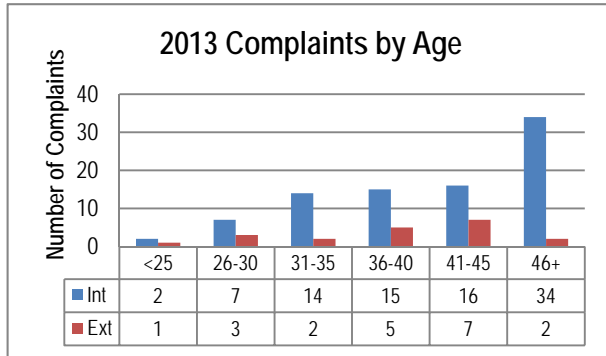


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The graphs below give a breakdown by age and by tenure of 108 employees involved in Personnel and External Complaints. In the chart on the left the comparison of age to the number of Personnel and External complaints shows the age of the older employee to be a factor. While chart on the right shows the tenure to complaints comparison to effect the newer employees.



The Internal Affairs Unit receives a wide range of allegations in the complaints reported, as shown in the IA Investigation Details in the following pages. For statistical reporting purposes, the Internal Affairs Unit has categorized these complaints into five types of allegations:

- Neglect** When an employee fails to complete acts or responsibilities that are within the normal scope of the employee's job duties.
- Cubo** When an employee acts in a behavior deemed inappropriate for the employee's position and the Department. (Conduct unbecoming an officer)
- UOF** When it is alleged an employee used excessive force.
- TA** When an employee was involved and believed to be responsible for a preventable traffic collision. (Traffic Accident)
- Policy** When an employee has committed a policy violation that does not meet the above categories.

ALLEGATION	INTERNAL	% (INT)	%(TOTAL)	EXTERNAL	% (EXT)	%(TOTAL)
NEGLECT	10	8%	6%	2	6%	1%
CUBO	13	10%	8%	3	9%	2%
UOF	3	2%	2%	13	38%	8%
TA	41	33%	26%	0	0%	0%
POLICY	59	47%	37%	16	47%	10%
	126		79%	34		21%



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Corrective Action

Section 1020.7 of the Santa Monica Police Department Policy Manual classifies allegation dispositions into four outcomes of unfounded, exonerated, not sustained, and sustained. These dispositions are defined as:

Unfounded When the investigation discloses that the alleged act(s) did not occur or did not involve Department personnel.

Exonerated When the investigation discloses that the alleged act occurred, but that the act was justified, lawful and/or proper.

Not Sustained When the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the employee.

Sustained When the investigation discloses sufficient evidence to establish that the act occurred and that it constituted misconduct.

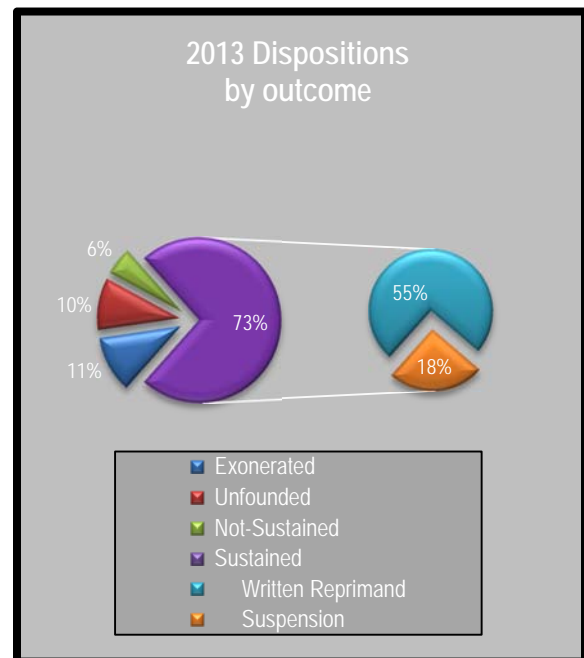
Investigation Outcomes

In 2013, the 108 employees involved in the 78 Internal Affairs investigations had final dispositions as:

- 12 Exonerated
- 11 Unfounded
- 6 Not-Sustained
- 79 Sustained

Of the four types of dispositions, only Sustained outcomes include some form of discipline. The 29 sustained dispositions had imposed corrective action consisting of:

- 59 Written Reprimands
- 20 Suspensions for total of 745 hours





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The table below shows more detail as to the type (source of the complaint), number of employees involved, the allegation of misconduct identified, the policies ultimately violated or not violated based on the outcome of each case and the disposition and outcome after the Internal Affairs investigation. IA cases with multiple employees, will list multiple outcomes only if outcomes were not the same for each involved employee.

2013 Investigation Details

Type	Emp	Allegation	Policy	Narrative	Dispo	Outcome
External	2	Neglect	340.3.5(q) Performance	Completion of an investigation.	Not-Sustained Not-Sustained	n/a
Internal	1	CUBO	328.3.1 Discrimination 340.3.2(k) Conduct	Inappropriate workplace behavior	Not-Sustained	n/a
Internal	1	Policy, UOF	300.2 Use of Force	Conduct unbecoming, excessive force.	Not-Sustained	n/a
Internal	1	TA	340.3.6(e) Safety	Involved in a second preventable collision within twelve months.	Sustained	20
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
External	1	CUBO	340.3.2(k) Conduct	Rude and unprofessional	Exonerated	n/a
Internal	1	Neglect, Policy	340.3.5(c) Performance 340.3.5(ad) Performance	Report writing and court preparation	Sustained Unfounded	15
External	1	CUBO, UOF	340.3.2(a)(k) Conduct 300.2 Use of force	Acted in an unprofessional manner while off-duty.	Unfounded Exonerated	n/a
Internal	1	CUBO	340.3.6(f) Safety 340.3.5(aa) Performance	Performance outside of the role and responsibilities of position.	Sustained Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand



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Type	Emp	Allegation	Policy	Narrative	Dispo	Outcome
Internal	1	TA	340.3.6(e) Safety	Involved in a third preventable collision within twelve months.	Sustained	10
Internal	1	CUBO, Policy	340.3.5(i) Performance 340.3.5(aa) Performance 340.5.5(c) Performance	Unprofessional behavior	Unfounded Unfounded Sustained	Written Reprimand
External	2	Policy, UOF	300.2 Use of force 440.3.1 Initiating a field Interview 340.3.5(q) Performance	Excessive force False arrest Performance.	Exonerated Exonerated Sustained	Written Reprimand
External	2	Policy	316.4 Initiating Code 3 Response 316.5 Responsibilities of Responding Officer 314.3 Pursuit Units 314.3.6(b)(c) Pursuit Driving Tactics 314.3.7 Tactics for units not inv. in the pursuit 314.2.4(j) When to terminate a pursuit 314.2.1(b)(e)(l) When to initiate a pursuit 804-00-008 Responsibility for bkg property	Improper involvement in a pursuit. Safekeeping of property.	Sustained Sustained Sustained Sustained Sustained Sustained Exonerated	180
			314.2.4(j) When to terminate a pursuit 804-00-008 Responsibility for bkg property	Improper involvement in a pursuit. Safekeeping of property.	Sustained Exonerated	20
Internal	1	Policy	312.4 Firearms qualifications	Failed to complete monthly firearms qualification.	Sustained	Written Reprimand
Internal	1	Policy	312.4 Firearms qualifications	Failed to complete monthly firearms qualification.	Sustained	Written Reprimand
External	1	CUBO, Policy	340.3.2(k) Conduct	Operation of city vehicle and unprofessional behavior.	Not-Sustained	n/a
Internal	1	Neglect	340.3.5(c) Performance	The performance of assigned duties.	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	40



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Internal	1	Neglect	340.35(c) Performance	Neglected to respond to the jail in a timely manner.	Sustained	Written Reprimand			
Internal	3	Neglect	900-00-022 Medical Treatment before booking	Neglected to have a prisoner medically treated.	Exonerated Exonerated Exonerated	n/a			
Internal	1	UOF	300.2 Use of force	Unnecessary use of force application.	Sustained	10			
Internal	17	Policy	314.3 Pursuit Units 314.3.7 Tactics for units not inv. in the pursuit 314.4 Sprvsr control & responsibility	Improper involvement in pursuit. Violation of Pursuit Policy	Exonerated Exonerated Sustained	(2) 20			
			314.3 Pursuit Units 314.3.7 Tactics for units not inv. in the pursuit	Improper involvement in pursuit. Violation of Pursuit Policy	Sustained Sustained	(11) Written Reprimand			
			314.3 Pursuit Units 314.3.7 Tactics for units not inv. in the pursuit	Improper involvement in pursuit. Violation of Pursuit Policy	Exonerated Exonerated	n/a			
			314.3 Pursuit Units 314.3.7 Tactics for units not inv. in the pursuit 314.3.6(b)(c) Pursuit driving tactics	Improper involvement in pursuit. Violation of Pursuit Policy	Sustained Sustained Sustained	10			
			314.3 Pursuit Units 314.3.7 Tactics for units not inv. in the pursuit 314.3.6(b)(c) Pursuit driving tactics 316.4 Initiating code 3 response 316.5 Responsibilities of responding officers	Improper involvement in pursuit. Violation of Pursuit Policy	Sustained Sustained Sustained Sustained	40			
Internal	1	Policy	340.3.2(i) Conduct 340.3.7(a) Security 342.6 Prohibited and inappropriate use	Misuse of computer assets	Unfounded Sustained Sustained	Written Reprimand			
			External	3	UOF	300.2 Use of force	Excessive force.	Unfounded Unfounded Unfounded	n/a
			External	1	CUBO	340.3.2(k) Conduct	Inappropriate and unprofessional statements.	Unfounded	n/a
Internal	1	CUBO	340.3.2(k) Conduct	Profanity and unprofessional behavior.	Sustained	Written Reprimand			



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Internal	1	TA	340.3.6(e) Safety 502-02-008(A) (B) City Property Traffic Collision	Preventable traffic accident.	Sustained Exonerated	Written Reprimand
External	1	Policy, UOF	300.2 Use of Force 100.1 Purpose and scope 100.3 Constitutional requirements	False arrest resulting in injury.	Not-Sustained Exonerated	n/a
Internal	2	CUBO	340.3.5(aa) Performance	Inappropriate behavior	Sustained Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Involved in second preventable collision within a twelve months.	Sustained	10
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	CUBO	340.3.2(k) Conduct	Rude/disrespectful	miscellaneous	n/a
Internal	1	CUBO	340.3.2(k) Conduct 340.3.5(aa) Performance	Rude/disrespectful	Sustained	30
Internal	1	CUBO, UOF	300.2 Use of force 340.3.5(aa) Performance	Rude/unprofessional. Excessive force.	Sustained Unfounded	Written Reprimand
Internal	1	Neglect, Policy	340.3.6(a)(f) Safety 312-03-001(A)(B) Shotgun inspection	Negligent discharge of a firearm.	Sustained	10
External	3	UOF	300.2 Use of force	Unnecessary force.	Exonerated Exonerated Exonerated	n/a
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand



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Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Unfounded	n/a
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision.	Unfounded	n/a
Internal	1	Policy	312.4 Firearms qualifications	Failed to complete firearms qualification for the month.	Sustained	Written Reprimand
Internal	1	CUBO, Policy	340.3.2(h) Conduct 340.3.2(k) Conduct 340.3.5(e) Performance 340.3.5(o) Performance 340.3.5(p) Performance 340.3.5(aa) Performance	Unbecoming conduct off-duty.	Not-Sustained Sustained Unfounded Sustained Sustained	140
External	3	UOF	300.2 Use of force	Unnecessary force.	Unfounded Unfounded Unfounded	n/a
Internal	1	CUBO	340.3.2(k) Performance 340.3.6(f) Safety	Unbecoming conduct.	Sustained Sustained	Written Reprimand
Internal	1	Policy	1050.2(e) Restricted duties & assign 340.3.2(i) Conduct	Unbecoming conduct and computer access.	Unfounded Unfounded	n/a
Internal	1	Neglect, Policy	902.2 Definition of searches 900-00-021 Jail searches 340.3.5(ab) Performance	Improper search.	Sustained Sustained Sustained	10
Internal	1	CUBO, Policy	340.3.5(z) Performance 340.3.5(aa) Performance 312.2.5 Alcohol and drugs	Off-duty DUI.	Sustained Sustained Sustained	100
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	10



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Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	3	Neglect, Policy	900-00-021 Jail searches	Improper search.	Exonerated Exonerated Exonerated	n/a
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	10

Investigation Disposition Yearly Comparison

	2012	% change from previous year	2013	% change from previous year
Exonerated	12	-42.9%	12	0.0%
Unfounded	6	-57.1%	11	+83.3%
Not-Sustained	2	-33.3%	6	+200.0%
Sustained	29	3.6%	79	+172.4%~

Corrective Action Imposed Comparison

	2012	% change from previous year	2013	% change from previous year
Written Reprimand	10	11.1%	59	+490.0%~
Termination	1	-80.0%	0	-100.0%
Demotion	0	0.0%	0	0.0%
Suspension	18	38.5%	20	+11.1%
Total Suspension Hours	747	10.0%	745	-0.3%

~ Increase due to collision policy change