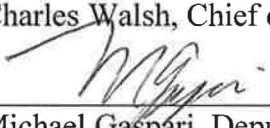




**VILLAGE OF ELK GROVE VILLAGE
DEPARTMENT OF POLICE**



DATE: February 11, 2020
TO: Charles Walsh, Chief of Police
FROM: 
Michael Gaspari, Deputy Chief of Police
SUBJECT: Internal Affairs Summary-2019 (C.A.L.E.A. 52.1.5)

In accordance with Department policy, Chapter 52.1.5, Internal Affairs Investigations Statistical Summary, the following information has been developed based on records from the office of the Chief of Police for dissemination to Department employees. Any reference to "Officer" for the purposes of this report refers to sworn members of the entire Department, regardless of rank.

Formal Internal Investigations

Formal Internal investigations are initiated by the Chief of Police after receiving a major complaint involving misconduct of an employee. Two (2) formal internal investigations were initiated during 2019: One Internal Investigation was completed in 2018 that was originally initiated in 2017:

2019-01: Employee was alleged to have violated Department Rules of Conduct. The following allegations were sustained:

- 26.1.1.A.1 Violation of any law, ordinance or Department General Order
- 26.1.1.A.2 Any action or conduct which impedes the Department's efforts to achieve its goals or brings discredit upon the Department
- 26.1.1.A.5 Failure to perform a duty
- 26.1.1.A.6 Disobedience of an Order, Written or Oral
- 26.1.1.A.9 Inattention to duty
- 26.1.1.A.14 Making a false report, written or oral
- 26.1.1.A.46 Failure to operate Village vehicles in a safe and prudent manner, or to

Obey related traffic laws

- 26.1.1.A.46 Failure to operate Village vehicles in a safe and prudent manner, or to

Discipline was issued in the form of suspension days.

2019-02: Employee was alleged to have violated Department Rules of Conduct. This matter is still under investigation.

Employee Performance Reports

During 2019 Elk Grove Village Police Department supervisors documented fifteen (15) Employee Performance Reports (E.P.R.). This is a 25 % decrease from the twenty (20) reports (Involving 16 incidents) taken in 2018. An E.P.R. documents either positive or negative citizen concerns regarding Police Department employees. If negative, supervisors provide an initial investigation into allegations of wrongdoing and document their findings and recommendations in an E.P.R.

Officer Complaints

Fifteen (15) complaints were received against sworn employees during 2019 that were documented on an E.P.R. The fifteen complaints represents a 6 % decrease from the sixteen (16) complaints received in 2018.

Nature of Reporting

The 16 employee complaints were analyzed for statistical analysis:

- Complaints received in-person: 7
- Complaints received by letter/email: 1
- Complaints received by telephone: 7
- Complaints received internally: 0
- Complaints received via online portal: 0

Of the fifteen (15) complaints reported against employees in 2019, one officer received three complaints and two officers received two complaints each. The remaining complaints were against a single officer. One complaint was received against a civilian employee. Below are details of incidents where an officer received more than one complaint in 2019:

<u>Officer #</u>	<u># of complaints</u>	<u>Nature of Complaint</u>	<u>Outcome</u>
1	3	Rudeness on a traffic stop	Sustained
		Rudeness on Traffic Crash	Unfounded
		Rudeness on a traffic stop	Unfounded
2	2	Rudeness on a traffic stop	Unfounded
		Rudeness During Call for Service	Unfounded
3	2	Racial Profiling-Warning Citation	Unfounded
		Incompetence/Inefficiency-Crash	Sustained

Report Findings

The administrative findings for the fifteen E.P.R.s were as follows:

- Complaints unfounded: 11
- Complaints sustained: 4

For the Sustained complaints, the officers received a combination of recommended remedies. The chart below illustrates those remedies:

<u>Officer #</u>	<u>Counseling</u>	<u>Training</u>	<u>Written Discipline</u>	<u>Suspension</u>	<u>Termination</u>
1	X				
2	X	X			
3	X				
4	X	X	X		

Though eleven complaints were considered Unfounded, one of those officers was recommended to receive counseling on Community Relations and Exceptional Customer Service even though no policy violation occurred.

Nature of Complaints

The fifteen (15) E.P.R.s documented alleging officer wrongdoing are broken down into the following complaint types:

- **Rude Behavior:** 5
 - Sustained: 1
 - Unfounded: 4
- **Harassment/Profiling:** 3
 - Unfounded: 3
 - Sustained: 0
- **Improper Actions:** 1
 - Unfounded: 1
 - Sustained: 0
- **Poor Performance:** 6
 - Unfounded: 3
 - Sustained: 3

Complainant Profile (15 Complainants in 2019)

- Male: 7
- Female: 8

The Department does not track or document complainants by race or ethnicity. Two complainants alleged they were ticketed because of their race/ethnicity. In both of these instances the complainants were issued Compliance tickets for equipment violations (one for improper lighting and one for improper window tint). In both of these instances, the in-car video was reviewed, the complainant was interviewed, the officer was interviewed and the complaints were concluded as Unfounded.

Officer Profile

Of the fifteen (15) E.P.R.s documented, below is a breakdown of subject employee by race and gender:

- Officer Gender:
 - Male officers: 14
 - Female officers: 1
- Officer Race:
 - White: 11
 - African American: 2
 - Hispanic: 2

There does not appear to be a pattern to these complaints that would require additional analysis and action.

Complaints (15 total for 2019) by Calendar Month

- March: 2
- April: 2
- June: 2
- July: 2
- August: 2
- September: 2
- October: 2
- December: 1

There does not appear to be a pattern to these complaints that would require additional analysis and action.

Complaints (15 total for 2019) by Shift/Division

- **F.S.D:** 13
 - 1st Shift: 2
 - 2nd Shift: 2
 - 3rd Shift: 9
 - Traffic/Canine: 0

- **S.S.D.:** **1**
 - Crime Prevention: 0
 - Youth Inv.: 0
 - Criminal Inv.: 0
 - I.D. Section: 0

- **Civilian:** **1**

From the data above, there are no clear patterns of occurrence among one shift or division that would require additional analysis.

Conclusion

During 2019 the Elk Grove Village Police responded to 14,179 service calls, initiated 11,036 traffic stops and two (2) pedestrian stops and made 1,159 arrests. The numbers of complaints received (15) are low considering the total number of police contacts initiated in 2019.

I have not detected any patterns of behavior or trends that need to be addressed at this time. The low number of citizen complaints reflects positively on the department and the professionalism and ethical behavior displayed by its members.

C: Bulletin Board, Village Website
CALEA