



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

DATE: January 26, 2021
TO: Charles Walsh, Chief of Police
FROM: *Michael Garrison* #1540
Michael Garrison, Deputy Chief of Police



SUBJECT: Internal Affairs Summary-2020 (C.A.L.E.A. 26.2.5)

In accordance with Department policy, Chapter 26.2.5, 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. One (1) formal internal investigation was initiated during 2020:

2020-01: 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.3 Any failure to promote the Department's efforts to accomplish its goals
- 26.1.1.A.6 Disobedience of an Order, Written or Oral
- 26.1.1.A.25 Failure to report promptly to the Department any information concerning any crime or other unlawful action
- 26.1.1.A.26 Failure to report to the Department any violation of the Rules and Regulations or any improper conduct

- 26.1.1.A.34 Engaging in activity, conversation, deliberation, or discussion which is derogatory to the department, any member, or policy of the department

The employee resigned before discipline was issued.

Officer Complaints

Employee Performance Reports

During 2020 Elk Grove Village Police Department supervisors documented Ten (10) Employee Performance Reports (E.P.R.). This is a 33 % decrease from the fifteen (15) reports taken in 2019. 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.

Nature of Reporting

The ten (10) employee complaints were analyzed for statistical analysis:

- Complaints received in-person: 2
- Complaints received by letter/email: 3
- Complaints received by telephone: 5
- Complaints received internally: 0
- Complaints received via online portal: 0

Of the ten (10) complaints reported against employees in 2020, one officer received two (2) complaints and the remaining complaints were against a single officer. Below are details of incidents in 2020:

<u>Officer #</u>	<u># of complaints</u>	<u>Nature of Complaint</u>	<u>Outcome</u>
1	2	Rudeness during telephone call	Unfounded
		Rudeness during citizen interaction	Unfounded
2	1	Rudeness during call for service	Unfounded
3	1	Rudeness during call for service	Unfounded
4	1	Threatening during a call for service	Unfounded
5	1	Harassed during a traffic stop	Unfounded
6	1	Racially profiled during traffic stop	Unfounded
7	1	Failed to perform a duty - arrest	Unfounded
8	1	Violation of Law during traffic stop	Unfounded
9	1	Rudeness during a traffic stop	Unfounded

Report Findings

The administrative findings for the ten (10) E.P.R.s were as follows:

- Complaints unfounded: 10
- Complaints sustained: 0

Though ten (10) complaints were considered Unfounded, one of those officers received counseling on Community Relations and Exceptional Customer Service even though no policy violation occurred.

Nature of Complaints

The ten (10) E.P.R.s documented alleging officer wrongdoing are broken down into the following complaint types:

- **Rude Behavior:** 5
 - Sustained: 0
 - Unfounded: 5

- **Harassment/Profiling:** 2
 - Unfounded: 2
 - Sustained: 0

- **Improper Actions:** 2
 - Unfounded: 2
 - Sustained: 0

- **Poor Performance:** 1
 - Unfounded: 1
 - Sustained: 0

Complainant Profile (10 Complainants in 2020)

- Male: 5
- Female: 5

The Department does not track or document complainants by race or ethnicity. One complainant alleged they were ticketed because of their race/ethnicity. In this situation the complainant was issued a Verbal Warning for disobeying a traffic control signal. In this situation, the in-car video was reviewed and the complainant was interviewed. It was determined, the complaints were concluded as Unfounded.

Officer Profile

Of the ten (10) E.P.R.s documented, below is a breakdown of subject employee by race and gender:

- Officer Gender:
 - Male officers: 9
 - Female officers: 1

- Officer Race:
 - White: 9
 - Hispanic: 1

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

Complaints (10 total for 2020) by Calendar Month

- January: 1
- February: 1
- April: 2
- May: 1
- July: 1
- August: 1
- September: 1
- October: 2

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

Complaints (10 total for 2020) by Shift/Division

- **F.S.D:** **10**
 - 1st Shift: 1
 - 2nd Shift: 1
 - 3rd Shift: 8
 - Traffic/Canine: 0

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

- **Civilian:** **0**

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

Conclusion

During 2020 the Elk Grove Village Police responded to 12,492 service calls, initiated 7,464 traffic stops, five (5) pedestrian stops and made 671 arrests. The numbers of complaints received ten (10) are low considering the total number of police contacts initiated in 2020.

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