



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

DATE: February 16, 2017
TO: Charles Walsh, Chief of Police
FROM: *Michael Gaspari*
Michael Gaspari, Deputy Chief of Police

*Rec
Chief Walsh
2-22-17*

SUBJECT: Internal Affairs Summary-2016 (Chapter 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.

Internal investigations are initiated by the Chief of Police after receiving a major complaint involving misconduct of an employee. One formal internal investigation was conducted during 2016. In that complaint, the subject officer was alleged to have violated numerous Rules of Conduct from Chapter 26.1.1 of the Elk Grove Village Police Department Policy and Procedural Manual. During the course of the investigation, the subject officer tendered his retirement effective immediately. The investigation was ended as a result of the acceptance of the retirement with a final disposition of all charges as: Sustained.

During 2016 Elk Grove Village Police Department supervisors documented fifteen (15) Employee Performance Reports (E.P.R.). This is a 28% reduction from the twenty-one (21) reports taken in 2015. An E.P.R. documents either positive or negative citizen concerns. Supervisors provide an initial investigation into allegations of wrongdoing and document their findings and recommendations. Six (6) E.P.R.s were of a positive nature.

Officer Praise

Below is a breakdown of the six reports of praise/appreciation documented as an E.P.R.:

Officer Profile

- Gender:
 - Male officers: 6
 - Female officers: 0

- Race:
 - White: 6
 - African American: 0
 - Hispanic: 0

Praise by Shift/Division

- **F.S.D:** 6
 - 1st Shift: 0
 - 2nd Shift: 1
 - 3rd Shift: 1
 - Traffic/Canine: 4

- **S.S.D:** 0

Officer Complaints

Nine (9) complaints were received against sworn employees during 2016 that were documented on an E.P.R.. This represents a 50% decrease from the eighteen (18) complaints received in 2015.

Nature of Reporting

The nine (9) employee performance reports were analyzed for statistical analysis:

- Complaints received in-person: 3
- Complaints received by letter: 1
- Complaints received by telephone: 5

Of the nine (9) complaints reported against employees in 2016, all involved a different sworn officer.

Report Findings

The administrative findings for the nine (9) reported complaints were as follows:

- Complaints unfounded: 6
- Complaints sustained: 3

Of the three Sustained complaints, two officers received counseling by their supervisors and one received a Corrective Action Report with no further action taken. Of the six Unfounded complaints, one

officer was recommended to receive cultural awareness training even though the nature of the complaint was concluded as unfounded.

Nature of Complaints

The nine (9) complaints against officers are broken down into the following complaint types:

- **Rude Behavior:** 4
 - Sustained: 3
 - Unfounded: 1

- **Harassment:** 1
 - Unfounded: 1

- **Traffic Violation Dispute:** 4
 - Unfounded: 4

Complainant Profile

- Male: 4
- Female: 5

The Department does not track or document complainants by race or ethnicity. If the nature of the complaint involved an indication of discriminatory behavior it would be included. One complainant believed she was discriminated against in her original report but the nature of the discrimination was based on her profession, not gender, race or ethnicity.

Officer Profile

Of the nine (9) complaints received, below is a breakdown of subject-officer by race and gender:

- Gender:
 - Male officers: 9
 - Female officers: 0

- Race:
 - White: 8
 - African American: 1
 - Hispanic: 0

Complaints by Calendar Month

- January: 3
- March: 1
- April: 1
- May: 2

- July: 1
- August: 1

There does not appear to be a pattern to these complaints that would require additional analysis and action. Two of the complaints received in January occurred on the same date, however they involved different officers on different patrol shifts by different complainants.

Complaints by Shift/Division

- **F.S.D:** 8
 - 1st Shift: 1
 - 2nd Shift: 3
 - 3rd Shift: 4
 - Traffic/Canine: 0

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

Conclusion

During 2016 the Elk Grove Village Police responded to 14,852 service calls, initiated 18,455 traffic stops and made 1,116 arrests. The numbers of complaints received (9) are low considering the total number of police contacts initiated in 2016.

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.