



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

RECEIVED

JAN 29 2018

**CHIEF OF POLICE
ELK GROVE VILLAGE**

A handwritten signature in blue ink, appearing to read "Walsh", written over the printed name of the Chief of Police.

DATE: January 16, 2018

TO: Charles Walsh, Chief of Police

FROM: 
Michael Gaspari, Deputy Chief of Police

SUBJECT: Internal Affairs Summary-2017 (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. Three formal internal investigation were conducted during 2017. All three complaints originated from a Department employee as opposed to originating from the public:

2017-01: Employee was alleged to have violated Department Rules of Conduct. At the writing of this report this matter is still being investigated.

2017-02: 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.6: Disobedience of an order, written or oral
- 26.1.1.A.7: Insubordination or disrespect toward a supervisory member
- 26.1.1.A.32: Absent from duty without proper authorization

Discipline was issued in the form of suspension days, a Last Chance Agreement and the posting of a Sick Leave Usage Notice.

2017-03: Employee was alleged to have violated Department Rules of Conduct. The following allegations were Sustained:

- 26.1.1.A.2: Any action or conduct which impedes the Department's efforts to achieve its goals or brings discredit to the Department
- 26.1.1.A.8: Disrespect to or willful maltreatment of any person
- 26.1.1.A.47: Use of more force than is reasonably necessary in accordance law and Department Orders

Discipline was issued in the form of suspension days, E.A.P. referral and training.

Employee Performance Reports

During 2017 Elk Grove Village Police Department supervisors documented thirteen (13) Employee Performance Reports (E.P.R.). This is a 13% reduction from the fifteen (15) reports taken in 2016. 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 in an E.P.R. Two (2) E.P.R.s were of a positive nature.

Officer Praise

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

Officer Profile

- Gender:
 - Male officers: 2
 - Female officers: 0
- Race:
 - White: 2
 - African American: 0
 - Hispanic: 0

Praise by Shift/Division

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

- S.S.D: 0

Officer Complaints

Eleven (11) complaints were received against sworn employees during 2017 that were documented on an E.P.R. This represents a 22% increase from the nine (9) complaints received in 2016.

Nature of Reporting

The 11 employee performance reports were analyzed for statistical analysis:

- Complaints received in-person: 2
- Complaints received by letter: 0
- Complaints received by telephone: 6
- Complaints received internally: 3

Of the eleven (11) complaints reported against employees in 2017, two officers received two complaints about them. For each of these two officers, the complaints reported against them were similar:

<u>Officer #</u>	<u># of complaints</u>	<u>Nature of Complaint</u>	<u>Outcome</u>
1	2	Rude treatment on a traffic stop	Both Unfounded
2	2	Decision-making on assignment	Both Sustained

Report Findings

The administrative findings for the eleven (11) reported complaints were as follows:

- Complaints unfounded: 7
- Complaints sustained: 4

Of the four Sustained complaints, the officers received different combinations 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		X		
2	X	X	X		
3	X	X			
4	X	X			

Though seven complaints were considered Unfounded, one of those officers was recommended to receive communications training even though no policy violation occurred.

Nature of Complaints

The eleven (11) complaints against officers are broken down into the following complaint types:

- **Rude Behavior:** 3
 - Sustained: 0
 - Unfounded: 3

- **Harassment/Profiling:** 1
 - Unfounded: 1
 - Sustained 0

- **Improper Actions:** 4
 - Unfounded: 3
 - Sustained 1

- **Poor Performance:** 3
 - Unfounded: 0
 - Sustained 3

Complainant Profile

- Male: 10
- Female: 1

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 complaint alleging harassment/profiling does not indicate that race, ethnicity or gender was the basis of the contact. The complainant in this instance called in the complaint and refused to provide his identity. The supervisor in this instance explained that it was the complainant's location, where other offenses recently occurred, that alerted the officer to his presence.

Officer Profile

Of the eleven (11) complaints received, below is a breakdown of subject-officer by race and gender:

- Gender:
 - Male officers: 8
 - Female officers: 3

- Race:
 - White: 10
 - African American: 1
 - Hispanic: 0

Complaints by Calendar Month

- March: 2

- April: 2
- June: 1
- July: 1
- September: 1
- October: 1
- November: 2
- December: 2

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

Complaints by Shift/Division

- **F.S.D:** **10**
 - 1st Shift: 5
 - 2nd Shift: 3
 - 3rd Shift: 2
 - Traffic/Canine: 0

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

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

Conclusion

During 2017 the Elk Grove Village Police responded to 14,505 service calls, initiated 13,352 traffic stops and eight (8) pedestrian stops and made 1,022 arrests. The numbers of complaints received (11) are low considering the total number of police contacts initiated in 2017.

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.