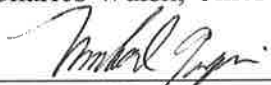




**VILLAGE OF ELK GROVE VILLAGE
DEPARTMENT OF POLICE**

DATE: February 5, 2019
TO: Charles Walsh, Chief of Police
FROM: 
Michael Gaspari, Deputy Chief of Police
SUBJECT: Internal Affairs Summary-2018 (C.A.L.E.A. 52.1.5)

*Rec
Charles Walsh
2-6-19*

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. No formal internal investigation were initiated during 2018. One Internal Investigation was completed in 2018 that was originally initiated in 2017:

2017-01: Employee was alleged to have violated Department Rules of Conduct. The following allegations were sustained:

- 26.1.1.A.5 Failure to Perform a Duty
- 26.1.1.32 Absent from Duty Without Proper Authorization
- 26.1.1.06 Five (5) counts of Disobedience of an Order, Written or Oral

Discipline was issued in the form of suspension days.

Employee Performance Reports

During 2018 Elk Grove Village Police Department supervisors documented twenty (20) Employee Performance Reports (E.P.R.). This is a 54% increase from the thirteen (13) reports taken in 2017. 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.

Officer Complaints

Sixteen (16) complaints were received against sworn employees during 2018 that were documented on an E.P.R. Some complaints involved more than one officer so a total of twenty (20) E.P.R.s were documented for 2018. The sixteen complaints represents a 45% increase from the eleven (11) complaints received in 2017.

Nature of Reporting

The 16 employee complaints were analyzed for statistical analysis:

- Complaints received in-person: 5
- Complaints received by letter/email: 5
- Complaints received by telephone: 5
- Complaints received internally: 0
- Complaints received via online portal: 1

Of the sixteen (16) complaints reported against employees in 2018, one officer received three complaints and two officers received two complaints each. The remaining complaints were against a single officer. Below are details of incidents where an officer received more than one complaint in 2018:

| <u>Officer #</u> | <u># of complaints</u> | <u>Nature of Complaint</u> | <u>Outcome</u> |
|------------------|------------------------|-----------------------------------|----------------|
| 1 | 3 | Rudeness on a traffic stop | Unfounded |
| | | Improper Conduct-Arrest | Unfounded |
| | | Unfair Treatment-Arrest | Unfounded |
| 2 | 2 | Rude Treatment-Crime Victim | Unfounded |
| | | Rude Treatment-Trespassing Call | Unfounded |
| 3 | 2 | Racial Profiling-Traffic Citation | Unfounded |
| | | Rude Treatment-Traffic Stop | Sustained |

Report Findings

The administrative findings for the twenty (20) E.P.R.s (16 total complaints) were as follows:

- Complaints unfounded: 18
- Complaints sustained: 1
- Insufficient Evidence: 1

For the Sustained complaint, the officer 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 | X | | | |

Though eighteen complaints were considered Unfounded, one of those officers was recommended to receive training on Verbal Judo even though no policy violation occurred.

Nature of Complaints

The twenty (20) 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:** 4
 - Unfounded: 4
 - Sustained: 0
- **Improper Actions:** 10
 - Unfounded: 10
 - Sustained: 0
- **Poor Performance:** 1
 - Unfounded: 0
 - Sustained: 0
 - Insufficient Evid.: 1

Complainant Profile (16 Complainants in 2018)

- Male: 13
- Female: 3

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 twenty (20) E.P.R.s documented, below is a breakdown of subject officer by race and gender:

- Officer Gender:
 - Male officers: 16
 - Female officers: 4

- Officer Race:
 - White: 18
 - African American: 0
 - Hispanic: 2

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

Complaints (16 total for 2018) by Calendar Month

- February 1
- March: 2
- April: 4
- June: 1
- July: 2
- September: 1
- October 1
- November: 1
- December: 3

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

Complaints (16 total for 2018) by Shift/Division

- **F.S.D:** 16
 - 1st Shift: 7
 - 2nd Shift: 3
 - 3rd Shift: 5
 - Traffic/Canine: 1

- **S.S.D.:** 0
 - Crime Prevention: 0
 - Youth Inv.: 0
 - 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 2018 the Elk Grove Village Police responded to 14,357 service calls, initiated 12,868 traffic stops and three (3) pedestrian stops and made 1,181 arrests. The numbers of complaints received (16) are low considering the total number of police contacts initiated in 2018.

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