

COMMUNITY POLICE REVIEW AGENCY

2020 ANNUAL REPORT



CITY OF OAKLAND

Table of Contents

LETTER FROM THE EXECUTIVE DIRECTOR: Building Accountability Together	3
EXECUTIVE SUMMARY	5
1. Who We Are	7
2. The Investigative Model.....	9
STEP 1 – Complaint.....	10
STEP 2 – Screening.....	10
STEP 3 – Intake	11
STEP 4 – Investigation	11
STEP 5 – Adjudication of Discipline.....	12
STEP 6 – Police Commission Disciplinary Committee	13
STEP 7 – Appeals.....	13
3. Working with the Police Commission.....	14
4. Accomplishments and Remaining Challenges.....	16
5. Statistics and Policy Recommendations	19
Sustained findings	20
Bias-based policing.....	22
Excessive use of force.....	24
Appendix A – Statistics Required by the City of Oakland Municipal Code	27
Appendix B – CPRA Investigations Closed in 2020	32

LETTER FROM THE EXECUTIVE DIRECTOR:

Building Accountability Together

The Community Police Review Agency (CPRA) continues to grow into the agency Oakland voters envisioned in Measure LL.

Throughout 2020, CPRA staff worked tirelessly to meet the expectations of the public, both by finishing a record number of cases but also by re-thinking how we do our work to advance police accountability and racial justice. This work is so critical in a City that takes pride in its history of leading on social and racial justice and even more urgent during a year of national reckoning on this country's history of and ongoing struggle with systemic racism, particularly in policing and the broader criminal justice system.

Throughout this hard work, I was proud to see our staff adapting, changing, working hard, and above all else, listening closely to the community. We were grateful to have the strong support of the Police Commission, City Council, Mayor, City Administrator, City Attorney, and the public at large in so many ways this past year. First and foremost, the City placed on the ballot, and the voters overwhelming approved, Measure S1, which gave us new and powerful tools to do our work. The City Council also provided one-time additional funding to help with the investigation of the George Floyd protests. Community volunteers gave of their time in Police Commission Ad Hoc groups.

Without these and many, many other concrete acts of support, CPRA would not have succeeded in clearing a record number of cases despite our modest staffing and confronting a tsunami of complaints from the George Floyd protests here in Oakland. We continued to identify misconduct that would otherwise have been overlooked or excused, and held the offending officers accountable. At the direction of the Police Commission, we helped moved forward a new Use of Force policy for the Police Department that requires officers to slow down and look for alternatives before using force.

As we embrace these expanded responsibilities and new challenges, we have also focused internally to make sure we have the right resources, the right structure, and the right support for our talented and committed investigators. We created new forms and procedures, we thought carefully about how best to allocate scarce resources, we trained both new and old staff in new skills, and we created new positions to better serve our needs.

I have shared with the Police Commission in the past that accomplishing the vision of Measure LL would take at least five years from the time I came on board in 2019. In 2020, the many challenges of COVID added another year to that timeline, pushing our five-year plan's completion date back to 2025. That said, we still made tremendous progress in 2020. As we look forward to 2021 and beyond, I'm confident that with your support, we are on the right path to creating an independent, transparent, and community-centered system of police accountability that will blaze a path for the country.

Thank you for your support, and thank you for allowing me and the staff of CPRA to do this inspiring work with and for you. We look forward to fulfilling the vision and promise of Measure LL together.

John Alden
Executive Director, CPRA

EXECUTIVE SUMMARY

1. Who We Are

In this section, we introduce our leadership team and summarize the background and qualifications of our talented and committed staff.

2. The Investigative Model

In this section, we discuss CPRA's model of independent oversight and describe the process CPRA follows to review and investigate complaints, recommend discipline, and address disagreements with OPD's Internal Affairs Division or the Chief of Police. We provide statistics relevant to specific stages of the investigative process to demonstrate where CPRA has particular impact on the outcome of cases.

3. Working with the Police Commission

In this section, we discuss the various ways in which CPRA works with the Police Commission on discipline, data, policy, and community engagement. The new Office of the Inspector General will play a critical role in addressing police policy and practice, and CPRA has contributed to pushing the process forward to establish that office and getting an Inspector General in place.

4. Accomplishments and Remaining Challenges

In this section, we discuss the numerous challenges facing CPRA as it shifts the fundamental way it conducts its work in light of Measure LL. Despite these challenges, and amidst constrained budgets in the age of Covid-19 and growing public demand for rigorous oversight of policing following the murder of George Floyd, CPRA has made enormous strides in strengthening its investigations, improving internal procedures, and addressing staffing shortages. Measure S1, passed in November 2020, grants CPRA additional authorities but also imposes additional demands, further stretching CPRA's limited resources. In this Section, we also report on substantive successes in our investigations and the impact we have on Internal Affairs investigations and officer discipline.

5. Statistics and Policy Recommendations

We highlight statistics regarding:

- Sustained findings of officer misconduct, including the role of allegations that CPRA “adds” and instances in which CPRA and IAD have disagreed over whether to sustain allegations.
- Outcomes in CPRA investigations of allegations of racial profiling. We discuss how challenging these cases are and the need to address this important issue through a variety of mechanisms.

- Outcomes in CPRA investigations of allegations of excessive use of force. We discuss the progress on revising the OPD use-of-force policy to enhance the de-escalation requirements, which would provide CPRA with more tools for addressing officer conduct. We also highlight some of CPRA's own policy recommendations regarding use of force.

1. Who We Are

John Alden, Executive Director



John Alden has served as the Executive Director of the Community Police Review Agency since July 2019. Mr. Alden brings to Oakland a decade of deep experience in police accountability. Mr. Alden previously worked for the San Francisco Department of Police Accountability (DPA), formerly known as the Office of Citizen Complaints, and also for the Internal Affairs Division of the San Francisco Police Department. In those offices, he managed the investigation of complaints of police misconduct and use of excessive force, litigated disciplinary hearings, and advocated for changes in police policies and procedures. Mr. Alden also served as the Managing Attorney of the Independent Investigations Bureau ("IIB") in the San Francisco District Attorney's Office, a unit specializing in the investigation and prosecution of Officer-

Involved Shootings, In-Custody Death and other forms of potentially criminal officer misconduct.

Before working in police accountability, Mr. Alden began his career as a prosecutor, working in Sonoma and Marin Counties, and then transitioned to private practice litigating employment law matters. Early in his career, he worked in the State Legislature as an Unruh Fellow.

Mr. Alden received both his law degree and bachelor's degree from the University of California, Berkeley.

Aaron B. Zisser, Chief of Staff

Aaron Zisser joined CPRA after the reporting period, in February 2021. Mr. Zisser has spent nearly his entire career in civil rights and police oversight. Mr. Zisser previously worked as an Assistant District Attorney in the Independent Investigations Bureau ("IIB") of the San Francisco District Attorney's Office, where he investigated officer-involved shootings and in-custody deaths.

Prior to his work in San Francisco, Mr. Zisser was the Independent Police Auditor in San Jose, where he led the independent civilian oversight agency tasked with reviewing San Jose Police Department's Internal Affairs investigations of citizen complaints alleging officer misconduct. In that role, he reported to the Mayor and City Council; organized large town halls in the community, including one that was held at a shelter and that focused on encounters between the police and the unhoused population; made

policy recommendations on police interaction with the mental health community and police response to domestic violence; and appealed Internal Affairs findings to the Chief of Police and City Manager.

Prior to working in San Jose, Mr. Zisser lived in Oakland and worked as an independent consultant on jail and police reform, independent civilian oversight, and civil rights investigations. He advised an independent commission reviewing the Santa Clara County jails, BART's Independent Police Auditor, the California Department of Justice's Civil Rights Section, and San Francisco's Department of Police Accountability (formerly the Office of Citizen Complaints), and he was on the federal court monitoring team for the Illinois state prisons. His recommendations contributed to the expansion or establishment of independent civilian oversight in other jurisdictions. While living in Oakland, Mr. Zisser served on the City of Oakland's Commission on Persons with Disabilities.

Following a clerkship with a federal judge in Memphis and a human rights fellowship in Washington, DC, Mr. Zisser started his legal career as a civil rights attorney, including more than five years at the U.S. Department of Justice, Civil Rights Division, where conducted "pattern or practice" investigations and compliance monitoring of correctional agencies, state psychiatric facilities, statewide mental health systems, and educational institutions. His cases at US DOJ addressed excessive use of force, solitary confinement, mental health treatment, the school-to-prison pipeline for students of color and students with disabilities, and sexual abuse.

Mr. Zisser earned his B.A. at UC Berkeley and his law degree from Georgetown University Law Center.

Karen Tom, Supervising Complaint Investigator

Karen Tom has been with the Community Police Review Agency and its predecessor, Citizens' Police Review Board, since 2006. Ms. Tom is currently a supervising Complaint Investigator III but began with the City as a line investigator. During her time at CPRA, Ms. Tom has investigated a variety of officer misconduct complaints, including cases involving officer involved shootings, uses of force, Fourth Amendment violations, and other allegations of unconstitutional policing. Prior to working with the City of Oakland, Ms. Tom worked as an attorney in both civil and criminal litigation.

CPRA Staff

CPRA staff bring extensive experience in oversight, law, and investigations. In 2020, we had a team of 10, including five permanent complaint investigators (with one vacancy) and two intake technicians (we have since hired a third), in addition to the Executive Director and Supervising Investigator (the Chief of Staff was hired in 2021). In 2020, our policy analyst, who has a Ph.D., shifted over to the emerging Office of the Inspector General, but he continued to support CPRA. All but one of the investigators are licensed attorneys, including one who also had both law enforcement experience and prior oversight experience. Our investigators left legal careers in public defense and corporate law to bring their skills and talents to CPRA. Our investigative team includes certified interpreters in Spanish and Cantonese. One of our Intake Technicians has a Master's Degree.

2. The Investigative Model

The Police Commission, consistent with the Charter amendment creating the CPRA, has directed CPRA to adhere to the investigative model of oversight. The CPRA's predecessor agency, the CPRB, blended this model and the review or auditor model. The review or auditor model focuses on reviewing a police agency's own internal investigations of misconduct.

This is a common model throughout the Bay Area, particularly in smaller jurisdictions that contract for an Independent Police Auditor (San Jose is an exception, though it is now actively exploring adopting the investigative model). San Francisco's Department of Police Accountability (formerly, the Office of Citizen Complaints) has long operated as an investigative oversight agency. BART, too, conducts its own investigations in many cases.

While CPRB did conduct some investigations, it more often relied on IAD's own interviews of officers and other investigative work conducted by IAD. For cases for which the Charter requires an investigation – or “mandated” cases – CPRA now conducts its own investigations, including officer interviews. In 2020, there were some exceptions to this rule due to understaffing, but those were rare.

What cases is CPRA *required* to investigate?

“Mandated” cases include allegations of:

- Profiling based on race, national origin, or other protected categories
- Excessive use of force
- Interference with First Amendment activity
- Untruthfulness; and in-custody deaths.

As resources permit, CPRA also conducts investigations in a limited number of non-mandated cases that involve more serious allegations, often of constitutional violations such as unlawful search or arrest.

So what does the investigation process entail? We discuss below the step-by-step process for a CPRA investigation of a complaint alleging officer misconduct. We also highlight some of the changes to the process brought about by Measure S1, which passed in November 2020.

STEP 1 – Complaint

A member of the public files a complaint online, by phone, or at the CPRA office. A complaint can be filed anonymously. The complainant describes the alleged conduct and provides other information to

help CPRA identify the officer, location, and involved parties. CPRA also receives all complaints filed with OPD, including complaints filed in the field during an incident.

By the numbers: Complaints

Number of complaints in 2020: 642

Percentage of complaints that came directly to CPRA: 13%

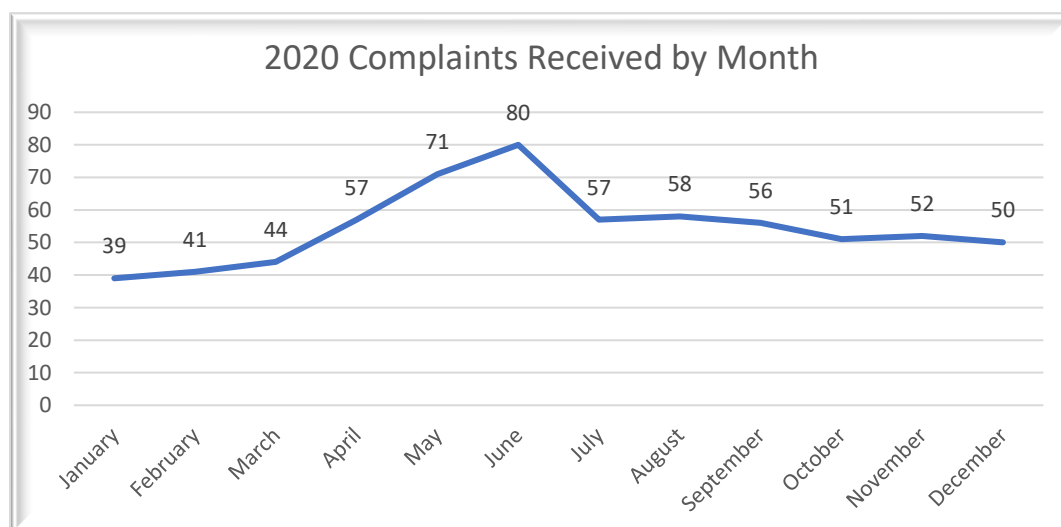
Percentage of complaints that came directly to CPRA that involved complainants who were:

- Black: 32%
- Latinx: 9%
- Asian: 9%
- Other: 19%
- White: 29%

CPRA received 642 complaints in 2020. The graph below shows a sharp increase in May and June, the period immediately after the murder of George Floyd – 52 complaints were filed in 2020 that related to the protests. The box above indicates the breakdown by race of complainant for complaints filed directly with CPRA. The breakdown by sex is nearly even, with 45% of such complainants self-identifying as male and 45% self-identifying as female.

Regrettably, there is not currently in place a process for collecting demographic information on complainants filing with OPD rather than with CPRA. Such complaints make up

the large majority (87%) of complaints, so we have demographic data on only a small fraction of all the complaints filed. In 2021, CPRA will explore ways to secure this data.



STEP 2 – Screening

CPRA reviews whether the complaint should be referred for an initial investigation by Intake.

“Mandated” cases are automatically referred, and other non-mandated cases may be referred

depending upon the seriousness of the allegations. 112 of the complaints received in 2020 alleged excessive use of force. Forty (40) complaints included allegations that were investigated by CPRA staff as racial profiling or race-based discrimination or harassment.

STEP 3 – Intake

CPRA’s Intake Technicians review the complaint and other information provided by the complainant. They gather body-worn camera footage, incident reports, and other documentation, and they follow up with the complainant. The Intake Technicians then make a recommendation as to whether the complaint should be fully investigated – this would include interviews with officers. A CPRA supervisor reviews the recommendation and decides whether to assign the case to an investigator. Cases that may *not* be assigned include those where body-worn camera footage clearly shows that the alleged conduct did not occur – for example, no force was used at all. If it is not assigned to an investigator, the case is closed.

By the numbers: Screening

Percentage of complaints that included “mandated” allegations: 26% (170 out of 642 total complaints)

STEP 4 – Investigation

Complaints assigned to a CPRA investigator receive additional review. The investigator reviews the documentation and footage collected by the Intake Technician, may conduct further follow-up with the complainant, conducts additional interviews with witnesses and officers, and writes up a Report of Investigation (“ROI”).

Standard of Proof

CPRA uses a “preponderance of the evidence” standard of proof in its investigations. CPRA must find that it was *more likely than not* that the alleged misconduct occurred. This is a much less demanding standard than the “beyond a reasonable doubt” standard required in criminal prosecutions.

Investigators (and Intake Technicians) may also discover additional allegations that the complainant would not have known about. The ROI states the findings – if the allegations are, by a “preponderance of the evidence,” “sustained,” i.e., found to be true and also a violation of policy. CPRA also makes a recommendation regarding appropriate discipline, applying OPD’s policies as reflected in the “discipline matrix” affixing a discipline range for each category of misconduct. CPRA considers both mitigating and aggravating factors in going down or up in the range (see Box below). Under Measure S1, all CPRA

investigators have access to officers’ past disciplinary history, which aids in their assessment of the appropriate discipline as they examine an officer’s prior disciplinary history.

By the numbers: Investigation

Number of added allegations (and cases) that resulted in sustained findings: 39

Percentage of cases with sustained added allegations that involved complainants who were:

- Black: 59%
- Latinx: 31%

Officers have due process rights during the investigation and must be notified of the allegations against them. During the interviews, they have a right to union or legal representation.

Under state law, the investigation usually must be closed within one year, but state law also provides many exceptions to this rule. All but one of CPRA's cases in 2020 were completed within these state law deadlines. One was completed past that deadline because of a miscommunication between IAD and CPRA; we have taken steps to cure that kind of miscommunication moving forward.

DURATION OF COMPLETED INVESTIGATIONS	Intake and Investigation
Average	199 days
Median	146 days
% Cases Closed in under 180 days	60%
85% of Complaints Closed under	340 days

This chart indicates the duration of completed investigations in 2020, many of which were begun in 2019. (It does not provide information about those cases that are closed before being referred to intake, which, if included here, would dramatically lower these figures.) Our goal is to cut

this time to completion in half, such that they meet the 180-day goal in OPD policy and, therefore, the NSA. In 2020, we moved closer to that goal by changing staffing in Intake, adding performance metrics for timeliness to CPRA employees' performance expectations, increasing training for investigators, using Investigation Plans to better prioritize and focus the work of investigators, and recruiting for new investigators.

STEP 5 – Adjudication of Discipline

CPRA and IAD conduct parallel investigations. When complete, the two agencies present their findings and recommended discipline to the Chief of Police.

CLOSED CASES	Total
Cases closed in 2020	187
Allegations	995
% Allegations w/ Sustained finding	6.3%
% Cases w/ at least one Sustained finding	14.4%

If the Chief of Police agrees with CPRA as to the findings and discipline, then he issues the Proposed Discipline. The Chief and CPRA agreed in all cases in 2020 regarding which findings to sustain, and what the proper discipline should be in each of those cases.

By the numbers: Adjudication

Percentage of cases with sustained findings in which IAD and CPRA did not agree: 33.3% (9 cases)

Percentage of these cases in which the Chief ended up agreeing with CPRA: 100%

In 2020, IAD and CPRA disagreed regarding whether to sustain allegations in nine cases. This amounts to a third of all closed cases involving sustained allegations.

Several of the cases involved CPRA finding that use-of-force or search/seizure/arrest allegations should be sustained. One such case – involving injuries

suffered as a result of police dog bites – is discussed in detail below. In short, CPRA found the dog bites to be out of compliance, IAD found the opposite, and the final outcome was that CPRA’s view prevailed.

It is important to note that CPRA influences IAD investigations at other points during the investigation. The City Charter requires that CPRA and IAD investigators communicate about the cases, so that by the time the investigations are presented to the Chief, IAD has already had an opportunity to consider CPRA’s perspective, and sometimes agrees.

STEP 6 – Police Commission Disciplinary Committee

If instead the Chief of Police disagrees – if he thinks one or more allegations that CPRA has sustained should not be sustained, or if he agrees with the sustained finding but disagrees with the disciplinary recommendation – then the case is sent to a Discipline Committee of the Police Commission.

OPD and CPRA present their cases, and the Committee meets on its own to decide and direct the Chief to issue the Proposed Discipline. Under Measure S1, the Discipline Committee may also require additional investigation and may convene a Discipline Committee in special cases that may not necessarily involve sustaining findings by CPRA (see Box below). In 2020, no Discipline Committees were convened.

STEP 7 – Appeals

The officer can appeal the Proposed Discipline and have an independent officer conduct a “Skelly” hearing. Officers also have a right in state law to a second appeal, which in Oakland is generally heard by an independent Arbitrator.

3. Working with the Police Commission

CPRA has served as a resource to the Police Commission on OPD policy issues and to provide training to Commission members. CPRA also regularly provides the Commission with information about CPRA investigations.

Commission sessions and monthly reports

The CPRA Executive Director attends nearly every Police Commission session and often makes presentations on a range of issues: training on relevant laws or policies, updates on staffing changes, opportunities for training and/or outreach, etc.

CPRA also provides the Commission with monthly statistical reports on our pending cases and on cases that closed in the prior month. These reports are made public.

Policy work

CPRA has actively participated in the Commission's policy work, including by serving on the ad hoc committees formed to make recommendations on revising OPD's use-of-force policy and policies on the use of chokeholds and similar tactics, responding to individuals who are armed but unresponsive, and responding to protest demonstrations. The proposed revisions to the use-of-force policy include a substantial expansion of OPD's requirement that officers take measures to de-escalate before resorting to using force in a given situation. CPRA welcomes this collaboration and is proud of its contribution on the revised Use of Force policy, which was completed in 2020. Regarding chokeholds and other tactics that create the risk of asphyxia, the Police Commission wrote strong restrictions on when officers can use such tactics.

CPRA is well-positioned to offer insights about the limitations of the existing OPD policy, in light of CPRA's work reviewing hundreds of allegations of excessive use of force each year. However, CPRA's task is narrow: To determine whether an officer's conduct falls within *existing* policy. Where the use of force is shocking or disturbing or out of line with community expectations, CPRA can make recommendations that OPD change the policy. This limitation once again highlights the need for an oversight agency that, like the Commission, has broad access to records and personnel and that is tasked with conducting broad reviews of OPD's use-of-force practices. The Office of the Inspector General is slated to become that entity in 2021.

Training to Commission

CPRA has welcomed its role as a policy and training resource to the Commission and other entities. Three new commissioners joined in 2020, and two new commissioners joined in late 2019. CPRA provided training for these commissioners.

4. Accomplishments and Remaining Challenges

2020 was a year of transition for CPRA. CPRA made substantial progress in 2020 in expanding its role under the new model of oversight envisioned in Measure LL and had a measurable impact on important cases.

In CPRA's response to the City Auditor's mid-2020 review of CPRA, we noted: "While CPRA agrees with nearly all of the Auditor's findings with regards to the first 20 months of CPRA's performance, the Agency also sees significant accomplishments in that time. Fulfillment of the Auditor's recommendations, many of which are already completed, is a priority for CPRA and part of CPRA's overall commitment to accomplishing the vision of Measure LL." The full CPRA response is attached to the 2020 Annual Report in Appendix ___ and provides a detailed explanation as to the challenges CPRA faced – including staffing shortages, vacancies, and turnover; hiring freezes; significant turnover at the Director level; the abrupt transition from the "review" model of oversight entailing substantially expanded authority and responsibility; and the use of CPRA resources to support the work of the Police Commission – that gave rise to many of the issues identified by the City Auditor.

Measure S1's passage in November 2020 marked a significant accomplishment for the Police Commission and CPRA, which provided substantial input into the process. Measure S1 also creates the groundwork for additional progress going forward, while at the same time imposing additional responsibilities on CPRA that will require commensurate resources. For example, S1 allows CPRA investigators to access the discipline histories of police officers, a necessary step in crafting the discipline recommendations mandated by Measure LL. In 2021, we look forward to improving our processes for discipline recommendations accordingly. Our 2021 annual report will detail progress on implementing these changes, as Measure S1 did not go into effect until January 2021.

Investigation outcomes

CPRA has an impact in a variety of ways. We discuss these in more detail in the Section above on the investigative process and in the Section below regarding statistics on sustained findings.

- **CPRA-discovered allegations:** CPRA identifies allegations that IAD does not catch. Complainants may indicate an allegation that IAD does not properly identify, or they may omit an allegation because they could not have known about it. For example, a complainant usually will not know that an officer failed to activate his or her body-worn camera, or that he or she failed to report a use of force. But more substantive allegations are also added – in 2020, CPRA identified additional allegations involving search and seizure procedures.
- **Sustaining findings where IAD disagreed:** CPRA has recommended sustaining findings in cases where IAD did not agree with this recommendation. In such cases, IAD and CPRA would present

their cases to the Chief of Police. In each case in which this type of disagreement arose in 2020, the Chief sided with CPRA, so that there was no need to convene a Discipline Committee of the Police Commission. This included findings regarding use of force and search and seizure.

- **Sustaining additional findings:** But even where both CPRA and IAD sustained allegations, CPRA often influences IAD's approach through informal discussions and through the mere fact that IAD knows their work will be checked and potentially challenged by an outside agency. We recognize that this is not something that can be easily measured or quantified, but we are confident that CPRA exerts this kind of influence that results in improved IAD investigations and more accurate and credible outcomes.

Staffing and caseloads

Caseloads: Staffing levels were too low and caseloads were too high, forcing CPRA to make tough decisions about prioritizing cases and making it impossible to meet the 180-day closure goal. Under the older CPRB model, investigators handled a total of approximately 40 investigations per year. Under the new model, that number jumped to around 250, and the investigations and analyses are more in-depth and demanding. We address the 180-day goal and 365-day deadline in the section on Statistics below.

Hiring of additional investigators: The hiring of additional investigators done at the end of 2019 saw positive outcomes for addressing caseloads in 2020, and additional hiring has helped further. Still, vacancies remain, which CPRA is actively working to fill; meanwhile, "mandated" cases remain almost exclusively the cases CPRA can investigate. While some 2020 complaints were reviewed under the older model – CPRA reviews IAD's investigation – we anticipate that all "mandated" complaints filed in 2021 and beyond will be fully investigated by CPRA consistent with the investigative model of oversight.

Other staffing: CPRA advocated in 2020 for a reorganization of the agency, and the Police Commission supported that change. The reorganization included the establishment of a Chief of Staff position. There remains no staffing specifically for outreach or administrative support, but CPRA has been granted the ability to hire its own in-house attorney under Measure S1. This additional legal staffing will help CPRA refine its internal processes and provide early and consistent legal advice in cases as well as representation at arbitrations.

Internal procedures and training

Policies: CPRA has provided substantial training to its staff and developed various forms, templates for investigations, and written performance expectations.

Investigation procedures: Under Measure S1, which passed in November 2020, CPRA investigators now have streamlined access to OPD officer personnel records, making the investigations run more efficiently and enhancing the quality of the investigations. CPRA is managing complex investigations. In 2020, CPRA initiated investigations of officer-involved shootings.

Case management: The internal database is a critical tool for case management and public transparency and was not being utilized fully – indeed, only the intake information and some minimal closure information was consistently being inputted to the database. Staff worked closely with the City's IT

department to pave the way for improving the database so that it matches the needs of CPRA and can be fully utilized.

New deadlines and reporting requirements: Measure S1, which passed in November 2020, created procedural requirements in CPRA investigations, including a new 250-day deadline and additional reports to the Police Commission. While these new standards promote transparency and timeliness, they also increase the workload for CPRA investigators and managers.

Other duties: As discussed above, CPRA has had other duties unrelated to its investigations, pending the establishment of the Office of the Inspector General and the full staffing of the Police Commission. For example, CPRA has provided assistance to the Police Commission in police policy development, a task the new Inspector General will largely handle once that office is stood up. Moving forward in 2021, the Police Commission will have its own Chief of Staff to manage its meetings, priorities, and outreach.

Community outreach and engagement

Community outreach and engagement is paramount. However, it has been critical to first prioritize creating an Agency that the public can trust by completing investigations in a thorough and timely way. That said, CPRA has participated in the Police Commission's ad hoc working groups and consistently engages community advocates. CPRA contributed to efforts to revise the OPD use-of-force policy and policies on the use of chokeholds, responding to individuals who are armed and unresponsive, and, in the wake of the protests following the death of George Floyd, crowd control. CPRA will seek to develop an outreach plan with the Police Commission and Office of the Inspector General, and to identify opportunities for expanded engagement of community groups and other stakeholders.

5. Statistics and Policy Recommendations

CPRA's success is not measured by how modern our database is or whether we have the right staffing levels. Those are some of the building blocks for success. Instead, our success is measured by the credibility and independence of our investigations and our ability to identify misconduct where it occurs. Do we come to the right conclusions in our investigations? Do we recommend the right kind of

Oversight After the Murder of George Floyd

George Floyd's murder at the hands of a Minneapolis Police officer on May 25, 2020, was a personal tragedy for Mr. Floyd, his loved ones, and his community. **He is not just a statistic**, and the national reaction to his death reminds us all that Mr. Floyd mattered, that **black lives matter**. Indeed, every incident we report on here involves real people, real experiences, real demands for justice. We are legally limited in what we can publicly report about each incident, and we regret the way that statistical data can appear to minimize people's experiences and trauma.

George Floyd's death was indeed a watershed moment in the ongoing national movement for police reform. This movement did not begin in Minneapolis in 2020 or in Ferguson on August 9, 2014, the day Michael Brown was killed at age 18. Oakland knows this better than most: the Negotiated Settlement Agreement arose out of the "Riders" corruption in 2000. Indeed, Oakland has been ahead of the curve when it comes to reform and independent oversight, most recently passing Measure LL years before Derek Chauvin knelt on Mr. Floyd's neck.

But while Mr. Floyd's death was not the first to highlight systemic racism and abuse of police power, it sparked much-needed renewed focus. In Oakland, thousands of protestors took to the streets. Voters approved Measure S1 in November 2020, expanding the authority of the Police Commission and CPRA and creating the new Office of the Inspector General. The OIG will have broad access to review every aspect of OPD's operations and practices to inform systemic reform efforts, while CPRA and the Commission now have greater power to investigate the incidents most likely to rock the community and prompt demands for officer accountability.

We recognize the role we have in this Oakland and national **movement toward greater accountability**. We are humbled in our obligation to the community to address abuses of authority and in so doing, to honor the **dignity** of the people who have experienced such abuse and of the communities that continue to be marginalized.

discipline? And do we share important lessons learned about OPD policies and practices that can enhance constitutional policing and change OPD culture?

We note that our policy recommendations are inherently limited in scope due to the limited scope of CPRA’s work – we can only base our policy recommendations on what we learn in the course of our investigations and do not have broader access to data and records beyond those available to us through the individual investigations. The limitation highlights yet again the urgent need for the new Office of the Inspector General, which will have much broader access to information and will be tasked with conducted broad audits of patterns and practices.

One measure of our success is whether members of the public feel confident in filing complaints with our office about their experiences with OPD officers. This statistic is a function of both trust and awareness. While it is helpful to note the percentage of citizen complaints that come to CPRA versus those that come to OPD, that statistic can be misleading – many of the complaints lodged with OPD are made in the field during an encounter with police. Officers are required to take a complaint if an individual complains about their treatment, and CPRA routinely flags this failure in our review of cases.

A better measure is whether we see an increase in the number of complaints being filed with CPRA directly. We saw considerably more complaints in 2020 than in 2019, but much of this increase resulted from concerns about officers’ conduct in response to protestors following the killing of George Floyd.

As discussed above, our policies and practices regarding investigations have changed and improved dramatically over the last year. These changes result in more in-depth fact-finding and analysis of our findings.

Sustained findings

As discussed above, CPRA sustained 63 (6.3%) out of 995 allegations in cases closed in 2020. Out of 187 closed investigations, 27 (14.4%) had at least one sustained allegation. The

SUSTAINED ALLEGATIONS				
Allegation Category	Percentage of Allegations that were sustained	Raw numbers	Percentage of Closed Cases With 1+ Sustained Allegation	Raw Numbers
Use of force	2.4%	7/289	4.9%	5/102
Search/seizure/arrest	2%	4/205	4.2%	3/72
Body-worn camera activation	72.2%	13/18	83.3%	10/12
Failing to accept a complaint	26.7%	4/15	33.3%	3/9

statewide statistics for 2019 show a 12.1% sustained rate for complaints. The box above reflects cases closed in 2020 that resulted in sustained findings. (Cases may have been opened any time between 2018 and 2020.)

Sustained CPRA-discovered allegations: It is noteworthy that the majority (39) of the total (63) sustained allegations were allegations that CPRA investigators added after receiving the complaint. Most of these added allegations are allegations that the complainant would not necessarily be able to identify, such as an officer's failure to activate his or her body-worn camera or an officer's failure to report certain required information related to an incident. But some of these allegations also involved the improper use of a taser (two allegations) and search/seizure (two allegations).

CPRA Policy Recommendation – Searches

The CPRA recommends that the Department make an in-depth review of the department search policy and training and make clarifications with respect to "Probable Cause Searches" of individuals when there is no probable cause to arrest, and that officers receive regular updates and trainings related to search and seizure legal and tactical developments.

CPRA and IAD disagreement over sustained allegations: In other cases, CPRA and IAD may agree about what allegations to investigate but come to different findings. Three of the 7 use-of-force allegations that were sustained in 2020 were initially the subject of disagreement between CPRA and IAD, and the Chief of Police, upon hearing from both agencies, agreed with CPRA's determination to sustain those allegations. One case also addressed improper search/seizure/arrest. The Box below discusses in detail a use-of-force case in which CPRA's analysis prevailed over IAD's.

Court Monitor Report on Dog Bite Case

Overview: In a 2019-2020 case involving K-9-unit dog bites that caused significant injury, CPRA's investigation resulted in OPD modifying its own conclusions. The court-appointed monitor reviewing OPD's compliance with the 2003 Negotiated Settlement reported publicly in July 2020 that the monitor agreed with CPRA's findings that the dog bites were out of compliance with OPD policy and disagreed with IAD's findings that the dog bites were in compliance with policy. The monitor further noted that CPRA's investigation influenced the final outcome of OPD's findings that emerged from the Executive Force Review Board convened to discuss the case.

Facts and complexity: The case involved the "use of a canine . . . to apprehend robbery suspects who fled into two separate backyards. During the incident, two different suspects were bitten by the same canine at two different locations; and one suspect suffered serious disfiguring injuries to his right leg from a bite that lasted two-minutes-and-twenty-four seconds." The monitor called the case "complex," noting that it "involved a great deal of evidence, as well as testimony from CID, IAD, an outside subject matter expert (SME) and three internal SMEs. . . . [T]he Board overturned IAD's findings as it pertained to the most serious use of force and ruled it out of compliance." The Board also challenged the subject matter expert's opinions. The Board's "votes on the most serious uses of force – the canine bites – were not unanimous."

Resolution: CPRA's conclusions, taken together with the work of the Executive Force Review Board, persuaded the Chief of Police to sustain findings against multiple offices and impose discipline. We look forward to the report being cleared under SB 1421 by the Office of the City Attorney for publication.

Bias-based policing

Racial profiling and other types of profiling cases are notoriously difficult to prove given the way OPD policy is written. For this reason, the frequency with which this allegation is, or is not, sustained is never a proxy for the community's real and valid concern that BIPOC individuals are stopped and arrested

Oakland Police Department Policy on Racial Profiling

Prohibition: "Members shall . . . not engage in, ignore, or condone racial profiling or other bias-based policing."

Definition of "racial profiling": "The use of race, ethnicity, or national origin in determining reasonable suspicion, probable cause or the focus or scope of any police action that directly or indirectly imposes on the freedoms or free movement of any person, unless the use of race, ethnicity, or national origin is used as part of a specific suspect description."

disproportionately. Those who bring this concern forward are often credible, and OPD's own data confirms they are right that profiling does occur.

CPRA cases: CPRA investigates whether an officer complied with OPD policies. OPD policy prohibits the use of race or other protected characteristics in establishing reasonable cause for a detention or search or the scope of any police action. Even consent searches may not be based on an individual's immutable characteristics, unless that is part of a suspect's description in a specific case. The policy also enumerates various expectations as to how officers engage with someone they have stopped, to reassure the person that there is a legitimate reason for the stop. For example, officers are expected, in some circumstances, to explain the reason for the stop and apologize for the inconvenience. They are also expected to interact in a courteous manner, answer questions the person has, identify themselves, and explain the reason for any delays.

However, it is exceedingly difficult to show that an officer improperly considered race or other protected characteristics. Often, an officer can and does articulate other legitimate reasons for the contact. In those cases, absent any evidence that the officer was dishonest in the reasons provided for the stop, existing OPD policy simply does not allow CPRA or OPD to sustain misconduct allegations.

That said, rates of traffic stops, detentions, and arrests continue to show a disproportionate effect on BIPOC communities, especially Blacks. Continuing to work on reducing this disparate impact is critically important, even though attempting to prove individual claims that officers are intentionally discriminating has not proven successful.

In 2020, CPRA closed 96 allegations of harassment/discrimination in 45 cases. CPRA did not sustain any of those allegations.

This is not surprising given the extremely narrow language in OPD's policy, and it is not unique to Oakland:

- In San Jose, the Office of the Independent Police Auditor reported in its 2019 report that none of the 57 allegations of bias-based policing were sustained and that only three such allegations were sustained in the prior **ten** years. Only one of those was an allegation of **racial** profiling.
- The San Francisco Department of Police Accountability reported in its 2019 annual report that it made its first-ever sustained finding of bias-based policing in 2017 after nearly 35 years of investigating such cases.
- The BART Independent Police Auditor likewise reported that there were no sustained findings of bias-based policing in its most recent annual report. Statewide statistics for 2019 show that there were 13 sustained out of 700 allegations of racial profiling and one sustained out of 35 allegations of profiling based on nationality.

Efforts to reduce disparities: Oakland has already taken important steps to reduce disparities in police interactions with community members. These policies are not explicitly tied to race but are nonetheless aimed at addressing the unjust disparities that exist. In 2019, OPD implemented a new policy that prohibits officers from immediately inquiring about the probation status of a person who has been stopped and, absent a connection to criminal activity or a concern about officer safety, prohibits officers from conducting a probation search on a person who has been stopped and who is on probation for a non-

violent offense. OPD has also conducted far fewer stops in recent years. The revised use-of-force policy, not yet in effect, also sets new limits on when officers can use force.

It is through policies like these, aimed at limiting the role of officer discretion and subjective decision making, that we can reduce the role of implicit or subconscious (or explicit/conscious) bias from influencing officers' actions. Specifically, by reducing the circumstances in which officers may contact people – stopping or detaining them, conducting searches, asking questions, etc. – and setting objective criteria for such decisions, we close those disparities. To the extent that community members of color are most impacted by police contacts in the first place, then these measures to constrain subjective decision making on the part of officers should have a disproportionately beneficial impact on those same communities.

For now, then, the best measure of whether Oakland is successfully addressing racial disparities in policing is not sustained rates on the existing prohibition on racial profiling, given the narrow language of that rule, but continued studies of whether these disparate outcomes exist, and changing policy to address those outcomes.

Excessive use of force

Sustained rate: CPRA sustained 7 (2.4%) out of 289 use-of-force allegations in 2020. Use-of-force allegations accounted for 11% of all (63) sustained allegations. 5 (4.9%) out of the 102 complaints that included one or more use-of-force allegations saw at least one of those use-of-force allegations sustained, as compared to the 14.4% sustained rate for all complaints discussed above.

For comparison, San Francisco's DPA sustained 8 (5.7%) of the 138 use-of-force allegations closed in 2019; use-of-force allegations accounted for 5% of all sustained allegations. In San Jose, zero out of 139 use-of-force allegations were sustained.

OPD policy: OPD's use-of-force policy sets forth a traditional "reasonable belief" requirement. The 2020 OPD policy manual contained no requirement that officers de-escalate prior to using force, other than at least considering verbal commands, or reducing force only after securing compliance. In 2020, CPRA worked with the Police Commission, OPD, and other stakeholders to propose extensive revisions to this policy that would include detailed de-escalation requirements and expectations. CPRA also issued its own policy recommendation regarding the need to include de-escalation requirements in the OPD policy manual.

Meanwhile, CPRA can investigate compliance with the existing policy, which is virtually silent on de-escalation, providing only: “Members are required to de-escalate the force when the member reasonably believes a lesser level or no further force is appropriate.”

CPRA Policy Recommendations – Use of Force

Canine bites: CPRA recommends that OPD eliminate the presumption that canine bites are Level 2 uses of force and, due to the potential for canine bites to cause severe bodily injury, updating the policy to indicate that a canine bite shall always be considered at least a Level 2 use of force.

“Channeling” bicyclists: OPD should outline when and under what circumstances (if any) officers are permitted to “channel” – or alter the path of – subjects on bicycles. Using a vehicle to alter the path of a bicyclist may endanger the bicyclist, the officer(s) in the vehicle and/or uninvolved pedestrians or motorists. OPD should also designate channeling as a use of force anytime the bicyclist is injured or the bicycle makes contact with any other object, such as a parked vehicle. In this regard, OPD should designate which level of force (one through four) would be most appropriate and consider what reporting and investigation standards should apply. Department General Order K-4 states that when a vehicle intentionally strikes a suspect it should be reported and investigated as a deadly use of force. However, as written, the DGO requires evidentiary proof that there was a strike, that the act by the officers was intentional, and that actual contact was made. This is an extremely high standard and precludes such investigation and reporting in most cases.

De-escalation: The CPRA recommends that the Department should re-examine or reinforce policies and tactics to de-escalate incidents and minimize aggressive approaches that create community tension when detaining subjects, taking into consideration practicability and officer safety concerns.

CONCLUSION

Independent civilian oversight of police continues to evolve – nationally and in Oakland – commensurate with increasing public demands for individual and systemic accountability. Oakland is a national leader in addressing this growing demand. Its oversight structure combines essentially all of the existing models of oversight and goes further by enhancing the power of the Police Commission in a variety of ways.

CPRA's independence benefits from this robust oversight structure and the Commission's broad authority – there is a culture of supporting rigorous and independent investigations into potential misconduct and for pursuing appropriate discipline in cases in which misconduct has been discovered. In too many places, honesty from oversight agencies can spark political or other blowback. Oakland, by contrast, welcomes reform and honest evaluations of both specific incidents and broader policy.

Last year brought with it significant challenges for everyone in this country. In Oakland, these challenges were transformed into collective learning, healing, and momentum. Our work in 2021 will benefit from the groundwork laid in 2020 in response to these challenges. CPRA welcomes the opportunity to join in partnership with City leaders, the Commission, community groups, and, once appointed, the Inspector General to develop creative and bold new solutions to the problems that the community is bravely surfacing. We welcome suggestions for how we, too, can improve our work, be more transparent, build trust, and solve these challenges to make policing more accountable.

Thank you, Oakland, for trusting CPRA to do this critical work. We look forward to another year of continued collaboration and growth.

APPENDIX A: Statistics Required by the City of Oakland Municipal Code

The Community Police Review Agency (CPRA) is mandated to report certain statistics to the Public Safety Committee of the Oakland City Council by Municipal Code 2.46.030. This appendix reflects the CPRA's response to that requirement.

Oakland Municipal Code 2.46.030

H. No less than twice a year and as permitted by applicable law, issue a report to the Public Safety Committee which shall include the following information:

1. The number of complaints submitted to the Agency together with a brief description of the nature of the complaints and the identification of the Council District from which the complaint originated

2020 Complaints

Incidents with Unique Case # Complainants in those	642
Cases	656

To be consistent with prior year "complaints received" reporting, **the CPRA App contains records of 642 unique Case numbers / incidents in 2020.**

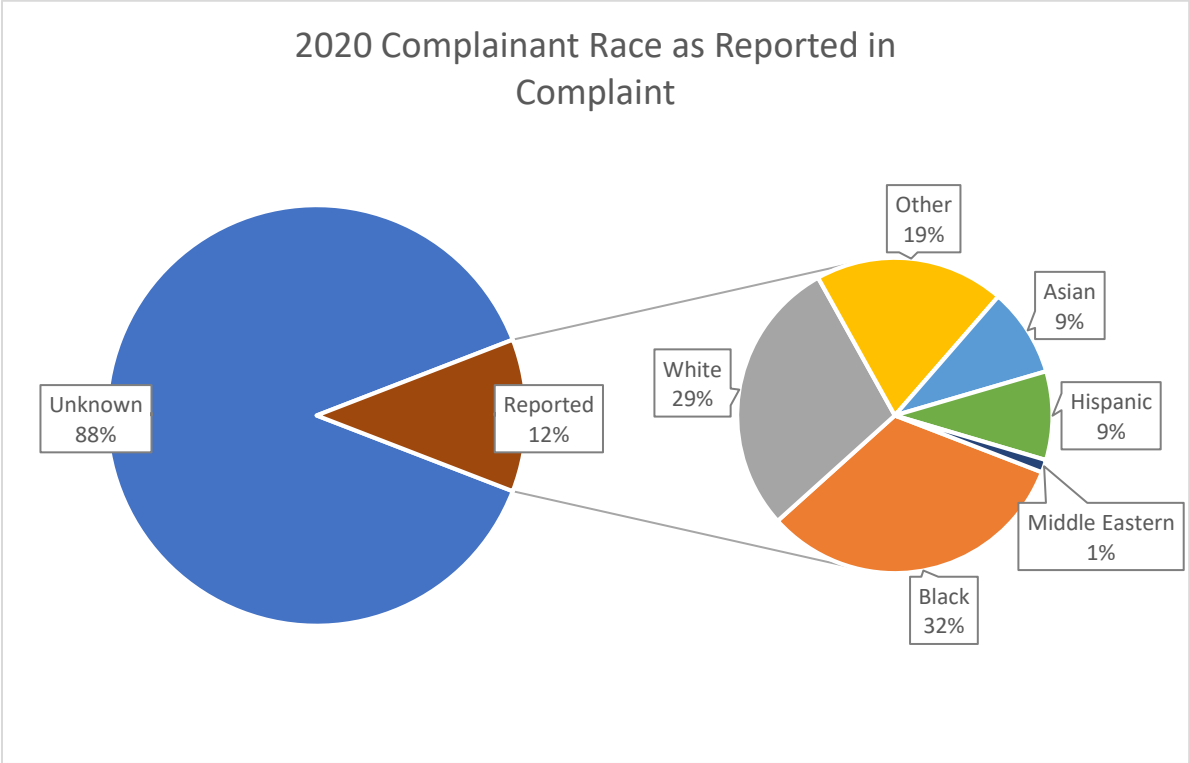
Some incidents receive multiple complaints but are assigned to a single unique Case number and investigation. Therefore, actual number of unique Complaints and complainants associated with investigations that received a case number in 2020 was 656.

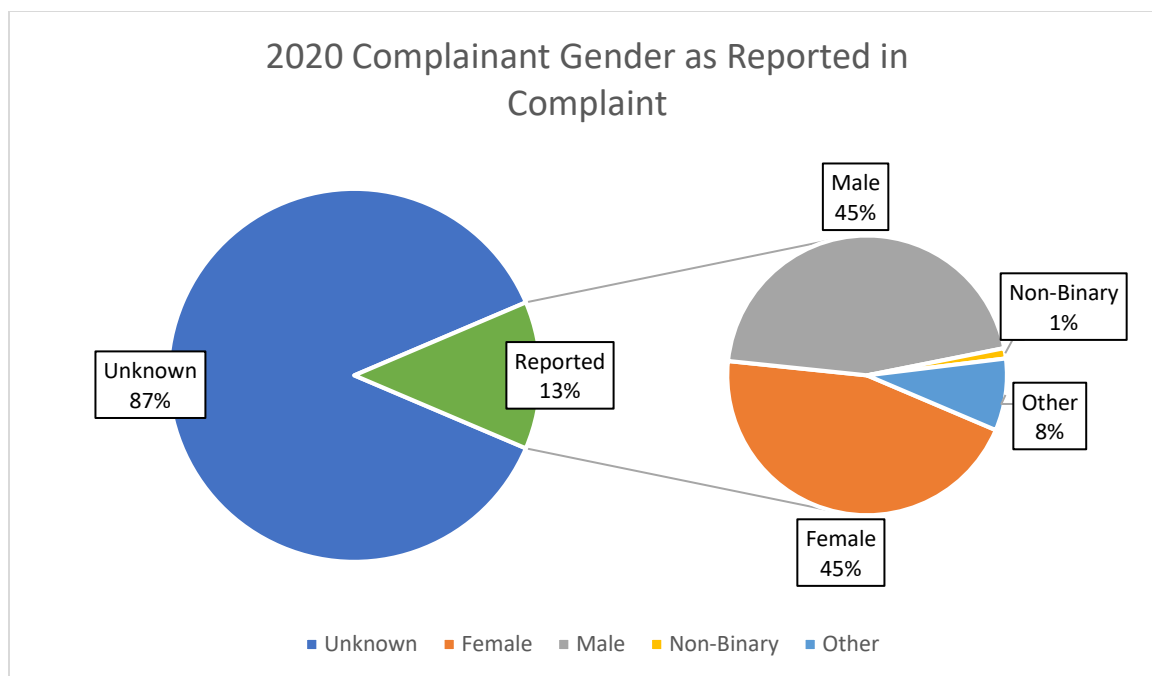
To the extent these complaints can be attributed to a single City of Oakland Council District, based on address data provided that information is contained the following chart:

Council District	Count
Unknown	431
COUNCIL DISTRICT 1	13
COUNCIL DISTRICT 2	14
COUNCIL DISTRICT 3	29
COUNCIL DISTRICT 4	17
COUNCIL DISTRICT 5	30
COUNCIL DISTRICT 6	55
COUNCIL DISTRICT 7	53
Grand Total	642

2. The demographic profiles of the complainants to the extent that information exists or is voluntarily provided by the complainants

The following tables contain information on complainant demographics as provided by complainants to the extent that information exists. CPRA collects demographic data from complainants who come directly to CPRA. OPD does not collect demographic data from complainants who come directly to OPD. The vast majority of complaints (87%) were made directly to OPD rather than to CPRA, so demographic data is unavailable as to most complainants.





3. The number of the Agency's pending investigations, and the types of Misconduct that is being investigated

There were one hundred twenty-three (123) pending investigations as of December 31, 2020. Fifty-two (52) of these were protest related cases and seventy-five (75) involved investigations of other incidents. Misconduct being investigated included allegations of:

- Use of Force
- First Amendment Assembly
- Harassment and Discrimination
- Custody of Prisoners
- Care of Property
- Profiling
- Improper Search
- Performance of Duty
- Obedience to Laws
- Truthfulness
- Failure to Accept a Complaint
- Demeanor

4. The number of investigations completed by the Agency, the results of the investigations, and the amount of time spent on the investigations

187 investigations consisting of 995 separate allegations of misconduct were completed by Agency staff in 2020. Findings for these allegations are as follows:

Finding	Count
Sustained	63
Unfounded	424
Exonerated	349
Not Sustained	64
No CPRA Jurisdiction	72
No Finding	10
Complaint Withdrawn / Uncooperative Complainant	11
3304 Violation	2

The Average time spent on a CPRA investigation closed in 2020 was 199 days.

5. The number of Department sworn employees for whom sustained findings of misconduct were made and the level of discipline proposed

The CPRA sustained sixty-three (63) allegations misconduct against forty-five (45) subject officers in 2020.

Discipline for sustained allegations ranged from Counseling and Training to Termination.

6. The number of closed investigations which did not result in sustained findings and/or discipline of the subject officer

160 investigations closed by the CPRA in 2020 did not result in sustained findings or discipline against any subject officers.

7. The number of cases referred to mediation

The CPRA does not currently have a mediation program.

8. The number of cases in which the Agency failed to meet (a) the one-hundred-and-eighty-day (180) goal specified by City Charter section 604(f)(3), and/or (b) the deadline specified by California Government Code section 3304; and

- a. The CPRA failed to meet the 180-day deadline on 83 cases that were closed in 2020.
- b. The CPRA closed two investigations with a finding of a “3304 violation” denoting that they were not completed before the statutory deadline under California law. In one of those cases, the Agency determined that the statutory limit on imposing discipline related to an incident

that was several years old had passed before the complaint was made and that no further action could be taken. In a second case, (Case # 18-0335), the investigation had been tolled (paused) because the subject officer was out on medical leave and the Agency was told that he was not available to be interviewed by either the CPRA or the Department. However, in 2020 it was discovered that a separate investigation of that officer related to a different incident had been conducted and that he had been interviewed for that investigation without providing notice to either the Department or CPRA investigator in case 18-0335. The fact that the officer was interviewed on a separate issue was determined to have voided the medical leave tolling provisions pausing the original investigation, and by the time that the investigators learned of that interview the statutory 3304 deadline had already expired on the original investigation thereby preventing any findings or discipline that might otherwise have been imposed on the subject officer. The Police Department reports they have taken steps to improve their reporting to CPRA of officer unavailability due to medical leave such that this does not happen in the future.

9. The number of times a Department employee failed to comply with the Agency's request for an interview or for the production of documents, and the number of times a Department sworn employee failed to comply with a valid subpoena, and whether discipline was imposed for any such non-compliance.

Zero (0)

Appendix B: CPRA Investigations Closed in 2020

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding*						
18-0214	JS	2/24/2018	2/24/2018	2/21/2020	Subject Officer 1	Conduct Toward Others – Demeanor	Sustained						
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Sustained						
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Not Sustained						
						Performance of Duty – Report Writing	Sustained						
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated						
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated						
						18-0335	JS	4/4/2018	4/4/2018	8/20/2020	Subject Officer 1	Use of Force (Taser)	3304 Statute
												Subject Officer 1	Improper Dissemination of Computer Information
Improper Dissemination of Computer Information	Not Sustained												
Subject Officer 1	Performance of Duty – General Use of Force – Level 4	Not Sustained											
	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination	Unfounded										
Performance of Duty – Care of Property		Unfounded											
Conduct Toward Others – Demeanor		Unfounded											
Obstructing the Internal Affairs Process		Unfounded											
Use of Force – Level 1		Unfounded											
Subject Officer 2		Conduct Toward Others – Harassment and Discrimination	Unfounded										
	Performance of Duty – Care of Property	Unfounded											
	Use of Force – Level 1	Unfounded											
	Failure to Accept or Refer a Complaint (Unintentional)	Not Sustained											
	Subject Officer 3	Performance of Duty – Care of Property	Unfounded										
		Use of Force – Level 1	Unfounded										
Subject Officer 4	Failure to Accept or Refer a Complaint (Unintentional)	Unfounded											
	Performance of Duty – Care of Property	Unfounded											
	Conduct Toward Others – Demeanor	Unfounded											
	Failure to Accept or Refer a Complaint (Unintentional)	Not Sustained											
	19-0134 (Bifurcated)	AN	1/29/2019	1/29/2019	1/13/2020	Subject Officer 1	Use of Force	Exonerated					
						Subject Officer 2	Use of Force	Exonerated					
Subject Officer 3						Use of Force	Exonerated						
Subject Officer 4						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated						
						Use of Force	Exonerated						
Performance of Duty – Unintentional/ Improper Search Seizure Arrest						Exonerated							
19-0206	AL	2/16/2019	2/16/2019	1/15/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated						
						Use of Force – Level 4	Unfounded						
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated						
						Use of Force – Level 4	Unfounded						
						19-0207	CS	2/18/2019	2/18/2019	2/6/2020	Subject Officer 1	Performance of Duty – PDRD	Sustained
												Performance of Duty – PDRD	Sustained
Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded											
	Performance of Duty – Report Writing	Unfounded											
Subject Officer 3	Use of Force	None – No Longer with Department											
	Conduct Toward Others – Demeanor	None – No Longer with Department											
	Use of Force	Unfounded											
	Use of Force	Exonerated											
	Use of Force	Exonerated											
	Use of Force	Unfounded											
Subject Officer 1	Conduct Toward Others – Demeanor	Unfounded											
	Use of Force	Exonerated											
	Refusal to Provide Name or Serial Number	Unfounded											
	Performance of Duty – PDRD	Sustained											
Subject Officer 2	Performance of Duty – PDRD	Sustained											
	19-0220	AN	2/20/2019	2/20/2019	2/3/2020	Subject Officer 1	Use of Force	Exonerated					

*Note: Please find a Glossary of Terms on the final page of this Appendix.

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
19-0235	CS	2/24/2019	2/24/2019	2/21/2020	Subject Officer 1	Performance of Duty – General	Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Not Sustained
						Performance of Duty – Care of Property	Unfounded
					Subject Officer 2	Use of Force	Not Sustained
						Performance of Duty – Care of Property	Sustained
						Use of Force	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 3	Use of Force	Unfounded
						Use of Force	Unfounded
						Use of Force	Unfounded
						Use of Force	Unfounded
					Subject Officer 4	Use of Force	Unfounded
						Use of Force	Unfounded
19-0257	ED	1/4/2019	2/27/2019	1/3/2020	Subject Officer 1	Use of Force	Unfounded
						Use of Force	Not Sustained
						Use of Force	Not Sustained
						Use of Force	Not Sustained
					Subject Officer 2	Conduct Toward Others – Demeanor	Unfounded
						Use of Force	Unfounded
						Use of Force	Not Sustained
						Use of Force	Not Sustained
					Subject Officer 3	Conduct Toward Others – Demeanor	Unfounded
						Use of Force	Unfounded
						Use of Force	Not Sustained
						Use of Force	Not Sustained
					Subject Officer 4	Conduct Toward Others – Demeanor	Unfounded
						Use of Force	Unfounded
						Use of Force	Not Sustained
						Use of Force	Exonerated
					Subject Officer 5	Use of Force	Not Sustained
						Use of Force	Not Sustained
						Use of Force	Not Sustained
						Conduct Toward Others – Demeanor	Unfounded
					Subject Officer 6	Performance of Duty – General	Not Sustained
						Use of Force	Not Sustained
						Use of Force	Not Sustained
						Conduct Toward Others – Demeanor	Unfounded
19-0261	KT	6/2/2018	2/27/2019	1/25/2020	Subject Officer 1	Performance of Duty – General	Not Sustained
						Use of Force	Not Sustained
19-0263	AL	3/3/2019	3/3/2019	2/25/2020	Subject Officer 1	Performance of Duty – PDRD	Sustained
						Use of Force – Level 3	Exonerated
					Subject Officer 2	Use of Force – Level 3	Unfounded
						Performance of Duty – PDRD	Sustained
					Subject Officer 3	Use of Force – Level 3	Unfounded
						Use of Force – Level 3	Unfounded
19-0276	KT	4/8/2018	3/5/2019	1/25/2020	Subject Officer 1	Use of Force – Level 3	Unfounded
						Conduct Toward Others – Demeanor	Sustained
					Subject Officer 2	Performance of Duty – General	Not Sustained
19-0336	MM	3/27/2019	3/27/2019	3/5/2020	Subject Officer 1	Use of Force	Not Sustained
						Failure to Accept or Refer a Complaint (Unintentional)	Sustained
						Use of Force – Level 3	Unfounded
					Subject Officer 2	Use of Force	Unfounded
						Performance of Duty – Handcuffing	Exonerated
					Subject Officer 3	Failure to Accept or Refer a Complaint (Unintentional)	Sustained
						Use of Force – Level 3	Unfounded
19-0416	AN	4/17/2019	4/17/2019	3/18/2020	Subject Officer 1	Use of Force	Unfounded
						Performance of Duty – General	Unfounded
						Use of Force – Level 2	Sustained
					Subject Officer 2	Use of Force – Level 1	Sustained
						Use of Force – Level 1	Sustained
						Supervisors – Authority and Responsibilities	Exonerated
					Subject Officer 3	Performance of Duty – General	Sustained
						Commanding Officers – Authority and Responsibilities	Sustained
						Use of Force – Level 4	Exonerated
					Subject Officer 4	Use of Force – Level 4	Exonerated
						Use of Force – Level 4	Exonerated
19-0416	AN	4/17/2019	4/17/2019	3/18/2020	Subject Officer 5	Use of Force – Level 4	Exonerated
						Use of Force – Level 4	Exonerated
19-0416	AN	4/17/2019	4/17/2019	3/18/2020	Subject Officer 6	Use of Force – Level 4	Exonerated
						Use of Force – Level 4	Exonerated
19-0416	AN	4/17/2019	4/17/2019	3/18/2020	Subject Officer 7	Use of Force – Level 4	Exonerated
						Use of Force – Level 4	Exonerated
19-0416	AN	4/17/2019	4/17/2019	3/18/2020	Subject Officer 8	Performance of Duty – PDRD	Sustained
						Performance of Duty – PDRD	Sustained

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
19-0422	JS	4/20/2019	4/20/2019	2/18/2020	Subject Officer 1	Performance of Duty – PDRD	Sustained
						Use of Force – Level 3	Exonerated
					Subject Officer 2	Use of Force – Level 3	Exonerated
						Use of Force – Level 3	Exonerated
					Subject Officer 3	Use of Force – Level 3	Exonerated
					Subject Officer 4	Use of Force – Level 3	Exonerated
19-0461	AL	5/5/2019	5/5/2019	4/23/2020	Subject Officer 1	Use of Force – Level 3	Sustained
						Performance of Duty – General	Sustained
19-0497	ED	5/14/2019	5/14/2019	4/20/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Conduct Toward Others – Harassment and Discrimination	Unfounded
						Conduct Toward Others – Harassment and Discrimination	Unfounded
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded
						Conduct Toward Others – Harassment and Discrimination	Unfounded
19-0515	AL	5/20/2019	5/20/2019	5/8/2020	Subject Officer 1	Use of Force – Level 3	Sustained
						Performance of Duty – General	Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
19-0558	JS	5/30/2019	6/7/2019	5/4/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – General	Unfounded
					Subject Officer 2	Conduct Toward Others – Demeanor	Not Sustained
						Performance of Duty – General	Unfounded
						Conduct Toward Others – Demeanor	Unfounded
						Conduct Toward Others – Demeanor	Unfounded
19-0585 (consolidated w/ 19-0688)	JS	6/11/2019	6/12/2019	6/2/2020	Subject Officer 1	Conduct Toward Others – Demeanor	Not Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Not Sustained
						Conduct Toward Others – Demeanor	Unfounded
						Conduct Toward Others – Harassment and Discrimination	Not Sustained
					Subject Officer 2	Conduct Toward Others – Demeanor	Not Sustained
						Conduct Toward Others – Demeanor	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Not Sustained
						Use of Force	Not Sustained
					Subject Officer 3	Use of Force	Exonerated
						Conduct Toward Others – Harassment and Discrimination	Not Sustained
						Conduct Toward Others – Demeanor	Not Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Not Sustained
19-0590	AN	6/13/2019	6/13/2019	5/13/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination	Not Sustained
						Performance of Duty – General	Sustained
						Failure to Accept or Refer a Complaint (Unintentional)	Sustained
					Subject Officer 2	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Failure to Accept or Refer a Complaint (Unintentional)	Unfounded
					Subject Officer 3	Failure to Accept or Refer a Complaint (Unintentional)	Not Sustained
					Subject Officer 4	Failure to Accept or Refer a Complaint (Unintentional)	Not Sustained
						Failure to Accept or Refer a Complaint (Unintentional)	Not Sustained

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
19-0593	ED	6/15/2019	6/15/2019	6/12/2020	Subject Officer 1	Use of Force	Exonerated
						Use of Force	Exonerated
						Use of Force	Exonerated
						Use of Force	Not Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 2	Use of Force	Exonerated
						Use of Force	Exonerated
						Use of Force	Unfounded
						Use of Force	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 3	Use of Force	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Search Seizure Arrest	Exonerated
					Unidentified Officer	Use of Force	No Finding
19-0597	ED	6/13/2019	6/15/2019	6/9/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – General	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded
						Performance of Duty – General	Unfounded
						Use of Force	Exonerated
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – General	Exonerated
					Subject Officer 3	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – General	Exonerated
					Unknown Officer	Conduct Toward Others – Harassment and Discrimination	Unfounded
19-0601	MM	6/17/2019	6/17/2019	5/21/2020	Subject Officer 1	Use of Force – Level 3	Sustained
						Use of Force – Level 4	Exonerated
					Subject Officer 2	Use of Force	Exonerated
					Subject Officer 3	Conduct Toward Others – Demeanor	Unfounded
						Use of Force – Level 4	Unfounded
19-0619	MM	6/24/2019	6/24/2019	7/23/2020	Subject Officer 1	Use of Force – Level 3	Unfounded
						Use of Force	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Not Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Not Sustained
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Not Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Not Sustained
						Performance of Duty – General	Exonerated
						Performance of Duty – Handcuffing	Not Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Not Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Not Sustained
						Performance of Duty – Handcuffing	Not Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Not Sustained
19-0628	JS	6/20/2019	6/21/2019	6/5/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Not Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Sustained
						Performance of Duty – General	Sustained
						Performance of Duty – PDRD	Sustained
19-0651	JS	7/1/2019	7/1/2019	8/21/2020	Subject Officer 1	Performance of Duty – General	Sustained
						Performance of Duty – General	Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded
						Performance of Duty – General	Unfounded
						Conduct Toward Others – Harassment and Discrimination	Unfounded
					Subject Officer 2	Supervisors – Supervision	Sustained
						Performance of Duty – General	Unfounded

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
19-0685	AN	6/26/2019	7/9/2019	6/23/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 3	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 3	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
19-0693	AN	6/24/2019	7/11/2019	6/3/2020	Subject Officer 1	Conduct Toward Others – Demeanor	Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Use of Force – Level 3	Exonerated
					Subject Officer 2	Use of Force – Level 1	Not Sustained
						Failure to Accept or Refer a Complaint (Unintentional)	Sustained
						Use of Force – Level 4	Exonerated
					Subject Officer 3	Reports and Bookings	Unfounded
						Performance of Duty – General	Sustained
					Subject Officer 4	Performance of Duty – General	Sustained
					Subject Officer 5	Performance of Duty – PDRD	Sustained
						Performance of Duty – General	Not Sustained
					Subject Officer 6	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Use of Force – Level 1	Unfounded
19-0739	JS	7/22/2019	7/22/2019	6/22/2020	Unknown Officer	Use of Force – Level 4	Exonerated
					Subject Officer 1	Obedience to Laws	Unfounded
						Truthfulness	Unfounded
19-0753	AL	7/26/2019	7/26/2019	6/4/2020	Subject Officer 1	Performance of Duty – General	Unfounded
						Conduct Toward Others – Demeanor	Sustained
						Use of Force – Level 4	Sustained
						Use of Force – Level 1	Not Sustained
						Department Property and Equipment – Improper Use/Care/Failure to Carry	Sustained
						Obedience to Laws – Felony/Serious Misdemeanor	Sustained
						General Conduct	Sustained
19-0775	AL	7/31/2019	7/31/2019	6/9/2020	Subject Officer 1	Conduct Toward Others – Demeanor	Withdrawn
						No MOR Violation	No MOR Violation
						No MOR Violation	No MOR Violation
19-0827	CD	8/10/2019	8/10/2019	2/26/2020	No Officer	Service Complaint	Service Related
						Service Complaint	Service Related
						Service Complaint	Service Related
					Unknown Officer	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Conduct Toward Others – Harassment and Discrimination	Unfounded
						No Duty/No MOR Violation	No MOR Violation
					Subject Officer 1	No Duty/No MOR Violation	No MOR Violation
						No Duty/No MOR Violation	No MOR Violation
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 2	Performance of Duty – General	Exonerated
						Use of Force	Unfounded
					Subject Officer 3	Use of Force	Unfounded
						Use of Force	Unfounded
					Subject Officer 4	Use of Force	Unfounded
						Use of Force	Unfounded
19-0839	RM	8/8/2019	8/12/2019	1/31/2020	Unknown Officer	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – General	Exonerated
						Use of Force	Unfounded
19-0839	RM	8/8/2019	8/12/2019	1/31/2020	Unknown Officer	Conduct Toward Others – Harassment and Discrimination	Complaint Withdrawn
						Performance of Duty – General	Complaint Withdrawn

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
19-0849	RM	8/14/2019	8/14/2019	2/5/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination	Exonerated
					Subject Officer 2	Use of Force	Exonerated
						Performance of Duty – General	Exonerated
						Use of Force	Exonerated
					Subject Officer 3	Conduct Toward Others – Harassment and Discrimination	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Care of Property	Exonerated
						Use of Force	Exonerated
19-0869	MM	8/18/2019	8/18/2019	7/28/2020	Subject Officer 1	Use of Force – Level 4	Exonerated
					Subject Officer 2	Use of Force – Level 2	Unfounded
						Use of Force – Level 2	Exonerated
					Subject Officer 3	Use of Force – Level 2	Unfounded
						Use of Force – Level 2	Exonerated
					Subject Officer 4	Refusal to Provide Name or Serial Number	Exonerated
						Subject Officer 5	Refusal to Provide Name or Serial Number
					19-0877	AN	8/19/2019
Subject Officer 2	Use of Force – Level 4	Exonerated					
	Use of Force – Level 3	Unfounded					
	Conduct Toward Others – Harassment and Discrimination	Unfounded					
	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated					
	Conduct Toward Others – Harassment and Discrimination	Unfounded					
	Failure to Accept or Refer a Complaint (Unintentional)	Unfounded					
	19-0878	ED	6/27/2019	8/20/2019			
Subject Officer 2					Performance of Duty – General	Exonerated	
					Performance of Duty – Miranda Violation	Exonerated	
					Use of Force	Exonerated	
					Performance of Duty – General	Unfounded	
					Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated	
					Performance of Duty – General	Unfounded	
					Performance of Duty – Miranda Violation	Exonerated	
					Use of Force	Exonerated	
					Performance of Duty – General	Unfounded	
					Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded	
					Conduct Toward Others – Demeanor	Unfounded	
Failure to Accept or Refer a Complaint (Intentional)	Unfounded						
Subject Officer 3	Use of Force	Unfounded					
	Use of Force	Unfounded					
	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated					
	Subject Officer 4	Performance of Duty – Care of Property	Not Sustained				
		Use of Force	Unfounded				
Performance of Duty – Care of Property		Not Sustained					
Subject Officer 5	Conduct Toward Others – Demeanor	Unfounded					
	Performance of Duty – Care of Property	Not Sustained					
Unknown Officer	No MOR Violation	No MOR Violation					
19-0906	JS	8/26/2019	8/26/2019	7/1/2020	Subject Officer 1	Conduct Toward Others – Demeanor	Unfounded
					Performance of Duty – General	Not Sustained	
					Performance of Duty – General	Not Sustained	
19-0911	AL	8/27/2019	8/27/2019	7/28/2020	Subject Officer 1	Use of Force – Level 2	Not Sustained
					Subject Officer 2	Performance of Duty – PDRD	Sustained
						Use of Force – Level 3	Unfounded
19-0918	CD	7/20/2019	8/29/2019	1/9/2020	Subject Officer 1	Use of Force – Level 3	Unfounded
					Conduct Toward Others – Demeanor	Unfounded	
					Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated	
19-0922	CD	8/29/2019	8/29/2019	1/23/2020	Subject Officer 1	Performance of Duty – General	Exonerated
					Service Complaint	Unfounded	
					Use of Force	Unfounded	
19-0978	CD	9/13/2019	9/13/2019	2/1/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Use of Force	Unfounded	
					Use of Force	Unfounded	

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
19-0987	MB	9/14/2019	9/16/2019	2/1/2020	Unknown Officer	Custody of Prisoners – Treatment and Maintaining Control	Unfounded
						No Duty/No MOR Violation	No MOR Violation
					Subject Officer 1	Conduct Toward Others – Demeanor	Unfounded
					Subject Officer 2	Performance of Duty – General	Unfounded
19-0993	RM	9/14/2019	9/17/2019	1/18/2020	Subject Officer 3	Performance of Duty – General	Unfounded
						Reports and Bookings	Unfounded
					Subject Officer 1	Performance of Duty – General	Unfounded
19-1005	MM	5/7/2019	9/17/2019	6/19/2020	Subject Officer 2	Performance of Duty – General	Unfounded
					Subject Officer 1	Performance of Duty – General	Exonerated
19-1032	CD	9/24/2019	9/24/2019	2/6/2020	Subject Officer 1	Performance of Duty – General	Exonerated
						Conduct Toward Others – Harassment and Discrimination	Unfounded
19-1039	RM	9/24/2019	9/25/2019	2/14/2020	Unknown Officer	Performance of Duty – Care of Property	Complaint Withdrawn
						Performance of Duty – Care of Property	Complaint Withdrawn
19-1044	MB	9/25/2019	9/25/2019	1/23/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination	Unfounded
19-1053	CS	5/5/2018	9/27/2019	4/16/2020	Subject Officer 1	Truthfulness	Sustained
19-1068	MM	9/30/2019	9/30/2019	9/25/2020	Subject Officer 1	Performance of Duty – General	Sustained
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded
						Performance of Duty – General	Exonerated
19-1091	ED	10/4/2019	10/4/2019	10/2/2020	Subject Officer 1	Performance of Duty – General	Sustained
						Use of Force – Level 3	Exonerated
						Use of Force – Level 3	Exonerated
						Use of Force – Level 4	Exonerated
						Use of Force – Level 3	Unfounded
					Subject Officer 2	Performance of Duty – General	Sustained
						Use of Force – Level 3	Exonerated
						Use of Force – Level 3	Exonerated
						Use of Force – Level 4	Exonerated
						Use of Force – Level 3	Unfounded
19-1093	AL	10/5/2019	10/5/2019	9/18/2020	Subject Officer 3	Use of Force – Level 2	Exonerated
					Subject Officer 1	Performance of Duty – General	Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – Care of Property	Unfounded
					Subject Officer 2	Performance of Duty – General	Unfounded
						Performance of Duty – General	Sustained
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Care of Property	Unfounded
19-1114	MB	10/9/2019	10/10/2019	5/6/2020	Subject Officer 1	Performance of Duty – General	Unfounded
						Conduct Toward Others – Demeanor	Unfounded

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding						
19-1123	ED	10/10/2019	10/11/2019	10/6/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated						
						Performance of Duty – General	Unfounded						
						Use of Force – Level 4	Unfounded						
						Use of Force – Level 3	Unfounded						
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated						
						Performance of Duty – General	Unfounded						
						Use of Force – Level 4	Exonerated						
						Use of Force – Level 3	Unfounded						
					Subject Officer 3	Use of Force – Level 2	Unfounded						
						Use of Force – Level 2	Unfounded						
						Conduct Toward Others – Demeanor	Unfounded						
						Use of Force – Level 3	Unfounded						
					Subject Officer 4	Use of Force – Level 2	Unfounded						
						Use of Force – Level 2	Unfounded						
						Conduct Toward Others – Demeanor	Unfounded						
						Use of Force – Level 3	Unfounded						
					Subject Officer 5	Use of Force – Level 2	Unfounded						
						Use of Force – Level 3	Unfounded						
						Subject Officer 6	Use of Force – Level 2	Unfounded					
							Conduct Toward Others – Demeanor	Unfounded					
					Performance of Duty – General		Unfounded						
					Use of Force – Level 3		Unfounded						
					Subject Officer 7	Use of Force – Level 2	Unfounded						
						Conduct Toward Others – Demeanor	Unfounded						
						Performance of Duty – General	Unfounded						
						Conduct Toward Others – Demeanor	Unfounded						
Subject Officer 8	Conduct Toward Others – Demeanor	Unfounded											
	Conduct Toward Others – Demeanor	Unfounded											
19-1141	CD	10/9/2019	10/11/2019	4/15/2020	Unknown Officer	No Duty/No MOR Violation	No MOR Violation						
						No Duty/No MOR Violation	No MOR Violation						
					Subject Officer 1	No Duty/No MOR Violation	Exonerated						
						Performance of Duty – General	Unfounded						
19-1143	MB	10/14/2019	10/14/2019	2/1/2020	Subject Officer 1	Performance of Duty – General	Exonerated						
						Performance of Duty – General	Exonerated						
					Subject Officer 2	Failure to Accept or Refer a Complaint (Unintentional)	Unfounded						
						Subject Officer 3	Performance of Duty – General	Exonerated					
19-1153	MM	10/17/2019	10/17/2019	9/23/2020	Subject Officer 1		Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated					
						Performance of Duty – General	Exonerated						
					Subject Officer 2	Performance of Duty – General	Unfounded						
						Subject Officer 3	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded					
Use of Force	Unfounded												
Performance of Duty – Care of Property	Unfounded												
Performance of Duty – General	Unfounded												
Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded												
Use of Force	Unfounded												
19-1156	CD	10/17/2019	10/17/2019	2/18/2020	Unknown Officer	Obedience to Laws – Felony/Serious Misdemeanor	Unable to Identify Officer						
						Obedience to Laws – Felony/Serious Misdemeanor	Unable to Identify Officer						
						19-1159	RM	10/17/2019	10/17/2019	3/25/2020	Unknown Officer	Service Complaint	Service Related
												Performance of Duty – General	Unfounded
Subject Officer 1	Performance of Duty – General	Exonerated											
	Subject Officer 2	Performance of Duty – General	Exonerated										
Use of Force		Unfounded											
Subject Officer 3	Performance of Duty – Handcuffing	Exonerated											
	Performance of Duty – General	Exonerated											
Subject Officer 4	Use of Force	Unfounded											
	Performance of Duty – Handcuffing	Exonerated											
Subject Officer 5	Performance of Duty – General	Exonerated											
	Subject Officer 6	Performance of Duty – General	Exonerated										
Subject Officer 7		Performance of Duty – General	Exonerated										
	Subject Officer 8	Use of Force	Unfounded										
Subject Officer 9		Performance of Duty – General	Exonerated										
	Subject Officer 10	Performance of Duty – General	Exonerated										
Subject Officer 11		Performance of Duty – General	Exonerated										
	Subject Officer 12	Performance of Duty – General	Exonerated										
Use of Force		Unfounded											
Performance of Duty – Handcuffing	Exonerated												

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
19-1161	MB	10/17/2019	10/18/2019	1/18/2020	Subject Officer 1	Use of Force	Exonerated
19-1169 (B ED)		10/17/2019	10/17/2019	9/30/2020	Subject Officer 1	Performance of Duty – Miranda Violation	Sustained
						No MOR Violation	No MOR Violation
						Use of Force – Level 4	Exonerated
						Reports and Bookings	Exonerated
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded
						Performance of Duty – General	Unfounded
						Conduct Toward Others – Harassment and Discrimination	Unfounded
						No MOR Violation	No MOR Violation
						Use of Force – Level 4	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded
						Performance of Duty – General	Unfounded
						Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – General	Unfounded
						Use of Force	Unfounded
19-1190	MB	10/25/2019	10/25/2019	1/18/2020	Subject Officer 1	Performance of Duty – General	Unfounded
					Subject Officer 2	Use of Force	Unfounded
						Performance of Duty – General	Unfounded
19-1208	CD	10/31/2019	10/31/2019	3/17/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded
						Obedience to Laws – Felony/Serious Misdemeanor	Unfounded
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded
						Use of Force	Unfounded
						Use of Force	Unfounded
						Use of Force	Unfounded
19-1224	MB	11/4/2019	11/4/2019	1/18/2020	Subject Officer 1	Use of Force	Unfounded
						Use of Force	Unfounded
19-1226	CD	arious Dates 201	11/2/2019	3/12/2020	Unknown Officer	No Duty/No MOR Violation	Unable to Identify Officer
19-1228	MB	11/3/2019	11/3/2019	2/1/2020	Unknown Officer	Conduct Toward Others – Demeanor	Unfounded
19-1241	RM	11/5/2019	11/5/2019	2/22/2020	Unknown Officer	Conduct Toward Others – Harassment and Discrimination	Unable to Identify Officer
19-1245	MB	11/9/2019	11/9/2019	1/30/2020	Unknown Officer	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of duty – Intentional Search Seizure or Arrest	Exonerated
19-1254	MB	11/10/2019	11/10/2019	1/23/2020	Unknown Officer	Conduct Toward Others – Harassment and Discrimination	Unfounded
19-1261	MB	11/12/2019	11/13/2019	2/1/2020	Subject Officer 1	Use of Force	Exonerated
						Use of Force	Unfounded
19-1263	CD	11/12/2019	11/12/2019	4/6/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – General	Unfounded
					Subject Officer 2	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – General	Unfounded
					Subject Officer 3	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – General	Unfounded
19-1264	CD	11/10/2019	11/10/2019	3/13/2020	Unknown Officer	No Duty/No MOR Violation	No MOR Violation
19-1272	RM	11/12/2019	11/12/2019	2/22/2020	Unknown Officer	Performance of Duty – Report Writing	Unable to Identify Officer
19-1276	MB	11/17/2019	11/17/2019	2/13/2020	Subject Officer 1	Use of Force	Unfounded
						Use of Force	Unfounded
					Subject Officer 2	Use of Force	Unfounded
						Use of Force	Unfounded
19-1277	MB	11/16/2019	11/17/2019	2/13/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Conduct Toward Others – Demeanor	Unfounded

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
19-1295	CD	8/23/2019	11/19/2019	3/6/2020	No Officer	No Duty/No MOR Violation	No MOR Violation
						No Duty/No MOR Violation	No MOR Violation
						No Duty/No MOR Violation	No MOR Violation
					Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Handcuffing	Unfounded
						Performance of Duty – Care of Property	Exonerated
						Use of Force	Unfounded
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Handcuffing	Exonerated
						Performance of Duty – Care of Property	Exonerated
19-1304	RM	11/20/2019	11/21/2019	2/22/2020	Subject Officer 1	Performance of Duty – General	Unfounded
						Performance of Duty – General	Unfounded
					Subject Officer 2	Performance of Duty – General	Unfounded
						Performance of Duty – General	Unfounded
19-1311	AL	11/14/2019	11/14/2019	9/24/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
19-1316	MB	11/22/2019	11/26/2019	2/27/2020	No Officer	No Duty/No MOR Violation	No MOR Violation
					Subject Officer 1	Conduct Toward Others – Demeanor	Unfounded
						Performance of Duty – General	Unfounded
						Performance of Duty – General	Unfounded
					Subject Officer 2	Conduct Toward Others – Demeanor	Unfounded
						Performance of Duty – General	Unfounded
						Performance of Duty – General	Unfounded
					Subject Officer 3	Conduct Toward Others – Demeanor	Unfounded
						Performance of Duty – General	Unfounded
						Performance of Duty – General	Unfounded
						Use of Force	Unfounded
19-1319	RM	11/24/2019	11/24/2019	3/13/2020	Subject Officer 1	Performance of Duty – General	Unfounded
						Conduct Toward Others – Demeanor	Unfounded
					Subject Officer 2	Performance of Duty – General	Unfounded
						Conduct Toward Others – Demeanor	Unfounded
19-1320	AL	11/24/2019	11/24/2019	10/9/2020	Subject Officer 1	Use of Force – Level 4	Unfounded
					Subject Officer 2	Conduct Toward Others – Harassment and Discrimination	Unfounded
19-1328	MM	5/31/2019	11/27/2019	11/3/2020	Subject Officer 1	Performance of Duty – General	Sustained
						Reports and Bookings	Not Sustained
						Truthfulness	Not Sustained
						Conduct Toward Others – Harassment and Discrimination	Unfounded
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 3	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 4	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 5	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
19-1331	MB	11/27/2019	11/27/2019	3/5/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Conduct Toward Others – Harassment and Discrimination	Unfounded
					Subject Officer 2	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded
					Subject Officer 3	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
19-1337	CD	11/30/2019	11/30/2019	4/15/2020	Subject Officer 1	Use of Force	Not Sustained
					Subject Officer 2	Use of Force	Not Sustained

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
19-1345	MB	11/5/2019	11/6/2019	2/27/2020	Unknown Officer	Performance of Duty – General No Duty/No MOR Violation No Duty/No MOR Violation No Duty/No MOR Violation	Unfounded No MOR Violation No MOR Violation No MOR Violation
					Subject Officer 1	Conduct Toward Others – Demeanor	Unfounded
19-1362	RM	12/5/2019	12/5/2019	4/1/2020	Subject Officer 1	Use of Force	Unfounded
19-1366	CD	12/5/2019	12/6/2019	4/6/2020	Unknown Officer	No Duty/No MOR Violation No Duty/No MOR Violation	No MOR Violation No MOR Violation
					Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Handcuffing	Exonerated
						Use of Force	Unfounded
						Use of Force	Unfounded
					Subject Officer 3	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Handcuffing	Exonerated
						Use of Force	Unfounded
						Use of Force	Unfounded
19-1372	MB	12/7/2019	12/8/2019	4/2/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Use of Force	Unfounded
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Use of Force	Unfounded
19-1379	MB	12/7/2019	12/7/2019	3/5/2020	Subject Officer 1	No Duty/No MOR Violation Prohibited Activity on Duty	No MOR Violation Unfounded
19-1390	JS	12/8/2019	12/12/2019	9/25/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Use of Force – Level 4	Exonerated
					Subject Officer 2	Use of Force – Level 4	Exonerated
					Subject Officer 3	Use of Force – Level 4	Exonerated
					Subject Officer 4	Use of Force – Level 4	Exonerated
						Performance of Duty – General	Exonerated
19-1391	JS	12/13/2019	12/13/2019	12/4/2020	Subject Officer 1	Conduct Toward Others – Demeanor Performance of Duty – General	Sustained Sustained
						Use of Force	Not Sustained
						Use of Force	Unfounded
						Use of Force	Exonerated
						Use of Force	Unfounded
					Subject Officer 2	Performance of Duty – PDRD	Unfounded
						Performance of Duty – General	Sustained
						Performance of Duty – PDRD	Sustained
						Conduct Toward Others – Demeanor	Sustained
						Use of Force	Not Sustained
						Performance of Duty – General	Unfounded
19-1398	AL	12/15/2019	12/15/2019	11/13/2020	Subject Officer 1	Use of Force – Level 3	Unfounded
					Subject Officer 2	Use of Force – Level 3	Unfounded
19-1420	MB	12/19/2019	12/19/2019	4/3/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination Use of Force	Unfounded Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 2	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Use of Force	Unfounded
19-1423	CD	12/20/2019	12/21/2019	5/8/2020	Subject Officer 1	Use of Force	Unfounded
19-1440	AL	12/24/2019	12/24/2019	11/19/2020	Subject Officer 1	Use of Force – Level 2 Use of Force – Level 2 Use of Force – Level 2	Unfounded Unfounded Exonerated
19-1444	CD	Not Reported	12/19/2019	5/29/2020	Unknown Officer	Performance of Duty – General	Complainant Uncooperative
19-1446	CD	12/17/2019	12/17/2019	5/7/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Conduct Toward Others – Demeanor	Unfounded
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Conduct Toward Others – Demeanor	Unfounded
19-1447	AN	12/26/2019	12/26/2019	6/19/2020	Subject Officer 1	Performance of Duty – Care of Property	Sustained
					Subject Officer 2	Performance of Duty – PDRD	Sustained
						Performance of Duty – General	Sustained
						Use of Force – Level 1	Unfounded

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
20-0016	MB	1/5/2020	1/5/2020	4/10/2020	Unknown Officer	Performance of Duty – General Use of Force	Exonerated Unfounded
20-0035	CD	1/9/2020	1/9/2020	5/15/2020	Subject Officer 1	Refusal to Accept or Refer Complaint	Unfounded
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest Use of Force – Level 4	Exonerated Exonerated Exonerated
					Subject Officer 3	Use of Force – Level 4	Exonerated
					Subject Officer 4	Use of Force – Level 4	Exonerated
					Subject Officer 5	Use of Force – Level 4	Exonerated
					Subject Officer 6	Use of Force – Level 4	Exonerated
					Subject Officer 7	Use of Force – Level 4	Exonerated
					Subject Officer 8	Use of Force – Level 4	Exonerated
					Subject Officer 9	Use of Force – Level 4	Exonerated
					Subject Officer 10	Performance of Duty – Unintentional/ Improper Search Seizure Arrest Use of Force – Level 4	Exonerated Exonerated Exonerated
					Unknown Officer	No Duty/No MOR Violation	No MOR Violation
20-0042	MB	1/10/2020	1/10/2020	5/29/2020	Unknown Officer	No Duty/No MOR Violation	No MOR Violation
					Subject Officer 1	No Duty/No MOR Violation	No MOR Violation
					Subject Officer 2	Performance of Duty – General	Exonerated
					Subject Officer 2	Performance of Duty – General	Exonerated
20-0044	JS	1/10/2020	1/13/2020	12/9/2020	Subject Officer 1	Performance of Duty – General Conduct Toward Others – Harassment and Discrimination	Exonerated Unfounded
						Conduct Toward Others – Demeanor	Unfounded
						Performance of Duty – PDRD	Exonerated
					Subject Officer 2	Performance of Duty – General Conduct Toward Others – Harassment and Discrimination	Exonerated Unfounded
						Conduct Toward Others – Demeanor	Unfounded
						Performance of Duty – PDRD	Exonerated
					Subject Officer 3	Performance of Duty – General Conduct Toward Others – Harassment and Discrimination	Exonerated Unfounded
						Conduct Toward Others – Demeanor	Not Sustained
						Performance of Duty – PDRD	Exonerated
20-0050	ED	1/14/2020	1/14/2020	11/3/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest Performance of Duty – General Use of Force	Exonerated Unfounded Exonerated
						Performance of Duty – General	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Miranda	Exonerated
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest Performance of Duty – General	Exonerated Exonerated
						Use of Force	Unfounded
						Performance of Duty – General	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Miranda	Exonerated
					Subject Officer 3	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 4	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 5	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 6	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
20-0051	JS	11/20/2019	1/14/2020	12/4/2020	Subject Officer 1	Reports and Bookings	Unfounded
20-0065	MB	12/15/2019	1/19/2020	4/24/2020	Unknown Officer	Peace Officer Status	Unable to Identify Officer
20-0082	CD	11/28/2019	1/23/2020	6/3/2020	No Officer	No Duty/No MOR Violation	No MOR Violation
					Subject Officer 1	Performance of Duty – General Use of Force	Unfounded Unfounded
					Subject Officer 2	Performance of Duty – General Use of Force	Unfounded Unfounded
20-0085	MB	1/10/2020	1/24/2020	5/7/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest Use of Force	Exonerated Unfounded
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Unknown Officer	Performance of Duty – Care of Property	Unfounded

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
20-0088	CD	1/25/2020	1/25/2020	6/5/2020	Subject Officer 1	No Duty/No MOR Violation Conduct Toward Others – Harassment and Discrimination (Race) Performance of Duty – General	No MOR Violation Unfounded Unfounded
20-0098	CD	1/29/2020	1/29/2020	6/15/2020	Subject Officer 1 Subject Officer 2 Subject Officer 3 Subject Officer 4 Subject Officer 5 Subject Officer 6 Subject Officer 7 Subject Officer 8 Subject Officer 9 Subject Officer 10	Performance of Duty – General Performance of Duty – General Performance of Duty – General Performance of Duty – General Performance of Duty – General Performance of Duty – General Performance of Duty – General Performance of Duty – General Use of Force Performance of Duty – General Performance of Duty – General	Unfounded Unfounded Unfounded Unfounded Unfounded Unfounded Unfounded Unfounded Unfounded Unfounded Unfounded
20-0104	CD	1/30/2020	1/30/2020	6/5/2020	Unknown Officer	No Duty/No MOR Violation No Duty/No MOR Violation	No MOR Violation No MOR Violation
20-0106	ED	1/29/2020	1/30/2020	11/10/2020	Subject Officer 1 Subject Officer 2	Use of Force – Level 3 Use of Force – Level 2 Use of Force – Level 2	Exonerated Unfounded Unfounded
20-0116	CD	1/22/2020	1/22/2020	7/3/2020	Unknown Officer	Conduct Toward Others – Harassment and Discrimination Performance of Duty – Care of Property	Unable to Identify Officer Unable to Identify Officer
20-0119	MB	1/31/2020	1/31/2020	4/30/2020	Subject Officer 1	Use of Force	Unfounded
20-0125	CD	2/1/2020	2/1/2020	6/5/2020	Subject Officer 1	No Duty/No MOR Violation Performance of Duty – Unintentional/ Improper Search Seizure Arrest Performance of Duty – General	No MOR Violation Exonerated Exonerated
20-0160	CD	2/7/2020	2/7/2020	6/19/2020	Subject Officer 1	Use of Force	Unfounded
20-0161	AL	5/18/2018	2/8/2020	9/8/2020	Unknown Officer Subject Officer 1	Use of Force Use of Force – Level 2	Unfounded No Jurisdiction
20-0171	MM	2/12/2020	4/28/2020	12/24/2020	Subject Officer 1 Subject Officer 2	Use of Force Performance of Duty – Unintentional/ Improper Search Seizure Arrest Use of Force Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded Exonerated Unfounded Exonerated
20-0177	MB	2/10/2020	2/11/2020	5/14/2020	Unknown Officer	Use of Force	Complainant Uncooperative
20-0196	CD	2/19/2020	2/19/2020	7/6/2020	Subject Officer 1 Subject Officer 2	Conduct Toward Others – Harassment and Discrimination Conduct Toward Others – Demeanor Use of Force Performance of Duty – Unintentional/ Improper Search Seizure Arrest Use of Force Use of Force Conduct Toward Others – Harassment and Discrimination Performance of Duty – Unintentional/ Improper Search Seizure Arrest Use of Force	Unfounded Unfounded Unfounded Exonerated Unfounded Unfounded Unfounded Exonerated Unfounded
20-0200	MB	2/19/2020	2/19/2020	5/14/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded
20-0201	MB	2/10/2020	2/10/2020	5/7/2020	Subject Officer 1	No Duty/No MOR Violation	No MOR Violation
20-0204	CD	2/22/2020	2/26/2020	8/11/2020	Unknown Officer	No Duty/No MOR Violation	No MOR Violation
20-0206	CD	2/23/2020	2/23/2020	7/9/2020	Subject Officer 1	Conduct Toward Others – Demeanor Performance of Duty – PDRD Performance of Duty – Care of Property Use of Force No Duty/No MOR Violation	Unfounded Unfounded Unfounded Unfounded No MOR Violation
20-0211	CD	2/23/2020	2/23/2020	8/20/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
20-0228	MB	2/23/2020	2/23/2020	5/21/2020	Unknown Officer	Performance of Duty – General	No Jurisdiction
20-0236	MB	2/26/2020	2/26/2020	6/2/2020	Subject Officer 1 Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest Performance of Duty – General Use of Force Performance of Duty – Unintentional/ Improper Search Seizure Arrest Performance of Duty – General	Exonerated Exonerated Unfounded Exonerated Exonerated

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
20-0263	MB	2/22/2020	2/27/2020	6/2/2020	Unknown Officer	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded
					Unknown Officer	No Duty/No MOR Violation	No MOR Violation
					Subject Officer 1	Conduct Toward Others – Demeanor	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 2	Conduct Toward Others – Demeanor	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 3	Conduct Toward Others – Demeanor	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
20-0268	RM	2/28/2020	2/28/2020	10/16/2020	No Officer	Service Complaint	Service Related
					Subject Officer 1	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – General	Unfounded
						Performance of Duty – General	Unfounded
						Performance of Duty – General	Unfounded
20-0272	MB	3/4/2020	3/4/2020	5/21/2020	Subject Officer 1	Use of Force	Unfounded
						Use of Force	Exonerated
						Conduct Toward Others	Unfounded
20-0277	CD	2/22/2020	3/6/2020	7/29/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Use of Force – Level 4	Unfounded
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – General	Unfounded
20-0325	CD	3/17/2020	3/17/2020	7/27/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – General	Unfounded
						Use of Force	Exonerated
					Subject Officer 3	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Search Seizure Arrest	Exonerated
20-0334	CD	3/19/2020	3/19/2020	7/24/2020	Subject Officer 1	Prisoners – Treatment and Maintaining Control	Exonerated
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 3	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 4	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 5	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 6	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 7	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 8	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – General	Exonerated

46

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
20-0394	MB	4/5/2020	4/5/2020	6/29/2020	Unknown Officer	Service Complaint	Service Related
						Service Complaint	Service Related
						Service Complaint	Service Related
						Service Complaint	Service Related
					Subject Officer 1	Performance of Duty – General	Unfounded
						Use of Force	Unfounded
						Use of Force	Exonerated
					Subject Officer 2	Performance of Duty – General	Unfounded
						Use of Force	Unfounded
						Use of Force	Exonerated
20-0413	MB	4/12/2020	4/13/2020	6/30/2020	Subject Officer 1	Performance of Duty – General	Unfounded
						Use of Force	Exonerated
					Subject Officer 2	Performance of Duty – General	Unfounded
						Use of Force	Exonerated
					Subject Officer 3	Performance of Duty – General	Unfounded
						Use of Force	Unfounded
						Use of Force	Exonerated
					Subject Officer 1	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
20-0416	MM	4/10/2020	4/10/2020	11/16/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 2	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Use of Force	Exonerated
						Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Use of Force	Exonerated
20-0431	RM	3/18/2020	4/15/2020	10/1/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination (Race)	Not Sustained
						Use of Force	Exonerated
20-0432	MB	4/15/2020	4/15/2020	6/25/2020	Subject Officer 1	Conduct Toward Others – Demeanor	Unfounded
						Use of Force	Unfounded
20-0483	MB	4/27/2020	4/27/2020	6/25/2020	Subject Officer 2	Conduct Toward Others – Demeanor	Unfounded
						Use of Force	Unfounded
					Subject Officer 3	Conduct Toward Others – Demeanor	Unfounded
						Use of Force	Unfounded
20-0492	AL	4/28/2020	4/28/2020	12/23/2020	Subject Officer 1	Conduct Toward Others – Demeanor	Unfounded
						Supervisors – Supervision	Unfounded
						Conduct Toward Others – Demeanor	Unfounded
						Failure to Accept or Refer a Complaint (Unintentional)	Unfounded
					Subject Officer 2	Performance of Duty – General	Unfounded
						Performance of Duty – General	Unfounded
					Subject Officer 3	Performance of Duty – General	Unfounded
						Performance of Duty – General	Unfounded
					Subject Officer 4	Performance of Duty – General	Unfounded
						Performance of Duty – General	Unfounded
					Subject Officer 5	Performance of Duty – General	Unfounded
						Performance of Duty – General	Unfounded
20-0498	RM	5/1/2020	5/1/2020	12/23/2020	Subject Officer 1	Performance of Duty – General	Unfounded
						Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded
20-0501	ED	5/1/2020	5/2/2020	12/17/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 2	Conduct Toward Others – Harassment and Discrimination (Race)	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 3	Conduct Toward Others – Harassment and Discrimination (Race)	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 4	Conduct Toward Others – Harassment and Discrimination (Race)	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 5	Conduct Toward Others – Harassment and Discrimination (Race)	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding					
20-0512	MB	5/4/2020	5/4/2020	7/2/2020	Unknown Officer	Service Complaint	Service Related					
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated					
						Performance of Duty – General	Exonerated					
20-0523	RM	5/7/2020	5/7/2020	10/28/2020	Subject Officer 1	Use of Force	Unfounded					
20-0528	JS	5/7/2020	5/7/2020	11/17/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded					
					Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated					
						Use of Force	Unfounded					
						Subject Officer 2	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded				
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated					
						Subject Officer 3	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded				
						Subject Officer 3	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated				
					Subject Officer 4		Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded				
							Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated				
						20-0538	AN	5/9/2020	5/9/2020	12/17/2020	Subject Officer 1	Use of Force
					Subject Officer 1						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
											Performance of Duty – General	Exonerated
Subject Officer 2	Use of Force	Exonerated										
	Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated									
		Performance of Duty – General	Exonerated									
20-0544	MM	5/8/2020	5/8/2020	10/6/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded					
					Subject Officer 1	Performance of Duty – General	Unfounded					
						Performance of Duty – General	Unfounded					
						Subject Officer 2	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded				
					Subject Officer 2		Performance of Duty – General	Unfounded				
							Performance of Duty – General	Unfounded				
						Subject Officer 3	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded				
					Subject Officer 3		Performance of Duty – General	Unfounded				
							Performance of Duty – General	Unfounded				
20-0547	AL	5/11/2020	5/11/2020	12/10/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated					
20-0548	ED	5/11/2020	5/11/2020	12/17/2020	Subject Officer 1	Use of Force	Unfounded					
					Subject Officer 1	Use of Force	Exonerated					
Subject Officer 2	Use of Force	Unfounded										
	Use of Force	Exonerated										
20-0556	MM	5/12/2020	5/13/2020	12/9/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded					
					Subject Officer 1	Conduct Toward Others – Demeanor	Unfounded					
						Subject Officer 2	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded				
							Conduct Toward Others – Demeanor	Unfounded				

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
20-0573	JS	5/11/2020	5/15/2020	10/7/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 3	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 4	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 5	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 6	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 7	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 8	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 9	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 10	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Use of Force – Level 4	Exonerated
					Subject Officer 11	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 12	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
20-0575	AN	5/16/2020	5/16/2020	10/13/2020	No Officer	Service Complaint	Service Related
					Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Use of Force	Exonerated
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Use of Force	Exonerated
20-0581	ED	5/17/2020	5/17/2020	11/5/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded
						Performance of Duty – General	Unfounded
						Performance of Duty – General	Unfounded
					Subject Officer 2	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded
						Performance of Duty – General	Unfounded
20-0603	JS	5/21/2020	5/21/2020	11/17/2020	Subject Officer 1	Performance of Duty – General	Unfounded
20-0622	ED	4/25/2020	5/26/2020	11/2/2020	Subject Officer 1	Use of Force	Exonerated
						Conduct Toward Others – Harassment and Discrimination	Unfounded
						Use of Force	Exonerated
					Subject Officer 2	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Use of Force	Exonerated
					Subject Officer 3	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Use of Force	Exonerated
					Subject Officer 4	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Use of Force	Exonerated
					Subject Officer 5	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Use of Force	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Unknown Officer	Performance of Duty – General	No Finding
20-0727	AL	6/3/2020	6/16/2020	12/10/2020	No Officer	Service Complaint	Service Related
					Subject Officer 1	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded
					Subject Officer 2	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Unfounded

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
20-0950	AN	7/26/2020	7/26/2020	9/30/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 2	Use of Force	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Use of Force	Exonerated
20-0956	FC	Multiple Dates	7/20/2020	11/10/2020	Unknown Officer	No Duty/No MOR Violation	No MOR Violation
					Subject Officer 1	Use of Force	3304 Statute
20-0986	FC	7/31/2020	8/5/2020	12/4/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded
					Subject Officer 2	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded
20-1029	AN	8/29/2019	8/11/2020	10/13/2020	Unknown Officer	Conduct Toward Others – Harassment and Discrimination	No Jurisdiction
						Conduct Toward Others – Demeanor	No Jurisdiction
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	No Jurisdiction
						Performance of Duty – Care of Property	No Jurisdiction
						Use of Force	No Jurisdiction
20-1039	FC	8/11/2020	8/11/2020	12/4/2020	Subject Officer 1	Use of Force	Unfounded
					Subject Officer 2	Use of Force	Unfounded
20-1043	FC	4/27/2020	8/12/2020	11/23/2020	No Officer	Service Complaint	Service Related
						No Duty/No MOR Violation	No MOR Violation
						No Duty/No MOR Violation	No MOR Violation
						No Duty/No MOR Violation	No MOR Violation
						No Duty/No MOR Violation	No MOR Violation
					Subject Officer 1	Performance of Duty – General	Exonerated
					Subject Officer 2	Performance of Duty – General	Exonerated
20-1076	FC	8/19/2020	8/20/2020	12/10/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 3	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded
					Subject Officer 4	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
20-1082	FC	8/20/2020	8/20/2020	11/9/2020	Subject Officer 1	Use of Force	Unfounded
20-1118	DC	8/31/2020	8/31/2020	11/20/2020	Unknown Officer	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	No Jurisdiction
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	No Jurisdiction
						Performance of Duty – General	No Jurisdiction
						Use of Force	No Jurisdiction
						Use of Force	No Jurisdiction
20-1124	DC	8/30/2020	8/30/2020	12/18/2020	Subject Officer 1	Use of Force	Unfounded
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – General	Unfounded
						Use of Force	Unfounded
20-1170	FC	9/13/2020	9/13/2020	12/17/2020	Subject Officer 1	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
					Subject Officer 2	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – General	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – General	Unfounded
20-1176	DC	9/12/2020	9/12/2020	12/9/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
20-1182	DC	9/15/2020	9/15/2020	12/24/2020	Subject Officer 1	Use of Force	Exonerated
					Subject Officer 2	Use of Force	Exonerated
					Subject Officer 3	Use of Force	Exonerated

Case	Staff	Incident Date	Complaint Date	Complete Date	Officer	Allegation	Finding
20-1223	MM	1/1/1992	9/25/2020	12/23/2020	Unknown Officer	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	No Jurisdiction
					Unknown Officer	Performance of Duty – Unintentional/ Improper Search Seizure Arrest	No Jurisdiction
					Unknown Officer	Obedience to Laws – Misdemeanor/Infraction	No Jurisdiction
20-1270	CD	10/4/2020	10/4/2020	12/11/2020	Subject Officer 1	Performance of Duty – General	Exonerated
						Conduct Toward Others – Harassment and Discrimination (Gender)	Unfounded
					Subject Officer 2	Performance of Duty – General	Exonerated
20-1298	CD	10/8/2020	10/10/2020	12/10/2020		Conduct Toward Others – Harassment and Discrimination (Gender)	Unfounded
					Unknown Officer	Performance of Duty – General	Unfounded
					No Officer	Service Complaint	Service Related
					No Officer	Service Complaint	Service Related
					Unknown Officer	Conduct Toward Others – Harassment and Discrimination (Race)	Unfounded
20-1299	CD	10/6/2020	10/9/2020	12/18/2020	Subject Officer 1	Conduct Toward Others – Harassment and Discrimination	Unfounded
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
						Performance of Duty – Unintentional/ Improper Search Seizure Arrest	Exonerated
20-1423	JA	unknown	11/10/2020	12/29/2020	Subject Officer 1	Assisting Criminals	Unfounded

Glossary of Terms:

Sustained: The act(s) alleged by the complainant occurred and constituted misconduct.

Exonerated: The act(s) alleged by the complainant occurred. However, the act(s) were justified, lawful, or proper.

Unfounded: The act(s) alleged by the complainant did not occur.

Not Sustained: The available evidence can neither prove nor disprove the act(s) alleged by the complainant.

Not Mandated: The allegation was not one that CPRA is mandated to investigate under the Charter, so CPRA did not investigate due to limited resources.

No Jurisdiction: The subject of the allegation is not a sworn member of the OPD.

No MOR Violation: The alleged conduct does not violate any department rule or policy.

Service Related: The allegation pertains to the level of service provided by the Department as opposed to the misconduct of a single sworn officer.

ICR: Resolved through the Informal Complaint Resolution process pursuant to DGO M-3.1.

Note: This document includes other types of findings not listed in this glossary. While those types of findings were used previously, CPRA no longer utilizes those options.