Total Number of Cases = 228

- Number of Cases Opened against Police = 186**
  - Zone 1 = 15
  - Zone 2 = 15
  - Zone 3 = 30
  - Zone 4 = 19
  - Zone 5 = 35
  - Zone 6 = 13
  - SDD = 15
  - N/V = 3
  - Major Crimes = 5
  - Other Units = 4
  - Unknown = 7
  - Currently Open = 25

- Number of Cases Opened against Other Departments = 42
  - Dept. of Public Works = 8
  - Bureau of Fire = 7
  - Emergency Medical Services = 6
  - Permits, Licenses & Inspection = 6
  - Animal Control = 5
  - Planning = 2
  - Crossing Guards = 1
  - Currently Open = 7

**There were also 11 cases that were Closed because they were not timely filed, the accused were determined to be from a different jurisdiction or were not investigated further because during the evaluation at intake they were determined not to be a complaint. There was also a total of 16 cases referred to various Zones/Unit or Law Dept.

Any information for open cases (police/non-police) is not being included in the remainder of this report as there is the possibility that the accused and/or allegations can change prior to the investigation being finalized.
Types of Analysis

- **Allegation** - A specific accusation made by a citizen complainant or accused employee’s Departmental Director or Bureau Chief that a City employee has engaged in misconduct.

- **Collateral misconduct** - An action (or non-action) on behalf of a City employee, which would violate policy, that an investigator believes may have occurred that was not specifically alleged by the complainant.

- Findings as to both types of policy violations are being reported in this annual report.
Complaints filed against City employees 2016-2020

- Police
- Other City Employees
Total allegations investigated against non-police employees = 41

Verbal/Demeanor and Courtesy = 16
Violations of the No DHR Policy = 8
Non-Performance of Duties = 7
Disobedience of Written Regulations = 3
Falsification = 2
Fitness for Duty = 2
Domestic Violence Policy = 1
Negligence = 1
Residency = 1

Source of Complaint
- Citizen: 69%
- Dept. Referred: 29%
- Anonymous Tip: 2%

- Citizen
- Dept. Referred
- Anonymous Tip
Non-Police Complaints

Disposition of Allegations

Closed cases were performance issues that were referred to the Dept. Director to address.
Total allegations investigated against police = 411

- Standards of Conduct
  - Conduct Toward the Public = 112
  - Neglect of Duty = 57
  - Conduct Unbecoming = 36
  - Obedience to Orders & Laws = 33
  - Truthfulness = 10

- Traffic Stops = 13
- Towing = 22
- Unbiased Policing = 25

- Use of Force
  - General Excessive Force = 25
  - Specific Use of Force complaint (i.e. handcuffing, TASER, etc.) = 21

- Warrantless Searches & Seizures
  - Vehicle Searches = 11
  - Investigatory Stops & Pat Down Searches = 9
  - Other Search/Seizure allegations = 7

- Remaining 30 are various other alleged violations (5 or less allegations per policy type)
Zone 1

- Cases Opened = 15
- Total of 45 Allegations
  - Conduct Toward the Public = 14
  - Neglect of Duty = 8
  - Traffic Stops & Vehicle Searches = 7
  - Unbiased Policing = 6
  - Conduct Unbecoming = 4
  - Towing = 3
  - Use of Force/Truthfulness/Radio Communications = 1 each

Dispositions

- Exonerated 34%
- Not Resolved 2%
- Sustained 13%
- Unfounded 51%
Zone 2

- Cases Opened = 15
- Total of 34 Allegations
  - Conduct Toward the Public = 14
  - Neglect of Duty = 5
  - Towing = 3
  - Use of Force = 3
  - Conduct Unbecoming = 2
  - Building Searches = 2
  - Investigatory Detentions = 1
  - Obedience to Laws & Orders = 1
  - Truthfulness = 1
  - Uniform Regulations = 1
  - Devoting Entire Time to Duty = 1

Dispositions

- Exonerated: 32%
- Not Resolved: 58%
- Sustained: 10%
- Unfounded: 0%
Zone 3

- Cases Opened = 30
- Total of 75 Allegations
  - Conduct Toward the Public = 24
  - Neglect of Duty = 18
  - Unbiased Policing = 8
  - Handling of Prisoners/Property = 5
  - Towing = 4
  - Conduct Unbecoming = 3
  - Reports = 3
  - Arrests = 2
  - Use of Force = 2
  - Obedience to Orders & Laws = 1
  - Pat Down Searches = 1
  - Police Response to DV Incidents = 1
  - Traffic Stops = 1
  - Truthfulness = 1
  - Use of BWC = 1
Zone 4

- Cases Opened = 19
- Total of 43 Allegations
  - Conduct Toward the Public = 12
  - Investigatory Stops/Interrogation = 7
  - Neglect of Duty = 6
  - Conduct Unbecoming = 4
  - Towing = 4
  - Traffic Stops = 3
  - Use of Force = 3
  - Unbiased Policing = 2
  - Obedience to Orders/Laws = 1
  - Truthfulness = 1

Dispositions

- Exonerated: 28%
- Not Resolved: 63%
- Sustained: 9%
- Unfounded: 0%
Zone 5

- Cases Opened = 35
- Total of 110 Allegations
  - Obedience to Order & Laws = 26
  - Conduct Toward the Public = 21
  - Use of Force = 18
  - Neglect of Duty = 9
  - Search & Seizure = 9
  - Conduct Unbecoming = 7
  - Towing = 7
  - Unbiased Policing = 6
  - Traffic Stops = 2
  - General Firearms Regulations = 1
  - Prohibited Associations = 1
  - Police Response to DV Incidents = 1
  - Reports = 1
  - Truthfulness = 1

Dispositions

- Exonerated: 41%
- Not Resolved: 11%
- Sustained: 10%
- Unfounded: 38%
Zone 6

- Cases Opened = 13
- Total of 22 Allegations
  - Conduct Toward the Public = 5
  - Search & Seizure = 5
  - Use of Force = 5
  - Neglect of Duty = 3
  - Conduct Unbecoming = 2
  - Obedience to Orders/Laws = 1
  - Traffic Stops = 1

Dispositions

- Exonerated = 13%
- Not Resolved = 4%
- Sustained = 83%
- Unfounded = 0%
SDD

- Cases Opened = 15*
- Total of 49 Allegations
  - Conduct Toward the Public = 14
  - Use of Force = 12
  - Conduct Unbecoming = 8
  - Neglect of Duty = 5
  - Obedience to Orders/Laws = 3
  - Search & Seizure = 2
  - Unbiased Policing = 2
  - Function & Authority = 1
  - General Uniform Regulations = 1
  - Towing = 1

*One of these cases also involved an officer from Zone 5; but majority of allegations were against SWAT.
Narcotics & Vice

- Cases Opened = 3
- Total of 7 Allegations
  - Truthfulness = 4
  - Conduct Toward the Public = 1
  - Neglect of Duty = 1
  - Use of Force = 1
Major Crimes

• Cases Opened = 5
• Total of 8 Allegations
  • Conduct Unbecoming = 3
  • Conduct Toward the Public = 2
  • Neglect of Duty = 2
  • Arrest Warrants = 1

Dispositions

- Exonerated: 75%
- Not Resolved: 12.5%
- Sustained: 12.5%
- Unfounded: 0%
Other Units & Unknown

- Cases Opened = 11
- Total of 18 Allegations
  - Conduct Toward the Public = 5
  - Conduct Unbecoming = 3
  - Investigatory Stops & Pat Down Searches = 2
  - Traffic Stops = 2
  - General Uniform Regulations = 1
  - Vehicle Search = 1
  - Reports = 1
  - Truthfulness = 1
  - Unbiased Policing = 1
  - Use of Force = 1
Standards of Conduct Allegations - Bureau Wide

Comparison 2018 to 2020

- Conduct Toward the Public: 62, 104, 107
- Conduct Unbecoming: 43, 34, 35
- Neglect of Duty: 37, 61, 56
- Obedience to Orders & Laws: 19, 12, 29

2018, 2019, 2020
Standards of Conduct Dispositions cont’d.

Neglect of Duty:
- Exonerated: 52%
- Not Resolved: 2%
- Sustained: 0%
- Unfounded: 46%
Search & Seizure Dispositions

- Traffic Stops = 9 Exonerated, 1 Not Resolved, 3 Sustained and 1 Unfounded
- Investigatory Stops & Pat Down Searches = 3 Exonerated and 6 Unfounded
- Vehicle Searches = 2 Exonerated, 1 Sustained and 7 Unfounded
- Building and Other Searches & Seizures = 2 Exonerated and 5 Unfounded
Use of Force Dispositions
Total Allegations = 45

- Exonerated: 53%
- Not Resolved: 0%
- Sustained: 7%
- Unfounded: 40%
Sustained Complaints Against Police
2016-2020

Any Allegation
Use of Force
Conduct Toward the Public
Public Safety
Background Investigations

• Initial application, written testing and eligibility lists are developed by the Department of Human Resources & Civil Service.

• Human Resources & Civil Service mail out Candidate Processing Forms (CPFs), with a deadline date, so only those who return the packet are scheduled for MPOETC fitness testing.

• Due to time constraints, most Candidates who return CPFs are run through a variety of database searches, including criminal history, civil suits, credit checks, social media, etc prior to a full background investigation being conducted. (This is for police applicants only.)

• Candidates are then scheduled for fitness testing and upon successful completion are subject to a comprehensive background investigation to include a polygraph examination, drug screen and thorough evaluation based on the information provided on their CPF, polygraph admissions and results of online searches.
Background Investigations

POLICE

Preliminary Background Searches = 72
Full Background Investigations =
  • June 2020 = 64*

*Did not proceed to Chief’s Selections

FIRE

• April Class 2020 = 48

EMS

• 1st Quarter 2020 = 19
• 2nd Quarter 2020 = 7
• 3rd Quarter 2020 = 15
Total = 41
Investigator Training

The Municipal Police Officers Training and Education Commission requires that Internal Affairs investigators complete at least one IA related training annually.

In addition to routine legal updates, in 2020 OMI’s investigators attended the following trainings:

- Mid-Atlantic Police Polygraph Cooperative (continuing education)
- National Association of Civilian Oversight on Law Enforcement Annual Conference (virtually)
- Use of Force Summit (virtually)
Due to the COVID-19 Pandemic, OMI was unable to participate in face to face community events in 2020. However, staff still participated virtually in:

- Civic Leadership Academy
- Citizen Police Academy
- City Voltron Meetings - collaborative effort amongst City Departments to distribute information via social media to City residents.
1. The delay in this 2020 Annual Report is attributed to the fact that this Office continued to work through restrictions/technological difficulties in face to face interviewing, delays in court proceedings relevant to a case, etc.

2. Several of the remaining 2020 cases are awaiting court proceedings while others are in the final stages of investigation/report writing.

3. When comparing allegation times over a multi-year span, it is important to note that new policies are developed or created over time which may result in similar allegations from previous years to be categorized differently than they are currently listed.

4. Data from Zones may not be completely accurate as an officer may have transferred, was working a secondary employment details outside of their actual duty location or was detailed to another temporary assignment.