

ARAPAHOE COUNTY SHERIFF'S OFFICE

***Internal
Affairs
Unit***



2019 Annual Report

Summary of 2019

Internal Affairs Investigations

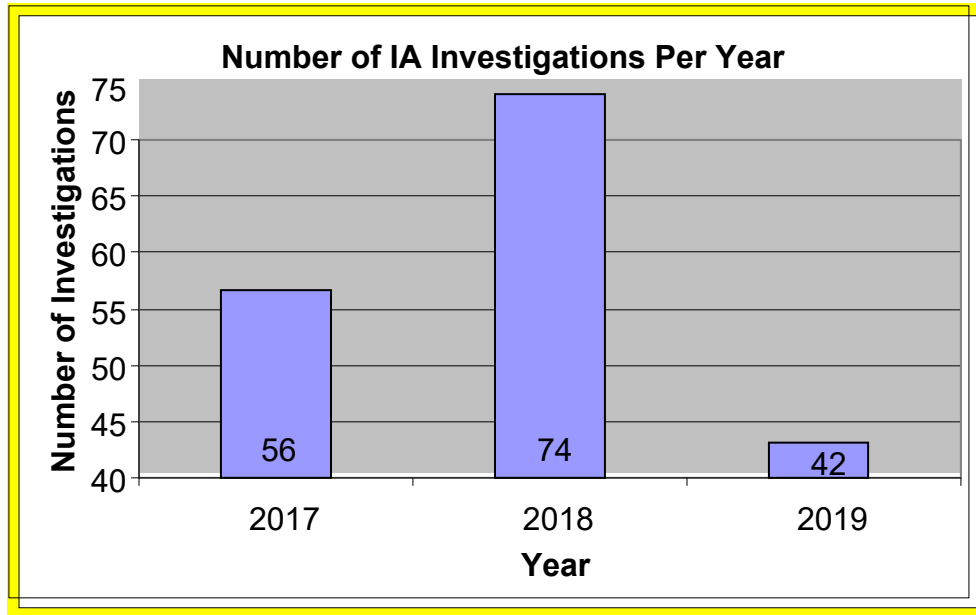
Use of Force Incidents

Vehicle Incidents

Internal Affairs Investigations

Internal Affairs Statistics

As detailed in the graph below, there were 42 internal affairs investigations in 2019. This is a 43% decrease from 2018 during which there were 74 internal investigations. A total of 56 investigations were conducted in 2017.



In 2019, there were 40 employees involved as subjects in 42 internal affairs investigations. Of those, 1 employee had two separate investigations. No employee had three separate investigations in 2019.

| Number of Employees Subject to Internal Affairs Investigations | | |
|--|-----------|-----------|
| | 2018 | 2019 |
| Those with ONE Investigation | 69 | 39 |
| Those with TWO Investigations | 4 | 1 |
| Those with THREE Investigations | 0 | 0 |
| Total Employees | 73 | 40 |

The below graph illustrates the number of employees involved in an internal investigation with regard to a specific bureau. The Detention Services Bureau had the

highest number of employees involved in internal investigations but not highest percentage of employees involved with respect to the size of the bureau. Overall, 6.8% of the agency's employees were involved in an internal investigation.

| Authorized Strength vs. Number of Employees in Internal Affairs Investigations 2019 | | | |
|--|--|--|--|
| | Number of employees involved in an I.A. | Number of approved positions in each Bureau | Percentage of employees involved in I.A.'s per Bureau |
| Detention Services Bureau | 22 | 396.25 | 5.6% |
| Public Safety Bureau | 18 | 282.25 | 6.4% |
| Support Services Bureau | 1 | 101.5 | 1.0% |
| Administration | 0 | 10.75 | 0.0% |
| Totals | 41 | 790.75 | 6.8% |

In 2019, the majority of the agency's complaints were generated externally (from citizens or other outside sources). Of the 119 external complaints filed, 3 resulted in full internal affairs investigations, with the remainder of those handled at the supervisor level and documented in the contact log. Internally, 39 of the 43 total complaints mandated a full investigation with the remaining 4 documented in the contact log.

In 2019 the most common allegation against employees related to vehicle incidents. 9 of the 42 investigations were related to vehicle incidents.

| Complaints and Internal Affairs Investigations | | | |
|---|-------------|-------------|-------------|
| External | 2019 | 2018 | 2017 |
| Contact Log | 116 | 76 | 82 |
| Sustained IA | 2 | 1 | 4 |
| Not Sustained IA | 1 | 3 | 2 |
| Unfounded IA | 0 | 0 | 0 |
| Exonerated IA | 0 | 0 | 1 |
| External Complaint | 119 | 80 | 89 |
| Internal | 2019 | 2018 | 2017 |
| Contact Log | 4 | 21 | 25 |
| Sustained IA | 35 | 41 | 42 |
| Not Sustained IA | 2 | 1 | 1 |
| Unfounded IA | 0 | 0 | 0 |
| Exonerated IA | 1 | 5 | 1 |
| Resolved | 0 | 2 | 2 |
| Internal Complaint | 43* | 70 | 71 |

The following specific items of interest for 2019 are required for reporting under the American Correctional Association (ACA) accreditation process. These cover all the statistics for the Detentions Services Bureau that are addressed elsewhere in this report.

Detention Facility Specific Data and Findings

The following data is reported to the American Correctional Association as part of the agency's ACA accreditation. This covers all of these areas surrounding this annual report unless otherwise specified:

Number of vehicle accidents resulting in property damage.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 2 |

Number of vehicle accidents resulting in injuries requiring medical treatment for any party.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |

Number of instances in which force was used.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 41 | 19 | 31 | 25 | 53 | 27 | 19 | 43 | 35 | 47 | 41 | 45 | 426 |

Number of times that staff use of force were found to have been inappropriate.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Number of confirmed sexual misconduct incidents between staff and detainees.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |

Number of confirmed sexual misconduct incidents between volunteers and/or contract personnel and detainees.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Number of alleged sexual misconduct incidents between staff and detainees.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 0 | 5 |

Number of alleged sexual misconduct incidents between volunteers and/or contract personnel and detainees.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Number of incidents in which staff was found to have acted in violation of facility policy.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 2 | 0 | 3 | 1 | 1 | 3 | 2 | 1 | 0 | 4 | 0 | 2 | 19 |

Number of staff terminated for conduct violations.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |

Where staff is tested, the number of staff substance abuse tests failed.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |

Number of staff substance abuse tests administered.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 0 | 0 | 0 | 0 | 0 | 0 | 9 | 1 | 0 | 0 | 0 | 0 | 10 |

Number of staff terminations for violation of drug-free work policy.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Number of staff termination or demotion hearings in which the facility decision was upheld.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 0 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |

Number of staff termination or demotion hearings requested.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 0 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 5 |

Total number of complaints filed by media regarding access to information.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Total number of positive statements made by the media regarding the facility.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Total number of complaints from the community.

| Jan | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Total |
|-----|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|-------|
| 1 | 1 | 1 | 2 | 1 | 1 | 0 | 3 | 2 | 2 | 4 | 5 | 23 |

Discipline

The following chart shows the discipline imposed in 2019 vs. 2018 for the whole agency.

| Disciplinary Actions Imposed in 2018 and 2019 | | |
|---|-----------|-----------|
| Type of Disciplinary Action | 2018 | 2019 |
| Verbal Counseling | 8 | 5 |
| Letter of Counseling | 17 | 16 |
| Letter of Reprimand | 20 | 11 |
| Suspension < 40 hours | 7 | 2 |
| Probation | 5 | 0 |
| Suspension 40+ hours | 1 | 1 |
| 2% pay reduction | 0 | 0 |
| Termination | 9 | 4 |
| Remedial Training | 10 | 2 |
| Resignation | 4 | 0 |
| Demotion | 0 | 0 |
| Resolved | NA | NA* |
| Reassignment | 0 | 0 |
| Total | 81 | 41 |

Note: several IAs have more than one Disciplinary Action.
 Resolved is no longer used by CALEA and therefore shows as NA here..

Biased-Based Policing

Biased-Based Policing includes discrimination, inappropriate comments, racial profiling, and rudeness. In 2019, there were three reported allegations of Biased-Based Policing incidents. The Internal Affairs Unit investigated these complaints, all were determined to be unfounded. The biased conduct complaints of 2019 are compared to the previous years in the graph below.

Biased Based Policing Complaints

| Complaints from: | 2019 | 2018 | 2017 |
|------------------|----------|----------|----------|
| Traffic contacts | 1 | 4 | 0 |
| Field contacts | 2 | 1 | 1 |
| Asset Forfeiture | 0 | 0 | 0 |
| Total | 3 | 5 | 1 |

Annually, all sworn personnel are required to attend refresher training in anti-biased based policing.

In 2019, there were 14,752 traffic contacts that resulted in 12,692 traffic citations issued and 2,060 written traffic warnings. See below for the breakdown of written citations by race and gender.

Traffic Contacts

| | 2018 | 2018 | 2018 | 2019 | 2019 | 2019 | |
|--------------------------|--------------|---------------|---------------|--------------|---------------|---------------|-------------|
| Race/Gender | Warnings | Citations | Total | Warnings | Citations | Total | Percent |
| White non-Hispanic | | | | | | | |
| • Male | 1,414 | 7,690 | 9,104 | 918 | 5,129 | 6,047 | 41% |
| • Female | 953 | 5,934 | 6,887 | 661 | 4,154 | 4,815 | 33% |
| Black non-Hispanic | | | | | | | |
| • Male | 268 | 1,169 | 1,437 | 160 | 825 | 985 | 7% |
| • Female | 162 | 811 | 973 | 94 | 468 | 562 | 4% |
| Hispanic/Latino any race | | | | | | | |
| • Male | 69 | 585 | 654 | 55 | 566 | 621 | 4% |
| • Female | 35 | 279 | 314 | 39 | 244 | 283 | 2% |
| Other | | | | | | | |
| • Male | 144 | 1,652 | 1,796 | 82 | 846 | 928 | 6% |
| • Female | 36 | 278 | 314 | 51 | 460 | 511 | 3% |
| TOTAL | 3,081 | 18,398 | 21,479 | 2,060 | 12,692 | 14,752 | 100% |

Use of Force

A Use of Force (UOF) incident includes all deputies who used any and all types of force during the incident beyond compliant handcuffing or verbal commands. An incident may involve multiple deputies and may require the use of more than one type of force application to gain compliance of a subject.

See above for the Use of Force statistics specific to the detentions facility as reported to ACA.

Below are the Uses of Force for the public safety bureau and court services as reported to CALEA.

| 2019 - Sworn Personnel | White non-Hispanic | | Black non-Hispanic | | Hispanic-Latino any race | | Other | | Totals |
|---|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|--------|
| | Male | Female | Male | Female | Male | Female | Male | Female | |
| Firearm | | | | | | | | | |
| · Discharge | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| · Number of Suspects Receiving Non-Fatal Injuries | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| · Display only | 105 | 88 | 69 | 16 | 60 | 8 | 12 | 8 | 366 |
| · Number of Suspects Receiving Fatal Injuries | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Taser | | | | | | | | | |
| · Discharge | 8 | 0 | 15 | 0 | 4 | 2 | 0 | 0 | 29 |
| · Display only | 26 | 8 | 21 | 0 | 8 | 4 | 0 | 0 | 67 |
| Baton | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Chemical /OC | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Weaponless | 454 | 292 | 278 | 138 | 100 | 18 | 0 | 30 | 1310 |
| Canine | | | | | | | | | |
| · Display Only | 7 | 1 | 6 | 0 | 5 | 0 | 2 | 2 | 23 |
| · Release and Bite | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Total Uses of Force | 610 | 389 | 390 | 154 | 177 | 32 | 14 | 40 | 1806 |
| Percent of total UOF | 34% | 22% | 22% | 9% | 10% | 2% | 1% | 2% | 100% |

In 2019, two of the 775 incidents resulted in a full internal affairs investigations for possible out of compliance. Both were from the Detentions Bureau and both were found to be exonerated after thorough investigation.

Vehicle Incidents

In 2019, there were 49 reported vehicle incidents. Of the 49 reported vehicle incidents, 9 were investigated internally with 9 having sustained policy violations. The number one cause of vehicle damage was from striking another vehicle or object, followed by being struck by another vehicle or object. When broken down by bureau, it is important to note that the Public Safety Bureau was responsible for the majority of the incidents (both investigated and not-investigated). This is due largely in part to the fact that much, if not all, of the day-to-day patrol operations are conducted in or around a vehicle.

2019 Vehicle Incidents by Bureau

| Bureau | Not Investigated | Investigated | Total | % |
|--------------------|------------------|--------------|-----------|----------------|
| Public Safety | 36 | 8 | 44 | 90% |
| Detention Services | 2 | 1 | 3 | 6% |
| Support Services | 2 | 0 | 2 | 4% |
| Administration | 0 | 0 | 0 | 0% |
| Total | 40 | 9 | 49 | 100.00% |

Summary

Internal Affairs Investigations

In a direct correlation to the decrease in internal affairs investigations, the number of overall investigations decreased from 74 in 2018 to 42 in 2019.

While total external complaints in 2019 seemed to rise (from 80 in 2018 to 119 in 2019) this was mostly done due to the administration wanting to be more diligent in logging every complaint as a contact log, even if it was sent to a line supervisor and resolved at that level.

Use of Force

While Use of Force incidents were down from 2018 to 2019 (797 in 2018 to 775 in 2019) Use of Force complaints were also down from 9 complaints in 2018 to 5 complaints in 2019.

Vehicle Incidents

In 2019, there were 49 reported vehicle incidents. This is a decrease from 2018 in which there were 60.