



INTERNAL AFFAIRS YEAR END SUMMARY

Santa Monica Police Department

Report Date: January 11, 2016

Personnel Complaints

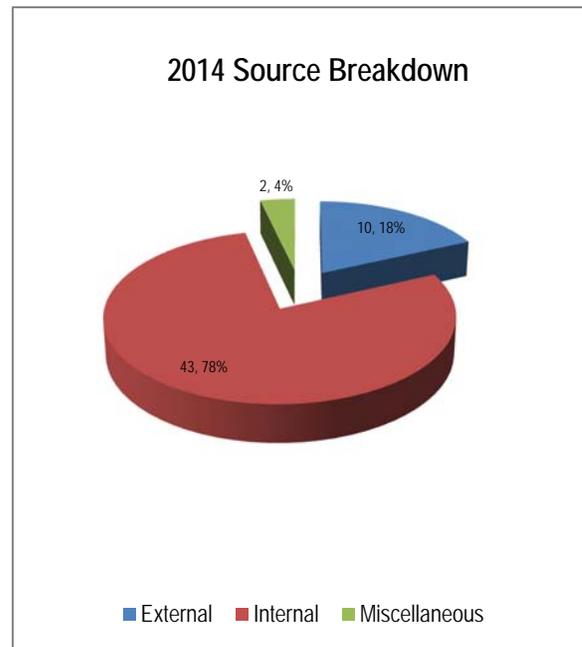
2014 Report Year

The Internal Affairs Unit divides personnel complaints into two main categories based on the source of the complaint. Acts of misconduct reported by community members are labeled External Complaints, while acts of misconduct observed or reported within the Department to SMPD supervisors are labeled as Internal Complaints. When a supervisor or citizen reports allegations of personnel misconduct that do not rise to the level of any policy violation, the complaint or complaints are categorized as Miscellaneous Complaints.

Complaints Received in 2014			Sworn		Non-Sworn		Total Employees	
External	10	(-20.0%) [§]	11	(-45.5%)	8	(+37.5%)	19	(-10.5%)
Internal	43	(-53.5%)	17	(-294.1%)	26	(+23.1%)	43	(-102.3%)
Total	53	(-47.2%)	28		34		62	(-74.2%)
Miscellaneous	2							

To thoroughly investigate all complaints, Internal Affairs administrative cases may require up to a year to complete an investigation. Due to this lengthy process, statistical reporting will only cover only calendar years where all investigations received in that reporting period have been closed by the Internal Affairs Unit. This report will compare the most recent completed 2014 year and the previous 2013 year as well as more extended trends and comparisons where possible.

In 2014, the Internal Affairs Unit received 10 External Complaints and 43 Internal Complaints for a total of 53 Personnel complaints. The Internal Affairs also received 2 Miscellaneous Reports, all were from internal sources of perceived employee misconduct that failed to reach the level of a policy violation. The 53 combined Personnel Complaints involved 62 subject employees and required IA to conduct 105 interviews of member of the public, witness employees, and the subject employees.



The pie chart to the right indicates IA provides a visual comparison of the three sources of investigations received by the Internal Affairs Unit for the 2014 report year.

[†] Report period is January 1 to December 31

[§] Percentages reflect the change from the previous report year

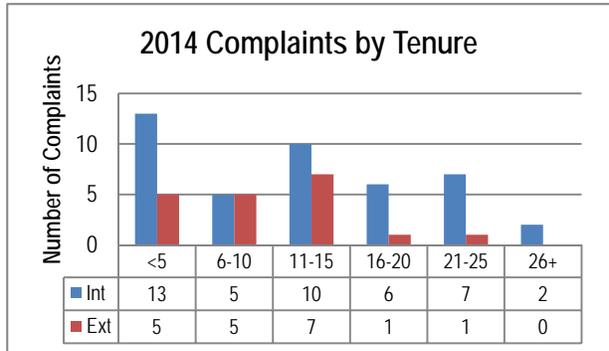
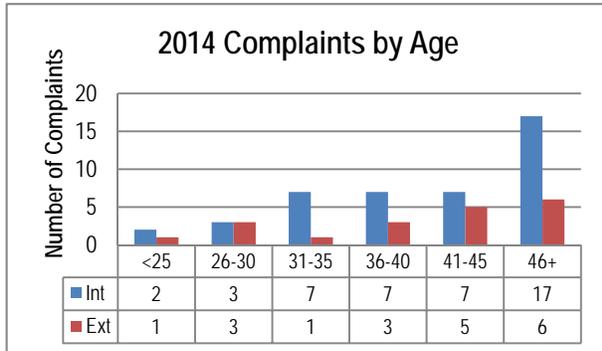


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The graphs below give a breakdown by age and by tenure of the 62 employees involved in Personnel and External Complaints. In the chart on the left the comparison of age to the number of Personnel and External complaints shows the age of the older employee to be a factor. While chart on the right shows the tenure to complaints comparison to effect the newer employees.



The Internal Affairs Unit receives a wide range of allegations in the complaints reported, as shown in the IA Investigation Details in the following pages. For statistical reporting purposes, the Internal Affairs Unit has categorized these complaints into five types of allegations:

- Neglect** When an employee fails to complete acts or responsibilities that are within the normal scope of the employee's job duties.
- Cubo** When an employee acts in a behavior deemed inappropriate for the employee's position and the Department. (Conduct unbecoming an officer)
- UOF** When it is alleged an employee used excessive force.
- TA** When an employee was involved and believed to be responsible for a preventable traffic collision. (Traffic Accident)
- Policy** When an employee has committed a policy violation that does not meet the above categories.

ALLEGATION	INTERNAL	% (INT)	%(TOTAL)	EXTERNAL	% (EXT)	%(TOTAL)
NEGLECT	2	3.8%	2.2%	2	5.3%	2.2%
CUBO	5	9.6%	5.6%	10	26.3%	11.1%
UOF	0	0.0%	0.0%	7	18.4%	7.8%
TA	26	50.0%	28.9%	0	0.0%	0.0%
POLICY	19	36.5%	21.1%	19	50.0%	21.1%
	52		57.8%	38		42.2%

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Corrective Action

Section 1020.7 of the Santa Monica Police Department Policy Manual classifies allegation dispositions into four outcomes of unfounded, exonerated, not sustained, and sustained. These dispositions are defined as:

- Unfounded** When the investigation discloses that the alleged act(s) did not occur or did not involve Department personnel.
- Exonerated** When the investigation discloses that the alleged act occurred, but that the act was justified, lawful and/or proper.
- Not Sustained** When the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the employee.
- Sustained** When the investigation discloses sufficient evidence to establish that the act occurred and that it constituted misconduct.

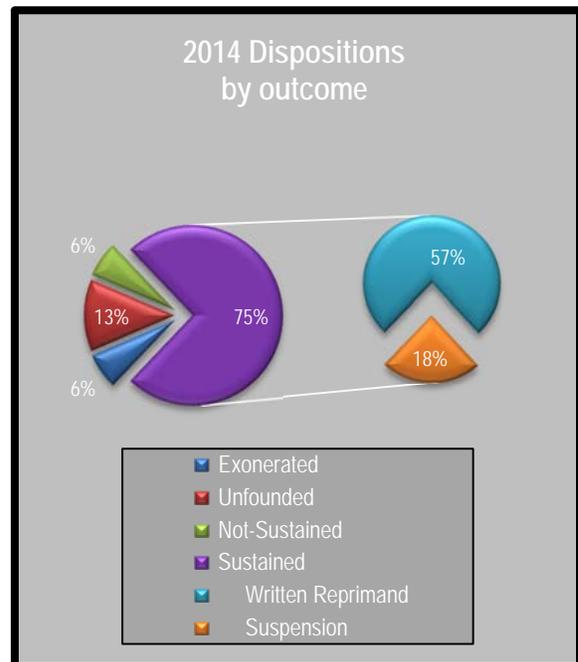
Investigation Outcomes

In 2014, the 62 employees involved in the 53 Internal Affairs investigations had final dispositions as:

- 4 Exonerated
- 8 Unfounded
- 4 Not-Sustained
- 46 Sustained

Of the four types of dispositions, only Sustained outcomes include some form of discipline. The 46 sustained dispositions had imposed corrective action consisting of:

- 35 Written Reprimands
- 11 Suspensions for total of 330 hours



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The table below shows more detail as to the type (source of the complaint), number of employees involved, the allegation of misconduct identified, the policies ultimately violated or not violated based on the outcome of each case and the disposition and outcome after the Internal Affairs investigation. IA cases with multiple employees, will list multiple outcomes only if outcomes were not the same for each involved employee.

2014 Investigation Details

Case Status	Emp	Allegation	Policy	Narrative	Dispo	Outcome
External	2	UOF	300.2 Use of force	Excessive force.	Unfounded Unfounded	n/a
Internal	1	Neglect	340.3.5(c) Performance 340.3.5(ab) Performance	Neglect of duty	Sustained	10
External	1	UOF	300.2 Use of force	Unnecessary use of force.	Unfounded	n/a
Internal	1	Cubo	340.3.2(k) Conduct	Rude and unprofessional.	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	Cubo	340.3.2(e) Conduct	Loss of city property.	Sustained	Written Reprimand
Internal	1	Cubo	340.3.2(aa) Performance	Conduct unbecoming.	Sustained	30
External	1	Cubo	340.3.5(aa) Performance	Rude and unprofessional.	Not-Sustained	n/a
External	2	Policy	340.3.3(a) Performance	Racial profiling	Unfounded Unfounded	n/a
Internal	1	Policy	340.3.5(i) Performance	Conduct unbecoming.	Unfounded	n/a

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Internal	1	Policy	312.4 Firearms Qualifications	Failed to complete firearms qualification for the month.	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
External	1	Policy	510.4 Vehicle Inventory	Neglect of duty	Sustained	Written Reprimand
Internal	1	Policy, Cubo	700.2(d) Care of Dept. Property 340.3.2(e) Conduct 340.3.5(aa) Performance	Discourteous conduct, safety of property, and violation of policy.	Sustained	10
Internal	1	Policy	340.3.5(z) Performance 340.3.5(aa) Performance 312.2.5 Alcohol and Drugs	Off-duty DUI.	Sustained	100
Internal	1	Policy	348.2.7 Failure to Appear	Attend subpoenaed court appearance.	Sustained	Written Reprimand
External	3	Policy, Cubo	364.4(a) Officer Responsibilities 340.3.5(c) Performance 340.3.2(k) Conduct	False arrest, rude and conduct unbecoming.	Sustained Sustained Sustained	80 20 30
Internal	1	TA	340.3.6(e) Safety	Second preventable collision within twelve months.	Sustained	10
Internal	1	Policy	312.4 Firearms Qualifications	Failed to complete firearms qualification for the month	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	Policy	312.4 Firearms Qualifications	Failed to complete firearms qualification for the month	Sustained	Written Reprimand
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Internal	1	Policy	312.4 Firearms Qualifications	Failed to complete firearms qualification for the month.	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	Policy	340.35(c) Performance 340.3.5(e) Performance 340.3.5(ab) Performance	Insubordination.	Sustained	Written Reprimand
Internal	1	Policy	700.2 Care of Dept. Property	Loss of Department property.	Sustained	Written Reprimand
External	1	Policy, Cubo	340.3.2(f) Conduct 340.3.2(k) Conduct	Rude and unprofessional Struck the complainant with a city vehicle	Sustained Unfounded	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Second preventable collision within twelve months.	Sustained	10
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	Policy	340.3.5(ac) Performance	Police violation – essential job function.	Not-Sustained	n/a
Internal	1	Neglect	340.3.5(c) Performance	Neglected to perform duties required of an officer.	Not-Sustained	n/a
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	20
Internal	1	TA	340.3.6(e) Safety	Preventable collision	Sustained	Written Reprimand
External	4	Policy, Cubo, UOF	440.3.1 Initiating a Field Intrvw. 340.3.5(u) Performance 300.2 Use of force	3 - Improper tactics, excessive force	Exonerated Unfounded Unfounded	n/a (3)
			440.3.1 Initiating a Field Intrvw. 340.3.5(u) Performance 300.2 Use of force	1 - Improper tactics, excessive force	Exonerated Unfounded Exonerated	n/a (1)

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External	1	Policy	512.2 Impound Hearing 512.1 Hearing procedures	Neglect of duty.	Unfounded	n/a
Internal	1	Policy	340.3.5(c) Performance 804.3.1 Narc. & Dangerous Drugs	Neglect of duty.	Sustained	10
Internal	1	TA	340.3.6 (e) Safety	Preventable collision	Sustained	Written Reprimand
External	2	Policy, Neglect	340.3.5(ab) Performance 340.3.5(k) Performance	Neglect of duty.	Unfounded Unfounded	n/a n/a
Internal	1	TA	340.3.6 (e) Safety	Preventable collision	Sustained	Written Reprimand

Investigation Disposition Yearly Comparison	2013	% change from previous year	2014	% change from previous year	
	Exonerated	12	0.0%	4	-66.7%
	Unfounded	11	+83.3%	8	-27.3%
	Not-Sustained	6	+200.0%	4	-33.3%
	Sustained	79	+172.4%	46	-41.8%

Corrective Action Imposed Comparison	2013	% change from previous year	2014	% change from previous year	
	Written Reprimand	59	+490.0%	35	-40.7%
	Termination	0	-100.0%	0	0.0%
	Demotion	0	0.0%	0	0.0%
	Suspension	20	+11.1%	11	-45.0%
	Total Suspension Hours	745	-0.3%	330	-55.7%

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