

City of
SACRAMENTO

Office of Public Safety Accountability



6 MONTH REPORT
JULY-DECEMBER 2017

OFFICE OF PUBLIC SAFETY ACCOUNTABILITY

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MAYOR AND CITY COUNCIL

Please find attached, for your review and comment, the Office of Public Safety Accountability's (OPSA) report covering the last 6 months of calendar year 2017. The last OPSA report covered the 18 months before the transition from City Manager's Office to Mayor and City Council, encompassing January 2016-June 2017. This report covers July 2017-December 2017, completing calendar year 2017. Some complaints have since been closed and will be noted in our next report which will cover complaints open and closed in calendar year 2018.

In addition to complaint statistics, OPSA has worked with the Sacramento Police Department (SPD) to include updates on recommendations that were made in 2016 and included in OPSA's 18 month report published in 2017. The Recommendations section (page 13) of this report includes several updates made by SPD in response to those recommendations and are current through July 2018.

I am available to City Council members, media outlets, and community members to respond to questions about this report, as requested.

Sincerely,



Francine Tournour, Director
Office of Public Safety Accountability



The Mission of the Office of Public Safety Accountability is to improve the relationship between the City's public safety departments and the community they protect and serve. We promote trust, excellence, transparency and accountability through independent and impartial oversight of complaints related to public safety employee misconduct.

SACRAMENTO POLICE DEPARTMENT (SPD)

SPD and OPSA received 208 complaint allegations during the last 6 months of calendar year 2017. OPSA received 50 of the allegations directly, while Internal Affairs Department (IAD) received 158 allegations. Of the 158 IAD allegations, 108 were handled informally, 42 were attributed to formal investigations that remain open with IAD conducting the investigations, and 8 allegations were attributed to formal complaints that were completed by IAD and reviewed by OPSA at the completion of the investigation.

Contained in this report is the breakdown of the 50 OPSA allegations shown in Table 4 and the 158 IAD allegations shown in Table 2.



Swearing-In Ceremony of Sacramento Police Department Chief, Daniel Hahn, August 11, 2017

POLICE COMPLAINT ALLEGATION DEFINITIONS

MISCONDUCT – An allegation against an employee involving a violation of any law, department order, rule, regulation, or policy. The following is a list of misconduct classifications and their definitions. More than one classification can be attached to a complaint.

- A. **CONDUCT UNBECOMING**
Behavior that is malicious or criminal, or a failure to follow ordinary and reasonable rules of good conduct and behavior while on or off duty. This includes any misconduct bringing discredit upon the Department.
- B. **DISCOURTESY**
Rude or abusive actions directed toward another person.
- C. **DISCRIMINATION**
Allegations that the employee's actions or misconduct was due to the race, sex, religion, physical disability, ethnicity, or sexual orientation of an individual.
- D. **DISHONESTY**
Theft, misappropriation of funds or property of the City or others, or giving false or misleading information.
- E. **FALSE ARREST**
Most of these situations deal with the arrest and become legal rather than internal matters. The District Attorney and the courts usually have to make the decision in these levels of complaints. Often these complaints turn into civil suits and are investigated as such. If it is determined through legal channels that the complaint may be sustained, the Sacramento Police Department's Internal Affairs Division shall conduct an internal investigation.
- F. **FIREARM DISCHARGE**
Anytime a firearm is discharged in violation of Department policy.
- G. **FORCE**
Covers any amount of force from shoving or pushing to excessive.
- H. **HARASSMENT**
Any employee action or conduct including, but not limited to, the making of threats of violence, physical intimidation, verbal abuse, derogatory comments, sexual demands or an act of retaliation because of the sex, race, ancestry, physical handicap, medical condition, marital status, age, sexual preference, or any other protected characteristic of an individual.
- I. **IMPROPER SEARCH and SEIZURE**
As in false arrest, this is a legal matter and is handled in the same manner. When the complaint indicates a probability of misconduct, an immediate internal investigation is conducted by Internal Affairs.
- J. **IMPROPER TACTICS**
Procedures used by an employee that could be different from approved procedures. Examples could be using other than approved techniques to handcuff suspects, mishandling a call to the point that the employees inflame rather than alleviate the situation and giving inappropriate advice or taking inappropriate action.
- K. **INSUBORDINATION**
Failure or refusal to follow a lawful written or verbal order of a superior.
- L. **INTOXICATION**
On duty personnel under the influence of intoxicants.
- M. **MISSING PROPERTY**
Property which has, at one time, been in the custody or control of a member of the Department, but is subsequently unaccounted for or missing.
- N. **NEGLECT OF DUTY**
The failure to perform a required duty.
- O. **SERVICE**
The failure to provide adequate, timely and required police action.
- P. **TRAFFIC**
Improper or illegal driving by an employee.
- Q. **WAGE GARNISHMENT**
Failure to pay just debts.

POLICE STATISTICS

TABLE 1: COMPARISON OF COMPLAINT ALLEGATIONS AGAINST SPD OFFICERS

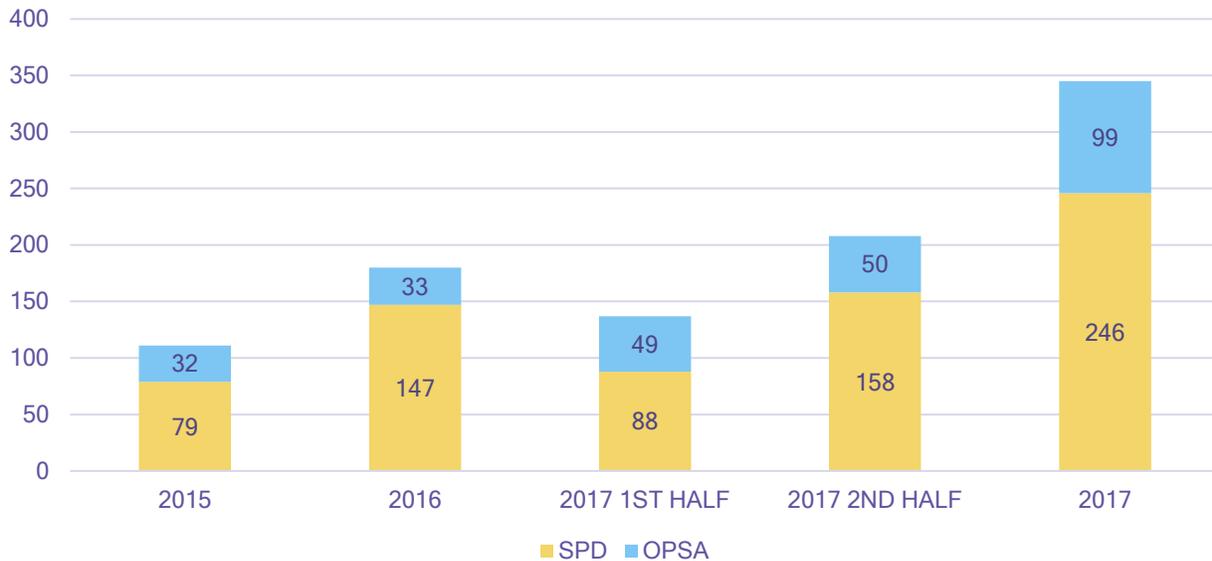


Table 1 compares total complaint allegations received by OPSA and SPD from 2015 through 2017.

Note: one complaint can have multiple allegations.

TABLE 2: SPD COMPLAINT ALLEGATIONS FROM JULY 2017-DECEMBER 2017

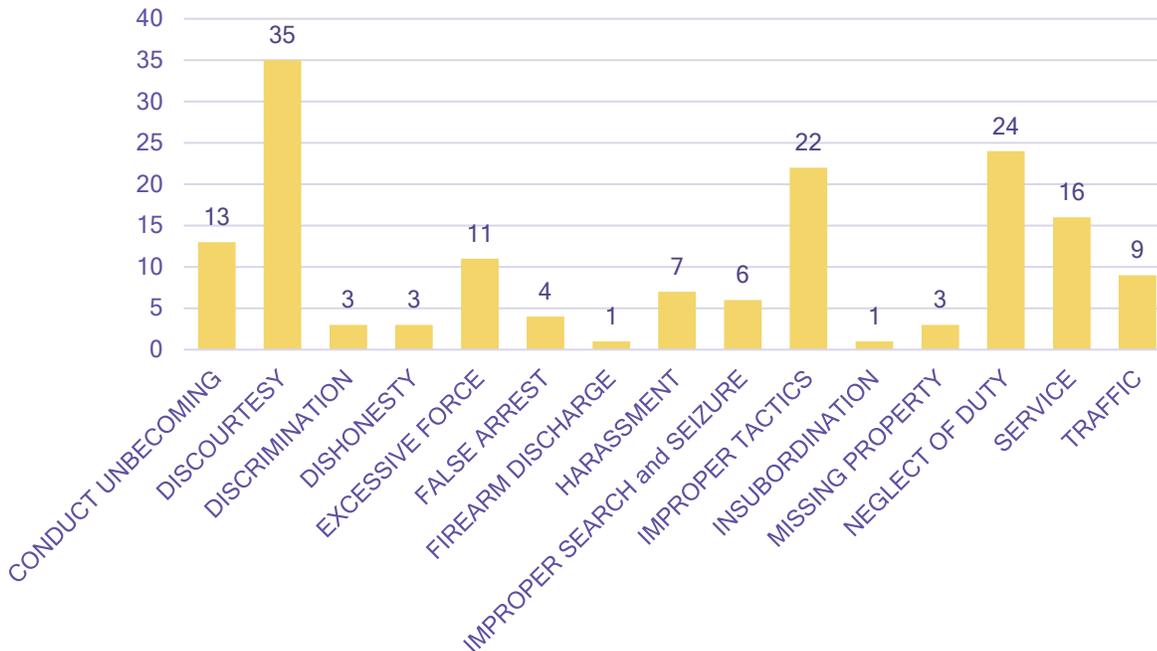


Table 2 identifies the number and types of misconduct complaint allegations that were filed directly to SPD against police officers during this reporting period, including formal and informal complaints.

Note: one investigation can have multiple allegations.

TABLE 3A: FINAL DISPOSITION OF SPD FORMAL INVESTIGATIONS

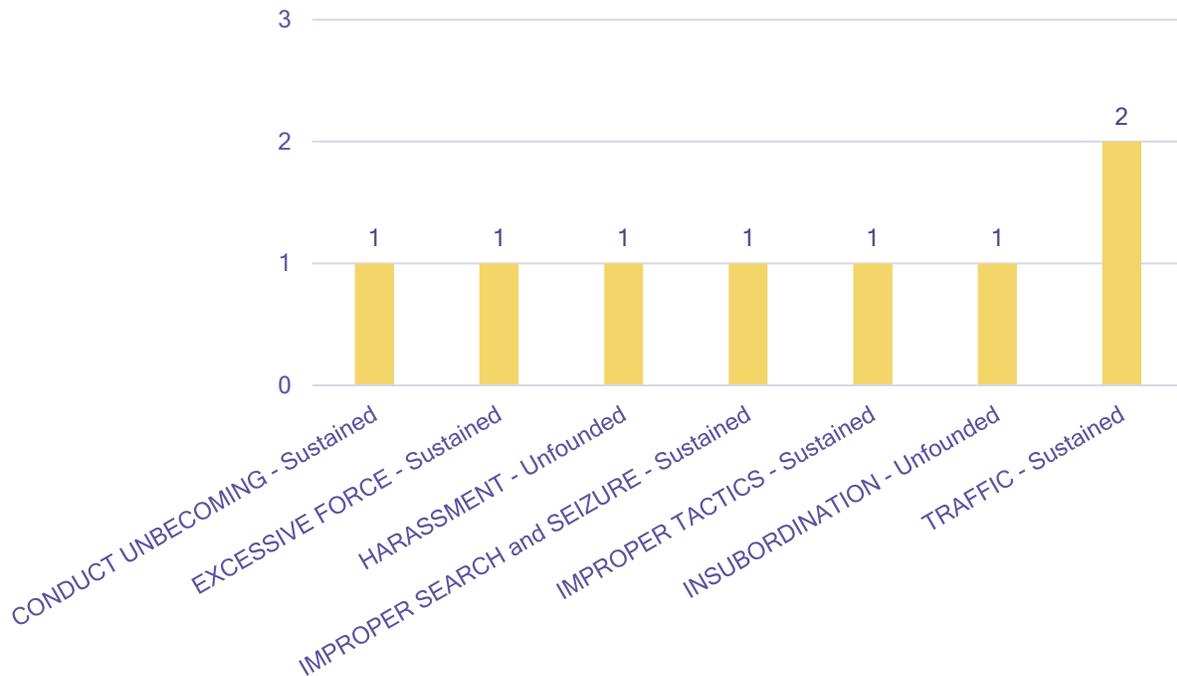


Table 3A shows the disposition of 8 allegations from 5 formal investigations that were completed from July 2017 through December 2017. These investigations were attributed to 5 SPD employees all resulting in discipline.

Note: one investigation can have multiple allegations.

When a formal investigation occurs, each allegation is examined on its own merits. These investigations may require investigators to contact all available witnesses, including police officers, examine any relevant physical evidence, review video, and gather all information pertinent to each allegation made in the complaint. IAD is to notify OPSA when a complaint warrants a formal investigation and provided a summary of the allegations. OPSA has the authority to review formal investigations upon completion, agree or disagree, and make recommendations.

There are four possible findings for formal investigations:

SUSTAINED: The investigation disclosed enough evidence to clearly prove the allegation.

NOT SUSTAINED: The investigation failed to reveal enough evidence to clearly prove or disprove the allegation.

EXONERATED: The act which provided the basis for the complaint did occur; however, investigation revealed the act was justified, lawful and proper.

UNFOUNDED: The investigation has produced sufficient evidence to prove that the act or acts alleged did not occur. This finding shall also apply when individual personnel named in the complaint were not involved in an act that did occur.

TABLE 3B: DISCIPLINE OF SPD FORMAL INVESTIGATIONS

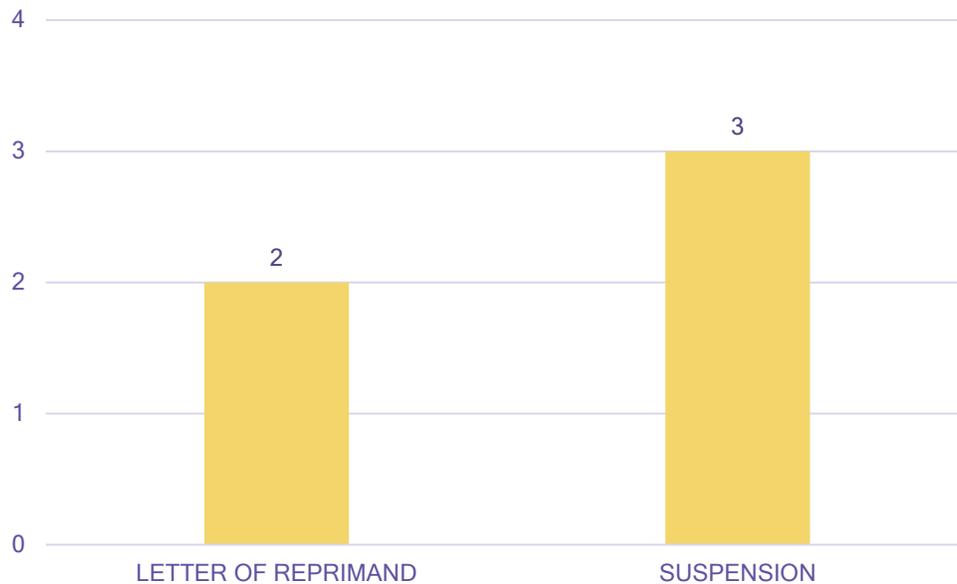


Table 3B shows the discipline of the 5 formal investigations shown in TABLE 3A attributed to 5 SPD employees.

TABLE 3C: OPEN SPD FORMAL INVESTIGATIONS

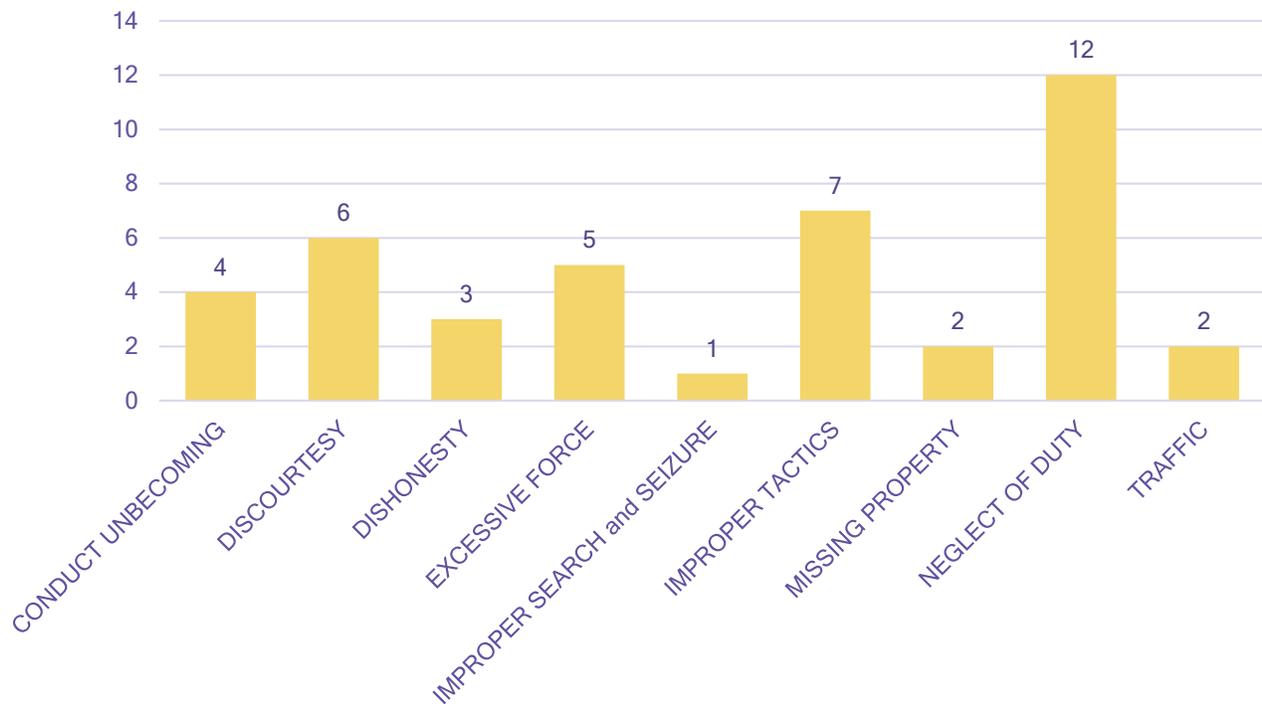


Table 3C shows 42 allegations from 10 formal investigations that remained open with IAD as of December 31, 2017. IAD has one year to complete a formal investigation. OPSA will continue to monitor the progress of the open investigations to assure timeline compliance.

TABLE 4: OPSA COMPLAINT ALLEGATIONS

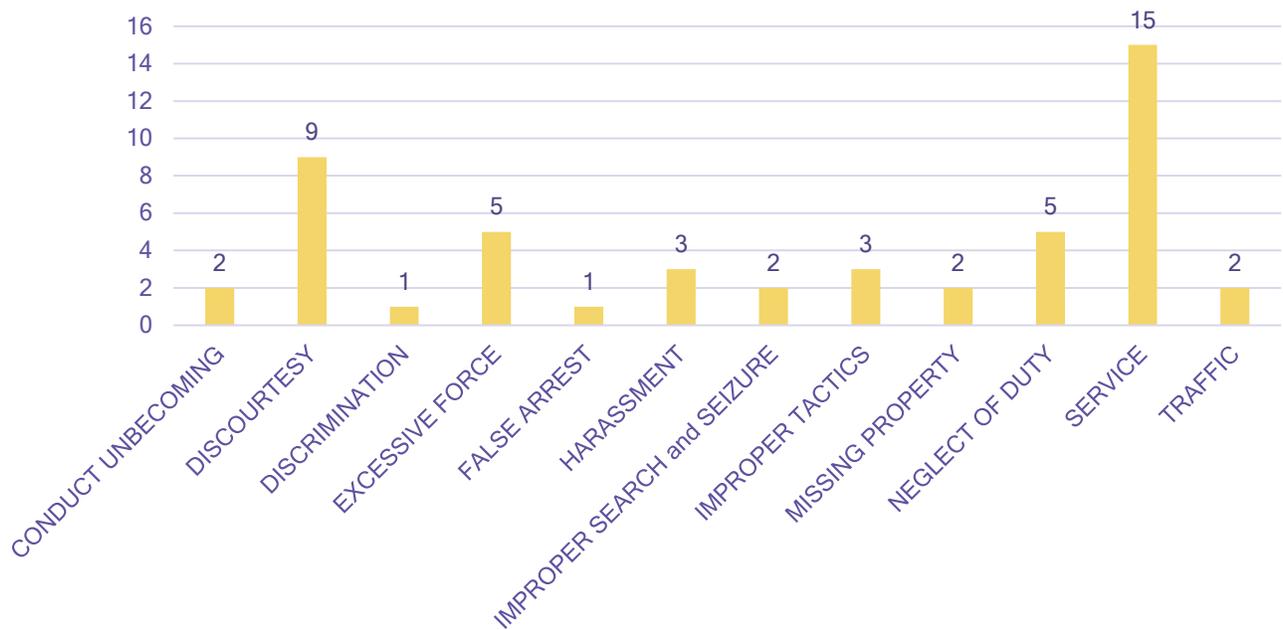
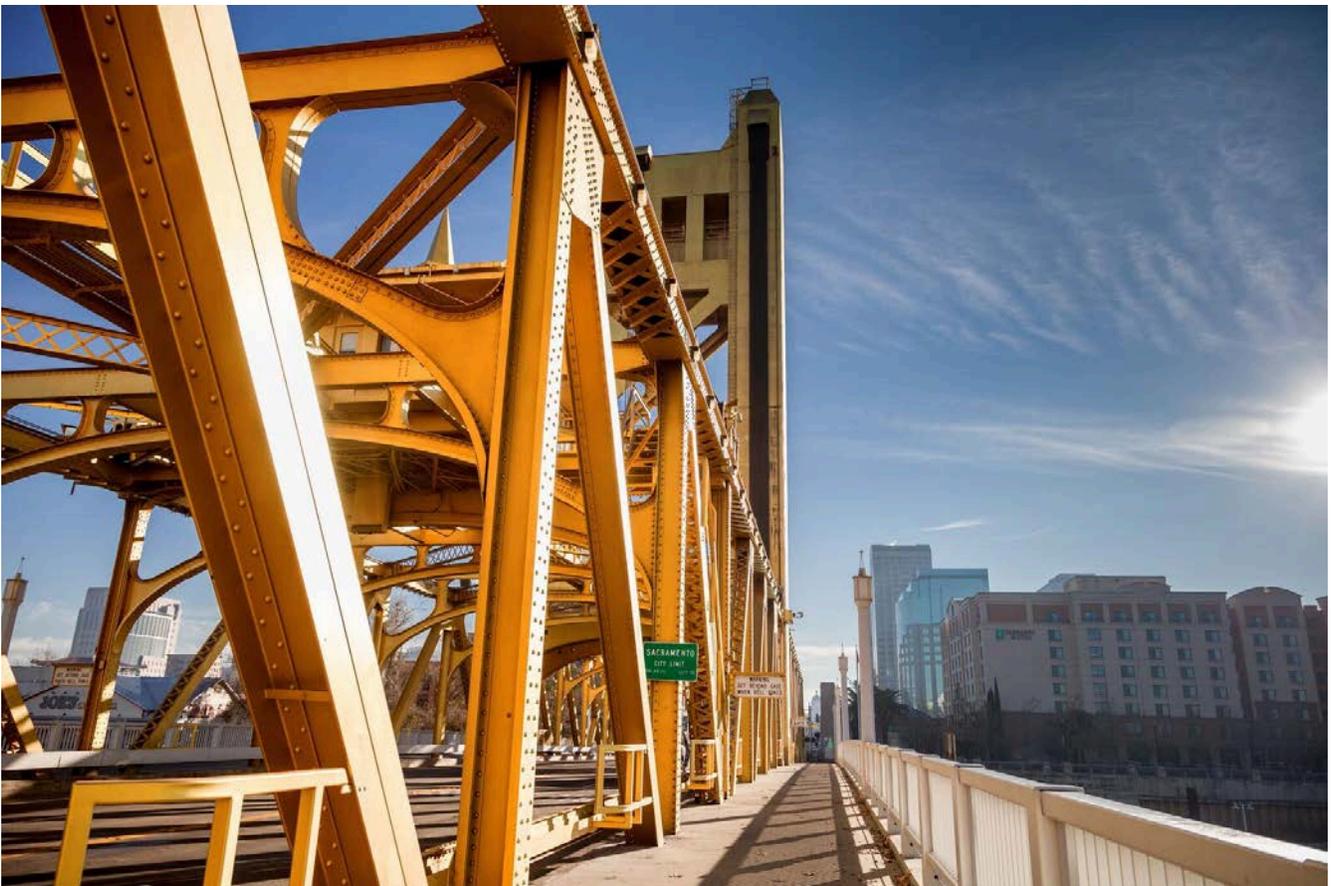


Table 4 identifies the number and types of misconduct complaint allegations that were filed against police officers to OPSA from July 2017 through December 2017. These 50 complaint allegations were evaluated, discussed with SPD and resolved without a formal investigation.



CRITICAL INCIDENTS JULY 2017-DECEMBER 2017

July 27, 2017

Officer Involved Shooting - 20th Avenue

The Office of Public Safety Accountability (OPSA) responded to an officer involved shooting near 20th Avenue and 38th Street. The initial call for service came from a concerned community member that saw a man with a gun in that area.

Two Special Weapons and Tactics Team (SWAT) officers responded to the area in an unmarked sedan, wearing tactical pants and marked "Police" tactical vests.

Upon arrival, they saw a group of people on the sidewalk. There was a male adult in the group that matched the description of the man with the gun. The passenger officer got out of the car and approached the group. The suspect immediately ran away. The officer ran after him while his partner followed in the car.

As the suspect ran away he produced a gun and pointed it back in the direction of the officer. The officer fired 5 rounds at the suspect. The suspect fell on the ground and was taken into custody. Neither officer or suspect was injured during the incident.

September 6, 2017

Death Investigation - Great Falls Way

The Office of Public Safety Accountability (OPSA) responded to the 3000 block of Great Falls Way for a critical incident involving a subject and community members. Police were called to the area regarding a man who had attempted to steal something from an apartment deck and when confronted threw rocks at the residents in the parking lot of the complex. Officers received additional information that the man was acting erratically and was hiding in the nearby neighborhood. A group of neighbors pursued the man to capture him until the police arrived.

The first officer arrived and was immediately directed to the area of Great Falls Way and Denison Court where he observed several citizens holding a man down on the front lawn of a residence. Officers were advised by the community members that they had been in a physical altercation with the man prior to police arrival.

The officer approached the man being held down by two citizens. According to the officer, as he started to handcuff the subject, he lifted his body and a struggle ensued. The officer required the assistance of the community members to place the man in handcuffs. The officers called for medical personnel to respond. While the officer was searching the subject, the officer noticed the man appeared to be having a medical emergency and was unresponsive. Officers began CPR until medical personnel arrived and took over.

On September 10, 2017, the man was removed from life support and declared deceased.

September 7, 2017

Officer Involved Shooting - Double Homicide Suspect

On September 7th, at approximately 6:30am officers were alerted by a license plate reader to a vehicle that was wanted in connection to a double homicide involving a firearm that had occurred on September 1, 2017. The driver was believed to be armed and extremely dangerous.

At 10:39am officers located the vehicle around 65th Street and Franklin Boulevard. Officers followed the vehicle while waiting for additional patrol cars to arrive and assist with the high-risk car stop.

When the stop was initiated the vehicle stopped in the middle of 27th Street, east of Franklin Boulevard. An officer gave the driver commands to show his hands, turn off the vehicle and toss the keys outside of the vehicle. The driver initially complied with commands, but then exited the vehicle and immediately began shooting at officers. Five officers returned fire. Shooting 40 rounds and hitting the suspect 14 times. He was pronounced dead at the scene. During the exchange of gunfire, two SPD Officers were shot. The Sacramento Fire Department responded and transported both officers to a local area hospital for treatment. Both officers received non-life-threatening injuries.

September 11, 2017

Officer Involved Shooting - Kinney Police Facility

On Monday, September 11, at 9:29pm, an SPD K-9 officer witnessed an individual recklessly driving a large panel truck northbound on Marysville Boulevard. The truck turned at a high rate of speed onto South Ave and rammed through the Northeast gate of the William J. Kinney Police Facility.

The vehicle continued driving through the parking lot where it struck an unoccupied patrol vehicle. The driver proceeded through the rear parking lot of the station and drove the truck through the emergency exit gate, exiting onto Rosalind Street. The driver continued driving southbound across Rosalind Street and then collided with the front gate of a residence on the south side of Rosalind Street. The occupants of the house were not injured.

The driver exited the truck and began to run, at which time the K-9 Officer released his K-9 partner, Reno. As the suspect fought the dog he reached behind his back and had a shiny object in his hand. One officer thought this object was a gun. The officer fired his gun 4 times hitting the suspect 2 times.

After being shot the suspect ran away to a neighboring house. When the homeowner refused to help the suspect, the suspect attacked him with a pipe and locked him out of his home. The suspect came out of the home with the keys to the homeowner's car. A second struggle began between the homeowner and the suspect.

Officers responded to the residence. The Officers utilized their CED (Conducted-Energy Device) to gain compliance and take the suspect into custody.

The man was transported to a local area hospital, treated and eventually booked into jail for Robbery, Attempted Carjacking, Assault with a Deadly Weapon, Evading, Felony Vandalism and Malicious Mischief charges.

During the struggle, K-9 Reno sustained lacerations and was transported to a veterinarian hospital for treatment. K-9 Reno required surgery for injuries sustained during the incident and has since had a full recovery and returned to police work.

Please see OPSA Recommendation regarding Injured K9 or Handler Policy/Protocol on page 14.

September 18, 2017

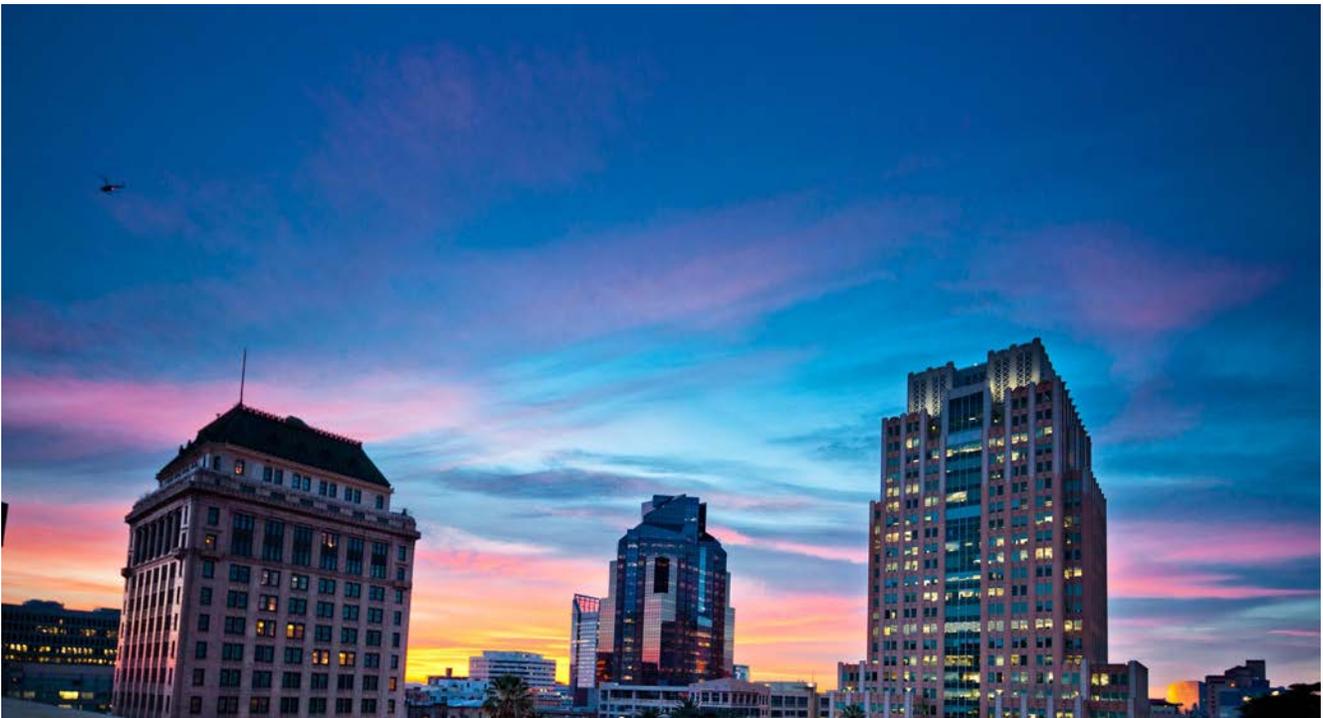
Officer Involved Shooting - Bellini Way

On Monday, September 18, at 7:04 p.m. the Sacramento Police Department responded to the 7600 block of Bellini Way to assist bail bond agents who requested assistance as they were attempting to serve an arrest warrant on a wanted man.

Responding officers were advised by the agents that the man had fled into a bathroom with a handgun. A Sacramento Police Sergeant and a K-9 officer entered the residence to assist the bail bond agents and to initiate dialogue with the man to attempt to safely negotiate his surrender.

Once inside, the officers repeatedly attempted to negotiate with the man to surrender but he refused directions to comply and remained in the bathroom with the handgun. While in the bathroom, the man fired his handgun at least one time in an unknown direction. The Sergeant continued to talk with the man for over 30 minutes attempting to get the man to safely surrender.

During the negotiation, the man eventually came to the door of the bathroom and displayed the handgun towards the officers. One officer fired his gun 4 times hitting the man 3 times. After the shooting, officers immediately began rendering aid to the man. The Sacramento Fire Department arrived on scene and transported the man to a local area hospital where he was listed in stable condition.



OPSA RECOMMENDATIONS

The following recommendations were made and submitted to the Sacramento Police Department prior to finalizing this 6 month report.

Family Liaison Program

For several years OPSA has worked in conjunction with the SPD to assist the family members of victims of critical incidents. Although the Council's Use of Force policy calls for a liaison to assist the family to watch all associated videos, it is OPSA's recommendation to take the task even further.

Critical incidents that result in the death of a community member, including fatal officer-involved shootings and deaths in-custody, present a significant ongoing challenge to police-community relations both nationwide and here in Sacramento. Irrespective of the circumstances of a critical incident in which a life is lost, no community members are more significantly impacted than the family of the person who has died. The manner in which the SPD interacts with families bereaved as the result of a critical incident has the potential to either mitigate or exacerbate the inevitable challenges that family will encounter, as well as to more widely impact community perceptions of the SPD.

SPD's current system for interacting with bereaved families is primarily focused upon the interaction between the family and the detectives handling the investigation of the incident. Those detectives have a necessary investigative role to perform in interacting with family members; however, they may lack specialized training and knowledge of/access to resources that could be employed to help meet the unique needs of the bereaved family. For instance, the needs of the family to understand all relevant investigative and review processes that will occur as a result of the incident, their needs for practical support in dealing with the Coroner and other county officials, and their need for insights or clarification regarding the availability of information regarding the critical incident, may not be best served by detectives whose primary role and responsibility is to investigate the incident itself.

Family Liaison programs, staffed by specialist officers, have proved an effective means of improving the quality of service provided by police agencies in other jurisdictions to bereaved families in the wake of critical incidents.

In light of the unique needs of families bereaved as a result of critical incidents, and the positive impact on those families and broader police-community relations that could be expected, it is recommended that the SPD establish and train a cadre of officers specialized in effectively interacting with such families. These officers would be the primary point of contact between the SPD and bereaved families following a death in a critical incident, and would possess specialized knowledge and access to services that would enable them to provide enhanced support to the families.

Once the program is established, it is also our recommendations that the program be appropriately staffed so these services can be extended to families of all homicides within the City's jurisdiction.

Injured K9 or Handler Policy/Protocol

SPD currently does not have a policy regarding procedures or practices to be followed by a handler or non-handler officer in the event a K-9 handler or their K-9 partner is injured. This has proved problematic in more than one incident in which a K-9 has been injured. For example, a K-9 was seriously injured during an incident in which a member of the public was shot by the K-9 handler. Concerned that his K-9 should receive prompt veterinary care, the K-9 handler left the scene of the incident to transport the K-9 for treatment. However, he did so without ensuring the provision of critical information to other officers who responded to the scene, limiting their effectiveness in dealing with an ongoing tactical situation.

Similarly, it is foreseeable that an incident in which a K-9 handler is incapacitated by injury or other factors during a deployment of a K-9 would present significant challenges for other officers on the scene with regard to appropriate management of the incapacitated handler's K-9. Such challenges could include the K-9 taking a defensive posture relative to protecting the handler and preventing other officers from providing necessary aid to the handler, or difficulty in gaining control over a K-9 that was in contact with a community member.

Due to the implications for both officer- and public-safety, it is recommended that the SPD develop protocols for K-9 units to address the above-described concerns and provide appropriate training to the rest of the department.

Classification and Reporting of Complaints

The integrity of the SPD's intake and investigation processes for public complaints depends, in part, upon the provision of oversight by OPSA. OPSA oversight plays an important role in promoting community confidence in the SPD's ability to investigate its own officers when they are alleged to have committed misconduct, as well as in the identification and remedy of trends arising from analysis of aggregate complaint data. However, the current SPD system for the intake and preliminary investigation of public complaints does not allow for comprehensive OPSA oversight.

SPD currently classifies initial complaints as "inquiries" during preliminary investigations. If the preliminary "inquiry" (typically a review of BWC footage) reveals conduct that would constitute a violation of policy, the inquiry is elevated to a "complaint." OPSA is not made aware of all "inquiries" and thus is unable to provide effective oversight of the critical determination as to whether an "inquiry" should be elevated to a formal complaint.

In addition to limiting OPSA's capacity to maintain comprehensive oversight of the complaint system, the current system potentially limits the effectiveness of the Department's early warning system, as there is no mechanism to determine whether an officer is the subject of disproportionate numbers of "inquiries." Likewise, transparency regarding the rates at which the public contact SPD regarding the quality of service they receive is limited, as there is no way of determining the rates at which community members are contacting SPD to raise concerns about their experiences with officers.

OPSA has been contacted by dissatisfied complainants whose complaints were handled by SPD as inquiries. OPSA reviews of some of these cases have revealed apparent policy violations. As such, the OPSA is not confident that all instances of potential misconduct reported by community members are being appropriately addressed by the existing complaint intake system. In order to enhance the effectiveness of the SPD's complaint intake process, and related risk-management and oversight processes, it is recommended that all instances of public complaints be recorded, as well as the steps taken to preliminarily investigate those complaints, irrespective of whether the preliminary investigation reveals apparent evidence of misconduct. These records should be maintained and made available in a manner that facilitates the use of the records for OPSA oversight and SPD risk-management processes.

Recommendations Following OPSA's Review of Formal Investigations

The following recommendations were made and submitted to the Sacramento Police Department's Internal Affairs Division (IAD) at the conclusion of OPSA's review of formal investigations that were completed by IAD during the timespan of this 6 month report.

1. All police management should attend the Continuing Professional Training (CPT) course every year. It is imperative that managers, especially those imposing discipline, have a clear understanding of what is being taught to staff.
2. Develop a roster of local counselors that are available to assist the Department with providing cost-free counseling services to community members who request help after witnessing a critical incident.

Update to Previous Recommendations

OPSA made the following recommendations in October 2016 to the City Manager in light of public concerns for more transparency and better information sharing from City of Sacramento departments. Following each recommendation is an update from the Sacramento Police Department received July 2018.

1. SPD evaluate its current Use of Force policy to determine whether it is consistent with current best practices. The evaluation should include consideration of whether the "imminent" threat threshold is sufficiently restrictive so as to limit the use of deadly force to only those exceptional circumstances where such force is warranted. The evaluation should also include consideration of whether officers should be required to employ de-escalation tactics, when safe and feasible to do so.

SPD Update: *The SPD Use of force policy was updated and revised in May 2017.*

The Department has implemented a Use of Force Training Review Committee, comprised of community members and Department personnel, to review the existing policies and best practices related to Use of Force.

The committee is currently working on an updated Use of Force policy that includes community input and recommendations from the Sacramento Community Police Review Commission.

- SPD review its current deployment of less-lethal weapons to ensure optimal availability to officers in the field.

SPD Update: *SPD is in the process of deploying less-lethal weapons throughout patrol so that officers can access those weapons when necessary. Updates include:*

Less lethal shotgun conversion

- *Due to the large size of our equipment order, there has been a delay in receiving the less-lethal shotgun conversion kits. Only some of the kits have been received.*
- *As of July 17, 2018, twenty-two less-lethal training classes have been conducted and approximately 160 officers trained.*
- *The officer training is being scheduled when the equipment is received.*

40 mm plastic foam launchers

- *We received this equipment in October of 2017.*
- *We are currently in the process of training officers and sergeants and each patrol team will be issued a 40mm launcher for use.*

Pepper Ball launchers

- *The launchers arrived in October and are currently being issued to each patrol team similar to the 40mm launcher.*

Ballistic shields

- *The Ballistic Shields have been installed in all marked patrol vehicles.*

Training

- *Prior to officers using the Pepper Ball and 40mm foam launchers they will be required to attend a five-hour training class on the use of this equipment.*
- *We have completed training for approximately 90% of our sworn staff.*

- SPD evaluate current training provided to officers for interacting with individuals with mental illness to ensure that training sufficiently prepares officers to deal effectively with such encounters.

SPD Update: *All sworn officers received 40 hours of Crisis Intervention Training based on the Memphis model. This training will continue on a bi-annual basis as new recruits graduate from the police academy.*

In addition to the 40-hour CIT course, a four-hour course on Crisis Intervention and Behavioral Health was added to the Department's annual Continued Professional Training, exceeding the requirements of State Senate Bill 11.

4. SPD research current tactical and strategic best practices used by police departments nationally regarding dealing with non-compliant individuals armed with weapons other than firearms.

SPD Update: *In the academy officers receive 9 hours of tactical communication and 25 hours of Use of Force Training. These trainings are provided in a classroom setting as well as scenario-based learning exercises. The 40-hour Crisis Intervention Training supports many of the same principles and strategies for de-escalation with the goal of achieving positive outcomes.*

SPD is in the process of enhancing its' current training division to include a research and development unit. The unit will focus on identifying and implementing a training curriculum that is in line with national best practices.

5. SPD review current policies regarding transparency with a view to maximizing public confidence in the SPD's processes related to officer-involved shootings and other high-profile/critical incidents. This review should include consideration of establishing a designated point of contact for families of individuals seriously injured or killed during police operations. The review should also include consideration of how information regarding such incidents, and related investigative and adjudicative processes, can most effectively be shared with the community.

SPD Update:

- *The Sacramento Police Department is committed to the mission of building trust between our officers and the diverse community we serve.*
- *We are dedicated to ensuring access to public records as an important priority.*
- *In 2016, the City Council passed a resolution by which video related to an Officer Involved Shooting or an incident resulting in a Death in Custody be released to the public within 30 days.*
- *We want to ensure that information is readily accessible to the public.*
- *The Department created a Transparency website which includes General Orders, Reference Manuals, Information on the Body Worn Camera project, Information to the California Public Records Act as well as links to expedite CPRA requests, pages dedicated to officer involved shootings and incidents of significant public interest and vehicle stop data history and information.*
- *A police department representative meets with the family along with the OPSA Director to present video associated with the critical incident prior to its public release.*
- *All officers have been issued body worn cameras.*
- *Video has been released not only after officer involved shootings, in less than the 30-day requirement, but also when video is of a significant public interest.*
 - *May 9, 2018: Release of Body Worn Camera and Surveillance video related to a traffic stop*
 - *April 16, 2018: Secondary release of video from 29th Street Officer Involved Shooting*
 - *March 21, 2018: Release of Audio/Video related to Officer- Involved Shooting on 29th Street (3 days after the event)*

- *March 8, 2018: Release of Police Video from Attempted Murder of an Officer*
- *October 9, 2017: Department releases video of Officer Involved Shooting- Kinney Police Facility (Occurred on September 11, 2017)*
- *October 3, 2017: Department releases video of significant neighborhood event- Great Falls Way*
- *October 2, 2017: Department releases remainder of Officer Involved Shooting Videos- 27th Avenue*
- *August 23, 2017: Department releases remainder of Officer Involved Shooting Video*
- *August 18, 2017: Department releases videos in 20th Avenue Officer Involved Shooting (Occurred on July 27, 2017)*
- *August 17, 2017: Public Interest Video release*
- *For the first time, a Coroner's report related to an officer involved shooting was released to the public on May 1, 2018.*



SACRAMENTO FIRE DEPARTMENT (SFD)

During the 6 month duration covered in this report, the Sacramento Fire Department did not have any critical incidents. However, the Professional Standards Unit (PSU) received 56 complaint allegations against SFD personnel.

FIRE COMPLAINT ALLEGATION DEFINITIONS

COMPLAINT – Any complaint pertaining to SFD policies, rules, procedures or employee conduct. Misconduct complaints include, but are not limited to, allegations of:

- | | |
|--|---|
| <p>A. CRIMINAL OFFENSE
As statutorily defined.</p> <p>B. CITY EQUIPMENT
Any misuse of City equipment.</p> <p>C. CONDUCT UNBECOMING
Behavior that is malicious or criminal or a failure to follow ordinary and reasonable rules of good conduct and behavior. This includes any misconduct bringing discredit upon the SFD.</p> <p>D. DISCOURTESY
Rude or abusive actions directed toward another person.</p> <p>E. DISCRIMINATION
Allegations that the employee's actions or misconduct was due to race, sex, religion, physical disability, ethnicity or sexual orientation of an individual.</p> <p>F. DISHONESTY
Theft, misappropriation of funds, property of the City or others, or giving false, or misleading information.</p> <p>G. HARASSMENT
Any action or conduct including, but not limited to, the making of threats of violence, physical intimidation, verbal abuse, derogatory comments, sexual demands, or an act of retaliation because of the sex, race, ancestry, physical handicap, medical condition, marital status, age, sexual preference, or any other protected characteristic of a citizen or employee.</p> | <p>H. EXCESSIVE FORCE
Includes attempted or actual intimidation as well as physical use of force.</p> <p>I. IMPROPER TACTICS
Improper or unapproved procedures and techniques used by an employee, such as giving inappropriate advice or taking in appropriate action.</p> <p>J. INSUBORDINATION
Failure or refusal to follow a lawful written or verbal order of a superior.</p> <p>K. INTOXICATION
The use of intoxicants by on-duty personnel.</p> <p>L. MISSING PROPERTY
Property missing, which has, at one time, been in the custody or control of a member of the SFD.</p> <p>M. NEGLECT OF DUTY
The failure to perform a required duty.</p> <p>N. SERVICE
The failure to provide adequate, timely and required police action.</p> <p>O. TRAFFIC
Improper or illegal driving by an employee.</p> <p>P. WAGE GARNISHMENT
Failure to pay just debts.</p> |
|--|---|

FIRE STATISTICS

TABLE 5: COMPARISON OF COMPLAINTS AGAINST SFD PERSONNEL

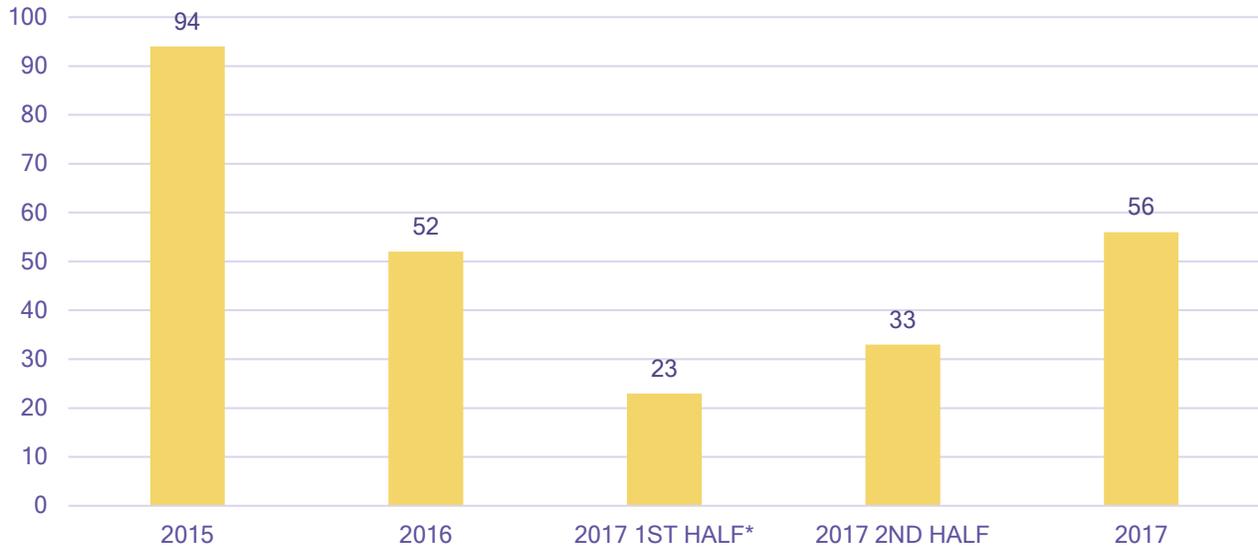


Table 5 compares total complaint allegations received by SFD PSU and OPSA from 2015 through 2017.

Note: one complaint could have multiple allegations. *3 complaints were added to 2017 1st Half for June, that were not included in the January 2016-June 2017 OPSA Report TABLE 5 2016 graph.

TABLE 6: SFD COMPLAINT ALLEGATIONS FROM JULY 2017-DECEMBER 2017

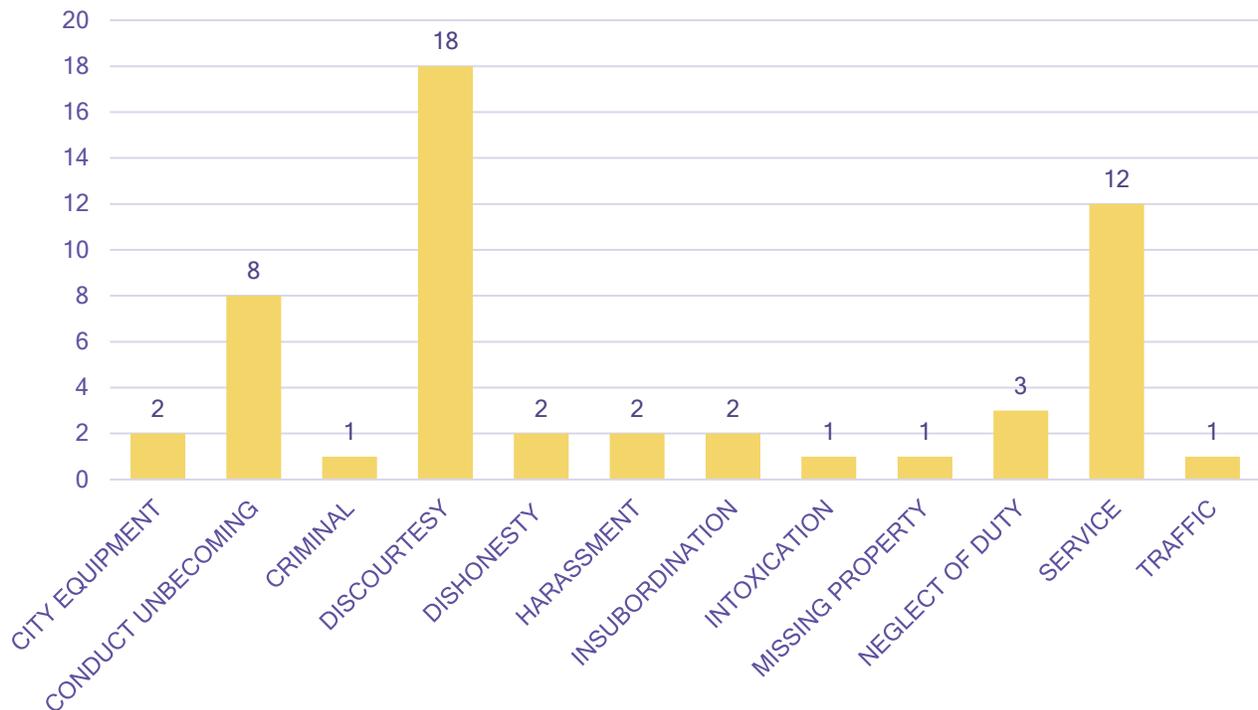


Table 6 identifies the number and types of misconduct allegations filed against Fire Department employees during the period of this report. Note: there may be multiple allegations per investigation.

TABLE 7: FINAL DISPOSITION OF INVESTIGATIONS AGAINST FIRE PERSONNEL

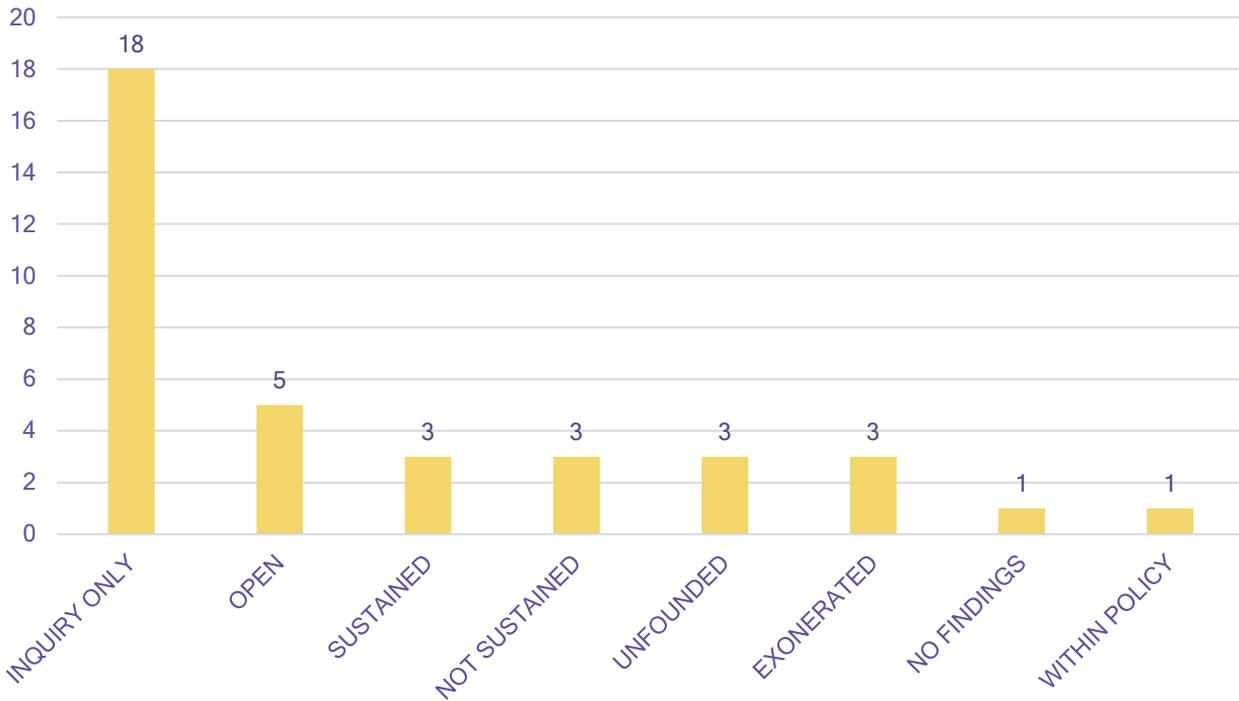


Table 7 shows that of the 14 completed misconduct investigations (last 6 data columns), 3 of the 14 (21%) complaints referred to Fire Command Staff during this period were sustained, resulting in disciplinary action against 2 employees and 1 resignation.



Groundbreaking of Fire Station 15 on West El Camino Avenue, July 21, 2017

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