



PORTLAND MAINE

POLICE DEPARTMENT

OFFICE OF INTERNAL AFFAIRS

ANNUAL REPORT

2017

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Introduction

The Portland Police Department's Internal Affairs Unit is comprised of a lieutenant and a sergeant. The unit is directly supervised by the Assistant Chief of Police while under the overall command of the Chief of the Department.

The unit investigates allegations of misconduct made against department personnel. Allegations may be initiated by the public or internally by department members. Other duties include monitoring certain activities relating to the professional operation of the department. These include use of force by officers, preventable accidents, vehicle pursuits, and firearm discharges. An early warning system consisting of pre-established organizational parameters is maintained and monitored by the unit. Performance Management Reports are generated and a command staff review is begun when these parameters are met. Statistical data is provided to command staff for use in planning, policy formulation, and risk management. The Internal Affairs Unit also conducts pre-employment background investigations. The Unit's functions fall into three broad categories: Investigative Incidents, Tracking and Evaluating Statistical Data and Background Investigations.

Investigative

- **Citizen Complaints**--Investigations conducted on complaints received from outside sources or citizens
- **Internal Complaints**--Investigations conducted on complaints generated from within the Portland Police Department
- **Pre-employment Background Investigations** -- Comprehensive investigations of all police department and Portland Regional Communications Center applicants

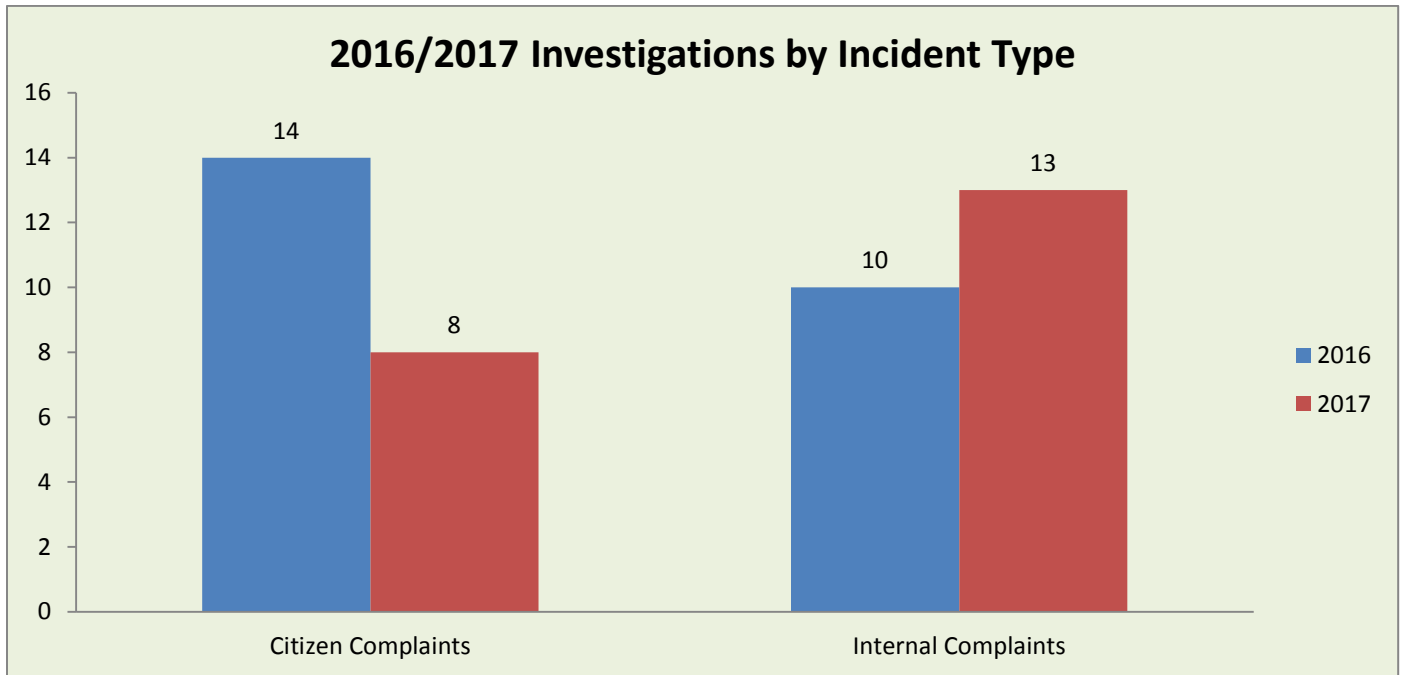
Tracking and Evaluating Statistical Data

- **Uses of Force**--Tracks all facets of each use of force and analyzes for potential patterns and trends. The lieutenant also chairs the Use of Force Committee.
- **Use of Force Committee** -- Meets monthly reviewing all use of force reports examining for trends, training needs, and policy concerns. Members include Command Staff, Police Attorney, IA Staff, Union Representatives, and a Defensive Tactics Instructor.
- **Vehicle Pursuits**--Tracks all aspects of vehicle pursuits
- **Performance Management Review**-- Prepares comprehensive reports for command review of officers who exceed identified organizational parameters

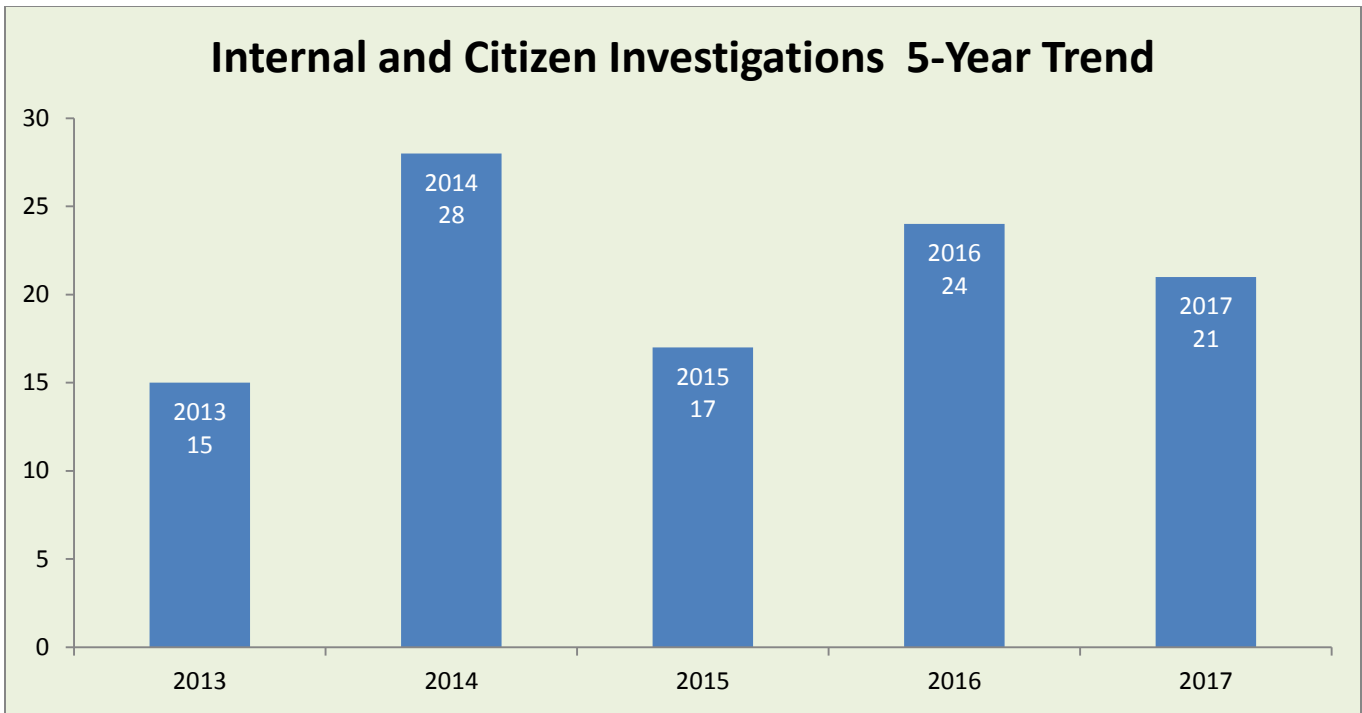
Investigative Incidents: Complaint Type

Citizen complaints are those generated by members of the public. Internal complaints are those generated from within the department.

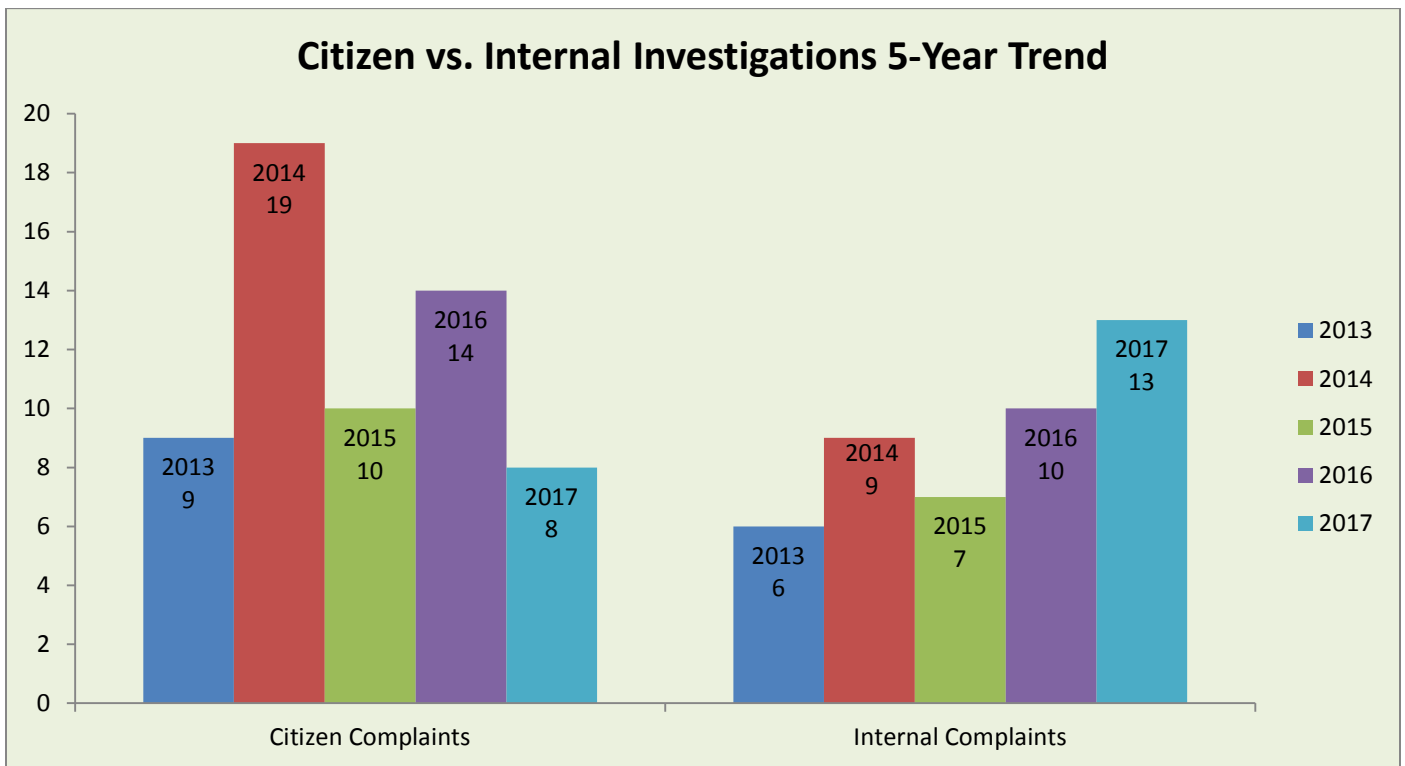
In 2017 the Portland Police Department handled about 81,800 calls for police service. These calls include citizens calling 911 and officer initiated interactions. In 2017 officers arrested 2,831 individuals. There were 8 Citizen complaints and 13 Internal complaints filed against employees in 2017.



Total internal and citizen complaints decreased from 24 in 2016 to 21 in 2017.

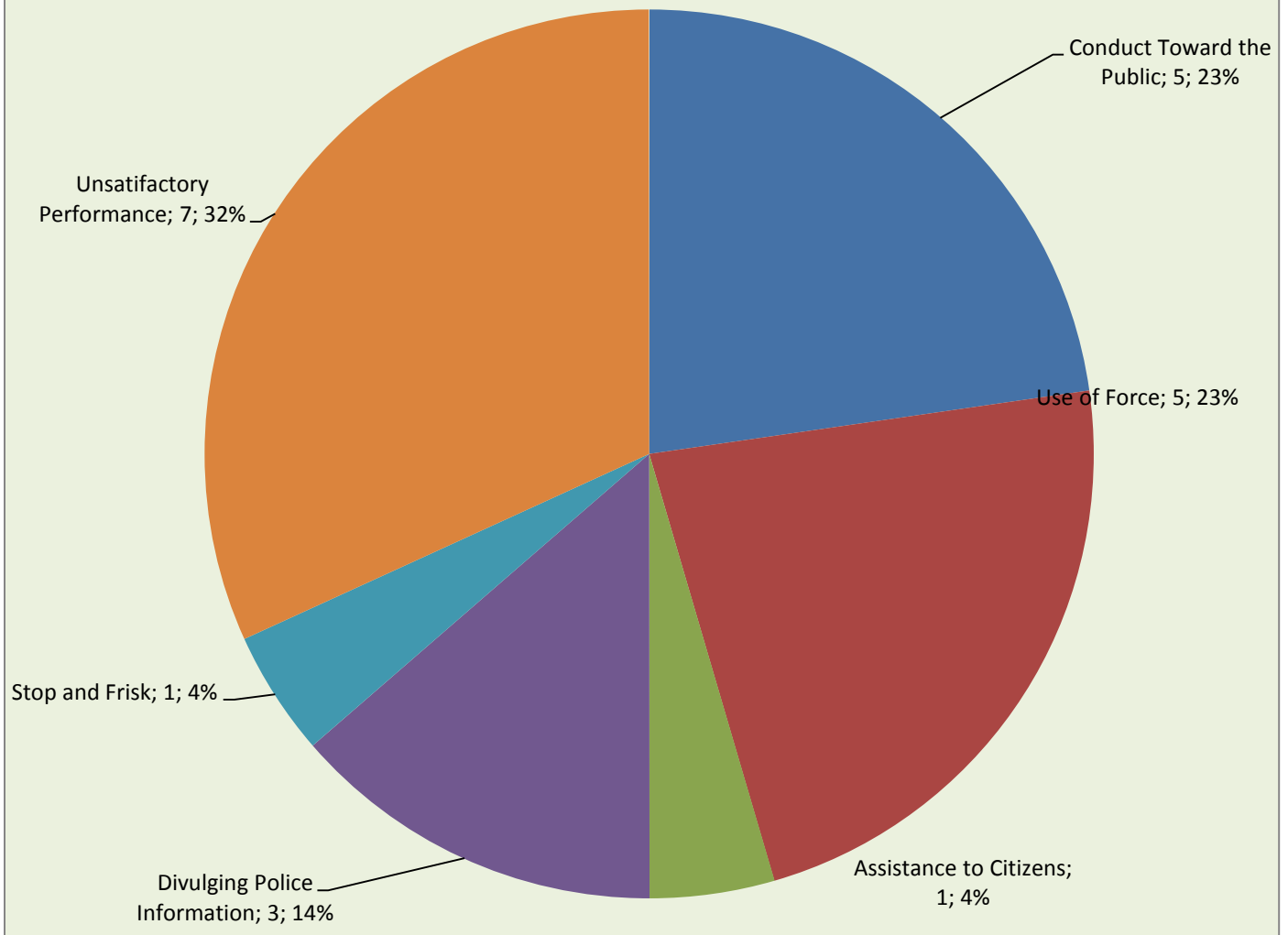


Over the past five years the annual number of complaints has averaged 21.



Data over the past five years shows no apparent patterns regarding the number of complaints.

2017 Citizen Complaints by Allegations

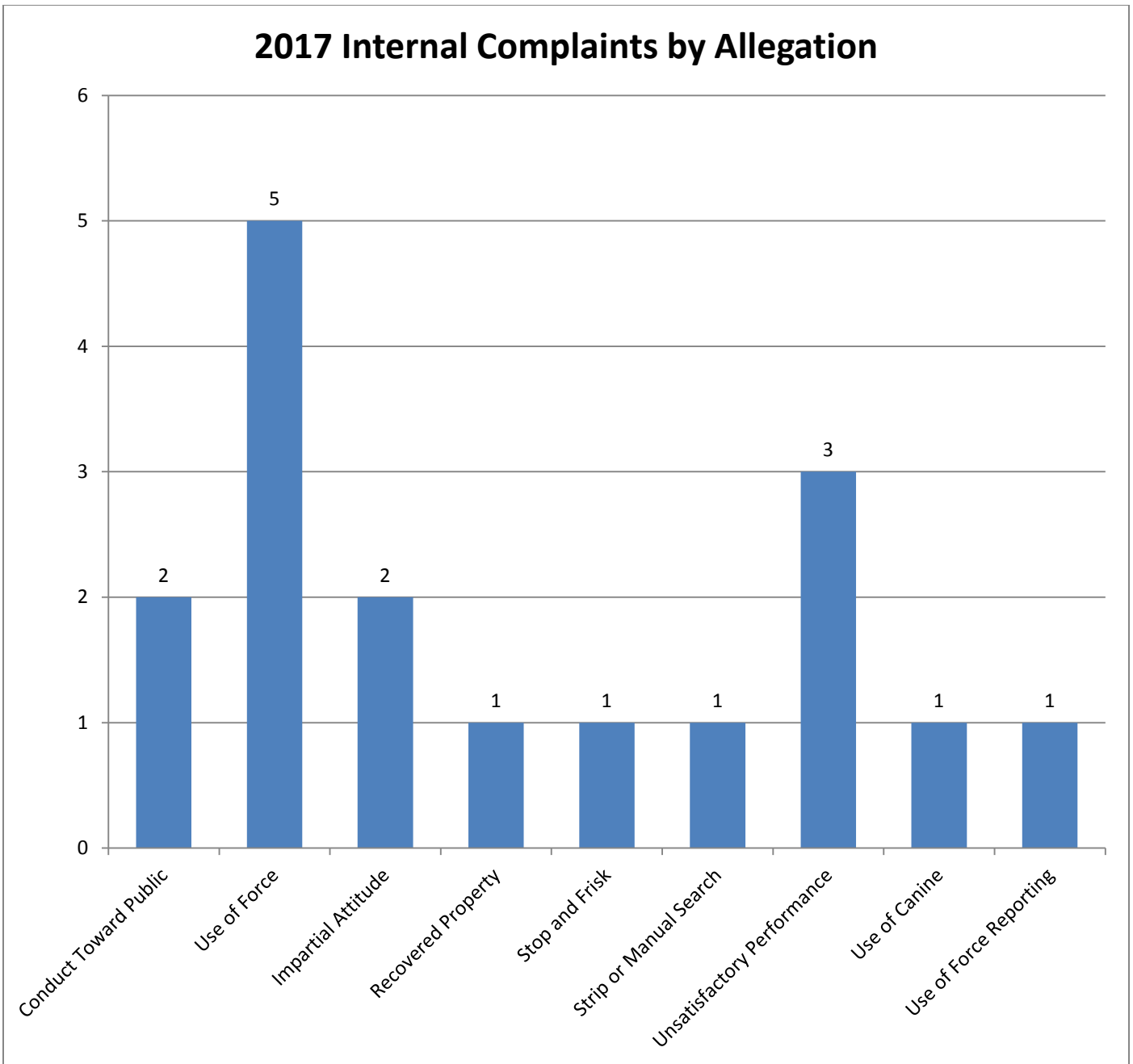


In 2017 there were 8 Citizen complaints filed by individual(s) against 20 departmental employees. A total of 22 allegations were investigated alleging violations of the department's standard operating procedures.

Individual allegations included: Unsatisfactory Performance (7, 32%), Conduct Toward the Public (5, 23%), Excessive or Unnecessary Force (5, 23%), Divulging Police Information (3, 14%), Assistance to Citizens (1, 4%), and Stop and Frisk (1, 4%).

Complaints of Excessive or Unnecessary Use of Force were alleged against 5 officers in 2 separate investigations. This allegation was responsible for 25% of the Citizen complaints in 2017.

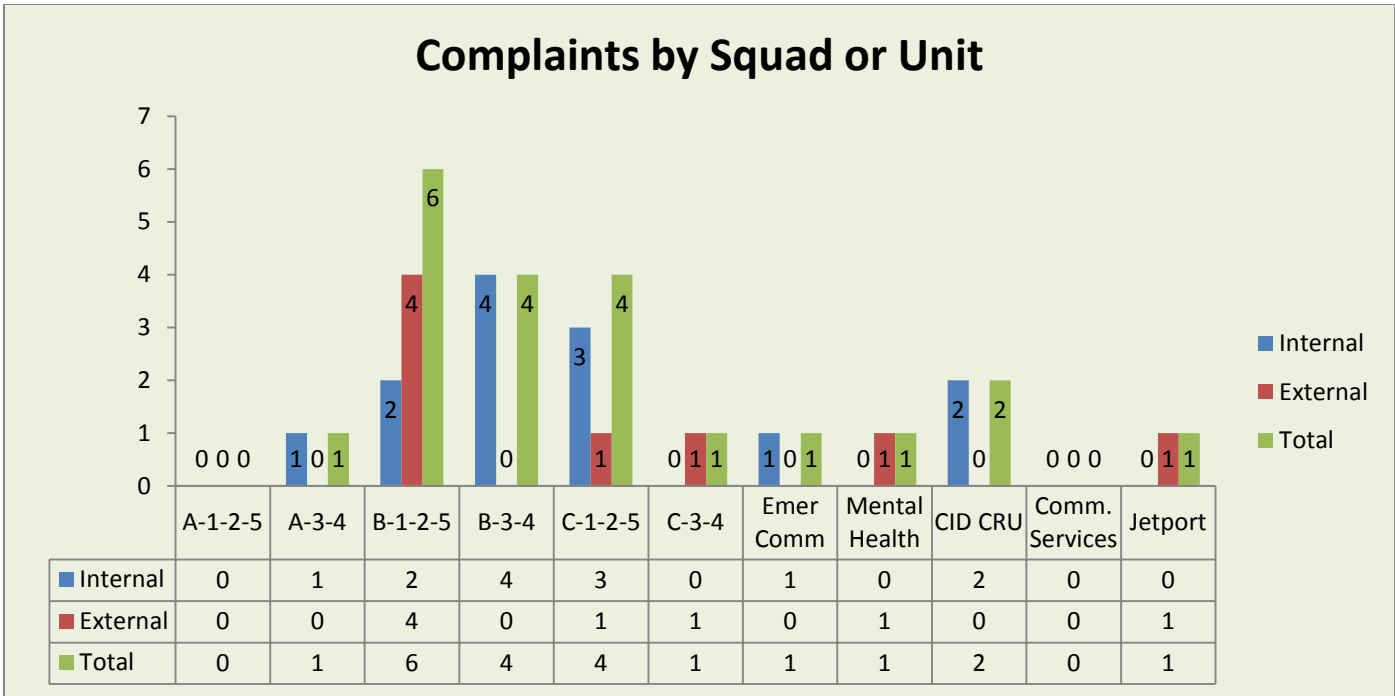
2017 Internal Complaints by Allegation



In 2017 there were 13 Internal Complaints filed against 10 departmental employees. Two employees were the subject of 2 separate investigations. A total of 17 allegations were investigated alleging violations of departmental standard operating procedures.

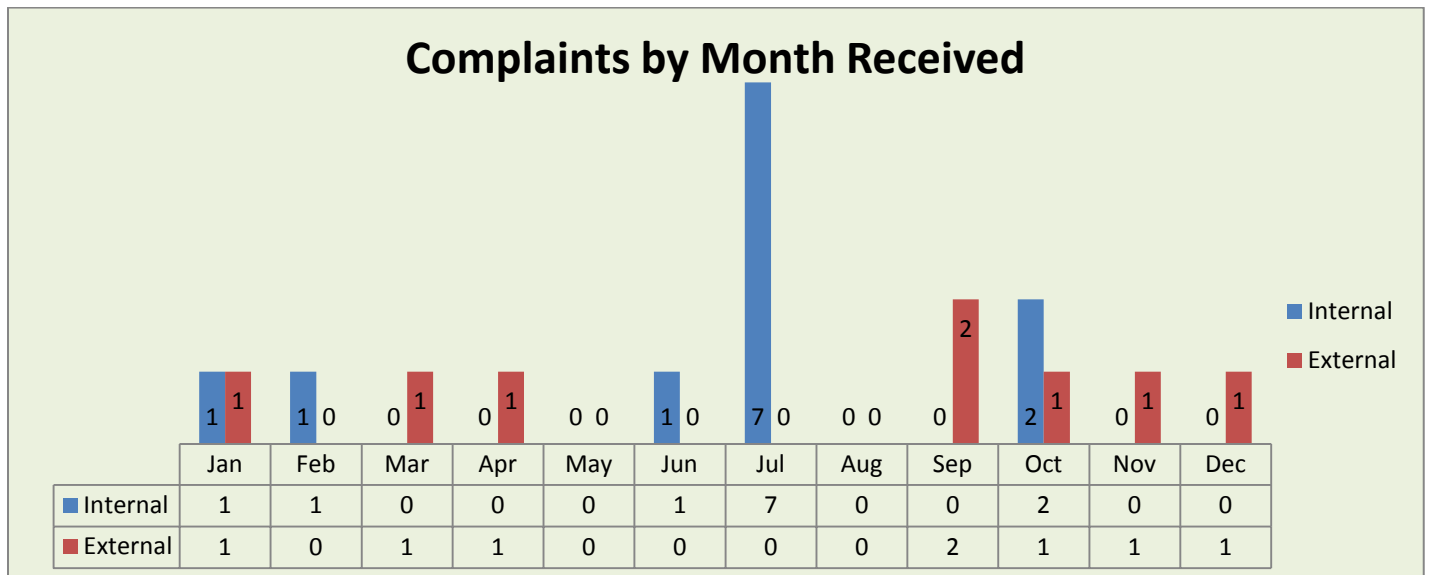
Individual allegations included: Use of Force (5, 29%), Unsatisfactory Performance (3, 17%), Conduct toward the Public (2, 12%), Impartial Attitude (2, 12%), Recovered Property (1, 6%) Stop and Frisk (1, 6%) Strip Search (1, 6%), Use of Canine (1, 6%), and Use of Force Reporting (1, 6%)

Complaints by Squad or Unit

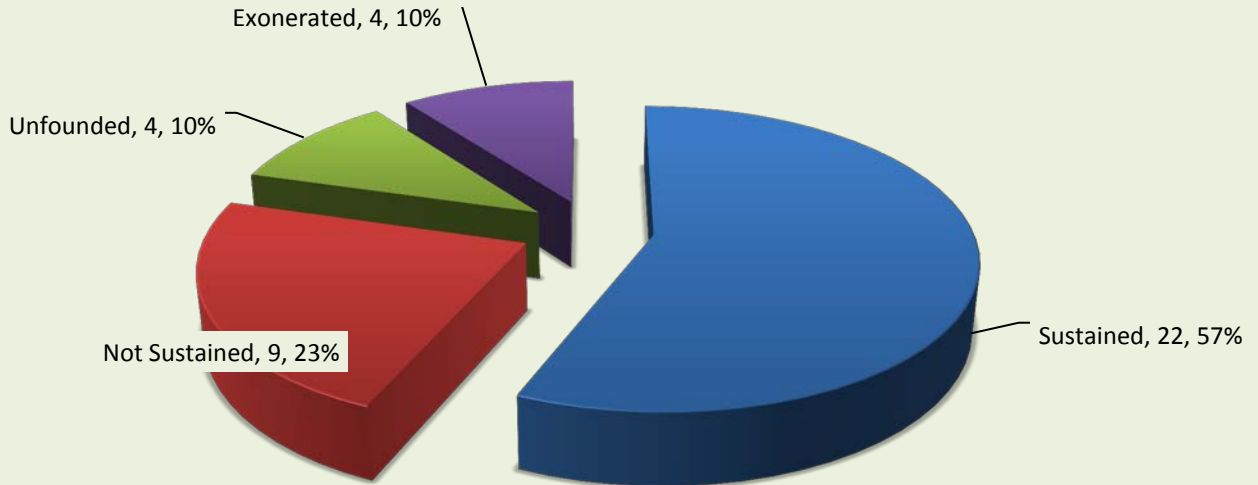


In the 21 complaints filed in 2017, a total of 20 different employees were named. The internal complaints named 10 different officers. Two officers were named in two internal complaints. One internal complaint was closed without naming an employee. In that case, the investigation was unable to determine a specific employee responsible for leaving property in a department vehicle.

Complaints by Month Received



Investigative Findings on Allegations



In 2017:

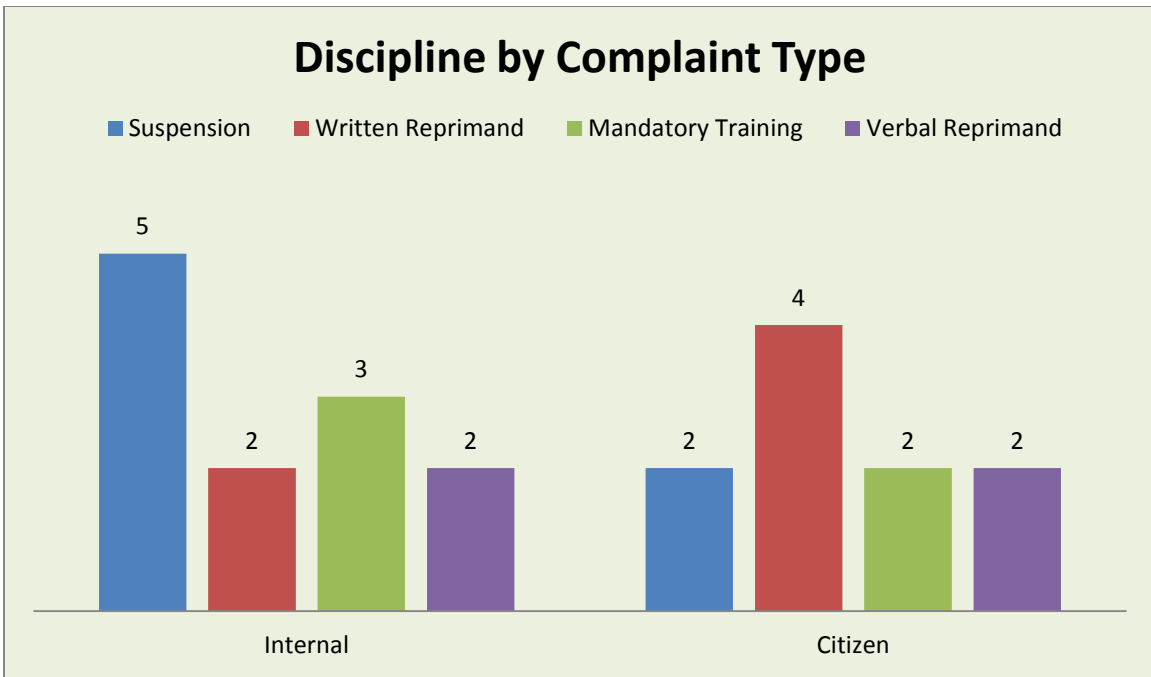
- There were 8 Citizen Complaints against 20 employees. These complaints alleged 22 policy violations
- There were 13 Internal Complaints against 10 employees. These complaints alleged 17 policy violations.

Discipline for Investigations with Sustained Findings

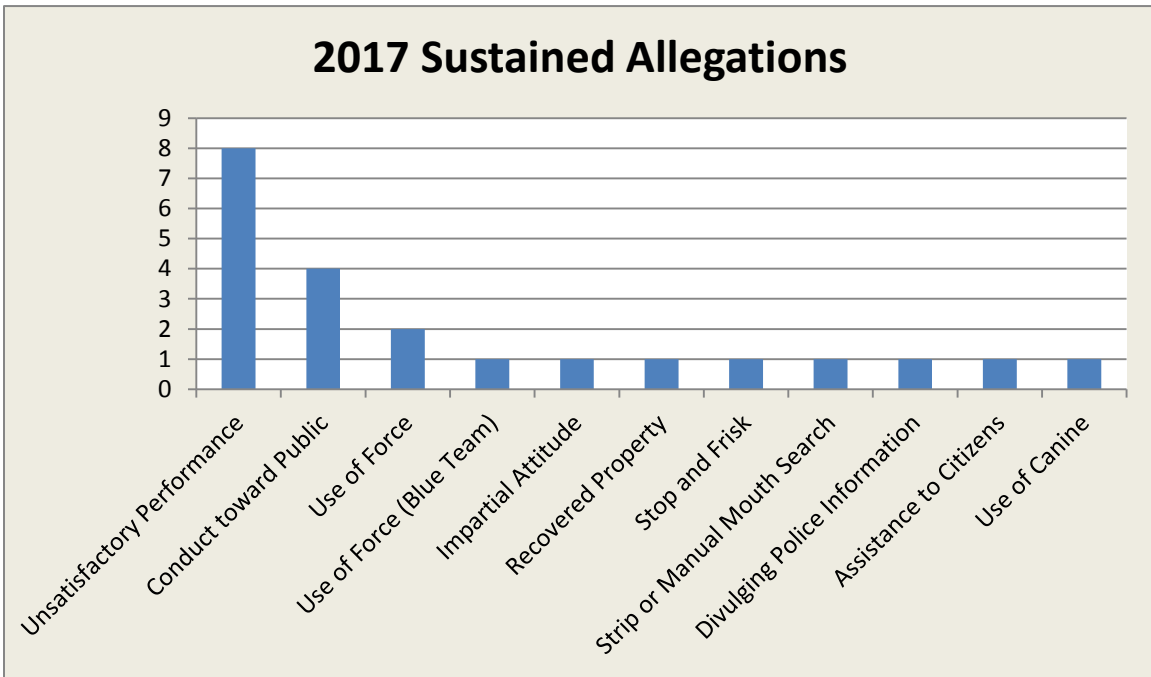


In 2017:

- 10 of the 22 allegations from Citizen Investigations were sustained and discipline issued.
- 12 of the 17 allegations from Internal Investigations were sustained and discipline issued.



This chart compares the type and frequency of discipline issued between Internal and Citizen Complaints.



This chart displays the 22 allegations that were sustained from Citizen and Internal complaints in 2017.

Performance Management Reviews

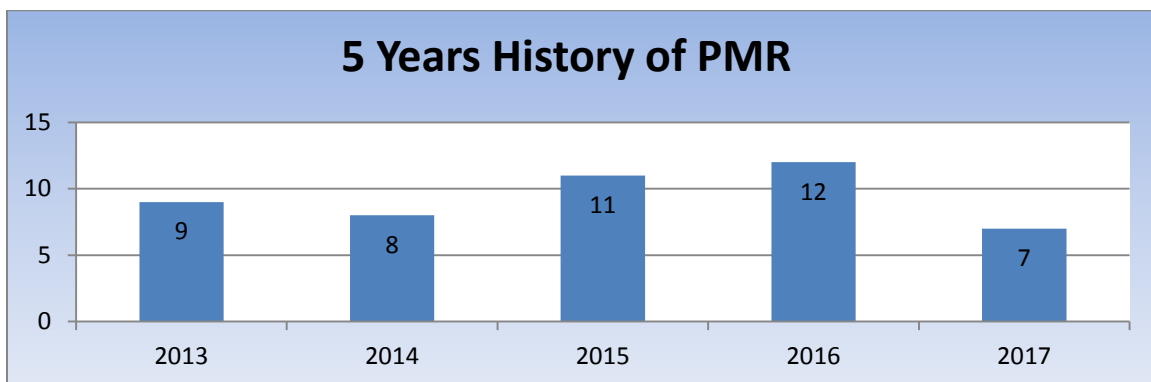
As part of an early warning system the Internal Affairs Unit monitors the number of use of force incidents by officers as well as other indicators that might represent areas of concern regarding employee performance. When certain parameters are met the Internal Affairs Unit prepares a comprehensive report for the officer's lieutenant and command staff. This process is known as Performance Management Review (PMR). In 2017, 7 performance management reviews were conducted on 6 officers.

The Internal Affairs Office monitors the Performance Management Review System and initiates a review any time an officer reaches one of the following thresholds:

- Three use of force incidents in any ninety-day period or seven in any 365-day period,
- Two disciplinary incidents in twelve months,
- Request for review by officer's lieutenant, or
- A member of the Command Staff or the Chief of Police requests a review.

A Performance Management Review Report includes the following data: awards and commendations, training, calls for service, number of arrests, including the ratio of arrests to uses of force, use of force incidents, sick leave usage; motor vehicle pursuits, discipline, overtime and leave usage, cruiser accidents, Internal Affairs complaints, no-complaints from the District Attorney, outside employment, lawsuits and notices of claim, job improvement plans and a numerical comparison of the officer to others on the same patrol team are provided. The report will include an analysis of the data including areas in need of improvement or change, patterns, and performance or training issues.

The officer's sergeant and lieutenant review the report before it is discussed with the officer. After consulting with the officer a written action plan is devised to address any areas of concern or ensure continued monitoring if no issues are readily apparent. The Performance Review Committee must approve all action plans before implementation. The Performance Review Committee consists of the Chief of Police, Assistant Chief, Commander, Major, Internal Affairs Lieutenant, Training Sergeant, Police Attorney, and the Lieutenant of the officer.



Background Investigations

Pre-Employment Background Investigations

The Internal Affairs Unit conducts pre-employment background investigations on police officer and emergency communications candidates. While investigators from other divisions will assist in this task when there are numerous candidates, the majority are done by Internal Affairs. Investigations include querying criminal, credit and driving histories databases, along with interviews of employers, references, relatives, friends and co-workers. Every attempt is made to verify all applicant information for truthfulness and completeness. A written report is compiled for use by the Chief and Human Resources in making employment decisions.

The Internal Affairs Unit conducted 49 Background Investigations in 2017.

Conclusion

The duties of the Internal Affairs unit are varied but generally revolve around risk management. 2017 had an overall decrease in the number of complaints investigated along with a decrease in the reporting of force used by officers. The total number of investigations decreased from 2016 by 13%. The number of citizen investigations decreased by 43% and Internal investigation increased by 30%. If a conclusion can be drawn that most complaints arise from a Call for Service (CFS), there is approximately one complaint every 3,895 CFS compared to one complaint per 3,450 CFS in 2016.

Over the past 5 years, the Department has averaged a total of 21 Complaints per year, with an average of 12 Citizen Complaints and 9 Internal Complaints. In 2017, the 8 Citizen complaints was a reduction of 40% from the 5 year average of 12. The Internal Complaints, which had averaged 9 for the last 5 years, increased to 13. This is approximately a 36% increase from the yearly average.

End Report