

FY 2020 Annual Report

courage
honor
professionalism
integrity

GILBERT POLICE DEPARTMENT





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Town of Gilbert data for Fiscal Year 2019 - 2020

Population: 259,386

Municipal Planning Area: 72.6 Square Miles

Founded: 1891

Incorporated: 1920

Type of Government: Council/Manager

Acknowledgments

Produced by the Office of the Chief of Police

Editing & Design: Lucinda Nido

Contributors: Lucinda Nido, Joseph Go and
members of the Gilbert Police Department

Photos: Danny Fisher

The respect for individual rights is the basis of our Constitution and the cornerstone of our values at the Gilbert Police Department. Our mission is to serve as enforcement leaders in protecting and assisting all people in our community through effective problem solving, professional service, and the relentless pursuit of those who victimize our citizens and compromise public safety.



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integrity





GILBERT POLICE DEPARTMENT - FY 2020 ANNUAL REPORT



News and



News & Events

Events

Spotlight: Hiring Unit

For most employees, their first formal contact with the Gilbert Police Department is through a member of the Hiring Unit. Regardless of your position, if you are permitted to walk about the building unescorted, you probably had a long, awkward interview with one of the background investigators. They likely asked you questions you previously had not considered answering (and definitely hadn't considered answering out loud to a relative stranger).

When all goes well during the background process, an applicant will receive a telephone call from their investigator with a job offer and a start date. For many of you, that is the last time you considered the role of the Hiring Unit and its personnel.

What most employees don't realize is around 90% of applicants don't receive that phone call. They get a very different message that may include notification to never apply again. Worst case scenario they even get contacted by a criminal investigator because of something they disclosed during that initial conversation. Imagine applying for a job and potentially getting arrested instead!

But since that didn't happen to everyone reading this, I thought you might be interested to know what happens during the background process and the continued role Hiring Unit personnel play in the department.

Each position has a unique testing process that will include an oral board interview, written test, physical fitness exam, and/or skill-specific testing. Once an applicant successfully passes the testing process, the background investigator will send out a

packet of forms which include an authorization for release, background interview questionnaire, honesty agreement, financial disclosure notice, request for copies of birth certificate, high school diploma, college transcripts, bankruptcy documents, military DD-214, and marriage/divorce documents. From there, the investigator conducts an interview with the applicant and reviews all the provided information in the background questionnaire. Additional steps (if applicable) include (deep breath!)...

fingerprint/criminal history check, credit report, DMV query, record request from all police agencies where the applicant has lived, attended school, worked, or had police contact, record request from other agencies

where the applicant has applied, personal references, employment history verification, I know no one is still reading this part, mil-



itary record check, social media content review, court record check, police database check, former agency file review, and an integrity/Brady list check.

Did I mention a poly-graph?! Fun times!

That information is then reviewed and a conditional offer (or a disqualification) request is made. If the conditional offer is granted, the applicant may be required to successfully complete a psychological and medical exam along with a drug screening (if required for the position). After ALL that, the completed file is reviewed again, and a final offer may be extended if police leadership feels the candidate would be a beneficial addition to the police department.

This process is similar for all positions that are open to external candidates and it involves the Hiring Unit working closely with the Town's People Team (specifically superstar business partner Aura Nelson). The Hiring Unit also plays a large role with all internal and specialty positions that require a test process. Each time an opening for a specialty position is anticipated, a background investigator works closely with the specialty team's supervisor to assist with oral board questions, applicant scheduling, interview scoring processes, various other administrative tasks, and the formation/preservation/extension of the eligibility list.

All these responsibilities and tasks became especially challenging once we pivoted to working remotely due to Covid-19. All

the same work needed to be completed as the department continued to grow (and

counteract attrition), but established protocols were no longer viable. The

most forward-facing example of these changes is adapting the background and testing oral boards to take place virtually which allows applicants from all over the country

to participate without the added expense and worry

of interstate travel. Another example is working closely with Arizona POST to modernize the personal history questionnaire and shift it to an online platform. This change

greatly accelerated that part of the

process and shows our dedication to enhancing the experience for applicants. Innumerable other alterations were implemented after reviewing each aspect of our workflow. The net sum of these changes is an increase in overall efficiency and effectiveness.

The Hiring Unit's primary goal is to recruit the best possible candidates and conduct exceptionally thorough background investigations while continuing to innovate and embody "best-in-class" hiring processes. Like many other units within the department, these efforts are largely unseen, but we hope you know we are doing everything we can to ensure your next coworker will be great!





GILBERT POLICE DEPARTMENT - FY 2020 ANNUAL REPORT

About the



About the Department

Department

Retirements



Margo Chambers
Property & Evidence
2004-2019



Michael Cluff
Officer
1999-2020



Scott Coody
Officer
1994-2019



Scott Girardin
Lieutenant
1995-2020



Kim Kelly
Background
Investigator
1996-2020



Steve Shippee
Sergeant
1989-2019



Lyle Shurts
Detention Officer
2005-2019



Greg Thomas
Officer
1994-2020



Scott Zuberbuehler
Officer
1998-2019

Years of Service Awards

25 Years

Scott Coody
Scott Girardin
Joanne Lockhart
Mark Marino
Mike Savage
Greg Thomas
Gary Wiederhold

20 Years

Brian Bullock
Michael Cluff
David Meyer
Patrick Portee

Chad Wright

15 Years

Paul Alaniz
Kyle Arrowsmith
Craig Avery
Ryan Barnhart
David Boyd
Maria Bushard
Michael Butler
Greg Chapman
Ralph Cornejo
Matt Delleart
Pamela Farr
Jamie Freas

David Frerer
Landon Gibson
Steve Gilbert
Kyle Greene
Mark Hanna
Dennis Hedalen
Jennifer Hood
Steve Johnson
Gary Kidder
Edward Miller
Wendy Morehouse
Teri Murray
Lori Orr
Elizabeth Pacuk

Jeff Rhees
Chris Robinson
Antonio Roldan
Josh Shurtz
Patrick Shipp
Carrie Soderman
Jacques Tregre
Josh Wybron

10 Years

Trish Abeyta
Amanda Dyas
Michael Krzak
Amber Lee

Shelby Roman
5 Years
Candice Allan
Gerry Firlik
Tammy Lachcik
Mckay Lauritzen
Matt O'Hair
Alexander Ramos
Eric Snow
Darren Szczepanski
Gregory Zelichowski

Service Excellence

Employees of the Year



Sara Dunn
Uniformed Officer



Chris Wood
Non-Uniformed
Officer



Mark Worden
Supervisor



Sarah Steen
Civilian Employee

Lifesaving Awards

Nick Alvidrez	Kevin Francoeur
Rico Aranda	Steve Jelen
Brett Archibald	Duke Ledford
Jared Baker	Brent Meile
Scott Carner	Drew Neves
Danielle Covey	Kyle Peterson
Colin Dunlavey	Jared Standifird
Adam Dyas	John Strickland

Distinguished Team

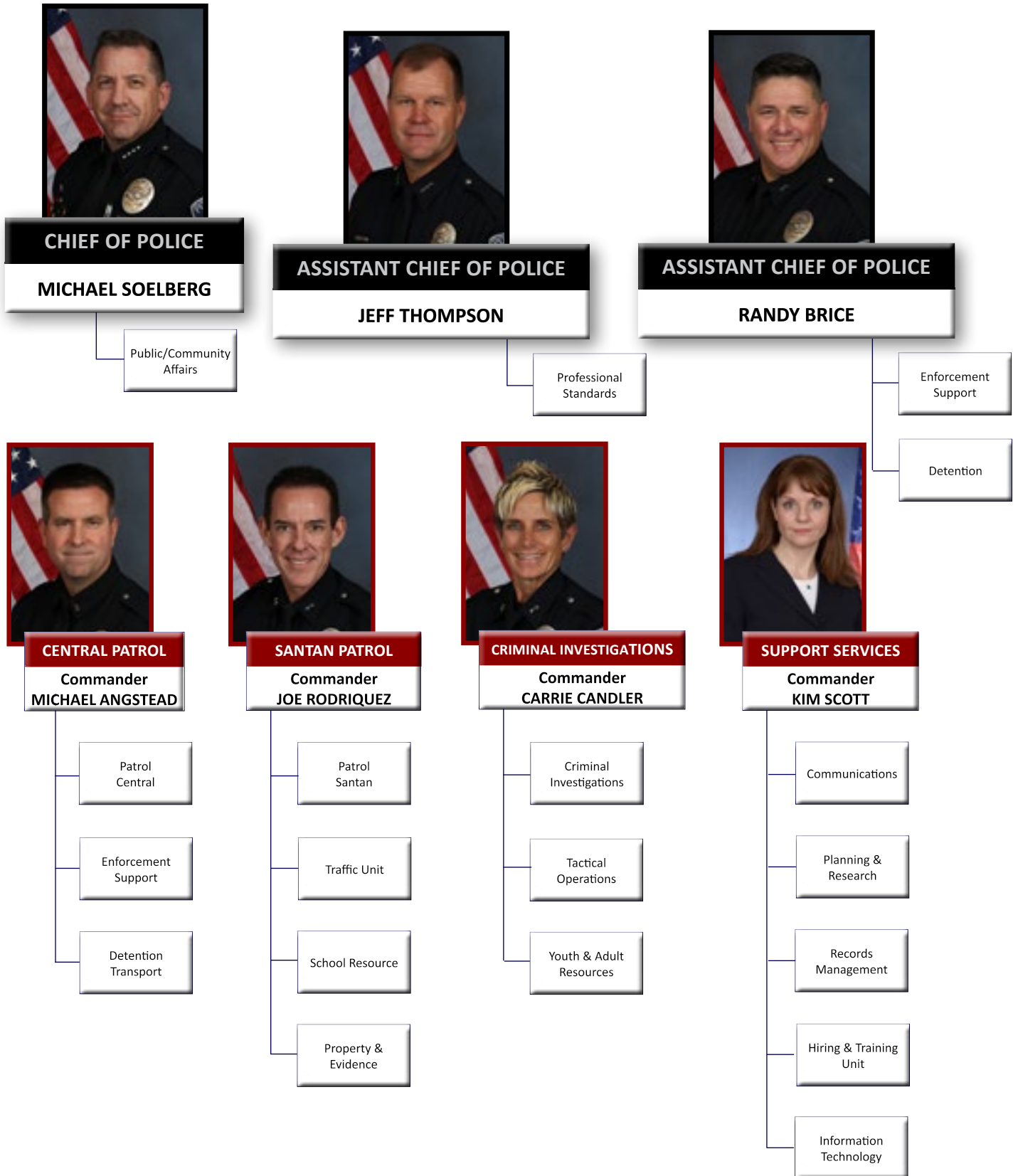
Records
PD Admin Staff
Night Traffic
Civilian Patrol Technicians
Crime Analyst/Intel
Field Training Officers
Public Affairs Office
Family Violence Unit
Winter DUI Taskforce

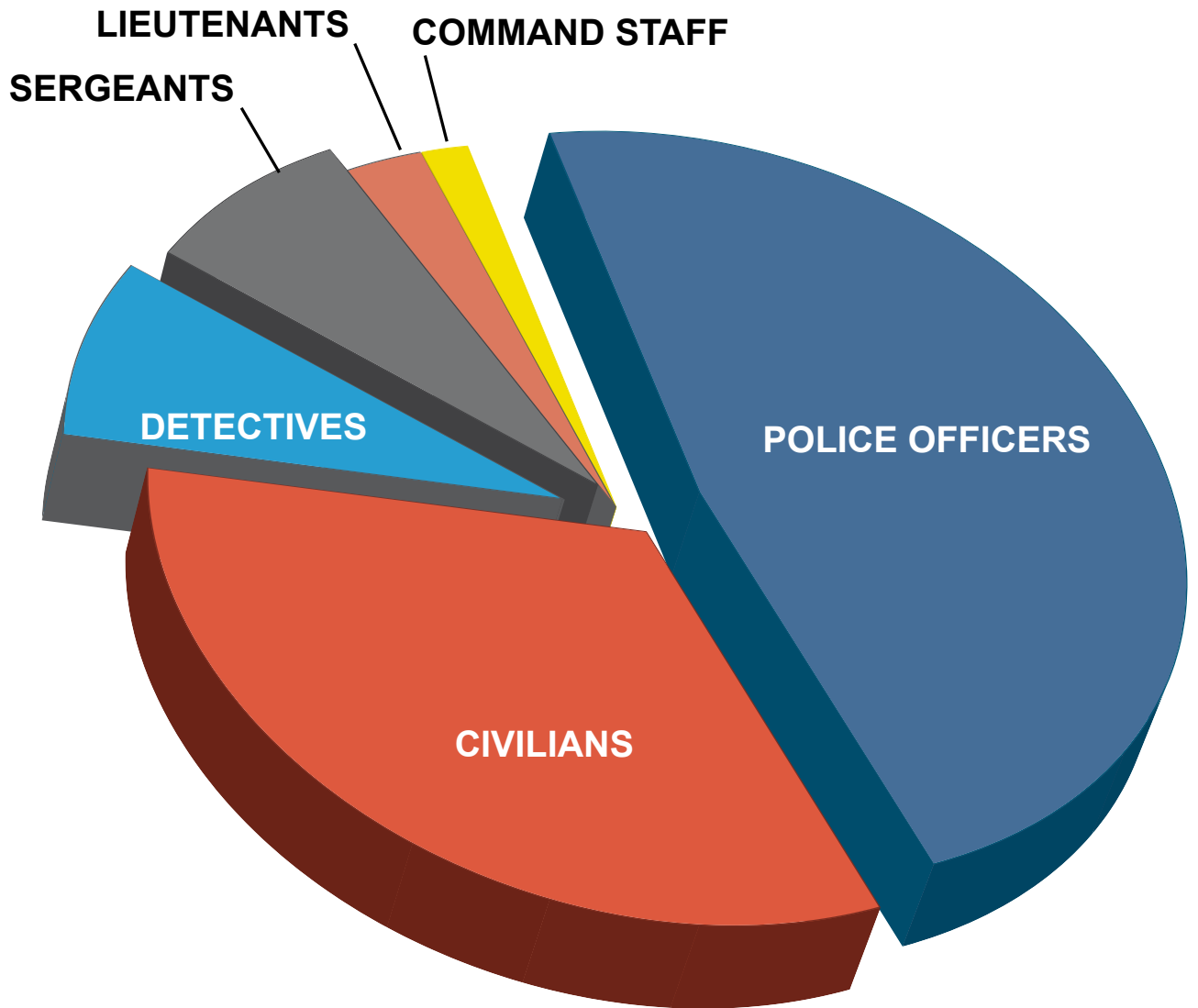
Distiguished Marksman

Kyle Petterson




Organizational Chart



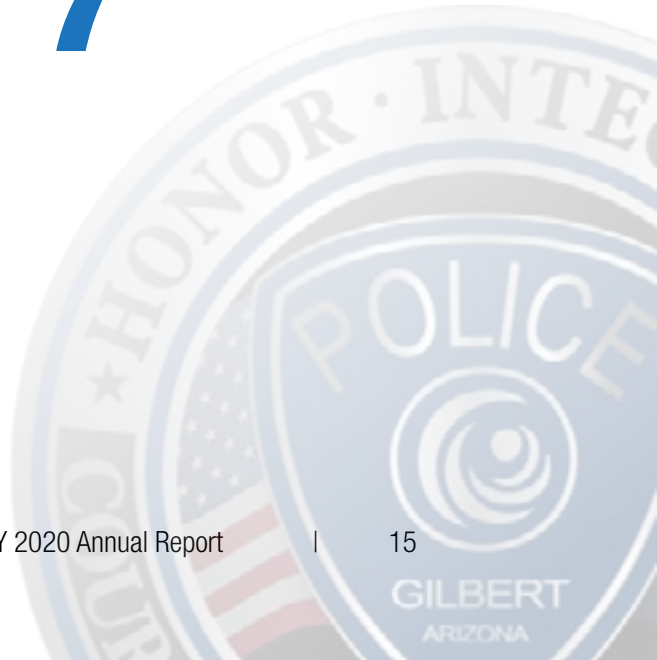


Personnel Allocation

Personnel Allocation



Civilians	136
Police Officers	203
Detectives	34
Sergeants	34
Lieutenants	11
Command Staff	7
Chief of Police: 1	
Assistant Chief of Police: 2	
Commanders: 3	
Civilian Commander: 1	



Gilbert Police Department

Budget

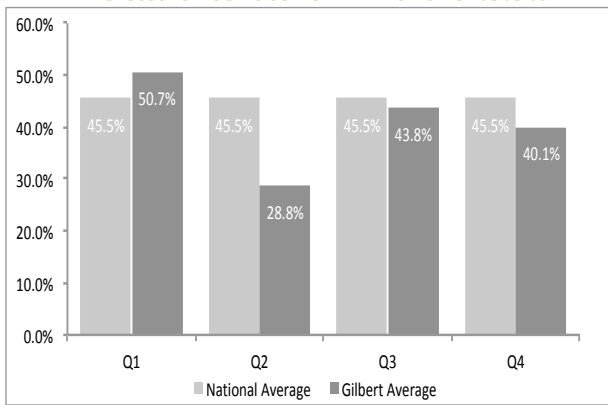
	Personnel	Operating	Capital	Subtotal	% of Total
Office of the Chief of Police					
Police Admin	\$2,916,700	\$86,680	-	\$3,003,380	5.01%
Subtotal	\$2,916,700	\$86,680	\$0	\$3,003,380	5.01%
Office of Professional Standards					
OPS Admin	\$249,760	-	-	\$249,760	0.42%
Internal Affairs	\$434,890	\$31,600	-	\$466,490	0.78%
Public Affairs	\$288,800	\$1,500	-	\$290,300	0.48%
Crime Prevention	\$146,580	\$14,260	-	\$160,840	0.27%
Subtotal	\$1,120,030	\$47,360	\$0	\$1,167,390	1.95%
Patrol Division					
Patrol Admin (new FY20)	-	-	-	\$0	0.00%
Patrol	\$24,001,360	\$1,982,440	\$429,880	\$26,413,680	44.06%
Civilian Patrol	\$320,900	\$25,910	\$0	\$346,810	0.58%
Detention Transport	\$856,200	\$80,800	\$56,690	\$993,690	1.66%
Teleserve	\$890,300	\$3,330	\$0	\$893,630	1.49%
Bike Unit (new FY20)	\$0	\$0	\$0	\$0	0.00%
Subtotal	\$26,068,760	\$2,092,480	\$486,570	\$28,647,810	47.79%
Criminal Investigations Division					
Investigations Admin	\$795,480	\$182,850	\$0	\$978,330	1.63%
Special Assignment Unit	\$1,368,420	\$170,770	\$0	\$1,539,190	2.57%
Financial Crimes Unit	\$881,560	\$85,700	\$0	\$967,260	1.61%
Family Violence Unit	\$866,150	\$51,290	\$0	\$917,440	1.53%
Special Victims Unit	\$1,409,450	\$79,240	\$0	\$1,488,690	2.48%
Violent Crimes Unit	\$1,013,120	\$57,990	\$0	\$1,071,110	1.79%
Property Crimes	\$1,242,370	\$82,690	\$38,000	\$1,363,060	2.27%
Crime Scene Unit	\$196,900	\$595,940	\$0	\$792,840	1.32%
Intel Unit	\$993,930	\$122,610	\$30,000	\$1,146,540	1.91%
Counseling Services	\$900,390	\$26,670	\$0	\$927,060	1.55%
Subtotal	\$9,667,770	\$1,455,750	\$68,000	\$11,191,520	18.67%
Special Enforcement Unit					
SWAT	\$116,510	\$180,270	\$56,690	\$353,470	0.59%
Crime Suppression Team	\$1,094,330	\$59,420	\$0	\$1,153,750	1.92%
K-9 Unit	\$426,250	\$53,880	\$0	\$480,130	0.80%
School Resource	\$1,315,130	\$16,360	\$0	\$1,331,490	2.22%
Traffic Unit	\$2,608,820	\$200,240	\$0	\$2,809,060	4.69%
Subtotal	\$5,561,040	\$510,170	\$56,690	\$6,127,900	10.22%
Support Services					
Support Services Admin	\$320,840	\$1,850,830	\$0	\$2,171,670	3.62%
Communication	\$3,485,360	\$98,145	\$0	\$3,583,505	5.98%
Hiring	\$504,030	\$94,950	\$0	\$598,980	1.00%
Training	\$868,700	\$257,235	\$56,690	\$1,182,625	1.97%
Planning and Research	\$300,910	\$7,730	\$0	\$308,640	0.51%
Property & Evidence	\$493,900	\$190,270	\$0	\$684,170	1.14%
Records	\$1,259,630	\$15,610	\$0	\$1,275,240	2.13%
Volunteer Services (new FY20)	\$0	\$0	\$0	\$0	0.00%
Redaction (new FY20)	\$0	\$0	\$0	\$0	0.00%
Subtotal	\$7,233,370	\$2,514,770	\$56,690	\$9,804,830	16.36%
Total	\$52,567,670	\$6,707,210	\$667,950	\$59,942,830	100.00%
% of Total	87.70%	11.19%	1.11%		

Community Livability

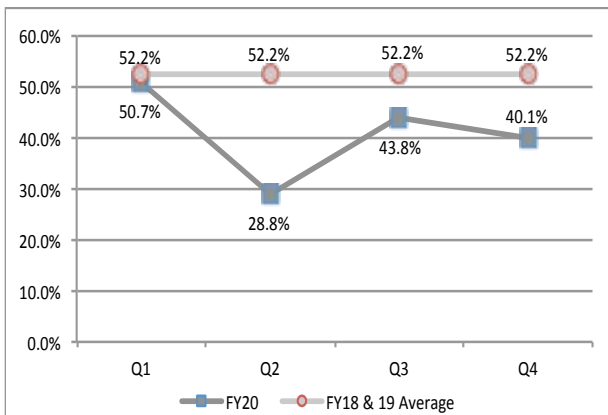
Strategic Goal: Maximize the use of technology, data, and staff resources to conduct thorough and efficient criminal investigations.

Supporting Goal: Maintain clearance rates higher than the national average for crimes of violence according to the FBI publication, Crime in the United States.

The clearance rate for FY 2020 is 45.5%

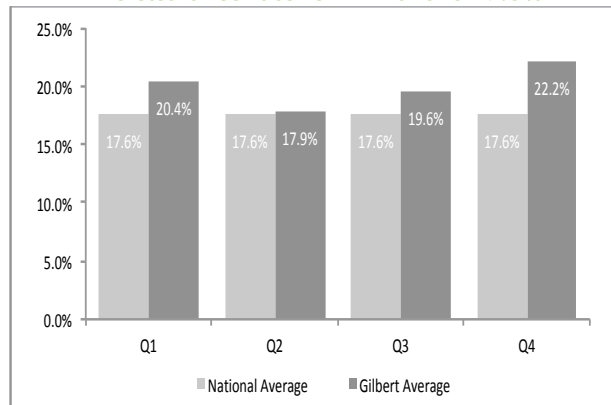


Supporting Goal: Maintain or exceed department clearance rates for crimes of violence as compared to the previous year.

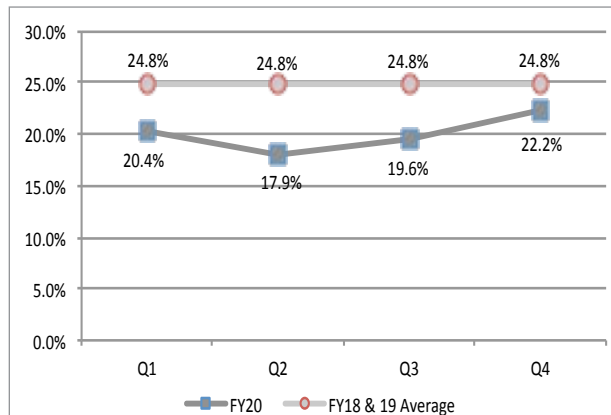


Supporting Goal: Maintain clearance rates for property offenses that are higher than the national average according to the FBI publication, Crime in the United States.

The clearance rate for FY 2020 is 17.6%



Supporting Goal: Maintain or exceed department clearance rates for property crimes as compared to the previous year.



Supporting Goal: Verify address information, within the time limits established by police, for all sex offenders registered in the Town of Gilbert.

	Q1	Q2	Q3	Q4	FY19	FY20
Sex Offenders Requiring Verification	37	3	82	7	531	129
Sex Offender Verifications Completed	34	3	74	7	393	118

Community Livability

Strategic Goal: Utilize data and technology to effectively and efficiently deploy personnel and resources to provide a timely response to calls for service (CFS).

Supporting Goal: Establish average response time targets for each identified CFS priority level. (Note: “Average CFS response time” is defined as the time period from when the CFS is received to responder arrival).

PRIORITY LEVEL	Target Goal	Q1	Q2	Q3	Q4	Average
0 Emergency	5.5 min	4:03	4:04	3:49	3:58	3:59
1 Urgent	6.5 min	6:08	6:04	5:48	5:18	5:51
2 High	15 min	13:26	12:58	12:38	10:26	12:27
3 Low	45 min	31:38	29:07	30:44	24:18	28:59
4 Report Only	60 min	15:58	11:48	13:00	14:24	13:49

Supporting Goal: Meet CFS average response time targets as follows:

- 80% of target for Priority 0 and 1 calls
- 70% of target for Priority 2, 3, and 4 calls

PRIORITY LEVEL	Target Goal	Q1	Q2	Q3	Q4	Average
0 Emergency	80%	83.3%	81.6%	87.1%	84.9%	84.2%
1 Urgent	80%	64.4%	65.6%	67.9%	74.5%	67.8%
2 High	70%	70.5%	72.1%	73.4%	81.9%	74.1%
3 Low	70%	78.1%	79.4%	77.7%	85.1%	80.0%
4 Report Only	70%	90.7%	96.0%	94.5%	93.8%	93.6%

Supporting Goal: Establish average dispatch time targets for CFS priority level 0 and 1 (Note: “Average dispatch time” is defined as from time call is received to dispatching/assigning units).

PRIORITY LEVEL	Target Goal	Q1	Q2	Q3	Q4	Average
0 Emergency	90 sec	19 sec	20 sec	18 sec	19 sec	19 sec
1 Urgent	90 sec	44 sec	40 sec	39 sec	36 sec	40 sec

Supporting Goal: Meet established average dispatch time targets as follows:

- 90% of target for Priority 0 calls
- 90% of target for Priority 1 calls

PRIORITY LEVEL	Target Goal	Q1	Q2	Q3	Q4	Average
0 Emergency	90%	99.5%	100%	99.5%	100%	99.7%
1 Urgent	90%	92.9%	92.9%	93.9%	95.0%	93.6%

Supporting Goal: Answer 90% of 911 calls within 10 seconds.

Target Goal	Q1	Q2	Q3	Q4	FY19	FY20
90%	93.6%	93.3%	96.1%	96.4%	93.9%	94.9%

Supporting Goal: Answer 90% of non-emergency calls within 30 seconds.

Target Goal	Q1	Q2	Q3	Q4	FY19	FY20
90%	99.2%	98.2%	99.2%	99.2%	99.1%	99.0%

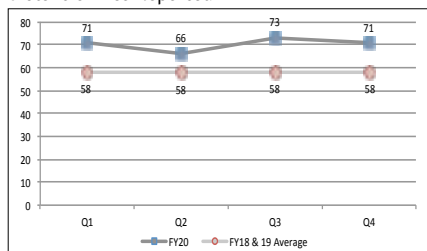
Technology Leader

Strategic Goal: Effective use of technology to enhance intelligence led policing.

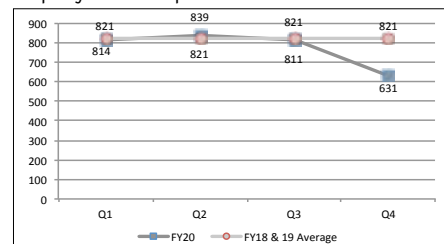
Supporting Goal: Maintain the lowest overall crime rate, based on total UCR Part I offenses per 1,000, of communities with a population greater than 100,000 in Arizona for calendar year. Achieve ranking within top five 100 largest US cities with the lowest overall crime rates based on total calendar year Part I offenses per 1,000 residents.

Year	Ranking
2016 National Ranking	1
2017 National Ranking	2
2018 National Ranking	2
Year	Ranking
2016 Arizona Ranking	1
2017 Arizona Ranking	1
2018 Arizona Ranking	1

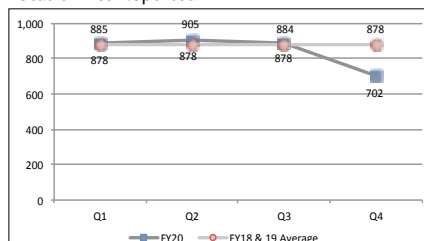
Violent Crimes Reported



Property Crimes Reported



Total Crimes Reported



Economic Development

Strategic Goal: Enhance the economic development plan by providing a safe environment.

Supporting Goal: Maintain required school resource officer (SRO) staffing levels.

STAFFING LEVEL	Q1	Q2	Q3	Q4
Required SRO Staffing	9	9	9	9
Current SRO Staffing	9	9	9	9

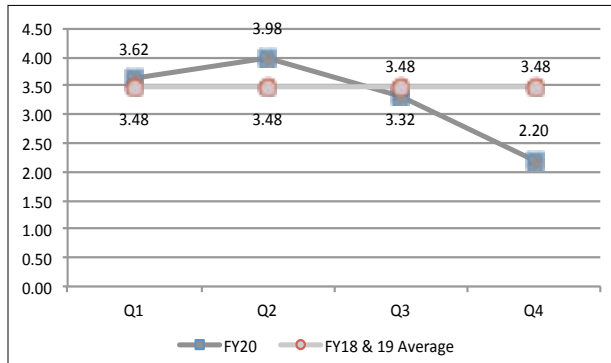
Supporting Goal: Maintain a rating of 90% or greater for the citizens feeling safe based on the National Citizen Survey for the Town of Gilbert.

COMMUNITY CHARACTERISTIC	SATISFACTION RATE		
	2015	2017	2019
Overall feeling of safety	98.0%	96.0%	96.0%
Safe in neighborhood	98.0%	98.0%	98.0%
Safe downtown/commercial area	98.0%	98.0%	98.0%

Economic Development

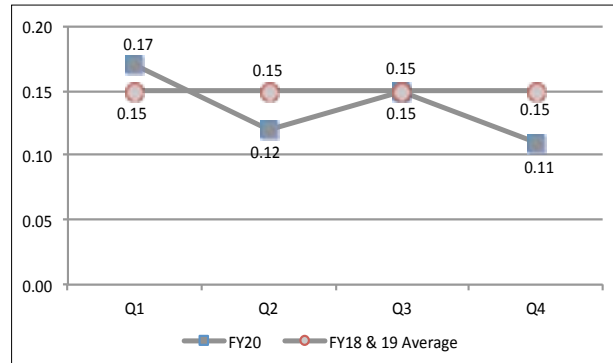
Supporting Goal: Maintain or reduce traffic collision rates based on total number of collisions per 1,000 residents.

(Population rates: 2019: 252,260 and 2020: 259,386)

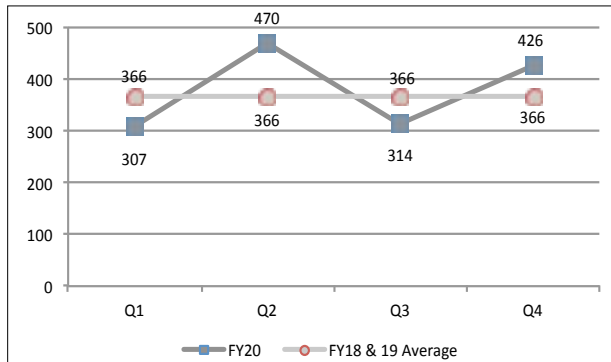


Supporting Goal: Maintain or reduce alcohol and drug related traffic collision rates based on total drug/alcohol related collisions per 1,000 residents.

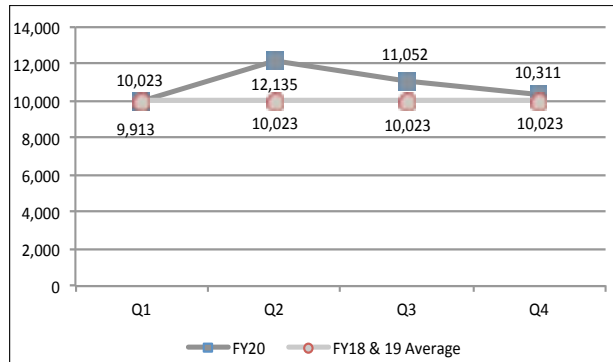
(Population rates: 2019: 252,260 and 2020: 259,386)



Supporting Goal: Maintain or increase the number of “driving under the influence” (DUI) arrests.

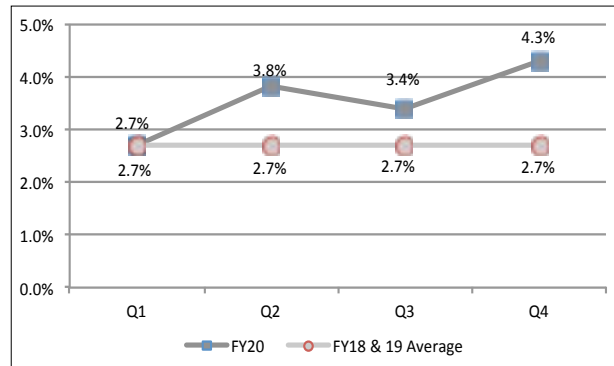


Supporting Goal: Maintain or increase officer initiated traffic and subject contacts.

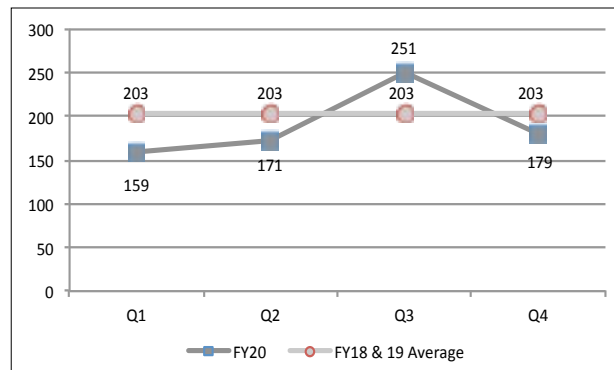


Economic Development

Supporting Goal: Maintain recidivism rates of less than 5% for domestic violence cases.



Supporting Goal: Maintain or reduce the number of juvenile criminal offenses (excluding curfew, alcohol, truancy, and tobacco violations).



Supporting Goal: Conduct court ordered counseling services within 30 days of court appearance or judicial order.

Counseling Services Performed Within 30 Days of Appearance or Judicial Order	Meeting goal as of 6/30/2020
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Department Goals

Supporting Goal: Maintain a ranking within the top five safest communities in the United States (100 most populated communities), and the safest in Arizona serving a population greater than 100,000, based upon FBI Uniform Crime Report Part I overall crime rates.

Year	Ranking
2016 National Ranking	1
2017 National Ranking	2
2018 National Ranking	2
Year	Ranking
2016 Arizona Ranking	1
2017 Arizona Ranking	1
2018 Arizona Ranking	1

Supporting Goal: Maintain a rating of 90% or greater for the citizens feeling safe based on the National Citizen Survey for the Town of Gilbert.

COMMUNITY CHARACTERISTIC	SATISFACTION RATE		
	2015	2017	2019
Overall feeling of safety	98.0%	96.0%	96.0%
Safe in neighborhood	98.0%	98.0%	98.0%
Safe downtown/commercial area	98.0%	98.0%	98.0%



GILBERT POLICE DEPARTMENT - FY 2020 ANNUAL REPORT

Statistics



Statistics

Part I Index Crimes

Monthly Breakdown - FY 2020

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	YTD
Criminal Homicide	2	-1	1	0	1	0	0	0	0	1	1	1	6
Forcible Rape	2	7	1	5	5	8	8	6	0	2	4	3	51
Robbery	7	4	3	3	3	4	3	5	5	4	4	0	45
Agg. Assault	21	12	13	8	15	14	16	19	11	13	15	23	180
Total Burglary	38	26	35	52	29	42	50	43	35	33	21	25	429
Residential	26	24	26	31	17	22	24	24	12	21	16	16	259
Commercial	12	2	9	21	12	20	26	19	23	12	5	9	170
Larceny/Theft	252	193	226	248	195	231	228	210	216	173	182	150	2504
* Theft From Vehicles	139	62	82	88	65	75	59	50	71	57	60	40	848
Motor Vehicle Theft	10	13	23	17	14	11	9	9	11	17	15	15	164
Arson	2	0	0	2	0	1	1	1	0	0	0	1	8
Total	334	254	302	335	262	311	315	293	278	243	242	218	3387

Overview of Trends - FY 2016-2020

	Criminal Homicide	Forcible Rape	Robbery	Agg. Assault	Total Violent Crimes	Burglary	Larceny/Theft	Vehicle Theft	Arson	Total Property Crimes	Total Major Crimes
FY16	4	43	32	127	206	584	2,701	144	21	3,450	3,656
FY17	3	47	41	106	197	480	2,681	120	24	3,305	3,502
FY18	5	67	47	126	245	469	2,845	155	29	3,498	3,743
FY19	1	58	37	128	224	388	2,570	138	17	3,113	3,337
FY20	6	51	45	180	282	429	2,504	164	8	3,105	3,387
Average	4	53	40	133	231	470	2660	144	20	3294	3525

Arrests and Traffic

Arrests

Crime Category	Adult Arrests	Juvenile Arrests	Total
Criminal Homicide	4	0	4
Forcible Rape	4	1	5
Robbery	10	6	16
Agg. Assault	52	6	58
Burglary	42	7	49
Larceny/Theft	422	44	466
Vehicle Theft	22	6	28
Arson	2	0	2
Total Part I	558	70	628
Other Assaults	503	135	638
Fraud/ID Theft	68	2	70
Curfew	0	86	86
Drugs	990	186	1176
Alcohol	127	40	167
DUI	1185	27	1212
Total Part II	2873	476	3349
Total Arrests	3431	546	3977

Fatal Traffic Collisions

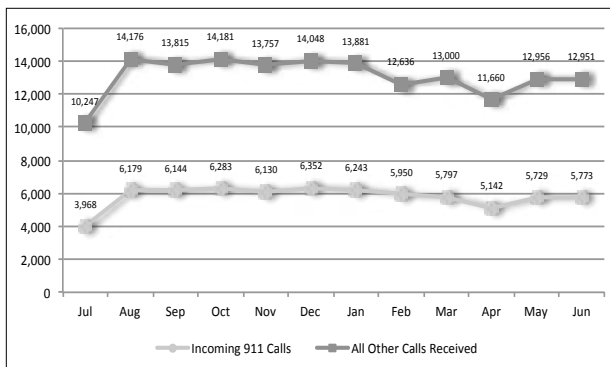
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
Fatal Collisions	1	0	1	1	0	1	0	2	0	0	0	0	6
Deaths resulting from Collision	1	0	1	1	0	1	0	2	0	0	0	0	6

Communications

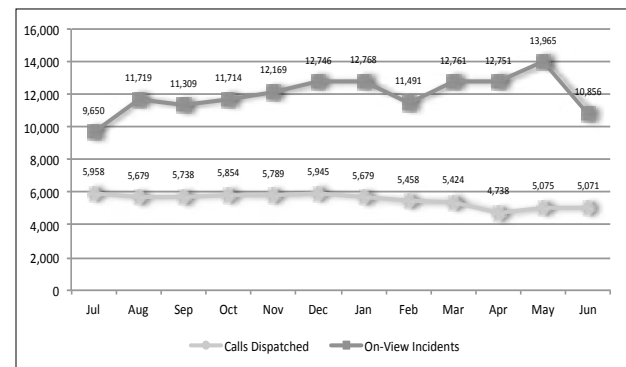
Communications Section Operations

	Incoming 911 Calls	All Other Calls Received	Calls Dispatched	Traffic Stops	On-View Incidents
Jul	3,968	10,247	5,958	2,756	9,650
Aug	6,179	14,176	5,679	3,463	11,719
Sep	6,144	13,815	5,738	3,210	11,309
Oct	6,283	14,181	5,854	3,251	11,714
Nov	6,130	13,757	5,789	3,848	12,169
Dec	6,352	14,048	5,945	4,541	12,746
Jan	6,243	13,881	5,679	4,023	12,768
Feb	5,950	12,636	5,458	3,593	11,491
Mar	5,797	13,000	5,424	2,952	12,761
Apr	5,142	11,660	4,738	2,534	12,751
May	5,729	12,956	5,075	4,422	13,965
Jun	5,773	12,951	5,071	2,740	10,856
Totals	69,690	157,308	66,408	41,333	143,899

Phone Call Volume



Dispatched Calls vs. On-View Activity



Use of Force

Firearms Displayed/Used Total Incidents

Type of Force	Incidents
Firearms displayed	536
Firearms used	0
Less lethal munitions used	8
Restraint Chair	31
PIT Maneuver	0
Total	575

Non-Lethal Force Displayed Total Incidents

Type of Force	Incidents
Focused strikes	3
Impact weapons	0
K-9	3
Pressure points	7
Take downs	74
Taser displayed	21
Taser used	6
O.C. spray	3
Control holds	105
FSDD	8
RIPP	12
Stop Sticks	0
Launch Gas Munitions	3
Total	245

Use of Force Ratios - Total Events

	Q1	Q2	Q3	Q4	Total
Use of Force events vs. CFS	83/50,053	64/54,217	64/53,581	57/52,456	268/210,307
Ratio per CFS	1 use of force per 603 CFS	1 use of force per 847 CFS	1 use of force per 837 CFS	1 use of force per 920 CFS	1 use of force per 784 CFS
Use of Force events vs. Arrests	83/1,809	64/2,132	64/2,093	57/1,855	268/7,889
Ratio per Arrests	1 use of force per 22 arrests	1 use of force per 33 arrests	1 use of force per 33 arrests	1 use of force per 33 arrests	1 use of force per 29 arrests

*CFS = Calls for Service

Pursuits

Terminated by the department	0
Not terminated	2
Terminated by Precision Intervention Technique (PIT) maneuver	0
Total pursuits	2
Pursuits within policy	1

Internal Affairs

Classification of Complaints (allegation only)

Complaint	Total Alleged/ Total Sustained
No Allegation Listed - Blank	72/0
321.5.1 (a) Failure to follow verbal or written orders	13/8
321.5.1 (a) Failure to follow verbal or written orders - 433.7.2 Mandatory Recording Requirements	1/0
321.5.1 (a) Failure to follow verbal or written orders - 609.10 BWC	1/1
321.5.1 (a) Failure to follow verbal or written orders - 903.10 Collision	1/0
321.5.1 (c) Violation of federal, state, local or administrative laws, rules or regulations	13/4
321.5.1 (c) Violation of federal, state, local or administrative laws, rules or regulations (BRUNDAGE)	1/1
321.5.1 (c) Violation of federal, state, local or administrative laws, rules or regulations (JENSEN)	1/1
321.5.10 (e) Unsafe or improper driving habits or actions in the course of employment or appointment.	1/0
321.5.3 Discrimination, Oppression or Favoritism	6/1
321.5.7 (d) Unauthorized sleeping during on-duty time or assignments.	1/1
321.5.8 (a) Failure to disclose, misrepresent facts or make false statements on any application, form or document	1/0
321.5.9 (10) Interfering with a criminal investigation or aid any person in escaping arrest or delay apprehension	1/0
321.5.9 (22) Failure to exercise care or control in the use of department equipment, property, materials or facilities	7/5
321.5.9 (23) Loss or damage of Department or Town owned equipment or property (excluding vehicles) \$100 or more	1/1
321.5.9 (25) Improper application or careless use of a firearm.	1/1
321.5.9 (3) Engaging in conduct that creates an intimidating, hostile, or offensive work environment	2/1
321.5.9 (31) Operating a department vehicle Involved in a traffic accident/collision classified as preventable	11/10
321.5.9 (33) Violation of the vehicular pursuit policy.	3/1
321.5.9 (44) Using discourtesy, disrespectful, profane language/gestures directly or indirectly to any member or citizen	9/1
321.5.9 (49) Failure to properly search a prisoner.	4/2
321.5.9 (50) Exhibit insubordination, disrespect, gestures, or language of a coarse, profane or insolent nature	1/1
321.5.9 (62) Unnecessary or improper use of force.	2/0
321.5.9 (63) Improper disposal of seized property or evidence.	1/1
321.5.9 (65) Failure to secure and/or control property belonging to a person detained or arrested by a member.	1/1
321.5.9 (70) Failure to complete written report as directed by policy	2/2
321.5.9 (71) Failure to utilize social networking sites with appropriate level of professionalism.	1/0
321.5.9 (74) Conduct unbecoming an officer/member.	3/2
321.5.9 (75) Unsatisfactory performance and/or unwilling to perform assigned job responsibilities	18/11

*9 cases active/pending complaints, not included in allegations.

Classification of Complaints (allegation only)

Findings	Total Complaints-Sustained
No. Sustained	45
Internal Complaints: Sustained	36
External Complaints: Sustained	9
Total Sustained vs. Total Investigations	45/132

Internal Affairs Case Ratios

Cases vs. CFS	132/210,307
Case ratio per CFS	1 case per 1,593 CFS
Cases vs. Arrests	132/7,889
Case ratio per Arrests	1 case per 60 Arrests

CFS = Calls for Service



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"LAST CALL"

FOR THOSE WHO GAVE THE ULTIMATE SACRIFICE

OFFICER ROBERT DANIEL FARGOSZ—APRIL 30, 2006

SHUHANDLER JANUARY 28, 2010

POLICE



Honoring their Memory



Kathy A. Sanks
Administrative Assistant
Served 1996 - 2004



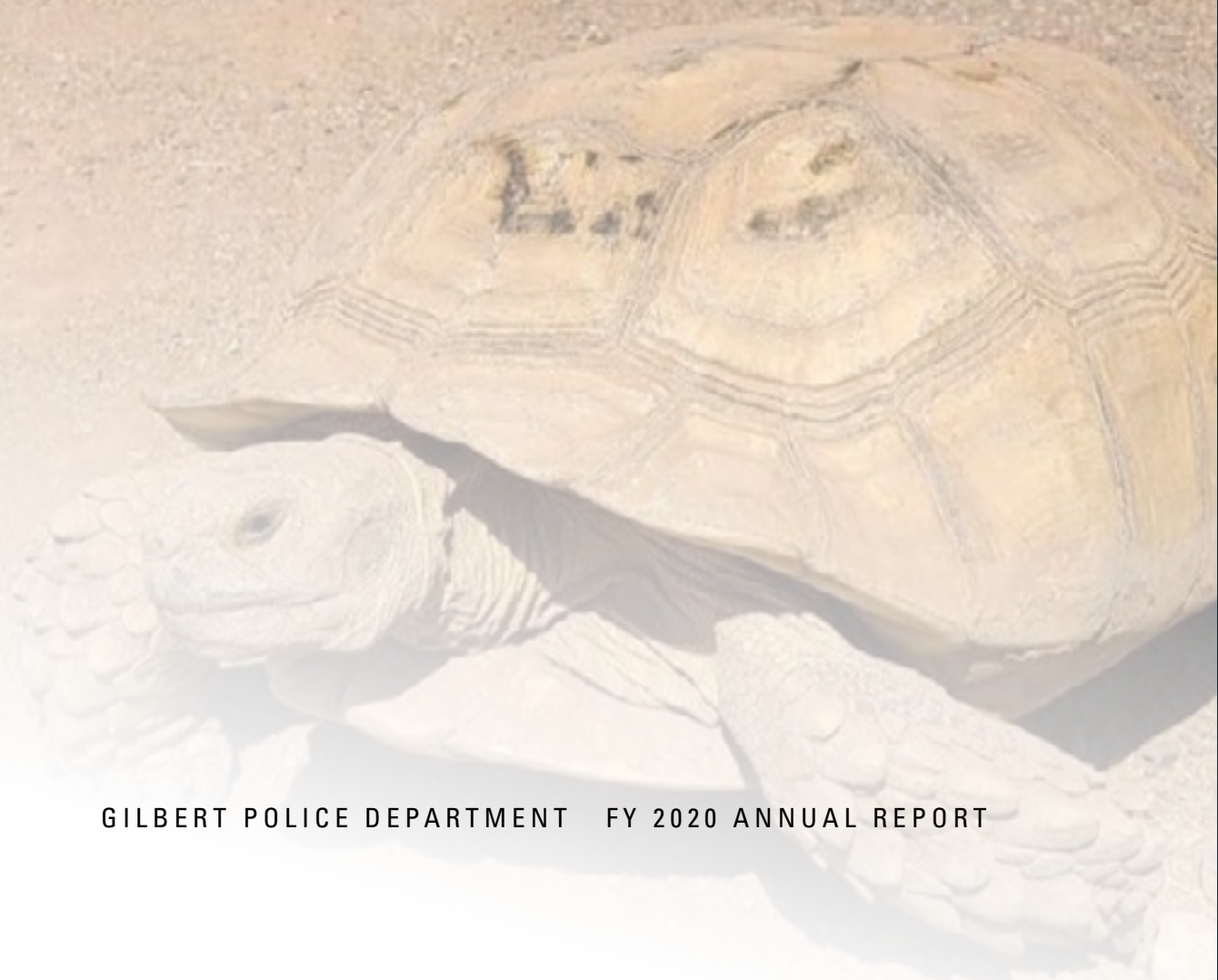
Robert D. Targosz
Police Officer
Served 1994 - 2006



Eric L. Shuhandler
Police Lieutenant
Served 1994 - 2010



Debra Hartin
Police Detective
Served 2001 - 2016



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