

Internal Affairs Bureau Annual Report 2019



Commander Kelly Weiner #5019

Table of Contents

Mission and Vision Statement.....3

Organizational Structure.....4

Personnel.....5-7

Highlights/Accomplishments.....8-9

Outreach/Community Interaction.....10

Staffing Analysis.....11-12

Workload Assessment.....13

Facilities/Equipment Review.....13-15

Standard Operating Procedures Review.....16

Strategic Goals/Bureau Recommendations.....16

Statistics.....17-34

Facility/Equipment Report.....34



Mission Statement

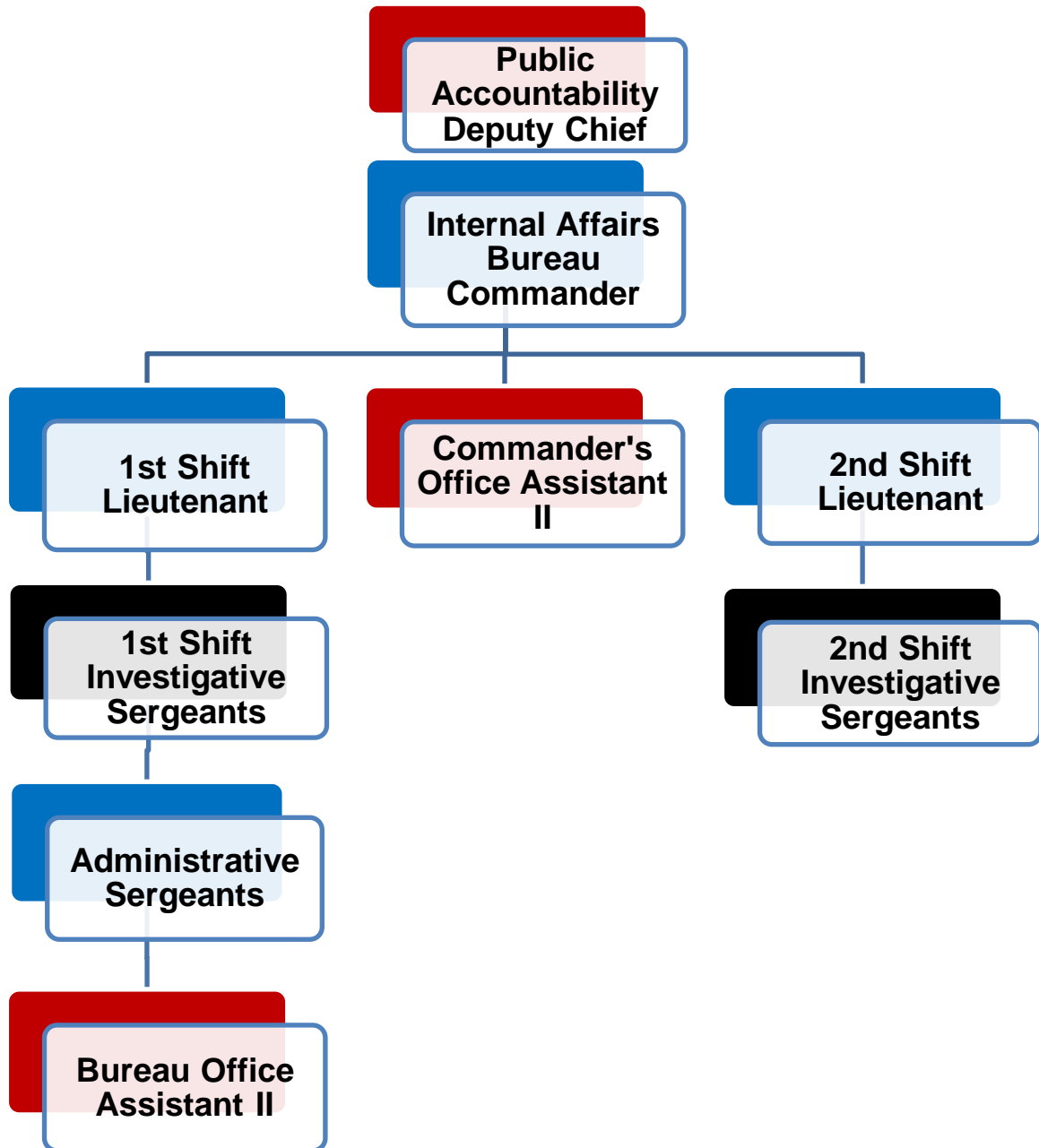
Internal Affairs Bureau personnel will uphold the integrity of the Columbus Division of Police by conducting unbiased, thorough investigations of alleged employee misconduct while seeking the truth, safeguarding rights and ensuring all persons involved are treated with dignity and respect.

Vision Statement

The Internal Affairs Bureau serves as a foundation for building transparency, accountability and public trust within the community. Through continuous growth and innovative practices, Internal Affairs Bureau personnel strive to exemplify the highest standards of fairness, objectivity and professionalism.



Organizational Structure



Personnel

750 East Long Street
Columbus, Ohio 43203
Main Office: 614-645-4745
Administrative Desk: 614-645-1660



Commander Kelly Weiner #5019
614-645-4885
KWeiner@columbuspolice.org

Lt. Aimee Haley #5077

614-645-0267

AHaley@columbuspolice.org

Lt. Bela Bernhardt #5072

614-645-0024

BBernhardt@columbuspolice.org

Administrative Intake

Sgt. Donna Alexander #5225

Sgt. Kim Edley #5247

Sgt. Gerald Ehram #5210

Sgt. Kyle Fishburn #5271

Investigative 1st Shift

Sgt. Brett Berman #5204

Sgt. Sally Fisher #5263

Sgt. Scott Gatton #5192

Sgt. Shannon Johnson #5164

Sgt. Shane Keckley #5241

Sgt. Timothy Lewis #5131

Sgt. Brian Rose #5216

Sgt. Steve Spradlin #5170

Sgt. Joshua VanDop #5295

Investigative 2nd Shift

Sgt. Larry Ferguson #5326

Sgt. Christopher Graham #5237

Sgt. Timothy Grimm #5258

Sgt. Carrie Hollis #5217

Sgt. Tyrone Hollis #5104

Sgt. Rebecca Houston #5219

Sgt. Joe Johnson Jr. #5309

Sgt. Jeffrey Knight #5340

Sgt. Donald Smith #5143

Sgt. Michael Wilgus #5166

Sgt. Sean Wyke #5217

Office Assistant II

Sara Anderson

Carolyn Young

IAB Lieutenants



Lt. Aimee Haley



Lt. Bela Bernhardt

The IAB Lieutenants are tasked with the assignment, coordination and management of all citizen complaint and internal investigations. They facilitate investigators' ability to conduct thorough, unbiased and objective investigations in a consistent and timely manner. The Lieutenants are responsible for providing investigative guidance, identifying trends and monitoring the progress of investigations.

The IAB Lieutenants conduct regular case review meetings to ensure investigations are progressing within the contractual time limits and to discuss investigative hurdles and ideas to improve efficiency. They track various statistics related to investigations and regularly assist with public records requests. The IAB Lieutenants also identify training opportunities for bureau personnel. Finally, the IAB Lieutenants are accountable for handling contractual issues that may arise during investigations, as well as investigative questions from chains of command.

Investigative Sergeants

The Investigative Sergeants are tasked with conducting fair and objective administrative and criminal investigations related to the conduct of Division personnel. They strive to conduct a thorough examination of each allegation and complete an efficient, unbiased and professional investigation. The Investigative Sergeants conduct investigations by interviewing complainants, witnesses, Division employees and collecting and reviewing physical evidence such as audio and video recordings. This allows them to make appropriate recommendations regarding findings of fact. If a criminal investigation is deemed appropriate, the Investigative Sergeants consult with the IAB chain of command to determine the appropriate investigative unit to conduct the criminal investigation.

The Investigative Sergeants coordinate efforts with other agencies and investigators as necessary. They remain accessible to all involved parties to foster open lines of communication. The Investigative Sergeants continually update IAB databases with data that is later used to analyze trends and investigator performance.

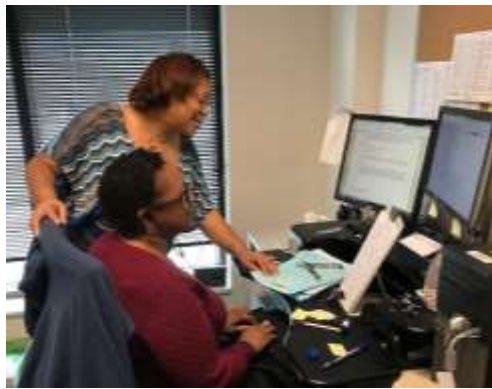
Administrative Sergeants

The Administrative Sergeants staff the intake desk from 6:00am to 10:00pm seven days a week and are tasked with providing a single point of contact for the Division's complaint process. They receive formal complaints, draft informational summaries and perform initial research necessary to provide assigned investigators with a foundation for investigation. The Administrative Sergeants work with the public on a daily basis to answer questions and resolve issues.

The Administrative Sergeants answer the citizen complaint telephone line, assist with walk-in/in-person complainants and follow-up on complaints received via email, 311 and the Division's website. They receive and process correspondence and enter and retrieve information in various computer systems and databases. The Administrative Sergeants build bridges with the community by answering questions, researching incidents and offering valuable information and insight.

Administrative Support Personnel

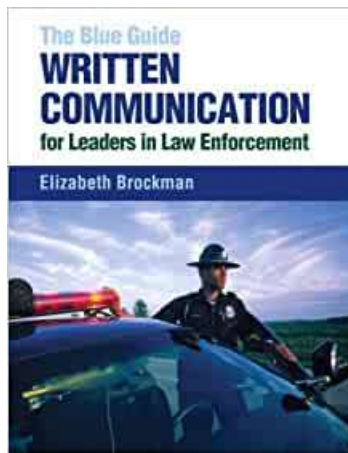
The Administrative Support personnel complete data entry tasks and the transcriptions of interviews that are associated with complaint and administrative investigations. This includes all use of force investigations. They perform numerous important administrative duties that are essential to the completion of thorough investigations. Administrative Support personnel respond to inquiries regarding public records requests and retrieve documents for the City Attorney's Office.



Office Assistant IIs Carolyn Young and Sara Anderson

Highlights/Accomplishments

In December of 2019, IAB personnel attended a comprehensive two day Equal Employment Opportunity Investigations course presented by Clemans, Nelson & Associates, Inc. Over the course of several investigations in 2019, Internal Affairs Bureau personnel have developed a good working relationship and partnership with Ms. Leslie Blevins, Human Resources Equal Employment Resources Manager and Assistant Public Safety Director for EEO Compliance Kathleen Bourke.



In early 2019, IAB personnel attended the Written Communication for Leaders in Law Enforcement Course taught by Elizabeth Brockman

1st Shift Section

- Sergeant Shannon Johnson earned a Master of Arts in Criminal Justice Administration from Franklin University.
- Lieutenant Aimee Haley oversaw the Division's Chaplain Program.
- Sergeant Brian Rose attended the three-day Public Agency Training Council "Detecting Deception" course held in Las Vegas, Nevada.
- Sergeant Sally Fisher attended a two-day Internal Affairs Investigations course in Myrtle Beach, South Carolina.
- Sergeants Josh VanDop and Shane Keckley attended the one-day Public Agency Training Council "Essentials for Conducting Internal Affairs Investigations" course.
- Lieutenant Aimee Haley and Sergeant Josh VanDop are active members of the Peer Assistance Team.
- Sergeant Shane Keckley attended the "Investigative Techniques Using Social Media Sites" training course.

- Sergeant Scott Gatton attended the two-day “Video Examination for the Police Investigator” course in Murfreesboro, Tennessee.
- Sergeant Shannon Johnson attended the two-day “Social Media and Open Source Investigations” training course in Seattle, Washington.
- Lieutenant Aimee Haley attended “The Power of Leadership” training seminar presented by Pointman Leadership.
- Sergeants Brian Rose, Tim Lewis and Scott Gatton attended the three-day course, “Understanding Human Behavior and Body Language” in Las Vegas, Nevada.
- Lieutenant Aimee Haley conducted two onsite assessments for the Commission on Accreditation for Law Enforcement Agencies (CALEA).

2nd Shift Section

- Sergeants Chris Graham, Tyrone Hollis and Carrie Hollis attended the three-day Public Agency Training Council “Detecting Deception” course held in Las Vegas, Nevada.
- Sergeants Tyrone Hollis and Carrie Hollis attended the two-day “Essentials of Conducting an Internal Affairs Investigation” training.
- Sergeant Larry Ferguson attended the one-day Retail Crime Symposium.
- Sergeants Chris Graham, Tyrone Hollis and Carrie Hollis attended the Division’s three-day trip to the United States Holocaust Memorial Museum and the National Museum of African American History and Culture.
- Sergeant Larry Ferguson attended the week long “Equal Employment Opportunity New Investigator” training in Washington, DC.
- Lieutenant Bela Bernhardt and Sergeants Donny Smith, Chris Graham, Tyrone Hollis and Carrie Hollis attended the one-day Ohio Public Employee Labor Relations Association “Conducting Internal Investigations” training course.
- Sergeant Larry Ferguson participated in the Brookings Institute Policing in America: Race Relations, Community Policing and Technology Innovations webinar.

Commander Weiner attended the following outside training courses:

- The Police Executive Leadership College Alumni Association 2019 annual conference
- Managing Administrative Nightmares: Employment Issues in Public Safety
- The Ohio Attorney General’s 2019 Law Enforcement Conference
- Conducting Internal Investigations: Tools, Tips & Traps to Avoid
- Communicating with Impact
- Internal Investigation Equal Employment Opportunity

Outreach/Community Interaction

Building and maintaining community trust is one of the cornerstones of successful law enforcement. Internal Affairs Bureau personnel continually participate in community outreach activities in an effort to help strengthen trust between the police and the community.

- Commander Kelly Weiner mentored an at-risk high school senior at Columbus Africentric Early College.
- Lieutenant Aimee Haley tutored an elementary student at Como Elementary.
- Sergeants Larry Ferguson and Jeff Knight attended the 4th annual OSU sustained dialogue event on March 28th.
- Commander Kelly Weiner, Lieutenant Bela Bernhardt and Sergeants Larry Ferguson, Sean Wyke, Mike Wilgus, Becky Houston, Donny Smith and Joe Johnson Jr. attended several National Night Out events on August 6th.
- Lieutenant Aimee Haley attended a community outreach event with a disgruntled complainant.
- Sergeant Josh VanDop participated in a mock trial event at Worthington Christian Middle School.
- Sergeant Larry Ferguson attended the Milo-Grogan 2019 Meet and Greet Celebration on December 10th.



Cmdr. Weiner and Sgt. Wyke attend a National Night Out community event.

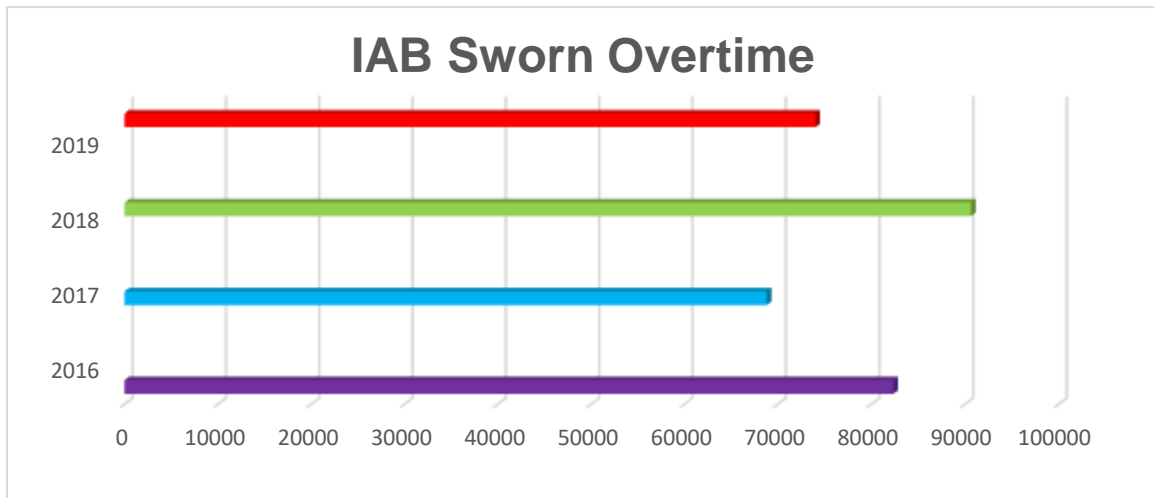
Staffing Analysis

The Internal Affairs Bureau is staffed with two administrative support Office Assistant II positions. The employees in these positions continue to handle all transcription requests, data entry for all Division use of force reports, data entry for all IAB investigations, filling public records requests along with additional administrative duties.

The first and second shift lieutenant positions assumed the duties of the administrative lieutenant position in 2011, when staffing was reduced to two lieutenants. The two Lieutenants balance their administrative and case management duties in order to maintain the effective and efficient operation of the bureau.

Internal Affairs Bureau Sworn OT Expenditure	\$ 74,011.73
2019 OT Budget	\$114,000.00
% of OT Budget	65%
Surplus	\$ 39,988.27

Internal Affairs Bureau Civilian OT Expenditure	\$ 529.16
2019 OT Budget	\$ 447.41
% of OT Budget	118%
Deficit	\$ 81.75



The Internal Affairs Bureau is staffed with:

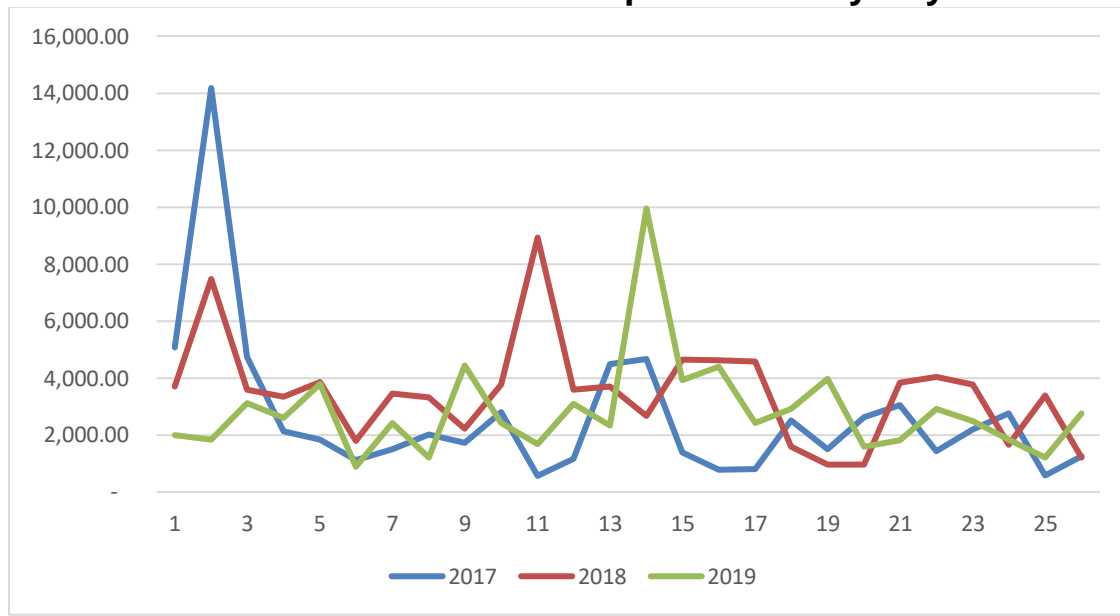
- Nine first shift investigative sergeants
- Eleven second shift investigative sergeants
- Two first shift and two second shift administrative sergeants
- Two office assistant IIs
- One first shift and one second shift lieutenant
- One commander

Due to the fact that the investigative sergeants and the lieutenants have variable hours, overtime related to the completion and review of investigations remains relatively low. The administrative sergeant positions are fixed hour assignments and the intake desk is staffed from 6:00am until 10:00pm seven days a week. Because the assignment of personnel is limited, overtime costs associated with the administrative duties are routine when illnesses or vacations occur. Sworn overtime in 2019 decreased \$16,619.26 from 2018.

The civilian overtime budget for 2019 was reduced to \$447.41 from \$2,308.36 in 2018. While the civilian overtime expenditure was 118% of what was budgeted, only \$529.16 was actually spent on overtime in all of 2019.

The graph below depicts the sworn overtime expenditures by pay period for the last three years. In 2019 the higher expenditure during pay period fourteen is most likely due to IAB employees working overtime at Red, White and Boom.

2017 – 2019 Sworn Overtime Expenditures by Pay Period



Workload Assessment

In 2019 a comprehensive workload assessment of the Division of Police was completed by the Matrix Consulting Group. Included in the assessment was an analysis of the Internal Affairs Bureau. As noted in the final report, internal affairs investigations are unique in that they have not only constitutional and labor agreement constraints but they also have a tremendous impact on police-community relations. If internal affairs investigations are poorly conducted the community can lose faith in the agency and the ability to hold employees accountable can be limited. I concur with the staffing recommendations made by the Matrix Consulting Group.

Based upon their analysis of IAB investigators' caseload, the Matrix Consulting Group recommended reducing the number of investigative sergeants by two. While they did not specify which shift the two eliminated positions would come from, it is my recommendation that first shift and second shift each be reduced by one sergeant. This would leave eight first shift investigators and ten second shift investigators. The two sergeant assignments could then be moved to Patrol to assist in reducing the Patrol sergeant span of control.

In addition, the Matrix Consulting Group analyzed the workload of the administrative sergeants. They recognized the Division's commitment to have the intake desk staffed 16 hours a day, seven days a week. The analysis noted that while most calls do not result in a full investigation, they are an important conduit of information to the community. Many community members contact the Internal Affairs Bureau to inquire about policies, state laws and proper procedures. Once informed of policies, laws or procedures, community members may feel an investigation is not warranted. The administrative sergeants conduct a great deal of research for each inquiry they respond to. The current staffing structure of four administrative sergeants allows each sergeant to spend significant time with each complainant. This is important because many complainants wish to be heard and the ability to spend time on the phone or in person with them may help complainants feel better about the process.

Facilities/Equipment Review

In following recommended best practices, the Internal Affairs Bureau is separated from the majority of operational components within the Columbus Division of Police. It is located convenient to public transportation, has ample parking and is easily accessible to the public either in person, by telephone or online.

Facilities

The Internal Affairs Bureau offices are located at 750 E. Long Street, occupying a portion of the first floor and the entire second floor of the leased building. Access for citizens and Division personnel is located on the first floor of the building. The first floor intake area is easily accessible and is monitored by an administrative sergeant between the hours of 6:00am and 10:00pm, seven days a week. The first floor has a conference room and three interview rooms that provide adequate space for private interviews. The second floor offices provide ample work space for personnel and contains room for the filing of records and the storage of Division equipment.

In 2018 funding was requested and approved to construct a wall with a securable door between the first floor IAB interview rooms and the stairs that lead to the second floor. At times, interviewees may be left alone inside an interview room or the conference room may be used for interaction with the public. This locked door will ensure that no unauthorized person is able to gain access to the second floor. The construction of the wall and door was completed during the second half of 2019 and is properly serving its intended purpose.

Equipment

The Internal Affairs Bureau is assigned six pool vehicles that are parked at the 750 E. Long Street facility. These vehicles are utilized by both first and second shift personnel and the number of assigned vehicles is adequate to support the mission.

A variety of electronic equipment is assigned to IAB and it is stored and maintained in the second floor secured storage room. In 2019, seizure funds were requested and approved to purchase two laptops. The laptops are used to view body worn camera or cruiser video recordings in the field. At times, interviews of complainants or witnesses must be conducted at a location other than the IAB offices. An investigator can take the laptop with him or her which allows the complainant or witness to view relevant video.

The Internal Affairs Bureau maintains two large capacity multi-functional printer/copiers. Both devices are in good working order and are well maintained. The Bureau also has three workstation scanners that assist in increasing administrative efficiency as it relates to scanning documents for storage as well as filling public records requests in a timely manner.

Technology

All personnel assigned to IAB currently have dual monitors for each desktop. This allows personnel to reference data while completing investigative reports, which increases efficiency. In addition, desktop computers and access to Division technology services are critical to operations because of the utilization of Premier One for all IAB investigations.

The need for wireless access points for the Bureau facility was remedied in 2018. Personnel are now able to access the internet on a daily basis in order to facilitate their work. Daily research and basic intake investigations require investigators to access various social media sites to identify complainants, validate information and complete investigations.

As a result of his attendance at a video examination course, Sgt. Scott Gatton procured Input Ace software which allows IAB investigators to view, enhance and clip video that often is not recognized by current Division software. The software is currently available for use by all IAB personnel.



2019 IAB Christmas Party

Standard Operating Procedures Review

- During the fourth quarter of 2019 Commander Weiner began a comprehensive review of the Internal Affairs Bureau Standard Operation Procedures (SOP). This review led to extensive revisions with a target completion date of February 28, 2020.

Strategic Goals/Bureau Recommendations

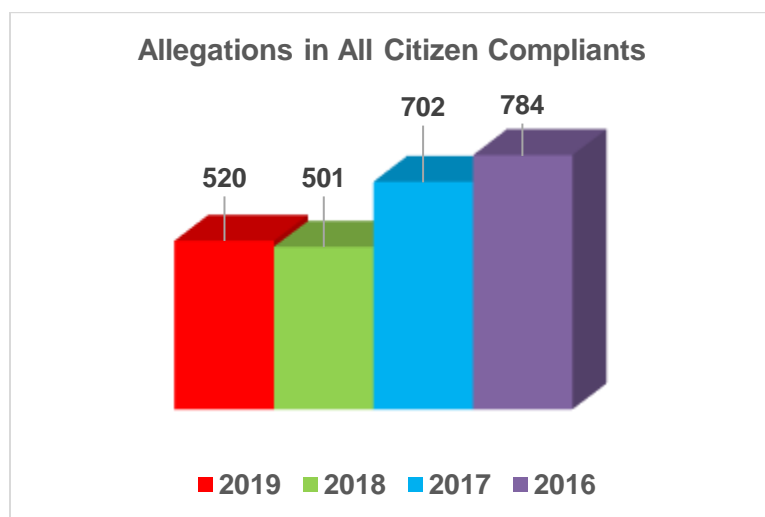
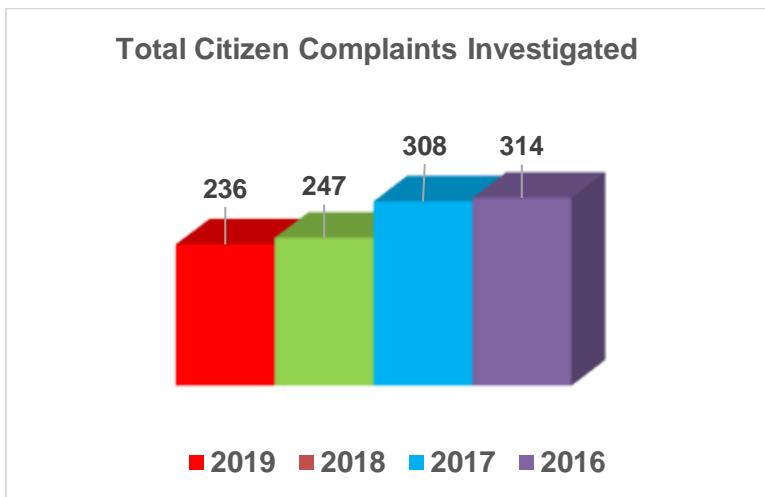
- Enhance transparency by encouraging IAB personnel to engage the community by regularly participating in various community events.
- Administrative sergeants often are the first point of contact when citizens are seeking answers to how their concern was handled. Their role is critical to building and repairing relationships with the community. We will continue to prioritize open and objective conversations with individuals.
- In an effort to maximize efficiency, continue evaluating the feasibility of using Premier One as the primary intake system for all citizen complaints.
- Transition the IAB Employee Action Review System (EARS) liaison job duties to current IAB employees.
- In an effort to build trusted relationships, develop new and enhance existing technology systems to provide consistent feedback to the community.
- Implement regularly scheduled patrol roll call visits by IAB investigative sergeants. This will encourage relationship building as well as information sharing between Internal Affairs and Patrol personnel.
- Encourage every IAB sergeant to attend outside training specifically related to conducting internal investigations.
- Explore the creation of a page on the internet to provide citizens and Division personnel with information related to IAB policies, investigative procedures and to address questions and trends in complaint investigations.

Internal Affairs Bureau Statistics

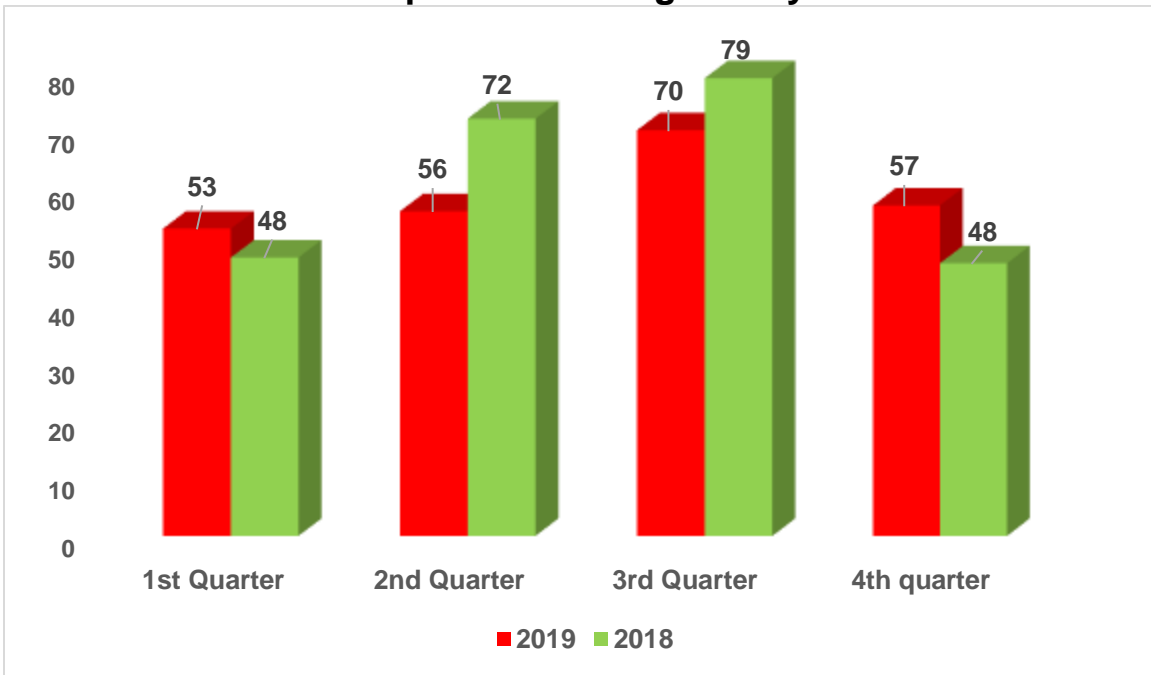
Citizen Complaint Investigations

2019 Citizen Complaint Statistics:

- Contacts received by Internal Affairs 2,502
- Citizen complaints received 236
- Citizen complaints cancelled 36
- Total allegations in all citizen complaints 520
- Bias-based profiling complaints 9



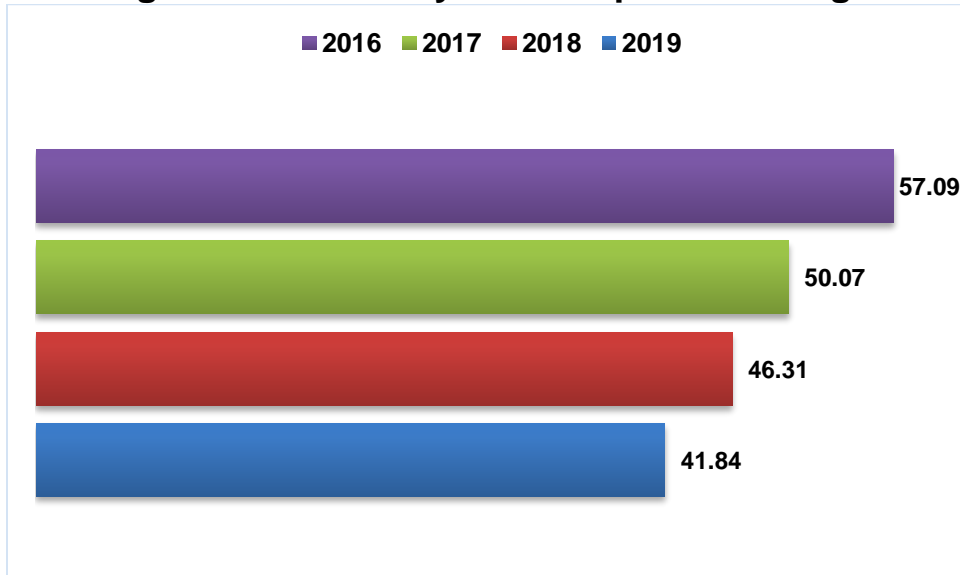
Total Citizen Complaints Investigated by Quarter - 2019



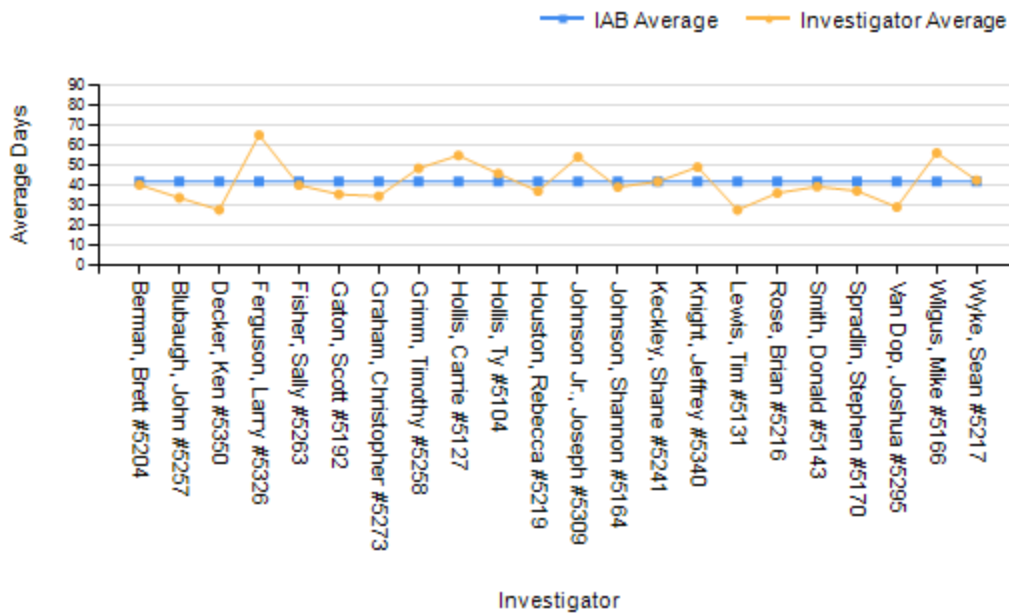
The average number of days to complete a citizen complaint investigation:

- 2016 – 57.09
- 2017 – 50.07
- 2018 – 46.31
- 2019 – 41.84

Average Number of Days to Complete Investigation



Average Days for Investigation



Most Frequent Type or Nature of Allegations in Citizen Complaints

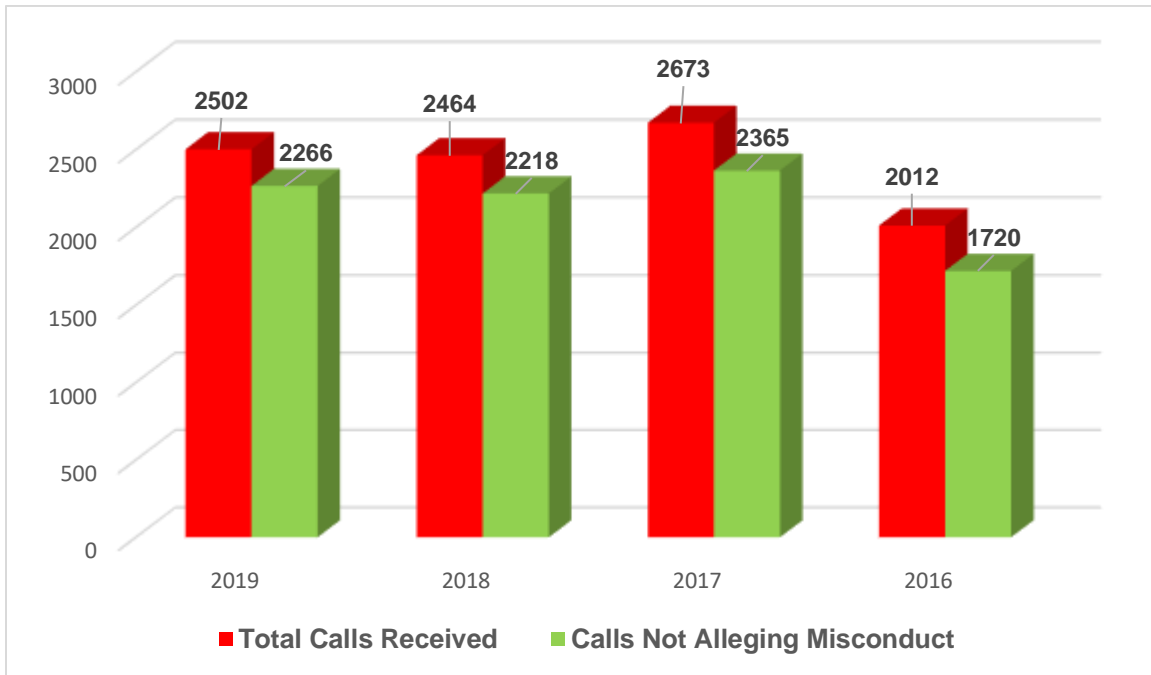
<u>2018</u>	<u>#</u>	<u>%</u>
Actions Taken/Not Taken	100	19.9%
Investigative Actions	85	16.9%
Rude/Discourteous Language/Actions	68	13.5%
Search/Seizure	52	10.3%
Force	48	9.5%

These five categories represent **70.5%** of all citizen complaint allegations received in 2018.

<u>2019</u>	<u>#</u>	<u>%</u>
Investigative Actions - Criminal	87	16.7%
Rude/Discourteous Language/Actions	82	15.8%
Actions Taken/Not Taken	65	12.5%
Search/Seizure	59	11.3%
Force	41	7.9%
Investigative Actions – Accident	34	6.5%

These six categories represent **70.8%** of all citizen complaint allegations received in 2019.

Total Intake Calls/Contacts



The citizen complaint line is answered between 6:00am and 10:00pm by the Administrative Sergeants. The Headquarters Operations Sergeant is responsible for answering the citizen complaint line from 10:00pm until 6:00am.

The Administrative Sergeants attempt to answer callers' questions and refer callers not alleging misconduct to supervisors or units outside the Internal Affairs Bureau for appropriate follow-up. All citizen contacts are logged for documentation purposes.

Total Contacts Received

Year	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter	Total
2019	551	643	741	567	2,502
2018	567	655	733	509	2,464
2017	588	736	742	607	2,673
2016	444	657	553	448	2,102

Completed Citizen Complaint Investigations – Contractual Compliance

The collective bargaining agreement between the City of Columbus and the Fraternal Order of Police Capital City Lodge 9 provides contractual timelines for the completion of citizen complaint investigations. Specifically, the investigation of citizen complaints shall be conducted within ninety (90) days after the date the complaint was received by the City.

2017

- Number of Citizen Complaints Investigations Completed 253
- Number Completed in 90 Days 253
- Percentage Completed in 90 Days 100%

2018

- Number of Citizen Complaints Investigations Completed 279
- Number Completed in 90 Days 278
- Percentage Completed in 90 Days 99.6%

2019

- Number of Citizen Complaints Investigations Completed 269
- Number Completed in 90 Days 269
- Percentage Completed in 90 Days 100%



Investigative Categories

The Internal Affairs Bureau Standard Operating Procedures Manual outlines investigative goals for the completion of internal investigations. The dynamics and unique aspects of an investigation can alter the anticipated completion time. The following are the case levels and target completion dates:

Level 0

Level 0 investigations are those that are investigated by a unit outside IAB and are sent to IAB only for filing. They do not require any further investigation or processing by IAB.

Level 1

Level 1 investigations place emphasis on expediency and conciseness, but not at the expense of accuracy or completeness. Level 1 investigations normally include most citizen complaints. The recommended target completion date for Level 1 investigations is 45 days.

Level 2

Level 2 investigations are typically more detailed and involved than Level 1 investigations. These typically include citizen complaints that require more extensive investigation than a Level 1. This category also includes allegations by Division personnel against other Division personnel, allegations of Equal Employment Opportunity (EEO)/discrimination/harassment, joint investigations with other agencies and police involved shooting and use of force investigations forwarded to IAB for further investigation. The recommended target completion date for Level 2 investigations is 60 days. The average completion time for Level 2 investigations: 2019 and 2018 – 50 days, 2017 – 44 days.

Level 3

Level 3 investigations are those that were investigated by a unit outside of IAB, but assigned to IAB only for the preparation and processing of Departmental Charges.

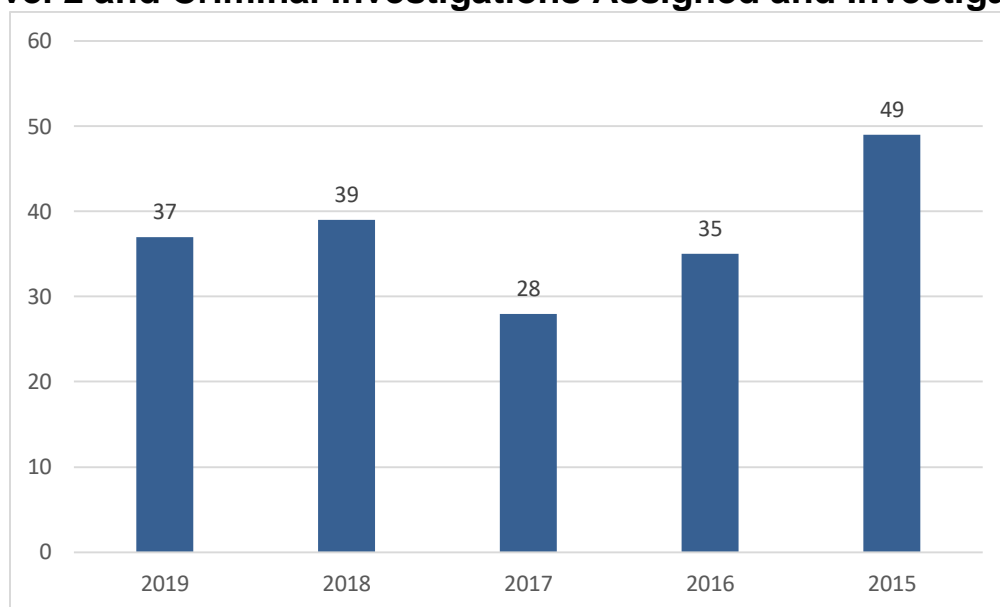
Level 4

Level 4 investigations are citizen complaint investigations against Communications Bureau personnel. Timelines are established by the applicable collective bargaining agreement.

Criminal

Criminal investigations are those that involve allegations that, if true, would be a violation of law. The recommended target completion date for criminal investigations is 120 days.

Level 2 and Criminal Investigations Assigned and Investigated



Investigative Findings

Disproven* – The investigation uncovered evidence proving the alleged conduct did not occur (*in use July 30, 2019 to December 30, 2019).

Exonerated – The evidence indicates the alleged conduct occurred, but the actions taken by the employee(s) were lawful and no misconduct was substantiated.

Not Sustained – The alleged conduct could not be supported or refuted by a preponderance of the evidence.

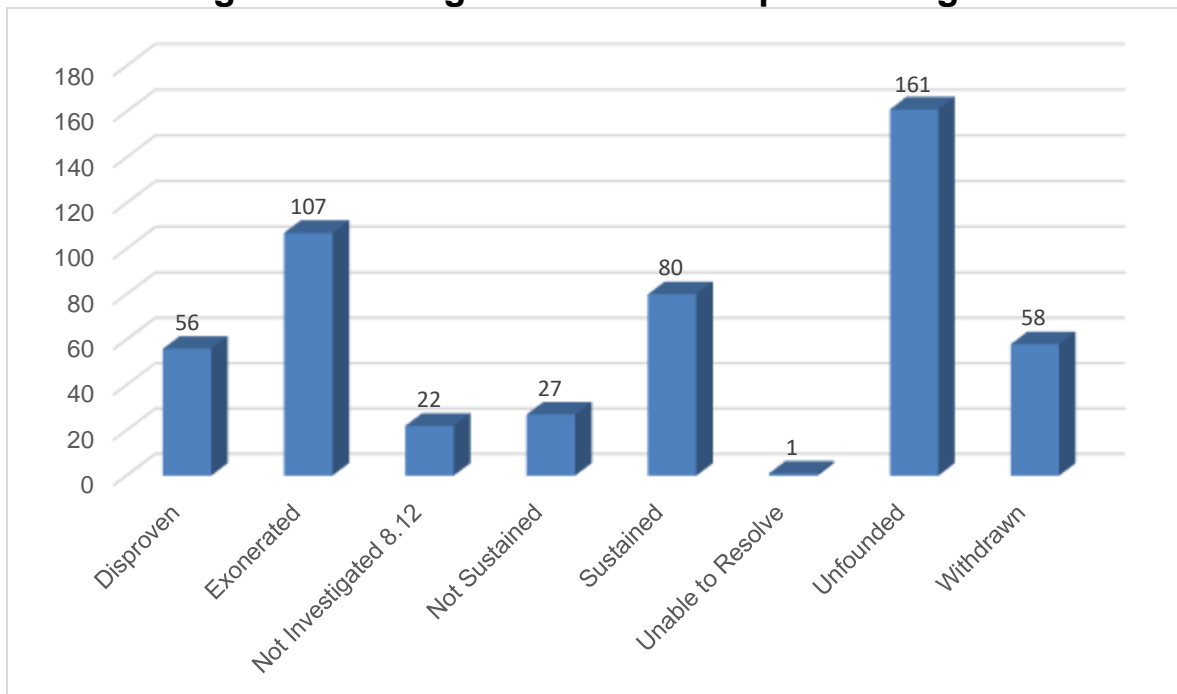
Sustained – The alleged conduct is supported by a preponderance of the evidence and is in violation of the Rules of Conduct.

Unfounded – The alleged conduct is refuted by a preponderance of the evidence.

Withdrawn – The complainant retracted the allegation(s) through either a verbal or written statement.

Not Investigated per Article 8.12 – The complaint was not received by the City or reduced to writing within ninety (90) days after the alleged incident or an anonymous complaint in which no corroborative evidence is obtained from the information that accompanies the complaint or that is reasonably obtainable from information provided in the complaint.

Investigative Findings of Citizen Complaint Allegations



False Complaints

The Subdivision Deputy Chief of the involved employee(s) makes the final determination regarding the filing of criminal charges for filing a false complaint. If approved, the investigating sergeant will file a summons on the complainant for filing a false complaint and will notify the involved Division personnel. The Internal Affairs Bureau filed criminal charges against the following number of individuals for filing a false complaint:

- 2016 – 3
- 2017 – 5
- 2018 – 1
- 2019 – 0

Complaint Allegations Involving Use of Force

Every year Training Bureau personnel complete a comprehensive use of force analysis. Division leaders then use this analysis to review and potentially modify policy and training. Citizen complaints regarding use of force are received and investigated by Internal Affairs Bureau personnel and reviewed as part of the analysis.

Citizen Complaint Allegations Involving Use of Force

2019	41
2018	48
2017	75

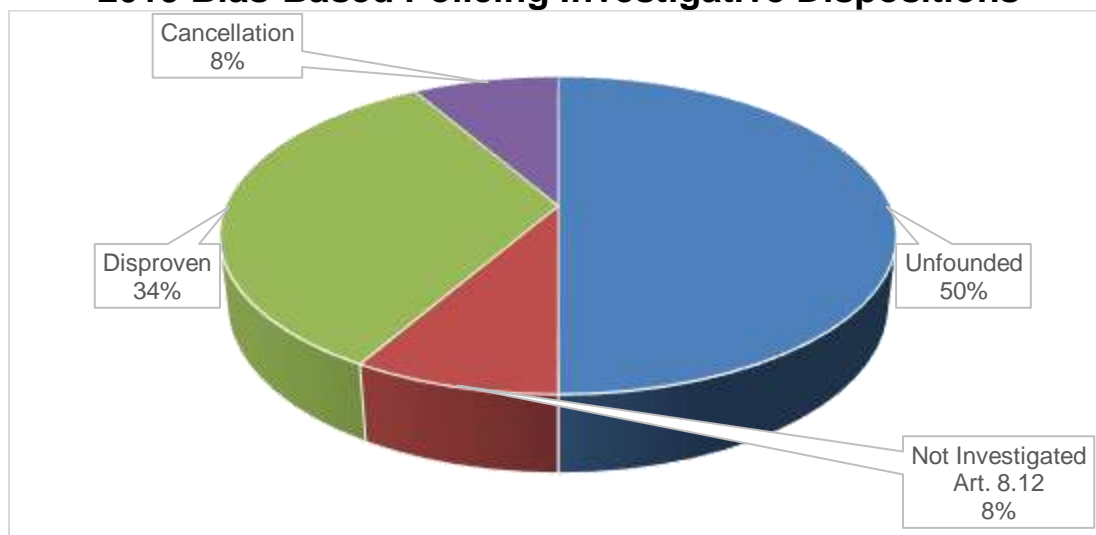
Bias-Based Policing Complaints

A fundamental right guaranteed by the Constitution of the United States to all persons in this nation is equal protection under the law. Profiling, in and of itself, is not inappropriate when used legally and for a legitimate law enforcement purpose. However, bias-based profiling illegally infringes on the rights of others and cannot be tolerated. The Internal Affairs Bureau annually compiles, analyzes and forwards to the Chief of Police a comprehensive bias-based policing report.

Citizen Complaint Allegations Involving Bias-Based Policing

2019	9
2018	13
2017	17

2019 Bias-Based Policing Investigative Dispositions



Video Evidence

In 2017, IAB began tracking the impact that video evidence had on internal investigations. This included video from several sources including cell phones, surveillance cameras, social media, cruiser video and body worn cameras (BWC). Body worn camera usage was fully implemented in 2018 and continued through 2019. There now exists two years' worth of data in which BWCs were widely used throughout the Division.

Disposition of Investigations with BWC Only – 2018

Unfounded	Exonerated	Withdrawn	Cancelled	Sustained	Not Sustained	Total Allegations
58	29	28	11	28	6	160
36.3%	18.1%	17.5%	6.9%	17.5%	3.8%	

Disposition of Investigations with BWC Only – 2019

Disproven	Unfounded	Exonerated	Withdrawn	Cancelled	Sustained	Not Sustained	Total Allegations
32	75	66	46	18	45	7	289
11.1%	26%	22.8%	15.9%	6.2%	15.6%	2.4%	

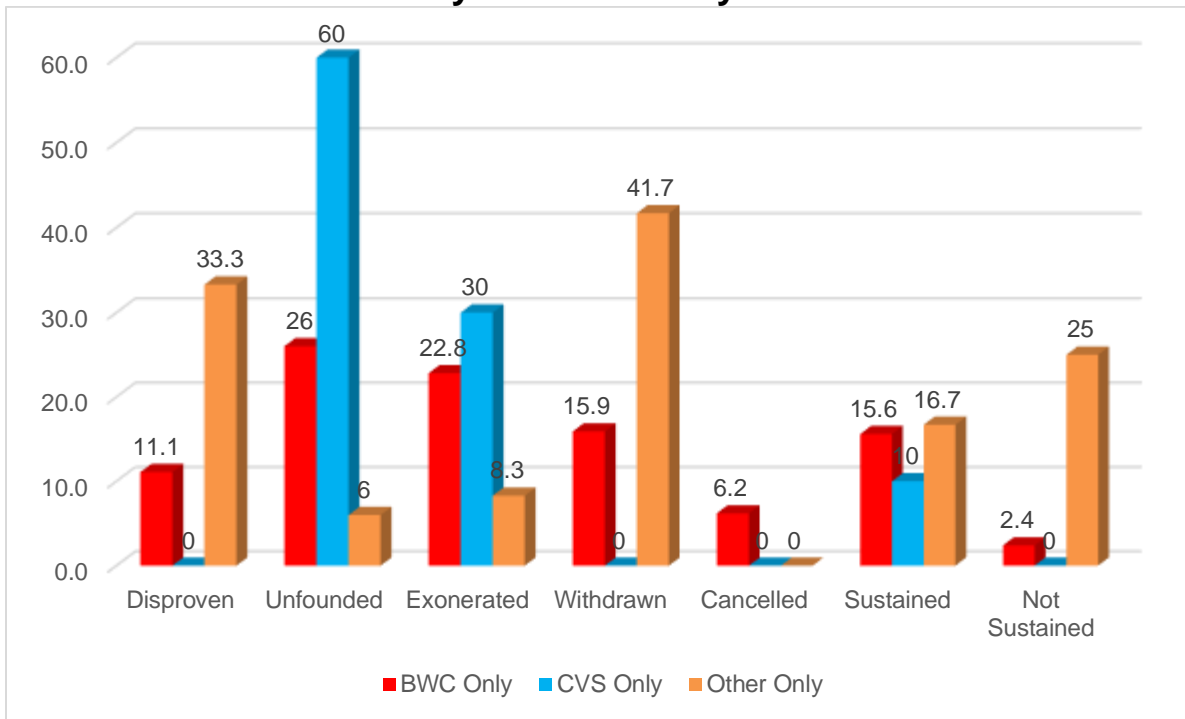
Disposition of Investigations with BWC and Other Video – 2018

Unfounded	Exonerated	Withdrawn	Cancelled	Sustained	Not Sustained	Total Allegations
65	16	11	0	11	7	110
59.1%	14.5%	10%	0%	10%	6.4%	

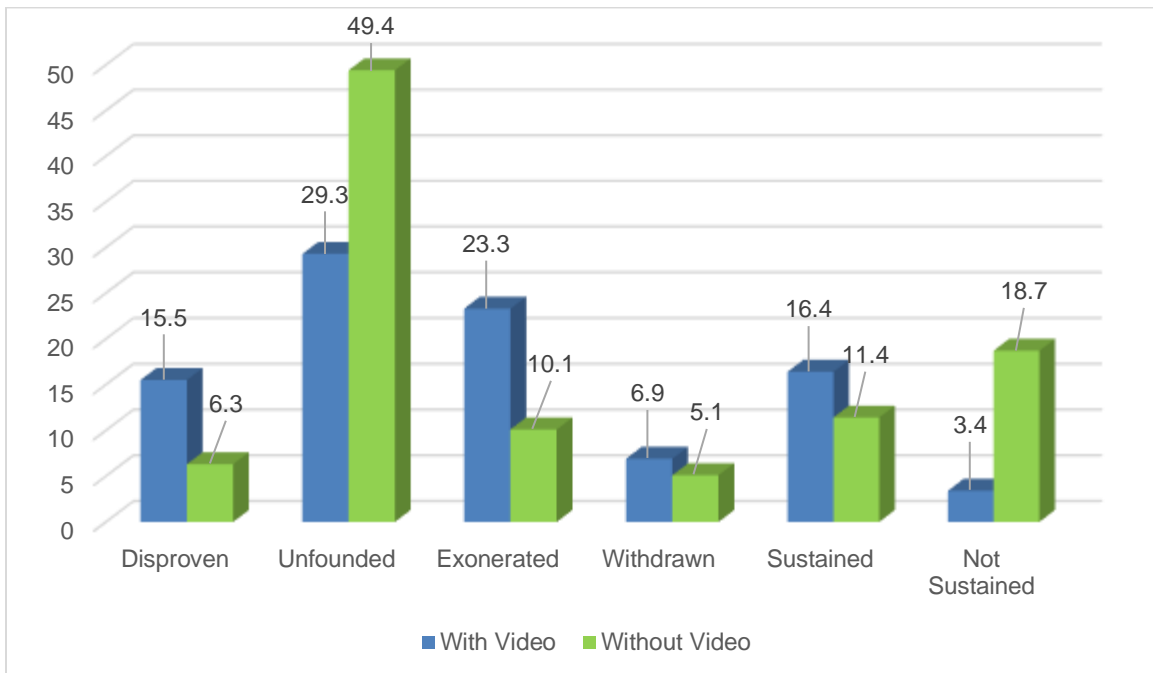
Disposition of Investigations with BWC and Other Video – 2019

Disproven	Unfounded	Exonerated	Withdrawn	Cancelled	Sustained	Not Sustained	Total Allegations
18	34	27	8	6	19	4	116
15.5%	29.3%	23.3%	6.9%	5.2%	16.4%	3.4%	

Percentage of Dispositions in Investigations with BWC Only vs. CVS Only vs. Other Only – 2019



Percentage of Dispositions in Investigations with Video vs. without Video – 2019



All Cases with Any Type of Video – 2018

Unfounded	Exonerated	Withdrawn	Sustained	Not Sustained	Total Allegations
134	52	43	47	18	294
45.6%	17.7%	14.6%	16%	6.1%	

Unfounded/Exonerated/Withdrawn = 77.9%

All Cases with Any Type of Video – 2019

Disproven	Unfounded	Exonerated	Withdrawn	Sustained	Not Sustained	Total Allegations
54	121	97	54	67	13	406
13.3%	29.8%	23.9%	13.3%	16.5%	3.2%	

Disproven/Unfounded/Exonerated/Withdrawn = 80.3%

All Cases without Any Type of Video – 2018

Unfounded	Exonerated	Withdrawn	Sustained	Not Sustained	Total Allegations
76	27	13	21	22	159
47.8%	17%	8.2%	13.2%	13.8%	

Unfounded/Exonerated/Withdrawn = 73%

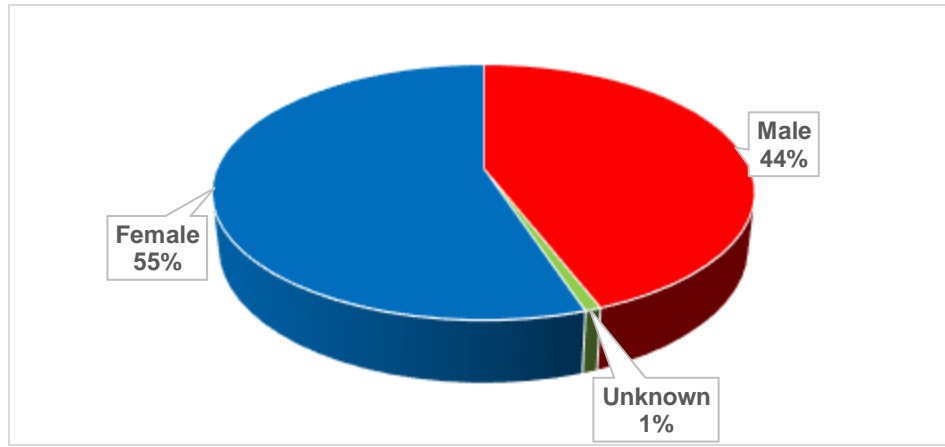
All Cases without Any Type of Video – 2019

Disproven	Unfounded	Exonerated	Withdrawn	Sustained	Not Sustained	Total Allegations
5	39	8	4	9	14	79
6.3%	49.4%	10.1%	5.1%	11.4%	17.7%	

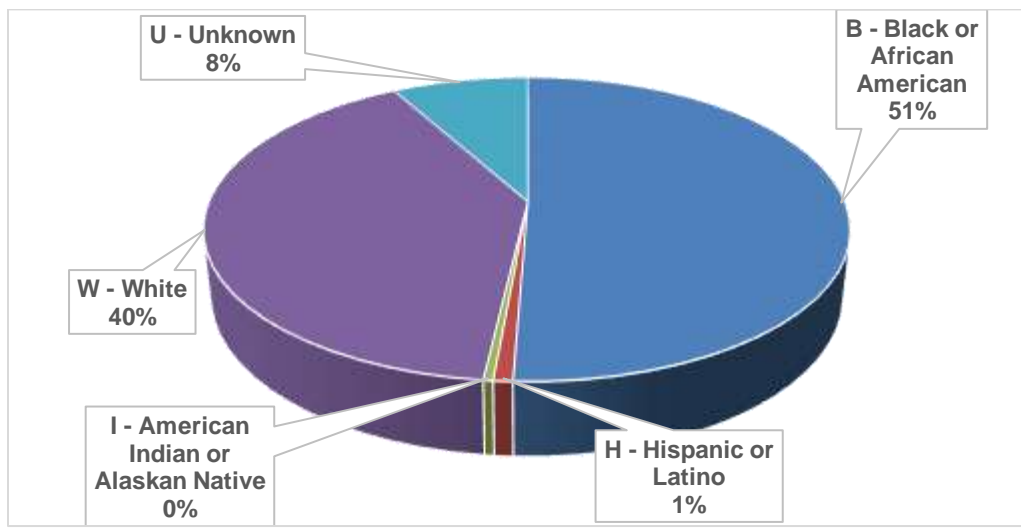
Disproven/Unfounded/Exonerated/Withdrawn = 70.9%

Citizen Complaint Demographics – 2019

Complainant Sex	Total
Female	136
Male	109
Unknown	2
Total	247



Complainant Race	Total
Black or African American	125
Hispanic or Latino	2
American Indian or Alaskan Native	1
Unknown	20
White	99
Total	247



Complainant Ethnicity	Total
Hispanic Origin	1
Not of Hispanic Origin	121
Unknown	125
Total	247

Complainant Age	Total
18 - 20	6
21 - 25	25
26 - 30	29
31 - 35	35
36 - 40	49
41 - 45	30
46 - 50	21
51 - 55	14
56 - 60	10
61 - 65	11
66 - 70	6
76 - 80	1
Unknown	10
Total	247

Complainant Cooperate	Total
No	63
Unknown	12
Yes	161
Total	236

How Complaint Received	Total
E-Mail/Internet	21
In Person	44
Internal Memo	4
Telephone	164
U.S. Mail	3
Total	236

Incident Location	Total
Bar	4
Business Building or Property	30
Impounding Lot	2
Other	3
Police Headquarters	3
Police Substation	1
Private Residence or Property	87
Public Building or Property	13
Radio Room	8
Street/Alley	81
Unknown	4
Total	236

Precinct of Occurrence	Total
Unknown	9
1 Precinct	12
2 Precinct	14
3 Precinct	7
4 Precinct	14
5 Precinct	15
6 Precinct	13
7 Precinct	9
8 Precinct	4
9 Precinct	14
10 Precinct	11
11 Precinct	18
12 Precinct	12
13 Precinct	11
14 Precinct	7
15 Precinct	7
16 Precinct	16
17 Precinct	4
18 Precinct	8
19 Precinct	18
20 Precinct	13
Total	236

Employee Sex	Total
Female	52
Male	350
Unknown	4
Total	406

Employee Race	Total
Black or African American	44
Asian or Pacific Islander	5
American Indian or Alaskan Native	4
Unknown	12
White	341
Total	406

Employee Ethnicity	Total
Hispanic Origin	4
Not of Hispanic Origin	128
Unknown	274
Total	406

Sworn/Civilian	Total
Civilian	15
Sworn	387
Unknown	4
Total	404

Employee Rank/Classification	Total
911 Emergency Call Taker	5
911 Emergency Dispatcher	12
Unknown	4
Lieutenant	5
Sergeant	19
Officer	342
Unidentified	4
Records Tech	2
Civilian	13
Total	406

Employee Duty Status	Total
Off Duty	8
On Duty	368
Special Duty	21
Unknown	9
Total	406

Internal Investigations

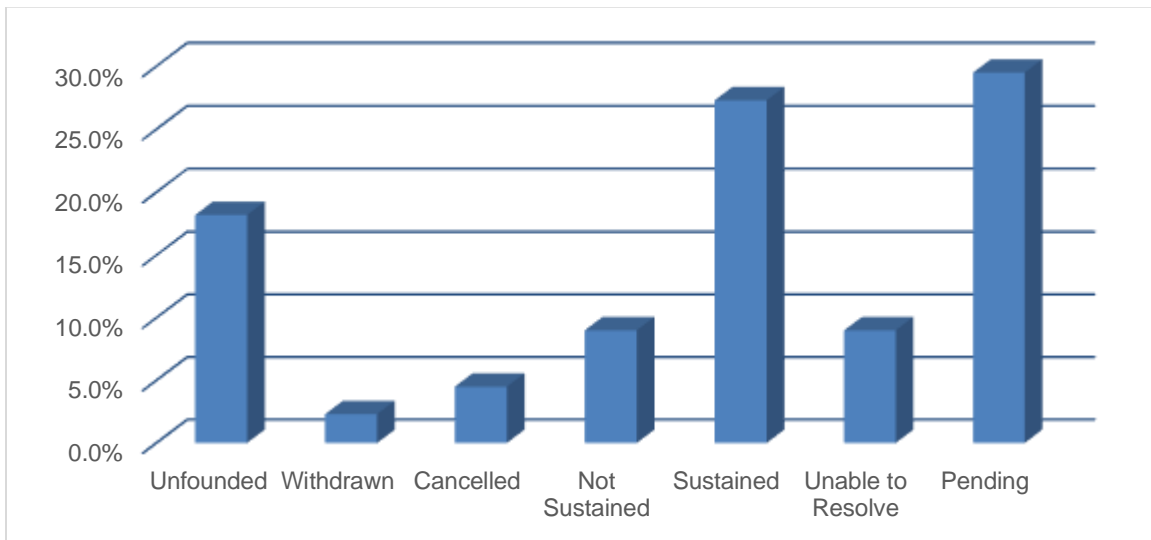
In 2019, Internal Affairs Investigative Sergeants conducted:


- 24 internal investigations – 17 sworn and 7 civilian
- 44 allegations – 35 sworn and 9 civilian
- Average number of days for completion – 98

Internal Investigation Allegations

Allegation	Total
Criminal Charges	6
Unbecoming Conduct	3
Violation City Work Rules	2
Inattention to Duty	1
EEO - Sexual Harassment	3
EEO - Race	5
EEO - Retaliation	1
EEO - Gender	2
EEO - Hostile Work Environment	1
Handling Property	3
Untruthfulness	2
OVI	3
Violation of Police Orders, Directives, etc.	12
Total	44

Investigative Findings of Internal Allegations





Facility/Equipment Report

Columbus Division of Police

Bureau: Internal Affairs

Date	Facility/Equipment Reviewed	Person Assigned	Condition	Maintenance Problems/ General Requests	Actions Taken
3/17/20	750 E. Long St. Managed by: Ohio Equities	Cmdr. Kelly Weiner	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Unacceptable	N/A	
3/17/20	Unmarked Pool Vehicles	Lt. Bela Bernhardt	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Unacceptable	N/A	
3/17/20	Electronic Equipment	Lt. Aimee Haley	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Unacceptable	N/A	
			<input type="checkbox"/> Acceptable <input type="checkbox"/> Unacceptable		
			<input type="checkbox"/> Acceptable <input type="checkbox"/> Unacceptable		
			<input type="checkbox"/> Acceptable <input type="checkbox"/> Unacceptable		

A-10.115 (12/14)
Page 1 of 1

