



Memorandum

To: Billy Cordell, Chief of Police

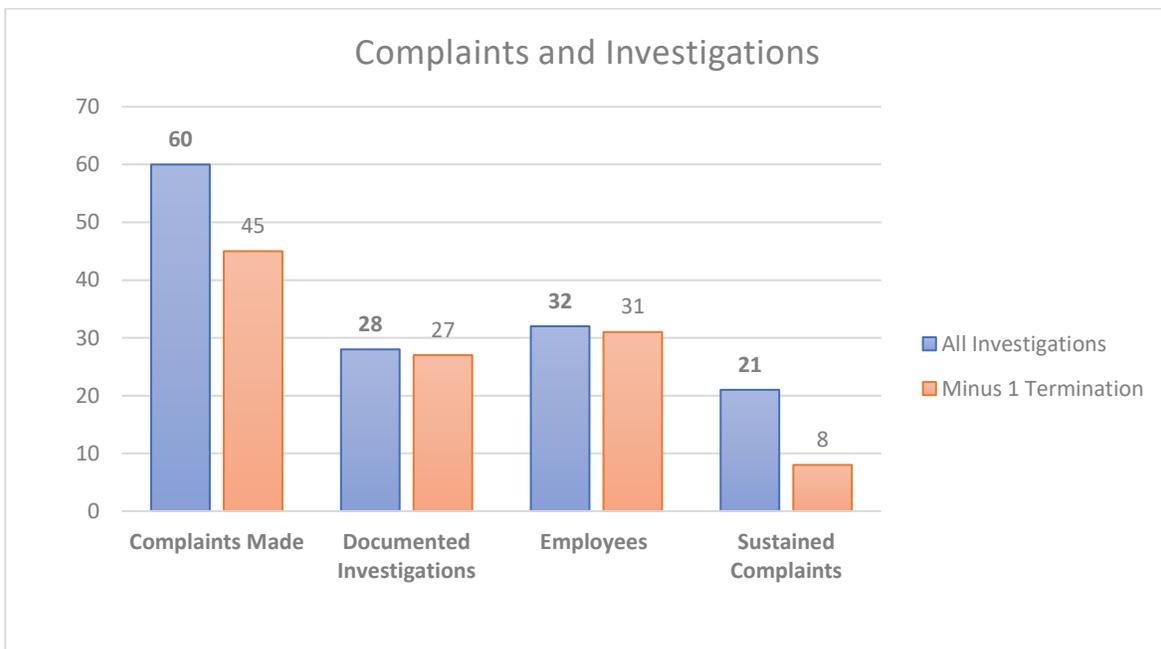
From: Randy Crum, Support Bureau Captain

Date: April 14, 2023

Subject: 2022 Internal Affairs Investigations Annual Summary

In 2022, there were sixty complaints (allegations of wrongdoing or policy/procedural violations) alleged against thirty-two employees (with one employee unidentified) that resulted in twenty-eight documented investigations. Some of the employees were involved in more than one investigation and/or multiple allegations. Of the sixty complaints, twenty-one allegations (35.0%) were sustained that resulted in two sworn employees being terminated in separate investigations. However, one of those employees (officer) accounted for approximately 42% (15 complaints) of the total number of complaints from one investigation in which the employee was terminated. This was a significant investigation that jeopardized public trust and the department's reputation. The investigation yielded thirteen sustained allegations, including untruthfulness, improper use of CJIS information, insubordination, disregard for public trust, abuse of official authority, misconduct related to criminal or immoral conduct, and several other procedural and policy violations. Two additional allegations were found to be not sustained and unfounded. The remaining eight sustained complaints were against seven different sworn employees and one non-sworn employee which resulted in a termination, two-week suspension, two-day suspension, two one-day suspensions, one written reprimand, and two verbal counseling sessions. The termination (officer) was for attendance and the two-week

suspension (officer) was for failing to enforce laws in a fair and impartial manner. The two-day suspension (officer) was for an accidental discharge of a firearm. The two, one-day suspensions (both officers) were for weapons security and violation of pursuit policy. The written reprimand (non-sworn) was for a property and evidence control violation and the verbal counseling sessions were for poor service response and rudeness. Two additional verbal counseling sessions were issued for misconduct not based on complaint against one sworn employee for rudeness and failing to activate their body worn camera (BWC) resulting from two separate investigations.



Twenty-nine of the sixty complaints (48.3%) in 2022 centered on rudeness (5), procedural violations (5), and poor customer service response (19). Of these twenty-nine, three (10.3%) were sustained for rudeness (1), procedural violations (1), and poor service response (1). Overall, complaints increased from forty-one in 2021 to sixty in 2022 for a 46.3% increase. However, when the terminated employee solely responsible for fifteen complaints is removed from the calculations, 2022 complaints drop from sixty to forty-five which is only a 9.8% increase over 2021 forty-one complaints and sustained complaints for 2022 drop from twenty-one to eight. Below is a summary of all 2022 complaints against employees along with the number of

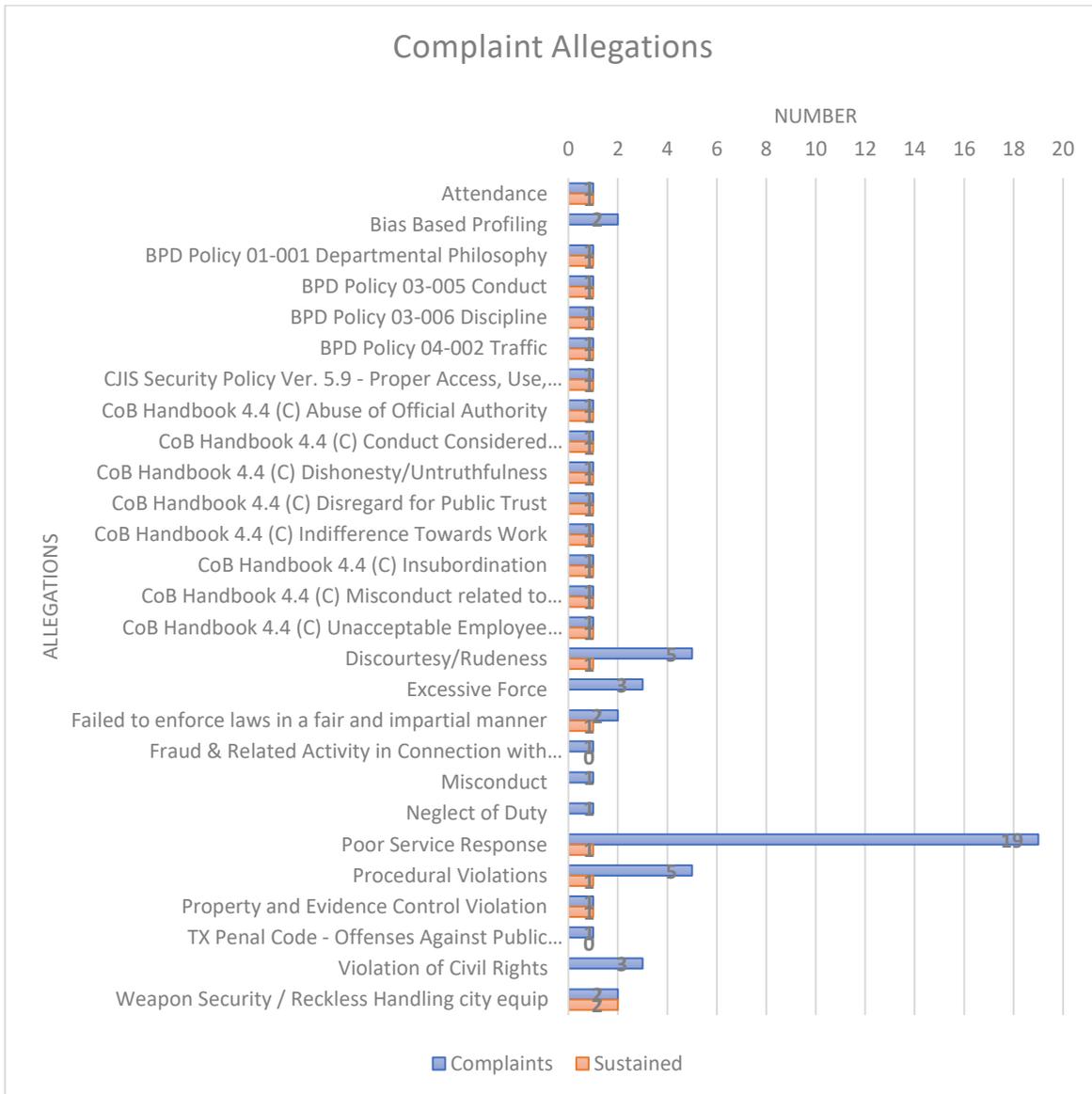
sustained allegations. One table details the fifteen complaints against the terminated sworn employee while the other table lists the remaining forty-five complaints.

Terminated Sworn Employee with 15 Complaints

Complaint Allegations	Sustained	Total
BPD Policy 01-001 Departmental Philosophy	1	1
BPD Policy 03-005 Conduct	1	1
BPD Policy 03-006 Discipline	1	1
BPD Policy 04-002 Traffic	1	1
CJIS Security Policy Ver. 5.9 - Proper Access, Use, Dissemination	1	1
CoB Handbook 4.4 (C) Abuse of Official Authority	1	1
CoB Handbook 4.4 (C) Conduct Considered Prejudicial to Good Order	1	1
CoB Handbook 4.4 (C) Dishonesty/Untruthfulness	1	1
CoB Handbook 4.4 (C) Disregard for Public Trust	1	1
CoB Handbook 4.4 (C) Indifference Towards Work	1	1
CoB Handbook 4.4 (C) Insubordination	1	1
CoB Handbook 4.4 (C) Misconduct related to Criminal/Immoral Conduct	1	1
CoB Handbook 4.4 (C) Unacceptable Employee Conduct	1	1
Fraud & Related Activity in Connection with Computers		1
TX Penal Code - Offenses Against Public Administration		1
Total:	13	15

Remaining 45 Complaints

Complaint Allegations	Sustained	Total
Attendance	1	1
Bias Based Profiling		2
Discourtesy/Rudeness	1	5
Excessive Force		3
Failed to enforce laws in a fair and impartial manner	1	2
Misconduct		1
Neglect of Duty		1
Poor Service Response	1	19
Procedural Violations	1	5
Property and Evidence Control Violation	1	1
Violation of Civil Rights		3
Weapon Security / Reckless Handling city equip	2	2
Total:	8	45



Of the twenty-eight documented investigations, eight were from internal sources while the remaining twenty originated from external (outside) sources. Regarding the sixty complaints contained within the twenty-eight documented investigations, two were not sustained (3.3%), twenty-one were sustained (35%), sixteen were exonerated (26.7%), and twenty-one were unfounded (35%). Exonerated, unfounded, and not sustained combined for 65% of all dispositions compared to 35% for sustained. The table below summarizes the data at sixty complaints and forty-five complaints (minus the terminated employee complaints).



For the year 2022, three complaints were filed against non-sworn employees with one sustained and two unfounded. The remaining fifty-seven complaints were against sworn personnel with one officer not being able to be identified (complaint was unfounded). These fifty-seven allegations were directed towards twenty-nine officers (including the unknown officer), with one officer receiving fifteen complaints (13 sustained) from one investigation resulting in termination. Additionally, one officer receiving four complaints from four separate investigations (none sustained), three officers receiving three complaints apiece from separate investigations (3 sustained), and five officers receiving two complaints apiece from separate investigations (2 sustained). The remaining nineteen officers received one complaint apiece from separate investigations (2 sustained). A summary chart is provided below.

Complaint Breakdown by Employee Groups

