



AUBURN POLICE DEPARTMENT 2021 ANNUAL CIA REVIEW



THE AUBURN POLICE
DEPARTMENT IS A
STATE ACCREDITED AGENCY



Report prepared by Commander Dave Colglazier

This annual analysis of the CIA (Commendations, Inquiries, and Allegations) investigations provides the administration of the agency and the public we serve a review of agency personnel conduct from an analytical perspective and possibly through the eyes of our community. As outlined in the Auburn Police Department Manual of Standards, the CIA system provides a standardized means of reporting, investigating, and documenting Commendations, Inquiries, Internal Investigations and Collision Reviews.

Our **Vision Statement** calls for us to be a premier agency that is trusted, supported, and respected. Our **Mission Statement** requires that our department will “provide professional Law Enforcement services to our community.” To meet these demands, we must be a disciplined and a well-regulated organization. One method by which to determine our success is to evaluate our CIA process. This report illustrates how well the Auburn Police Department is perceived to be following our Vision and Mission statements, as well as our Manual of Standards.

Summary of 2021

In 2021, Auburn Police Officers responded to 72,944 CAD incidents (73,998 in 2020) and completed 15,295 case reports (15,299 in 2020). Officers made 2,990 arrests (3,629 in 2020) with 1,067 of those arrestees being booked into SCORE (1,652 in 2020), and issued 3,820 infractions/citations (8,110 in 2020). All of this activity accounts for only a portion of the personal contacts with our community members that are made by our police officers throughout the year.

Commendations

A **Commendation** is used to recognize actions or performance by members of the police department who act or perform in a manner that is outstanding or beyond what is normally expected. The Commendation process recognizes employees for Professionalism, Exemplary Job, Exemplary Actions, Life Saving and Heroism.

The majority of our commendations come from citizens who took the time to recognize one or more officers due to their exemplary and professional work. These commendations range from officers conducting school speeches, helping someone change a tire or going above and beyond to investigate someone’s case.

The **Medal of Valor** will be awarded to department personnel for acts that meet all of the following conditions.

1. When the act conspicuously displays extreme courage, beyond the normal demands for police service.
2. When failure to take such action would not justify official censure.
3. When substantial risk to their physical safety actually existed and the individual was unquestionably conscious of this imminent threat.

4. When the objective was logically believed to be of sufficient importance to justify the risk taken.

The **Medal of Distinction** will be awarded to department personnel for acts which meet all of the following criteria.

1. When personnel manifest courage in the performance of duty under circumstances less than those required for the Medal of Valor.
2. When a risk to the individual's physical safety actually existed, or when there was reason to believe that such a risk was present.
3. When the act indicated that the individual was conscious of the imminent danger to their personal safety, or when a reasonable and prudent person would normally assume such a danger was present.
4. When the objective was reasonably believed to be of sufficient importance to justify the risk taken.
5. When the individual accomplished the objective, or was prevented from doing so by circumstances beyond his/her control.

The **Lifesaving Medal** shall be awarded to department personnel for acts that meet all of the following criteria.

1. When the acts were personally performed by the officer.
2. When affirmed by competent medical authority, an individual saved a human life or prolonged life beyond the day of extraordinary circumstances.

The **Merit Medal** shall be awarded to department personnel for acts that meet all of the following criteria.

1. When individuals who distinguish themselves by excellence in events which involve tactical action.
2. When the event involves some risk to the individual.

The **Honorable Tactical De-escalation Medal** shall be awarded to department personnel for acts that meet all of the following criteria.

1. When the acts were personally performed by the department member.
2. When the department member utilized exceptional tactical skills or verbal approaches and techniques to de-escalate any deadly force situation resulting in the saving or sustaining of a human life.
3. When the deadly force and de-escalation factors can be independently verified.

Year	Total Commendations	Letter of Commendation	Medal of Distinction	Life Saving	Medal of Valor	Medal of Merit	Tactical Medal
2018	71	1	0	7	1	0	0
2019	93	7	0	11	0	4	0
2020	167	16	3	10	0	0	0
2021	124	2	0	7	2	2	1

Employee Investigations

There are two ways a complaint can be categorized and investigated: Supervisory Investigation and Internal Investigation.

A Supervisory Investigation involves a complaint made regarding the quality of service delivery. These complaints vary in degree from complaints regarding an employee’s demeanor, tardiness, complaints related to customer service, or the nature of a department practice. This may also be a complaint of a minor policy violation. The employee’s immediate supervisor typically handles this type of complaint, but a commander might also take charge of it.

An Internal Investigation involves a complaint of a possible violation of department standards, written directives, City policies or applicable Civil Service Rules. These allegations include, but are not limited to, complaints of bias based policing, excessive force, alleged corruption, insubordination, breach of civil rights, false arrest, and other types of allegations of serious misconduct. In the event that an allegation of criminal misconduct is reported and appears to have merit, a simultaneous **criminal investigation** will be initiated.

Internal Investigations

Year	CAD Incidents	Internal Investigations	Inv. With Misconduct	Total Employees	Emp. With Misconduct
2018	96,884	7 (.007%)	6	9	7
2019	86,062	18 (.02%)	11	17	13
2020	73,998	9 (.01%)	6	9	6
2021	72,944	6 (.008%)	5	7	5

Internal Investigations generated by internal and external sources

	External Sources	Internal Sources	Total Combined
Total Investigations	4	2	6
Sustained Misconduct	3	2	5

In examining the above tables, Internal Investigations generated internally usually resulted in a finding of actual misconduct. The above table shows that both of the Investigations received from internal sources resulted in a finding of misconduct. During these types of investigations, statements, photographs, videos, police reports, and any other potential documentation are examined. The investigation is then forwarded to a supervisory review board to determine findings.

Supervisory Investigations

These numbers continue to be very low compared to the amount of contacts with the public. This would appear to indicate that our officers conduct themselves most of the time in a professional manner due to the fact that inquiries are complaints regarding an officer's demeanor, tardiness, and customer service. (These were labeled as Supervisory Inquiries prior to 2021)

Year	CAD Incidents	Supervisory Inv/ Inquiries	Inquiries with Unacceptable Performance	Involved Employees	Employees with Unacceptable Performance
2018	96,884	20 (.02%)	10	20	12
2019	86,062	11 (.01%)	7	12	6
2020	73,998	21 (.03%)	12	21	11
2021	72,944	10 (.01)	2	14	2

Allegations

The following table depicts the total combined allegations by category for all Supervisor Investigations and Internal Investigations for 2021. It should be noted that Supervisory Investigations can result in findings of Acceptable Performance or Unacceptable Performance, and Internal Investigations can result in findings of Misconduct or No Misconduct, among others.

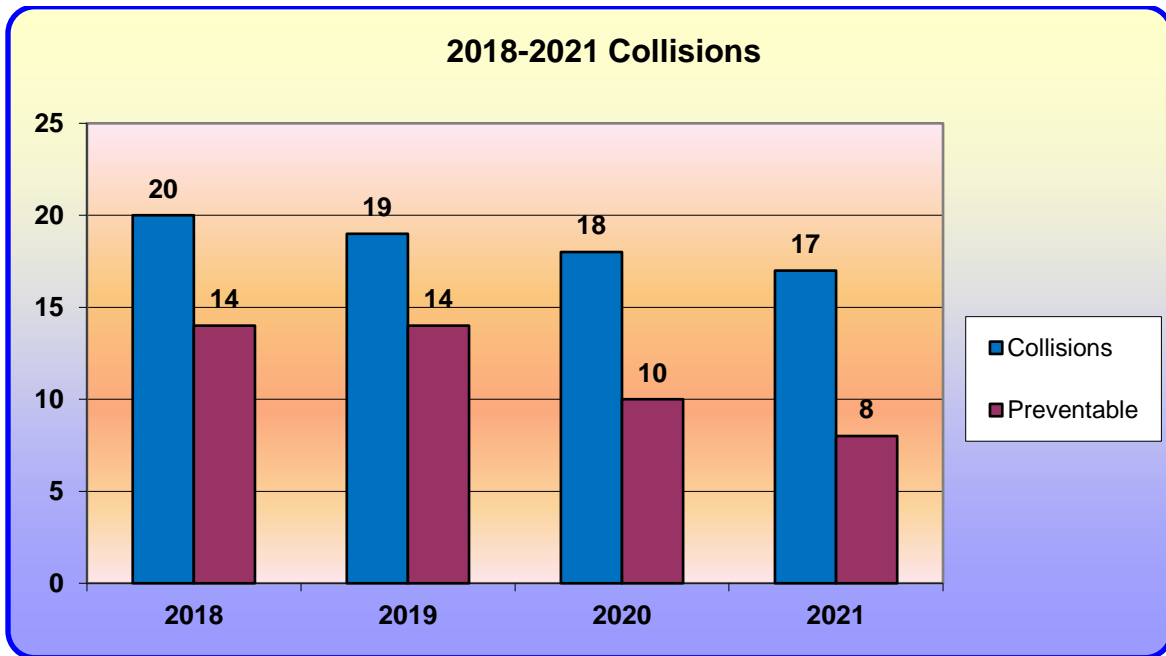
Allegation	Total	No Misconduct/ Acceptable Performance	Misconduct/ Unacceptable performance	No Conclusion/ Pending
Violation of General Policy	4	3	1	0
Discourtesy	6	6	0	0
Code of Conduct	6	4	2	0
False Arrest	3	3	0	0
Excessive Force	3	2	1	0
ACCESS Violation	1	0	1	0
Conduct Unbecoming	1	0	1	0
Core Values	1	0	1	0
Fail to Meet Job Expectations	1	0	1	0
Foot Pursuit Policy	1	0	1	0
Vehicle Pursuit Policy	1	0	1	0
Totals	28	18	10	0

Collisions

In 2021, there were 17 collisions involving APD employees. Eight of the 17 collisions were determined to be preventable on the part of the officer. The median years of service of the officers involved in collisions is 5.5 and the median age of the officer was 35.5. Eight of the collisions that occurred were officers who have 5 years or less of service with Auburn PD. The preventable collisions were attributed to officers with a median of 9.5 years of service. In examining the number of collisions, it is important to note that the department determines a collision to be any time an employee in control of a department vehicle has any contact with another vehicle, object, or person. Damage caused by a specific maneuver (PIT, intentional strike, etc.) is not considered a collision under our department policy. The majority of these collisions did not meet the state definition of a reportable collision.

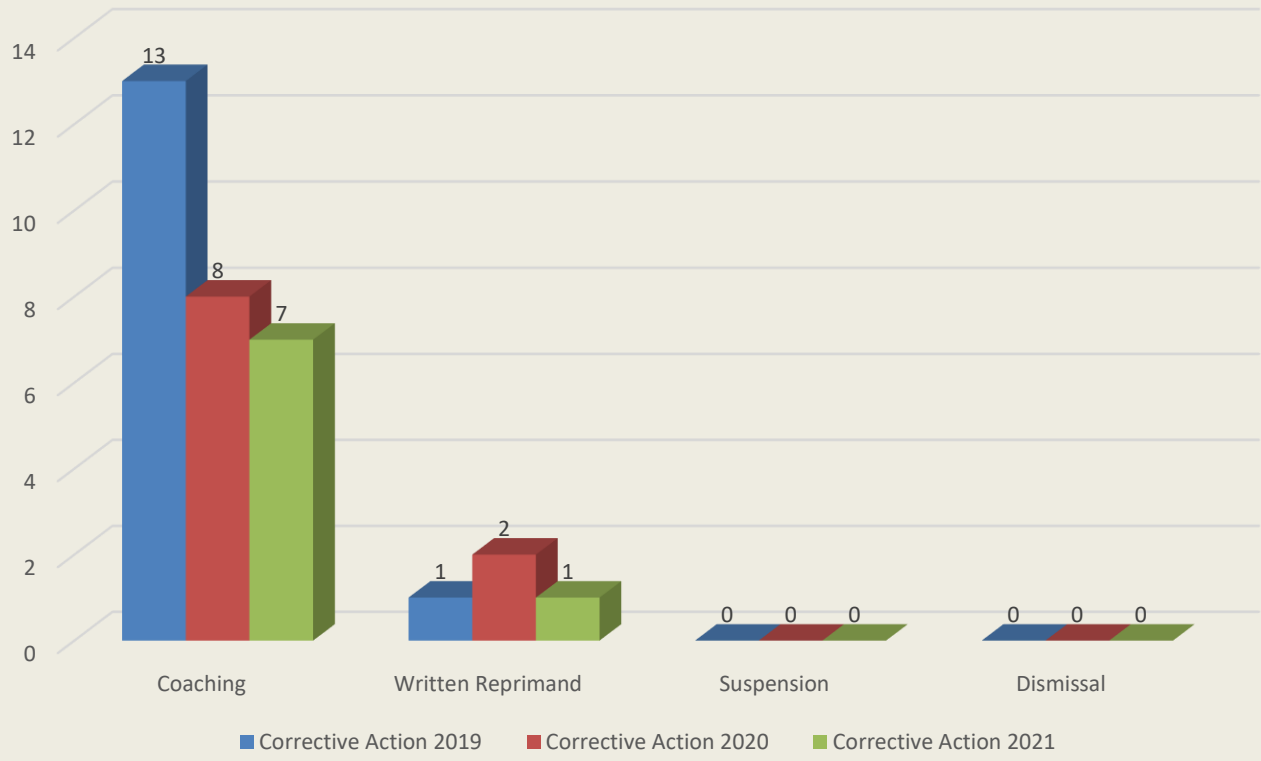
In reviewing the 8 collisions which were determined by a Collision Review Board to be preventable, “driver inattention” was apparent in most cases, by either watching for suspects or looking at vehicle equipment inside the car. If the drivers had been more attentive, they would not have collided with another vehicle, curb, tree, etc. All 2021 collisions (preventable and non-preventable) are categorized as follows:

- 7 - Driver Inattention
- 0 - Improper Backing
- 0 - Fail to Clear Intersection
- 8 - Other driver at fault
- 2 - Poor tactics



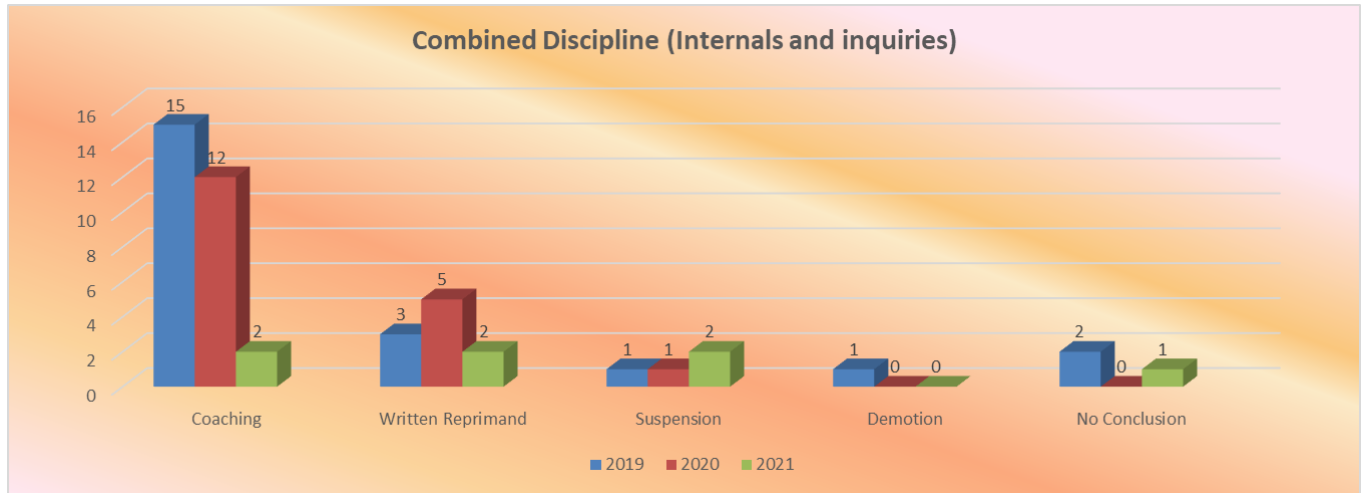
The below chart depicts the corrective action dispensed to the employees in preventable collisions. Some officers also received additional training where it was appropriate.

Collisions



Actions Taken Internal Investigations

The following chart depicts action taken for misconduct, whether from an Internal Investigation or Supervisory Investigation, for each employee involved.



Outside Agency Investigations

To ensure that our investigations are unbiased, there are times when an outside agency may be asked to investigate serious allegations of misconduct made against agency staff, especially those that may be of a criminal nature. This provides Auburn citizens with confidence and allows for unbiased transparency into actions, activities, and decisions made by the Auburn Police Department. In 2021 there was one allegation of criminal misconduct investigated by the King County Prosecutors Office. No criminal charges were filed in this case.

Grievances

One of the Internal Investigations that concluded during 2021 was grieved to a level 3, which is reviewed by the Mayor. This Internal Investigation involved a finding of Actual Misconduct. The discipline was lowered from a Written Reprimand to Coaching and Counseling by the Mayor at the level 3 grievance.

Conclusion

A review of the frequency of incidents for 2021 regarding alleged misconduct by employees of the Auburn Police Department does not appear to raise any specific concerns. The number of allegations and found misconduct when compared to the actual number of contacts Auburn Police Officers encounter each year is extremely low. This illustrates and confirms that we take all complaints seriously and train our employees regularly, and when necessary use corrective action depending on the severity of the allegation.